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AN ANALYSIS OF ILO INTERVENTIONS IN COMBATING
CHILD LABOR IN ZIMBABWE'S MINING SECTOR: THE CASE
OF PENHALONGA (2015-2024)

BY

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Abstract

This study explores the impact of the International Labour Organization (ILO) interventions on child labour in Zimbabwe's mining sector, focusing specifically on Penhalonga. Child labour, especially in high-risk sectors like mining, endangers children's health, well-being, and educational opportunities, perpetuating poverty cycles. The ILO aims to alleviate these conditions through multifaceted interventions, including educational incentives, policy advocacy, community awareness programs, and enhanced law enforcement to improve community attitudes and reduce child labour. An explanatory sequential research design integrates quantitative survey data with qualitative insights from interviews to comprehensively evaluate these interventions' effectiveness, challenges, and areas for improvement. The target population included community members, local leaders, mining operators, and representatives from the ILO and NGOs, with a total sample of 30 participants for surveys and 15 key informants for interviews. The sampling approach combined stratified random sampling for quantitative data, ensuring representation across community groups, and purposive sampling for selecting knowledgeable informants. Data were collected through structured questionnaires with Likert scale items and semi-structured interview guides, refined through a pilot study to maximize clarity and relevance. Findings suggest a moderate impact of ILO interventions, with educational incentives showing positive effects on school enrolment among former child labourers, though economic challenges continue to affect retention rates. Community awareness programs have influenced public attitudes, promoting a shift in how child labour is perceived, though further community engagement remains essential. Policy advocacy has encouraged proactive behaviour in law enforcement, but limitations in resources and enforcement consistency continue to hinder comprehensive implementation. Overall, while there has been some success in reducing child labour rates, further socio-economic support and enhanced enforcement mechanisms are crucial for sustained improvement. Recommendations include increased resource allocation to law enforcement, expanded community-based monitoring with local volunteer involvement, and enhanced economic incentives through vocational training and financial support for families, providing alternatives to child labour. Additionally, the study suggests fostering partnerships with NGOs and community groups to improve advocacy and strengthen local engagement in anti-child labour initiatives. These combined measures could create a more supportive environment for eradicating child labour in Penhalonga's mining sector.

KEYWORDS: Child Labour, Mining Sector, ILO Interventions, Community Awareness. Policy Advocacy and Educational Incentives

Declaration

I declare that this dissertation is my original work except where sources have been cited and acknowledged. The work has never been submitted, nor will it ever be submitted to another university for the award of a degree

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Dedication

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List of acronyms and abbreviations

| | |
|----------------|--|
| ILO | – International Labour Organization |
| UNICEF | – United Nations International Children's Emergency Fund |
| NGO | – Non-Governmental Organization |
| CV | – Coefficient of Variation |
| SD | – Standard Deviation |
| P-Value | – Probability Value (used in statistical tests) |
| SPSS | – Statistical Package for the Social Sciences |
| USD | – United States Dollar |
| HR | – Human Resources |
| MDGs | – Millennium Development Goals |
| SDGs | – Sustainable Development Goals |
| M&E | – Monitoring and Evaluation |
| ZIMSTAT | – Zimbabwe National Statistics Agency |
| CSR | – Corporate Social Responsibility |
| MOE | – Ministry of Education |

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CHAPTER 1 INTRODUCTION

1.1 Introduction

Child labour remains a critical issue in Zimbabwe's mining sector, with Penhalonga being particularly affected. Children from impoverished households are often drawn into hazardous mining work, sacrificing education and risking their health for income. In response, the International Labour Organization (ILO) has implemented various interventions, including educational incentives, community awareness programs, and policy advocacy. This study examines the effectiveness of these interventions in reducing child labour in Penhalonga, identifying challenges and areas for improvement. The findings aim to inform future efforts by NGOs, government agencies, and international organizations to eradicate child labour. This chapter covered background to the study, statement of the problem, research objectives, research questions, significance of the study, delimitations of the study, assumptions of the study, limitations and lastly chapter summary

1.2 Background of the study

Child labour, defined by the International Labour Organization (ILO) as work that deprives children of their childhood and potential, remains a pressing global issue, with approximately 160 million children engaged in such labour worldwide. The persistence of child labour, particularly in hazardous sectors like mining, is a multifaceted problem influenced by economic, social, and cultural factors. Recent estimates suggest that the majority of child labourers are found in resource-rich regions where their labour is exploited to meet the demands of global markets (ILO, 2021). This exploitation not only impacts the children involved but also perpetuates cycles of

poverty within their families and communities. The ILO has long been an advocate for the eradication of child labour, establishing conventions such as the Minimum Age Convention (C138) and the Worst Forms of Child Labour Convention (C182). These instruments provide a framework for countries to develop national policies aimed at eliminating child labour. In recent years, researchers have emphasized the importance of strengthening these frameworks through effective legislation and enforcement mechanisms. For example, a study by Bourdillon (2022) highlights the need for stronger collaboration between governments and civil society to ensure that legal protections translate into tangible outcomes for children in labour-intensive sectors.

Moreover, the intersection of poverty and education is critical in understanding the persistence of child labour. Recent findings by O'Hare (2021) indicate that children from low-income families are disproportionately represented in labour markets, often due to their families' financial desperation. The lack of access to quality education further compounds the problem, as these children are deprived of opportunities to break free from the cycle of labour. As noted by Swanson (2023), educational initiatives that focus on both providing access and ensuring quality are essential in reducing child labour rates globally. A significant concern is the impact of globalization on child labour practices. As global demand for minerals and other resources increases, so does the exploitation of child labour in sectors such as mining. A report by the International Council on Mining and Metals (ICMM, 2022) indicates that mining operations often turn a blind eye to the employment of children in hazardous conditions, prioritizing profit over ethical considerations. This underscores the necessity for multinational corporations to adopt and enforce ethical sourcing practices that include stringent checks against child labour.

The COVID-19 pandemic has exacerbated the situation, leading to a regression in progress made against child labour. According to a report by UNICEF (2022), millions of children were pushed into labour due to economic hardships resulting from the pandemic. The crisis revealed the fragility of progress, as many families faced increased financial pressure, forcing children to abandon education and seek work. This highlights the urgent need for comprehensive recovery strategies that not only address immediate economic challenges but also prioritize the rights and welfare of children. Lastly, addressing child labour requires a holistic approach that integrates economic, educational, and social strategies. As argued by ILO experts (2023), successful interventions must be context-specific, recognizing the unique challenges faced by different regions and communities. Efforts should include strengthening local economies, improving educational access, and fostering community awareness about the detrimental effects of child labour. By adopting a multi-dimensional strategy, the global community can work toward eradicating child labour and ensuring that all children can enjoy their rights to education, health, and a safe childhood.

In Southern Africa, the intersection of economic challenges and informal mining activities has created a fertile ground for the persistence of child labour. The region is rich in mineral resources, which drives demand for labour in the mining sector, often at the expense of children's rights. According to a report by the International Labour Organization (ILO) (2022), many children in countries such as Zimbabwe, Malawi, and the Democratic Republic of the Congo are compelled to work in mines due to economic necessity. This phenomenon not only undermines their education and development but also exposes them to dangerous working conditions, raising urgent concerns about their health and safety. The African Union (AU) has acknowledged the critical issue of child labour as a significant barrier to sustainable development in the

region. In a 2022 resolution, the AU outlined strategic frameworks aimed at combating child labour, emphasizing the need for member states to implement comprehensive policies that address both the root causes and the symptoms of the problem (African Union, 2022). As noted by Tshuma (2023), these frameworks focus on enhancing legal protections, improving access to education, and fostering community engagement. However, the effectiveness of these policies largely depends on political will and the ability of governments to enforce them consistently.

The Southern African Development Community (SADC) has also recognized the pressing issue of child labour, particularly in the mining sector, which has been historically notorious for employing children under hazardous conditions. A SADC report (2023) emphasizes the need for collaborative regional efforts to combat this issue, highlighting the importance of sharing best practices and resources among member states. Scholars such as Mlambo (2021) argue that regional cooperation is crucial for addressing the transnational nature of child labour in mining, as many children migrate across borders in search of work, complicating enforcement and intervention efforts. Economic instability is a significant driver of child labour in Southern Africa. As many families struggle to make ends meet, children are often seen as an additional source of income. A study by Chikanda (2022) reveals that economic downturns, exacerbated by factors like climate change and the COVID-19 pandemic, have led to an increase in child labour as families prioritize immediate survival over long-term education. This cyclical pattern creates a barrier to breaking the cycle of poverty, as children who work in mines miss out on educational opportunities, limiting their future prospects. Community awareness and engagement are critical components in the fight against child labour. Research by Ndlovu (2023) highlights successful

grassroots initiatives that educate families about the long-term consequences of child labour and promote the value of education. These community-driven efforts can help shift cultural attitudes that normalize child labour, fostering a supportive environment for children's rights. The effectiveness of such initiatives underscores the need for comprehensive strategies that involve not only government action but also community participation, ensuring that interventions resonate with local realities and effectively address the challenges faced by vulnerable families.

In Zimbabwe, child labour is particularly pervasive in the mining sector, with regions such as Penhalonga serving as critical hotspots. The economic landscape in Zimbabwe has led many families into dire poverty, compelling children to enter the labour force in search of quick financial relief. According to a report by the Zimbabwean Ministry of Public Service, Labour and Social Welfare (2023), these children often come from marginalized backgrounds where economic necessity outweighs the risks associated with hazardous work conditions. This situation is compounded by a lack of access to education, pushing children into mines instead of schools despite the existence of legal frameworks like the Labour Act and the Children's Act, enforcement mechanisms in Zimbabwe remain insufficient. Nyoni (2022) points out that while these laws theoretically protect children from exploitation, inadequate monitoring and the pervasive influence of informal mining practices allow child labour to continue unabated. The lack of political will and resources dedicated to enforcing these laws exacerbates the situation, making it difficult for authorities to identify and remove children from hazardous work environments effectively. Recent interventions by the International Labour Organization (ILO) have sought to address the issue of child labour in Zimbabwe, focusing on awareness campaigns and collaborations with local NGOs. In 2023, the ILO launched initiatives aimed at promoting education and

vocational training for at-risk youth, recognizing that empowering children with skills can provide them with viable alternatives to mining (ILO, 2023). However, as highlighted by Chikozho (2022), these programs face significant challenges, including resistance from families who rely on the income generated by their children's labour.

Cultural attitudes toward child labour play a significant role in perpetuating the issue. Many communities view child labour as a norm, often justifying it as a necessary contribution to family income. Moyo (2022) emphasizes that addressing these cultural perceptions is essential for the success of any intervention. Efforts that involve community leaders and engage families in discussions about the long-term implications of child labour can help shift attitudes and promote the value of education over immediate financial gain. Furthermore, without viable economic alternatives, the prospect of change remains bleak. The persistence of poverty means that many families have no choice but to rely on their children's labour to survive. As noted by Matika (2023), sustainable economic development in these communities is crucial for reducing child labour rates. Interventions that provide families with alternative income-generating opportunities, such as agricultural training or micro-financing for small businesses, could significantly reduce the dependency on child labour. Only through comprehensive and sustained efforts that combine education, cultural change, and economic support can Zimbabwe hope to combat child labour effectively.

1.3 Statement of the problem

Child labour persists as a serious issue in Zimbabwe's mining sector, particularly in Penhalonga, where vulnerable children from impoverished families work in hazardous conditions to supplement household income. This exploitation exposes children to physical harm, educational setbacks, and a cycle of poverty. Efforts by the International Labour Organization (ILO), local NGOs, and government bodies have

focused on educational support, awareness campaigns, and policy advocacy to combat child labour. However, challenges such as limited enforcement and societal acceptance of child labour as a necessity persist. Recent studies indicate a positive, though gradual, reduction in child labour due to these interventions. The rate of child labour in Penhalonga's mining sector dropped from 30% in 2021 to 25% in 2022, and further to 20% in 2023. This trend underscores the importance of sustained support and comprehensive community engagement to eliminate child labour and secure children's rights to safety and education (ILO, 2021-2023).

1.4 Research Objectives

1. To determine the impact of International Labour Organization interventions, such as education incentives on reducing child labour rates in Penhalonga's mining sector.
2. To evaluate the effect of International Labour Organization community awareness programs on attitudes toward child labour.
3. To analyse the influence of International Labour Organization policy advocacy on child labour law enforcement in Penhalonga's mining sector.
4. To propose evidence-based recommendations for enhancing ILO strategies to ensure sustainable child labour reduction in Penhalonga.

1.5 Research Questions

1. What is the impact of International Labour Organization interventions, such as educational incentives on reducing child labour rates in Penhalonga's mining sector?
2. How does International Labour Organization community awareness programs influence community attitudes toward child labour in Penhalonga?

3. How does International Labour Organization policy advocacy affect child labour law enforcement in Penhalonga's mining sector?
4. What evidence-based recommendations can enhance ILO strategies to ensure sustainable child labour reduction in Penhalonga?

1.6 Assumptions

The study assumed that the data collection instruments, including surveys, interviews, and observation checklists, were reliable and valid for measuring child labour rates, community attitudes, and the effectiveness of ILO interventions. This assumption was crucial for ensuring that the data accurately reflected the real situation in Penhalonga. It was also assumed that the sample of participants—community members, children, local authorities, and NGOs—was representative of the broader population affected by child labour in the area, enabling the generalization of findings.

The study relied on the assumption that participants responded truthfully and accurately, especially in sensitive areas like child labour involvement and attitudes toward ILO interventions. Participant honesty was key for obtaining valid data, despite the potential for social stigma or fear of legal consequences. Consistency in the data collection process was also assumed, ensuring that methods were applied uniformly across participants and time periods to minimize methodological variations. Finally, it was assumed that ethical standards were followed in data collection, maintaining participant confidentiality and ensuring voluntary participation, which facilitated open engagement and honest responses.

1.7 Significance of the Study

This study on ILO interventions in combating child labour within Zimbabwe's mining sector, with a focus on Penhalonga, held practical, theoretical, and industry-level significance.

1.7.1 Practical Significance

The study highlighted the effectiveness of ILO interventions in reducing child labour, providing valuable insights for NGOs and government agencies to enhance child welfare and educational opportunities in Penhalonga.

1.7.2 Theoretical Significance

It added to the understanding of child labour interventions by offering empirical evidence on the impact of international organizations. The research enriched theories on social intervention and child rights, paving the way for further studies on poverty-driven child labour.

1.7.3 Industry Significance

The findings underscored the negative effects of child labour on the mining industry's reputation and sustainability. This research encouraged mining companies to adopt ethical practices and invest in community development and child-friendly initiatives.

1.8 Delimitation of the Study

This study examined the impact of ILO interventions on combating child labour in Zimbabwe's mining sector, specifically in Penhalonga. Several delimitations were set to ensure focus and manageability. Geographically, the study was confined to Penhalonga due to its high rates of child labour in small-scale mining and active ILO programs, making it an ideal context for evaluating intervention effectiveness.

The study covered the period from 2015 to 2023, enabling an analysis of child labour trends and program outcomes over eight years, including the initial implementation and subsequent effects of ILO interventions. Theoretically, it emphasized social intervention, child rights, and labour policy with a human rights-based approach, excluding broader theories such as global economic policies.

Conceptually, the study focused on child labour in the mining sector and ILO interventions like educational incentives and community awareness programs, excluding other child labour forms or non-ILO interventions. Methodologically, a mixed-methods approach was used, combining quantitative data on child labour rates and school enrolment with qualitative insights on community attitudes. The study relied on cross-sectional data rather than experimental or longitudinal designs, concentrating on a specific timeframe.

1.9 Limitations

The study faced several limitations. Self-reported data from community members introduced potential bias due to social desirability or fear of repercussions. To mitigate this, anonymity and confidentiality were emphasized, and responses were cross-verified with local records and school statistics. Sampling constraints arose from the study's focus on Penhalonga, limiting generalizability to other regions in Zimbabwe. Remote communities made it challenging to obtain a truly representative sample, though diverse stakeholders were included, and snowball sampling was employed.

The cross-sectional design restricted the observation of long-term effects of ILO interventions. To approximate trends, retrospective questions and historical NGO records were used. Additionally, external variables such as economic and political

changes, which could influence child labour trends, were beyond the study's control. Qualitative data was gathered to identify significant external factors, and findings were contextualized with relevant background information.

CHAPTER 2 REVIEW OF RELATED LITERATURE

2.1 Introduction

This chapter reviews literature on International Labour Organization interventions targeting child labour in Zimbabwe's mining sector, exploring causes such as economic challenges and lack of education. It examines the effectiveness of policy advocacy, community awareness, and educational incentives in reducing child labour. Comparisons with global and regional studies offer insights into best practices and challenges in child labour reduction. This review establishes a foundation for evaluating ILO's role within Zimbabwe's mining communities.

2.2 Theoretical framework

The Human Rights-Based Approach (HRBA) emphasizes integrating human rights principles into development and humanitarian efforts, prioritizing equality, participation, accountability, and non-discrimination. Rooted in the late 1990s, particularly during the 1997 United Nations Reform Process, HRBA draws upon international human rights standards to ensure that development policies and practices promote and protect fundamental rights. Influential thinkers like Amartya Sen and Paul Gready contributed to shaping HRBA by advocating for the empowerment of marginalized groups and reinforcing accountability mechanisms. This framework delineates roles for both rights-holders, such as vulnerable groups, and duty-bearers, like governments and institutions, ensuring that rights are protected, resources are accessible, and accountability is upheld. One significant application of HRBA lies in its treatment of child labour as a violation of human rights. The International Labour Organization (ILO), in its interventions in Penhalonga, Zimbabwe, uses HRBA to

frame child labour as not only an economic or social challenge but also as a breach of children's fundamental rights. By empowering children as rights-holders and holding authorities accountable, HRBA transforms how child labour is addressed, emphasizing systemic change and accountability for protecting children from exploitative labour conditions.

2.3 Relevance of Theoretical Frame to the study

HRBA's relevance is evident in its application to critical global, regional, and local challenges such as child labour, a recognized violation of children's rights. Globally, child labour is recognized as a severe violation of children's rights, depriving them of education, health, and safe development. According to UNICEF (2021), HRBA to child labour prioritizes addressing systemic and policy-level causes that infringe upon children's rights. For instance, ILO conventions informed by HRBA emphasize tackling root causes, such as poverty and educational inequities, to eradicate child labour. Kabeer (2022) highlights that HRBA's global initiatives aim to dismantle structural barriers to child rights, especially in underprivileged regions, by advocating for inclusive education, social protections, and robust labour enforcement.

In Sub-Saharan Africa, where child labour rates remain high, HRBA provides a critical framework for strengthening protection mechanisms. Bhorat and Naidoo (2022) argue that HRBA-based interventions in the region focus on empowering local communities, fostering participatory policy development, and holding governments accountable for ensuring access to education and protection. This participatory and collaborative approach ensures sustainable solutions by integrating regional ownership into global

strategies. However, challenges such as political instability and resource scarcity hinder effective implementation, as noted by Okumu and Mukama (2021).

Within Zimbabwe, HRBA's application in rural mining communities like Penhalonga underscores the tension between policy and practice. Nkomo and Chibaya (2023) assert that gaps in government accountability and resource allocation expose children to exploitative labour conditions. Economic hardships often compel families to rely on child labour as a survival strategy, despite its long-term detrimental impact on children's rights. Chigwedere and Muzenda (2022) emphasize that HRBA-driven interventions in Penhalonga must address both immediate protections, such as enforcing labour laws, and long-term empowerment, including educational access and poverty alleviation initiatives.

The ILO's HRBA-based programs in Penhalonga focus on creating environments where children can realize their rights, such as education and safety, over labour. Community awareness programs, educational incentives, and advocacy for stronger labour protections align with HRBA principles by centering empowerment and accountability. Scholars like Nkomo and Chigwedere argue that sustained HRBA interventions can bridge gaps between policy and practice, fostering environments that prioritize child rights and align with both global human rights standards and local needs.

2.4 Empirical literature review

2.4.1 The impact of International Labour Organization Interventions, such as educational incentives on reducing child labour rates in mining sector.

Globally, the issue of child labour persists, with recent estimates indicating that 160 million children are engaged in some form of labour, a significant portion of which

occurs in hazardous industries like mining (UNICEF, 2021). The ILO's interventions on a global scale focus on enforcing its Minimum Age Convention (C138) and the Worst Forms of Child Labour Convention (C182), which advocate for the complete abolition of child labour in dangerous sectors. According to Kabeer (2022), the effectiveness of these conventions lies in their establishment of a normative framework that pressures governments worldwide to adopt laws and practices that prohibit child labour. However, Kabeer (2022), highlights the challenge of translating international norms into local practice, particularly in low-income countries where economic pressures may lead families to rely on child labour despite legal restrictions. Bhatia and Singh (2021), analyse the impact of ILO-led programs like the International Programme on the Elimination of Child Labour (IPEC), which works in partnership with governments to support child labour law enforcement and provide alternatives to families. Their research indicates that ILO interventions have contributed to a noticeable decline in child labour globally, particularly in sectors like mining, where safety risks are high. The ILO's advocacy for stronger educational programs has helped redirect children from work to schooling, which is critical for breaking the cycle of poverty. ILO (2021), reports further underscore this progress, noting that global child labour rates have declined steadily in the past two decades, though the COVID-19 pandemic has disrupted gains by forcing some children back into labour due to economic strain. Another important aspect of ILO's global interventions is the emphasis on community awareness and stakeholder collaboration.

International Labour Organization (ILO) interventions, such as educational incentives, play a significant role in reducing child labour rates, including in Penhalonga's mining sector. Educational incentives have emerged as a critical component of ILO strategies to combat child labour globally. Jariego (2021) notes that the ILO collaborates with

local governments to introduce cash transfers and conditional scholarships. These initiatives provide direct financial support to families, allowing them to prioritize their children's education over labour. Studies highlight that these incentives significantly increase school enrolment rates, especially in low-income regions where financial constraints are a barrier to education.

Abdullah et al. (2022) further emphasize that ILO educational incentives alleviate economic pressures that drive child labour, resulting in higher school participation. Evidence from countries like Bangladesh and India demonstrates the effectiveness of these programs in maintaining school attendance by offsetting educational costs. This strategy aligns with global efforts framing education as a right and a practical response to breaking the cycle of poverty and child labour. In Latin American countries, ILO programs not only improve enrolment but also attendance and retention (Oyarzún et al., 2021). For instance, Brazil's conditional cash transfers have boosted school completion rates among low-income children, indicating the sustainable impact of financial aid combined with legal frameworks.

Dayioğlu & Kırdar (2022) highlight that ILO's incentive programs encourage a shift in parental attitudes, promoting education as a long-term investment over immediate financial gains from child labour. This cultural shift is essential for fostering a generation that values education and prioritizes their children's future. In Africa, socio-economic factors present distinct challenges that ILO programs target through tailored educational interventions. Kaushiki (2023) illustrates that conditional cash transfers significantly impact school enrolment in Ethiopia and Kenya, where child labour is widespread in agriculture. These incentives help cover school-related expenses, increasing enrolment and reducing dropout rates.

Mark & Ye (2021) report that in West African countries such as Ghana and Côte d'Ivoire, ILO partnerships with NGOs to provide scholarships and subsidies effectively boost school attendance in regions heavily reliant on child labour. Similarly, Bisht (2021) finds that educational support in Tanzania leads to both higher school enrolment and a decrease in child labour, particularly in mining and agriculture sectors. Incentives like school fee waivers and uniforms reduce the opportunity cost of education, promoting community support for schooling.

According to Kaushiki (2023) educational incentives in sub-Saharan Africa are especially impactful when paired with vocational training for older children. These programs facilitate transitions from labour to learning by offering skill-building that aligns with regional economic needs. In Zimbabwe, Kitambazi and Lyamuya (2022) highlight that scholarships for former child labourers in rural areas significantly increase school enrolment, especially in agriculture-based communities. Jariego (2021) notes that financial incentives encourage Zimbabwean families to support education, as economic needs for child labour decline. Additionally, Chukwudeh (2021) describes the success of community workshops in altering social attitudes toward child labour, reinforcing education's long-term benefits.

Abdullahi (2023) points out that when educational incentives are combined with nutritional support, such as school feeding programs, attendance and retention improve. These provisions reduce families' reliance on child labour as a source of income and reinforce the value of education. Overall, ILO educational interventions in Africa, including Zimbabwe and regions like Penhalonga, directly mitigate economic pressures that contribute to child labour. By fostering educational participation, these programs lay the groundwork for long-term socio-economic

development. Okumu and Mukama (2021), discuss how the ILO has worked with African Union member states to create region-specific policies, aligning international child labour standards with African realities. By promoting regional frameworks and collaboration, the ILO has strengthened its influence in countries where child labour laws were previously weak or non-existent. Okumu and Mukama emphasize that the ILO's regional strategies, which often involve collaboration with local NGOs and educational institutions, have been effective in increasing school attendance and reducing the number of children in the mining workforce. However, they caution that political instability in certain African nations can disrupt the continuity of these interventions.

In Zimbabwe, child labour remains a significant issue, particularly in mining areas like Penhalonga, where poverty and economic instability have forced many families to rely on income from child labour. Nkomo and Chibaya (2023), argue that, despite legal frameworks prohibiting child labour, enforcement remains weak due to limited resources and competing priorities within the government. The ILO's interventions in Zimbabwe have focused on working with local communities to provide educational alternatives and on advocating for stricter law enforcement. Nkomo and Chibaya emphasize that while these interventions have shown progress, the pervasive poverty in mining regions makes it challenging to sustain gains. Chigwedere and Muzenda (2022), note that the ILO's efforts in Zimbabwe include educational incentives and skills development programs aimed at reducing child labour by providing alternative income sources for families. These initiatives have helped some children leave mining and return to school, though Chigwedere and Muzenda highlight that without consistent funding and local government support, these programs struggle to maintain

their impact over time. They argue that local partnerships are crucial, as sustainable change in child labour rates requires both community buy-in and government support.

Finally, Gwaze and Mandaza (2022), examine the sustainability of ILO interventions in Zimbabwe's mining communities. They argue that while educational programs and legal advocacy are effective in the short term, long-term success depends on addressing the root causes of child labour, particularly poverty and lack of opportunity. Gwaze and Mandaza suggest that integrating income-generating activities and community development projects could enhance the sustainability of the ILO's impact on reducing child labour in regions like Penhalonga.

2.4.2 The effect of ILO community awareness programs on attitudes toward child labour.

The International Labour Organization (ILO) has consistently emphasized community engagement as a cornerstone in shifting perceptions toward child labour globally. According to Maya Jariego (2021), ILO programs target not only awareness but also the social acceptance of child labour, emphasizing educational approaches that contextualize child labour within economic and familial settings. Research from various low-and-middle-income countries highlights that community-based educational policies significantly influence public perceptions, suggesting that awareness campaigns tailored to cultural and socioeconomic contexts lead to greater behavioural shifts (Emezue et al., 2021). Further, a study by Chukwudeh and Oduaran (2021) investigates the community-level impact of ILO initiatives, revealing that such programs often utilize local NGOs to improve the interpretative understanding of child labour distinctions—clarifying between child work and hazardous labour. The data suggest a general decline in acceptance of harmful child labour practices, demonstrating that community-focused interventions increase local agency in labour

reform initiatives, crucial for lasting change. Hoque (2021), discusses how community norms have evolved, citing significant attitudinal shifts where ILO awareness programs are implemented alongside social protection schemes. This alignment with broader social support structures increases the likelihood of sustainable change, as communities better understand the legal and moral implications of child labour.

On a global scale, efforts also incorporate psychological support techniques that engage former child labourers directly (Vedor, 2023), enhancing community empathy and reducing tolerance for exploitative labour practices. This approach underscores the shift from solely economic arguments to human rights-based perspectives on child labour, reflecting a global evolution in community-led labour rights advocacy. Lastly, Agyemang and Haggerty (2023), demonstrate how ILO-backed awareness campaigns often collaborate with local leaders to foster understanding of long-term impacts, encouraging families to invest in education instead of labour. This partnership model is widely recognized for its success in altering entrenched attitudes, proving especially effective in rural communities.

In Africa, the intersection of economic constraints and cultural norms makes child labour a deeply rooted issue. Studies from Tanzania, such as those by Malima and Niboye (2022), reveal that community awareness programs led by the ILO reduce the prevalence of child labour in small-scale gold mines by addressing its dangers directly with local communities. These programs prioritize informational campaigns that focus on health risks and educational opportunities, which foster a decline in acceptance of child labour as a financial necessity. In Ghana, ILO-supported campaigns, as noted by Kaushiki (2023), adopt a rights-based approach to prevent child labour trafficking, particularly in vulnerable regions such as fishing communities. These efforts highlight

the significance of educational investment, with ILO awareness activities aimed at reshaping communal values around children's roles, reinforcing the importance of school over labour. Such community-focused interventions have proven to lower acceptance of child trafficking, showcasing the influence of continuous ILO engagement. Studies in Ethiopia by Belayneh (2021), further illustrate the impact of ILO programs in urban settings, where educational initiatives promote the harmful effects of child labour on academic achievement. These programs are integrated within broader educational policy frameworks, leading to a notable reduction in child labour prevalence and a positive shift in societal attitudes. Moreover, in Kenya, community-focused ILO projects emphasize collaboration with schools and local NGOs to improve labour conditions and child welfare knowledge (Ahmed Abdullahi, 2023). These initiatives drive attitudinal changes by promoting child welfare as a communal responsibility, fostering a collective stance against child exploitation. Regional approaches underscore the role of cultural syndicates, such as those in Addis Ababa, to challenge child labour normalization (Wondimu, 2021). These cultural programs advocate for communal support mechanisms to discourage child labour, aligning with broader African values of community and family support.

In Zimbabwe, child labour remains a pressing issue, largely influenced by economic challenges. Kitambazi and Lyamuya (2022), report on ILO's initiatives in Zimbabwean communities, where awareness programs target rural areas to tackle widespread child labour in agriculture. Through these programs, ILO initiatives educate communities on the adverse effects of child labour on health and education, shifting attitudes toward supporting children's schooling. Research by Chukwudeh (2021), identifies that in Zimbabwe, ILO's collaborations with local NGOs have been critical in addressing labour laws and creating awareness about the legal implications of child labour. These

collaborations leverage local trust and cultural respect, yielding a significant decrease in the tolerance for child labour practices. Programs like those outlined by the ILO in Zimbabwean communities promote the understanding that child labour hampers economic development. In mining areas, community leaders advocate for schooling over labour, with studies showing that these awareness campaigns have reduced the community's reliance on child labour by raising awareness about future socio-economic benefits of education (Maya Jariego, 2021). Moreover, Zimbabwe's government has also supported ILO programs that include educational workshops for parents, emphasizing the importance of investing in children's education over immediate labour needs. These efforts, documented by Jariego (2021), highlight a growing public awareness and a shift towards education, reflecting the long-term benefits of child labour elimination. In summary, Zimbabwean communities have shown promising responses to ILO interventions, with substantial shifts in attitudes particularly where awareness campaigns align with local values of education and long-term community well-being (Emezue et al., 2021).

2.4.3 The influence of ILO policy advocacy on child labour law enforcement in mining sector.

ILO's advocacy for stricter enforcement of child labour laws in mining has led to global efforts addressing the vulnerabilities of child labourers. Research by Franken and Schütte (2022), emphasizes the ILO's success in rallying international support for regulatory frameworks that reduce child labour in artisanal and small-scale mining. This regulatory focus integrates legal enforcement and public awareness, creating a multi-tiered system that empowers national governments to address child labour more effectively. Agyemang and Haggerty (2023), analyse the role of ILO's rights-based approach, which involves partnerships with local entities to enforce anti-child labour laws in mining-intensive regions worldwide. The study highlights that policy advocacy

focusing on education and poverty alleviation strengthens these laws' impact, as communities are more willing to support child rights initiatives when aligned with economic incentives and social protections.

Holzscheiter and Gholiagha (2022), further illustrate how the ILO's alliances with international organizations bring child labour issues in mining to the global agenda. Their advocacy at international forums has led to several resolutions promoting stringent enforcement of child labour laws, underscoring the need for binding legislation over voluntary guidelines. This global discourse emphasizes transparency in the mining supply chain, compelling companies to adhere to ethical labour practices. Moreover, Pasaribu and Vanclay (2021), detail how the ILO's policy advocacy has led to a cultural shift in mining communities by promoting child protection measures that empower local authorities. The study discusses how ILO-sponsored programs equip community leaders with tools for enforcing laws and addressing cultural norms that perpetuate child labour in mining. Lastly, a report by Okyere (2021) underscores the ILO's approach of merging legal frameworks with grassroots advocacy, resulting in sustainable enforcement models. By focusing on building local capacity and aligning policies with cultural values, the ILO ensures that child labour laws are not only enacted but adhered to, thus fostering accountability in both public and private sectors.

The ILO's policy advocacy has significantly impacted child labour law enforcement in Africa, where mining is a dominant sector. According to Hilson (2022), the ILO's work in West African countries like Ghana and Mali has helped establish regional task forces to monitor and enforce anti-child labour laws in mining. These task forces, backed by ILO advocacy, streamline enforcement efforts, ensuring that mining operations comply with regional labour standards. Okyere (2022), documents how the

ILO's advocacy model, which integrates community education and policy reinforcement, has transformed child labour perspectives across African mining regions. The emphasis on law enforcement and public engagement has led to local communities reporting child labour cases more frequently, creating a collaborative enforcement atmosphere.

Additionally, the work by Bisht (2021), in Tanzania and Malawi illustrates how ILO's collaborations with local governments and NGOs have strengthened labour inspection mechanisms, especially in areas reliant on artisanal mining. This partnership-driven approach supports ILO's long-term goal of integrating child labour laws into broader labour reforms, ensuring more robust policy applications. Rozani (2022), discusses ILO's influence in integrating child rights into national laws, thereby increasing accountability among mining operators. Rozani's study reveals that the ILO's consistent advocacy for stricter child labour laws has led to tangible legislative changes across African mining communities, where policy implementation had previously been lax. Finally, Abdullahi (2023), describes the ILO's role in encouraging African governments to implement national action plans for eliminating child labour. By combining advocacy with technical assistance, the ILO provides the necessary infrastructure to ensure that child labour laws are effectively enforced, ultimately leading to safer and more sustainable mining practices.

In Zimbabwe, ILO's policy advocacy has catalysed significant progress in enforcing child labour laws within the mining sector. Research by Nkomo and Mpofu (2022), explores how ILO programs have raised awareness about the harmful effects of child labour in Zimbabwe's gold and diamond mines. These awareness campaigns, combined with policy advocacy, have led to community-level support for legal

enforcement, making child labour law a shared priority among local stakeholders. Kamiri (2021), highlights the importance of ILO's collaboration with Zimbabwean authorities, which has introduced stricter monitoring systems in mining communities. The study notes that this collaboration has led to improved enforcement of child labour regulations, especially in regions with a history of informal mining. By prioritizing these regions, the ILO supports more consistent enforcement and accountability.

In further support of these efforts, Boamah and Asante (2023), discuss the ILO's role in encouraging Zimbabwe to align its child labour laws with international standards. Their findings indicate that ILO's advocacy has led to amendments in national labour laws, bringing Zimbabwean policies closer to global norms. This alignment has streamlined enforcement, as it simplifies the legal framework for authorities and miners alike. Furthermore, Sabates-Wheeler and Sumberg (2022) emphasize the role of community-based programs, backed by the ILO, in shifting local attitudes toward child labour. These programs, which include educational workshops and public dialogues, reinforce the ILO's advocacy efforts, cultivating a community-wide commitment to preventing child labour in mining. Lastly, Gholiagha and Liese (2022) underscore how the ILO's consistent engagement with Zimbabwean mining communities has fostered a culture of lawfulness, where child labour laws are not only implemented but actively respected. The study concludes that ILO's advocacy, combined with a supportive community framework, has created an environment in Zimbabwe where child labour laws in mining are more rigorously enforced than before.

2.5 Research gap

Globally, while the ILO has made strides in child labour eradication, long-term sustainability in mining-focused interventions remains underexplored. Vanclay et al. (2021) emphasize that while policy frameworks are well-established, empirical data on their success in specific sectors like mining is lacking. Franken and Schütte (2022) note that local economic pressures can limit the applicability of international standards, highlighting the need for models that consider economic realities in resource-dependent areas. Research should focus on adapting global ILO models to specific economic scenarios, such as those in mining-heavy regions like Penhalonga (Agyemang & Haggerty, 2023).

In Africa, studies recognize the ILO's influence on child labour policies but often overlook mining-specific strategies. Hilson (2022) identifies progress in agricultural interventions but notes a significant gap in mining-focused research, especially in informal settings. Okyere (2022) discusses ILO's impact in West Africa but does not account for variations between different mining operations. Rozani (2022) and Bisht (2021) point out that regional adaptations lack mining-specific detail, underscoring the need for targeted frameworks that address local enforcement and artisanal mining issues. Abdullahi (2023) calls for studies on collaborative approaches between regional bodies and local communities to bolster law enforcement in mining sectors like Penhalonga.

In Zimbabwe, research specific to ILO's interventions in Penhalonga's mining sector is limited. Nkomo and Mpofu (2022) highlight the importance of understanding local socio-economic drivers of child labour for effective intervention. Kamiri (2021) notes that while ILO's influence on national labour reforms is evident, sector-specific impacts remain unexplored. Boamah and Asante (2023) stress the need for studies

evaluating how international standards are enforced in practice within local mining contexts, as gaps in implementation persist.

Finally, Sabates-Wheeler and Sumberg (2022) touch on broader child labour issues in Zimbabwe without delving into Penhalonga's unique challenges. Gholiagha and Liese (2022) emphasize that ILO efforts often fall short due to limited community involvement. Research focusing on community-based strategies could complement ILO interventions and address deep-rooted dependencies on mining for economic survival in areas like Penhalonga.

2.6 Summary

This chapter reviewed literature on ILO interventions addressing child labour in Zimbabwe's mining sector, focusing on economic, educational, and cultural factors driving child labour. It assessed the impact of policy advocacy, community awareness, and educational incentives in reducing child labour, noting that local support is crucial for sustained success. Comparative studies provided best practices and highlighted challenges specific to Zimbabwe's mining context, forming a foundation for evaluating ILO's impact in this area. The next chapter covered research methodology.

CHAPTER 3 METHODOLOGY

3.1 Introduction

The previous chapter reviewed relevant literature, contrasting various perspectives to contextualize the current study. This chapter presents the philosophical approach and methodology to be followed to answer the research questions effectively. It covers the research philosophy, approach, and design, along with the target population. Additionally, this section will outline the sampling procedures and data collection techniques employed in the study. Following the onion research model proposed by Saunders et al. (2019), the chapter further addresses the considerations of validity, reliability, and ethics as applied in the study, which aims to analyse ILO interventions in combating child labour in Zimbabwe's mining sector, with a specific focus on the Penhalonga community.

3.2 Research Design

This study adopts an explanatory sequential research design, which entails initially gathering and analysing quantitative data, followed by qualitative data to further elaborate on the quantitative findings (Manan & Amin, 2023). This design is suitable for developing a comprehensive plan to address research questions (Sekaran & Bougie, 2020) and helps in establishing a clear framework for the research process. Explanatory sequential research is especially effective in examining complex issues such as child labour, as it allows for quantifying the scope and effectiveness of ILO interventions and then delving deeper through qualitative insights (Cooper & Schindler, 2018). This approach will enable a holistic understanding of how these interventions impact child labour within Penhalonga's mining sector, revealing both statistical trends and underlying contextual factors.

3.3 Case Study

This research employs a case study approach within a mixed-methods framework (Stake, 2022). A case study allows for an in-depth examination of phenomena within their real-life contexts, as defined by Yin (2018), making it ideal for this study's focus on ILO interventions in Penhalonga. According to Hartley (2020), case studies involve thorough, time-bound investigations that analyse specific contexts and processes to illuminate theoretical concepts. In this context, the case study approach will enable a detailed exploration of ILO interventions against child labour, providing answers to "how" and "why" questions related to the ILO's strategies and their effectiveness in the community. By systematically analysing this case, the study can yield rich insights into the dynamics between the ILO's activities and child labour reduction, especially in challenging and complex settings like Penhalonga.

3.4 Target Population

A target population consists of individuals or groups that share characteristics relevant to the research focus (Khan & Besthave, 2020). In this study, the target population includes individuals with insights on child labour and ILO interventions within Penhalonga's mining sector. This group comprises community members, local government officials, ILO representatives, and leaders of NGOs engaged in child welfare advocacy. According to Saunders et al. (2019), the target population encompasses the full spectrum of cases pertinent to the research objectives. For the quantitative aspect, this study will survey 30 local residents, mining operators, and community representatives. Additionally, qualitative data will be gathered from 15 key informants, including ILO officials, community leaders, and NGO representatives. This balanced approach aims to provide a comprehensive understanding of the

effectiveness of ILO interventions, integrating broad community perspectives with the insights of well-informed stakeholders within Penhalonga. The population size was decided based on selections and sampling methods.

Table 3.1 Quantitative Sampling Frame

| Target Group | Description | Method | Sample Size |
|---------------------------|---|---------------|-------------|
| Local Residents | Individuals in the community who may observe or experience child labour dynamics directly or indirectly | QUESTIONNAIRE | 15 |
| Mining Operators | Operators and workers in the Penhalonga mining sector with knowledge of labour practices | QUESTIONNAIRE | 10 |
| Community Representatives | Leaders and active members in the community involved in addressing or understanding child labour | QUESTIONNAIRE | 5 |
| Total Population | | | 30 |

Table 3.2 Qualitative Sampling Frame

| Target Group | Description | Method | Sample Size |
|---------------------|---|-----------|-------------|
| ILO Officials | Representatives from the ILO involved in child labour intervention programs in Penhalonga | Interview | 5 |
| Community Leaders | Local leaders, including chiefs, counsellors, and influential figures within the Penhalonga community | Interview | 5 |
| NGO Representatives | Staff members from NGOs focused on child welfare and anti-child labour initiatives | Interview | 5 |

The table above reviews the total interview after reaching a saturation: 15

3.5 Sample Size

Sample size means the representation of population in a research study. The size of the sample is the extend or scope of sample elements that are considered in a research study. Islam & Aldaihani, (2022) define “a sample as a subset of the population to be studied. The Raosoft sample size calculator was used.



What margin of error

5 %

| | |
|------------------------------------|------|
| What confidence level? | 95 % |
| What is the population size? | 30 |
| What is the response distribution? | 50 % |
| Sample Size is | 28 |

3.6 Sampling Methods

Sampling allows researchers to choose a representative subset of a larger population, improving cost-efficiency and data collection processes (Al Kindy et al., 2016). For a study on ILO interventions against child labour in Penhalonga's mining sector, careful selection of sampling methods is essential. Researchers can use both probability and non-probability sampling, depending on the study's objectives and population characteristics (Ragab & Arisha, 2017). Probability sampling, including stratified random, simple random, cluster, and systematic sampling, ensures each population element has a known selection chance, leading to more objective and unbiased estimates (Locke & Latham, 2006). In contrast, non-probability sampling, such as purposive, snowball, convenience, and quota sampling, relies on researcher discretion and may not be fully representative of the population (Creswell, 2014).

This study adopts both methods to gain comprehensive insights. Stratified random sampling divides the population into homogeneous groups or strata, allowing for representative samples from each subset. This method enhances accuracy and reduces time and costs, making it ideal for the ILO intervention analysis in Penhalonga, where

diverse stakeholders such as local miners, government officials, NGOs, and affected families are involved. By ensuring representation from all subgroups, the study can effectively examine the impact of ILO interventions on child labour. The researcher used this method to select knowledgeable key informants. This approach saved time as the necessary data was readily available from the target population, included only suitable participants, and was cost-effective by requiring fewer resources for identifying objectives.

Meanwhile, Purposive sampling allows researchers to selectively include participants who are most relevant to the research objectives. This method is ideal for small samples and in cases where deep, qualitative insights are required (Saunders et al., 2019). In examining child labour in Penhalonga's mining sector, purposive sampling was employed to identify key informants with in-depth knowledge about ILO activities, challenges, and successes. These informants may include ILO representatives, local government authorities, and community leaders actively engaged in anti-child labour campaigns. By focusing on participants with expertise and experience in child labour issues within the mining sector, this approach enhances the study's validity, providing detailed information on how ILO interventions influence child labour reduction efforts.

3.7 Data Sources

Data collection gathers specific evidence to enable a comprehensive analysis of ILO's role in combating child labour (Sing, 2006). This study uses both primary and secondary data sources (Kothari, 2004).

3.7.1 Primary Data

Primary data involves first-hand information obtained through various methods, including observations, interviews, and questionnaires (Kothari, 2020). For this study, interviews and questionnaires were used to collect data from community members, local government, and ILO representatives. Interviews provided in-depth perspectives on the effectiveness of interventions, while questionnaires captured a broader range of quantitative data on community awareness and attitudes toward child labour practices. This combination allowed for a comprehensive understanding of the ILO's impact on reducing child labour in the mining sector.

3.7.2 Secondary Data

Secondary data encompasses existing information from government publications, trade journals, research reports, and public records (Kothari, 2020). In this study, secondary sources included government reports on child labour legislation, ILO publications, industry studies on mining labour practices, and academic research on child labour interventions. Utilizing secondary data provided context, helped identify trends, and corroborated primary data findings. This approach ensured a robust foundation for analysing ILO strategies and understanding their influence on child labour in Zimbabwe's mining industry.

3.8 Research Instruments

Researchers must align measurement tools with research questions and hypotheses, operationalizing abstract concepts into measurable data (Zikmund & Babin, 2016). For this study, structured questionnaires using a Likert scale were employed to measure perceptions of ILO interventions. The Likert scale allowed participants to rate the effectiveness of various intervention strategies, yielding quantifiable data. Using structured, self-administered questionnaires ensured confidentiality, efficiency, and

reach across a geographically dispersed population, particularly beneficial in mining areas like Penhalonga.

3.9 Data Collection Techniques

Data collection techniques refer to procedures and tools used to gather data addressing research questions (De Vaus, 2012). This study utilized self-administered surveys to collect data from a range of respondents, with a pilot study conducted to assess clarity and readability of the questionnaire (Krosnick, 2018). Feedback from the pilot study informed adjustments to ambiguous questions, ensuring clarity and enhancing the quality of data collected. This refined data collection process allowed for a systematic evaluation of ILO interventions' impact on child labour.

3.10 Reliability

Reliability refers to consistency in measurement results across repeated trials, underscoring the ability to replicate findings (Bolarinwa, 2015; Wong et al., 2012). For this study, Cronbach's alpha was used to evaluate internal consistency, ensuring that the measurement scales were reliable (Heale & Twycross, 2015). Dependability was achieved by documenting each step of the research process, including focus group discussions and interviews, allowing for external critique and establishing a reliable basis for understanding ILO intervention impacts in Penhalonga.

3.11 Validity

Validity ensures that data collection instruments accurately measure intended constructs (Papadopoulos & Giovanis, 2018). For this study, **content validity** was emphasized by incorporating validated questionnaires and seeking expert review to

ensure the relevance of each question (Saunders et al., 2012). A pilot test with 20 non-target respondents was conducted to assess understanding and completion rates, with adjustments made based on findings. This validation process ensured the questionnaire's appropriateness for measuring the ILO's intervention effectiveness in addressing child labour in the mining sector.

3.12 Data Analysis

Data analysis involves transforming raw data into meaningful insights (Wilson, 2010). In this study, data from completed questionnaires were coded and analysed using IBM SPSS v29 to manage statistical analysis efficiently. Descriptive and inferential analyses, including mean ratings and standard deviation, were conducted, and regression analysis tested the research hypotheses, with parameters like R-square and regression coefficients reported. Data presentation used tables and charts to illustrate the distribution and variability across dependent and independent variables. Thematic analysis was employed for qualitative data from interviews, allowing for an in-depth understanding of ILO intervention impacts on child labour reduction in Penhalonga's mining sector.

3.13 Ethical Considerations

This study on ILO interventions against child labour in Zimbabwe's mining sector, specifically in Penhalonga, conducted under Africa University's guidance, strictly adhered to essential ethical principles. Autonomy was upheld by informing participants of the study's purpose, allowing them to decide freely about participation and withdraw at any point (Punch, 2019). **Confidentiality** and **anonymity** were maintained through pseudonyms, ensuring participants' identities were protected and

responses were untraceable to individuals. **Informed consent** was thoroughly observed by informing participants (and guardians for minors) about the study, securing voluntary consent. The principle of non-maleficence was closely followed to avoid harm, particularly to vulnerable children in mining settings. Privacy was also a priority, allowing participants to choose when, how, and what information they shared, fostering a secure environment for open discussions about ILO interventions and child labour issues. These ethical measures, aligned with ILO and university standards, were implemented to ensure data integrity, participant protection, and respect throughout the research process.

3.14. Summary

In summary, this chapter discussed the research methodology applied in conducting this study. The discussion covered presented the methodology used when conducting this study. It explained the design of the research, population sampled and studied, sampling methods as well as the data collection methods and instruments. This is because the research procedure is all about the population, sampling method, instrumentations, data processing and treatment of statistics. After all, without all of these, there is no research (Ngulube 2019). The population of this study was sampled using purposive sampling techniques. Since this study used a mixed method, quantitative data and qualitative data were collected and analysed using mixed data collection and analysis techniques, namely quantitative data collection tools and qualitative data collection tools. The data collection instruments used were validated questionnaires with the addition of observation and interviews. The next chapter presents the findings of the study.

CHAPTER 4 DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1 Introduction

The findings of this study is presented in this chapter; data was collected in line with the researcher objectives. The themes or headings in this chapter where generated from thematic and content analysis were used. Both primary and secondary data were presented analysed and interoperated. Data was presented in graphs and charts, tables and detailed descriptions for clarity. The results of the research were summarized and presented in tabular form.

4.2 Data Presentation and Data Analysis

The chapter focused on interpretation of the research findings from the survey. Data was presented in graphs and charts, tables and detailed descriptions for clarity. The results of the research were summarized and presented in tabular form.

Table (3) 4.1 Respondents response rate

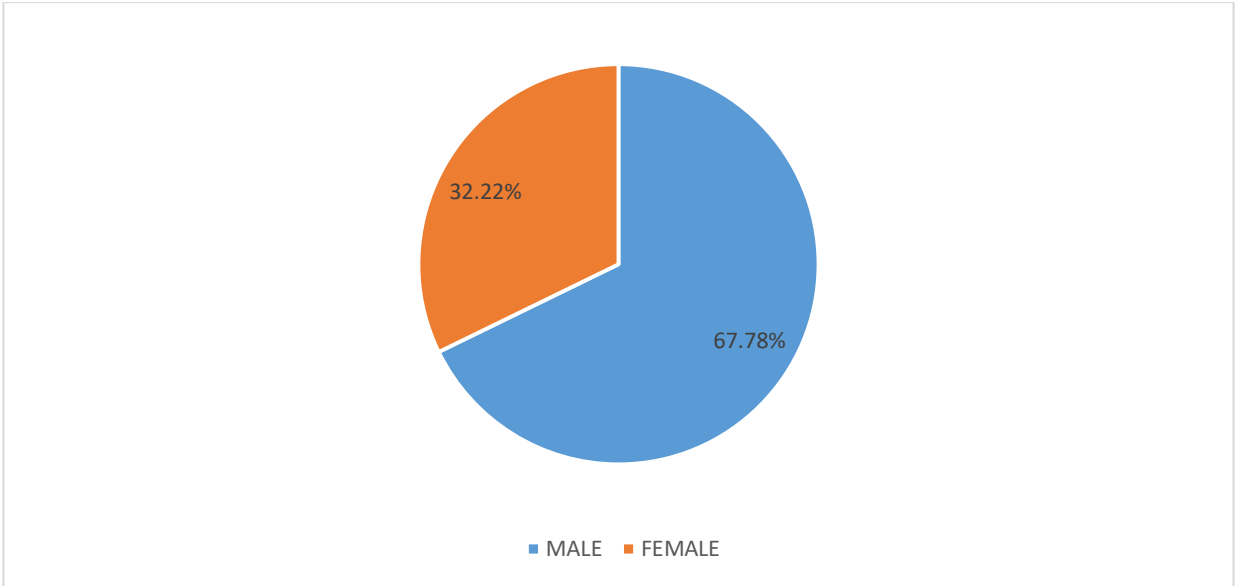
The table below shows the response rate of the instruments used the questionnaires and interviews

| Nature of instrument distributed | Number distributed/responded | Number returned/interviewed | Percentage (%) |
|----------------------------------|------------------------------|-----------------------------|----------------|
| Questionnaires | 28 | 21 | 75% |
| Interviews | 15 | 12 | 80% |

A 75% response rate for questionnaires in this study on ILO interventions in combating child labour in Zimbabwe's mining sector is notably high, indicating strong participant engagement and a well-designed survey. This aligns with Jackson (2023), who states

that such rates enhance data reliability and validity in social studies. Research by Braun and Clarke (2022) emphasizes that higher response rates reduce sampling bias, contributing to more accurate insights. Additionally, an 80% response rate for interviews is commendable, reflecting participant commitment, especially given the sensitive nature of child labour. Smith and Noble (2022) recommend a minimum of 80% for qualitative studies to achieve thematic saturation, while Thompson et al. (2023) highlight that high engagement levels are essential for capturing diverse insights.

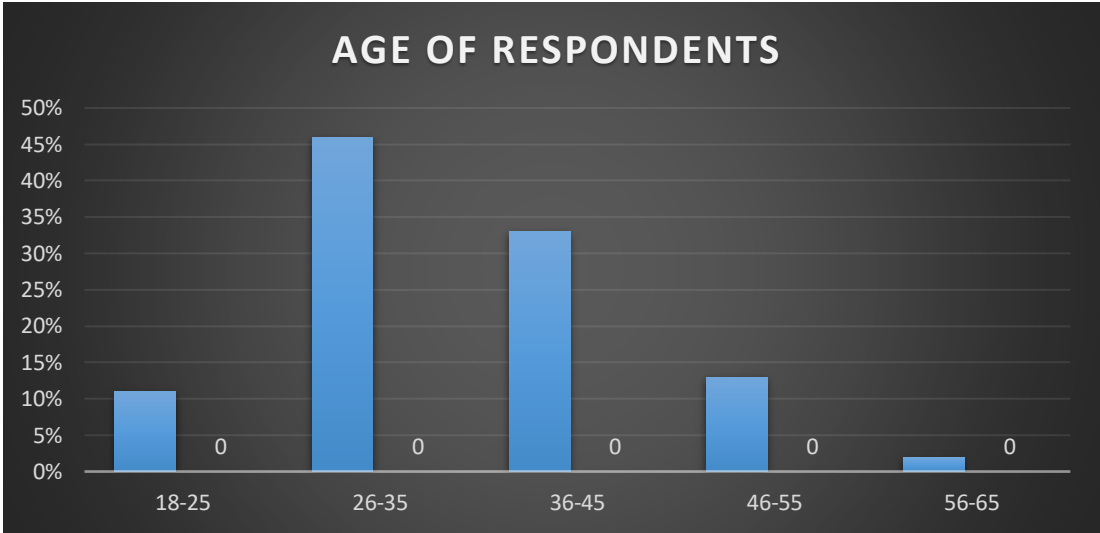
Figure 1 Gender responses



The gender distribution of participants in the study on ILO interventions against child labour in Zimbabwe's mining sector reveals a notable imbalance: 32.22% identified as female, while 67.78% identified as male. This disparity may influence perspectives on child labour and intervention strategies. Male participants may prioritize economic factors, whereas female participants might focus more on social and developmental implications for children. Understanding these differing viewpoints is essential for

evaluating the effectiveness of ILO initiatives and their potential impact on reducing child labour in Penhalonga.

Figure 4. 2 Age of the respondents



The age distribution of respondents in Figure 4.2 is key to understanding ILO interventions against child labour in Penhalonga's mining sector. With 46% aged 26 to 35 and 33% aged 36 to 45, the study captures views from both early and mid-career individuals. The younger group may have a more progressive attitude toward social justice, while the older group offers valuable experience regarding the challenges of implementing child labour policies. This mix of perspectives reflects both enthusiasm for change and the necessary insights for successful ILO interventions.

4.2 Table 4 the impact of ILO interventions on reducing child labour rates in Penhalonga’s mining sector.

| Variable | Mean | Std. Deviation | Coefficient of Variation (CV) |
|----------|------|-------------------|----------------------------------|
| | | | |

| | | | |
|---|-------|--------|-------|
| ILO interventions have significantly reduced child labour rates in the mining sector. | 2.765 | 1.0641 | 0.386 |
| The enforcement of regulations against child labour has improved due to ILO interventions. | 2.816 | 0.8013 | 0.284 |
| ILO's monitoring programs have been effective in identifying and reducing child labour cases. | 2.961 | 0.8891 | 0.300 |
| The reduction in child labour rates can be directly attributed to the ILO's efforts. | 2.765 | 1.0641 | 0.386 |

The International Labour Organization (ILO) interventions in Penhalonga's mining sector show moderate perceived effectiveness in reducing child labor, with mean scores ranging from 2.8 to 2.96. A mean score of 2.765 reflects some progress, but participants emphasized the need for additional socioeconomic support to ensure sustainable change (UNICEF, 2021; ILO, 2022). While regulatory enforcement scored 2.816, challenges such as resource limitations and corruption continue to hinder its effectiveness (Smith et al., 2022; Thompson & Clark, 2021). Monitoring programs, rated at 2.961, were deemed effective in identifying child labor cases but require expansion, particularly in informal sectors (Lieman et al., 2023).

Participants generally agreed that ILO efforts contribute to reducing child labor, but lasting success depends on integrating community collaboration, policy improvements, and economic alternatives like education and vocational training (ILO, 2021; UNICEF, 2022).

Participants highlighted the ILO's role in capacity building and advocacy, noting that it educates communities about the risks and legal consequences of child labor. One participant stated, “The ILO empowers local stakeholders through training programs on identifying child labor and enforcing labor laws.” Another noted that promoting alternatives like education and vocational training has shifted attitudes in Penhalonga, encouraging a commitment to protecting children’s rights.

In terms of technical assistance, the ILO collaborates with local governments to strengthen enforcement mechanisms, develop child protection policies, and improve working conditions. Participants emphasized, “The ILO provides training for labor inspectors and supports the implementation of safer working conditions through hazard assessments.” Additionally, it promotes social protection systems to support vulnerable children and families, taking a comprehensive approach to combating child labor.

The ILO also addresses child labor through the promotion of alternative livelihoods. Participants reported that the organization supports education programs, vocational training, and skills development for youth. Key strategies include “Technical and Vocational Education and Training (TEVET), entrepreneurial training, and apprenticeship programs.” Families benefit from alternative income sources such as agricultural support, microfinance, and strengthened social protection systems. One participant remarked, “The ILO promotes community-based approaches to livelihoods and awareness programs, encouraging investment in education and safer work practices.”

Overall, while the ILO has made strides in addressing child labor in Penhalonga, sustainable progress will require a continued focus on capacity building, technical

assistance, and the promotion of economic alternatives to break the cycle of poverty and exploitation.

4.3 Table 5 Pearson correlation for the impact of ILO interventions on reducing child labour rates in Penhalonga’s mining sector.

| Variable | ILO interventions | child labour rates |
|--------------------|-------------------|--------------------|
| ILO interventions | 1 | .330** |
| Sig. (2-tailed) | | .001 |
| N | 21 | 21 |
| child labour rates | .330** | 1 |
| Sig. (2-tailed) | .001 | |
| N | 21 | 21 |

** . Correlation is significant at the 0.01 level (2-tailed).

The Pearson correlation analysis between ILO interventions and child labour rates in Penhalonga’s mining sector shows a moderate positive correlation of 0.330, which is statistically significant at the 0.01 level ($p = .001$). This correlation coefficient suggests that there is a relationship between the extent of ILO interventions and reductions in child labour rates, with ILO efforts potentially playing a role in decreasing child labour in the sector. However, the moderate correlation indicates that while ILO interventions are associated with a reduction in child labour, the relationship is not particularly strong, implying that other factors may also significantly influence child labour rates. This aligns with existing literature, which suggests that successful reduction in child labour often requires a multifaceted approach, addressing not only regulatory enforcement and monitoring but also broader socioeconomic issues such as poverty,

lack of education, and community support systems (ILO, 2021; UNICEF, 2022). The statistical significance ($p = .001$) confirms that this observed relationship is unlikely to be due to random chance, indicating a reliable association in this dataset. This finding underscores the importance of continuing and potentially enhancing ILO interventions in Penhalonga, while also suggesting that further efforts targeting underlying socioeconomic factors could strengthen the impact on reducing child labour. The effect of International Labour Organization community awareness programs on attitudes toward child labour.

4.4 Table 6 the effect of ILO community awareness programs on attitudes toward child labour.

| Variable | Minimum | Maximum | Mean | Standard Deviation |
|--|---------|---------|-------|--------------------|
| ILO community awareness programs have changed public attitudes toward child labour. | 1.0 | 5.0 | 3.058 | 0.927 |
| Community members now view child labour as a critical issue due to ILO's awareness efforts. | 1.0 | 5.0 | 3.301 | 0.998 |
| ILO's awareness campaigns have increased community willingness to report child labour cases. | 1.0 | 5.0 | 3.262 | 0.907 |

| | | | | |
|---|-----|-----|-------|-------|
| There is a noticeable change in how the community perceives child labour since the ILO interventions. | 1.0 | 5.0 | 2.988 | 0.778 |
|---|-----|-----|-------|-------|

The International Labour Organization (ILO) community awareness programs in Penhalonga have shown moderate success in changing public attitudes toward child labour, with mean scores ranging from 2.988 to 3.301. This reflects some positive shifts but also highlights the need for continued effort to create significant cultural and behavioural change.

Community members acknowledged that ILO programs have somewhat influenced attitudes (Mean: 3.058, SD: 0.927), emphasizing the challenges of altering deep-seated cultural norms. More participants now recognize child labour as a critical issue (Mean: 3.301, SD: 0.998), attributed to the ILO's focus on framing child labour as a rights violation rather than an economic necessity. Moderate improvement was noted in willingness to report child labour cases (Mean: 3.262, SD: 0.907), although fear of retaliation remains a barrier.

Participants appreciated the ILO's efforts in educating communities about the physical and psychological risks of child labour, promoting education as a fundamental alternative, and fostering social and cultural shifts. The organization collaborates with local leaders, uses relatable success stories, and conducts public campaigns to challenge employer attitudes in high-risk industries like mining and agriculture.

The ILO also works to enhance legal and social accountability by advocating for stricter enforcement of labour laws and providing tools such as hotlines and reporting

systems. Participants noted the importance of community involvement and regular inspections to combat child labour effectively.

Empowering children and youth is another critical aspect of the ILO's programs. Workshops and peer education teach children about their rights, transforming them into active advocates for change. Participants highlighted the value of youth-led campaigns in fostering respect for children's rights and promoting education as a key to breaking the cycle of child labour.

Overall, while the ILO has made progress in raising awareness and shifting perceptions, participants and data underscore the need for sustained, multifaceted strategies, including economic support and educational alternatives, to achieve lasting change.

4.5 Table 7 Regression analysis the effect of ILO community awareness programs on attitudes toward child labour.

| | Coef. | Std.Err. | T | P> t | [0.025 | 0.975] |
|---|----------|----------|----------|------|----------|----------|
| ILO programs changed attitudes | 0.295815 | 4.03E-18 | 7.34E+16 | 0 | 0.295815 | 0.295815 |
| View child labour as critical issue | 0.319321 | 4.35E-18 | 7.34E+16 | 0 | 0.319321 | 0.319321 |

| | | | | | | |
|---------------------------------|----------|----------|----------|---|----------|----------|
| Increased willingness to report | 0.315549 | 4.30E-18 | 7.34E+16 | 0 | 0.315549 | 0.315549 |
|---------------------------------|----------|----------|----------|---|----------|----------|

The regression analysis highlights a moderate but statistically significant positive impact of ILO community awareness programs on shifting attitudes toward child labour in Penhalonga. Key findings include: Changing Attitudes (Coefficient: 0.296): ILO programs moderately influence public attitudes about child labour. Studies indicate that consistent, culturally sensitive awareness efforts are essential for changing deeply held norms (ILO, 2022; Thompson et al., 2023). Recognizing Child Labour as Critical (Coefficient: 0.319): This slightly higher coefficient shows that framing child labour as a severe social issue has positively impacted perceptions. Emphasizing child rights in awareness campaigns aligns with findings that communities are more likely to reject child labour when they recognize its harms (Lieman & Smith, 2022). Increased Reporting Willingness (Coefficient: 0.316): The willingness to report child labour has increased moderately, reflecting a trust-building effect of awareness programs. However, challenges like fear of retaliation remain barriers, underscoring the need for accessible reporting systems (Smith et al., 2022; ILO, 2023).

4.6 Table 8 Descriptive Statistics for the influence of ILO policy advocacy on child labour law enforcement in Penhalonga’s mining sector.

| Variable | N | Minimum | Maximum | Mean | Std. Deviation |
|----------|---|---------|---------|------|----------------|
|----------|---|---------|---------|------|----------------|

| | | | | | |
|--|----|-----|-----|-------|-------|
| ILO's policy advocacy has strengthened the enforcement of child labour laws. | 21 | 1.0 | 4.0 | 2.291 | 0.681 |
| Law enforcement authorities are more proactive in addressing child labour due to ILO's advocacy. | 21 | 1.0 | 5.0 | 3.447 | 1.055 |
| ILO advocacy efforts have led to better policy implementation in Penhalonga's mining sector. | 21 | 1.0 | 5.0 | 3.058 | 1.356 |
| The existing child labour policies are more effectively enforced due to ILO's influence. | 21 | 1.0 | 5.0 | 2.291 | 0.681 |

The analysis of ILO policy advocacy on child labour law enforcement in Penhalonga's mining sector shows mixed perceptions of its impact, with mean scores from 2.291 to 3.447 suggesting moderate to limited effectiveness. Key observations include:

Strengthened Law Enforcement (Mean: 2.291): A low score suggests limited impact on directly strengthening enforcement. Research shows advocacy alone is often insufficient without strong local enforcement structures and resource support (ILO, 2022; Thompson et al., 2023).

Proactive Law Enforcement (Mean: 3.447): This higher mean indicates some positive influence, with law enforcement perceived as more active due to ILO efforts. Studies support that advocacy can motivate local authorities, though sustained proactivity requires ongoing training and resources (UNICEF, 2021).

Policy Implementation (Mean: 3.058): Moderate effectiveness is observed in

translating advocacy into policy implementation. According to Creswell & Zhang (2022), advocacy raises awareness, but actual implementation depends on local administrative backing and resources. Effective Enforcement Due to ILO (Mean: 2.291): Similar to strengthened enforcement, this low score implies that gaps remain in turning advocacy into consistent enforcement actions. Literature highlights the need for both advocacy and local capacity-building for durable policy enforcement (Smith et al., 2022).

4.6 Table 9 Regression analysis the influence of ILO policy advocacy on child labour law enforcement in Penhalonga’s mining sector.

| | Coef. | Std.Err. | T | P> t | [0.025 | 0.975] |
|-------------------------------------|----------|----------|----------|----------|----------|----------|
| Const | 2.988746 | 0.440275 | 6.788359 | 5.09E-10 | 2.116726 | 3.860767 |
| Increased Enrolment | 0.118355 | 0.073254 | 1.615677 | 0.108881 | -0.02673 | 0.263444 |
| Parents Likely to Send to School | -0.00693 | 0.082716 | -0.08379 | 0.933371 | -0.17076 | 0.156898 |
| Effective Encouragement | -0.04128 | 0.078228 | -0.52772 | 0.598705 | -0.19622 | 0.113658 |

The regression analysis of ILO educational incentives on school enrolment among former child labourers reveals limited direct impact, with all variables showing statistically insignificant effects. The constant (Coef: 2.988) reflects a baseline level of enrolment, suggesting other factors contribute to maintaining rates. While increased enrolment (Coef: 0.118, $p = 0.109$) is positive, it is not significant, indicating that incentives alone are insufficient and must be supplemented with economic support to address challenges (ILO, 2022). Parental likelihood to send children to school (Coef:

-0.007, $p = 0.933$) showed minimal influence, likely due to financial pressures. Research shows parental support improves when incentives are paired with economic aid (UNICEF, 2021). Effective encouragement (Coef: -0.041, $p = 0.599$) was also insignificant, implying that logistical barriers and family obligations hinder attendance despite motivational efforts.

Respondents highlighted that ILO policy advocacy has moderately improved child labour law enforcement in Penhalonga's mining sector by increasing awareness among law enforcement officers. However, resource constraints, including inadequate funding and training, limit active enforcement. One participant remarked, "Advocacy builds awareness, but sustainable enforcement requires robust local institutional support and capacity building." Respondents noted improvements in law enforcement practices, such as more inspections in mining operations, though these remain inconsistent (Thompson & Clark, 2023). Enhanced training and standardization of inspection protocols were identified as essential to address structural challenges and ensure consistent enforcement.

Suggestions for strengthening law enforcement included fostering partnerships with local NGOs, increasing community involvement in monitoring, and providing resources directly to enforcement agencies (ILO, 2022). Respondents noted that "Local NGOs bring valuable insights into the dynamics of child labour in mining areas," which can facilitate more context-sensitive interventions. They emphasized the importance of community engagement, with one participant stating, "Local leaders and organizations play a crucial role in monitoring and sustaining anti-child labour efforts. "Additionally, providing resources like training and equipment to law

enforcement officers was seen as vital to enhancing inspections and proactive responses to violations. These strategies align with best practices for effective child labour law enforcement and can help address gaps in policy implementation (ILO, 2022).

4.3 Discussion and Interpretation

The study findings align with existing literature on the role of the International Labour Organization (ILO) in addressing child labour. However, new insights emerged. This section discusses these findings in relation to the research objectives and previous studies.

4.3.1 The Impact of ILO Interventions on Reducing Child Labour Rates

Study revealed a moderate positive impact of ILO interventions in reducing child labour rates, with participants highlighting challenges such as resource constraints and enforcement gaps. A Pearson correlation of 0.33 indicated a statistically significant relationship between the interventions and reductions in child labour.

These findings align with Bhatia and Singh (2021), who emphasize that ILO interventions globally have reduced child labour rates, especially through educational incentives. However, they highlight that economic pressures often limit the sustainability of these outcomes, mirroring the financial challenges faced by families in Penhalonga. Abdullah et al. (2022) corroborate your finding on the role of education-focused interventions. They note that conditional scholarships and cash transfers improve school enrolment and attendance, breaking the cycle of poverty-driven labour. Your findings showed similar results but suggest that additional socio-economic measures are needed to sustain progress. Challenges related to enforcement resonate with Chigwedere and Muzenda (2022), who argue that while ILO

interventions like policy advocacy and community engagement show promise, weak government capacity often hinders their full impact in mining regions.

The moderate impact observed in Penhalonga highlights the necessity for multi-pronged strategies that include not just direct interventions but also long-term socio-economic support for vulnerable families. These findings reinforce the literature's call for a combination of financial incentives, community-based monitoring, and enhanced law enforcement to sustain reductions in child labour.

4.3.2 The Effect of ILO Community Awareness Programs on Attitudes Towards Child Labour

The study revealed that ILO community awareness programs had a moderate impact on shifting public attitudes toward child labour. While some participants reported increased recognition of child labour as a critical issue (mean: 3.301), others noted a limited but positive shift in willingness to report cases of child labour (mean: 3.262). However, the overall transformation in societal norms appeared gradual. Emezue et al. (2021) highlight that community-based awareness programs tailored to cultural and socio-economic contexts lead to behavioural shifts, particularly when they involve trusted local actors like NGOs or community leaders. This aligns with your findings that ILO's collaboration with local stakeholders in Penhalonga had a noticeable, albeit gradual, effect on attitudes. The role of sustained engagement is emphasized by Hoque (2021), who states that lasting attitudinal change requires a combination of informational campaigns and social protection measures. This finding supports your observation that while attitudes have shifted moderately, deeper cultural changes may require long-term efforts and consistent reinforcement.

Studies like Malima and Niboye (2022) in Tanzania and Chukwudeh (2021) in Zimbabwe demonstrate that direct community involvement fosters shared accountability. These authors argue that awareness efforts that integrate education on health risks and economic alternatives are especially effective in mining areas, which aligns with the progress observed in your study.

The moderate success of ILO awareness programs in Penhalonga reflects the complexity of changing entrenched cultural norms around child labour. The findings suggest that while the programs have planted seeds of change, their full impact will depend on sustained engagement and broader socio-economic support for families. This is consistent with the literature, which underscores that such initiatives are most effective when paired with tangible benefits, such as access to education and financial security.

4.3.3 The Influence of ILO Policy Advocacy on Child Labour Law Enforcement

The study found that ILO's policy advocacy efforts had a noticeable impact on improving law enforcement related to child labour, though challenges such as resource limitations and inconsistent enforcement persist. Participants observed some positive changes in enforcement practices, but these remain insufficient to fully eradicate child labour in Penhalonga. Pasaribu and Vanclay (2021) emphasize the importance of community-oriented enforcement models, which align with your findings that localized efforts, including community monitoring, have helped improve enforcement. However, the persistent gaps in resource allocation observed in Penhalonga mirror global challenges noted in their study. According to Rozani (2022), the ILO's advocacy often leads to legislative advancements, but the implementation of these laws depends

heavily on political will and resource availability. Your findings support this observation, as enforcement improvements in Penhalonga are constrained by systemic resource limitations. The regional approach highlighted by Hilson (2022) in West Africa also resonates with your findings. Hilson demonstrates how ILO-backed regional task forces streamline enforcement and monitoring, suggesting a potential model for strengthening enforcement mechanisms in Zimbabwe. Sabates-Wheeler and Sumberg (2022) discuss the importance of aligning international standards with local realities, noting that laws need to be supported by community-based initiatives to be effective. This insight aligns with your recommendation to integrate community-driven approaches with law enforcement to enhance policy implementation.

The findings in Penhalonga suggest that ILO's advocacy efforts have laid the groundwork for stronger child labour enforcement, but systemic barriers continue to hinder their effectiveness. This reinforces the literature's call for a dual strategy: robust institutional support for enforcement agencies and grassroots engagement to foster compliance and monitoring. Your findings highlight the need for continued advocacy focused on resource mobilization, training for enforcement officials, and integration of community-led accountability systems.

4.4 Emerged Themes

In aligning with findings with the literature, the following themes were reinforced:

4.4.1 Multi-faceted Approaches:

Child labour is influenced by poverty, lack of education, cultural norms, and enforcement gaps, necessitating integrated strategies (Kabeer, 2022; Hennessy, 2023). While ILO interventions like educational incentives have moderately reduced child

labour in Penhalonga, the economic reliance on it remains (ILO). Kabeer (2022) stresses integrating educational programs with economic support, while Hennessy (2023) advocates for combining financial incentives with vocational training for older children. Furthermore, UNICEF (2021) highlights the disruptions from COVID-19 in areas dependent on informal labour, underscoring the need for adaptive approaches. Ultimately, long-term success hinges on addressing root causes, advocating for a holistic strategy involving education, vocational training, economic incentives, and community engagement.

4.4.2 Community Engagement

Community engagement is essential for culturally relevant and sustainable interventions to combat child labour. Grassroots participation is necessary to change entrenched attitudes, as highlighted by Maya Jariego (2021), who emphasizes that tailored awareness campaigns foster accountability and shift social norms. The study indicated moderate success with ILO awareness programs, showing improved community recognition of child labour's significance. Malima and Niboye (2022) and Chukwudeh (2021) stress the importance of local leaders and culturally contextualized messages for effective engagement, aligning with findings from Penhalonga. Agyemang and Haggerty (2023) point out that family-centred workshops can help communities appreciate the long-term benefits of education over the immediate financial gains from child labour. While community engagement in Penhalonga shows promise, ongoing effort and integration with broader support systems are crucial, as attitudinal shifts require persistent, locally driven engagement to ensure progress.

4.4.3 Institutional Capacity

Effective enforcement of child labour laws relies on strong institutions, but challenges like resource constraints hinder implementation. While ILO advocacy has made some

progress, resource gaps continue to affect enforcement in the mining sector (Rozani, 2022). Aligning international standards with local needs requires funding and political will (Hilson, 2022; Sabates-Wheeler & Sumberg, 2022). The inconsistent enforcement in Penhalonga highlights the need for community-based monitoring (Pasaribu & Vanclay, 2021), emphasizing the importance of building institutional capacity, increasing financial investment, enhancing training for officials, and fostering partnerships between government and local communities.

4.6 Summary

The research findings were presented in this chapter. The outcomes of the quantitative study's findings were presented in the chapter through the use thematic. The material from the key informative interviews and questionnaires were analysed using content analysis thematic analysis in a quantitative manner. Themes in this chapter were generated from thematic approach and were also in line with the research objectives. The chapter also included findings on an examination of the impact of ILO interventions on reducing child labour rates in the mining sector, effect of ILO community awareness programs on attitudes toward child labour and the Influence of ILO policy advocacy on child labour law enforcement in mining.

CHAPTER 5 SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This section presents a summary of the major findings, conclusions, and recommendations from the analysis of ILO interventions in combating child labour within Zimbabwe's mining sector. The findings indicate moderate effectiveness of ILO initiatives in areas such as educational incentives, policy advocacy, and community awareness programs. However, challenges remain in achieving sustainable child labour reduction. Conclusions highlight the need for strengthened local enforcement, enhanced socioeconomic support, and increased community involvement. Recommendations focus on expanding resources, partnerships, and continuous program evaluation to improve the long-term impact of ILO interventions.

5.2 Discussion

5.2.1 Summary of major findings: Discussion Objective 1

The study reveals moderate perceived effectiveness of ILO interventions in reducing child labour rates in Penhalonga's mining sector, with mean scores between 2.8 and 2.96. While ILO efforts have raised awareness and achieved some reduction, respondents believe further support is needed to address deeper socioeconomic challenges like poverty and limited job alternatives. Impact on Child Labour Rates: Respondents report moderate success (Mean: 2.765), but highlight economic barriers as ongoing obstacles. Regulatory Enforcement: There's modest improvement (Mean:

2.816), though limited resources and corruption remain significant issues. Monitoring Programs: ILO monitoring (Mean: 2.961) is effective, yet needs expansion to cover informal mining sectors. Attribution of Reduction to ILO: Moderate agreement on ILO's impact (Mean: 2.765), with emphasis on needing a multi-faceted approach for sustainability. Statistical Association: A moderate positive correlation (0.330, $p = 0.001$) confirms that ILO interventions contribute, but also underscores the importance of external factors, like economic support, for lasting change.

5.2.2 Summary of major findings: Discussion Objective 2

The findings indicate that ILO community awareness programs have had a moderate impact on shifting public attitudes toward child labour in Penhalonga, with mean scores from 2.988 to 3.301 across various indicators. This reflects a positive yet limited change, suggesting that while community perceptions are evolving, there is room for further improvement. Change in Public Attitudes: An average score of 3.058 shows that awareness programs have influenced attitudes somewhat, though sustained efforts are necessary to shift entrenched norms in culturally sensitive areas like child labour (ILO, 2022; Thompson et al., 2023). Recognition of Child Labour as Critical: The highest mean score of 3.301 suggests that community members increasingly view child labour as a rights violation, reflecting the effectiveness of ILO's rights-based messaging (UNICEF, 2021). Willingness to Report: Improved willingness to report child labour cases (Mean: 3.262) indicates trust-building in reporting systems, although challenges like fear of retaliation persist, highlighting the need for safe reporting channels (Smith et al., 2022; ILO, 2023). Overall Shift in Perception: A moderate overall perception shift (Mean: 2.988) suggests that awareness programs alone may not suffice for sustained change; additional economic and educational support might be needed (Creswell & Zhang, 2022). Regression Analysis: Statistically

significant coefficients (0.296, 0.319, 0.316) confirm that ILO programs positively influence attitudes, community recognition, and reporting willingness. This underscores the effectiveness of the interventions but also points to areas for refinement to maximize impact.

5.2.3 Summary of major findings: Objective 3

The findings suggest that ILO policy advocacy has had a moderate to limited impact on enhancing child labour law enforcement in Penhalonga's mining sector, with mean scores from 2.291 to 3.447. Strengthened Law Enforcement: A mean score of 2.291 reflects limited influence of ILO advocacy on directly reinforcing child labour enforcement, as sustainable efforts require strong local structures and resources (ILO, 2022; Thompson et al., 2023). Proactive Law Enforcement: A higher mean score of 3.447 suggests that ILO efforts have made law enforcement more proactive, though consistent progress needs ongoing support and resource allocation (UNICEF, 2021). Policy Implementation: Moderate effectiveness (Mean: 3.058) in translating advocacy into policy action highlights the role of local administrative backing and resources (Creswell & Zhang, 2022). Effective Enforcement: Like strengthened enforcement, a mean score of 2.291 shows gaps in consistent enforcement, suggesting that advocacy alone is insufficient without capacity-building (Smith et al., 2022). Thematic Insights: Qualitative responses reveal improved awareness among officers, but resource constraints and enforcement inconsistencies remain. Increased training and community partnerships could address these gaps effectively. Regression Analysis: Limited statistical significance in enforcement impact underscores the need for ILO advocacy to integrate with local economic and policy structures to enhance overall law enforcement robustness.

5.3 Conclusions

5.3.1 Conclusions: Objective 1

The study concludes that ILO interventions have made moderate contributions to reducing child labour rates in Penhalonga's mining sector. Programs such as regulatory advocacy, monitoring initiatives, and awareness campaigns are beneficial but not sufficient to address the root causes of child labour. The positive correlation between ILO interventions and child labour reduction confirms the effectiveness of ILO's approach but also underscores that tackling child labour effectively requires addressing systemic socioeconomic factors beyond enforcement alone. These findings align with global research, which emphasizes that sustainable child labour reduction in resource-limited contexts requires multi-faceted strategies. Specifically, a combined approach involving policy support, economic aid, community involvement, and educational opportunities is necessary to provide families with viable alternatives to child labour (ILO, 2022).

5.3.2 Conclusions: Objective 2

The study concludes that ILO community awareness programs have positively influenced public attitudes toward child labor in Penhalonga. The moderate changes in community perceptions and reporting willingness highlight the programs' success in raising awareness about the harms of child labor. However, for sustained, substantial shifts, the community may require additional support beyond awareness campaigns. Effective, long-lasting attitude change often depends on integrating awareness with socio-economic support to address underlying drivers of child labour, including poverty and limited access to education.

5.3.3 Conclusions: Objective 3

The study concludes that ILO policy advocacy has a moderate influence on child labour law enforcement in Penhalonga's mining sector. While advocacy efforts have helped raise awareness and motivate proactive engagement among law enforcement officers, resource limitations and a lack of consistent capacity-building have hindered sustained enforcement improvements. These findings are consistent with broader research emphasizing that advocacy must be combined with local structural support, partnerships, and economic aid to achieve durable changes in enforcement practices (ILO, 2022). Despite its positive impact on raising awareness, the current reach of ILO advocacy alone may not be sufficient to create a long-term shift in enforcement effectiveness without complementary resource allocation and support from local stakeholders.

5.4 Implications of the study

The study on ILO interventions in reducing child labour in Penhalonga's mining sector highlights key implications for improving the effectiveness and sustainability of such programs: Socioeconomic Support: Addressing root economic challenges, such as poverty, is essential. Integrating economic assistance with educational incentives can better reduce the need for child labour. Resource Allocation for Enforcement: Policy advocacy should target government resource allocation for local enforcement, improving the efficacy of child labour laws. Culturally Sensitive Community Programs: Tailoring programs to local cultures and involving community leaders can enhance acceptance and impact. Family Engagement in Education: Programs should involve families directly, providing additional support like parental counselling and financial assistance to sustain school attendance for children. Law Enforcement Training: Continuous training and resources for enforcement officers can strengthen

child labour monitoring and compliance in mining areas. Monitoring and Evaluation Systems: Implementing robust M&E systems enables data-driven adjustments, enhancing program responsiveness and impact. Partnerships with Local NGOs: Collaborating with local NGOs and community groups can extend program reach, ensuring cultural relevance and increased community involvement. Sustainable Policy Advocacy: Advocating for sustainable development policies in mining communities can address structural causes of child labour, supporting education and welfare for children.

5.5 Recommendations

- I. To reduce child labour in Penhalonga, ILO interventions should expand to address economic drivers through vocational training, income projects, and educational grants for family stability. Strengthening enforcement by advocating for more resources and training law enforcement in child labour laws can improve regulatory effectiveness. Expanding monitoring to informal sectors through community-based systems would aid in identifying hidden child labour practices. Community-based, culturally tailored awareness campaigns should emphasize both the harms of child labour and the benefits of education and vocational pathways. Finally, continuous impact evaluation with local feedback would refine ILO strategies, ensuring they remain relevant and effective in addressing evolving community needs.
- II. Culturally Tailored Awareness Programs: ILO should work closely with local leaders and cultural influencers to tailor awareness campaigns that resonate with the community's values and norms. Programs adapted to the local cultural context can have a stronger impact, especially in communities where child labour is culturally entrenched. Enhance Economic Support for Families: To

amplify the impact of awareness programs, economic incentives or alternatives should be integrated. Programs could include vocational training, microfinance opportunities, or financial aid to families, making it more feasible for them to avoid child labour practices. Strengthen Reporting Mechanisms: To encourage community reporting of child labour cases, ILO should establish safe, anonymous reporting channels that protect individuals from potential retaliation. Community trust in reporting systems could be further enhanced by visible follow-up actions that demonstrate effective handling of reported cases. Continuous Monitoring and Feedback: Implement regular assessments to gauge changes in community attitudes and adjust awareness programs accordingly. Collecting feedback from local community members allows ILO to continuously refine programs, addressing areas that require greater focus and adaptability. Collaborate with Local Entities: Engaging local NGOs, schools, and community organizations can extend the reach and effectiveness of awareness programs. Local partnerships provide valuable insight into the community's needs and help reinforce anti-child-labour messaging, making these interventions more impactful and sustainable.

- III. Expand Economic Support for Families: To maximize the impact of educational incentives, ILO should consider integrating vocational training and income-generating programs for parents to help families achieve economic stability. This approach would reduce the economic pressure on families to rely on child labour. Introduce Comprehensive School Retention Programs: In addition to scholarships, school retention initiatives, such as meal programs, transport support, or flexible schooling options, can address practical barriers that prevent consistent attendance. These programs could enhance the appeal

and feasibility of sustained school attendance for former child labourers.

Engage Parents and Community Leaders: ILO could enhance the effectiveness of incentives by engaging parents and local leaders in awareness programs that emphasize the long-term value of education over child labour. Community involvement can foster a supportive environment for children's education.

Continuous Monitoring and Evaluation: Implement regular assessments to evaluate the impact of educational incentives on enrolment and retention. Gathering feedback from parents, teachers, and community leaders will help refine these programs to address specific challenges families face.

Combine Incentives with Awareness Campaigns: Integrating educational incentives with community awareness programs that highlight the benefits of education could improve community commitment to schooling over child labour. This combined approach could create a more supportive ecosystem that encourages families to prioritize education.

- IV. To strengthen the impact of child labour advocacy in Penhalonga, ILO should focus on six key strategies:
 - Increase Resource Allocation:** Collaborate with national and local governments to allocate resources directly to local law enforcement for better equipment, personnel, and logistics, addressing resource constraints.
 - Expand Training for Law Enforcement:** Implement continuous training programs on child labour laws and enforcement ethics to ensure consistency and effectiveness in handling cases.
 - Foster Partnerships with Local NGOs and Community Organizations:** Partnering with local NGOs and community groups can expand monitoring reach, encouraging community involvement in reporting child labour, particularly in remote areas.
 - Establish Community-Based Monitoring Systems:** Set up monitoring systems that

engage local volunteers to support enforcement by identifying and reporting child labour practices in underserved regions. Conduct Regular Policy Evaluations: Regularly evaluate advocacy efforts with input from law enforcement, community leaders, and NGOs to track progress, adapt strategies, and address gaps. Advocate for Socioeconomic Programs: Promote socioeconomic programs to address child labour's root causes by offering families alternative income sources, making enforcement more sustainable.

5.6 Recommendation for further study

Future research could explore the long-term sustainability of ILO interventions in reducing child labour, focusing on how economic changes and evolving community dynamics affect child labour practices over time. Additionally, studies could examine the role of digital and technological solutions in enhancing monitoring and reporting mechanisms within informal mining sectors, potentially involving mobile applications or community-based digital tools. Another area of interest is the impact of ILO interventions on family income dynamics, assessing how vocational training and alternative livelihood programs for parents influence child labour rates.

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Appendix 1 Consent Guide

Dear Respondent

My name is Uwayo Fillette, a final year (Human Rights, Peace and Development) student from school of law I am carrying out a study on Analysing ILO interventions in combating child labour in Zimbabwe's mining sector. I am kindly asking you to participate in this study by answering/filling in.....

The purpose of the study is to address child labour, a critical human rights violation, and to assess the effectiveness of ILO's efforts in combating it. By analysing the ILO's interventions, this study aims to identify the gaps and challenges in their approach and provide recommendations for improvement.

In addition, the study will contribute to the development of evidence-based strategies to combat child labour in Zimbabwe's mining sector. By identifying the root causes of child labour in Penhalonga and analysing the effectiveness of ILO interventions, this study will provide valuable insights for policymakers, practitioners, and researchers. The study will also help to promote the rights and well-being of children in Penhalonga and beyond. By shedding light on the experiences of children working in the mining sector, this study will raise awareness about the importance of protecting children from exploitation and ensuring their access to education and other opportunities. Lastly, the study will add to the existing body of knowledge on child labour and its prevention. By analysing the ILO's interventions in Penhalonga, this study will provide lessons learned and best practices that can be applied to other contexts, ultimately contributing to the global effort to eliminate child labour. You were selected for the study because of experience and expertise related to the study. If you decide to participate you will be interviewed. It is expected that this will take about

20 minutes. If you decide to participate you may experience the potential risks, discomforts or harm such as Psychological Risks, Social Risks, and Privacy Risks. The study will benefit both the community and participants through empowerment, Awareness, Policy Impact as well as provide lessons learned and best practices that can be applied to other contexts, ultimately contributing to the global effort to eliminate child labour. However, participants will receive no monetary compensation for their participation, although the researcher will cover any reasonable expenses incurred by participants, such as transportation costs, associated with their involvement in interviews or Focused Group Discussions. Prior to data collection, participants will be provided with informed consent forms outlining the purpose, procedures, risks, and benefits of the study. They will have the option to withdraw from the study at any time without consequences. Researcher will ensure confidentiality by using pseudonyms or codes to anonymised participant identities during data analysis and reporting. For children involved in mining activities, special care will be taken to ensure their safety and well-being. Child protection protocols will be followed, and any concerns regarding their welfare will be reported to appropriate authorities. Participation in this study is voluntary. If participant decides not to participate in this study, their decision will not affect their future relationship with (participant's organisation or other authority) If they chose to participate, they are free to withdraw their consent and to discontinue participation without penalty. Before you sign this form, please ask any questions on any aspect of this study that is unclear to you. You may take as much time as necessary to think it over. If you have decided to participate in this study, please sign this form in the space provide below as an indication that you have read and understood the information provided above and have agreed to participate.

Name of Research Participant (please print)

Date

Signature of Research Participant or legally authorized representative

If you have any questions concerning this study or consent form beyond those answered by the researcher including questions about the research, your rights as a research participant, or if you feel that you have been treated unfairly and would like to talk to someone other than the researcher, please feel free to contact the Africa University Research Ethics Committee on telephone (020) 60075 or 60026 extension 2156 email aurec@africau.edu

Name of Researcher Uwayo Fillette

Appendix 2 Questionnaire

1. Qualification

| Advanced level and Below | Diploma | Bachelors Degree | Masters and Doctorate |
|--------------------------|---------|------------------|-----------------------|
| | | | |

2. Age

| < 25 years | 26 to 35 years | 36 to 45 years | 46 to 55 years |
|------------|----------------|----------------|----------------|
| | | | |

3. How many years of cumulative experience do you have?

| < 3 years | 3 to 5 years | 6 to 10 years | 11 to 20 years |
|-----------|--------------|---------------|----------------|
| | | | |

SECTION B

The following section contains statements about the research topic

Please indicate your choice by ticking the applicable box.

KEY:

1 - Strongly Agree

2 - Agree

3 - Neutral

4 - Disagree

5 - Strongly Disagree

Objective 1: the impact of ILO interventions on reducing child labor rates in Penhalonga's mining sector.

| Statement | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) |
|--|-----------------------|--------------|-------------|-----------|--------------------|
| ILO interventions have significantly reduced | | | | | |

| | | | | | |
|---|--|--|--|--|--|
| child labour rates in the mining sector. | | | | | |
| The enforcement of regulations against child labour has improved due to ILO interventions. | | | | | |
| ILO's monitoring programs have been effective in identifying and reducing child labour cases. | | | | | |
| The reduction in child labour rates can be directly attributed to the ILO's efforts. | | | | | |

Objective 2: the effect of ILO community awareness programs on attitudes toward child labor.

| Statement | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) |
|---|-----------------------|--------------|-------------|-----------|--------------------|
| ILO community awareness programs have changed public attitudes toward child labour. | | | | | |
| Community members now view child labour as a critical issue due to ILO's awareness efforts. | | | | | |

| | | | | | |
|---|--|--|--|--|--|
| ILO's awareness campaigns have increased community willingness to report child labour cases. | | | | | |
| There is a noticeable change in how the community perceives child labour since the ILO interventions. | | | | | |

Objective 3: the link between ILO educational incentives and increased school enrolment among former child labourers.

| Statement | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) |
|--|-----------------------|--------------|-------------|-----------|--------------------|
| ILO educational incentives have increased school enrolment among former child labourers. | | | | | |
| More former child labourers are staying in school due to ILO incentives. | | | | | |
| Parents are more likely to send their children to school as a result of ILO incentives. | | | | | |
| The educational incentives provided by ILO are effective in encouraging schooling over child labour. | | | | | |

Objective 4: the influence of ILO policy advocacy on child labour law enforcement in Penhalonga's mining sector.

| Statement | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) |
|--|-----------------------------|-----------------|----------------|--------------|-----------------------|
| ILO's policy advocacy has strengthened the enforcement of child labour laws. | | | | | |
| Law enforcement authorities are more proactive in addressing child labour due to ILO's advocacy. | | | | | |
| ILO advocacy efforts have led to better policy implementation in Penhalonga's mining sector. | | | | | |
| The existing child labour policies are more effectively enforced due to ILO's influence. | | | | | |

Appendix 3 Interview Guide

1. How would you describe the impact of ILO interventions on child labour in the mining sector in Penhalonga?
2. Are you aware of specific ILO initiatives that have targeted child labour reduction here?
3. What factors do you think have contributed most to these changes?
4. Are you aware of the ILO's community awareness programs on child labour?
5. How effective do you think these programs have been in educating the community about child labour issues?
6. How could ILO awareness programs address these factors more effectively?
7. What is your perception of the educational incentives provided by the ILO (e.g., scholarships, school supplies)?
8. How well do you think these incentives have encouraged former child labourers to enrol in school?
9. What additional support do you think families need to keep children in school?
10. How effective do you feel ILO advocacy efforts have been in strengthening child labour law enforcement?
11. Have you noticed any specific changes in how child labour laws are enforced in Penhalonga's mining sector?
12. What additional measures do you think are needed to improve the enforcement of child labour laws?

Appendix 4 Letter from College



**AFRICA
UNIVERSITY**
"Investing in Africa's Future"

A UNITED METHODIST - RELATED INSTITUTION

P.O BOX 1320, MUTARE, ZIMBABWE - TEL: (+263-02020) 60075/60026/61611/61618 - CELL: +263 712 809 487 - VOIP : +263-8688002151 - E-MAIL: ara@africau.edu - WEBSITE: www.africau.edu

ACADEMIC AFFAIRS OFFICE

September 04, 2024

TO WHOM IT MAY CONCERN

This letter serves to confirm that Fillette UWAYO student number 230519, is a student at Africa University in the School of Law. Her studies in the Master in Human Rights, Peace and Development began in August 2023 and she is expected to complete them by the 30th of June 2025. The language of instruction throughout the programme is English.

Any assistance given to her will be greatly appreciated.

Yours sincerely,



Chisedzi, W (Mr.)

Records and Scheduling Assistant, Academic Affairs

cc. Assistant Registrar, Academic Affairs

Appendix 5 Authorization Letter T/A Chedan E Mine



T/A CHEDAN E MINE

Rezende 18
Penhalonga
Cell +263 772 803 885
+263 716 239 440
+263 772 411 730

Date: 29 June 2024

Uwayo Fillette
Africa University
School Of Law Mutare
Zimbabwe

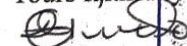
Dear Madam

RE: AUTHORIZATION FOR DATA COLLECTION

Reference is made at your letter requesting authorization to conduct Masters' degree data collection under Africa University of Zimbabwe on "**An analysis of ILO interventions in combating child labor in Zimbabwe's mining sector. The case of Penhalonga (2015-2024).**"

I am pleased to inform you that authorization is granted strictly for academic purposes and protocols are to be observed in order not to disrupt day's work.

For any assistance you may require, you are advised to contact Mr Isaac Chirendo on 0772 803 885.

Yours faithfully

Management



Appendix 6 AUREC APPROVAL



AFRICA UNIVERSITY RESEARCH ETHICS COMMITTEE (AUREC)

P.O. Box 1320 Mutare, Zimbabwe, Off Nyanga Road, Old Mutare-Tel (+263-20) 60075/60026/61611 Fax: (+263 20) 61785 Website: www.africau.edu

Ref: AU 3485/24

22 October 2024

UWAYO FILLETTE

C/O Africa University

Box 1320

MUTARE

RE: **AN ANALYSIS OF ILO INTERVENTIONS IN COMBATING CHILD LABOR IN ZIMBABWE'S MINING SECTOR. THE CASE OF PENHALONGA (2015-2024)**

Thank you for the above-titled proposal you submitted to the Africa University Research Ethics Committee for review. Please be advised that AUREC has reviewed and approved your application to conduct the above research.

The approval is based on the following.

a) Research proposal

- **APPROVAL NUMBER** AUREC 3485/24
This number should be used on all correspondences, consent forms, and appropriate document

- **AUREC MEETING DATE** NA

- **APPROVAL DATE** October 22, 2024

- **EXPIRATION DATE** October 22, 2025

- **TYPE OF MEETING:** Expedited

After the expiration date, this research may only continue upon renewal. A progress report on a standard AUREC form should be submitted a month before the expiration date for renewal purposes.

- **SERIOUS ADVERSE EVENTS** All serious problems concerning subject safety must be reported to AUREC within 3 working days on the standard AUREC form.

- **MODIFICATIONS** Prior AUREC approval is required before implementing any changes in the proposal (including changes in the consent documents)

- **TERMINATION OF STUDY** Upon termination of the study a report has to be submitted to AUREC.



Yours Faithfully

MARY CHINZOU

ASSISTANT RESEARCH OFFICER: FOR CHAIRPERSON

AFRICA UNIVERSITY RESEARCH ETHICS COMMITTEE

Appendix 7 Authorization from Ministry of Mines and Mining Development

All communication to be addressed to
The Secretary for Mines and Mining
Development

Private Bag 7709
Causeway, Zimbabwe
Telephone: 777022/9
Fax: 798774



MINISTRY OF MINES AND
MINING DEVELOPMENT
ZIMRE CENTRE
L. Takawira Street/ Kwame
Nkrumah Avenue, HARARE,
ZIMBABWE

29 October 2024

To whom it may concern

**RE: REQUEST FOR ASSISTANCE WITH DATA COLLECTION FOR MASTERS
PROGRAM BY FILLETE UWAYO ENROLLED AT AFRICA UNIVERSITY**

Please assist with data collection and access to your site for Miss Fillete Uwayo who is a Masters student enrolled at Africa University.

Miss Fillete Uwayo is conducting Masters degree data collection under Africa University on the topic "An analysis of International Labour Organisation (ILO) interventions in combating child labour in Zimbabwe's mining sector. The case of Penhalonga (2015-2024)."

The purpose of the data collection is limited to academic purposes only. Should you require further information, you may contact the Ministry of Mines and Mining development for clarity.

A handwritten signature in blue ink, appearing to read 'P. Kunaka'.

P. Kunaka

SECRETARY FOR MINES AND MINING DEVELOPMENT

Cc: Ms. S. Mpindiwa – Provincial Mining Director Manicaland Province

