National Master Plan on Elimination of Child Labour (2018-2028)

Government of Nepal

Ministry of Labour, Employment and Social Security

Singha Durbar, Kathmandu

Unofficial Translation

Introduction

The Constitution of Nepal has guaranteed every citizen the right to live with dignity. It has also guaranteed the right against exploitation by prohibiting forcing anyone to work against his/her will, to being trafficked and holding bondage or servitude. Likewise, it prohibits employing any children in factories, mines or any other such hazardous work while also guaranteeing every child the right to child-friendly (juvenile) justice. Providing special protection to vulnerable children, the Constitution itself provides policy guidelines to the Government to put an end to all forms of labour exploitation including child labour.

The Labour Act, 2017 carries the objective of ending all circumstances of labour exploitation and prohibits employing any child in work against the law. Child Labour (prohibition and regulation) Act, 2000 has also prohibited employment of underage children as labourer.

Various initiatives taken in the past for protection of child rights and elimination of child labour has brought about many improvements in this sector. The first National Master Plan on Child Labour (2004 - 2014) was formulated and implemented with the mission of eliminating child labour in the country. This led to a decline in the number of child labourers as well as set an important foundation for the elimination of child labour. However, complete elimination of child labour continues to remain challenging. As a result, in the context of ensuring child rights, realizing the vision of the Constitution of Nepal of a child labour-free society, and to enforce the prevalent policy and legal measures, and fulfill the national, regional and international commitments made in this regard, efforts needs to be taken in a planned manner along with a concrete action plan. Accordingly, the Sustainable Development Goal, situation and guidelines (2016-2030) of Nepal outline the goal to end all forms of child labour.

In this context, this National Master Plan on Child Labour has been formulated and enforced with the strategies of institutional capacity enhancement to mainstream the agenda of child labour elimination in the Government of Nepal's policy, laws and programmes and building favourable environment to eliminate child labour. This will be done through social rehabilitation and integration by running directly targeted programmes based on collaboration and partnership among the stakeholders.

The task of child labour elimination is very challenging. Though the Ministry of Labour, Employment and Social Security takes the lead and the major responsibility in implementing this master plan, the ~~lone~~ effort of the Ministry is near impossible for its successful and effective implementation. For this, coordination and collaboration among the various ministries, including the government agencies, development partners, civil society, non-government and private sector and the academic sector is essential. The alertness and active contribution of all civil and community organizations is very important for child labour elimination. Hence, continuous support from all concerned stakeholders is expected for the implementation of this National Master Plan.

Ministry of Labour, Employment and Social Security
Singha Durbar, Kathmandu
July 2018

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Annex

Second National Master Plan on Elimination of Child Labour NMP-II (2018 - 2028)

1. Background

Child labour is not only violation of human rights but also a social crime and a curse to human civilization. A society cannot be considered as civilized, developed or modern until the practice of child labour continues to exist. Child labour does not only violate the children's fundamental right to childhood but also pushes their future towards darkness. Child labour is an exploitation of labour as well as a harmful practice that infringes the talent of children, who are the foundation of the nation. As a result, elimination of child labour is an important duty of the government and providing every possible support to it is also the responsibility of a modern civilized society.

The Convention on the Right of the Child endorsed by the UN General Assembly in 1989 guarantees children's right to special care and support. Emphasis has also been laid in the Convention on the need for proper family environment for their overall personality development. The Preamble of the Convention mentions that children need to be provided with appropriate security and care, as well as legal protection as they are not physically and mentally mature.

This Master Plan has been developed by also including the national and international commitments to put an end to all kinds of exploitation by guaranteeing the rights of the child envisaged in the Constitution of Nepal. Considering the situation whereby child labour has declined significantly in the formal sector as a result of the previous initiatives, there is a need to address informal sector, use of cross border and migrant child labour, and the forced labour, trafficking, violence and sexual exploitation seen in children. This Master Plan is based on implementable policies including concrete strategies and programmes for elimination of child labour following good practices and learning of the past. It also aims to contribute to the building of a civilized and prosperous nation by addressing the changing dimensions of child labour through intervention of the state in the supply side of child labour. The conceptual framework of the master plan is included in Schedule 1.

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The Government of Nepal has been making continuous efforts to fully eliminate child labour and build a child labour-free, civilized and modern society. A ten-year-old Master Plan for 2004 to 2014 had been formulated in an effort to eliminate child labour. Though the first National Master Plan did not yield results as expected, it built an important foundation for elimination of child labour. The second National Master Plan (2018 - 2028) (NMP-II) has been formulated also considering the learning of the previous Master Plan.

2. Situation of Child Labour

(a) Global Situation of Child Labour

According to the Global Estimates of Child Labour, Results and Trends, 2012-2016 Report, 2017 of the International Labour Organization, the number of child labourers in the world stands at 152 million. Among them, 73 million children are directly involved in hazardous occupations that are detrimental to their health, security and moral development. The number of child workers in the Asia Pacific region is 62 million. Accordingly, millions of children around the world are still working as child labour. Despite continuous efforts and initiatives, child labour, seems to take time to completely eliminate from the world.

(b) Child Labour in Nepal

The report on child labour published by the Central Bureau of Statistics (based on the dataset of the Nepal Labour Force Survey, 2008) and the International Labour Organization, shows that the problem of child labour is becoming complex on one end while it also shows that the proportion of some forms (especially between 5 to 14 years) of child labour are on the decline on the other. According to the Multiple Indicator Cluster Survey-2014 published by the Central Bureau of Statistics, 37.4 per cent of children between 5 to 17 years of age are found to have been involved in child labour. The updated data on child labour published by the government authorities are rarely available. The Central Bureau of Statistics has begun the third Nepal Labour Force Survey that is expected to update a fresh child labour data soon.

Child labour is found to be decreasing in sectors like carpet industries and stone quarry. But child labour is found to be increasing in street vending business, motorcycle and bicycle repair, goods transportation, domestic work, porter, smuggling of goods in the indo-Nepal border, hand-embroidery etc. The incidence of child labour is increasing due to poverty, political instability, unemployment, under-employment and the pressure of population in the urban sector. Child labour has not decreased as expected due to low effectiveness of government and non-government organizations on child rights protection and failure of expected reforms on social practices. Increased migration to urban cities has led to an increase in supply of child labour for economic reasons. Likewise, the use of children is also still found to be significant in worst and exploitative forms. In this manner, the overall situation of child labour does not show any expected progress.

(c) Sustainable Development Goals

The United Nations has determined sustainable development goals to be fulfilled by coming 2030. Among the goals, the eighth goal is to eliminate child labour under "Promotion of Inclusive and sustainable economic growth, employment and decent work for all." The Seventh target of this goals states that "Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms." As a member of the United Nations, as it is expedient that Nepal adopts all means to fulfill this goal, and this National Master Plan has been formulated to contribute to it.

(d) Provisions related to child labour elimination in Periodic plan

The thirteenth periodic plan (2070/71-2072/73) had adopted a policy to eliminate all forms of child labour. Likewise, the working policy of the plan read "Programmes shall be organized for rescue and rehabilitation of the child labour in the worst forms, while policies, laws and programmes related to child labour shall be reformed." Accordingly, the plan also committed to formulate and implement a new master plan for the elimination of child labour.

Point no. 3 of the Labour and employment strategy in the Fourteenth Plan (2073/74-2075/76) states that "rights of workers shall be protected and good labour relations established" and the work plan reads "policies, laws and programmes related to child labour shall be reformed and rescue and rehabilitation programmes of the child labour in the worst forms shall be carried out." These provisions mentioned in the periodic plan have been considered as the main foundation of the NMP-II.

(e) Constitutional and Legal provisions

The Constitution of Nepal has guaranteed every citizen the right to live with dignity. It has also guaranteed the right against exploitation by banning anyone to work against his/her will, to being trafficked and to be in bondage or servitude. Likewise, it prohibits employing any children in factories, mines or any other such hazardous work while also guaranteeing every child the right to child-friendly (juvenile) justice. Providing special protection to vulnerable children, it gives policy guidelines to the government to put an end to all forms of labour exploitation including child labour. The Labour Act, 2017 carries the objective of ending all forms of labour exploitation and prohibits employing any child in work against the law. Child Labour (prohibition and regulation) Act, 2000 has also prohibited employment of underage children as labourer.

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3. Need and rationale of the Master Plan

In the context where Nepal has ratified the ILO Convention no. 182 on worst forms of Child Labour, an organized initiative is essential for elimination of child labour so as to put that into practice. The fourteenth plan and the programmes and projects carried out by the line ministries are contributing, to some extent, to eliminate child labour. But, as expected achievement would be difficult through such scattered initiatives, the expected outcome could be achieved only if such initiatives are carried out in a coordinated, integrated and uniform manner.

This Master Plan is expected to maintain uniformity with projects and programmes carried out directly and indirectly for the elimination of child labour and protection of child rights, and maintain coordinated and uniform relations with the policy, programme and projects determined for elimination of child labour. This Master Plan has also been formulated as planned efforts are essential to be made continuously in order to make the nation child-labour free by eliminating child labour within the set timeline.

4. Objective of the Master Plan

To make Nepal free of child labor by fully eliminating all forms of child labour from the country.

5. Target of the Master Plan

a. Eliminate worst and exploitative forms of child labour by 2021 by adopting, amending or reforming the policies, strategies and laws that are essential for it.

b. Eliminate all forms of child labour by 2024, enhancing the institutional capacity of stakeholders in the public and social mechanism and structures. Likewise, it aims to form, mobilize and empower networks and coordination structures of stakeholders and target groups by providing support on social reintegration and financial alternatives to the target group. It also intends to implement the targeted partnership programme for elimination of child labour elimination as a campaign.

6. Target group

All the children that fall and are likely to fall under the ambit of child labour as per Clause 3 of the Child Labour (Prohibition and Regulation) Act, 2000 have been targeted by this Master Plan. As a result, all children who are involved in all forms of child labour are the direct beneficiary group of this Master Plan. Likewise, the children at risk of child labour and the family of the children in child labour also fall under the target group of the Master Plan.

All forms of child labour in every location including the child labour as defined by ILO Convention no 138 and worst forms of labour as defined by Convention 182 and the child labor of 5 to 17 years of age group in the formal and informal sector have been targeted by this Master Plan.

Giving special consideration to the children who have been trafficked and smuggled, and taking note of the recommendations of the stakeholders and the priorities identified in the previous national Master Plan, this Master Plan has identified the following child labour as the specific target group with the possibility of the Government of Nepal making changes or modifications to it by publishing a notice in the gazette.

1. Domestic child labour,
2. Child porter,
3. Agriculture child labour,
4. Child labour involved in drug peddling, trafficking and smuggling,
5. Sewing child labour,
6. Child labour in brick kilns,
7. Child labour in mines,
8. Child labour in entertainment sector (including sexual exploitation),
9. Child labour in transportation sector,
10. Child labour involved in hand embroidery,
11. Child labour outbound to neighbouring countries,
12. Child labour in mechanical or chemical sector,
13. Child labour involved in begging,
14. Child labour involved in street vending,
15. Child labour collecting herbs,
16. Child labour in physical infrastructure sector, and
17. Child labour in Hotel Restaurant sector.

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The Master Plan aims to promote decent work concept for reducing the dependency on children's work and child labour. It will target to the children who are involved or are vulnerable to child labour, as well as to their families and employers and to all the workers.

7. Strategies of the Master Plan

This Master Plan adopts four major strategies to achieve the mission of eliminating all kinds of child labour by 2024and has identified the expected outcome and the activities to be carried out to achieve it. The objectives, strategies, outcomes and monitoring indictors of the Master Plan are mentioned in Schedule 2.

Strategy 1- To reform policies, laws and institutional measures related to child labour elimination, and implement them effectively.

Make amendments to all national policies and legislation and, if necessary, formulate new policies and legislations on the basis of a comprehensive and practical study and research for child labour elimination, and develop structures accordingly. Carry out necessary policies and legal reforms by 2018/19. Mainstream the agencies and institutions responsible for child labour elimination in child labour elimination work, and make them fully accountable towards it.

Strategy 2 – To enhance the capacity of stakeholders on child labour elimination.

Build a strong and favourable atmosphere for child labour elimination by carrying out institutional and structural reforms of the government, non-government, private and social organizations and foundations, child clubs and social institutions working to eliminate child labour and programmes for capacity building of the human resource. Such capacity building programme shall also include the indirect beneficiary group. Though the capacity building programme will be carried out continuously, it shall be carried out intensively from the beginning of the master plan to basically the fourth year (2021).

Strategy 3- To carry out regular search, monitoring, rescue and rehabilitation of the children who are in child labour.

Carry out regular monitoring to identify the state of the children who in child labour and vulnerable to child labour in the rural and urban sectors, and free them from child labour by rescuing them from such a situation and rehabilitating to the family and society. Identify the children who are at risk of entering in to child labour and run preventive and defensive programmes for them. Build inspection and monitoring structures at all provinces and local level, by providing short-term and long-term service for rehabilitation. Establish child rehabilitation centres in all the local levels of the country.

Strategy 4- To provide necessary support through directly targeted programmes to the children vulnerable to child labour and their families.

Identify the families who are forced to send their children for child labour due to economic and social reasons, and run targeted programmes to provide appropriate alternatives to such families. Focus the targeted programme basically on education, skills development, alternative livelihood options etc. Run awareness-raising programmes targeting the families who are behind the mainstream of development. Such targeted programmes shall be carried out until child labour is fully eliminated.

Strategy 5- To establish and run partnership, coordination and networking among the stakeholders.

Establish formal and informal networks; organize collaboration programmes effectively to maintain coordination and understanding among the agencies and organizations working for child labour elimination.

8. Implementation Structure

The Child labour (prohibition and regulation) Act, 2000 Clause 23 provides for "child labour elimination committee". This committee chaired by the Secretary at the Ministry of Labour, Employment and Social Security will have the major responsibility of implementing the second Child labour Elimination Master Plan. Representatives of civil society, non-government organization, international community and organizations working in the field of child rights protection may also be invited to the committee. The committee will work to implement the master plan, coordinate with government and non-government organizations, manage and coordinate resources, run public awareness raising programmes, carry out its monitoring and evaluation, and prepare a national report on child labour. The committee may constitute a sub-committee to carry out monitoring and evaluation of the implementation of the master plan.

The Unit under the Ministry of Labour, Employment and Social Security overseeing child labour shall be strengthened and given the responsibility to coordinate with agencies responsible for the implementation of this Master Plan. This unit shall also serve as the Secretariat of the Committee and the focal point.

Likewise, child labour elimination focal points along with specific mandate and guidelines may be established in other concerned ministries of the Government of Nepal. The implementation structure of this Master Plan shall be as mentioned in Schedule 3.

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9. Implementation procedure and time period

For implementation of the master plan, the Ministry of Labour, Employment and Social Security shall develop a separate action plan and implement it effectively. The master plan will come into effect from 15th July 2018 to 14th July 2028. The implementation of the master plan shall take place as follows:

(a) Policy and legal measures as per Strategy 1 to be completed by fiscal year 2018/19.

(b) The works as per Strategy 2 will be a continuous action but the major works will be completed by 2019.

(c) The work of regular search, monitoring, rescue and rehabilitation of the child in child labor as per Strategy 3 shall begin from the commencement of the implementation of the master plan and continue until the problem of child labour continues to exist.

(d) The programme of providing necessary support to the families of the children who are vulnerable to child labour shall be a continuous action through the direct targeted programme as per Strategy (4). The socio-economic condition as well as livelihood of such household is expected to improve by 2028.

(e) Soon after the endorsement of the master plan, a coordination network and necessary structures of the stakeholders and interest groups will be formed as per Strategy 5.

A report including updated database of vulnerable children and progress of the Master Plan shall be developed by Mid July, 2028.

10. Responsible agency, expected responsibilities and roles

Cooperation and commitments from all levels of government, non-government and social organizations are essential for successful implementation of the Master Plan. For this, the expected responsibilities and role of the stakeholders are mentioned in Schedule 4.

a. Federal Level

The major responsibility of implementing the master plan will be that of the Ministry of Labour, Employment and Social Security. The ministries to be directly involved in the implementation of the master plan are Ministry of Women, Children and Senior Citizens; Ministry of Education, Science and Technology; Ministry of Federal Affairs and General Administration; Ministry of Health and Population, Ministry of Communications and Information Technology; Ministry of Foreign Affairs; Ministry of Agriculture and Livestock Development, Ministry of Land Management, Cooperatives and Poverty Alleviation. In addition, the central bodies also include National Human Rights Commission, National Planning Commission and Central Child Welfare Board.

The federal level agencies shall mainstream the issue of child labour elimination in their policies, laws and programmes, and make them child-friendly. These agencies will give priority to child labour elimination and support the implementation of the master plan while formulating and implementing their respective programmes.

b. Provincial level

The provincial government shall also have important responsibility and role in eliminating child labour. For successful implementation of the Master Plan, the concerned ministry of the province will carry out monitoring and effective implementation of the policy directives and the code of conduct relating to elimination of child labour. At the provincial level, policy, legal and institutional measures can be taken as required to child labour elimination, without contradicting with the national policies and legislation related to child labour elimination.

c. Local Level

The responsibility and role of the local level in the implementation of the master plan will be significant. It will be responsibility of the local level to monitor whether child labour is present from households to industries, run child labour elimination programmes and enhance awareness at the local level. As the possibility of supplying child labour is higher from the rural areas, the task of checking the supply shall be carried out by the rural municipalities while the major responsibility of prohibiting and prevention of child labour will be that of the rural municipalities and municipalities as generally it is the urban areas where child labour is consumed.

d. Civil society, non-government organization, media and academic sectors

In relation to child labour elimination, the civil society, non-government organization and the media will raise awareness. They will help rescuing child labour in coordination with the government agencies and also provide psychosocial counseling to these children. This sector will also be made responsible for social mobilization, child labour identification and facilitating reporting, as well as serving as a contact point between the society and the government. Likewise, the academic sector shall be mobilized to conduct studies and research for child labour elimination.

e) Business and private sector

The business and private sector also have an important role in child labour elimination. As it is also the sector that demands child labour, it has a significant role in eliminating child labour. Expressing commitment to end child labour, rehabilitating those who are identified working in the workplaces and providing alternative employment opportunities for the child labour survivors and their families is also expected from this sector. This sector can also work to support the government in implementing the master plan and activating the networks established for elimination of child labour.

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f. Trade union

In eliminating child labour, Trade Unions play the role of identifying child labour in the formal sector. They will also remain active for immediate rescue and rehabilitate in case there is child labour and taking initiative to provide employment to the families of child labour. As the trade union can effectively play the role of a mediator between the business, trade and industrial sector and the society, they shall be mobilized in such roles.

11. Information Dissemination

Information dissemination programme shall be carried out effectively in order to inform the public about this Master Plan, make all sides involved in the implementation of the master plan responsible and accountable and to reach the information about the child labour elimination programmes to all. Under this programmes like information dissemination, knowledge management, basic data management, resource centre management shall be formulated and enforced.

12. Gender Equality and Social Inclusion

Following the policy adopted by the Government of Nepal, this Master Plan shall fully respect gender equality and social inclusion. This policy shall be developed and implemented as an indicator in the child labour elimination project and programmes.

13. Resource management

The resources essential for the implementation of this Master Plan shall be managed by the Government of Nepal in coordination with all concerned sides. For this, support of the development partners shall also be mobilized as required. The Child Labour Elimination Fund as per Clause 24 of the Child Labour (prohibition and regulation) Act, 2000 may also be utilized for implementation of this master plan. To implement the aforementioned programme and activities of the Master Plan, the Ministry of Labour, Employment and Social Security, as well as the thematic ministries shall present annual budget estimates as per their respective work responsibilities. The Finance Ministry shall provide the budget also on the basis of this.

14. Expected outcomes

Following the implementation of the Master Plan, it is expected that all kinds of child labour shall be eliminated from the Nepali society. This is expected to deliver the following outcomes:

(1) For building a child labour free society as envisaged by the Constitution of Nepal, favourable changes will be experienced in the social practices related to child labour and the trend of sending children to child labour shall end.

(2) Children in child labour shall be socially and economically integrated into the society. As a result, they will be free from child labour.

(3) The national and international commitments related to child labour shall be fulfilled and Nepal's pride enhanced at the international level.

(4) Ultimately, Nepal will become a child labour eliminated country.

15. Potential risks, its impacts and risk mitigation measures

Some of the risks likely in course of implementation of the Master Plan have been identified in Schedule 5. In order to mitigate the risks as mentioned attention has been given to the practicality of the strategy and outcome, simplification of implementation structure and specialization of role and responsibilities. Despite this, as potential risks cannot be fully ignored, the possible risks have been analyzed and mitigation measures identified. Risks are likely in formulation of legislation, resource mobilization, activeness and effectiveness of the concerned institutional mechanism, the commitment of the business sector and other concerned agencies. It is expected that the potential risks of social customs and practices would be identified on time and its impact mitigated.

16. Monitoring, evaluation and reporting system

A provision shall be made to carry out continuous monitoring and evaluation of the implementation of the Master Plan as mentioned in Schedule 6, and a report to be prepared in every financial year. The major responsibility of carrying out an objective monitoring and evaluation of the Master Plan and prepared a report on it lies with the Child Labour Elimination Committee. Project or programmatic monitoring and evaluation of the projects or programmes under the Master Plan as well as overall monitoring and evaluation shall be carried out. An organized and objective system along with indicators shall be established for developing the implementation structure of the Master Plan formulate and implement projects and carrying out implementation, monitoring and evaluation. For this, the child labour elimination committee shall, with participation of the government, non-government and private sectors, develop guidelines including the indicator, methodology, process and reporting system for the monitoring, evaluation and reporting system.

These guidelines shall also include matters related to regular study, monitoring and inspection, review related to child labour elimination and matters related to development of a system of independent evaluation by the third party. Based on the guidelines monitoring, evaluation shall be carried out while periodic reports shall be prepared.

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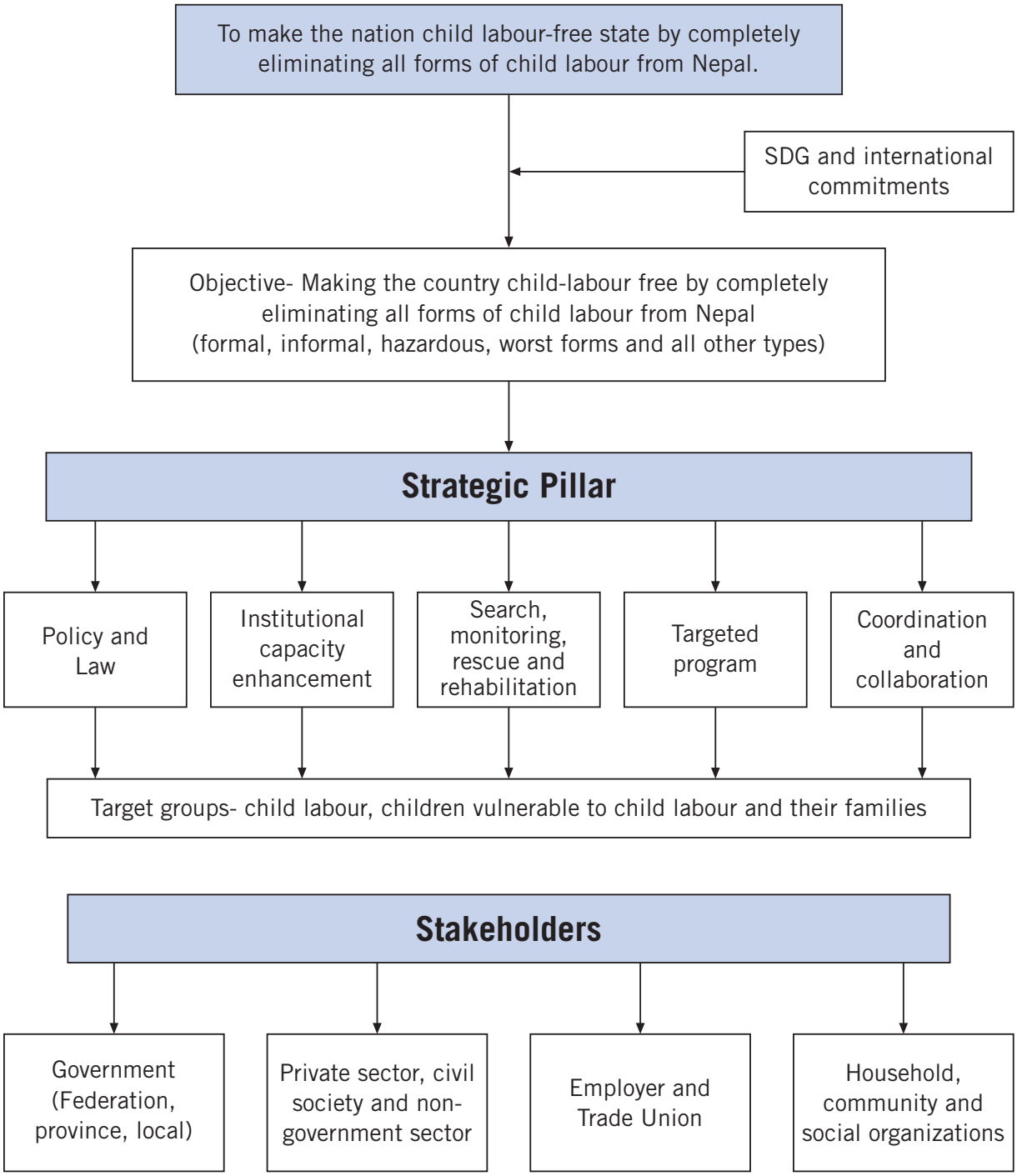
Schedule 1

Schedule 1

Conceptual framework of National Master Plan on Elimination of child labour



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Schedule 2

Objective, strategy, outcome and monitoring indicators of the National Master Plan on Child Labour Elimination

Objective: To make Nepal child labour-free State by completing eliminating child labour from the country.

- **Target**
  a. Eliminate worst and exploitative forms of child labour by 2021
  b. Eliminate all kinds of child labour by 2024

Strategy	Outcome	Monitoring Indicator
Strategy 1- To make policy, legal and institutional reforms concerning child labour elimination.	**Outcome 1.1** – Child labour related policy and legislation will have been reviewed, amended or new policies will be formulated.	• Number of child labour related policy and legislation.
	Outcome 1.2 - Essential institutional structures and human resources will be in place.	• Provisions of institutional structure, budget, resources and human resource of all three levels.
	Outcome 1.3 - Disaggregated data and information related to child labour will be available and used.	• Database related to child labour • Publications of concerned agencies.
Strategy 2 - To build capacity of stakeholders related to child labour elimination.	**Outcome 2.1** - Capacity of government agencies and concerned stakeholders at all three levels will have been enhanced and implementation of master plan will be effective.	• Action plan for child labour elimination of all three levels of government • Annual progress report of the concerned stakeholder
Strategy 3 - Regular search, monitoring, rescue and rehabilitation of children in child labour.	**Outcome 3.1** - Child labourers in various sectors will have been identified and searched, and their situation ascertained.	• Data and information about the identified child labour. • Monitoring and evaluation report
	Outcome 3.2 - The ascertained child labourers will have been rescued and rehabilitated to their family and society.	• School report, Number and percentage of students' enrollment and continuity in school. • Number of children rehabilitated in the family and society.

	Outcome 3.3 - Local level and districts will have been declared child labour-free based on set criteria (standards).	• National standard on declaration of child labour free. • Number of monitoring and inspection from the province and local level, and reports. • No of local level and districts declared child labour-free.
	Outcome 3.4 - Regular monitoring will have been carried out in the formal or informal sectors, and the guilty punished as per the law.	• Monitoring and evaluation report. • Number of punishments.
Strategy 4 - Provide preventive programmes and necessary support to the children vulnerable to child labour and their families through directly targeted programmes.	**Outcome 4.1** - Awareness related to child labour elimination will have been enhanced in the targeted families.	• Number of public awareness programmes • Number of benefitted households.
	Outcome 4.2 - The needs of child labour with special circumstances will have been identified and programmes organized accordingly to fulfill their needs.	• Number of specially targeted programmes. • Number of child labour in special circumstance.
	Outcome 4.3 - Child labour with special circumstances will be gradually decreased.	• Number of child labourers. • Survey report related to child labour
	Outcome 4.4 - Children will have developed a psychology against child labour.	• Number of children received psychosocial service.
Strategy 5 - Establishment and operation of collaboration, coordination and networking among the stakeholders.	**Outcome 5.1** - Coordination structure and networks of stakeholders working for child labour elimination to have been formed and mobilized.	• List and details related to social networks. • Evaluation reports. • Network operation guidelines.
	Outcome 5.2 - National Standards of mobilization of social networks to have been determined.	• Guidelines and procedures related to social networking. • Progress report. • Overall progress report on child labour.
	Outcome 5.3 - Partnership programmes among the network members to be identified and the programmes carried out in a coordinated manner and without duplication.	• Reports and documents • Overall evaluation report.

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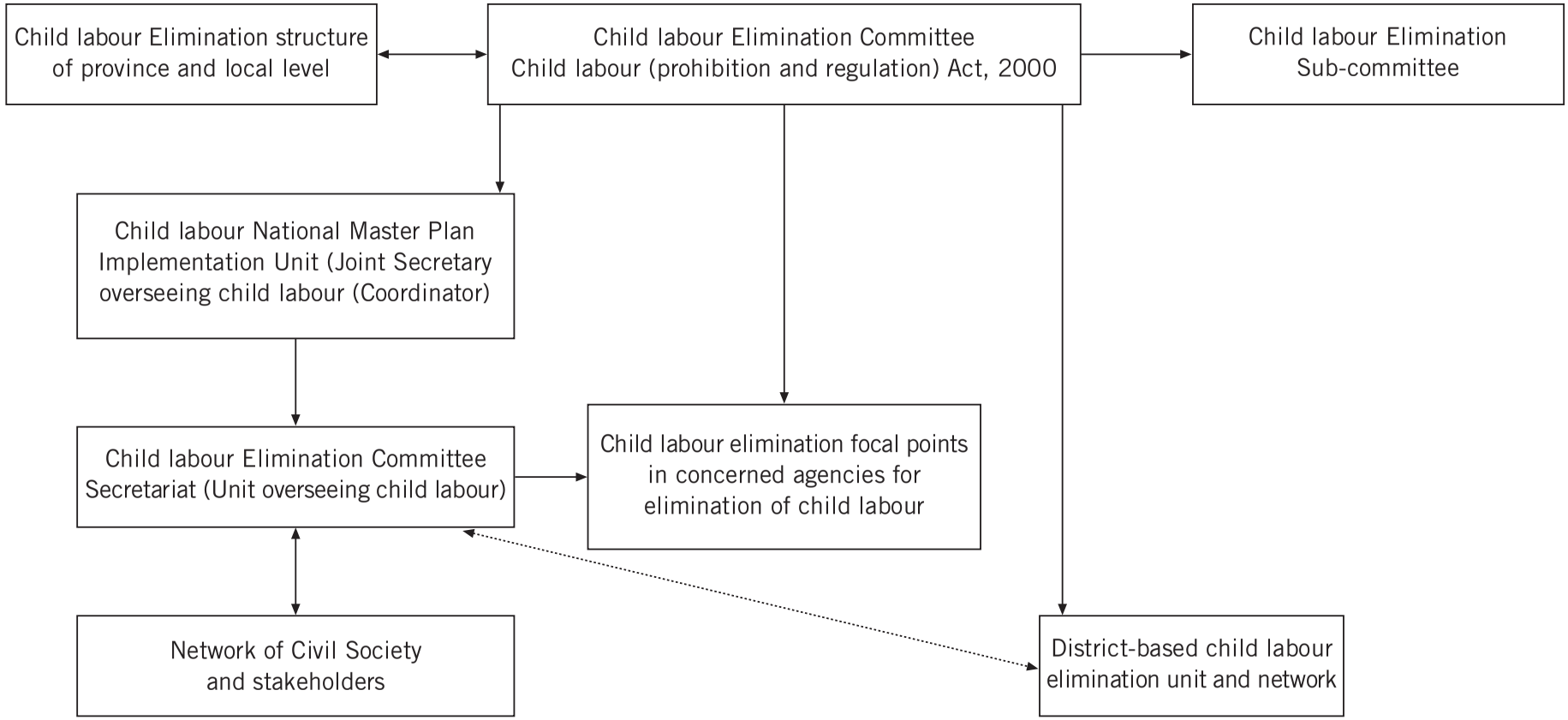
Schedule 3

Schedule-3

Implementation Structure of Child Labour National Master Plan



Schedule 4

Schedule-4

Expected responsibility and role of the government, non-government agencies in the implementation of the Master Plan

S.No.	Agency	Expected role and responsibilities
a. Federal Level		
1.	Ministry of Labour, Employment and Social Security	• Lead the implementation of the Master Plan and assume the overall responsibility. • Formulate and Implement Master Plan Implementation Action Plan. • Coordinate with government and partners to manage funds. • Develop necessary laws and standards for child labour elimination and implement it, cause to implement it. • Maintain necessary coordination between all three levels of government and other agencies. • Ensure that all forms of child labour is eliminated by 2024
2.	Ministry of Women, Children and Elderly Citizens	• Review the Act, regulations, policy and programmes related to children to eliminate child labour as per this Master Plan. • Give priority to child labour elimination while formulating programmes focused on children. • Show activeness in implementing programmes related to child labour elimination. • Motivate agencies/bodies under the Ministry for child labour elimination. • Mobilize District Child Welfare Board for elimination of child labour.
3.	Ministry of Education, Science and Technology	• Run programmes to enroll all the children in child labour in schools and give continuity to their studies. • Implement fundamental rights related to mandatory and free education and create an atmosphere where all children go to school.

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		• Run special scholarship programme targeted for child labour and children vulnerable to child labour. • Participate in the National Steering Committee and show activeness in implementation. • Provide informal education and skills oriented training as required to children involved in child labour by considering their age and ability.
4.	Ministry of Federal Affairs and General Administration	• While coordinating during formulation and implementation of policy, plan and programmes related to local development, support the target of child labour elimination. • Run programmes targeted on children involved in child labour, the families of the vulnerable children and the child labour vulnerable communities. • Encourage generation of decent employment for parents of the child labour vulnerable communities. • Take initiative to make the local level child-friendly. • Develop and implement code of conduct or similar tools related to child labour elimination at the local level.
5.	Ministry of Health and Population	• Ensure easy access to health services to facilitate rehabilitation of child labour. • Provide necessary service and support to children who have suffered occupational sexual exploitation. • Take initiative to provide health services as required to the children in child labour.
6.	Ministry of Communications and Information Technology	• Give priority to disseminate information on issues related to child labour elimination. • Collaborate with the media sector to enhance public awareness and bring behavioral change. • Include provisions of child labour elimination in the communications policy.
7.	Ministry of Foreign Affairs	• Mobilize the concerned Nepali mission abroad to rehabilitate children who have been trafficked and smuggled, and to address issues related to legal matters, documentation and compensation as required. • Carry out necessary coordination for implementation of the international conventions and treaties related to child labour.

8.	Ministry of Agriculture and livestock development	• Give priority to mitigate the problems of the families of children who are in child labour. • Take necessary steps to make the agriculture free of child labour.
9.	Ministry of Land Management, Cooperatives and poverty alleviation	• Run programmes targeted on children in compulsive (mandatory) labour and their families. • Include child labour elimination programmes in the programmes focused on poverty alleviation. • Become committed to child labour elimination, and formulate and run programmes to support it.
10.	National Planning Commission	• Ensure sufficient programmes related to child labour elimination in the periodic and annual programmes. • Prepare or cause to prepare an annual report including the programmes approved for child labour elimination, their status and achievements during the period of this Master Plan. • Include the provision of child labour elimination in the guidelines of plan and programmes. • Compile and published updated data about the situation of child labour in Nepal in coordination with concerned agencies.
11.	National Human Rights Commission	• Give priority to protection of child rights and child labour issues, and include them in the annual report.
12.	Nepal Police	• Carry out effective investigation of the incidents of child who have been trafficked and smuggled, and the cases related to child labour. • Rescue the children who are in child labour and sent the case for prosecution. • Ensure that the children who have been trafficked and smuggled or fallen into commercial sexual exploitation due to other reasons are rescued and sent to the concerned agencies with proper care. • Include child labour elimination programme in the awareness-related programme of Nepal Police.
13.	District Administration Office	• Maintain coordination among the government agencies responsible to investigate and prosecute offenses related to child labour. • Implement, cause to implement the verdicts of the judiciary for elimination of child labour. • Carry out other tasks related to child labour elimination.

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14.	Central Child Welfare Board	• Make Institutional capacity development to strengthen the child protection system to prohibit the entry of children in child labour. • Implement protection, development and welfare programmes related to children.
b. Provincial Level		
15.	Provincial government	• Based on the national policy, legislation and standards formulated by the Government of Nepal, formulate, implement and regulate provincial level policy, strategy, law and standards in coordination with the local level. • Coordinate programmes run by provincial level government and non-government offices. • Mobilize resources and expertise in the province. • Establish and activate necessary networks for child labour elimination.
16.	Provincial offices	• Run child labour elimination programmes. • Regulate rules and legislation related to child labour.
17.	Provincial structure and other province-level institutions	• Province-level social, political and private sector to support the work of child labour elimination. • Province-level civil society, media sector, private sector and all other sectors to internalize the goal of eliminating child labour and operate their work, transaction and business accordingly.
c. District / Local Level		
18.	District Coordination Committee	• Coordinate programmes related to child labour elimination. • Carry out necessary coordination in order to run child labour elimination activities at the local level.
19.	Labour and Employment Office	• Workplace monitoring and inspection. • Investigate child labour cases and send for prosecution. • Carry out other tasks as per the prevalent law.

20.	District Child Welfare Board	• Identify and coordinate measures to address child labour at the district level. • Dispatch child labour related data regularly to the specified agency
21.	Rural municipality and municipality	• Identify child labour in the village and municipal area, and support for rehabilitation. • Take initiative to rescue vulnerable children. • Run village and municipal-level awareness campaign and publicity for child labour elimination. • Update and maintain data related to child labour. • Declare rural municipality and municipalities' child labour-free.
d. Civil society and Non-government sector		
22.	National and local media sector	• Disseminate information regularly for child labour elimination. • Give priority to child labour elimination while disseminating news or information. • Disseminate information related to child labour elimination under public interest.
23.	Non-government organizations	• Coordination with government for implementation of Master Plan. • Carry out social mobilization for child labour elimination. • Support works like identification, rescue and rehabilitation of child labour. • Facilitate delivery of basic services like shelter, legal service.
24.	Civil Society	• Bring social awareness for protection of child rights and elimination of child labour, and create a mandate against child labour in the community. • Reach the issues related to child labour to the government agencies. • Take the lead in developing and disseminating a common understanding against child labour.

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		• Provide intellectual recommendation and suggestions against child labour to the government, State and society and generate appropriate pressure. • Advocate for reforms of legal relating to child labour, disseminate information. • Identify the child labour and children vulnerable to child labour, and take the initiative to provide them legal aid.
25.	Other mechanisms related to child protection	• Support the government and concerned agency for protection of vulnerable children in various sectors and monitor the children within the assigned standards. • Identify children in child labour and take initiative with the concerned agency for their rehabilitation. • Provide counseling in order to raise the morale of the children and strengthen their mental situation. • Collaborate and cooperate with government agencies and other mechanism.
e. Business and Private Sector		
26.	Private or business sector (employer)	• Making public commitment to not employ and use child labour. • Support rehabilitation in the society if child labour has been employed. • Provide employment and livelihood options for the victims of child labour. • Support the implementation of the Master Plan. • Fully adhere to the policy, acts, legislation and standards related to child labour elimination and make members of one's sector to follow it. • Adopt academic and professional measures to enhance public awareness about child labour in the society.
27.	Trade Union	• Mobilize Union members to eliminate child labour. • Not employ child labour and if yes, rehabilitate them.

28.	Academic sector (university, college, school etc.)	• Carry out study and research for enhancing knowledge and awareness for elimination of child labour. • Take initiative to include issues related to child labour elimination in the academic curriculum.
f. Society		
29.	Child Club	• Enhance awareness for child labour elimination in the home, family and community, and motivate and alert peers to protect themselves from child labour. • Inform children in one's access to alert them about the constitutional right against child labour. • Inform the concerned agency if anyone is found to have employed child labour or if any children are vulnerable to child labour in one's area.
30.	Society and social institutions	• Develop a custom of taking child labour as a social crime and human exploitation. • Provide support to the programmes on child labour elimination run by the government and non-government agencies. • Aware the families vulnerable to child labour and if necessary take them to the contact of the concerned bodies. • No house, family, community in the society to employ child labour, and if anyone has employed then properly rehabilitate them and integrate them to the society.

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Schedue-5

Potential risks, impact and Risk Mitigation Measures

S.No.	Implementation Risk	Potential	Impact	Mitigation measures
1.	The matter of formulation and amendment of laws related to child labour elimination not being able to get high priority.	Low	High	• Make necessary coordination on time for formulation or amendment to the law.
2.	The activeness of the Child Labour Elimination Committee is not as much as expected.	Low	High	• Making it active by holding regular meetings as provided in the law, running programmes as per the work responsibilities of the concerned agency and forming Sub-committees as required.
3.	Funds essential for implementation of Master Plan is not available as expected.	Medium	High	• The Ministry of Labour, Employment and Social Security to hold discussion and collaboration with the Finance Ministry and the National Planning Commission, and generate sufficient funds. • Receive funds by finalizing programmes as multi-year project. • Take initiative to garner funds from develop partners.
4.	Lack of expected commitment and activeness on part of the employers to eliminate child labour.	Medium	Medium	• Make the organizations affiliated with the industry and commerce sector and the Federation more responsible. • Make maximum effort to mobilize non-government organizations. • Encourage every sector to develop and follow code of conduct relating to child labour elimination in their respective sector. • Promote the social corporate responsibility of the private and business sector, and mobilize them in child labour elimination.

5.	Failure of expected progress in the socio-economic sector leading to increased vulnerability to child labour.	Medium	Medium	• Link the implementation of the Master Plan with employment promotion programmes.
6.	Change in social customs and practices and improvement in the tendency of families to depend on income from child labour takes time.	Medium	Medium	• Give special attention to public awareness programmes to change the social customs and practices. • Give attention to increasing the participation of the community and society in order to make their role effective in the implementation of the Master Plan. • Expand awareness-oriented programmes in the remote areas.

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Schedule - 6

Monitoring, Evaluation and Reporting System

S.No.	Agency	Monitoring	Evaluation	Reporting
1.	Ministry of Labour, Employment and Social Security	Include the regular monitoring programme of the Master Plan in the regular monitoring work of the Ministry. Carry out regular monitoring of the programmes run as per the Master Plan.	While carrying out the regular monitoring of the development programme, the Ministry to include programme that identify the progress made and reform measures to be adopted in the future as per this Master Plan. Submit evaluation report to the Ministerial-level problem resolution committee.	Prepare and make public report on the programme and progress of the Master Plan.
2.	Child labour Elimination Committee	Develop monitoring indicator of the project or programme related to the Master Plan and carry out regular monitoring through the Child Labour Elimination Unit of the Ministry.	Prepare evaluation format and programme as per the Master plan. Carry out monitoring as per the same format. Carry out evaluation as per the independent evaluation system for at least once in two years. Carry out evaluation in relation to the target and outcomes set by the Master Plan.	Prepare and make public monitoring evaluation report.
3.	Concerned thematic ministry of GoN	Monitor whether works as per the roles and responsibilities envisaged by the Master Plan has been accomplished.	Make critical evaluation of the contribution made by the Ministry to eliminate child labour, efforts made, achievements from it and the challenges and problems faced.	Include the issue of child labour elimination in the annual report to be prepared by the Ministry.

4.	Provincial government	Carry out regular monitoring of the child labour elimination initiatives in the province. Prepare indicators of the programmes adopted by the provincial government for child labour elimination, and carry out monitoring based on the indicators.	Carry out regular monitoring of the programmes and projects related to child labor elimination run within the province based on the Master Plan and motivate the concerned bodies to make necessary reforms to the programme and project.	Provincial government to prepare and make public a report on child labour elimination every year.
5.	Local level (labour and employment office, district administration office, district coordination committee, district child welfare board, rural municipality and municipality)	Carry out regular monitoring of the tasks within one's role and responsibilities as per the Master Plan.	Carry out evaluation by considering child labour elimination as one indicator while evaluating programme and projects in one's respective sector.	Include the issue of child labour elimination in the annual report.

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