



**REPORT ON THE ACTION AGAINST CHILD LABOUR
PROJECTS
FUNDED BY BRITISH EMBASSY**

EXECUTIVE SUMMARY

Great thanks to The British Embassy for allowing New Hope Foundation an opportunity to partner with them in this project and serve the vulnerable and needy community and working to ensure the safety of about two thousand vulnerable children from an average of four hundred households around the country.

New Hope Foundation as an organisation and on behalf of the all the project community has a lot to mention about the partnership with you as a cause of the partnership.

The project as in the background, had a number of activities which brought both the community and the organisation together encouraged and cultivated the spirit of prevention with focus on children in line with child Labour and other abuses.

A number of capacity building workshops for project areas were organized by New Hope Foundation and these workshops were aimed at developing skills and capacity of New Hope Foundation Officers and the affected communities to ensure good service delivery. The workshops ranged from Child rights to information handling and reporting structures. New Hope foundation has seen its capacity developed over the period under review and the development has been exponential and has already registered impact as now the organisation is seen on many local and international child protection maps.

To date the organisation is a member of the Child Rights Information Network (CRIN) and The Global March Against Child Labour of India, Early Recovery and Education Clusters on the United Nations and other networks in the world and in the country. This report will share with the reader on the activities carried out during the period under review, challenges met as well as recommendations in case of future similar projects.

ACTIVITIES UNDER THE PROJECT

A number of activities having been agreed on from the commencement of the project and various meetings of follow ups and amendments with the community have been held to ensure proper implementation of the project. A coordinating committee was formed in the project areas and they have been helping in the coordinating of the activities in the communities. The activities have been lined up as to their objectives and are discussed below.

COMMUNITY ASSESSMENT

Occupied Farms, mines and Border lying areas are places where children has been seen of late trying to make ends meet by either crossing to other countries or working to raise money for their families as schools were affected by political violence and had to close down, NHF undertook in January to mid February 2009 carried out a Rapid assessment exercise in order to gauge the number of schools closed or opened and the numbers of children at schools and that of teachers . The community were also sensitized on the child protection issues .

The general observation made concluded that there was need for immediate intervention by any humanitarian organization ..

BACKGROUND

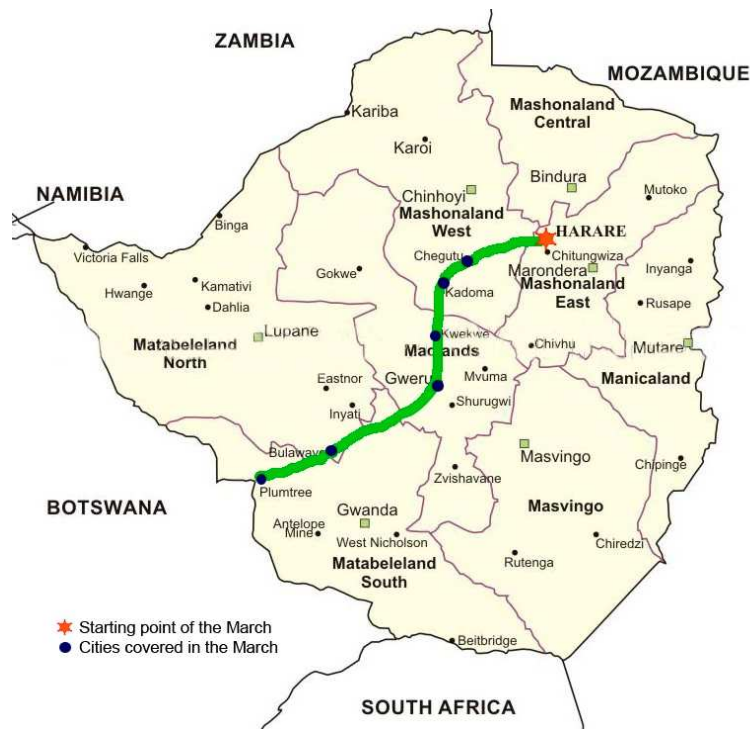
New Hope Foundation's aim is the promotion of Education through advocating for the elimination of child labour ,it works to mobilise public opinion against the broader injustices contributing to child labour, through its efforts to end child labour, it condemns any system that require children to work, both at the regional and national levels, through exerting pressure to achieve political changes and jointly developing policies and actions to achieve a unified response to child labour, illiteracy and poverty.

Since it began operations in 2000, New Hope Foundation has worked to achieve results in several ways: through mobilising of public opinion against the broader injustices contributing to child labour, urging the Zimbabwe Government to ratify and enforce existing laws and put pressure to use national and international resources to support education for all children.

New Hope Foundation has country-wide programmes which promote policy reform, and putting in place concrete measures to end child labour so as to reduce new cases of HIV & AIDS in children; through awareness raising campaigns intended to change social attitudes and promote ratification and effective implementation of ILO child labour Conventions. These efforts have resulted in hundreds of children being withdrawn from work and rehabilitated or prevented from entering the workforce.

GLOBAL MARCH AGAINST CHILD LABOUR ZIMBABWE INITIATIVE 2007

In its effort to promote education and to end child labour and Trafficking in Zimbabwe, In December 2007, New Hope Foundation, with support from The British Embassy, Save the Children Uk, Hivos and the Global March Against Child Labour Organisation based in India, successfully Organised and hosted a physical march from Harare to Plumtree on child labour and HIV & AIDS, beginning on the 1st of December 2007 to 31 December 2007 covering the provinces of Harare, Mashonaland West, Midlands, Matabeleland South and Bulawayo. A total of 541 km, with One hundred (150) people involved in the march, covering the entire 541 kms. Participants were New Hope Foundation staff, Global March Organization representative(s), child parliamentarians, children from the communities where child labour is rife, representatives from various child focus humanitarian organizations and some government departments.



The Global March Against Child Labour Zimbabwe 2007 Route Map

CHILD LABOUR?

The fight against child labour and Trafficking in the world continues to be a daunting challenge, but with the effort we are putting in our country today this report provide evidence that a breakthrough could be in the making. We are beginning to see an encouraging reduction in child labour – especially its worst forms – in many areas of the country. We know today that with the political will, the resources and the right policy choices we can definitely put an end to this scourge in the lives of so many families worldwide. An examination of past and contemporary examples shows that the effective abolition of child labour is possible if it is approached on many fronts. The overall growth of the economy is by no means the only factor in the decline of child labour.

Improvements in the adult labour market, changes in technology, decreasing fertility rates, the availability of decent schools, changing cultural patterns (including changing power relations within the family supporting women's empowerment) and legal instruments and their enforcement can all lead to a radical drop in child labour. But these factors have to be made to work together to create a virtuous cycle.

- Economic growth is important, and progress has been slower where economic progress has lagged behind. But economic growth is not enough – countries must combine it with the right policy mix, focusing on equality, human rights, decent work for all adults, and education for all children. The elimination of child labour cannot be achieved in isolation. The improvements noted in the Report reinforce this message. So in shaping future strategies, we must remember that economic and social policies must work in the same direction to provide sustainable decent work for parents and, for children, education at least up to the minimum age for admission to employment.

Child labour by sex

There has been no major change during the last four months in the distribution of working children by sex. Boys continue to be more exposed to child labour, particularly work of a hazardous nature, than girls. The difference becomes more pronounced with increasing age.

Child labour by economic sector

The indicator for employment by sector breaks down employment into three broad groupings of economic activity: agriculture, industry and services.

It is based on the International Standard Industrial Classification of All Economic Activities, Revisions 2 (1968) and 3 (1989). The agricultural sector comprises activities in agriculture, hunting, forestry and fishing. The industry sector consists of mining and quarrying, manufacturing, construction and public utilities (electricity, gas and water). The services sector includes wholesale and retail trade, restaurants and hotels, transport, storage and communications, finance, insurance, real estate and business services, and community, social and personal services.

National trends

The new estimates permit a national breakdown for the 5-14 age groups.

The economic activity rate among 5-14 year olds has declined in all regions. However, the underlying dynamics have varied. Plumtree and Chimanimani stand out in terms of rapid decline. CHILD PROTECTION focused on expanding child labour programmes, in particular non-formal education, nutrition, health and counselling services, support for those most at risk and improving the vocational skills of young people in the 15-17 age group.

Children are often hit hardest by crises, whatever their nature, and are at increased risk of being trapped in child labour. In the wake of conflict and civil unrest, child protection mechanisms break down, putting boys and girls at risk of exploitation, violence and abuse. These trends both add to the vulnerability of children to some of the worst forms of child labour, and impede national and international efforts to provide solutions.

With Funding from The British Embassy a number of activities have been agreed on the Action Against Child Labour Project, a follow up to the Global March Against Child Labour Zimbabwe 2007, from the commencement of the project in May various meetings of follow ups and amendments have been held to ensure proper implementation of the project. A coordinating committee was formed in the areas and they have been helping in the coordinating of the activities in the communities. The activities have been lined up as to their objectives and are discussed below.

The overall objective of all the activities that took place was to work towards the reduction of excessive labour and exploitation of children

Specific objectives ;

- ❖ To raise widespread awareness and educate the public and children on child labour issues
- ❖ To advocate for better policies on child labour and urging governments to ratify and enforce laws that protect children.
- ❖ To educate local child protection institutions and individuals on the impact and dangers of excessive child labour and exploitation.
- ❖ demanding the immediate elimination of the most intolerable forms of child labour; promoting positive action by employers and consumers; and
- ❖ Encourage community fostering and rehabilitation of child labourers

Besides the issue of child labour, the following topics were also covered

- HIV and AIDS
- Gender (domestic violence)
- Protective policies and regulations
- Poverty
- Migration (Human Trafficking in particular child trafficking)

Overall summary of the activities

As from June many activities took place in various cities and towns and these include; Plumtree, Chimanimani, Chegutu, Kadoma, Bulawayo, Gweru, Kwekwe, Honde valley and in Harare. Awareness campaigns and workshops were conducted. Also the Day of the African child was commemorated in Epworth .

On this occasion a total number of 100 children participated on that day. Activities like Drama; poems; Traditional Dance; Karate and music were displayed. Soccer was also played Children enjoyed their time as they were given the opportunity to showcase their talents.

Community Mobilisation against Child Labour

Equipped with the knowledge and skills gained during the Global March Against Child Labour project in December 2007 , the organisation was set for the project implementation. NHF then set out to mobilize and sensitize the community on the need to work together with the organisation in the project to alleviate the lives of vulnerable children and their households in the project area.

The need to involve the community into the project and to fully honor participatory development raised the need to hold a meeting to sensitize and mobilize the community on the proposed project was held. The meeting was also to call for the maximum participation and cooperation of the community for the

success of the project. The community showed their willingness to work with NHF in their fight against child Labour. Meanwhile, the objectives of the project were lined out to the community and these included providing Psycho-social support to vulnerable children, to strengthen awareness, prevention, reporting, and responding systems for child Labour and to address specific child protection concerns through the provision of Income Generating Projects, sports and recreational materials non-food items .An evaluation of the meeting showed that the community welcomed the project from NHF and this gave NHF staff wings to continue working.

REGISTRATION

The registration of project beneficiaries was conducted and specifically targeting 1200 intended beneficiaries which are children, orphans and other vulnerable children and their parents or guardians. The criterion used was based on age, gender and purposive inclusion of children living with disabilities. After the registration a database of beneficiaries was compiled.

Workshops on children's rights and child labour

Workshops on children's rights and as well as child labour were conducted in different areas.30 people from each operational area participated in these workshops Each area consisting of 30 people children and adults. These workshop educates children about their rights as described in the UNCRC and African Charter. After these workshops many people admitted that they were violating child rights not knowing that there were abusing children. The issue, child labour was debated in one of the workshop. And people were saying that children are suppose to go to work so as to help their families with food and non-food item especially during these challenging times . Due to economic hardship parents are not affording to pay school fees for their children there by forcing them to drop- out of the school and to look for work. Some girls are forced to get married as a way of eliminating them form the family so that the family size is reduced. In these workshops children were given the opportunity to say whatever they want regarding to their rights .Children were very happy to know their rights, and they have indicated that they need more workshops on children's rights. People were also taught how to handle cases pertaining to child labour and other forms of abuse, It is in these workshops that people were taught the dangers of child labour and how it affects health system of a child. It also impedes the child growth. Below is the table which shows the number of people who attended the workshops from different areas.

Workshops on the income generating projects

Three workshops on the income generating projects were conducted in Gweru, Chimanimani, and Honde valley. After realising that people have built a dependency syndrome. They only want to be spoon feed rather than starting their own income generating projects. A total number of 60 people were trained on how to start some projects using the resources that are locally available. People indicated that they are prepared to anything as long as are assisted with resources to start the projects. They were taught how run a project. The biggest challenge to them was of the capital to start the project. New Hope Foundation indicated that they will help them if they manage to funding from other donors. The C.E.O of NHF clearly states that at the present moment NHF have no funds to support them unless a donor comes and fund the organization.

Quite a number of activities took place as from May these includes workshops, awareness campaigns, meetings and commemorations. Not all the activities that were on the schedule manage to be done due to various reasons that were beyond our control. Among other reasons were the shortage of money as indicated earlier on. Also the issue of political violence contributes to the suspension of programmes. Inflation also played a bad role to our finance. Last but not least many thanks to British Embassy for funding our organization and we hoping to maintain a good relationship with them as before.

Below are tables indicating figures of NHF members in the communities who are also benefiting from the British Embassy Funded Project.

Children (Gweru)		
Age Summary	Male	Female
0-5		
6-12		
13-18		
Subtotal		
ADULTS		
Male		Female
TOTAL		150
Children (Gweru)		
Age Summary	Male	Female
0-5	5	6
6-12	5	8
13-18	3	5
Subtotal	13	19
ADULTS		
Male		Female
6		12
TOTAL		50

Children (Caledonia)		
Age Summary	Male	Female
0-5	19	33
6-12	68	84
13-18	37	70
Subtotal	124	187
ADULTS		
Male		Female
84		105
TOTAL		500

Children (Chegutu)		
Age Summary	Male	Female
0-5	2	3
6-12	6	7
13-18	4	5
Subtotal	12	15
ADULTS		
Male		Female
13		20
TOTAL		60

(Kwekwe)			
Age Summary		Male	Female
0-5		4	7
6-12		8	11
13-18		6	7
Subtotal		18	25
Age Summary		Male	Female
ADULTS			
0-5		3	9
6-12		4	9
13-18		4	10
Subtotal		15	25
TOTAL		60	
ADULTS			
Male		Female	
9		21	
TOTAL		150	

Children (Chimanimani)		
Age Summary	Male	Female
0-5	2	3
6-12	5	4
13-18	4	6
Subtotal	11	13
ADULTS		
Male	Female	
6	20	
TOTAL	50	

Children (Nyamapanda)		
Age Summary	Male	Female
0-5	2	3
6-12	3	4
13-18	4	6
Subtotal	9	13
ADULTS		
Male	Female	
7	21	
TOTAL	50	

Children (Epworth)		
Age Summary	Male	Female
0-5	39	61
6-12	88	93
13-18	56	87
Subtotal	183	241
ADULTS		
Male	Female	
100	176	
TOTAL	700	

Children (Hopley)		
Age Summary	Male	Female
0-5	3	7
6-12	7	11
13-18	5	7
Subtotal	15	25
ADULTS		
Male	Female	
7	13	

Children (Bulawayo)		
Age Summary	Male	Female
0-5	8	12
6-12	6	10
13-18	6	8
Subtotal	20	30
ADULTS		
Male	Female	
16	54	
TOTAL	120	

Stories of hope

Chimanimani: The accident that changed Paul's life

Like many other children in Chimanimani, 14-year-old Paul had worked in the mine since he was very young, carrying heavy loads of ore, and as a *Gweja*, or stone crusher. When he was 13, he says, "One day I didn't feel well, I was very tired and fell down a few times while I was working. At the exit from the mine my barrow overturned and all the ore fell out. The captain was watching me. He kicked me hard because of this."

Paul had heard about the NHF project, from its partner organization, Girl Child Network. "I had heard about it on the radio. I decided to contact the project. They came to the mine and talked to the mine manager, and he was sanctioned. After that I only worked for one more month, helping to take care of the owner's warehouse."

The NHF Project in Chimanimani project aims to strengthen and expand health, education, nutrition and other services, as well as to improve the working conditions of adult miners. Awareness raising is also a priority. When Paul his brothers and their father began to attend meetings organized by the project, "We learned that working was not good for us. I had aches and pains, sometimes we didn't eat well, and it was difficult to go to school and study. Now we are in a better situation. We know more and want to move ahead and be successful in our lives."

Paul's father now understands how important it is to offer a better future for his children. "My father was very grateful and told them that from now on only he would work, and that we could devote ourselves to school." Over 2,500 children have been helped by the NHF project IN THIS area, which is working towards the progressive elimination of child labour in Marange mines. The local community supports this goal and has increased its vigilance over child labour, to keep other children from sharing Paul's experience in the mines.

Plumtree: The story of Rose, a domestic worker

Rose (not her real name) started working as a child domestic worker when she was 11 years old.

Following her father's death she went to Plumtree with her mother to look for a job as a child domestic

worker. She soon found an employer in the Border post suburb of the city. Though initially well treated, after her employer had a baby, she became increasingly harsh with Rose. Rose was subject to constant harassment and verbal abuse.

She had not been paid for over a year and a half when she came to know of the NHF Project funded by the British Embassy collaborating with NHF to prevent and eliminate child domestic worker. We provide training to our community volunteers attached to NHF. Rose has now been rescued and will be back in school next year. These are some of the many stories and lives which are saved on daily bases by New Hope Foundation.

Summing up: The importance of policy choices

Child labour elimination and poverty reduction through economic development go hand in hand. The relationship is not automatic, however. Policy choices matters, and they must be coherent. The pace of child labour elimination accelerates when strategies open up “gateways of opportunity” for poor people.

For example, where development efforts focus on the reduction of rural poverty, when the length of compulsory education is progressively extended and when NGOs agencies, employers, trade unions and others combine forces to enforce minimum age for employment laws and create opportunities for children to avoid the trap of premature work, especially under hazardous conditions, then progress is made in fighting child labour. Certainly, the ratification of an international instrument is only a first step in tackling child labour, and there are many cases in which the promises made by ratification still remain to be put into practice. All the same, there are encouraging advances in many parts of the world, and the present analysis should contribute to targeting further efforts for promotion in coming years.

The World Day against Child Labour

The World Day against Child Labour initiated on 12 June 2002 has been another major advocacy tool. Each World Day has taken up a particular aspect of the worst forms of child labour. In 2003, the theme was trafficking. The World Day of 2008 focused on Education as a tool against Child Labour.

Capacity Building

New Hope Foundation’s capacity was found to be wanting, with results from **Seviquial Auditor** hired by our funders ,we have managed and adopted the recommendation made in the report, through restructuring the board and the Organisation, removing Mrs Rachel Mapeta and all the dead woods in the board, we have also started employing qualified staff although this will depend on the funding we shall have got this year to keep them in the organisation. Bishop Elfes Shangwa Zadzagomo has now resigned to the board as its chairman and Founder of the organisation ,a position he shall hold till 2011 to give him time to transfer the vision to those who are going to run the organisation

STAKEHOLDERS MEETING

In a bid to ensure address all concerns raised in the audit New Hope Foundation held successive stakeholders workshops with all concerned stakeholders to promote sustainability of the project .in November 2008 during the 16 days of activism period,200 participants 90 women,20 men 60 girls and 30 boys were reached . The aim of the meetings was to train each other on child Labour management and referral systems, strengthening awareness, prevention, reporting, and responding for children facing abuse and exploitation and to give relevant stakeholders the chance to inform the community on the role they play in all cases of child labour . Members from the victim friendly unit who were present on all meetings emphasized the importance of reporting child labour cases as soon as possible.

A general observation was made where most children of school going age were not going to school and also that children in most farming areas suffer from lack of recreational activities. again this cemented the need for urgent humanitarian relief in the area .

Consultative workshops on Child Labour

The workshops on Income Generating Projects were held in the second week of December 2009 and in observation of article 3 and 12 of the UNCRC which encourages the best interest of the child and the right to child participation respectively. children were given the opportunity to raise their concern about the closure of schools and the amount of work they were now given as a result of being home all the time.

Play Leaders & Foster Homes management Training Workshops

On the third week of December 2008 Nationwide three day workshops facilitated by NHF staff on Play Leaders, the communities then carried out a Play Leaders roll out workshop in their areas. The workshops were aimed at sensitizing the community members so that they can be good play leaders who are able to control manage and organise children's play sessions and foster homes.

The workshops took place around the country as a way of preparing for the opening of schools, 240participants benefited from the workshops comprising of 80 women ,50 men , 60 girls and 40 boy. The main objective of the workshops was to develop the capacity of the area coordinators and club-coordinators. They were also taught on the qualities and attributes of a good play leader which included patience, an innovative mind ,someone who is fond of children, sociable, a good listener ,one who is observant, one who possesses a creative mind only but to mention a few.

Play Leaders Practical Demonstration

With the knowledge acquired during the play leaders training workshops were carried out in the first week of January 2009, the community members with assistance from NHF staff members then set out on putting theory into practice. Practical demonstration days were planned and carried out around the country during our schools assessment period.

The practical demonstration were carried out nationwide from the 28th of December 2008 to 28 February 2009. A number of activities were carried out on the training days and a number of issues running from child labour cases being reported to , and physical abuse among others. From the activities children also managed to identify their future rolls as adults in the community, their talents and their aspirations which they drew from others.

Confidential Handling of Child Labour and other abuses Cases.

On the 5th March 2009 , NHF staff facilitated a workshop in Honde Valley 's Katiyo tea estate areas on the Confidential Handling of Child Labour and other abuse cases. 16 men, 10 boys, 14 girls and 19 women attended this workshop. Several lessons were taught during the workshop namely, definition of child labour and its forms, its signs and symptoms as well as the importance of handling child labour cases in a confidential manner. We had the support of an officer from the Victim Friendly Unit as well as a health worker

School Reinstatement effort Assessment

As a means of trying to see ways of reinstate children back to school New Hope Foundation carried out an assessment to see the problems facing Zimbabwe's education sector in all project areas. but as we all know the Zimbabwean education system was dealt severe blows in 2008. By December of 2008, hyper-inflation resulted in extreme devaluation of teachers' salaries; where once it was adequate to support a family, the salary was able to purchase only a few loaves of bread. This resulted in an increasing number of teachers absconding from their positions. When combined with the lack of teaching and learning materials, fuel and food shortages and a protracted election period when schools were used as voting stations and, in some cases, used for organized violence, the ability of teachers and children to regularly attend schools decreased dramatically. Student attendance decreased from 80% at the beginning of the year to 20%. New Hope Foundation with other partners was eager to establish a clear overview of the status of schools and the ability of all children, specifically the increasing numbers of vulnerable children, to access quality education given the continued concerns over persisting child labour cases, unresolved grievances over teacher salaries and incentives.

A Rapid assessment of schools was conducted during the second week, this year 2009 academic year. **Eighty-six (86) percent of schools assessed were not fully functional; 54% of the opened schools were conducting no classes at all. Ninety-two (92) schools visited were completely closed: of the total 94 schools reportedly "open"¹, only 14% of schools reported teaching at full capacity. Remote schools in at least two of the districts did not know that schools had officially**

been open; one expressed reluctance to speak with the assessment team because they believed they were breaking the law² by opening their doors to children. The assessment was conducted at a point in the term when the student and teaching populations should have become stable following their return from the prolonged break.

Main reasons for children not to attend to school:

1	Not enough teachers	75
2	No money for school fees	55
3	No materials/stationary	35
4	Fear of cholera	13
	Children needed to raise income/	
5	food for the family	7
6	Sick parents	5
7	Poor quality of education	5
	Missed too much school in the past	
8	and unable to perform	4
9	Need to help parents at home	3
	Lack of adequate toilets/ sanitation	
10	facilities	2
11	Poor school infrastructure	2
12	No parents	1

School responsible authority	Average amount paid for this term (US\$)	Range	Frequency	No. of no responses	No. of schools in discussions
District Council	15.6	US\$ 5.00- 50.00	16	50	22
Government	27.1	US\$ 5.00- 60.00	20	9	8
Church/Mission	24.8	US\$ 15.00- 35.00	4	7	4
City Council	21.4	US\$ 10.00- 40.00	7	5	1
Town Board	26.3	US\$ 10.00- 45.00	4	0	0
Other, Private	500	US\$ 500.00	1	0	0
Other, community school	16.8	US\$ 2.00- 35.00	4	2	2

School Fee/Levy breakdown by Responsible Authority and Amounts

Challenges

- New Hope Foundation could not achieve most of its intended objectives in time due to ever escalating prices of commodities and services.
- Between April and May 2009 like all other NGOs we were affected by Political Violence and ended up diverting part of the project funds to pressing need such as feeding and clothing and also protecting victims of political violence, this was however sorted out as we managed to raise the money used on this through the hiring out of our Minibus.
- It was difficult at times for facilitators to control huge numbers of very tender aged children as the facilitators were outnumbered.
- Time allocated to some activities was minimal as a result participants who were slow learners could not adequately utilize the program especially children.
- The psycho social program was attended by a few children .
- The Psycho social support program came towards the end of the project and this would be difficult for us to monitor and evaluate the results of the program. Of course one would argue that end of project does not mean divorce of the organisation from the community but in line with our work, it will be difficult for the organisation to be in constant touch with the beneficiaries as we might go there on different agendas altogether.

Recommendations

- ✓ Funding for such projects should be reviewed to meet the escalating prices of products and service.
- ✓ More Funding is required for school fees and schools support programs this year 2009.
- ✓ There is need for more vehicles for the organisation so that the issue of travelling to all provinces is addressed for the better.

- ✓ The budgets in future should meet with what is mentioned in the project so that the funder wont expect more than what the organisation can meet with a small fund, this will also allow workshops to run for at least more days so that all topics are exhausted and the participants grasp the concepts.
- ✓ The project was less funded as it was a three year project given a six month funding, in future we would recommend that such intervention projects in the future should be on long term projects and given more funding and support so that we would ensure maximum project impact.

- ✓ There has been an increasing emphasis on strengthening the knowledge base to enhance the ILO's role as an international centre on child labour.
- ✓ Knowledge generated through research, data collection and evaluation of field activities has contributed to the ongoing work of the Programme.
- ✓
- ✓

Conclusion

We would want to acknowledge the partnership between NHF and The British Embassy on this project as it managed to yield some results both for the beneficiaries as well as for the organisation. Overall, the project could be deemed a success. The None Food Items distributions managed to reach a total of about one thousand eight hundred children and about six hundred and eighty one adults from a total of 400 households. . As a way of informing programming on the impact of the project.

objectives met :

- ❖ To raise widespread awareness and educate the public and children on child labour issues. **(Done in all project Provinces)**
- ❖ To advocate for better policies on child labour and urging governments to ratify and enforce laws that protect children. **(on going)**
- ❖ To educate local child protection institutions and individuals on the impact and dangers of excessive child labour and exploitation. **(Done in all Project areas)**
- ❖ demanding the immediate elimination of the most intolerable forms of child labour; promoting positive action by employers and consumers; and **(On Going)**
- ❖ Encourage community fostering and rehabilitation of child laborers **(Done in all Project areas)**

Latest Developments at NHF

The CEO's wife Rachel Mapeta has been resigned from the board and anything that has something to do with the organisation, and again Bishop Elfaz Zadzagomo will from the 1st of April 2009 resign from the position of CEO of New Hope Foundation to the board, where he shall be the Chairman and founder up to 2012, with duties stated below

- Planning and approval of the annual budget
- Approve the organization's financial policies, including delegated authority
- Review quarterly and annual financial reports, including budget monitoring, cash flow and the balance sheet
- Monitor progress in generating funds to ensure that the organisation has adequate resources to carry out its objectives
- Review and approve the audited financial statements
- Ensure accountability and transparency
- Periodically assess the financial risks facing the organisation.

These shall be done working with 7 other board members..with these changes New Hope Foundation has abolished the position of CEO and instead created that of the National Coordinator which shall be occupied by Fortune Jowa who is coming from the Public Service Commission, her duties shall be as stated below .

- Appointing financial and Programming staff in consultation with the Board
- Managing the budgeting process
- Planning and managing all programming activities
- Ensuring income is generated as set out in the financing strategy and budget
- Reviewing donor agreements to be aware of conditions attached to grants
- Making decisions about large expenditures (within the limits set by the Board)
- Ensuring that proper financial records and accurate books of account are kept
- Ensuring that Programming and financial reports are produced on time, in the correct format and delivered to the right people
- Monitoring that programme activities are in line with the donor requirements and the budget
- Checking financial reports and drawing the attention of staff/Board to problems

- Ensuring control of cash, stocks and equipment.

Her team shall include the Program Officer with the following duties

- Plan and manage the budget for all departments or projects
- Monitor project budgets against actual income and expenditure
- Manage budgets within the limits set
- Explain the monthly financial reports for all departments or projects to staff
- Review the overall organisational financial reports and give input to the Coordinator on them
- Assist the Coordinator with income generation, with specific reference to their projects or departments
- Further delegate some programming and financial responsibilities to members of the team – eg responsibility for setting and controlling project budgets.
- Set the project budgets ensuring all costs are included
- Control the project budget to make sure money is spent as agreed
- Work with the finance staff to make sure everything is coded correctly
- Work with logistics/admin to make sure that resources purchased are the best value for money
- Support in planning budgets and monitoring expenditure.
-

And the Finance officer with responsibilities mentioned below

- Handle the organisation's cash including issuing receipts and banking money
- Administer the payment process to ensure bills are paid on time
- Complete the books of account and reconcile them every month
- File all financial documents and make them available for the auditors
- Produce financial reports for the Board, managers and other stakeholders
- Maintain records for cash, equipment and stock control
- Ensure vehicle log books and maintenance records are kept
- Keep the asset register for computers, vehicles and office equipment.

New Hope Foundation has identified, approached and agreed with the following strategist to take positions in the Board, A banker, a lawyer, two Ministry of Education Officers, an expert from Ernest and Young Auditors, two Pastors and two Programming experts who all

shall help to shape up NHF, we shall provide the names as soon as we have our first meeting after the 15th of April 2009

With this restructuring we hope New Hope will be able to meet its mandate.

Lastly may we take this opportunity to inform you that we are now based at number **117**
Harare Drive Hatfield Harare your visit to our new office is most welcome