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ON

**THE NATIONAL POLICY ON
ELIMINATION OF CHILD LABOUR**

MINISTRY OF LABOUR, SOCIAL SECURITY & SERVICES

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By Majority
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[Signature]


Foreword

Child labour is a complex phenomenon that cuts across sectoral policy boundaries. Achieving sustainable reductions in child labour, therefore, requires a policy response that is cross-sectoral in nature. The government recognizes that a strong, dynamic and responsive human resource is critical in catalyzing and driving the transformations envisioned in the Constitution and the *Kenya Vision 2030*. Child labour constitutes a key impediment to development of dynamic and competitive human resources.

It is in recognition of the foregoing that the Ministry of Labour, Social Security and Services, social partners, private sector, development partners, and other stakeholders, having sought and considered the views of the children in child labour and/or withdrawn from child labour, have developed this National Child Labour Policy. This Policy targets three broad groups of children: children at risk, children already harmed by exposure to child labour, and children in the worst forms of child labour requiring immediate direct action.

The National Child Labour Policy recognizes existence of the *Kenya Vision 2030* and various macro and sectoral policies. These policies and programmes among other things target economic growth, employment creation, increasing access and returns to education, and poverty reduction, which are some of the underlying causes of child labour. These policies and programmes will continue to be implemented. The National Child Labour Policy aims at consolidating the gains from these initiatives and build on the synergy. It also puts emphasis on policies and strategies that are aimed at prevention, identification, withdrawal, rehabilitation and reintegration of children involved in all forms of child labour.

To ensure maximum gains from the Policy, its implementation inclusive of monitoring and evaluation will follow an integrated approach. This will inevitably require effective participation and involvement of social partners, private sector, network of organizations engaged in activities towards elimination of child labour, development partners and other stakeholders. It is my sincere hope that all the parties will be committed to the effective implementation of the policy. The Government on its part commits to provide the necessary support and create an enabling environment to facilitate the achievement of a child labour free society in our country.



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Preface

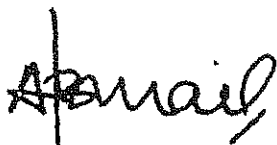
The Constitution of Kenya defines a child as an individual who has not attained the age of 18 years. Children are variously involved in child labour while others are engaged in hazardous work. The Constitution of Kenya affords children the right to free and compulsory basic education. It also guarantees protection of children from abuse, inhuman treatment and hazardous or exploitative labour. The Employment Act also prohibits employment of children.

It is noted, however, that child labour persists in the country despite the legislative framework. Estimates show that 773,697 children were involved in child labour as of 2008. Out of these, about 2.5 per cent were engaged in hazardous work with eight in every ten of the children engaged in hazardous work being boys. Other estimates also indicate that over 4 million children of school going age were out of school as of 2009. With the high incidences of child labour, these children could be working and not enjoying their constitutional right to education and holistic development.

The challenges to effective and sustainable reduction of child labour in Kenya have been low levels of economic development, high incidences of poverty, unemployment, challenges in the education sector, and inconsistencies in laws and regulations. Others are rural-urban migration, socio-cultural practices, lack of up-to-date data on child labour, non-comprehensive social protection system, HIV and AIDS and trafficking in persons. At the institutional level, weak enforcement of laws and regulations, low financing of child labour interventions, and weak policy and institutional mechanism to anchor initiatives aimed at eliminating child labour, have all inhibited prospects for sustainable reductions in child labour in the country.

The National Policy on the Elimination of Child Labour is a response to the aforementioned challenges. It seeks to capitalize on and maximize the effects of the existing macro and sectoral policies on child labour. It also aims at consolidating the gains from these initiatives, build on the synergy and mainstream the child labour interventions in national, county and sectoral policies. The policy focuses on strategies that are aimed at prevention, identification, withdrawal, rehabilitation and reintegration of children involved in all forms of child labour. The ultimate vision is to have a child labour free society.

A key component of this policy is the strong institutional framework and integrated implementation, monitoring and evaluation mechanism. Policy guidance is anchored on the National Steering Committee on Child Labour, the National Labour Board and the National Council for Children Services. Implementation will be coordinated by the Ministry of Labour, Social Security and Services in strict consultation with the network of state and non-state actors engaged in activities towards elimination of child labour in Kenya. It is our expectation that the strategies contained in this policy will lead to effective and sustainable reduction in child labour.



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Abbreviations and Acronyms

AACs	Area Advisory Committees
ANPPCAN	African Network for the Prevention and Protection Against Child Abuse and Neglect
AU	African Union
CBAs	Collective Bargaining Agreements
CBK	Central Bank of Kenya
CBOs	Community Based Organizations
CDF	Constituency Development Fund
CEFA	European Committee for Training and Agriculture
CLFZs	Child Labour Free Zones
COTU	Central Organization of Trade Unions
CSOs	Civil Society Organizations
CWSK	Child Welfare Society of Kenya
DCLCs	District Child Labour Committees
DoL	Department of Labour
FBOs	Faith Based Organizations
FGM	Female Genital Mutilation
FKE	Federation of Kenya Employers
GDP	Gross Domestic Product
HIV and AIDS	Human Immune Virus and Acquired Immune Deficiency Syndrome
ILO	International Labour Organization
ITs	Institutes of Technology
KAACR	Kenya Alliance for the Advancement of Children
KAM	Kenya Association of Manufacturers
KEBS	Kenya Bureau of Standards
KPS	Kenya Police Service
KEPSA	Kenya Private Sector Alliance
KIHBS	Kenya Integrated Household Budget Survey
KNBS	Kenya National Bureau of Statistics
KNHR&EC	Kenya National Human Rights and Equality Commission
LCLCs	Local Child Labour Committees
M&E	Monitoring and Evaluation
M&ED	Monitoring and Evaluation Directorate
MDGs	Millennium Development Goals
MoE	Ministry of Education
MEWNR	Ministry of Environment, Water & Natural Resources
MICT	Ministry of Information, Communication and Technology
NT	National Treasury
MLSS&S	Ministry of Labour, Social Security and Services
MD&P	Ministry of Devolution and Planning
MTP	Medium Term Plan
NACC	National AIDS Control Council
NCCS	National Council for Children Services
NESC	National Economic and Social Council
NGOs	Non-Governmental Organizations
NHIF	National Hospital Insurance Fund
NIMES	National Integrated Monitoring and Evaluation System

NLB	National Labour Board
NP's	National Polytechnics
NSSF	National Social Security Fund
OAU	Organization of African Unity
OP	Office of the President
OPM	Office of the Prime Minister
OVC	Orphans and Vulnerable Children
PSC	Public Service Commission
PUCs	Polytechnic University Colleges
RUBICOM	Ruaraka Business Community
TIP	Trafficking in Persons
TIVET	Technical, Industrial, Vocational Education and Training
TTCs	Teacher Training Colleges
TTIs	Technical Training Institutes
UN	United Nations
WFCL	Worst Forms of Child Labour
YPs	Youth Polytechnics

CHAPTER ONE

INTRODUCTION

1.1 Background

The Constitution of Kenya defines a child as an individual who has not attained the age of 18 years. Children are variously involved in child labour and/or hazardous work. This makes child labour to be one of the greatest developmental challenges, particularly in developing countries. Child labour is engagement of a child in paid or unpaid work, and/or activities that are mentally, physically, socially or morally dangerous and harmful to children. It involves work that deprives children of opportunities for schooling or participation in vocational and other training programmes or that which requires them to assume the multiple burdens of schooling and work. It is work that is unacceptable for children because the child is either too young to enter the world of work or because the work prevents the child from attending school regularly hence impeding the child's ability to learn.

Hazardous work is work that jeopardizes the physical, mental or moral well-being of a child. This may be because of the nature of the work or the conditions under which the work is carried out. According to the International Labour Organization (ILO), the Worst Forms of Child Labour (WFCL) are slavery, trafficking, prostitution, engagement of children in illicit activities and work likely to harm the health, safety and/or morals of the child.

Child labour and the WFCL have negative consequences on socio-economic development and the quality of the country's future labour force. Child labour not only compromises the health of children but also undermines their safety, dignity and morals. It also denies children the right to grow, develop and enjoy their childhood.

Child labour has received a fair share of attention at international, regional and national levels. In 1973, the ILO adopted the *Minimum Age Convention* (No. 138 of 1973). The Convention requires member countries to prioritize, and pursue active policies and legislative agenda to prohibit and restrict employment and work of children. In 1999, the ILO adopted the *Worst Forms of Child Labour Convention* (No. 182 of 1999). The Convention seeks to strengthen the existing Conventions on child labour and focus international attention on the urgency of action to eliminate the WFCL without losing the long-term goal of the effective elimination of all forms of child labour.

In 1989, the United Nations (UN) adopted the *Convention on the Rights of the Child*. The Convention sets out the civil, political, economic, social, health and cultural rights of children. It obliges State Parties to respect and ensure the foregoing rights to each child within their jurisdiction without any kind of discrimination.

In 2000, world leaders made a commitment to achieve Millennium Development Goals (MDGs) as a way of freeing people from extreme poverty and multiple deprivations. Specifically, Goal 1 of the MDGs seeks to eradicate poverty and hunger. It targets halving the proportion of people in poverty and hunger by 2015. It also seeks to achieve full and productive employment and decent work for all. Goal 2 of the MDGs focuses on achieving universal primary education. It seeks to ensure that, by 2015, children everywhere irrespective of their gender will be able to complete a full course of primary schooling. These commitments are critical in combating child labour.

At the regional level, the Organization of African Unity (OAU) now renamed African Union (AU) adopted the *African Charter on the Rights and Welfare of the Child*. The Charter, which became effective in 1999, sets out the rights and defines the universal principles and norms for the status of children. The Charter seeks to promote and protect the rights and welfare of the child.

At the national level, the Kenya Government in collaboration with other partners has undertaken a number of interventions towards addressing child labour. These include ratification of ILO Conventions 138 on *Minimum Age of Employment* and 182 on *Worst Forms of Child Labour*. Others are implementation of the Children's Act (2001), development of a National Action Plan for the Elimination of Child Labour in Kenya (2004-2015), and other programmes aimed at tackling child labour through education.

Child rights and welfare are also integrated in the Constitution and the labour laws. The Constitution affords children the right to free and compulsory basic education. It also guarantees protection of children from abuse, inhuman treatment and hazardous or exploitative labour. The Employment Act (2007) prohibits employment of children.

Despite the interventions, child labour remains a global challenge with regional, sub-regional, national and local variations. A 2010 Report by the ILO estimated that there were some 306 million children aged 5 to 17 years in employment in the world in 2008. Of these, about 70 per cent or 215 million were in child labour with more than half (115 million) being in hazardous work. Globally, Sub-Saharan Africa has the highest incidence of child labour. One in every four children in the region is involved in child labour. The children work in agriculture, industry and service sectors of the economies.

In Kenya, the number of working children declined by 47.4 per cent from 1.9 million in 1999 to about one million in 2008. However, the 2008 estimate was based on a household survey. The data may not, therefore, include children that are engaged in child labour but are living or operating from the streets. It was also estimated that over 4 million children of school going age were out of school in 2009 and could be working.

1.2 Rationale for Developing a National Child Labour Policy

A strong, dynamic and responsive human resource is critical in catalyzing and driving the transformations envisioned in the Constitution and the *Kenya Vision 2030*. Child labour constitutes a key impediment to development of dynamic and competitive human resources. Child labour is a complex problem that is cross-sectoral and cuts across policy boundaries. Achieving sustainable reductions in child labour, therefore, requires that the interventions towards elimination of all forms of child labour are anchored on an integrated policy framework with strong institutional and legal foundations. It is for this reason that the government, social partners, private sector, development partners, and other stakeholders, having sought and considered the views of the children in child labour and/or withdrawn from child labour, have developed this National Policy on Elimination of Child Labour.

1.3 Vision, Mission and Goals of the Policy

The following are the vision, mission, goals, objectives and principles of the National Policy on Elimination of Child Labour.

1.3.1 Vision

A child labour free society.

1.3.2 Mission

To develop and promote comprehensive strategies and interventions for effective elimination of all forms of child labour.

1.3.3 Policy Goals

To protect all children in Kenya from all forms of child labour, and promote holistic development of the children.

1.3.4 Policy Objectives

This policy seeks to:

- (i) Eliminate all forms of child labour
- (ii) Establish and maintain an up to date and reliable database on child labour
- (iii) Mainstream elimination of child labour in national, county and sectoral policies and programmes
- (iv) Harness stakeholder efforts towards elimination of all forms of child labour

1.3.5 Principles of the Policy

To achieve sustainable reductions in child labour, this policy will be mainstreamed, coordinated and implemented within the broad framework of the national economic and social policy. The policy is based on the principles outlined in the international, regional and national instruments that promotes and protects the rights of the child. It is anchored on the following principles:

- (i) **Best Interest:** a child's best interests are of paramount importance in every matter concerning the child
- (ii) **Equal Opportunity:** all children should have equal access and opportunities to education and vocational training, healthcare, nutrition, leisure and other social needs
- (iii) **Partnership:** harnessing and coordination of stakeholder efforts is critical for effective elimination of all forms of child labour
- (iv) **Participation:** children have rights to participate in formulation, implementation and monitoring and evaluation of strategies, interventions and policies that seek to eliminate child labour
- (v) **Sustainability:** elimination of child labour must be mainstreamed into broader development plans for sustained efforts
- (vi) **Decent work:** where children above the legally set minimum age of employment must work, the employment must be available in conditions of freedom, equity, human security and dignity

from a growth rate of 3.7 per cent per annum in 1985 to 2.6 per cent per year in 1998. The Kenya National Bureau of Statistics (KNBS) estimates that the country's intercensal growth rates increased marginally to 3 per cent in 1999-2009.

Consistent with the high population growth rates, Kenya has been confronted with strong demographic pressures. The country's population increased from 5.4 million in 1948 to 8.6 million in 1962; 10.9 million in 1969; 15.3 million in 1979; and 21.4 million in 1989. In 2009, Kenya had a population of 37.7 million. This increased to 38.5 million in 2010 and to a further 39.5 million in 2011. Kenya's high population puts a strain on resources and acts as a predisposing factor to child labour.

2.3.3 Employment

Total employment in Kenya increased from 0.804 million workers in 1972 to 11.48 million workers in 2011. Employment trends in Kenya show that a larger proportion of the jobs are found in the informal sector as compared to the formal sector. Up to 1992, the formal sector was the greatest provider of jobs in Kenya, accounting for 53.1 per cent of the jobs down from 89.6 per cent in 1972. The contribution of the informal sector to total employment, however, grew from 10.4 per cent in 1972 to 81.2 per cent in 2010. Over the last three decades to 2011, formal sector employment grew at an average of 2.8 per cent per annum as compared to 14.1 per cent for the informal sector.

Wage employment dynamics in Kenya also show gender inequities in employment. It shows that the proportion of women in wage employment increased marginally from 26.2 per cent of the total wage employees in 1995 to 30.5 per cent in 2011. Similarly, the proportion of employees on casual contracts of service increased gradually from 17.9 per cent of total wage employees in 2000 to 30.5 per cent in 2011. The implication is that even though there has been some growth in formal sector employment over time, much of the jobs have not been decent.

2.3.4 Unemployment

Kenya has continued to face high levels of unemployment. The level of open unemployment in the country declined by about two percentage points from 14.6 percent in 1998/1999 to 12.7 percent in 2005/2006. In 2005/2006, Kenya had an under employment rate of 21 per cent, and a working poor of 46 per cent of the employed.

The burden of unemployment varies with age groups. In 2005/2006, the age cohorts 15-19; 20-24; 25-29; 30-34; and 35-39 years had the highest levels of unemployment compared to other age groups. The unemployment rate amongst the 15-19 year olds was 25 per cent. This was compared to 24.2 per cent for 20-24 year olds; 15.7 per cent for 25-29 age category; 7.5 per cent for 30-34 age group; and 7.6 per cent for 35-39 year olds. In contrast, the unemployment rate amongst the 40-44 years age category was 6.4 per cent; 5.7 per cent for 45-49 years age group; 4.7 per cent for 50-54 age group; 4 per cent for 55-59 age category; and 2.5 per cent for 60-64 year olds. This means the unemployment rates declined with age with the youth bearing the greatest burden of unemployment. Kenya's unemployment also has considerable variations in terms of gender and regions. In 2005/2006, the level of open unemployment amongst females was 14.3 per cent compared to 11.2 percent for males. Open unemployment rate in the urban areas was 19.9 per cent compared to 9.8 per cent for the rural area. Unemployment generally manifests low returns, perceived or real, to education. This increases the chances of children dropping out of school and engaging in child labour.

also pushes children to child labour as they seek to fend for the family and/or supplement family income.

2.3.5 Poverty

The incidence of poverty remains high in Kenya. The level of absolute poverty increased from 42 per cent of the population in mid 1970s to 52.3 per cent in 1997. The level of absolute poverty in Kenya was estimated at 45.9 per cent of the population in 2006. In terms of the urban-rural divide, the absolute poverty incidence in the rural areas increased from 46.3 per cent in 1992 to 49.1 per cent in 2006. The incidence of absolute poverty in the urban areas increased from 29.3 per cent in 1992 to 33.7 per cent in 2006.

Poverty in the rural areas is mainly explained by low access to physical assets, low agricultural productivity, inadequate non-farm employment opportunities and, low access to health care and schooling. Labour market distortions explain much of the poverty in the urban areas. The regional variation in the incidences of poverty promotes rural-urban migration. This has considerable effects on the supply of labour, poverty and incidences of child labour.

2.3.6 Education and Training

Education and training in Kenya is undertaken within the framework of formal and non-formal education and training systems. The main education sub-sectors are early childhood education; primary education; secondary education; and university education. The training component has Teacher Training Colleges (TTCs); and Technical, Industrial, Vocational Education and Training (TIVET) institutions. As of 2011, there were 39,500 pre-primary schools, 28,567 primary schools, 7,297 secondary schools and 34 universities. There were also 237 TTCs and 629 TIVET institutions. The TIVET institutions consist of Youth Polytechnics (YPs), Institutes of Technology (ITs), Technical Training Institutes (TTIs), National Polytechnics (NPs) and Polytechnic University Colleges (PUCs).

Enrolment in pre-primary schools increased from 1.7 million in 2007 to 2.4 million in 2011. Similarly, enrolment in primary schools increased from 8.3 million in 2007 to 9.9 million in 2011. This represented an increase of 19.4 per cent over the period. Enrolment in secondary schools grew from 1.18 million students in 2007 to 1.77 million students in 2011. The rapid increase in enrolment in pre-primary, primary and secondary schools is attributed to increased population, and positive effects of free primary education and the tuition subsidy in public secondary schools.

Education indicators show that the gross enrolment and net enrolment rates at pre-primary levels increased from 59 and 42.1 per cent, respectively in 2007 to 65.6 and 52.4 per cent in that order in 2011. The gross enrolment rate at primary level also increased from 108.9 per cent in 2007 to 115 per cent in 2011. The net enrolment rate improved from 91.6 per cent in 2007 to 95.7 per cent in 2011. However, the pupil completion rate declined from 81 per cent in 2007 to 74.6 per cent in 2011. The primary to secondary school transition rate increased from 59.9 per cent in 2007 to 73.3 per cent in 2011. Further, the pupil teacher ratio at the pre-primary level worsened from 22:1 in 2007 to 24:1 in 2011 while that of public primary schools deteriorated from 54:1 in 2010 to 57:1 in 2011. The student-teacher ratio in public secondary schools was 31:1 in 2011. In terms of equity, female enrolment in primary schools is still below that of boys at 49.5 per cent in 2011.

2.3.7 Laws and Regulations Governing Child Labour

Kenya has a number of laws and regulations governing child labour. These include the Constitution, Children's Act (2001), Sexual Offences Act (2006), Employment Act (2007) and Counter Trafficking in Persons Act (2010).

The Constitution of Kenya outlaws child labour. The Children's Act (2001) forbids all forms of hazardous child labour. The Act also outlaws child trafficking and recruitment of children into the military. The Sexual Offences Act (2006) prohibits child trafficking for the purposes of sexual exploitation, promotion of child sex tourism, child prostitution, and child pornography. The Employment Act (2007) prohibits employment of children below 13 years. Section 56(2) of the Act grants that a child of between 13 and 16 years may be employed to perform light work which is not likely to be harmful to the child's health or development, attendance at school, and participation in vocational and other training programmes. The Act, therefore, prohibits the employment of children in the WFCL. Finally, the Counter Trafficking in Persons Act (2010) outlaws all forms of trafficking in persons, including children. While the laws and regulations governing child labour are in place, enforcement of the laws remains a challenge.

2.3.8 Institutional Framework

The institutions involved in the management and coordination of child labour activities in Kenya include Government Ministries, Inter-Ministerial Committees, non-state actors, networks and public-private partnerships. The Government Ministries include Ministry of Gender, Children and Social Development (MGC&SD), Ministry of Labour (MoL), Ministry of Education (MoE), Ministry of Youth Affairs and Sports (MoY), the Ministry of State for Planning, National Development and Vision 2030, and Ministry of Home Affairs. The KNBS collaborates with the partners in undertaking child labour surveys and dissemination of survey findings. The key private sector players are the Federation of Kenya Employers (FKE) and the Central Organization of Trade Unions (COTU).

The National Steering Committee on Child Labour is the apex child labour policymaking body. It guides on policy and manages the implementation of the National Action Plan for the Elimination of Child Labour in Kenya. The committee comprises members from government, social partners, non-state actors and development partners. The body is also responsible for developing child labour monitoring and evaluation system, and dissemination of information on all forms of child labour. The Child Labour Division of the MoL is the secretariat to the National Steering Committee on Child Labour.

Other institutions that deal with issues of child labour are the National Council for Children's Services (NCCS), Area Advisory Committees (AACs), District Child Labour Committees (DCLCs) and Local Child Labour Committees (LCLCs). These committees coordinate efforts to combat child labour at national and local levels. Kenya also has a network of state and non-state actors involved in activities towards elimination of child labour.

2.3.9 Child Labour Free Zones

A recent institutional mechanism towards elimination of child labour is the Child Labour Free Zones (CLFZs). It is a geographical area where children are systematically withdrawn from work, rehabilitated and reintegrated into formal education or vocational training. Under the approach, the community is mobilized to track out-of-

children, withdraw them from child labour and get them back to formal education system or vocational training.

The ILO has been piloting CLFZs in Kilifi, Kitui and Busia since 2010. The African Network for the Prevention and Protection Against Child Abuse and Neglect (ANPPCAN-Kenya Chapter) is undertaking a pilot of the programme in 117 villages in Mbita, Ugunja, Bondo and Kisumu East. The Kenya Alliance for the Advancement of Children (KAACR) is in the process of piloting the programme in Busia, Kisumu, Machakos and Kwale. The European Committee for Training and Agriculture (CEFA) in collaboration with the Ministry of Labour, Security and Services and the Department of Children Services is piloting CLFZs in Embakasi, Kasarani and Njiru Districts in Nairobi. The organization in collaboration with CESVI, MoL and Department of Children Services is also piloting the free zones in Ruaraka, Dandora, Kayole, Mukuru kwa Njenga and Komarock locations in Nairobi. The Child Welfare Society of Kenya (CWSK) is also piloting the CLFZs in Kwale, Kilifi, Malindi, Kitui, Mombasa, Lodwar, Kakuma, West Pokot, Uasin Gishu and Trans-Nzoia. Further, CESVI in collaboration with Ruaraka Business Community (RUBICOM) have started Child Labour Free Certification Programmes. This is being implemented in 25 companies in Nairobi and Nyanza provinces. Preliminary evaluation of the programme by the ILO shows that CLFZs is an effective way of sustainably reducing child labour in Kenya.

CHAPTER THREE

EMERGING ISSUES AND CHALLENGES

Child labour constitutes a major impediment to socio-economic development of a country. It has negative consequences on the prospects towards development of a dynamic and competitive human resource base. Dynamic and competitive human resource is essential in catalyzing and driving the socio-economic transformations envisioned in the Constitution and the *Kenya Vision 2030*.

A number of interventions have been taken to address child labour in Kenya. However, no sustained progress towards total elimination of all forms of child labour has been realized. The challenges to effective and sustainable reduction of child labour in Kenya include low levels of economic development, high incidences of poverty, unemployment, challenges in the education sector, and inconsistencies in legislation. Others are rural-urban migration, socio-cultural practices, lack of up-to-date data on child labour, non-comprehensive social protection system, HIV and AIDS and trafficking in persons. At the institutional level, weak enforcement of laws and regulations, low financing of child labour interventions, and weak policy and institutional mechanism to anchor initiatives aimed at eliminating child labour, have inhibited prospects for sustainable reductions in child labour in the country.

3.1 Low Levels of Economic Development

Kenya has not been able to attain and sustain high economic growth rates capable of triggering meaningful development. Short periods of high economic growth have been realized by the country, but these have been interspersed with periods of prolonged low growth rates. The slow and un-sustained economic growth rates, and the low levels of development have led to increased unemployment, incidences of poverty and child labour in the country.

3.2 High Incidences of Poverty

Poverty is one of the most important factors that compel parents to deploy their children into work obligations. It is also a factor that pushes children to work. Poverty provides incentives for parents to send their children to work and also makes children to work to be attractive as a means of ensuring the survival of their families and themselves. The high incidences of poverty in the country are attributed to low economic growth rate, high levels of unemployment and limited income generating opportunities.

3.3 Unemployment

Employment is one of the effective means of working people out of poverty. However, the employment challenge in Kenya has grown over time. The level of unemployment in the country increased from 6.7 per cent in 1978 to 12.7 per cent in 2005/2006. Kenya had an underemployment rate of 21 per cent and a working poor of 21 per cent of the employed by 2005/2006. The country's unemployment also shows considerable variations in terms of gender, age, and regions. The gender, age, and regional variations in unemployment are manifestations of decent work deficit and regional imbalances in growth and development. The high level of unemployment in the country reinforces the vicious cycle of poverty. It also strengthens path dependency, lowers returns to education and promotes child labour.

Kenya has a burgeoning informal and rural sector relative to the formal sector. The increasing importance of self and informal sector employment in Kenya increases the chances of children from the households engaged in these sectors to involve in child labour. The unmonitored and unregulated nature of the informal and rural sectors of the economy perpetuates child labour in these sectors.

3.4 Education Sector Challenges

Kenya has made considerable progress in the education sector. However, more still needs to be done to improve access, quality, equity and returns from education for sustainable reduction in child labour in the country. This is in keeping with Article 53 of the Constitution that grants every child the right to free and compulsory basic education.

While free primary education program has increased access to primary education, especially among poorer households, ancillary costs, distance and availability of schools continue to limit access to education by many children. The net enrolment rates registered at pre-primary and primary levels in 2011 implies that 47.6 per cent and 4.3 per cent, respectively of children in the school going age were not in school in 2011. These out of school children could be involved in child labour.

Some schools are also overcrowded and have inadequate physical infrastructure. Others schools still prefer corporal punishment on children while majority suffer acute shortage of teachers, thereby increasing the pupil-teacher ratio. The workload in pre-primary and primary schools is also arguably high. The high workload coupled with the corporal punishment in some schools, and the less than desired pupil-teacher ratio drives some children out of school. It also lowers the quality of education and makes school attendance to be regarded by some parents and children as a waste of time with higher opportunity cost. This provides parents with the incentives to attempt to build the skills of their children at home through work, and supplementing family income.

The less than optimal pupil completion rates, and primary to secondary school transition rates means that some children drop out of school before completing primary education while others do not transit to secondary school. Ordinarily, such children could join the TIVET institutions. However, most of the TIVET institutions do not have adequate facilities and operate on inappropriate curricula while others have been converted into constituent university colleges or fully-fledged public universities. This limits the children's chances of proceeding with education and/or vocational training. This increases the chances of the children in question getting involved in child labour. The gender inequities in access to education also predisposes girl child into child labour.

The structure of primary and secondary education in Kenya requires full time attendance at school. However, many children are compelled by socio-economic circumstance to combine work and schooling. The children are forced to work so as to fend for their siblings and get supplies for schooling. This underscores the complementary nature of child labour and education in Kenya. Overall, the low returns to education arising from high levels of unemployment and inefficient wage and employment determination system makes parents and pupils to attach low value to education. This provides some children with the incentive to substitute work for education.

3.5 Inconsistencies in Laws and Regulations

Inconsistencies between laws and regulations governing children, education and employment are a major contributor of weak enforcement of child labour legislations in

Kenya. Article 53 of the Constitution guarantees every child the right to be protected from hazardous or exploitative labour. The Constitution also provides that a child's best interests are of paramount importance in every matter concerning the child. This means that the Constitution outlaws child labour. Similarly, Section 10(1) of the Children Act (2001) protects children from child labour. Section 10(5) of the Act defines child labour as any situation where a child provides labour in exchange for payment. Furthermore, basic education being a fundamental right, the state is obliged by the Constitution to ensure that every child aged 4 to 17 years is in school, and receiving quality education. However, the Employment Act (2007) sets the minimum age for employment of a child in light work at 13 to 16 years.

The differences in the legal provision governing child labour and employment of children, particularly in light work makes children of 13 to 16 years to be vulnerable to all forms of child labour. In addition, children who are above 17 years but below 18 years are by law not eligible for issuance of national identity cards. If such children are out of school, they cannot be employed due to lack of identity cards. This creates room for exploitation of the children and makes such children to be vulnerable to child labour.

3.6 Rural-Urban Migration

Rural-urban migration is a common phenomenon in Kenya. Rural migrants constitute close to 70 per cent of Kenyan urban labour force. While some children migrate with their parents, others migrate on their own while others are left behind by their migrating parents. Rural-urban migration in the country is fuelled by regional disparities in development, including access to economic opportunities.

Rural families leave the severity of agricultural and subsistence working conditions in the rural areas for urban centres. This is mainly done in search of economic opportunities that often do not exist. Increase in urban population in the face of high economic situations drive children and their families into urban poverty. Children are thus compelled to work to fend for themselves in situations where they migrate alone or left behind by migrating parents or augment family income in cases where they migrate with parents. The migratory nature of some of the communities also makes it difficult for the children to consistently remain in school. This increases the incidences of child labour, particularly amongst children from such communities.

3.7 Socio-cultural Practices

Social attitudes and other socio-cultural practices is an important factor that explains the prevalence and nature of child labour. Some communities discriminate against children, particularly the girl child. Others discriminate against children with disabilities and other psychosocial challenges. This makes the favoured children to acquire relatively higher levels of human development than the less favoured ones. This acts as a major factor to child labour.

Some parents and guardians also engage children in commercial sex exploitation and other illegal activities. This makes the children to be exposed to the risk of engaging in child labour, prostitution and other illegal activities. In addition, some communities practice Female Genital Mutilation (FGM), which increases the likelihood of children engaging in child labour. Family disintegration through separation, divorce, widowhood and orphanhood has also continued to contribute to weakening of the family child protection system. This has exposed many children to child labour and other hazardous forms of work.

3.8 Lack of Up-to Date Data on Child Labour

One of the critical ingredients of sustainable interventions towards elimination of all forms of child labour is existence of up-to-date data and information. Kenya lacks updated and comprehensive data on all facets of child labour. A National Children Database has been established under the NCCS. However, the database does not have disaggregated data on child labour in terms of magnitude, structure, distribution and different forms. At the national level, where child labour surveys have been undertaken, they have been piecemeal and infrequent.

Lack of up-to-date child labour data has led to conflicting estimates, inconsistent intervention measures and poor targeting. The data and information gaps have hampered government and stakeholders from taking concrete actions to bring assistance to victims of child labour, and/or enforcement measures. It has also inhibited development and implementation of effective capacity building, lobbying and advocacy programs, inclusive of formulation and implementation of robust actions towards sustainable reductions in all forms of child labour.

3.9 Non-Comprehensive Social Protection System

Kenya operates numerous social protection interventions. The state social safety nets are provided through core poverty programmes, constituency funds, direct cash transfers, and in-kind transfers. The social assistance and social insurance operated include the provident fund and old age pension under the National Social Security Fund (NSSF). It also includes the occupational pension schemes operated by both public and private sector employers, and the health insurance scheme managed under the National Health Insurance Fund (NHIF). Other social protection schemes include Free Primary Education (FPE), Free Day Secondary Education, Secondary School Bursary Programme, Constituency Development Fund (CDF), and Orphaned and Vulnerable Children (OVC), and Old Age cash transfer programmes. However, the coverage of these schemes are limited. This exposes a growing majority of Kenyans to great levels of vulnerability and destitution. This increases the risk of vulnerable children to drift to child labour.

3.10 HIV and AIDS

HIV and AIDS impact negatively on households, lowers competitiveness and growth potential of a country. Kenya's adult HIV and AIDS prevalence rate reduced from 10 per cent in 2004/2005 to 6.3 per cent in 2011. The Acquired Immuno-Deficiency Syndrome (AIDS) accounted for 12,176 or 10.5 per cent of the total deaths reported in Kenya. The implication is that HIV and AIDS leads to increased number of orphaned and vulnerable children. The children may be left under the care of guardians and/or assume parental roles. Such situations may force children out of school and drive them into child labour.

3.11 Trafficking in Persons

Trafficking in Persons (TIP) is a global problem that constitutes one of the worst forms of labour exploitation. Kenya is an origin, transit, and destination of victims of trafficking. Children are mainly trafficked into Kenya from Burundi, Ethiopia, Rwanda and Tanzania. There also exists internal trafficking of children. This occurs within and across the various regions of the country. The main channels of trafficking of children are employment bureaus, underage marriages, children's homes and adoptions, fostering and rural-urban migration. Sale of trafficked children is also rampant in maternity hospitals and children's homes. The children are trafficked for commercial sexual exploitation. They are also engaged in activities such as hawking, brewing of

alcohol, stealing, and sale of illegal drugs and alcoholic drinks. While some children engaged by their parents and guardians, others are employed by the traders. Child trafficking, therefore, contributes to child labour.

3.12 Weak Enforcement of Laws and Regulations

Kenya has enacted a number of laws and regulations governing child labour. They include the Constitution, Children's Act (2001), Sexual Offences Act (2006), Employment Act (2007) and Counter Trafficking in Persons Act (2010). The laws and regulations reinforce the provisions of the various regional and international commitments, and core ILO Conventions on child labour.

The Ministry of Labour, Security and Services is responsible for enforcement of employment regulations, pursuing child labour complaints and enforcing laws related to hazardous, forced child labour and anti-trafficking issues. Criminal violations of child rights are referred to the Kenya Police Service.

A key challenge, however, is weak enforcement capacity of the relevant institutions. The MLSS lacks the requisite financial and organizational capacity to effectively implement and enforce the existing laws and regulations. The budgetary allocation to the MLSS is less than one per cent of the national budget. The Ministry's staff capacity was only 35.9 per cent of the authorized establishment as of 2011. Specifically, staffing levels of the labour inspectorate staff within the DoL has declined persistently from 116 in 1996 to 90 in 2010. Consequently, the labour inspectorate staff to employment ratio has worsened from a favourable position of 1:37,284 in 1996 to 1:121,752 in 2010. This is against the international benchmark of 1:40,000 for developing countries such as Kenya. Besides the huge workload, the labour inspectorate staff lacks basic office supplies and vehicles. The staffs do not also have adequate training on child labour issues.

The Department of Children's Services has about 500 child protection officers who can hardly cover all parts of the country. In addition, some of the child protection officers are not trained on child protection nor gazetted to prosecute those who violate child rights. The anti-trafficking police unit is responsible for enforcing laws related to child trafficking, commercial sexual exploitation of children, and the use of children in illicit activities. However, the effectiveness of the unit is hampered by human and financial resource constraints, and requisite training. Further, no survey has been conducted to assess the impact of the laws and regulations in addressing child labour.

3.13 Low Financing of Child Labour Interventions

Resource mobilization is a critical aspect of effective interventions towards accelerating the fight against child labour. Activities towards elimination of child labour in Kenya have been supported by both the government and international development partners. In the 2012/2013 financial year, the government allocated Ksh. 10 million to the Child Labour Division of the DoL. Though it provides a good start, the allocation is considerably low given the magnitude and scope of the problem. Effective efforts towards eliminating all forms of child labour require concerted resource mobilization from national and county governments, private sector, international development partners and stakeholders.

3.14 Weak Policy, Institutional and Coordination Mechanism

Child labour is a complex problem that cuts across policy boundaries. A number of interventions have been made towards addressing child labour in Kenya. However,

interventions have not been anchored on a coherent policy framework. This has slowed the country's progress towards effective elimination of all forms of child labour. Effective elimination of child labour calls for a coherent policy framework that consolidates the gains from the various sectoral interventions and builds on the synergy of different actors.

An effective institutional mechanism is critical in anchoring, harnessing and coordinating stakeholder efforts in the elimination of child labour. However, child labour interventions suffer from weak institutional mechanism. The apex institution that manages and coordinates child labour activities in the country is the National Steering Committee on Child Labour. The Child Labour Division of the Ministry of Labour, Security and Services is the secretariat to the Committee. The committee, however, faces challenges in executing its mandate. One of the challenges is low capacity within its secretariat. The Child Labour Division has only two technical officers who also undertake other functions within the DoL and the larger Ministry of Labour, Security and Services. The low staffing levels within the Child Labour Division means that the secretariat cannot effectively develop agenda, organize committee meetings, implement resolutions and make regular follow-ups. Prior to 2012/2013 financial year, the Child Labour Division did not have any budgetary allocation. This made it difficult for the Division to facilitate the committee meetings, implement committee resolutions and undertake follow-on actions.

The National Steering Committee on Child Labour also faces challenges from non-consistency in the attendance of its meetings. While the membership of the committee consists of the chief executives of the relevant institutions, some institutions do not have consistent representation in the meetings. This slows down progress of the committee. Further, though an apex child labour body, the Committee has no structure at county and sub-county levels. The NCCS has grassroots structure. Section 32(1) of the Children Act mandates the NCCS to exercise general supervision and control over the planning, financing and coordination of child rights and welfare activities. Child labour committees exist at the local levels. However, they are constrained by human, financial and capacity resources.

A number of state and non-state actors are involved in activities towards elimination of child labour. However, the stakeholder efforts are not well harnessed and coordinated. This leads to duplication of efforts and thin spreading of resources. It also introduces intervention fatigue on the target beneficiaries and limits exploitation of synergy. In addition, no comprehensive mapping has been undertaken to establish what is being done by the respective actors, where it is being done, what has been achieved and the lessons learnt. Recent efforts have seen the establishment of roundtable discussions bringing together a network of state and non-state actors involved in the fight against child labour. However, the network is yet to be institutionalized.

CHAPTER FOUR

POLICIES AND STRATEGIES

Child labour poses a major development challenge to Kenya. It has the potential of undermining attainment of the socio-economic transformation envisioned in the Constitution and the *Kenya Vision 2030*. Child labour is a complex phenomenon that cuts across policy boundaries.

The National Policy on Elimination of Child Labour recognizes existence of the *Kenya Vision 2030* and various macro and sectoral policies. These policies and programmes target economic growth, employment creation, increasing access and returns to education, and poverty reduction, which are some of the underlying causes of child labour. These policies and programmes will continue to be implemented. The Policy identifies measures that will be put in place to capitalize on and maximize the effects of the existing macro and sectoral policies on child labour. It also seeks to consolidate the gains from these initiatives and build on the synergy. Specifically, the National Policy on Elimination of Child Labour focuses on policies and strategies that are aimed at prevention, identification, withdrawal, rehabilitation and reintegration of children involved in all forms of child labour. The ultimate vision is to have a child labour free society.

4.1 Enforce Employment Act

To ensure that children do not enter adulthood in a disadvantaged position due to early work, the government in consultation with the social partners and other stakeholders will continue to restrict employment of children aged 13-15 years to light work only. The minimum age of employment will, however, be retained at 16 years in keeping with the Employment Act (2007) and the relevant ILO Conventions. Those children below the minimum age for employment but are out of school will be required to undergo a compulsory vocational training and apprenticeship. Special consideration will be accorded to children with disabilities and other special needs. The government in collaboration with the private sector, social partners and other labour market institutions will promote decent work for all those who have attained the minimum age of employment. In the interim period, the government in consultation with stakeholders will disseminate the list of light and hazardous work. Further, the capacity of the labour inspectorate staff will be built so as to ensure effective enforcement of the employment regulations, including safety and health in workplaces. The government, in collaboration with the social partners and stakeholders, will consolidate all the laws relating to child labour in a single legislation.

4.2 Support and Work with Families and Communities

Families are major players in the exploitation of children. Prevalence of child labour is also explained by local communities' understanding of the issue and their socio-cultural practices. The government, in collaboration with community and faith based organizations engaged in activities towards elimination of child labour, will undertake sensitization and awareness raising programmes within families and communities. The programme will target mindset and attitudinal change by the families and communities on the rights, roles and responsibilities of children. Further, the government in collaboration with the network of institutions involved in child labour activities and other stakeholders will step up campaigns against FGM, child marriages, discrimination of children with disabilities and other psychosocial challenges, and engagement of children in illicit activities. Communities and families will also be encouraged to adopt orphans and promote foster parenting. The government will also strengthen counselling

and other support services for socio-cultural development of families and communities. Infrastructural development programmes aimed at promoting access to water and energy in all regions of the country will also be promoted.

4.3 Step Up Surveillance and Action on Child Trafficking

Trafficking of children is one of the WFCL. Kenya experiences both internal and external trafficking of children. To step up the efforts towards addressing trafficking in children, the government will enforce the Anti-Trafficking in Persons Act. The law enforcement agencies will also be trained on how to identify and deal with TIP cases, particularly child trafficking. Further, the network of organizations dealing with activities aimed at elimination of child labour will be encouraged to track and report, to their focal points and the police, any incidences of trafficking of children within their jurisdictions. The members of the public and other local level organizations will also be sensitized and trained on the forms, manifestation and effects of trafficking in persons, particularly children. The capacity of the Ministry of Labour, Security and Services and the anti-trafficking police unit will also be built so as to step up the surveillance and action on cases of child trafficking. The law enforcement agencies will also be required to enhance spot checks on children migrating with their parents, those migrating on their own and the children left behind by the migrating parents.

4.4 Enhance Enforcement of Laws and Regulations

Kenya has a number of laws and regulations geared towards addressing all forms of child labour. However, enforcement of these laws and regulations has been hampered by inadequate capacity within the enforcing institutions.

To address this, the government will increase budgetary allocation for the labour inspectorate and child protection officers. As an immediate and continuing measure, awareness raising activities will be undertaken. This will target families, communities, parents and general public to raise their awareness and sensitize them on the provisions of the law, their roles and responsibilities. Further, government will employ and deploy additional labour inspectorate and child protection staff to upscale child labour inspectorate and protection services. The government will mobilize resources to facilitate regular training of the labour inspectorate staff; child protection officers; police officers; volunteers; and committees dealing with elimination of child labour at all levels. Information on child labour investigations, prosecutions and penalties netted on offenders will also be collated, analysed and disseminated to all stakeholders.

4.5 Undertake Resource Mobilization

Sustainable reduction in child labour, particularly elimination of WFCL by 2015 as a target requires adequate financing of child labour interventions. The government is committed to gradually increase the budgetary allocation to the new Department of Child Labour to enable it to effectively discharge its mandate. Further, the government will promote and deepen resource mobilization through public-private partnerships. The corporate will particularly be encouraged to provide resources to support activities towards elimination of all forms of child labour. Modalities will also be developed to float sovereign bonds as part of the government's child labour-targeted resource mobilization efforts. International development partners and local and international labour support institutions will also be encouraged to establish and operate a Fund to implement high-impact child labour elimination interventions in the country.

4.6 Establish Child Labour Free Zones

Child Labour Free Zones (CLFZs) have proved to be effective institutions in the prevention, withdrawal, rehabilitation and reintegration of children engaged in child labour. To build and consolidate on these gains, the government will establish CLFZs in all counties. As a start, the government will initiate establishment of CLFZs in 10 counties in 2015/2016. Additional 10 CLFZs will be established in each of the subsequent years up to 2019/2020 in the remaining counties. Priority will be accorded to the counties with the highest prevalence of child labour, particularly WFCL. It is expected that by 2020, all counties will have at least a CLFZ. To sustain these efforts, the government will mobilize resources and implement capacity building programmes on all the stakeholders involved in the CLFZ framework. Critically, children, teachers, parents/guardians, social workers, journalists, trade unions, employers, community and faith-based groups, and local county representatives will be involved in the programme. In addition, organizations implementing activities towards elimination of all forms of child labour will be encouraged to continue with the rehabilitation and reintegration programmes for the children whom they were supporting but may have surpassed the age of 17.

An integrated monitoring and evaluation system will be developed and implemented to assess the progress of implementation of the CLFZs, and undertake impact evaluation of the programme at all levels of the country's governance. The output of the monitoring and evaluation will be mainstreamed into the National Integrated Monitoring and Evaluation System (NIMES) for enhanced feedback and mainstreaming of the programme in the national development agenda. The government, through the established certification agencies, will also undertake certification of CLFZs. Certified CLFZs will be publicized as best practices in the country. Further, modalities will be explored for Kenya to join global movements on establishment and maintenance of CLFZs.

4.7 Integrate Child Labour in Corporate Social Responsibility Programmes

Child labour oriented Corporate Social Responsibility (CSR) is one of the means through which the corporate sector can support efforts towards elimination of child labour. The government in consultation with the social partners and the various private sector associations will encourage the corporate sector to develop and implement a code of conduct to deter use of child labour. In this respect, the corporate sector will be required to advocate production of child labour free products. The government will develop award schemes to recognize and brand products made free of child labour. Similarly, the government will collaborate with the primary level associations and the entrepreneurs within the Small and Micro Enterprises (MSEs) to dissuade them from engaging children in their production activities.

The corporate sector, including the MSEs will also be encouraged to design and implement awareness creation programmes on child rights, and the elimination of all forms of child labour in the country as part of their CSR programmes. Further, the corporate sector will be encouraged to develop and implement decent work policies in their workplaces. Dialogue and roundtable sessions between government, network of stakeholders involved in the elimination of child labour and the corporate sector will be held regularly to ensure that the CSR programmes are conducted within the tenets of the Constitution.

4.8 Undertake Awareness Raising and Sensitization Programmes

Awareness raising and sensitization is a critical component of efforts towards elimination of all forms of child labour. The government will champion awareness raising and sensitization amongst public servants. This will be done through designing and placing of key anti-child labour messages on the payslips of public servants. The private sector will also be encouraged to do the same. In addition, the government will review the school curricula to incorporate issues of child labour and its effects on the society and national development.

The government in consultation with the social partners, private sector associations and other stakeholders will design appropriate anti-child labour logo to be labelled on fast moving products. Similar logos will be produced and placed on strategic areas such as buildings, roads and vehicles. Sensitization, awareness raising and advocacy campaigns will also be conducted in all parts of the country. This will be done through print and electronic media, drama, public gatherings and *barazas* and religious fora. The campaigns to be dubbed *children-help-children* will mainly be addressed by children who, through their experiences and education, have achieved understanding of child labour issues.

4.9 Maintain Child Labour Statistics

Timely, reliable and comprehensive child labour data is vital in understanding the dynamics of child labour and its mitigating strategies. The Ministry of Labour, Social Security and Services will collaborate with the NCCS and relevant stakeholders to update and maintain the National Children Database to make it comprehensive, reliable and timely. The newly established Department of Child Labour and the KNBS will partner with the network of stakeholders tackling child labour in Kenya to collect, analyse and collate child labour statistics. This will feed into the National Children Database maintained by the NCCS. The regional child labour officers, the CBOs, FBOs, ACLCs and other stakeholders will complement the Department's efforts in collecting and updating child labour statistics. Further, regular child labour surveys will be undertaken to gauge the size, structure and changing dynamics of all forms of child labour. As an immediate measure, a Child Labour National Survey will be done. Organizations implementing interventions towards elimination of child labour will also be encouraged to develop and maintain an interactive website to promote reporting of incidences of child labour, and sharing of best practices on child labour prevention, withdrawal, rehabilitation and re-integration programmes.

4.10 Undertake Education Reform

As a direct measure of dealing with child labour, the government in collaboration with stakeholders will undertake education reforms. Particular focus will be put on reforms that target increasing access, quality and relevance of education and training, enhancing equity and increasing returns to education. Towards this end, measures will be taken to build more schools, reduce direct cost of schooling, provide sanitary towels to girls, and promote school feeding programmes. Other measures will be to anchor alternative education and child friendly schools within the country's education system and diversify education programmes to include introduction of remedial and bridging education. The remedial education will be targeted at providing out-of-school children with special remedial support within the regular classroom context. Bridging education will involve compensatory courses designed to raise academic proficiency of the out-of-school children withdrawn from child labour prior to their re-entry into regular classroom. In addition, child rights clubs will be established in all primary schools in the country.

To promote vocational training and increase access of vulnerable children to such training, the government will pursue programmes aimed at expanding and modernizing TIVET

institutions at national, county and constituency levels. The interventions will include expanding and equipping the youth polytechnics, establishing at least one vocational training centre in every constituency, and increasing the number of entrepreneurial centres of excellence in all the constituencies. The government, with the support of the private sector and development partners, will also implement programmes aimed at building the capacity of TIVET instructors. To promote withdrawal, rehabilitation and integration of children withdrawn from child labour, the government with the support of the private sector and development partners will provide tuition subsidies to such children attending TIVET.

4.11 Expand the Social Protection System

The limited range of social protection products and services in Kenya exposes many families to vulnerability and destitution. This has a negative effect on child labour. To address this, the government will ensure effective implementation of the National Social Protection Policy. The government in collaboration with stakeholders will increase the number of children under the voucher programme. Further, the government in collaboration with the private sector and other stakeholders will support initiatives aimed at deepening operation of income generating activities by the poor and the vulnerable communities.

4.12 Develop and Implement Integrated Approach to Dealing with HIV and AIDS

HIV and AIDS impact negatively on efforts towards elimination of child labour. It leads to death of parents and/or guardians, increases the incidence of orphan-hood amongst children and forces the children out of school. This pushes children into child labour. The HIV and AIDS pandemic is also a workplace challenge with significant implications on employee productivity, enterprise competitiveness, economic growth, employment and poverty reduction.

The government in collaboration with state and non-state actors will continue to implement HIV and AIDS control measures as articulated in the National Aids Control Council (NACC) guidelines. Further, employers and workers through their respective organizations will be encouraged to integrate HIV and AIDS issues in workplace discussions. Workplace HIV and AIDS committees and other family support programmes will be established and/or strengthened in all counties and constituencies.

4.13 Promote Social Dialogue

Kenya has a well established social dialogue structure. The government will deepen the use of existing institutions of social dialogue in the fight against child labour. The government in consultation with the social partners will make the National Steering Committee on Child Labour a committee of the National Labour Board (NLB). Further, the network of focal point of line Ministries/Departments, Non-Governmental Organizations (NGOs) and developmental partners will also be strengthened so as to step up their actions towards elimination of child labour. Trade unions and employers organizations will also be encouraged to develop, negotiate and integrate in their Collective Bargaining Agreements (CBAs) clauses that outlaw the employment of children. Joint tripartite consultative meetings will be held regularly to monitor progress of such undertaking.

4.14 Strengthen Policy, Institutional and Coordination Mechanism

Kenya aspires to eliminate all worst forms of child labour by 2015. The country envisions having a child labour free society in the long run. Attainment of this vision

requires supportive political, policy, institutional and legal environment. The government is committed to elimination of all forms of child labour. In this respect, the government will ensure that the National Child Labour Policy is mainstreamed into the 2nd Medium Term Plan (2013-2017) of the *Kenya Vision 2030*, and at national, county and sectoral levels.

To ensure effective institutional mechanism and coordination, the National Steering Committee on Child Labour will remain as the apex body providing policy guidance on efforts towards elimination of all forms of child labour in the country. The Committee will, however, be strengthened to effectively discharge its mandate. Further, the National Steering Committee on Child Labour will be made a committee of the NLB to promote policy feedback and mainstreaming of child labour issues at national, county and sectoral levels. The National Steering Committee on Child Labour will be a member of the NCCS, reporting on issues of child labour. It will be represented in the NLB and the Council by the Head of Child Labour Division.

To reinforce the National Steering Committee on Child Labour, the government will strengthen the Child Labour Division. The Division will be the secretariat to the National Steering Committee on Child Labour which will be structured into four Units: Policy Research and Analysis; Monitoring, Evaluation and Reporting; Resource Mobilization; and Outreach Services. The Division will be charged with coordination and implementation of all activities aimed at elimination of all forms of child labour. Relevant grassroots institutions such as CCLCs, AACs, and LCLCs will be legalized. They will assist with implementation of child labour activities.

The government in collaboration with the private sector and development partners will mobilize resources to facilitate effective operations of the strengthened Child Labour Division. The government will also recruit and deploy requisite staff to the Department of Labour. All staff involved in activities towards elimination of child labour will be put on a regular training programme to increase their technical competence.

CHAPTER FIVE

POLICY IMPLEMENTATION, MONITORING AND EVALUATION

5.1 Implementation Approach

Failures in the implementation of past policies and development programmes have largely been attributed to weak political will, lack of an effective implementation framework and capacity gaps. The government is committed to full and effective implementation of this Policy.

Implementation of the National Policy on Elimination of Child Labour will follow an integrated approach. This will involve participation and collaboration between government, private sector, network of organizations engaged in activities towards elimination of child labour and development partners. The National Steering Committee on Child Labour will oversee implementation of the Policy while the Division of Child Labour will be the lead implementing agency.

To ensure effective collaboration and exploitation of synergy amongst the participating agencies, the Department of Labour through Child Labour Division will undertake a mapping of all the actors involved in the fight against child labour. The mapping exercise will document a detailed account of the areas of operation of the actors, activities implemented, scope of the activities and collaborating agencies. The Division will also develop a comprehensive National Time-Bound Action Programme for implementation of the Policy at national, county, sector and enterprise levels. The logical framework will spell out the broad policy objectives, strategic interventions and expected output for each of the child labour elimination strategies. The National Time-Bound Action Programme will also contain yearly performance targets, indicators, responsible institutions, reporting mechanisms and the time frame for each of the identified strategic interventions. The Division will be required to report progress of implementation of the Policy to the National Steering Committee on Child Labour, the NLB and NCCS on a quarterly basis. Progress evaluation will be conducted on a monthly basis. The results of the evaluations will be used to strengthen implementation mechanism.

5.2 Monitoring, Evaluation and Reporting

Monitoring and Evaluation (M&E) of the progress of implementation of this Policy and the extent of achievement of its objectives will be undertaken within the framework of the NIMES. The Department of Labour through Child Labour Division in collaboration with the Monitoring and Evaluation Directorate (M&ED) in the Ministry of Devolution and Planning will develop an integrated M&E system for the Policy. It will also ensure institutionalization of an inbuilt M&E mechanism within the operations of participating institutions and other relevant organizations.

The Department in collaboration with M&ED will develop tools to ensure effective M&E of the Policy. All the stakeholders engaged in implementing activities towards elimination of child labour will be trained regularly on the use of the tool. Monitoring and Evaluation will be undertaken jointly by the participating state and non-state actors, and within the framework of communities. The M&E reports will be presented to the National Steering Committee on Child Labour, NLB, NCCS, and in organized stakeholder forums for review and feedback.

5.3 Policy Review

This Policy will be reviewed on a regular basis to take into account the dynamic nature of child labour, and changing economic, social, cultural and political circumstances. Annual reviews of the Policy will be undertaken at the end of every phase of the Medium Term Plan. The Child Labour Division will be responsible for initiating and coordinating the review process.

5.4 Implementation Matrix

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
Eliminate all forms of child labour	Enforce Employment Act (2007)	Restrict employment of children aged 13-15 years to light work only	MLSS&S, FKE, COTU, NLB, NCCS, National Steering Committee on Child Labour, NESC, private sector, stakeholders, development partners	2014/2015 Continuous
		Introduce compulsory vocational training and apprenticeship for out-of-school children while taking cognizance of children with special needs	MLSS&S, MoE, NT, D & P, Cabinet, National Assembly, FKE, COTU, NLB, NCCS, National Steering Committee on Child Labour, NESC, private sector, stakeholders, development partners	2014/2015 Continuous
		Promote decent work for all those who have attained the minimum age of employment	MLSS&S, FKE, COTU, NLB, private sector, stakeholders, development partners	2014/2015 Continuous
		Develop and disseminate list of light and hazardous work	MLSS, D & P, FKE, COTU, NLB, NCCS, National Steering Committee on Child Labour, Child Labour Network, private sector, development partners	2014 Continuous
		Build capacity of the labour inspectorate staff	MLSS&S, NT, DoL, DOSHS, FKE, COTU, NLB, private sector, ILO, stakeholders, development partners	2014/2015 Continuous
Eliminate all forms of child labour	Consolidate all laws relating to child labour in a single legislation	Identify the various pieces of legislation that regulate child labour	MLSS&S, FKE, COTU, NLB, NCCS, National Steering Committee on Child Labour, Child Labour Network	2014
		Consolidate the various laws on child labour in one Act of Parliament	MLSS&S, Cabinet, National Assembly, FKE, COTU, NLB, NCCS, National Steering Committee on Child Labour, Child Labour Focal Point Network	2014/2015

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
Eliminate all forms of child labour	Support and work with families and communities	Undertake awareness raising and sensitization programmes within families and communities	MLSS&S MD&P, NCCS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners, CBOs, FBOs	2014-2017
		Step up campaigns against FGM, child marriages, discrimination of children with disabilities and psychosocial challenges, and engagement of child in illicit activities	MLSS&S, MoE, NCCS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014-2017
		Encourage communities to adopt orphans and promote foster parenting	MLSS&S, MoE, NCCS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities, Adoption Agencies	2014 Continuous
		Strengthen counselling and family support services	MLSS&S, MoE, NCCS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014-2015
		Expand water and energy infrastructural development to cover all regions	MLSS&S, MoF, M E, W & NR, Cabinet, County Governments, Universities, research institutions, private sector, Development partners, Child Labour Network	2014-2030
Eliminate all forms of child labour	Step up surveillance and action on child trafficking	Enforce Anti-Trafficking in Persons Act	MLSS&S, NCCS, Kenya Police Service, Anti-Trafficking Police Unit, Judiciary, State Law Office, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Train law enforcers	MLSS&S, Kenya Police Service, Judiciary, State Law Office, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
		Track and report cases of trafficking of children	MLSS&S, NCCS, Kenya Police Service, Anti-trafficking Police Unit, Judiciary, State Law Office, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
		Sensitize and train members of public on TIP and child trafficking	MLSS, NCCS, Kenya Police Service, Anti-Trafficking Police Unit, Judiciary, State Law Office, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
		Build the capacity of MLSS, NCCS and Anti-Trafficking Police Unit to step up surveillance and action	MLSS, KPS, Kenya Police Service, Anti-Trafficking Police Unit, Judiciary, State Law Office, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
		Increase spot checks on children migrating with parents, self-migrating children and those left behind by migrating parents	MLSS&S, Min. Interior & Coordination of National Government, KPS, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
Eliminate all forms of child labour	Enhance enforcement of Laws and Regulations	Increase budgetary allocation for labour inspectorate and child protection officers	MLSS&S, NT, Cabinet, National Assembly, County Governments, Private sector, Child Labour Network, Development partners	2015-2017

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Employ and deploy additional labour inspectorate staff and child protection officers	MLSS&S, NCCS, NT, Cabinet, National Assembly, County Governments, PSC, Private sector, Child Labour Network, Development partners	2015-2017
		Train (regularly) all those involved in elimination of child labour at all levels	MLSS&S, NCCS, NT, Cabinet, National Assembly, County Governments, Private sector, Child Labour Network, CBOs, FBOs, Families, Communities, Development partners	2014/2015 Continuous
		Conduct awareness raising and sensitization on provisions of the law, and the roles and responsibilities of all actors	MLSS&S, NCCS, MD & P, County Governments, Private sector, Child Labour Network, CBOs, FBOs, Families, Communities, Parents, general public, Development partners	2014/2015 Continuous
		Collect, analyse and disseminate information on child labour investigations, prosecutions and convictions to all stakeholders	MLSS&S, NCCS, National Steering Committee on Child Labour, KPS, County Governments, KNBS, Research Institutions, Universities, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
Eliminate all forms of child labour	Undertake Resource Mobilization	Increase budgetary allocation to the strengthened Child Labour Division	MLSS&S, NCCS, NT, Cabinet, National Assembly, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, County Governments, Private sector, Child Labour Network, Development partners	2015/2016 Continuous
		Deepen and intensify resource mobilization through public-private partnership	MLSS&S, NCCS, NT, Cabinet, National Assembly, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, KEPSA, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Provide incentives for Corporate to provide resources to support activities towards elimination of child labour	MLSS&S, NCCS, NT, Cabinet, National Assembly, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, KEPASA, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Establish a Fund to implement high-impact child labour elimination interventions	MLSS&S, NCCS, NT, Cabinet, National Steering Committee on Child Labour, County Governments, Development partners, Child Labour Network,	2014/2015 Continuous
Eliminate all forms of child labour	Establish Child Labour Free Zones (CLFZs)	Establish CLFZs in 10 high child labour prevalence counties in 2015/2016	MLSS&S, NCCS, NT, Cabinet, National Assembly, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, County Governments, Private sector, Child Labour Network, Development partners	2015/2016
		Establish additional 10 CLFZs per year up to 2019/2020 in the remaining counties	MLSS&S, NCCS, NT, Cabinet, National Assembly, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, County Governments, Private sector, Child Labour Network, Development partners	2015/2016- 2019/2020
		Build the capacity of all actors involved in the CLFZs framework	MLSS&S, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, KEPASA, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Design and implement integrated M&E system to assess progress of implementation of CLFZs and impact at all levels of the country's governance	MLSS&S, NCCS, M&ED, MD&P, National Steering Committee on Child Labour, NLB, FKE, COTU, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Mainstream the M&E system for CLFZs in NIMES	MLSS&S, NCCS, M&ED, MD & P, NCCS, National Steering Committee on Child Labour, Child Labour Network, Development partners	2014/2015
		Certify CLFZs	MLSS&S, NCCS, M&ED, MD&P, NCCS, National Steering Committee on Child Labour, KEBS, International Certification Agencies, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Publicize certified CLFZs as best practice cases	MLSS, NCCS, M&ED, MD&P, NCCS, National Steering Committee on Child Labour, KEBS, International Certification Agencies, County Governments, Private sector, Child Labour Network, CBOs, FBOs, Families, Communities, Development partners	2014/2015 Continuous
		Explore modalities for Kenya to join global movements on creation and maintenance of CLFZs	MLSS&S, NCCS, M&ED, MD&P, Cabinet, NCCS, National Steering Committee on Child Labour, KEBS, County Governments, Private sector, Child Labour Network, Development partners	2015- 2017

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
Eliminate all forms of child labour	Integrate child labour in CSR	Develop and implement code of conduct to deter use of child labour	MLSS&S, NCCS, National Steering Committee on Child Labour, KEPISA, KAM, FKE, COTU, KEBS, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Develop and implement award scheme to recognize and brand child labour free products	MLSS&S, NCCS, National Steering Committee on Child Labour, KEPISA, KAM, FKE, COTU, KEBS, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Design and implement awareness creation programmes on child rights and elimination of all forms of child labour	MLSS&S, NCCS, National Steering Committee on Child Labour, KEPISA, KAM, FKE, COTU, KEBS, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Implement decent work policies	MLSS&S, M D &P, NCCS, National Steering Committee on Child Labour, KEPISA, FKE, COTU, All trade unions, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Strengthen stakeholder dialogue	MLSS&S, NCCS, National Steering Committee on Child Labour, KEPISA, FKE, COTU, All trade unions, County Governments, Private sector, Child Labour Network, NLB, Development partners	2014/2015 Continuous
Eliminate all forms of child labour	Undertake awareness raising and sensitization programmes	Design and place key anti-child labour message(s) on payslips of public servants	MLSS&S, NCCS, National Steering Committee on Child Labour, FKE, COTU, County Governments	2014/2015 Continuous

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Review school curriculum to incorporate child labour issues	MLSS&S, MoE, NCCS, National Steering Committee on Child Labour, KEPSA, FKE, COTU, County Governments, Private sector, Child Labour Network, Development partners	2014-2015
		Label fast moving products with anti-child labour logo	MLSS&S, NCCS, National Steering Committee on Child Labour, KEPSA, KAM, FKE, COTU, County Governments, Private sector, Child Labour Network, KEBS, Consumer Network, Development partners	2014/2015 Continuous
		Place anti-child labour logo on buildings and billboards	MLSS&S, NCCS, National Steering Committee on Child Labour, KEPSA, KAM, FKE, COTU, County Governments, Private sector, Child Labour Network, KEBS, Consumer Network, Development partners	2014/2015 Continuous
		Mount <i>children-help-children</i> campaigns in all counties	MLSS&S, NCCS, National Steering Committee on Child Labour, FKE, COTU, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
Establish and maintain up to date and reliable database on child labour	Maintain child labour statistics	Collect, analyse and collate child labour statistics	MLSS&S, MoE, NCCS, MD&P, KNBS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners, Research Institutions, Universities, CBOs, FBOs	2014/2015 Continuous

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Update and maintain the National Children Database	MLSS&S, MoE, NCCS, MD&P, KNBS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners, Research Institutions, Universities, CBOs, FBOs	2014/2015 Continuous
		Undertake Child Labour National Survey	MLSS&S, MD&P, NCCS, KNBS, National Steering Committee on Child Labour, Child Labour Network, Development partners, Research Institutions, Universities, CBOs, FBOs	2015-2016
		Design and implement a child labour data collection instrument	MLSS&S, MoE, MD&P, NCCS, County Governments, Universities, Research institutions, Private sector, FKE, COTU, Child Labour Network, KNBS, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
		Undertake regular child labour surveys	MLSS&S, MoE, MD&P, County Governments, NCCS, Universities, Research institutions, Private sector, FKE, COTU, Child Labour Network, KNBS, Development partners, CBOs, FBOs, Families, Communities	2015/2016 Continuous
		Establish and maintain interactive website on child labour	MLSS&S, MoE, MD&P, Ministry of Information, Communication & Technology, County Governments, Universities, Research institutions, Private sector, FKE, COTU, Child Labour Network, KNBS, Development partners, CBOs, FBOs, Families, Communities,	2014/2015 Continuous
Mainstream elimination of child labour in national	Undertake Education Reforms	Build more primary schools	MoE, Cabinet, National Assembly, NT, County Governments, Partners	2014/2015 Continuous

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME	
county and sectoral policies and programmes		Diversify education programme to include remedial and bridging education for children withdrawn from child labour	MoE, Cabinet, National Assembly, NT, County Governments, Partners, Child Labour Network	2014/2015	
		Establish child rights clubs in all primary schools	MLSS&S, NCCS, National Steering Committee on Child Labour, KNHR&EC, County Governments, Child Labour Network, FKE, COTU, KNUT	2014/2015 Continuous	
		Provide sanitary towels to girls in all primary schools	MoE, MLSS&S, NCCS, National Steering Committee on Child Labour, KNHR&EC, County Governments, Child Labour Network, Development partners	2014/2015 Continuous	
		Expand coverage of school feeding programmes	MoE, NT, MLSS&S, NCCS, National Steering Committee on Child Labour, KNHR&EC, County Governments, Child Labour Network, Development partners	2014/2015 Continuous	
			Expand and modernize TIVET institutions at national, county and constituency levels	MoE, NT, MLSS&S, NCCS, MD&P, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners	2014/2015 Continuous
			Expand and equip youth polytechnics	MoE, NT, MLSS&S, MD&P, NCCCS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners	2014-2017
			Establish at least one vocational training centre in every constituency	MoE, MoF, MoL, NCCS, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners	2014-2017
			Establish at least one entrepreneurial centre of excellence in every constituency	MLSS, MICT, MD&P, MoF, CDF Board, National Assembly, MoE	2014-2017

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Build capacity of TIVET instructors	MLSS&S, MoE, MD&P, Cabinet, County Governments, National Assembly, TIVET institutions, Universities, research institutions, private sector, training service providers	2014/2015
		Provide tuition subsidies to children withdrawn from child labour attending TIVET institutions	NT, NCCS, MLSS&S, MD&P, National Steering Committee on Child Labour, County Governments, Child Labour Network, Development partners, CDF Board, National Assembly, MoE	2014/2015 Continuous
Mainstream elimination of child labour in national, county and sectoral policies and programmes	Expand social protection system	Implement the National Social Protection Policy	MLSS&S, NCCS, NT, MD&P, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
		Expand coverage of the voucher programme	MoE, NT, NCCS, Cabinet, County Governments, Private sector, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
		Promote establishment of income generating ventures by the poor and vulnerable communities	MLSS&S, NCCS, NT, MD&P, County Governments, Private sector, FKE, COTU, Child Labour Network, Development partners, CBOs, FBOs, Families, Communities	2014/2015 Continuous
Mainstream elimination of child labour in national, county and sectoral policies and programmes	Develop and implement integrated approach to dealing with HIV and AIDS	Implement HIV and AIDS control measures developed by NACC	NACC, Ministry of Health, MLSS&S, NLB, FKE, COTU, all trade unions, County Governments, ILO, research institutions, universities, Private sector, Development partners, other stakeholders	2014/2015 Continuous

BROAD OBJECTIVES	SPECIFIC OBJECTIVES	STRATEGIES	RESPONSIBLE AGENCIES	TIMEFRAME
		Integrate HIV and AIDS issues in workplace discussions	NACC, Ministry of Health ,MLSS&S, NLB, FKE, COTU, NCCS, National Steering Committee on Child Labour, CBOs, FBOs, Family Support Networks, County Governments, ILO, Private sector, development partners, other stakeholders	2014/2015
		Establish and strengthen HIV and AIDS Committees in all workplaces	NACC, MLSS&S, NLB, FKE, COTU, all trade unions, County governments, private sector, development partners, other stakeholders	2014/2015 Continuous
		Establish and strengthen HIV and AIDS Family Support Programmes in all counties and constituencies	NACC, MLSS&S, NLB, FKE, COTU, all trade unions, County Governments, Private sector, Development partners, other stakeholders	2014/2015 Continuous
Harness stakeholder efforts towards elimination of all forms of child labour	Promote social dialogue	Deepen the use of existing institutions of social network in the fight against child labour	MLSS&S, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, County Governments, Private sector, Child Labour Network, Development partners	2014/2015 Continuous
		Make the National Steering Committee on Child Labour a Committee of the NLB	MLSS&S, NCCS,, National Steering Committee on Child Labour, NLB, FKE, COTU, State Law Office	2015/2016
		Strengthen the Child Labour Focal Point Network	MLSS&S, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, Child Labour Network, Development Partners	2014-2015 Continuous
		Integrate child labour clauses in all CBAs	MLSS&S, NCCS, National Steering Committee on Child Labour, NLB, FKE, COTU, All trade unions, Child Labour Network, KAM, KEPSA, Private sector	2014/2015 Continuous