

**EXAMINE THE EFFECTS OF CHILD LABOR ON THE DEVELOPMENT OF A CHILD IN  
UGANDA: CASE STUDY; MUKONO DISTRICT**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF LAW, IN PARTIAL FULFILLMENT OF  
THE REQUIREMENTS FOR THE AWARD OF A DEGREE OF BACHELOR OF LAWS OF  
UGANDA CHRISTIAN UNIVERSITY**

**May, 2024**



**UGANDA CHRISTIAN  
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## DECLARATION

I ODONG IVAN CS19B11/173 declare that this research report is my original work and that it has not been presented to any other university or institution for a similar award and so, it is solely and purely accomplished by myself and the help of my academic supervisor.

ODONG IVAN

Signature.....

Date.....

## APPROVAL

This research report has been submitted by ODONG IVAN CS19B11/173 with my approval as his academic supervisor.

Mr. EXPEDITE KAYAA

Signature.....

Date.....

## **ACKNOWLEDGEMENT**

First and foremost, I would like to convey my sincere gratitude to God Almighty Alpha and Omega for the life he has given me.

Secondly, in a special way, I would like to convey sincere gratitude to my wonderful family comprised of Mr. OCEN WILLIAM and Mrs. LILLY OCEN and my siblings for their immense and invaluable support be it financial, moral and spiritual.

I am greatly thankful to the staff of Uganda Christian University both teaching and non-teaching for the guidance and teachings they have offered me during the course of my studies.

I cannot go without thanking my academic supervisor Mr. EXPEDITE KAYAA for the exceptional guidance, dedication encouragement and attention he offered me in order to see that this research was a success.

**MAY GOD ALMIGHTY BLESS YOU ABUNDANTLY.**

## ABSTRACT

Child labour remains a pervasive issue globally, with Uganda being no exception. This study explores the multifaceted effects of child labour on the development of children in Uganda. Utilizing a combination of qualitative and quantitative methodologies, including interviews, surveys, and secondary data analysis, the research delves into the socio-economic, psychological, and educational ramifications of child labour on Ugandan children.

The findings reveal that child labour significantly impedes the holistic development of children in Uganda. Socio-economically, it perpetuates cycles of poverty by depriving children of education and perpetuating low-income trajectories into adulthood. Psychologically, children engaged in labour often face heightened levels of stress, anxiety, and depression, impacting their emotional well-being and long-term mental health outcomes. Furthermore, the educational aspect elucidates how child labour disrupts access to education, resulting in lower academic achievement and limited opportunities for upward social mobility.

The research underscores the urgent need for comprehensive interventions that address the root causes of child labour in Uganda, including poverty, inadequate access to education, and cultural norms. Policy recommendations are proposed to enhance child protection measures, improve access to quality education, and foster sustainable livelihoods for families, thereby fostering the holistic development of Uganda's children and securing a brighter future for generations to come.

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## CHAPTER ONE

### 1.0 Introduction.

This chapter one of the research presents the background of the study, statement of the problem; purpose of the study, objectives of the study, Research Questions, Scope of the study, Subject scope, Geographic scope, Time scope, and justification of the study of the effects of child labor on the Ugandan economy.

### 1.2 Background of the problem.

In global and interconnected economic system, Sustainable production is seen as the creation of products not only from industries but also the agricultural sectors through economically-sound processes that minimize negative impacts. As the production is carried out, some of these production firms tend to use cheap sources of labor and hence, they end up employing children to work for them.

For the purpose of this study, a child is a person below the age of sixteen years as enshrined in article 34(5) of the constitution of the republic of Uganda 1995 as amended.

#### 1.2.1 Definition of child labor.

The Black's law dictionary defines Child labor to mean the employment of or extraction of work from a child below the age of 18 years of age.

Section 32 of the employment act<sup>1</sup> provides that a child under the age of 12 years should not be employed in any business, undertaking or workplace. Section 32(2)<sup>2</sup> elaborates on the exception to the general rule against employment of children that a child below the age of 14 years shall

not be employed in any business, undertaking or workplace except for light work done under the supervision of an adult aged over 18 years and the work does not affect the child's education. A child under the age of 14 years shall not continue to be employed after the employer being notified in writing by a labor officer to stop such kind of

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<sup>1</sup> Employment Act

<sup>2</sup> ibid

employment. Section 32(4) of the employment act<sup>3</sup> provides that a child shall not be employed in any employment which is deemed injurious to the child's health, dangerous or hazardous or otherwise, unsuitable, the employer shall not continue such employment after being notified by the labor officer in writing.

### **1.2.2 The forms of child labor**

**Debt bondage**, this is a forced labor where work is exchanged to pay off loans that an individual is unable to pay in monetary terms or goods. An instance is that a poor family may hand over their child to someone to work as a means of paying off their debts and that child will have to work for years until that debt is fully cleared.

**Serfdom**, this is when a person is forced to live and work on land or property belonging to another in return for little or no pay at all.

**Forced labor**. This is defined in section 2 of the employment act<sup>4</sup> to mean the work or services extracted from any person under the threat of penalty or loss of rights and privileges for which that person has not offered himself voluntarily. An instance can be children in armed conflicts who are made to kill or maim other human beings.

**Slavery**, this is where a person is owned by and made to work for another person without having any say on whatever happens to them. Slaves are held against their will from the time of capture, purchase or birth and are not allowed to leave or refuse work.

**Child trafficking**, this is the illegal trading of children for labor, prostitution and recruitment as child soldiers and beggars.

Today, children are considered to be amongst the vulnerable group of people. Vulnerable group was defined in MSS case to mean a certain group of the population who often encounter discriminatory treatment and need some kinds of special attention and protection by the state. In **Campeanu v Romania**<sup>5</sup> it was elaborated that such vulnerable groups are discriminated against based on sex, language,

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<sup>3</sup> Employment act

<sup>4</sup> ibid

<sup>5</sup> Campeanu v Romania

religion, political opinions ,birth or other status. Such people are often isolated, ostracized and cannot participate in social, economic and political activities or develop their intellectual and other capacities as they are often frustrated by the dominant people in the society.

In **Prosecutor v Dominic Ongwen**<sup>6</sup> it was amongst others stated that whenever there is a war in any part of the world, the vulnerable people are children and women as the children mostly encounter poverty, malnutrition and other socio ,economic, and cultural abuses.

Most African countries for instance; Uganda ,Kenya , Tanzania amongst others are the countries that have ratified to various international legal instruments amongst which include the Universal Declaration of Human Rights of 1948, the united nations convention on the rights of the child, the African Charter on the rights of women and children. All of these legal instruments are founded on the overreaching principles of equality and non discrimination, best interest of the child, survival and development of the child, participation and views of the child

The republic of Uganda has also embraced the protection of children's rights as these rights are provided for in the constitution of the republic of Uganda 1995 as amended which amongst others provide for the best interest of the child, the child is entitled to medical treatment and education, and they are entitled to protection from social, or economic exploitation and shall not be employed in or required to perform work which is likely to be hazardous or to interfere with their education or to be harmful to their health, or physical, mental or spiritual , moral or social development.

The Ugandan government together in collaboration with its bodies for instance the Ministry of gender and labor and social development, Family and child protection unit, probation and welfare Office, the office of the labor officer, together with nongovernmental organizations like the Uganda Child Rights NGO Network which is a coalition of over 150 child-focused organizations including community based national and international Nongovernmental Organizations are the bodies working hand in hand

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<sup>6</sup> Prosecutor v Dominic Ongwen

with one another to ensure the protection of over 3 million vulnerable children in Uganda.

### **1.3 Statement of the problem.**

Despite there being several legislations that govern the employment of children, protect the rights of children, and puts duties and roles of the employers, some of these laws have been neglected by the employers therefore infringing on the rights of children and therefore leading to offences under these laws. The legislations of Uganda for instance, the constitution of the republic of Uganda 1995 as amended, the employment act and the children act govern the treatment of children whilst in an employment of which there has been very much violations of these laws. The purpose for this research therefore is to emphasize the fact that fact that child labor is prohibited and in spite of the fact that the law does not condone this practice, the employers still carry on with this unwanted act anyway. Child labor means the employment of children up to 14 years of age in a gainful occupation at the expense of their physical, emotional, social and mental wellbeing. It is the work which often deprives children of their childhood, their potential and their dignity and this is harmful not only to their physical but also their mental wellbeing and development. Such an activity is not in the best interest of a child and it interferes with their education, health, physical and mental wellbeing as they are harmful to hazardous to the children. The sole purpose of this research is therefore to establish an in-depth analysis of the protection of children in the course of employment as their rights are expressly provided for by the laws of the land.

### **1.4 Purpose of the study.**

To examine the effects of child labor on the development of a child in Uganda based on the rules governing employment and children's rights. But in order to come up with the effects, we should first be certain of the causes of child labor, the participants in the act, and then we can assess the effects of child labor and

thereafter come up with recommendations to the problem at hand and then duties expected of the different bodies which should be fulfilled in order to curb down child labor in the country Uganda.

### **1.5 Objectives of the study.**

- The purpose of the study is to examine the causes of child labor in Uganda.
- The purpose of the study is to examine the effects of child labor on the development of a child in Uganda.
- The purpose of the study is to examine the role of the government and other nongovernmental organizations in promoting good development of a child in Uganda.

### **1.6 Research questions**

- What are the causes of child labor in Uganda?
- What is the effect of child labor on the development of a child in Uganda?
- What is the role of the government and other nongovernmental organizations in promoting good development of a child in Uganda?

### **1.7 Scope of the study**

This research shall be conducted between February 2024 to may 2024 covering the labor laws and children's rights. The study will therefore be guided by geographical and time scope as elaborated below.

#### **1.7.1 Subject scope.**

The study shall define child labor and give us an in-depth understanding on labor law, and the laws on the rights of children and how these laws protect children from exploitation. The law will therefore focus on the causes, forms and the effects of child labor on the development of a child in Uganda and what measures can be taken by the government in terms of ensuring the enforcement of these rights.

### **1.7.2 Geographical scope**

The study will be conducted in Mukono District.

### **1.7.3 Time scope.**

The study will be conducted for four months that is, from February 2024 to May 2024, since this period will be long enough for me to acquire all necessary data required. The study will be based on the literature for 20 financial years that is from 2004 to 2024 and it will be accessed from journals, text books, Newspapers, the internet and many other relevant sources.

### **1.8 Justification of the study;**

- This study is meant to help the law enforcement bodies to be a step ahead when it comes to enforcing the law on cases relating to child labor.
- This study is aimed at creating awareness, this is particularly to a targeted group of who are the children and peasant parents and employers who may not be aware of the fact that they may be infringing on the rights of such children.
- For future studies and research purposes, other researchers will in the near future use it as literature for future studies when they are carrying out their research.
- This study is aimed at giving us more insight of what the topic is about and it is to enlighten us by the use of the literature written by others who have handled similar topics in the past two decades.
- This study is also aimed at achieving a bachelor's Law Degree from Uganda Christian University.

The study is therefore significant in a way that it will put down the rights of children that should be accorded to them and suggest possible amendments to the law relating to labor law and in particular child labor in the modern Uganda.

## CHAPTER TWO

### LITERATURE REVIEW

#### **2.0 Introduction**

This chapter presents the literature review in line with the study objectives.

Child labor is known to be the employment of children in an industry or business especially when it is considered illegal or exploitative. This is work that deprives children of their childhood, their potential and dignity and it is harmful to the physical and mental development of the child.

The employment of children has recently been on the rise globally and this is attributed to poverty, limited access to education amongst other factors. In Uganda as per 2023, the statistics show a 40% increase in child labor, this does not include doing household chores and the agricultural sector is responsible for the largest number of children undergoing child labor.

Uganda as a country has ratified to some of the international legal instrument concerning child labor which amongst others include the International Labor Organization convention, the United nations convention on the rights of the Child, the united nations convention on the rights of the child optional protocol on armed conflicts, the united nations convention on the rights of the child optional protocol on the sale of children, child prostitution and child pornography and the Palermo protocol on trafficking in persons.

To address the root causes of child labor, the international labor organization is implementing evidence-based interventions by accelerating action for the elimination of child labor in supply chains in Africa (ACCEL Africa) project. The project is being funded by the ministry of foreign affairs of Netherlands, it focuses on specific supply chains including Cocoa, coffee, cotton, gold and tea. The project is being implemented in Ivory Coast, Egypt, Malawi, Nigeria and Uganda. The project operates in coffee and tea supply chains in 8 districts in Uganda and it integrates child-

sensitive measures in financial services to reduce the risks of child labor within their operations and plays a an active role in the fights against child labor.

In Uganda, about 75% of small-holder farmers now use this new technology in agricultural activities for instance, a farmer can benefit from tailor-made financial services such as credit, savings, insurance, improving productivity and connecting farmers to the markets. The ILO'S ACCEL Africa project seeks to provide a platform for farmers to access financial services and reduce the risks of child labor. The advantages using this digital platform like Agro Base and payment solution is that they allow farmers to access vital information and services at the comfort of their homes hence an increase in productivity, profitability and livelihood. Through this digital platforms, the company offers training and capacity building programs that help farmers to adopt to more modern and efficient farming methods which may include mechanization of agriculture hence an increased yield, the company is well positioned to continue making a positive impact in the years to come.

The preliminary results of the project show that digitalizing VSLA operations reduces operational costs, improves transparency, accountability and it provides third party financing from financial institutions. Besides, it also improves on access to the markets and increases productivity for farmers using mechanized or modern farming technologies. Also, digital technology integration provides child sensitive measures in service delivery, monitors school attendance and on farm labor activities and therefore leading to the direct reduction of child labor.

The government is the organization that is the governing authority of a political unit or a country. In this study, the government of Uganda has come up with several legal instruments that protect children from being deprived of their rights for instance the constitution of the republic of Uganda of 1995 as amended, the children's act, the employment act amongst others.

Particularly, article 43 of the constitution provides for children's rights and as we dig deeper into article 34, the best interest of the child should be respected as they are entitled to basic education, medical treatment, protection from economic or social

exploitation as they are not to be employed or required to perform a task that is deemed to be hazardous to the child's health, physical, mental, spiritual, moral and social development.

Section 3 of the children's act<sup>7</sup> provides for welfare and guiding principles which shall be paramount in all matters relating to a child. In regards to determining any question on the welfare of a child, court shall have regards to the ascertainable wishes and feelings of the child concerned, the child's physical, emotional and educational needs, any harm that the child has suffered or is at risk of suffering, the child's sex, age, background and any other circumstances relevant in the matter and the capacity of the child's parents where relevant.

Section 32 of the employment act<sup>8</sup> provides for the employment of children, it prohibits children below the age of 12 years from being employed in any business, undertaking or workplace. But to every rule is an exception as a child above the age of 14 can be employed but under strict supervision of an adult of 18 years and above. A child under the age of 14 years shall not continue to be employed after the employer being notified in writing by a labor officer to stop such kind of employment. Section 32(4) of the employment act<sup>9</sup> provides that a child shall not be employed in any employment which is deemed injurious to the child's health, dangerous or hazardous or otherwise, unsuitable, the employer shall not continue such employment after being notified by the labor officer in writing.

The government has also set up bodies or organizations that are governmental and allowed nongovernmental organizations to operation in line with the protection of children's rights and promotion of development of children. Amongst the bodies created by the government are the ministry of gender labor and social development, the family and child protection unit, and the probation and welfare office.

Nongovernmental organizations like the Uganda Child Rights NGO Network which is a coalition of over 150 child-focused organizations including community based national

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<sup>7</sup> Children act cap 59

<sup>8</sup> Employment act

<sup>9</sup> ibid

and international Nongovernmental Organizations are the bodies working hand in hand with one another to ensure the protection of over 3 million vulnerable children in Uganda.

## **CHAPTER THREE.**

### **RESEARCH METHODOLOGY.**

#### **3.0 Introduction**

This chapter concerns the means or modes of data collection while carrying out the research and amongst the used methods of data collection are questionnaire, observations, interviews, study population, data sample for instance primary and secondary data, sampling technique, and research design.

#### **3.1 Research design.**

The research design used in this research will be more of an exploratory and explanatory one, this is to enable the researcher to obtain quality information or data. It is a quantitative research involving gathering and analyzing numerical information and applying statistics in reports. Quantitative research means the empirical investigation of observable phenomena using mathematical, statistical or computational techniques (Mugenda & Mugenda, 2003), this kind of information is expressed in terms of graphs and numbers. This will help in the generation of quantifiable data for instance numbers, and percentages in relation to child labor in Uganda.

#### **3.2 Study population.**

The targeted population to be researched about are the children involved in child labor, their families and the employers who end up practicing child labor. This is due to the fact that it is next to impossible to involve all the children involved in child labor and everyone with some knowledge on child labor during the period of research and to add on to this will be very costly and time consuming. The use of this method will therefore lead to production of reliable data with fewer errors given the fact that only 20 participants will be selected out of the whole population of Uganda.

#### **3.3 Data sources**

The data sources used in the research shall be both primary data and secondary data, the primary data shall include legislations both international and national laws of the land whilst the secondary data will include documentaries and other online materials relevant to the study.

The merits of primary data include accuracy; this is because the primary data are written out by professional researchers and they are straight and direct to the point on which an individual would want to carry out his research on, updated information ;given the fact that these legislations are always amended from time to time

The demerits of primary data in research include the fact that this means of data collection is time consuming, it involves a lot of technicalities as per the interpretation, and it is very costly given the fact that the pieces of literature are expensive

### **3.4 Observations**

Observations involves the researcher looking on the activities taking place in an area of study and noting down the important information to the research. This is important because the researcher receives first-hand information making it a very reliable means of data collection.

### **3.5 Ethical considerations.**

The research will be free from unwanted practices which include plagiarism, much of the data and information will be obtained from codified laws and online information. The research shall not condone the reproduction of similar literature.

### **3.6 Interviews.**

This is a data collection method where the researcher asks a number of questions and the other person answers accordingly. This means of data collection is very convenient to the researcher as he is able to obtain unbiased data from the person being interviewed and he is able to follow up in cases where the information is ambiguous.

## CHAPTER FOUR

### DATA ANALYSIS, INTERPRETATION, AND PRESENTATION OF FINDINGS.

#### 4.0 Introduction.

This chapter of the research report presents data that was analyzed, interpreted and presented basing on the three research objectives which are; To examine the causes of child labor in Uganda, to examine the effects of child labor on the development of a child in Uganda, to examine the role of the government and other nongovernmental organizations in promoting good development of a child in Uganda.

In 2015, Uganda made a significant advancement in efforts to eliminate the worst forms of child labor, the government introduced a bill to prohibit hazardous work for children and establish minimum age for work to 16 years. The Ugandan government also trained more than 1000 criminal law enforcement officers on issues related to the worst forms of child labor, a national action plan to combat human trafficking was approved and this allowed more children to stay in school. However, children are still engaged in some forms of child labor for instance harvesting tea, commercial and sexual exploitation.

The table below shows the laws in relation to child labor in Uganda.

Standard	Age	Related legislation
Minimum age for work	14	Section 32(2) of the employment act, Regulation 3 of the employment (employment of children) regulation
Minimum age for hazardous work	18	Section 32(4) of the employment act, regulation 5 of the employment(employment of children) regulation.
Prohibition of hazardous or Activities for children		Regulation 6 and the first schedule of the employment(employment of children) regulations
Prohibition of forced labor		Section 5 of the employment act, sections 3-5 of the prevention of trafficking in persons act
Prohibition of child trafficking.		Sections 3-5 of the prevention of trafficking in persons act
Prohibition of commercial sexual exploitation of children		Section 3 of the prevention of trafficking in persons act. Sections 131,136,137 and 138 of the penal code act Section 14 of the anti-pornography act
Prohibition of using children for illicit activities.		Article 5(d) of the prevention of trafficking in persons act
Minimum age for voluntary military services,	18	Article 52 of the defense forces act
Compulsory education age	12	Section 10 of the education Act
Free public education	12	Section 10 of the education act

#### 4.1 PREVALENCE OF CHILD LABOUR IN THE DIFFERENT SECTORS IN UGANDA.

Children in Uganda engage in the worst forms of child labor which include tea harvesting, begging on the streets, commercial and sexual exploitation amongst others.

### Statistical analysis on children's work and education.

Children	Age	Percentage %
Working	5-14 years	30.7
Attending school	5-14 years	88.8
Combining work and school	7-14 years	34.4
Primary completion rate		55.6

### Overview of children's work by sector and activity

Sector / Industry	Activity
Agriculture	<p>Production of vanilla and palm oil.</p> <p>Cutting, collecting and carrying sugarcane.</p> <p>Herding cattle.</p> <p>Producing and carrying charcoal.</p> <p>Cultivating and harvesting cocoa, corn, tea, rice and acting as scare crows.</p> <p>Fishing including, smoking, and selling fish, loading and offloading boats, scaling, cleaning and cutting fish.</p>
Industry	<p>Making bricks.</p> <p>Quarrying stones and mining which include gold and sand.</p> <p>Manufacturing which includes steel rolling mills and carpentry workshops.</p>
Services	<p>Domestic work.</p> <p>Street work including vending, begging, working as porters scavenging, collecting metals and selling scraps.</p> <p>Cross boarder trading.</p> <p>Working in hotels, restaurants and bars and video halls.</p> <p>Collecting firewood for sale,</p>

#### **4.2 FINDINGS FROM THE MINISTRY OF GENDER, LABOR AND SOCIAL DEVELOPMENT AND OTHER MINISTRIES.**

Objective V of the constitution of the republic of Uganda (1995)<sup>10</sup> as amended provides for protection and promotion of fundamental and other human rights and freedoms and it is from this objective that we see chapter iv of the constitution being given birth and particularly, article 34<sup>11</sup> of the supreme law of Uganda provides for ‘rights of children’ and this article specifically elaborates on the best interests of the child, as in article 30 of the constitution of the republic of Uganda, we see that the right to basic education is emphasized in article 34 of the same, right to basic needs for instance medical treatment, and the gist of the matter is provided for as per article 34(4) of the constitution as this article entitles children to be protected from all forms of social, economic exploitation and the employment to perform work which is likely to be hazardous or to interfere with any of the rights of a child, his or her physical, mental, spiritual, moral or social development is strictly prohibited.

Now for these rights of the child to be promoted and protected, there has to be bodies both governmental and non-governmental in place for instance the ministry. The ministry of gender labor and social development stems its existence from article 111 of the constitution which provides that the cabinet shall consist of the president, vice president prime minister and such other ministers as may appear to the president to be reasonably necessary for the efficient running of the state. Article 111(2)<sup>12</sup> goes ahead to elaborate on the functions of the cabinet which amongst others include determination, formulation and implementation of policies.

The Ugandan government has come up with institutional mechanisms to combat child labor and some of the findings are as elaborated below.

Ministry of gender, labor and social development. The ministry of gender, labor and social development has a role to enforce labor laws throughout Uganda as a country. It has the child protection unit which works with partners to implement national

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<sup>10</sup> The constitution of the republic of Uganda( 1995) as amended

<sup>11</sup> ibid

<sup>12</sup> ibid

awareness campaigns and serves as a resource to labor inspectors for instance, occupational safety and health inspectors. The industrial court always makes decisions which are always referred to by these labor officers. The ministry of gender, labor and social development is headed by Honorable Betty Amongi Akena which is mandated to mobilize and empower communities to harness their potentials while protecting the rights of vulnerable population groups of which children fall under the vulnerable groups. The ministry promotes issues of labor productivity and employment, social protection, gender equality and equity, human rights, culture and empowerment.

The ministry is responsible for the protection and promotion of the rights of vulnerable groups, addressing gender inequalities, ensuring cultural growth, labor employment as well as community mobilization and empowerment. There is connection amongst the vision, mission, goal and objectives of the ministry as their vision is 'A better standard of living, equity and social cohesion' which can be achieved if their mission which is 'promotion of gender equality, social protection and transformation of communities' which is possible if they stick to their goal which is to 'promote employment and productivity, positive cultural values, rights of vulnerable groups and gender responsive development' and the objective of the ministry which is in relation to this research is to promote decent employment opportunities and labor productivity.

Ministry of internal affairs. the ministry of internal affairs is concerned with the enforcement of criminal laws on some of the worst cases of child labor in the country Uganda, the Uganda police forces, child and family protection unit do investigate child labor incidences, the special investigation Divisions and the Anti-Human Trafficking Desk investigates cases in line with human trafficking and the use of children in illicit activities and the sexual offenses desks investigates cases regarding commercial sexual exploitation of children., liaison officers handle child labor complaints and overall child protection issues at police posts that do not have the

child and family protection unit officers, the immigration department aids in identifying possible human trafficking incidences.

The ministry of local government. The ministry of local government oversees the work of the labor officers at district level, these labor officers have the powers to refer cases in line with child labor to the industrial court, and they deploy community development officers at the district level when the labor officer is not around.

Directorate of public prosecution in the ministry of justice and constitutional affairs. The Directorate of public prosecution take the responsibility of prosecuting cases involving some of the worst forms of child labor that was referred by the police.

#### **4.3 FINDINGS FROM THE PROBATION, SOCIAL AND WELFARE OFFICE.**

The parliament of the republic of Uganda is established under article 77 of the constitution<sup>13</sup> with its main function to make laws for the smooth running of the country as seen in article 79 of the constitution<sup>14</sup> and it is from here that the Probation Act gets its existence from and therefore eventually the birth of the probation, social and welfare office. Probation and welfare officers are social workers or court officers who supervise offenders before their trials, during prison sentence and after their release and its main function is to ensure improvement in the welfare and rights of children, their protection and overall protection. The probation officer of Mukono is Mr. James Ntege. There are duties the probation officer owes to a child in the instances that the probationer is a child for instance section 8 of the probation act provides for the duties towards young persons and it elaborates that a probation officer shall in case of a young person endeavor to secure their connections with some

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<sup>13</sup> The constitution of the republic of Uganda (1995) as amended

<sup>14</sup> *ibid*

juvenile organizations for instance Sunday schools, clubs, associations of boys and girls scout or guides, brigades or similar organizations. Besides this section 5 of the probation act<sup>15</sup> provides for attendance of school by a child in case the child is of school going age and does goes to school, a probation officer shall make inquiries of the head teacher in regards to the child's attendance and progress however, visits to the child on school premises is to be avoided at all costs.

The probation officers are empowered with responsibilities at district level to handle all child related matters, they help in ensuring child maintenance as they can engage the parents or guardian into a mediation for the amicable agreement in the child's best interest and he or she can make an application to court seeking supervision orders of the child.

Procedure.

1. The procedure to make supervision orders are that the probation officer before making the application must be satisfied that the local government has dealt with the issue at sub county level where the child resides but there was no success registered.
2. If it is confirmed that the attempt to resolve this issue was not a success, the probation officer shall carry out a home visit and conduct an interview with the parents of the child and the child in this case, the child's age is to be obtained for the purpose of making a welfare report.
3. The welfare report shall be made containing matters relating to the welfare of the child and any recommendations to the actions to be taken by the family and children's court. Court, if satisfied with the welfare report can go ahead to grant the orders applied for.
4. This order lasts for a year but upon application by the probation officer, it can be extended by one more year.
5. The probation officer can make an application seeking care orders.

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<sup>15</sup> The probation Act

6. This care order places the child in the care of a warden of an approved home or with a foster parent.
7. This normally happens when the child needs to be maintained but the circumstances under which the child is living are very unhealthy for instance an abusive home or environment.
8. The parental responsibility in this case lies largely on the warden or the foster parent.
9. The probation officer also has a responsibility of working together with the parent or guardian to prepare for the child's return.

#### **4.4 FINDINGS FROM THE POLICE.**

The parliament is established under article 77 of the constitution of the republic of Uganda<sup>16</sup> with its primary function enshrined under article 79 of the constitution<sup>17</sup> which is to make laws for the good governance of Uganda as a country, this is where the police act derives its existence from. Section 2 of the Police Act<sup>18</sup> establishes the Uganda police force with their duties or functions clarified as per section 4 of the police Act, amongst the duties are; to protect the life, property and other rights of individuals, to maintain security within Uganda, to enforce law and order in Uganda, to ensure public safety and order in Uganda, to prevent and detect crimes in the society which are the most notable and significant functions in regards to this research.

As per the government, the number of criminal law enforcement officials responsible for investigating child labor is inadequate and the Uganda police lacks vital resources to carry out investigation such as transport and fuel.

In 2015, the Anti- Human Trafficking Taskforce trained 50 police officers on anti-human trafficking measures and an additional 392 officials including police officers

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<sup>16</sup> The constitution of the republic of Uganda (1995) as amended

<sup>17</sup> ibid

<sup>18</sup> The police act

and magistrates were trained on the identification and management of trafficking victims and the investigation procedures. In July 2015, the child and family protection unit trained more than 800 police officers on case management against children. The coordination office to combat trafficking in persons trained over 144 police officers, immigration department officials and members of Directorate of Public Prosecution on investigation, prosecutions and child offense cases.

During the reporting period, criminal law enforcement officials removed 119 children from child labor in the different sectors and activities which include fishing, stone quarrying and agriculture and most of these children were united with their families. In 40 cases, children were removed from households, bars and farms where they worked as there were 11 girls who worked in bars who were re-united with their families including two foreign nationals who were repatriated, and a total of 21 children who were removed from child labor were enrolled in school.

Potential human trafficking victims were routinely arrested and detained by police and some of these children were held up to 3 months at the juvenile detention center. Although these children received food medical treatment and other services, some children were required to clean the detention facilities.

Besides the different ministries and the above mechanisms, the government has also established other mechanisms to coordinate its effort to address and they include;

Coordination office to combat trafficking in person, this office monitors and oversees the implementation of the Prevention of Trafficking in Person's Act. Through June 2015, Coordination office to combat trafficking in person assisted 61 child trafficking victims most of whom had been trafficked for use in illicit activities. Officials in the Coordination office to combat trafficking in person managed to locate the victims' families and provided food and medical treatment before referring these children to Non-governmental Organizations for additional services.

The Anti-Human Trafficking Taskforce. This body coordinates anti-trafficking efforts among government ministries, they draft policies, implement public information campaigns and then establish a database to track human trafficking cases. The Anti-Human Trafficking Taskforce is led by the Ministry of Internal Affairs' counter-trafficking in persons office and it includes 30 members of several ministries and government directorates, police INTERPOL, and other security organizations. In 2015, the taskforce developed regulations for the Prevention of Trafficking in Persons Act and coordinated an awareness campaign which targeted potential victims of human trafficking through the media, billboards and community outreach to schools.

National Child Protection Working Group, this is a body that monitors the quality of the services offered to the orphans together with vulnerable children and coordinate an alternative care framework which aims to re-unite these vulnerable children and their families. This body is led by the Ministry of Gender, Labor and Social Development and the members include the Ministry of Education and Sports, Ministry of Health, Ministry of Justice and Constitutional affairs, the child and family protection unit and a number of local civil society organizations which regularly met back in 2015.

#### **4.5 POLICIES AGAINST CHILD LABOUR**

The Ugandan government has also established policies against child labor which amongst others include;

National Action Plan on the elimination of the worst forms of child labor (2012/2013-2016-2017). This was a policy that aimed at the reduction of the worst forms of child labor in Uganda by 2017 by increasing enrollment and completion of primary education, increasing households' access to social protection and assistance, increasing public awareness, strengthening the legal and policy framework, withdrawing children from some of the worst forms of child labor and providing them

with rehabilitation services and enhancing tripartite collaboration among the government , employees and labor unions.<sup>19</sup>

National Action Plan to Combat Human Trafficking. This policy aims at aligning the legal framework to address both domestic and international trafficking in persons, enhancing institutional capacity to counter human trafficking, provide protection and assistance to victims and prevent human trafficking through awareness campaigns.

National Development Plan (2015/2016-2019/2020). This policy aims at eradicating all forms of child labor by 2025 by emphasizing on inclusive and sustainable economic growth, productive employment and decent work for all. In 2015, a review of the national plan (2010/2011-2014/2015) indicated that absolute poverty was reduced from 24.5 percent to 19.7 percent by the end of 2013, while per capita income increased from \$665 to \$ 788 over the period 2010/2011-2015/2016.

Education sector strategic plan (2004-2015). This policy was to support the expansion the basic education system to include programs for the disadvantaged children and youth and during the reporting period, the government started drafting a new plan.

National Strategies for Girls' education in Uganda (2015-2019). This policy establishes a framework for the identification, implementation and coordination of interventions to promote girl child education in the country Uganda. It identifies child labor particularly domestic work as a key barrier girls' effective participation in education and class for an action or actions to address such barriers.

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<sup>19</sup> <https://ug.usembassy.gov/wp-content/uploads/sites/42/2017/08/uganda-2015-child-labor-report.pdf&ved>

Social programs to tackle child labor in Uganda. In 2015, the Ugandan government funded and participated in programs that were in line with the goal of eliminating or preventing child labor and some of the programs are as clarified below;

Global Action program on child labor issues project(2011-2015) USDOL funded project implemented by ILO in approximately 40 countries to support the priorities of the roadmap of achieving the elimination of the worst forms of child labor by 2016, this was an establishment of the Hague Global Child Conference in 2010. Aimed to improve the evidence based on child labor through data research and collection in Uganda. During the reporting period, the program assisted in the development on the report that majorly focused on the vulnerable youth who were in need of second chance opportunities. This report also includes reasons for early school dropout and child labor.

African Youth Empowerment and Development Initiative (AYEDI) (2013-2017) three million dollars USDOL funded a 4 year project which was implemented by the World Education to promote education, vocational training and decent work opportunities for youth aged 15-17 years of age. The program also provides livelihood support to the youth and their families as it encourages the youth to take on leadership roles in their communities. In 2015, the project provided 1,453 engaged or at the risk of child labor with education services, 3099 households with livelihood services and enrolled 2090 youth of which 43% were female and the remaining 57% male in AYEDI clubs.

Country -Level Engagement and Assistance to Reduce Child Labor Project. USDOL funded capacity-building project implemented in at least 10 countries to build local and national capacity of the government to address issues concerning child labor. This project aims at improving legislations in line with addressing child labor concerns, including by bringing national or local laws into compliance with international standards, improving, monitoring and enforcing laws and policies in line with child labor and developing, validating adopting and implementing a national action plan on the elimination of child labor in Uganda.

Combating child labor through education (2010-2015). This is a government of the Netherlands funded program implemented by the Ministry of Education and Sports that operated a 3-hour afterschool education program in areas where children are unable to attend school for a full day.

Uganda social Assistance Grants for Empowerment. This is a 49 million dollar, donor and government funded project implemented by the Ministry of Gender, Labor and social development that provides direct income support of approximately 8\$ per month to the poor and the vulnerable households in 19 districts to allow children to stay in school. In 2015, the program assisted 123,153 beneficiaries and the Ugandan government made announcements that it would expand the program to about 40 districts in Uganda by 2020.

Youth venture capital Fund. This is a government program that aims at reducing youth unemployment through enterprise development, job creation and business skill training.

Skilling Uganda program. This program has established 26 vocational training institutions in the country Uganda. This is a Donor funded program implemented by the ministry of education and sports and it provides vocational training to the youth who have dropped out of school.

Realizing Adulthood Improvement through savings and education. This is a non-governmental Organization implemented program with technical assistance from the Ugandan government. It provides assistance to victims of child labor. In the year 2015, the Uganda Women's Effort to Save Orphans which is the implementing non-governmental organization conducted a mid-term review of the program and in their findings were among others that, since 2013, the program has removed 5,940 children from child labor and of which 240 children were trained in vocational skills.

Uganda Youth Development link. This is a Non-governmental organization program in coordination with the Ugandan government, it focusses on protecting the rights of children including some of the worst forms of child labor. This program provides

rehabilitation and livelihood skills training to victims through five drop-in centers and outreach posts in Kampala slums, these drop-in centers are in Mukono, Kitega and one rehabilitation transit center at Masooli in Wakiso district.

Coordination response to human trafficking in Uganda. IOM project providing support to children trafficked from the Karamoja region for exploitative street work in the urban areas of Uganda, builds capacity of service providers in the Karamoja region and elsewhere in Uganda.

National awareness strategy on trafficking. This is a social program that focuses on human trafficking. During the reporting period, the Anti-Human Trafficking Taskforce and IOM coordinated to raise public awareness about the dangers of human trafficking through the media for instance televisions, radios, press conferences and posters at immigration points.

Strategic plan for the implementation of the amnesty act of 2000(2013-2015). This is a program that continues to disarm, demobilize and reintegrate former Lord's Resistance Army rebels who also include children or child soldiers. It is implemented by the Ministry of Internal Affairs along with other government agencies. Between the months of January and June in the year 2015, the Ministry of Internal Affairs processed 28 cases, 17 of which were LRA returnees. In the month of June 2015, the Ugandan government extended parts of the act for 2 years.

Hazardous child labor in tobacco growing project (2015-2017). This is a 3 million dollar program which was concerned with the elimination of child labor in Tobacco foundation funded projects implemented by the International Labor Organization, it aims to develop global guidance on child labor and occupational safety and health in tobacco growing and strengthen social dialogue in Malawi, Tanzania, and Uganda to combat child labor in the Agricultural sector.

Decent work country program (2013-2017). This was a program implemented by the International Labor Organization, it outlines strategies for promoting decent work in Uganda. Its priorities include youth employment and improved social protection for

both the formal and informal workers in the country, it also focusses on the prevention and the elimination of some of the worst forms of child labor in Uganda.

## **DISCUSSION, SUMMARY, CONCLUSION AND RECOMMENDATIONS.**

### **Introduction.**

This chapter presents the discussion, summary, conclusion and recommendations of the findings.

Discussions on the causes of child labor in Uganda.

The Black's law dictionary defines Child labor to mean the employment of or extraction of work from a child below the age of 18 years of age.

Section 32 of the employment act<sup>20</sup> provides that a child under the age of 12 years should not be employed in any business, undertaking or workplace. Section 32(2)<sup>21</sup>elaborates on the exception to the general rule against employment of children, that a child below the age of 14 years shall not be employed in any business, undertaking or workplace except for light work done under the supervision of an adult aged over 18 years and the work does not affect the child's education. A child under the age of 14 years shall not continue to be employed after the employer being notified in writing by a labor officer to stop such kind of employment. Section 32(4) of the employment act<sup>22</sup> provides that a child shall not be employed in any employment which is deemed injurious to the child's health, dangerous or hazardous or otherwise,

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<sup>20</sup> Employment act

<sup>21</sup> ibid

<sup>22</sup> ibid

unsuitable, the employer shall not continue such employment after being notified by the labor officer in writing.

### **The forms of child labor**

**Debt bondage**, this is a forced labor where work is exchanged to pay off loans that an individual is unable to pay in monetary terms or goods. An instance is that a poor family may hand over their child to someone to work as a means of paying off their debts and that child will have to work for years until that debt is fully cleared. The cause of such a form of child labor could possibly be poverty in that specific family which therefore makes the parents of such a child who is unable to re-pay such a debt to offer their child to perform some given tasks to the creditor as a means of debt payment.

**Serfdom**, this is when a person is forced to live and work on land or property belonging to another in return for little or no pay at all. Still, the cause of such a form of child labor could possibly be poverty in that specific family which therefore makes the parents of such a child who is unable to re-pay such a debt to offer their child to perform some given tasks to the creditor as a means of debt payment. Another cause of such a form of child labor could be death of parents of such a child and as expected of everyone, this child is expected to eat, have shelter at night and maybe even have some medical care but then since nobody is in position to provide such needs, services and care to these children, this makes them to end up as victims of such a form of child labor. This kind of child labor is mostly common in war affected areas for instance, this was the case with most children during the Lord's Resistance War in Northern Uganda.

**Forced labor.** This is defined in section 2 of the employment act<sup>23</sup> to mean the work or services extracted from any person under the threat of penalty or loss of rights and privileges for which that person has not offered himself voluntarily. An instance can

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<sup>23</sup> The employment act

be children in armed conflicts who are made to kill or maim other human beings making the outbreak of wars or conflicts to be one of the causes of such a form of child labor. Another cause of such a form of child could be an abusive parent who subjects such a child this kind of child labor, this is most common with step mothers and step fathers who always subject their step children this form of child labor. This kind of child labor is very common in Uganda due to the fact that very many families are breaking up or separation of the parents in a family.

**Slavery**, this is where a person is owned by and made to work for another person without having any say on whatever happens to them. Slaves are held against their will from the time of capture, purchase or birth and are not allowed to leave or refuse work. This kind of child labor is very common in urban areas and the causes are high levels of poverty making one to get involved in such kind of child labor in an attempt to earn a living.

**Child trafficking**, this is the illegal trading of children for labor, prostitution and recruitment as child soldiers and beggars. This is mostly common in the Karamoja region where children are trafficked to the urban areas of Uganda and some of them are trafficked out of the country for instance to Democratic Republic of Congo Rwanda and Kenya. This could be due to absolute poverty making the children to be trafficked in order for them to earn a living.

Today, children are considered to be amongst the vulnerable group of people. Vulnerable group was defined in MSS case to mean a certain group of the population who often encounter discriminatory treatment and need some kinds of special attention and protection by the state. In **Campeanu v Romania**<sup>24</sup> it was elaborated that such vulnerable groups are discriminated against based on sex, language, religion, political opinions ,birth or other status. Such people are often isolated, ostracized and cannot participate in social, economic and political activities or develop their intellectual and other capacities as they are often frustrated by the

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<sup>24</sup> Campeanu v Romania

dominant people in the society. In **Prosecutor v Dominic Ongwen**<sup>25</sup> it was amongst others stated that whenever there is a war in any part of the world, the vulnerable people are children and women as the children mostly encounter poverty, malnutrition and other socio ,economic, and cultural abuses.

Discussions on the effect of child labor on the development of a child in Uganda.

The common forms of child labor in Uganda include but are not limited to forced labor, human trafficking, slavery, serfdom and debt bondage. Here, in most cases, we see that these children are not given so much freedom and most times, they are working, as a result, these children do not sometimes have access to education, they are denied basic healthcare, they are maltreated as they are beaten and denied food. The fact that these children engaged in child labor are denied education and some of the basic needs make them to grow into illiterate adults and with the current modern trends, it is very difficult for the illiterate to find a decent employment and earn a living out of it, this then make these children grow into poor adults and this affects their standards of living.

Discussions on the roles of the government and other nongovernmental organizations in promoting good development of a child in Uganda.

The Ugandan government has played a great role in making sure that the rate at which child labor escalates is reduced, this can be seen as various ministries are put in place to handle matters in line with child labor for instance the Ministry of Gender, Labor and social Development, the ministry of internal affairs, besides these ministries, other bodies which are both the governmental and non-governmental also

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<sup>25</sup> Prosecutor v Dominic Ongwen

take part in the ensuring that child labor in the country Uganda is reduced. These bodies include the police, the family and child protection unit, and the probation and welfare office the Directorate of Public Prosecution.

As if this is not enough, the Ugandan government has come up with laws and policies to curb the escalation of child labor and this include but are not limited to the constitution of the republic of Uganda, the various labor laws, the penal code act, the education act, the children act and some of the international legal framework for instance the International Labor Organizations convention, the united nations convention on the rights of the child and the African charter in relation to children have also been ratified by the Ugandan government, all these laws emphasize on the best interest of the child.

The Ugandan government has also established policies against child labor of which some of them are; National Action Plan on the elimination of the worst forms of child labor (2012/2013-2016-2017), National Action Plan to Combat Human Trafficking, National Development Plan (2015/2016-2019/2020), Education sector strategic plan (2004-2015), National Strategies for Girls' education in Uganda (2015-2019).

The government has also come up with Social programs to tackle child labor in Uganda. In 2015, the Ugandan government funded and participated in programs that were in line with the goal of eliminating or preventing child labor and some of the programs are; Global Action program on child labor issues project(2011-2015) African Youth Empowerment and Development Initiative (AYEDI) (2013-2017) Country -Level Engagement and Assistance to Reduce Child Labor Project, Combating child labor through education (2010-2015), Uganda social Assistance Grants for Empowerment, Youth venture capital Fund. Skilling Uganda program, Realizing Adulthood Improvement through savings and education, Uganda Youth Development link. Coordination response to human trafficking in Uganda, National awareness strategy on trafficking, Strategic plan for the implementation of the amnesty act of 2000(2013-

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## **Recommendations.**

### **Enforcement.**

- The Ugandan government has to ensure on the coordination between the Ministry of gender, Labor and Social Development and the ministry of local government in order to refer labor dispute cases to the industrial court and also ensure that these industrial courts have sufficient number of judges to prevent case backlogs.
- Develop mechanisms for referring street children or potential human trafficking victims to social services and prevent these children from being detained by the police as this detention almost does not solve the problem at hand.
- Make information on the labor inspectorate funding, training of new labor inspectors, the number of labor inspections carried out at the worksites and by desk review, number of child labor violations found and the number of labor inspections conducted which are publicly available.
- Ensure adequate funding, training and resources for law enforcement in relation to child labor in order to ensure that inspections and investigations can be properly conducted.

### **Legal framework**

- The Ugandan government should ratify to the Palermo protocol on trafficking in persons, and ensure that these acts of involving a child in prostitution, sexual exploitation of the child for production of pornography or pornographic materials are prohibited and ensure that the law requires not only free but also compulsory education at the age of 14 in order to make it commensurate with the minimum age for work.

### **Government policies.**

- Integrate child labor elimination and prevention strategies to the ministry of education and sports or the education sector, strategic plan and the skilling Uganda strategic plan.
- Ensure that ample resources are availed to the to the National Action plan on the elimination of some of the worst forms of child labor in order for the implementation of these government policies to be sufficient.

### **Social programs.**

- Ensure that children are able to attend school regardless of their economic background and inability to pay other cost related to education.
- Expand the existing social programs in order to address the scope of child labor issues especially in the agricultural, industrial sector not forgetting commercial sexual exploitation.

### **CONCLUSION**

In a nutshell, this research has defined and brought out some of the most common types of child labor which include serfdom, slavery, human trafficking, forced labor, debt bondage and amongst the causes of this act of child labor were poverty, death of parents, outbreak of wars, family break ups which are the most common. The Ugandan government however has made efforts to combat the act of child labor and its effects, this can be seen through the passing of several laws for instance the constitution, the children's act, education act which are the most notable but we cannot go without saying that the Ugandan government has ratified to some of the international legal instruments for instance the united nations convention on the rights of the child. Besides, the Ugandan government has come up with various policies and programs with are in line with the prohibition of child labor in the country Uganda. Meanwhile, for these policies and programs to be fully effective, the Ugandan government has to ensure ample resource provision to the enforcement bodies and it has to ratify to the Palermo protocol, with this, the combat against child labor and its effects can be a success in the country Uganda.

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