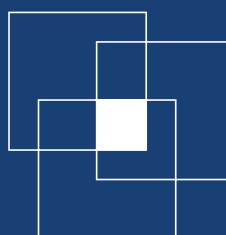




International  
Labour  
Organization

# Findings of the follow-up study on **FORMER CHILD LABOURERS** trained on entrepreneurship and apprenticeship

## The cases of Kisumu and Nairobi cities in Kenya



International  
Programme on  
the Elimination  
of Child Labour  
(IPEC)



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The follow-up study was carried out by an independent Consultant and an ILO certified Master Trainer on Entrepreneurship, Ms Mary Mwangi. We thank her for availing her expertise in undertaking the follow-up study for a group of trainees rescued from worst forms of child labour.

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We note and advise that the number of respondents traced and interviewed is small and the findings contained in this report cannot be generalized for entrepreneurship interventions in skills training for children withdrawn from worst forms of child labour. The findings however provide valuable lessons that can inform the design and implementation of similar interventions.

Minoru Ogasawara and Kiura Bernard  
ILO-IPEC TACKLE Project  
Nairobi, Kenya



## Executive summary

The ILO-IPEC TACKLE Project follow up was conducted in Nairobi (Mathare & Kibera) and Kisumu cities. The study targeted 100 beneficiaries of the 2009-2011 trainees who had benefited from apprenticeship training, and/or entrepreneurship and/or Business start-up kit after being withdrawn from different forms of child labour such as domestic work, fishing, street hawking and night guard (watchman).

The objective of the study was, “Post training follow-up study targeting 100 children withdrawn from child labour and trained on entrepreneurship and apprenticeship”. The study sought to find out if there was any added advantage that: 1) entrepreneurship skills training had on the trainees; and 2) compare post training progression between trainees who had received entrepreneurship training to those who in addition received business start-up kit. Business start-up kit support was based on a business start-up proposes that trainees developed as part of the entrepreneurship training package.

The study also sought to answer the question: “Did the inclusion of entrepreneurship training in apprenticeship skills training for children withdrawn from child labour enhance sustainability of the intervention on prevention and elimination of child labour?” and to further verify whether these findings provide practical evidence to justify ILO-IPEC future investment in combining skills training with entrepreneurship orientation.

Although the study targeted 50 per cent of the beneficiaries (50), there were only 31 beneficiaries who could be traced which comprised 76 per cent of the expected sample. Nairobi fared poorly in that only 5 beneficiaries could be traced in a span of two weeks. It was understood that trainees had either moved out of Nairobi or changed residence by moving from one estate to another depending on job opportunities. Consequently, UNDUGU had lost contact with a majority of them.

Findings from the follow-up study drew the following conclusions: 1) the inclusion of entrepreneurship training in apprenticeship skills training for children withdrawn from child labour enhances sustainability of prevention and elimination interventions on child labour; 2) the combination of apprenticeship, entrepreneurship and business start-up support demonstrated the highest impact and sustainability; 3) qualitative impact emerges in levels of confidence evident in those who got post skills training; 4) beneficiaries indicated willingness and determination to draw out those in child labour while preventing others from going into child labour by sponsoring their education and supporting the needs of the family; 5) skills training is the foundation for self-actualization for ex-child labourers while entrepreneurship and business start-up support is an enabler for the youth to be able to sustainably support themselves; 6) return on investment goes up with increased support and empowerment of beneficiaries and the subsequent cascading effects has the potential to result in a reduction in child labour as the society is better informed and the successful youth serve as role models and ambassadors against child labour; 7) the findings from the follow-up study provide practical evidence to justify ILO-IPEC future investment in combining skills training with entrepreneurship training.

The follow-up study recommendations are: 1) there is need for building a monitoring and evaluation framework and tracking system; 2) there is need for institutional ownership of the project beyond the project funding; 3) there is need to include in the training package a follow up mentoring support services in order to reinforce the skills and gains made; and 4) it is important to combine entrepreneurship training and life-skills in the elimination of child labour.

## 1. Introduction

### 1.1 Background information

Kenya, just like the United Nations (UN), defines children and youth as people within the age category of 0-17 years and 15-30 years respectively. The IPEC persons of concern within the youth age bracket are those aged 15-17 years. They share a dual categorization of children and youth. According to the 2010 ILO Global Report on Child Labour, majority of the children in child labour are aged 15-17 years. They mainly are the ones who due to barriers such as cost of education are denied the opportunity to progress beyond primary schooling. Once out of school, children in this age bracket are more likely not to resume regular schooling due to being overage. The Out of School Initiative Framework developed by UNICEF and UNESCO has shown that the older a child is and the longer a child remains out of school the less the likelihood of re-enrolling. Teenage children are therefore drawn more to the world of work, but lack appropriate skills for decent work. Coincidentally, they are also the majority among the number of working children in Kenya.

ILO-IPEC Kenya has supported apprenticeship training for children aged 15-17 years withdrawn from child labour. Children at this age category are often lost between childhood and adulthood. Those who will have dropped out of school at the end of the primary cycle lack either the financial means or qualifications for transition to post primary education. They are therefore forced to enter the world of work before attaining the age of majority and without the requisite skills. ILO-IPEC therefore considers such workers as child labourers who are most vulnerable to exploitation and abuse through hazardous work. ILO-IPEC advocates for skills training for this target group to enable them enter the job market with skills that enable them access jobs and decent income. The challenge with skills training in Kenya for this target group has been that skills training largely focused on apprenticeship training without much consideration for entrepreneurship training. It is assumed that the apprenticeship trainees would naturally venture into the business world. To the contrary, a study carried out by Undugu found out that majority of their trainees had remained at the enterprise of the master trainer, were lowly paid and hardly harboured ambitions to advance their skills or venture into self-employment.

Having noted the gaps existing in the entrepreneurship skills training programmes for children aged 15 to 17 years, ILO-IPEC Kenya launched the process of developing a training manual for vocational and skills training providers as a way of improving skills training and expanding job opportunities for the youth. The manual was informed by existing ILO entrepreneurship training materials such as Generate Your Business Idea (GYBI) and Start Your Business (SYB). The manual provides for a modular based training that is relevant to children in this age category rescued from WFCL of child labour. These are children majority of who would not have explored possibility of business enterprise but only look forward to assistance and job placement.

TACKLE Project facilitated Undugu Society of Kenya to organize and facilitate a ten days GYBI/SYB training programme targeting one hundred 15-17 years old children rescued from

child labour. About one year after the GYBI/SYB training, this follow-up study was commissioned with a view to determining if the introduction of GYBI/SYB as part and parcel of skills training for ex-child labourers influenced post skills training outcomes in terms of the choices that the youth make. In commissioning this study, TACKLE hopes that the results can contribute towards enhancing the design of impact driven intervention programmes for children above the minimum age of entry into employment.

## **1.2 Context**

In 2010/2011, ILO-IPEC TACKLE Project partnered with Undugu Society of Kenya in identifying and withdrawing 100 children from child labour in Kisumu and Nairobi. Upon identification, Undugu undertook the children needs assessment and facilitated training through apprenticeship. In 2011, ILO provided additional resources to Undugu to train 100 youth on entrepreneurship. An ILO certified Master Trainer was identified to facilitate the ten days training based on ILO business training materials. After the training and based on business concepts submitted by the trainees, a total of 40 graduates were provided with business start-up kits.

In undertaking the follow-up study, the primary objective was to track a proportion of the 100 children withdrawn from child labour and trained on entrepreneurship and apprenticeship with a view to ascertaining post training application of skills imparted. The follow-up study was meant to ascertain the added advantage that:

- 1) entrepreneurship skills training had on the apprenticeship trainees; and
- 2) compare post training progression between recipients of business start-up support and non-recipients, but both recipients of entrepreneurship training.

The primary question that this follow-up sought to answer was: “did the inclusion of entrepreneurship training in apprenticeship skills training for children withdrawn from child labour enhance sustainability of the intervention on prevention and elimination of child labour?” Additionally, the follow-up study sought to verify whether these findings provide practical evidence to justify ILO-IPEC future investment in combining skills training with entrepreneurship training. One limitation with the study findings though is that the limited number of respondents in this study does not allow for the generalization of the study findings. The numbers are too small to be able to claim that this evidence is the likely result in all cases. We implore on users of this report to pick out lessons outlined in the study and figure out how to use this knowledge in project design and intervention.

## **1.3 Profile of the target areas and problem analysis at inception**

The study targets were beneficiaries who received the ILO-IPEC funded intervention in the period 2009-2011. The intervention targeted a total of 100 beneficiaries, fifty in Nairobi and fifty in Kisumu City. In Nairobi, Undugu targeted working children above the minimum age of entry into employment that resided in Mathare and Kibera urban informal settlements while in

Kisumu, target beneficiaries were reached in Manyatta, Nyalenda and Nyamasaria informal settlements. Nairobi is Kenya's capital city with a population of about three million people while Kisumu is the third largest city with a population of about half a million inhabitants. About 60 per cent of the two cities population is composed of youth, majority of who are unemployed. The population in Kibera is about 1 million people while that of Mathare is approximately 500,000 people while Kisumu slum areas are home to about 302,400 people.

Many of the people in the target areas have migrated (on their own or with their families) from rural areas to the urban centres in search of employment. With low per capital income of less than one dollar a day, many families are not able to provide care and support to their children. The unplanned nature of the urban informal settlements has constrained development of essential amenities such as learning institutions. For example, there are only three government primary schools in Mathare against a population of 500,000 inhabitants. Many children born and brought up in the informal settlements drop out of school at an early age and end up working in hazardous conditions in the un-regulated informal economy.

The informal economy especially in the informal settlements is growing as a result of increased rural-urban migration that result in rapid and un-planned urbanization, high unemployment rates, poverty and inequality. Today, economic activities in urban informal settlements is characterized by small-scale, unregulated business operations owned by individual families, are largely labour intensive and rely on locally available resources and market. It is in these individual, unregulated business enterprises that the youth are employed.

The phenomenal growth in the informal economy has been accompanied by miseries from all sides, one of these being child labour. The children living in the urban informal settlements (slums) areas of the Nairobi city and Kisumu have very little opportunities for accessing quality education. Most of these children live with their parents or guardians who are poor. The poor children try their luck in school, but eventually find themselves engaged in child labour in a bid to survive. The children, who are mostly affected at the primary school level, are those who drop out of school due to the difficult circumstances at home or complete school but are unable to continue with secondary education or join tertiary institutions. Many children in the slums are forced out of the school system at age fourteen if not earlier.

Additionally, the conditions under which the children in informal settlements work are burdened with serious hazards and violation of their rights. These children end up sorting out recyclable plastic containers and bottles from heaps of garbage, collecting and selling scrap metal, child labour in domestic work and in some instances, facilitating movement of illicit items such as drugs and weapons. The children are exploited by being paid very little for the services they offer their employers. Some other children end up engaging themselves in pre-marital sex with men as they look for financial support, which eventually exposes them to the risk of contracting diseases and early pregnancy. Others are employed as house-helps where they are underpaid and at times violated and abused.

## 1.4 Follow-up study target group (sample size)

The total sample was expected to be at least 50 beneficiaries out of the 100 children withdrawn and facilitated to acquire skills through apprenticeship. Twenty five respondents were to be drawn from Nairobi (Kibera and Mathare) while the other twenty five were to be drawn from Kisumu. The envisaged distribution of the sample was expected to be as follows:

Targeted category	Proposed sample
Acquired skills through apprenticeship only	15
Acquired skills through apprenticeship plus entrepreneurship training	20
Acquired skills through apprenticeship plus entrepreneurship training plus received business start-up support	15
<b>Total expected sample</b>	<b>50</b>

### 1.4.1 Actual respondents

A total of 31 (62 per cent) out of the targeted sample of 50 beneficiaries were traced and interviewed. Thus, only a third (31 per cent) of the total group of 100 beneficiaries of the Undugu Society of Kenya implemented intervention were reached.

**Table 1: Respondents by categories**

Category	No. of respondents	Percentage of total respondents	Total population in category	Percentage interviewed
1 Apprenticeship skills training only	4	12.91%	32	12.5%
2 Apprenticeship skills training plus entrepreneurship training	10	32.25%	68	14.71%
3 Apprenticeship skills training plus entrepreneurship training plus business start-up kit	17	54.84%	40	42.5%
<b>Total</b>	<b>31</b>	<b>100%</b>		

### 1.4.2 Challenge in Nairobi

The field work however had challenges which can be attributed to the low numbers of respondents traced. Most of the beneficiaries in Nairobi could not be traced. After 2 weeks of field work, only 8 beneficiaries were traced with five of those outside the period under survey. Most of the beneficiaries were therefore traced in Kisumu. This phenomenon is characteristic of Nairobi urban informal settlements where there is high mobility of slum residents in search of better opportunities and circumstances. Some had also moved from Nairobi to their birth areas.

## 2. Demographic details of sample

### 2.1 Gender

The project beneficiaries were almost on a 50-50 gender balance so the sample was representative.

**Table 2: Gender**

Gender	Number	Percentage of total
Male	20	55.56%
Female	16	44.44%
<b>Total</b>	<b>36</b>	<b>100%</b>

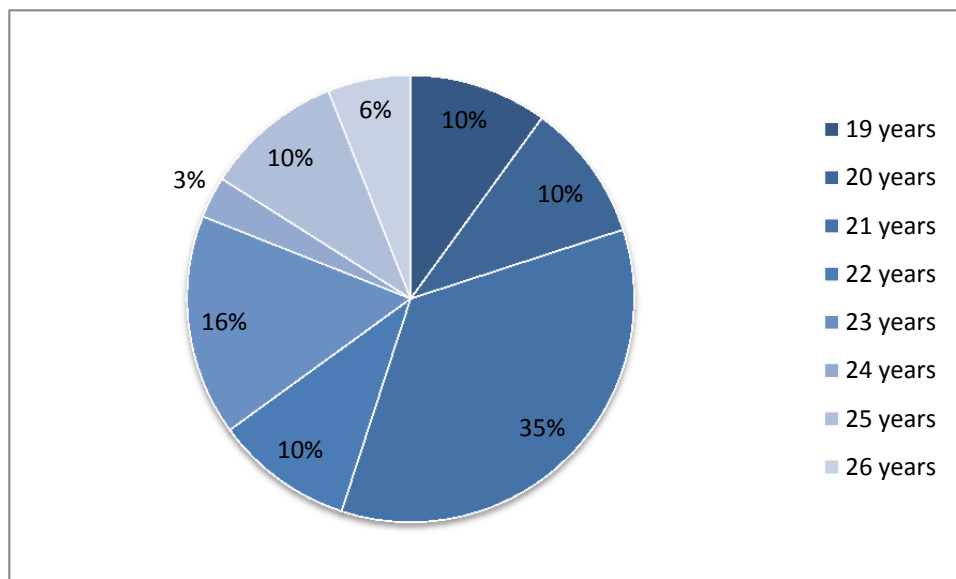
### 2.2 Age

From Table 3, it is notable that the highest number of respondents was in the 21 years (35 per cent) category followed by those in the 23 year (16 per cent) age range. This ties in well with the focus of ILO TACKLE project which indicates that in 2009, those who are 21 years now were 16 years old. For those in the 25-26 years group, the reasons could be 1) that the recruitment was done in 2010 when they still fitted in the 15-18 year range; 2) they understated their age on joining; or 3) they did not know when they were born and just gave an age number. There were instances when the respondents said they could not remember the year they were born but would give an age making it questionable. Those interviewed from the 2011/2012 beneficiaries of Undugu Society of Kenya were in the 15-21 years age range.

**Table 3: Age of respondents**

Age	Number	Percentage
19 years	3	10%
20 years	3	10%
21 years	11	35%
22 years	3	10%
23 years	5	16%
24 years	1	3%
25 years	3	10%
26 years	2	6%
<b>Total</b>	<b>31</b>	

**Figure 1 : Age of respondents**



### 2.3 Marital status

Most of the married male beneficiaries interviewed were in the 20-25 year range while on average the girls were slightly younger. One respondent who was 26 years old has 3 children aged 8, 6 & 4 years meaning she got her first child at 18 years. The married ones were able to provide basic support to the family after the intervention. Majority had got married after the intervention and most had 1 child aged 2 years and below. Most of the girls interviewed appreciated the parents' in-law with one saying that she now had a mother whom she had not had before. It could also be the need to belong especially for those who did not get parental love and support.

### 2.4 Current occupation

The table indicates that 96.6 per cent of the beneficiaries interviewed are earning a living. Most of them are already in business.

**Table 4: Current occupation**

Occupation	Number	Percentage
In Business	23	74
Employed	7	22.6
At home	1	3.4
<b>Total</b>	<b>31</b>	<b>100</b>

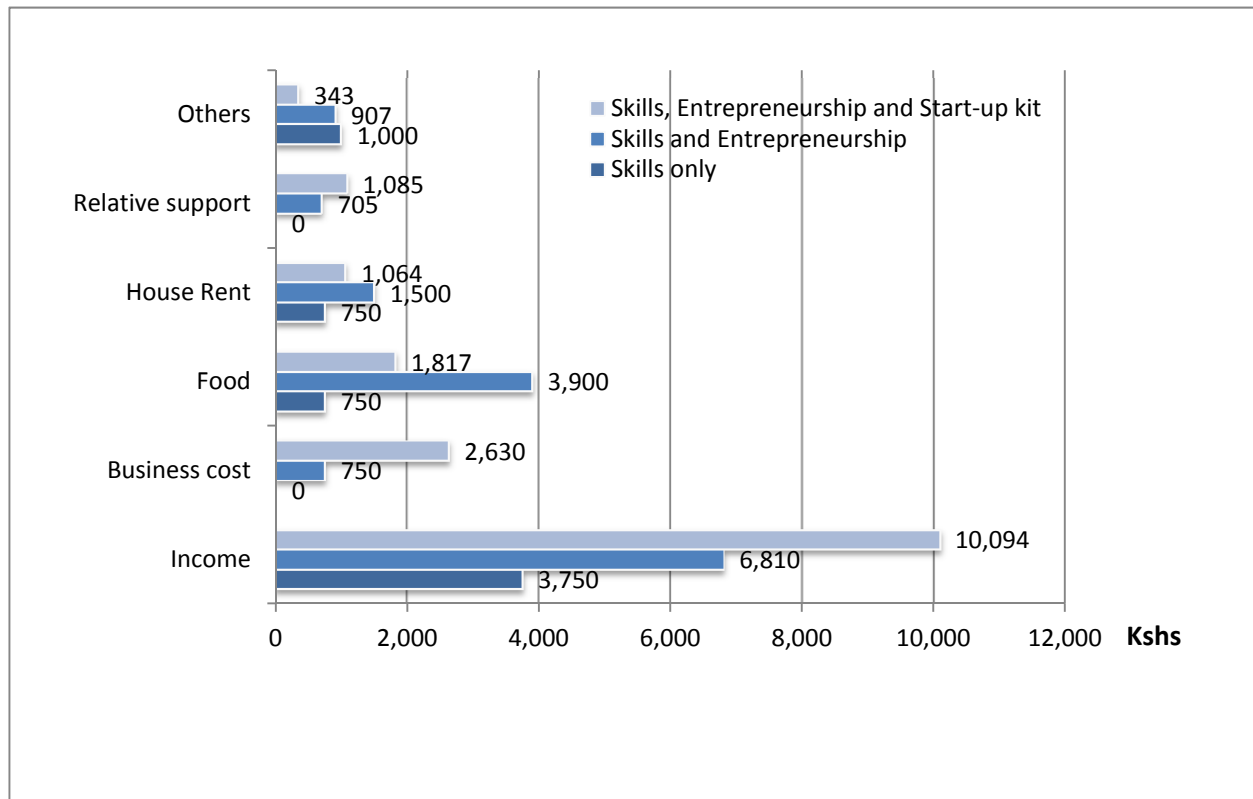
### 3. Findings on major impact areas

Table 5 and Figure 2 below give a comparative analysis of the performance of beneficiaries interviewed with regard to those who underwent different categories of the three interventions. The conclusions and inferences drawn are limited to the analysis from the sample interviewed from the study population.

**Table 5: Comparative analysis of the performance of beneficiaries interviewed (Kshs)**

Indicator per month (average)	Skills only	Skills + Entrepreneurship	Skills, Entrepreneurship and Start-up Kit
Income	3,750	6,810	10,094.00
Business cost	0	750	2,630.00
Food	750	3,900	1,817.00
House Rent	750	1,500	1,064.00
Relative support	0	705.00	1,085.00
Others	1,000	907.00	343.00

**Figure 2: Comparative analysis of the performance of beneficiaries interviewed**





### **3.1 Income**

As per Figure 2 above, the analysis of the population traced showed that the level of income was highest for those who received the three components of skills training, entrepreneurship and start-up support. The average income for this category was Kshs 10,094.12 per month, while those who received apprenticeship and entrepreneurship only had an average income of Kshs 6,810. Those interviewed and had only received apprenticeship without attending entrepreneurship training and thereby not receiving business start-up kits were mostly in employment and had an average income of Kshs 3,750 per month. Most of the beneficiaries in this category are still depending on relatives. Of the two earning in this category, one is in construction earning about Kshs 400 per day. For those interviewed and had received the business start-up support, majority were gainfully self-employed while some were doing casual work in the in the construction industry. The highest earner in this category was getting Kshs 25,000 and the lowest Kshs 2,500 per month.

At the start of the project the highest earning beneficiary among the respondents was reported earning Kshs 1,500 per month by being employed as a house help while most of those interviewed indicated that they were living from hand to mouth as they had meagre or no income at the time of being taken up in the project. Currently the lowest income reported after the intervention was Kshs 2,500 per month among the respondents. This in itself is a big milestone for someone who was earning nothing and could sometimes sleep hungry.

### **3.2 Business cost**

The desire and confidence to start a business and the courage to pay business costs indicates a big capacity in the individual and a desire to grow in business through self-employment. This was one of the measures used to assess the progress made by the respondents especially after receiving technical and entrepreneurship skills training and some receiving business start-up kits. Business costs reviewed among respondents included rent of the business premises, licenses, security, electricity, casual wages related to business. From the number interviewed, the business costs were only found on those who had been taken through skills and entrepreneurship. The respondents who had only received skills had not started businesses. There was only one respondent paying business costs in the group who had received only skills training through apprenticeship. The respondents who were taken through skills training plus entrepreneurship and were given a start-up kit had almost four times the business costs compared to those who did not get start-up kit.

Business cost was higher for the category that received the 3 components 3 (A+E+S) averaging at Kshs 2,631 per month compared to Kshs 750 for those who received skills apprenticeship plus entrepreneurship while those among the respondents who received only skills apprenticeship indicated a zero average for business cost. The analysis from the respondents indicated that those who received only skills training as the only intervention were mostly employed or doing casual jobs where there was no business costs involved. The highest business cost among the respondents was Kshs 5,500.00 per month from whom the highest income was also reported. The conclusion from the sample was that those with start-up kits

were immediately able to go into business and very few of them went into employment. This is an indication that they are able to pay rent of the business premises, electricity, and security from the business and doing business in the business way. This was a benchmark for success for someone who would usually only get casual work or did child labour to earn some money for food.

### **3.3 Food**

Food is an indicator one can use to gauge whether the target group has acquired the capacity to comfortably afford to have at least two meals in a day. The interesting scenario that emerged from this was that among the study respondents, those who received apprenticeship plus entrepreneurship skills reported highest spending on food (Kshs 3,600 per month) while those who received the three components had an average spending of Kshs 1,818 per month. Those interviewed in the skills apprenticeship only category had little spending reported on food (Kshs 750). In this category, most were still depending on their relatives. These averages were tilted and might not be conclusive as in some instances; the beneficiaries were living with their spouses who financed some of the costs on food. Caution is given on the accuracy of the figures given which were based on daily estimates which were then extrapolated to a month.

### **3.4 House rent**

From having no roof or borrowed roofs over their heads, it is commendable and exciting to see the study beneficiaries able to afford house rent on their own from their earnings. All the respondents, it was apparent, opted for the low cost areas of Kariobangi, Kibera and Kawangware in Nairobi with those from Kisumu staying mostly in Manyatta or outskirts of Kisumu. The lowest rent was about Kshs 1,000 per month with the highest being Kshs 4,500 per month in Nairobi where the respondent was doing construction work. The average ranged from Kshs 750.00 to 1,500.00. Those interviewed indicated that before the intervention, they lived with relatives, others moved from relative to relative while others would even put up in the cold.

### **3.5 Relative support**

The study findings indicate that the beneficiaries interviewed would also want to give back to their families and community by supporting them as much as they could. Most of them were supporting their families through education (school fees), food, upkeep and health. Most of those in employment were not giving a lot of support to the relatives as theirs was casual work which did not have regularity of additional income besides the basic pay. They would mostly give family support of about Kshs 500 per month while those who were already in business were giving an average of Kshs 1,085.30 per month. It was noted that those who underwent skills apprenticeship training only had very low relative support as most of those interviewed were still dependent on their families and relatives.

All respondents were categorical that when they started doing better, they would want to uplift and take care of their families to give them the opportunities they never got. It was

commendable that even those earning little in casual work were giving some support to the family.

### **3.6 Other expenses**

This category includes transport, clothes and other intermittent spending. It was found that in those who underwent skills apprenticeship only, there was only one person who reported buying clothes and that was after two months. He was in the construction business.

Others spent an average of Kshs 907.00 and Kshs 343.00 per month. Those with young children reported higher spending on clothes. These were mostly second hand clothes which were cheaper. Most of the beneficiaries interviewed did not see this as a big need especially due to the nature of their work. They would make a purchase every two to three months. This also depended on the priorities they had. On transportation, they sought the cheapest means of travel (public transport) with some opting to walk where the distances were manageable.

### **3.7 Other notable findings**

- One girl in Nairobi (Mathare) had started a hair salon business. She had graduated to being a trainer for Undugu Society of Kenya and had two apprentice students at the time of the interview who earned her Kshs 4,000.00 per month.
- Some had partnered with others to run the business. A respondent in Nairobi had used the start-up capital to pay rent for premises. He got a business partner whom they now share in equal half the cost of the business premise. He has moved residence from a Kshs 1,500.00 residential house in Kibera to a Kshs 2,500 house in Kawangware. The latter, though largely an informal settlement, is perceived to have better services such as better housing, water, security among others compared to the former.
- Some of the beneficiaries felt confident and able to support a family after the intervention. Most male beneficiaries got married after the training and several reported that their wives are not working meaning that they can be able to comfortably support their families.
- Over 15 beneficiaries had undertaken government trade tests in their respective skill areas while others cited lack of funds to register and undertake the test. One beneficiary was willing to undertake the test in motor vehicle mechanics but his level of education is so low (class 3) that he is not able to sit the theory tests even though he is good in the technical skills.
- About 5 beneficiaries were engaged in construction work, especially those who did not start businesses in their skill line. However, all those interviewed cited this as a stop gap measure until they could raise enough capital to start their own businesses.

- Over three quarters of the respondents said they were setting aside some amount as savings from the income they earned while about 5 beneficiaries had opened bank accounts. Over half of the respondents were saving through mobile phone services *M-Pesa*, *M-Shwari* as well as *merry go rounds*. Majority of the beneficiaries were reluctant to open bank accounts in banks because banks were said to have high costs of opening and operating the accounts.
- A few beneficiaries reported that they were in Rotating Savings and Credit /*Merry go round* systems where they were doing rotational savings and lending. One beneficiary indicated that she was contributing Kshs 100 to her group as savings, from which she would or group three times her savings at a modest interest rate, largely determined by the group members.
- None of those interviewed had advanced their education level probably seeing it as a much secondary need. One however wished he could join adult literacy classes to learn how to read and write.
- Most of the beneficiaries feel that child labour elimination should be aggressively involve the, i.e. community members, parents/guardians as they are usually the ones promoting it by exploiting under-age children or sending their children to work.
- A majority of the beneficiaries would want to start businesses in their Home County which manifests in the need for belonging and is an indicator that being in the town slums is not out of choice.
- The level of confidence is higher and they would want to be in charge of their lives.
- All the respondents praised Undugu Society of Kenya as the organization that had given them a life line and rescued them from a life of vice and suffering and encouraged that there was still need to assist the many more who are still suffering.



## 4. Challenges experienced

The major challenges experienced were:

- Tracing the beneficiaries. No contact or unreliable information – In Nairobi, the contact list was mostly the one that had been generated during the entrepreneurship training. Most of them had given mobile numbers that were not functional and could therefore not be reached. The contact details from Undugu Society of Kenya were not available leading to only five (5) beneficiaries being traced in Nairobi from the intended target of 25 beneficiaries.
- Some beneficiaries, especially in Nairobi were not ready to be interviewed and therefore, once contacted and requested for appointment, they kept changing their schedule to the extent that meeting them was not possible. It was suspected these were trainees who had not succeeded in their post training endeavours and were therefore unwilling to be interviewed. High mobility in Nairobi urban slum areas also made it difficult to trace them to their homes.
- Some of the trainees had since moved out of either Nairobi or Kisumu to other towns and regions of the country to the extent that it was not possible to reach them.
- Inconclusive information by the beneficiaries which could not be verified: Some of the data that has been tabulated did not add up. While some reported low incomes, the expenses would be very high raising a question on the validity of information. While probing was done to ascertain the information, it was felt that lack of records and lack of full disclosure might play down or distort the impacts of the intervention.
- Lack of records. Where most of the beneficiaries did not keep records and did guesswork for information. Most of the spending was on a day to day, they did not think it important to keep records. Those in dressmaking kept records of orders and measurements of customers.



## Conclusions

The following conclusions were made based on the analysis of the sample interviewed:

- 1) The inclusion of entrepreneurship training in apprenticeship skills training for children withdrawn from child labour enhances the sustainability of the intervention on prevention and elimination of child labour.
- 2) The combination of apprenticeship, entrepreneurship and business start-up kit demonstrates the highest impact and sustainability.
- 3) The start-up Kit makes a big difference and positive impact towards sustainability of the initiatives.
- 4) Qualitative impacts emerge in levels of confidence evident and in those who got post skills training.
- 5) There is practical evidence to justify ILO-IPEC future investment in combining skills training with entrepreneurship skills.
- 6) There is willingness and determination among the respondents to draw out those in child labour while preventing others from going into child labour by sponsoring their education and supporting the needs of the family.
- 7) Skills were identified as the foundation for they required while the entrepreneurship skills and start-up kit are the enablers to support the beneficiary towards self-reliance and sustainability.
- 8) Return on investment would go up once the beneficiaries are enabled and self-supporting. The cascade effects and impacts, albeit marginally, brought out the push towards reduction in child labour (especially for those who had experienced it), a more informed society and creation of ambassadors against child labour as they become role models for others.
- 9) There is need for building a monitoring and evaluation framework within the partner organizations to capture the impacts on an on-going basis and ensure frequent tracking of beneficiaries which can give concrete conclusions. Positive change is happening and there is high impact which needs to be captured and conclusively demonstrated to guide policy and support. This can only be done through constant monitoring and beneficiary tracking and feedback mechanisms.
- 10) There is need for institutional ownership of the interventions beyond the project funding where the partner organization owns their contributory role as a public good. The beneficiaries identify a lot with the partner institution and trust them which should be a platform to bring continuity and connection rather than having a loose umbilicus relationship which is disconnected once project funding stops.



- 11) There is need for constant follow up mentoring support services for those getting out to reinforce the skills and gains made.
- 12) Most of the beneficiaries withdrawn from child labour need life skills to be able to cope and adjust in an environment where they are seeking to have self-sustenance and enable them cope with the dynamics of the society they are going into. It is recommended to make life skills an integral part of apprenticeship and entrepreneurship training to prepare them to cope with life beyond the supporting organization where most felt protected.
- 13) The importance of building friendly relationships between the beneficiaries and organizations through their officers needs to be underscored so that there is a link and contact throughout.
- 14) Undugu Society Kenya is recognized, respected and appreciated in the communities and by the beneficiaries as an organization that has worked tirelessly to salvage the children and assist the communities. This provides a responsibility to Undugu Kenya to have continuity as an organization that is at the forefront in the fight against child labour and providing opportunities for self-reliance.
- 15) The skills apprenticeship beneficiaries get is sometimes not enough for some to go straight into business. They need to have more practice and incubation to concretize the skills in a way that would enable them to have employability.

## Annex: Respondents of the follow-up tracer study

Name	Gender	Marital status	Education level	Age	Children	Current occupation	Location	Skills trained in
1. F1	F	S	Std 7	23	0	Hair & Beauty salon	Kariobangi	Hair dressing
2. M1	M	S	Std 8	22	0	Pastor/ Electricals	Chavakali	electrical
3. F2	F	S	Std 8	21	1	Hair dressing	Rabur	Hair dressing
4. M2	M	S	Std 8	20	0	Employed as Mechanic	Eldoret	Mechanic
5. M3	M	M	Std 8	25	1	construction	Bandani Ramba	Mechanic
6. M4	M	S	Std 8	23	0	Electricals	Kolando B	electrical
7. M5	M	s	Std 3	26	0	Mechanic/construction	Kanyamega area	Mechanic
8. M6	M	M	Std 8	21	2	construction	Nyamwari	Hair dressing
9. M7	M	M	Std 8	25	1	Mechanic	Kawangware-Nrb	Mechanic
10. F3	F	M	form 2	21	1	Hair dressing	Kawangware-Nrb	Hair dressing
11. M8	M	S	Std 8	21	1	Road construction	Kisumu	Mechanic
12. F4 *	F	S	Std 8	21	0	Employed	Dagoreti	Dressmaking
13. M9 *	M	S	Std 8	19	0	Panel beating	Nairobi	Panel beating
14. M10 *	M	S	Std 8	20	0	Panel beating	Nairobi	panel heating
15. F5 *	F	S	Std 8	19	0	Dressmaking	Dagoretti	dressmaking
16. F6*	F	S	Std 8	15	0	Hair & Beauty - employed	Dagoretti	Hair dressing
17. F7	F	S	Std 8	22	0	Hair & Beauty - employed	Kisumu - Ambala complex	Beauty
18. M11	M	S	Std 8	22	0	Mechanic	Kamasi-Ksm	Mechanic
19. F8	F	S	Std 6	20	1	At home with 3month child	Manyatta	Dressmaking
20. F9	F	M	Std 7	21	1	Embroidery	Kisumu town	Embroidery
21. F10	F	S	Std 5	23	0	Employed in Saloon	Kakamega	Hair dressing
22. F11	F	M	Std 8	21	2	Dressmaking	Manyatta	Dressmaking
23. F12	F	S	Std 6	20	1	Dressmaking training	Luanda -kindi	Dressmaking

Name	Gender	Marital status	Education level	Age	Children	Current occupation	Location	Skills trained in
24.	F	M	Std 7	23	2	street vendor	Kisumu city	Dressmaking
25.	M	S	Std 8	21	0	Electricals	Kisumu city	electrical
26.	F	M	Std 8	19	1	Dressmaking	Homabay	Dressmaking
27.	M	S	Std 8	21	1	Welding	Rabuor	Farming
28.	M	S	Std 8	21	0	carpentry	Karando	carpentry
29.	M	M	Std 8	33	0	Coffin making	Kisumu city	carpentry
30.	F	M	Std 8	26	3	Dressmaking	Manyatta	Embroidery
31.	M	S	Std 8	19	0	Panel beating	Eldoret	panel beating
32.	M	M	Std 8	21	1	Panel beating	Kisumu city	panel beating
33.	M	S	Std 8	21	0	Panel beating	Kisumu city	panel beating
34.	F	M	Std 8	23	1	Dressmaking	Manyatta	Embroidery
35.	M	M	form 2	24	0	Mechanic	Kariobangi	Mechanic
36.	M	M	form 2	19	1	Electricals	Langata	Electrical



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**International Programme on  
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