

National Plan of Action to Eliminate Child Labour (2021-2025)



Ministry of Labour and Employment

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12 December 2021

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Aknowledgements

National Plan of Action (NPA) to Eliminate Child Labour, 2021-2025 is drafted by the drafting committee formed by the National Child Labour Welfare Council of the Ministry of Labour Employment (MoLE). The Drafting Committee was chaired by the Department for Inspection of Factory and Establishment (DIFE) and involved GO-NGO personnel including MoLE, ILO, UNICEF, INCIDIN Bangladesh, Save the Children, Bangladesh Labour Foundation, Street Children and Children Rights, Mansuher Jonno Foundation, World Vision Bangladesh and Bangladesh Shishu Adhikar Forum. INCIDIN Bangladesh has voluntarily provided technical assistance in drafting of the NPA. The Drafting Committee sent the draft NPA 2021-2025 to the Ministry on 15 December 2020. Then, the MoLE has taken opinions from the relevant Ministries including the Cabinet Division. The MoLE collected field level inputs through organizing seminars and workshops at Divisional levels. After that, It was widely discussed in an Inter-ministerial meeting to generate feedback and to build broader ownership. Next, all the members of the National Child Labour Welfare Council (NCLWC) have provided their inputs to enrich the draft NPA in the 10th NCLWC meeting. A National Workshop has also been organized jointly by MoLE & ILO to discuss on the draft document. Finally, it has been placed to Tripartite Consultative Council (TCC) for adoption.

While drafting this NPA, the MoLE tried to think from an all-inclusive view by learning from the past experiences and including the NGO perspectives and International Organization (IO)'s views along with the government's thoughts. The experience of implementing the previous NPA for Elimination of Child Labour 2012-2016 was reviewed. This provided a firm basis in identifying gaps, challenges and good practices. The practical knowledge of the government's diverse projects taken by the different Ministries for eliminating child labour and securing basic rights of the children, including 'Eliminating the Hazardous Child Labour' project have been taken into consideration during drafting this document. The learning from the recent studies and reviews on child labour situation carried out by the agencies with the support of UNICEF and DFID are accommodated. The ILO has provided valuable inputs on the basis of the experience of CLEAR project. The consultative process carried out by the INCIDIN under CLIMB project of Winrock International helped the National Child Labour Welfare Council to review context and strategies- specifically with respect to the hazardous child labour (HCL). The study carried out by the Need Assessment Working Group, provided perspectives and strategic options in the context of COVID-19. As a whole it has been a collective endeavor of the Government, national Trade Unions, Employers Association, ILO, UN, NGOs, INGOs and other development partners under the leadership of MoLE. The honorable Secretary of MoLE has taken proactive actions to make the process forward. The firm decision and clear perspective of the Honorable State Minister of MoLE, Begum Monnujan Sufian, M.P, made the planning process focused and time efficient.

The NPA has drawn extensively from the SDG implementation plan of the Government of Bangladesh (GoB). This has worked to promote a broad based ownership of the government and mainstreamed the NPA within the general development planning (the FYP) and strategies of the GoB. Moreover, the document also worked to ensure tracking and engaging resources already allocated or in the pipeline for effectively resourcing the current NPA 2021-2025.

The Ministry of Labour and Employment earnestly express their gratitude to all and look forward to the similar cooperation and solidarity for effective implementation of NPA 2021-2025 to eliminate child labour in Bangladesh.

The Ministry of Labour and Employment
The Government of the People's Republic of Bangladesh.

ABBREVIATIONS & ACRONYMS

BNWLA	Bangladesh National Women Lawyers Association
CD	Cabinet Division
CLMC	Child Labour Monitoring Committee
CRC	The United Nations Convention on the Rights of the Child 1989
CSR	Corporate Social Responsibility
DoL	Department of Labour
DC	Deputy Commissioner
DIFE	Department for Inspection of Factory and Establishment
IGA	Income Generating Activities
INCIDIN Bangladesh	Integrated Community and Industrial Development in Bangladesh
ILO	International Labour Organisation
INGO	International Non-Governmental Organisation
M&E	Monitoring and Evaluation
MoLE	Ministry of Labour and Employment
MoA	Ministry of Agriculture
MoE	Ministry of Education
MoEWOE	Ministry of Expatriates' Welfare & Overseas Employment
MoFA	Ministry of Foreign Affairs
MoF	Ministry of Finance
MoHFW	Ministry of Health and Family Welfare
MoHA	Ministry of Home Affairs
MoInf	Ministry of Information
MoICT	Ministry of Information and Communication Technology
MoLJPA	Ministry of Law, Justice and Parliamentary Affairs
MoLGRDC	Ministry of Local Government, Rural Development and Cooperation
MoP	Ministry of Planning
MoPME	Ministry of Primary and Mass Education
MoRA	Ministry of Religious Affairs
MoSW	Ministry of Social Welfare
MoWCA	Ministry of Women and Children Affairs
MoFDM	Ministry of Food and Disaster Management
MoYS	Ministry of Youth and Sports
NGO	Non-Governmental Organisation
NCLEP	National Child Labour Elimination Policy
NCLWC	National Child Labour Welfare Council
NPA	National Plan of Action
PPP	Public-Private Partnership
PS	Police Station (Thana)
SAARC	South Asian Association for Regional Cooperation
SDG	Sustainable Development Goal
UNICEF	United Nations Children's Fund

BACKGROUND

The MoLE formulated the National Child Labour Elimination Policy, 2010 mentioning 9 (nine) major strategic areas to address the child labour issue in Bangladesh. The strategic areas are:

1. Policy Implementation and Institutional Development
2. Education
3. Health and Nutrition
4. Social Awareness Raising and Motivation
5. Legislation and Enforcement
6. Employment and Labour Market
7. Prevention of Child Labour and Safety of Children Engaged in Labour
8. Social and Family Reintegration
9. Research and Training

The National Child Labour Elimination Policy, 2010 primarily provides guidance and directions in initiating interventions to make meaningful changes in the lives of the children by withdrawing them from all forms of child labour including the hazardous forms of child labour. The NPA for the duration of 2012 to 2016 aimed at implementing the guidelines of the National Child Labour Elimination Policy (2010) and to specify and detail out the actions by the specific Ministry/organization/collaborative bodies. The Government has recognized that child labour is a multi-sectoral problem and requiring multi-pronged strategies and approaches. Therefore, the NPA 2012-2016 has suggested 66 specific actions corresponding to 22 key outputs by 11 different Ministries and City Corporations with associating/collaborative bodies. The NPA has been adopted as a commitment of the Bangladesh Government for ensuring successful implementation of the National Child Labour Elimination Policy, 2010. The NPA has focused on nine strategic areas of interventions highlighted in the National Child Labour Elimination Policy, 2010.

Once the designated period of the NPA 2012-2016 expired, the National Child Labour Welfare Council reviewed the progress of implementation and decided to update the NPA. However, to keep the momentum of the government and civil society actors' work undeterred, the NCLWC decided to expand the duration of the first NPA up to 2025 or until a new NPA is adopted. Meanwhile, after a successful completion of MDG, Bangladesh also endorsed the global commitment on SDG implementation. This also pressed on elimination of all forms of child labour by 2025 from the country. To meet this obligation, the NCLWC formed a drafting committee, comprising of its members and representatives of MoLE and DIFE. The drafting committee, through a consultative process, involving the relevant stakeholders, drafted the current NPA and handed over to MoLE for finalization and adoption. The NPA was prepared through a multi-stakeholder consultative process.

The NPA noted that most of the existing child labour programs and activities are however education or training oriented and rehabilitative in nature. These approaches deal with the socially visible aspect of the problems. It identified that, many of the problems are rooted in the poverty and required protective measures. In addition, child labour is more prevalent in the informal sector where little intervention exists and the Labour Law and its institutions have little or most of the cases no role. The NPA has therefore carefully developed measures and intervention strategies to address some of these issues and included the informal sector as a priority. In addition, based on the categorization of the Labour Act (2006), the NPA has deliberately focused on child labour at two groups: a) Working children less than 14 years; and b) Working children aged less than 18 years working in hazardous and worst forms of labour.

Important to note that the NPA 2012-2016 did not identify the monitoring and evaluation is a separate strategic priority. It expected that output 9.1 would be sufficient to capture the implementation realities. However, this proved to be inadequate, and that's why a separate chapter on monitoring has been added in the new NPA 2021-2025.

The Government of Bangladesh has taken various initiatives to prevent, protect and eliminate all forms of child labour, particularly hazardous and worst forms of child labour. To implement the NPA and to achieve the SDG target 8.7 by eliminating child labour within 2025, the MoLE has taken several cordial steps in coordination with Field Administration, relevant Ministries, ILO and NGOs. With the Child Labour Elimination Policy (NCLEP), 2010 and National Plan of Action (NPA) for implementing the NCLEP, the National Child Labour Welfare Council (chaired by Honorable State Minister), the Divisional Child Labour Welfare Council (chaired by Divisional Commissioner), the District Child Labour Monitoring Committee (chaired by DC) and the Upazila Child Labour Monitoring Committee (chaired by UNO) has been formed for monitoring and evaluating the implementation of the policy and for taking pertinent steps to eradicate child labour. The MoLE has prepared the List of Worst Forms of Works for Children on 05 March 2013 through social dialogue and tripartite consultation and published it by gazette notification. A Child Labour Unit (CLU) has been institutionalized within the MoLE. The MoLE has allocated 40,00,000 BDT in 2017-18 FY and 13,20,000 BDT in 2018-19 FY, 39,00,000 BDT in 2019-20 FY and 29,60,000 BDT in 2020-21 FY to Divisional and District level committees from its GoB fund. The inspectors of DIFE regularly monitoring the child labour situation and they take lawful action in case of violation the laws and policy. They lodge cases on child labour in the Labour Courts. The MoLE is running a project named 'the Elimination of Hazardous Child Labour in Bangladesh' and successfully completed its three phases, and 90,000 children have been removed from hazardous works and they have been given non-formal education and skill development training for rehabilitation. Micro credit has been given to 5000 parents to create employments. Currently 4th phase of the project is running with an estimated cost of 284, 49,000 BDT from January 2018. The 4th phase of the project targeted 100,000 children to remove from worst form of works. The MoLE formulated the Domestic Worker Protection and Welfare Policy 2015 which is applicable to child housemaids. The provisions of the Age Limit in the Labour

Law 2006 will apply to the recruitment of domestic workers, and domestic worker under the age of 14 cannot be recruited. Through this policy, the human rights and labour rights of more than 2.5 million domestic workers of the country have been ensured. A short TV spots on child labour has been prepared and it is being screening in mass media. The MoLE has also organized several seminars, workshops and meetings for mass awareness. A National Monitoring Core Committee has been formed to inspect, take measures and make different sectors free from child labour.

As a result of these efforts, 8 (eight) formal sectors have been freed up from child labour, including 5 (five) hazardous sectors. The mentioned 8 (eight) sectors are RMG, Shrimp Processing sector, Tanner sector, Glass industries, Ship Recycling, Silk Production factories, Ceramics and export oriented Leather Goods and Footwear.

The year 2021 bears a great importance in national life of Bangladesh. The country is celebrating the 'birth-centenary of the Father of the Nation' as well as the 'Golden Jubilee' of its independence. We just accomplished the first 'Perspective Plan 2010-2021' and formulated the second 'Perspective Plan 2021-2041' and started to implement the second one through the '8th Five Year Plan' in this year. Moreover, we also started implementation of the 'Delta Plan' in this year. In line with these long term and mid-term development plans, the Ministry of Labour and Employment has also taken steps to formulate an updated NPA to eliminate child labour to ensure inclusive and sustainable development and leaving no one behind as mentioned in the SDGs and also to ensure a humanitarian treatment for all the children in the country. The Ministry of Labour and Employment also formulated "the National Action Plan on Labour Sector in Bangladesh 2021-2026" with ILO and EU where nine areas including 'Child Labour Elimination' are identified for intensive intervention.

EXECUTIVE SUMMARY

National Plan of Action (NPA) to Eliminate Child Labour, 2021-2025 is drafted by the drafting committee formed by the National Child Labour Welfare Council of the Ministry of Labour Employment (MoLE). The Drafting Committee was chaired by the Department for Inspection of Factory and Establishment (DIFE) and involved GO-NGO personnel including MoLE, ILO, UNICEF, INCIDIN Bangladesh, Save the Children, Bangladesh Labour Foundation, Street Children and Children Rights, Mansuher Jonno Foundation, World Vision Bangladesh and Bangladesh Shishu Adhikar Forum. INCIDIN Bangladesh has voluntarily provided technical assistance in drafting of the NPA. The Drafting Committee sent the draft NPA 2021-2025 to the Ministry on 15 December 2020. Then, the MoLE has taken opinions from the relevant Ministries including the Cabinet Division. The MoLE collected field level inputs through organizing seminars and workshops at Divisional levels. After that, It was widely discussed in an Inter-ministerial meeting to generate feedback and to build broader ownership. Next, all the members of the National Child Labour Welfare Council (NCLWC) have provided their inputs to enrich the draft NPA in the 10th NCLWC meeting. A National Workshop has also been organized jointly by MoLE & ILO to discuss on the draft document. Finally, it has been placed to Tripartite Consultative Council (TCC) for adoption.

Based on the analysis of the context and the experience of implementation of the previous NPA 2012-2016, the current NPA identifies the relevance of the strategic objectives adopted by the previous NPA. At the same time, the current NPA identifies the actions relevant to address child labour within the SDG implementation strategy of Government of Bangladesh (GoB). The present NPA is based on two key strategic components;

- 1) The Actions Built within SDG Implementation strategy of GoB; and
- 2) The SDG plus Actions to eliminate child labour.

The NPA has drawn extensively from the SDG implementation plan of the Government of Bangladesh (GoB). This has worked to promote a broad based ownership of the government and mainstreamed the NPA within the general development planning (the FYP) and strategies of the GoB. Moreover, the document also worked to ensure to track and engage resources already allocated or in the pipeline for effectively resourcing the current NPA 2021-2025. Within the SDG implementation strategy there are five strategic clusters of interventions which are relevant in addressing child labour. The current NPA 2021-2025 therefore build around these five objectives reflected within the SDG implementation strategy paper of GoB. The NPA also includes an outline of strategy to address child labour during and in post-COVID-19 phase.

The NPA 2021-2025 has five key strategic objectives:

- Strategic Objective-1. Reducing vulnerability to child labour
- Strategic Objective -2. Withdrawing children from hazardous and worst forms of child labour
- Strategic Objective -3. Increased capacity to protect children at workplace
- Strategic Objective -4. Partnership and multi-sectoral engagement
- Strategic Objective -5. Monitoring and Evaluation of NPA implementation

Under each of these objectives there are a set of planned outputs which are expected to contribute in eliminating hazardous child labour by 2021 and all forms of child labour by 2025 in Bangladesh.

Strategic Objective-1 involves the following outputs:

- Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).
- Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).
- Output: 1.3 Support to the households of the vulnerable children for economic empowerment.
- Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.
- Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.

Strategic Objective-2 involves the following outputs:

- Output-2.1: Review and updating of the list of hazardous child labour.
- Output-2.2: Identification and referral guidelines adopted.
- Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.
- Output-2.4: Shelter for children without parental care.
- Output-2.5: Support to the households of the withdrawn children for economic empowerment.

Strategic Objective-3 involves the following outputs:

- Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.
- Output-3.2: Strengthening enforcement of legal and protection provisions.
- Output-3.3: Access of child labour to education, skills, economic support for healthy development.
- Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.

Strategic Objective-4 involves the following outputs:

- Output-4.1: Coordinating amongst the concerned stakeholders and sectors through NCLWC for the welfare of working children.
- Output-4.2: Holding annual conference on progress of NPA implementation (celebrating success and rewarding/recognizing champions).
- Output-4.3: Increased engagement of LEB, CSOs, Private Sector and Mass Media in resource mobilization and implementation of NPA

Strategic Objective-5 involves the following outputs:

- Output-5.1: Developing a database on child labour.
- Output-5.2: Periodic monitoring and reporting by national CL monitoring committee and BBS.
- Output-5.3: National Child Labour Survey
- Output-5.4: Mid-term (2021) and end-term evaluation (2025) of NPA implementation.

As per the suggestions of the consultations, in harmony with the SDG milestones, the current NPA has adopted two primary targets: firstly to eliminate worst form of child labour (WFCL) by 2021 and secondly to eliminate all form of child labour by 2025. The NPA is hence aligned with the SDG implementation plan of the Government of Bangladesh (GoB).¹ The NPA 2021-2025 includes two types of actions; these are: (1) Actions within SDG Implementation Plan of GoB, and (2) The SDG Plus actions. The following matrix presents the inter-linkages of the NPA strategic objectives and its outputs with the SDG targets.

NPA 2021-2025 and SDG Targets

NPA (2021-25)	SDG Targets	Focal Agency(s)
Strategic Objective-1. Reducing vulnerability to child labour.		
Output-1.1	8.7.1, 4.1.1, 16.10.2	MoLE, , MoPME, MoInf
Output-1.2	8.7.1, 4.5.1 , 4.2.1-4.2.6, 4.21, 4.31, 4.5.1, 4.6.1	MoLE, , SHED, MoPME, MoEF
Output-1.3	8.7.1, 1.1.1, 1.2.2, 1.3.1, 1.4.1	MoLE, CD
Output-1.4	8.7.1	MoLE,
12Output-1.5	8.7.1	MoLE,
Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour		
Output-2.1	8.7.1	MoLE,
Output-2.2	8.7.1	MoLE,
Output-2.3	8.7.1, 4.3.1, 1.1.1, 16.2.2	MoLE, MoE (TMED), CD, MoHA
Output-2.4	5.4.1	MoSW
Output-2.5	1.1.1	CD
Strategic Objective -3. Increased capacity to protect children at workplace		
Output-3.1	8.7.1	MoLE
Output-3.2	8.7.1, 4.a.1, 5.1.1, 5.2.1, 5.3.1, 5.c.1	MoLE, MoPME, MoWCA
Output-3.3	8.7.1, 4.6.1, 5.4.1	MoLE, MoPME, MoSW
Strategic Objective -4. Partnership and multi-sectoral engagement		
Output-4.1	8.7.1	MoLE
Output-4.2	8.7.1	MoLE
Output-4.3	8.7.1	MoLE
Strategic Objective -5. Monitoring and Evaluation of NPA implementation		
Output-5.1	8.7.1	MoLE
Output-5.2	8.7.1, 17.18.1	MoLE, BBS
Output-5.3	8.7.1	MoLE
Output-5.4	8.7.1	MoLE

The SDG plus actions under NPA 2021-2025 includes actions which are not included in the SDG action plan of GoB but are critical in achieving the goal of eliminating hazardous child labour by 2021 and all forms of child labour by 2025 in Bangladesh. These actions are adopted from the list of the previous NPA (2012-2016). There are nine strategic areas of interventions built within the NPA 2012-2016 according to the National Child Labour Elimination Policy 2010. A brief list of the key outputs under each of the nine strategic areas of intervention are as follows:

¹ Action Plan of Ministries/Divisions by targets in the implementation of SDGs aligning with 7th Five Year Plan and Beyond; General Economics Division (GED), (Making Growth Works for the Poor), Bangladesh Planning Commission, Ministry of Planning, GoB, June, 2018

Strategic Area and Outputs

1. Policy Implementation and Institutional Development

- 1.1 Review and Update the NPA and the list of Hazardous Child Labour
- 1.2 Policies related to child labour elimination are implemented, monitored and evaluated
- 1.3 Institutional capacity of concerned institutions strengthened to effectively implement NPA.

2. Education

- 2.1 Accessible educational facilities and opportunities for working children and poor children are ensured.
- 2.2 Access to Technical and Vocational education and training programmes for working adolescents and their parents is provided.
- 2.3 Children are socially empowered through training and social networks.

3. Health and Nutrition

- 3.1 Access to health and nutrition education ensured for all households with working children or of those at risk of sending children for labour.
- 3.2 Opportunities created to ensure access to health services.

4. Social Awareness Raising and Motivation

- 4.1 Children, parents, employers, trade unions, civil society, and concerned state officials are critically aware of harmful effects of child labour and HWFCL and motivated to demonstrate positive attitude and behavioral patterns towards the elimination of child labour.
- 4.2 Community based mechanisms to prevent child labour is established and strengthened.

5. Legislation and Enforcement

- 5.1 Existing laws and rules related to child labour issues (in both formal and informal sector).
- 5.2 Child labour related laws and rules are enforced.
- 5.3 Inspection and monitoring of child labour in the informal sector and agricultural sector are strengthened.

6. Employment and Labour Market

- 6.1 Employment opportunities created and access to labour markets ensured for adolescents who are trained and eligible for work as per legal provision.
- 6.2 Small scale income generating enterprises created through effective involvement of vocationally trained adolescents of their families.

7. Prevention of Child Labour and Safety of Children Engaged in Labour

- 7.1 Employment opportunities created for adults and parents of extreme poor and working children.
- 7.2 Children aged below 14 years are prevented from engaging in child labour and kept in school.
- 7.3 Working adolescents aged 14 to less than 18 years and protected from hazardous work.
- 7.4 Children protected from trafficking and sexual exploitation.

8. Social and Family Reintegration

8.1 Children withdrawn from HWFCL are reintegrated with their families or within society.

9. Research and Training

9.1 Information on hazardous and worst forms of child labour (WFCL) is updated for supporting the effective implementation of the NPA.

9.2 Managerial and operational capacities of concerned stakeholders in addressing child labour are enhanced.

The lead Ministry with the overall responsibility of overseeing the implementation of the NPA 2021-2025 will be the Ministry of Labour and Employment. At the same time, as per the roles assigned in SDG implementation plan, each of the ministries will take lead and cooperate with relevant ministries to achieve the assigned Goals and Expected Outputs by meeting the Development Targets. The key actors and their roles are elaborated in below:

- A. MoLE will bear the responsibility of mass dissemination of NPA 2020-2025. Specially, the NPA 2020-2025 shall be urgently sent to all stakeholders and to all the members of NCLWC and CLMC with a call for action. The MoLE shall prepare an **Implementation Plan** as per the need of meeting the SDG goals of 2021 and 2025.
- B. The Child Labour Welfare Council shall be responsible as the oversight body for NPA implementation. NCLWC shall coordinate, monitor and evaluate the implementation of the NPA 2020-2025 periodically (quarterly). It shall find out *relevant volunteering organisations* to work with it, through financing or rendering other technical support in monitoring and evaluating various activities of the NPA. Each such organization shall be working geographically and/or in a specific sector in each administrative Division.
- C. In addition, to NCLWC the Child Labour Monitoring Committees shall carry out coordination and monitoring as per its mandate (see Annex 2 for the formation and makeup of these committees).
- D. Among others the NPA implementation process will be paying special attention to **children affected by natural calamities, integrating indigenous and physically and mentally challenged** children into the mainstream society, hold a **Priority to hazardous child labour and sectors with export potentialities, carry a dual focus** on both sectors and geography based priorities and **address gender** needs of girls and boys.
- E. MoLE is expected to mainstream the SDG plus actions of the NPA within the SDG implementation strategy of the government and in the upcoming 8th FYP through a consultation with different ministries and stakeholders to build a broader ownership on the NPA.

The NPA 2021-2025 is meant to be a guide for everyone involved in actions to eliminate child labour in Bangladesh, especially for those government agencies and other stakeholders who are given specific responsibilities to implement activities outlined above. The NPA outlines the most important steps to be taken and issues to be considered in setting up effective structures, legislative, or judicial, against child labour and procedures for the results-based monitoring, review and evaluation of the present Action Plan. The NPA has laid out directives on responsibilities of different actors.

The NPA 2021-2025 addresses both the formal and informal sector of engagement of child labour. It also addresses the WFCL (both the Hazardous Child Labour and Unconditional Worst Form of Child Labour and Child Labour in general. It builds its concepts on the Labour Act (2006) and relevant ILO conventions.

It needs to be noted that the largest proportion of the project and project propositions are adopted from the **Action Plan of Ministries/Divisions by targets in the implementation of SDGs aligning with 8th Five Year Plan and Beyond**. While every government agency or any other implementing partner should mainly consider the task allocated to it as per the Action Plan shown in the matrix, it should first read the above thematic part of the NPA. Also, there are *notes* about how to use the Matrix of the plan of actions itself, which should also be strictly adhered to.

Each of the ministries involved in the implementation of the NPA, along with all such GOs and NGOs, needs to keep track of their responsibilities defined in the NPA 2020-2025- during annual planning and budgeting exercise. There is also a guideline on actions during and in post-covid-19 pandemic to address child labour at the last part of this document. The actions are indicative and relevant agencies are invited to carry these in coordination with MoLE.

CHAPTER-ONE

Situation of Child Labour in Bangladesh²

The National Child Labour Surveys (CLS) conducted by Bangladesh Bureau of Statistics (BBS) indicate that between 2003 and 2013, the number of working children aged 5-17 reduced from 7.6 million to 3.5 million. Among them, the number of children engaged in labour was 3.2 million – which reduced to 1.7 million in 2013 (-47%). The informal sector employs the massive majority of working children, namely 95% in 2013.

Box 1: Measures of Child Labour in Bangladesh

Source	2002-03			2013		
	Child Labour Survey 2003			Child Labour Survey 2013		
	Male	Female	Total	Male	Female	Total
No. Children - Age 5-17, '000						
• Total child population	22,689	19,698	42,387	20,596	19,055	39,652
• Working children	5,471	1,952	7,423	2,103	1,347	3,450
• Child Labour	2,461	718	3,179	953	746	1,699
• Hazardous work	1,172	120	1,291	772	508	1,280
Child Labour % of						
• Total Working Children	45	36.8	42.8	45.3	55.4	49.3
• Total Child Population	10.8	3.6	7.5	4.6	3.9	4.3

Source: Child Labour Survey by BBS, 2003 and 2013.

Evidence shows that child labour is more prevalent among boys, and in rural areas. According to the CLS 2013, approximately 56% of children engaged in child labour were boys. However, it is worth noting that female child labour is generally underestimated as girls are more involved in hidden works (domestic work). In 2013, from the total children engaged in child labour, 68% were located in rural areas: (1.15 million).

Children are engaged in different sectors and activities. These include hot food shop & tea stalls, motor & steel workshops, grocery & furniture shops, shop, clothing & tailoring shops, waste collection... (Sk. Tariquzzaman, Elma Kaiser, 2008). Generally, children are found to complement the adults in the sector by performing some age-specific tasks, which are low-paid and dangerous. A significant proportion of the tasks utilize the small agile bodies and those which are considered inappropriate by adults or would not utilize an adult's full capacity. Following Box 2 present the detail of sectors and activities were children are engaged.

Box 2: Overview of Children's Work by Sector and Activity

Sector/Industry	Activity
Agriculture	Farming, including harvesting and processing crops,* raising poultry, grazing cattle,* gathering honey,* and harvesting tea leaves* ^{3,4} .
	Fishing* and drying fish ⁵ .
	Harvesting and processing shrimp ⁶ The formal sector is certified as child labour while the informal components of value chain are using child labour.
Industry	Quarrying and mining, including salt ^{7,8} .
	Producing garments, textiles, jute textiles, leather,† footwear,† and imitation jewellery*† ^{9 10 11} The export oriented production of garments is free of child labour but the local garments producing small setups are using child labour.
	Manufacturing bricks,† glass,† hand-rolled cigarettes (bidis),† matches,† soap,† steel furniture,† aluminium products,*† plastic products,*† and melamine products*.
	Ship breaking† The employers association claim to be child labour free
	Carpentry,* welding,*† and construction*†
Services	Domestic work. Not recognized as hazardous work by Bangladesh.
	Working in transportation, pulling rickshaws,* and street work, including garbage picking, recycling,*† vending, begging, and portering.
	Working in hotels,* restaurants,* bakeries,*† and retail shops*.
	Repairing automobiles*†.
Categorical Worst Forms of Child Labour	Forced labour in the drying of fish and the production of bricks*.
	Forced begging*.
	Use in illicit activities, including drug dealing*.
	Commercial sexual exploitation,* sometimes as a result of human trafficking*
	Forced domestic work

Source: Adjusted from: United States Department of Labor's Bureau of International Labor Affairs, Bangladesh Moderate Progress; 2017 Findings on the Worst Forms of Child Labour. * Evidence of this activity is limited, and/or the extent of the problem is unknown. Determined by national law or regulation as hazardous and, as such, relevant to Article 3(d) of ILO Convention 182. Child labor understood as the worst forms of child labor *per se* under Article 3(a)-(c) of ILO C. 182.

³ GOB, BBS, 2013. Child Labour Survey.

⁴ UNICEF, 2011. Assessment of the Situation of Children and Women in the Tea Gardens of Bangladesh.

⁵ U.S. Department of State, 2015. "Bangladesh," Country Reports on Human Rights Practices.

⁶ Solidarity Center, 2012. The Plight of Shrimp-Processing Workers of Southwestern Bangladesh.

⁷ GOB, BBS, 2013. Child Labour Survey.

⁸ International Trade Union Confederation, 2012. Internationally Recognized Core Labour Standards in Bangladesh.

⁹ Hunter, I, 2015. Crammed into squalid factories to produce clothes. Dailymail.

¹⁰ Human Rights Watch, 2012. Toxic Tanneries: The Health Repercussions of Bangladesh's Hazaribagh Leather.

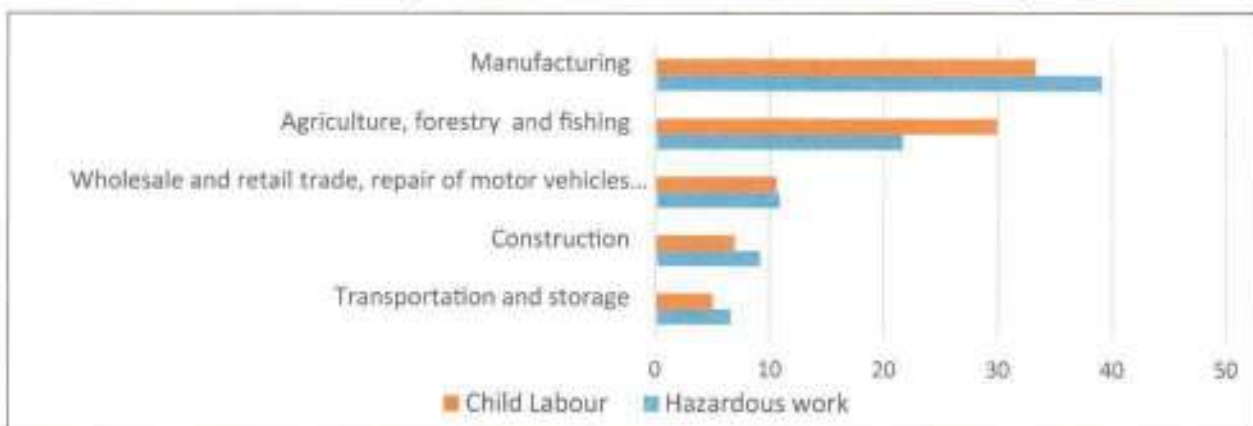
¹¹ UCANEWS, 2014. The Extremely Unhealthy Life of the Bangladesh Tannery Worker.

Among children engaged in child labour, 29% attended school in 2013. The CLS shows that school attendance decreases as involvement in labour increases. 63% of children engaged in child labour in 2013 were not attending school and 8.4% never attended school.

Hazardous child labour is prevalent, with 1.28 million children in 2013. Between 2003 and 2013, the number of children engaged in hazardous work stagnated, amounting approximately 1.3 million. This evolution is associated, *inter alia*, with the low visibility of these activities and lack of policy priorities upon these sectors. The main evolution to be noted is the gender distribution: 9 out of 10 were boys in 2003, and only 6 out of 10 in 2013. The main hazards include exposition to dust, fumes, noise or vibration and use of dangerous tools followed by exposition to fire, gas and flames, and extreme heat or cold. Children in these sectors are found to be extremely vulnerable to accident, injury and disease.

Manufacturing and agriculture sectors are the main employers of children. In 2013, 39% and 22% of children working in hazardous conditions were in the manufacturing sector and agriculture, respectively. The distribution of children by place of work and majority of children are found in the office/factory/workshop/shop sector, followed by the farm/agricultural land/river sector.

Box 3: Distribution of Child Labour and Hazardous Child Labour by Sector



Source: Child Labour Survey, BBS, 2015. Note: As per definition, child labour becomes hazardous when a child aged 5-17 works for more than 42 hours each week in any job or if the specific trade is included in the hazardous works list. As a result, the distribution pattern for child labour and hazardous child labour is close.

Bangladesh has listed 38 works/ sectors of employment as hazardous for children and published it. A government order had been issued in 2013 identifying 38 processes/ activities hazardous for children; however, the government is going to revise the list very soon. For that reason, some other sectors such as dry fish, waste disposal and street children are going to be included in that list.

The number of child domestic workers in Bangladesh is ambiguous as surveys provide different estimations. The CLS estimates 115,658 child domestic workers in 2013, of which 91% were female and from all age groups: there were 951 child domestic workers in the age group 5 years (all of them female); 21,359 in the age group 6-11 (91% female); and 75,985 in the age group 14-17 (90% female). The child domestic worker baseline survey from 2006 estimated

421,000 child domestic workers (75% being female) of age 6-17, of which around 132,000 alone in Dhaka City alone.

A BSAF study¹² presents a set of works performed by child domestic workers in Bangladesh. The majority of child workers are involved in tidying and cleaning rooms (90%), followed by washing floors (83%), waste disposal (77%), dishwashing (61%), washing clothes, cooking (53%), and cleaning the toilet (44%). Activities also include dusting furniture, taking care of babies, washing dishes, boiling water, waste disposal, grocery shopping, ironing clothes, bringing kids from school, and taking care of elderly people.

A study of Anti-Slavery International¹³ explored the psychosocial consequences of domestic work. The study highlighted four components influencing psychosocial wellbeing and vulnerabilities of the children: (i) education contributes to the wellbeing of children; (ii) the nature of the tasks performed impacts on children's wellbeing; (iii), social support is key to the psychosocial wellbeing of children; and (iv) children's own perception of the work impacts on their wellbeing. The study notes that the confinement to the house leaves children with no opportunity to socialize. Due to stress and isolation, they commonly suffers from bedwetting, insomnia, withdrawal, regressive behaviour, premature ageing, depression and phobic reactions to their employers. Some of these characteristics have also been identified in Bangladesh (Rahman H, 1995).

A study from the ILO¹⁴ highlights the ambiguous relationship of child domestic workers with their employers. The negative connotations attached to domestic work compounds the ambiguity of child domestic workers' relationships to the employer. For example, even though they know that their child will be engaged in domestic work, parents may place their children with a new family, not as a "worker", but as a "daughter" or "son" (Baum, 2011). This study stresses that the daily experience of discrimination and their isolation is the most difficult part of the psychological toll. It cites a study in Bangladesh stating that "it was neither the verbal or physical punishments, nor the possible lack of material goods or even food, that upset [child domestic workers] the most; it was the discrimination, exclusion, disrespect, ingratitude, and other assaults on their emotional needs that truly hurt them' (ibid).

1.2 Exploration of the Drivers-Push-Pull Factors of Child Labour

Child labour is a multidimensional phenomenon caused and propelled by interconnected factors. These factors can be categorized into economic, educational, sociological, psychological/ behavioral and natural clusters, and are detailed in the following Box 4. Push factors refer to the supply side factors that nudge a child towards labour. Pull factors are related to the demand side of child labour, from employers, businesses, and society. The drivers are the factors that are conducive to child labour and play a role in sustaining and aggravating child labour. The interaction of these factors increases the likelihood of becoming engaged in labour (Norpoth, J. et al., 2014).

¹² BSAF, not dated. Need Gap Analysis of Child Domestic Workers in Bangladesh, Global March.

¹³ Blagbrough, J., 2013. Anti-Slavery International. Home Truth: Wellbeing and vulnerabilities of child domestic workers.

¹⁴ ILO, IPEC, 2013. Ending child labour in domestic work and protecting young workers from abusive working conditions.

Household income and poverty factors play a significant role in the decisions affecting children's time. Along with income, land ownership and farm ownership influence children's activities, and particularly the likelihood of full-time school attendance. Children from households with land or with a farm business are about five percentage points more likely to attend school full-time, while at the same time slightly less likely to work full-time in employment. Other socio-economic factors related to poverty such as unemployment, lack of social safety nets and securities, migration from rural to urban areas, seasonal migration, and indebtedness also contribute to child labour (UCW, 2011).

Box 4: Child Labour Factors

	Economic	Educational	Sociological	Psychological/behavioral	Natural and other
Push (supply side)	<ul style="list-style-type: none"> • Poverty • High number of dependents in the family • Need for supplemental income • High educational expenses including books and uniform • High opportunity cost of education in terms of income sacrificed • Migration • Unemployment of adult family members causing dependence on child labourers for work and incomes • Indebtedness leading to bonded child labour as a means of repayment • Attraction to pocket money of the child 	<ul style="list-style-type: none"> • Lack of access to school • Poor quality of education • Lack of parents' education • Lack of relevancy in lessons • High expenses and opportunity cost of education • Lack of opportunities for children graduating from school • Inadequate access to water and sanitation facilities 	<ul style="list-style-type: none"> • Social exclusion (marginalization due to ethnicity, religion or class) • Social norms • Social insecurity • Lack of legal birth documents • Lack of social security programs • Broken family (due to death or divorce) • Less preference for girl children education • Learning skills at an early age helps a girl with getting married 	<ul style="list-style-type: none"> • Indifference towards or lack of awareness about child labour • Lack of awareness about importance of education • Work is good for the character-building and skill development • Children need to learn and practice family trade 	<ul style="list-style-type: none"> • Natural disasters such as loss of land due to flooding, erosion, cyclones, • Death in the family due to diseases, • Armed conflict, • Climate change
Pull (demand side)	<ul style="list-style-type: none"> • Relatively cheap form of labour • Inability to form unions • Labour intensive private industries 	<ul style="list-style-type: none"> • Outdated technology and expansion of employment with heavy reliance on cheap labour 	<ul style="list-style-type: none"> • Acceptance of child labour among employers • Domestic work ensures food, shelter and some 	<ul style="list-style-type: none"> • Wide acceptance of child labour among the employers due to obedient 	<ul style="list-style-type: none"> • Opportunity of displaced families to find employment of their children at

	have a constant demand for cheap labour	(at the backdrop of narrow scope of formal adult employment and employability)	education	nature of children <ul style="list-style-type: none"> • Tendency of certain employers to exploit children to make more profit 	urban centers.
Driver	<ul style="list-style-type: none"> • Globalization and expansion of cheap labour at rural and urban locations. 	<ul style="list-style-type: none"> • Lack of connectivity of education and employment due to poor quality and absence of marketable skill building 	<ul style="list-style-type: none"> • Human trafficking • Drug smuggling • Prostitution • Lack of acknowledgement from the government • Lack of enforcement of laws, penalties too little to deter child labour • Lack of awareness about child labour being illegal • Legal gaps • Lack of monitoring and enforcement 	<ul style="list-style-type: none"> • Dependency on affluent families on child domestic work • Expansion of consumerism 	<ul style="list-style-type: none"> • Climate change.

Source: Team Consolidation based on multiple sources.

The relative composition of adults and children within the household is a critical factor in devising household strategies. Evidence shows that children from households with more adults, and therefore more available breadwinners, are less likely to work and more likely to attend school, although the magnitude of these effects is not large. In contrast, children from households with more dependents are more likely to work and less likely to go to school (UCW, 2011).

Challenges related to education make schools less attractive and push children into work. Basic primary education is free as far as direct costs and school books are concerned. Many indirect costs are involved such as transport, uniforms, pens, pencils, and notebooks, which often lead to dropouts and child labour (Ali, AKM. M, 2014). The lack of access to schools, the poor quality of education, high expenses of education, the high opportunity cost of education, irrelevant curriculum, and limited knowledge about the importance of education contribute to make education less attractive. As a result, children tend to be illiterate and unskilled without being able to transition into a decent adult working life.

Bangladesh has only limited provision for pre-vocational/ vocational skills training and there are related constraints such as the quality of the skills training, market and employment linkages and certification. While this could be an attractive option to working/ disadvantaged children and their families, there is little institutional capacity and technical expertise required to deliver skill training facilities effectively.

Parents' education, and especially of the household head, plays a role in the decision to send a child to work. The effect of an increase in parents' education levels on children's school attendance is strong and positive. Children from households where the head has at least a primary education are six percentage points more likely to attend school full-time in comparison to children from households whose heads are uneducated. A secondary education level results in a further five percentage point rise in the likelihood of full-time school attendance (Sarker et al., 2007).

Economic growth can trigger increased demand of labour which in turn can influence households' choices. Higher labour demands result in a large rise in the likelihood of children's full-time employment and a large fall in the likelihood of full-time school attendance.

Social norms, as well as behavioural and psychological factors, play a significant role in child labour. There are multiple social and cultural norms and practice that have for long affected the rights of children in Bangladesh (UNICEF¹⁵). Traditional and gender norms, along with ineffectiveness of laws/ development plans and barriers in providing essential services work against children's right to survive, develop and participate. For example, the excessive dependence of affluent families on child domestic workers is a driver of child labour. Often parents believe that work is good for skill development (Norpoth et al., 2014). Sometimes, there is a simple indifference towards child labour due to local customs and practices. Girls are less preferred to boys when it comes to education and they are put to work at home or placed into domestic employment which in cases may lead to trafficking and sex work.¹⁶ Work in home-based industries is often seen as a way of acquiring skills and beneficial for marriage (IREWOC, 2010).

To a certain extent, the economic literature on child labour ignored the role of cultural aspects influencing child labour decisions such as the role of the informal social norms. In this regard, economists are now recognizing the inclusion of norms of "filial obligations" and norms of "social approval" or "social stigma" in child labour related decision making together with a concept of "intergenerational child labour trap" (Basu, 1999). For Bangladesh, social norms and economic realities mean that child labour is widely accepted and very common in the country. Many families rely on the income generated by their children, reflecting the "filial obligation", leading to high social value of child labour.

Social exclusion and ethnic marginalization can also make children vulnerable to child labour. Apart from family and/ or community poverty, marginalization due to ethnicity, religion or caste, divorce or death of a family member can lead to social exclusion which can also lead to child labour (W.R. Avis, 2017).

¹⁵ UNICEF. The challenge: Identified key household behaviours affect children from before birth to the onset of young adulthood.

¹⁶ Source: https://www.ilo.org/moscow/areas-of-work/child-labour/WCMS_248984/lang-en/index.htm.

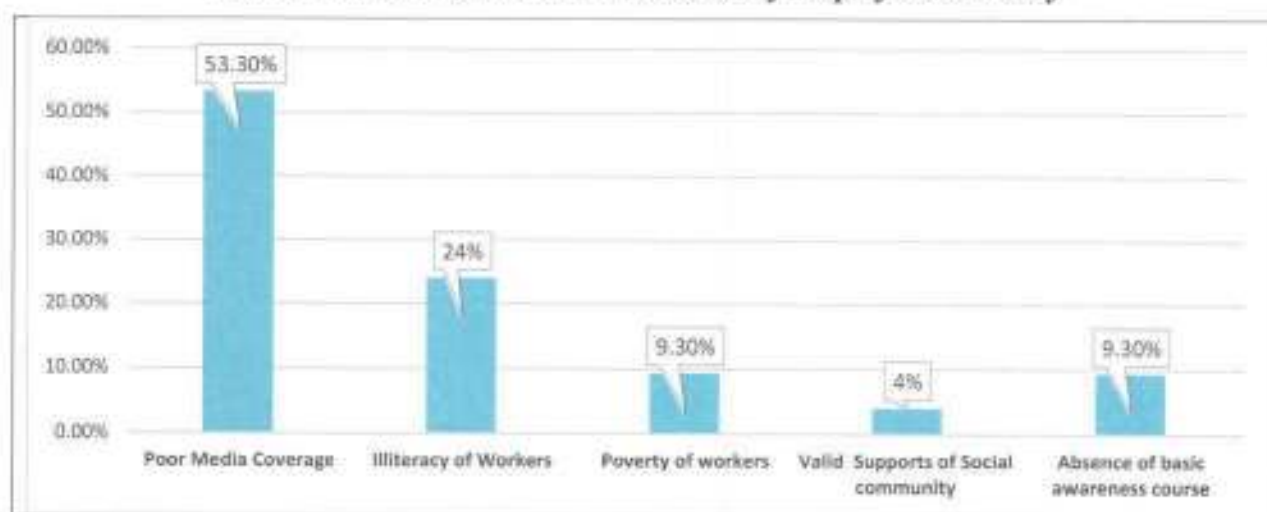
One of the factors working behind the widespread acceptance of child labour is employers' preference for child labour. The main reason is that they are cheaper and more compliant than adults (UNICEF, 2010). Their inability to form unions works as an incentive for the employers to hire them (Sarker, et al, 2007).

In the globalized world, human trafficking can also drive child labour.¹⁷ This is, however difficult to measure and observe due to its illicit and hidden nature.

Natural disasters and climate change can exacerbate child labour by disrupting the natural resource base of the communities and triggering displacement or compelled rural-urban migration. The displaced households, as a survival strategy, seek out employment for the highest numbers of their members. This makes children vulnerable to child labour and trafficking. However, there is a time dimension in the vulnerability, integration and empowerment of these displaced populations (Ali, AKM. M, 2017).

Lack of policy-legal awareness of the employers have been found critical in contributing to the employment of child labour. In general, the level of awareness on child labour is low. A study on the Domestic Workers Protection and Welfare Policy (DWPWP) and its applications to managing human resources in the informal sector in Bangladesh reveals that only 7% of the employers were aware of the policy (Shariful, Sharkar, 2017). The study explored the reasons behind poor policy awareness, identifying the poor media coverage as the prime reason, followed by illiteracy (Box 5).

Box 5: Reasons Behind Poor Awareness of Employers on Policy



Source: Shariful, Sharkar, 2017. Understanding domestic workers protection & welfare policy and evaluating its applications to managing human resources of the informal sector in Bangladesh.

Gaps in legislation and limited implementation also contribute to child labour. An ILO study notes that the current legislation focuses on the formal or semi-formal work settings and ignores the employment of children in the rural economy. No reference is made in the legislation

¹⁷ U.S. Department of Labour, Bureau of International Labour Affairs, 2016. Child Labour and Forced Labour Reports, Bangladesh.

regarding the agriculture sector (with the exception of tea plantations), the small-scale informal sector businesses or the family-based employment, which collectively account for 80% of total child employment. The lack of adequate legislative provisions regarding hazardous work is a concern. The enforcement of child labour legislation outside the export-oriented garment sector also remains a major challenge (UCW, 2011).

1.3 National Response

National response comprise of institutional arrangements, legal regulation, policy provisions, national plan and resource mobilization.

Institutional Arrangements

Child labour activities is mainly the responsibility of the Ministry of Labour and Employment (MoLE) through the Child Labour Unit (CLU). The CLU was formed in 2009, and is responsible for ensuring that all child labour related policies and interventions are planned and executed in an integrated and coordinated manner. Key responsibilities are exposed in Box 6.

Box 6: Key responsibilities of the Child Labour Unit

- Promoting, strengthening and coordinating partnership;
- Developing an integrated child labour management system;
- Facilitating for the finalization of the list of hazardous works or occupations;
- Collaborating and monitoring with partners ministries, institutions and concerned stakeholders;
- Intervening on issues concerning child labour;
- Facilitating the formulation of the National Plan of Action;
- Organizing the national awareness campaign.

Source: GOB, National Plan of Action for Implementing the National Child Labour Elimination Policy 2012-2016.

The National Child Labour Welfare Council (NCLWC)¹⁸ is an apex body focusing on convergence and coordination of child labour activities. The NCLWC is responsible for the coordination among stakeholders involved in implementing programmes to eliminate child labour. The council prepares analytical reviews of the situation of child labour and advises the government on actions to be taken to implement the National Child Labour Elimination Policy and related National Plan of Action. The NCLWC also monitors the implementation of the legal instruments and interventions on the ground. It has the mandate to conduct investigations. The NCLWC has formed a Child Labour Monitoring Committee which conducts routine monitoring (especially the informal sector) alongside the Department of Inspection for Factories and Establishments (DIFE) initiatives.

Equivalent bodies exist at the division, district and Upazila levels. As the District Child Rights Monitoring Forum (DCRMF) was already functional, it was entrusted with the coordination and monitoring of the NPA implementation at the district level. It is noteworthy

¹⁸ GOB, MoLE, 2013. National Plan of Action for Implementing the National Child Labour Elimination Policy (2012-2016).

that, at the district level, the child labour elimination is integrated into activities on children's rights in general, allowing links with education, health and safety as well as coordination with the Ministries of Women and Children and of Primary and Mass Education.

The Department of Inspection for Factories and Establishments (DIFE) is the second department under MoLE involved in child labour related activities. The DIFE¹⁹ is responsible for ensuring welfare, safety and health of human resource engaged in various sectors. The department runs inspections and acts as an adviser body for workers and employers regarding the enforcement of the legal framework. DIFE's mandate also includes active collaboration with the government and stakeholders in the formulation of policies and measures to ensure adequate working environments. In 2017, the mandate of labour inspectors was expanded to cover the informal enterprises and workplaces listed as hazardous for children. Child labour is now part of the Standard Operating Procedure for inspections. The Inspectorate has also been upgraded to a department and the number of labour inspectors increased.²⁰

Additional coordination bodies under the Ministry of Home Affairs (MOHA) intervene in broader child trafficking issues. The Counter-Trafficking National Coordination Committee, and the Rescue, Recovery, Repatriation and Integration Task Force coordinate government ministries working on human trafficking and children trafficking, including such issues as forced labour and debt bondage.

Key sectoral ministries are involved as collaborative bodies. As the government recognised the need to use an integrated approach to tackle child labour, the Child Labour Elimination Policy exposed the measures to be taken in the implementation strategy and involve a variety of sectors.

The government has established institutional mechanisms for the enforcement of laws and regulations on child labour. However, gaps exist within the operations of the Department of Inspection for Factories and Establishments that may hinder adequate enforcement of the child labour laws. The agencies responsible for child labour law enforcement are listed below:

Box 7: Agencies Responsible for Child Labor Law Enforcement

Organization/ Agency	Role
DIFE	<ul style="list-style-type: none"> Enforces labour laws, including those relating to child labour/ hazardous child labour.²¹
Bangladesh Police	<ul style="list-style-type: none"> Enforces Penal Code provisions protecting children from forced labour and commercial sexual exploitation.²² In the case of the Trafficking in Persons Monitoring Cell, investigates cases of human trafficking and enforces anti-trafficking provisions of the Prevention and Suppression of Human Trafficking Act.²³

¹⁹ source: <http://dife.gov.bd/>

²⁰ Achievement of the Country Level Engagement and Assistance to Reduce Child Labor (CLEAR) project. A training of trainers for labour inspectors was organized and the DIFE has since included child labour in their inspection checklist and reports.

²¹ GOB, MoLE, 2017. U.S. Department of Labour Request for Information on Child Labour and Forced Labour.

²² U.S. Embassy-Dhaka official, 2014.

²³ GOB, Ministry of Home Affairs, 2015. National Plan of Action for Combating Human Trafficking 2015-2017.

Bangladesh Labour Court	<ul style="list-style-type: none"> • Prosecutes labour law violations, including those related to child labour, and impose fines or sanctions against employers. ²⁴ Only the adolescent workers are legally recognized. 		
Child Protection Networks	<ul style="list-style-type: none"> • Respond to violations against children, including child labour. • Comprise officials from various agencies with mandates to protect children, prosecute violations, monitor interventions, and develop referral mechanisms at the district and sub-district levels between law enforcement and social welfare services.²⁵ 		
Overview of Labour Law Enforcement		2016	2017
Complaint Mechanism Exists		Yes	Yes
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services		No	No

Source: Team Consolidation based on GOB, MoLE, 2017, and U.S. Embassy- Dhaka, February 13, 2018

Legal and Regulatory Framework

Though Bangladesh ratified various child labour-related international conventions, it has not signed the Convention No. 138 on Minimum Age yet. The GOB was one of the first countries to ratify the Convention on the Rights of the Child (UNCRC/ CRC), in 1990. In 2001, the country signed the Convention No. 182 on the Worst Forms of Child Labour. However, to date, the country has not yet signed the Convention No. 138, as well as other relevant Conventions for child labour, presented in the following Box 8.

Box 8: Relevant Conventions Not Ratified

ILO Convention not ratified by Bangladesh	Relevance of the Convention
C138: Minimum age Convention, 1977	Harmonization of Labour Act with Children's Act 2013 and UNCRC
C077: Medical Examination of Young Persons (Industry) Convention, 1946, C078: Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946	There are children employed/ working in these types of circumstances and there are provisions of medical certification and supervision of adolescent workers are within the Labour Act 2006 (amended).
C124: Medical Examination of Young Persons (Underground Work) Convention, 1965	
C124: Medical Examination of Young Persons (Underground Work) Convention, 1965	
C184: Safety and Health in Agriculture Convention, 2001 C188: Work in Fishing Convention, 2007	A large proportion of children are employed/ work in agriculture
C189: Domestic Workers Convention, 2011 C177: Home Work Convention, 1996	A large presence of child children in the sector with no appropriate legal instrument.
C190: Violence and Harassment Convention, 2019	Children just as adults are exposed to workplace violence and harassment

Source: Team Consolidation based on ILO.²⁶

²⁴ GOB, DIFE, 2015. Questions from U.S. Government.

²⁵ U.S. Department of State. Country Reports on Human Rights Practices- 2017: Bangladesh. Washington, DC. March 3, 2017.

²⁶ Source: ILO.

The Children Act 2013 sets the age of children below 18 years as a part of the harmonization of national legislation with the provisions of the CRC. The Act provides for the establishment of Child Welfare Boards at national, district and Upazilla levels, sets minimum standards of care, provides for the establishment of child-friendly desk at police stations and presents directives on duties and responsibilities of the Probation Officers. However, working children are excluded from the definitions of disadvantaged children.

The Labour Act 2006 (amended in 2013) provides for the legal definition of child labour (below 14) and adolescent labour (14-18). This Act allows children aged to 14-18 for light work with a health certificate from the appropriate authority. The Labour Act directs the government to prepare and update a list of hazardous work for adolescents. Apart from the age variation (with CRC, Children Act 2013 and National Children Policy 2011), another limitation of the Act is that its jurisdiction is largely limited to the formal sector of the economy while the largest majority of the children engaged in hazardous work are employed in the informal sectors (such as domestic work).

The draft Education Act 2016 provides for compulsory education to include two years of pre-primary education and eight years of primary education. It also provides guidelines for the management committee and the registration of educational institutions. The low age of completion of minimum/ compulsory education puts children at risk of employment below 18 years of age.

The Primary Education (Compulsory) Act 1990 supports all children aged 6-10 to get admission in primary education and makes such enrolment compulsory. It prohibits any engagement of children (e.g. in employment) which bars their enrolment to primary education. It facilitates such enrolment for permanent dwellers, which makes it difficult for the internal migrants and displaced population to oblige the legal obligation.

The Prevention and Suppression of Human Trafficking Act 2012 has a clear definition of human trafficking in which economic exploitation, forced labour, sexual exploitation of children are criminalized. The law clearly addresses the rights of the children by eliminating the issue of “consent” in case of a child victim of trafficking (inclusive of forced labour and sexual exploitation). The Act provides access for the victim to camera trial and other special protections at the court of law. The law directs the government to set up a separate special tribunal to expedite the legal proceedings. However, the special tribunal is yet to be established and the rate of conviction is extremely poor.

Box9: Laws and Regulations on Child Labour

Standard	Age	Legislation
Minimum Age for Work	14	• Section 34 of the Bangladesh Labour Act.
Minimum Age for Hazardous Work	18	• Sections 39–42 of the Bangladesh Labour Act.
Hazardous Occupations or Activities Prohibited for Children		• Sections 39–42 of the Bangladesh Labour Act; • Statutory Regulatory Order Number 65 ²⁷ 28
Prohibition of Forced Labour		• Sections 370 and 374 of the Penal Code; • Sections 3, 6, and 9 of the Prevention and Suppression of Human Trafficking Act.
Prohibition of Child Trafficking		• Sections 3 and 6 of the Prevention and Suppression of Human Trafficking Act; • Section 6 of the Suppression of Violence against Women and Children Act.
Prohibition of Commercial Sexual Exploitation of Children		• Sections 372 and 373 of the Penal Code; • Sections 78 and 80 of the Children's Act; • Sections 3 and 6 of the Prevention and Suppression of Human Trafficking Act; • Section 8 of the Pornography Control Act.
Prohibition of Using Children in Illicit Activities		• Section 79 of the Children's Act.
Compulsory Education Age	10	• Section 2 of the Primary Education (Compulsory) Act.
Free Public Education		• Article 17 of the Constitution, Education Act 2016 (Draft).

Source: United States Department of Labor's Bureau of International Labor Affairs. Bangladesh Moderate Progress; 2017 Findings on the Worst Forms of Child Labor.

National Policies

The National Child Labour Elimination Policy (NCLEP) of 2010 is the national pillar with regard to the prevention and elimination of child labour. As the Labour Act, it defines the child as a person below the age of 14 years and the adolescent a person who has completed 14 years but falls below 18 years. It has a focus on the formal sector and provides for education, legislation and enforcement, prevention of child labour and safety of children, and social and family reintegration. Objectives include:

- withdrawing working children from hazardous work and the WFCL;
- involving parents of working children in income-generating activities;
- offering stipend and grant in order to bring the working children back to school;
- extending special attention for the children who are affected by natural disasters;
- providing special emphasis for indigenous and physically challenged children;
- ensuring coordination amongst the concerned stakeholders and sectors;
- enacting pragmatic laws and strengthening institutional capacity for their enforcement;
- raising awareness amongst parents, mass people and civil societies about the harmful consequences of child labour; and
- Planning and implementing different short, medium and long term strategies and programs to eliminate various forms of child labour.

²⁷ GOB, 2006. Labour Law (amended in 2013).

²⁸ GOB, Ministry of Labour and Employment, Child Labour Unit, 2013. List of Worst Forms of Works for Children.

The National Children Policy 2011 defines a child as any person below the age of 18 years.²⁹ The policy deals with children's right to education, health, leisure, cultural activities and birth registration while recognizing the special rights of the children with disabilities, children of the minority/ ethnic minority and rights of the adolescents and their development. Although the policy (Section 9) has 11 provisions based on the NCLEP 2010, it is not fully congruent with it. The policy also does not provide guidelines regarding the coordination among the 10 ministries identified for its implementation.

The National Plan of Action (NPA) on the elimination of child labour 2012-2016 was adopted to implement the NCLEP 2010. The NPA followed the strategic guideline of the NCLEP with interventions corresponding to the outputs under these strategic areas. It also identified the roles of government and non-government actors with an indicative budget for its effective implementation. As recommended by the NPA, the Child Labour Welfare Council was formulated in 2014 and the Child Labour Welfare Council (DCLWC) and Upazila Child Labour Monitoring Committee (UCLMC) formed at a later stage. In practice, no significant effort to implement the plan could be observed. The NPA, among others, did not hold clear priority on the elimination of the WFCL. It also did not clearly state geography-based and sector-based approaches to address child labour.³⁰ Although its initial expiry was 2016, the government extended it until 2021. There is no evaluation on the progress of its implementation. A sample assessment of the evaluation of the implementation was carried out by INCIDIN Bangladesh with the support of TdH Netherlands. The findings of the evaluation is utilized in preparation of NPA 2021-2025.

National Social Security Strategy of Bangladesh 2015, identifies that the main reduction in child laborers since the mid-1990s has been among girls, which reflects the impact of the introduction of the Female Secondary Stipend programme and suggests that poverty does drive child labour and child marriages. Cabinet Division is involved in its implementation.

The Domestic Workers Protection and Welfare Policy 2015 sets the minimum age of employment at 12 years while stressing that child domestic worker cannot be engaged in heavy and dangerous work. It establishes a very loose grievance settlement process in which a domestic worker is to report to the government monitoring cell, human rights organizations and workers' associations or to child helplines (in case of children) for support. The policy provides an unspecified amount of compensation for work-related accidents and injuries with the proclamation of access of the domestic workers to the coverage of the Workers' Welfare Fund of MoLE. The policy, without any supportive legal instrument and mass awareness, is largely unimplemented.³¹

²⁹ It replaced the National Children Policy 1994 to include the principles and provisions of the CRC, including non-discrimination, best interest of children and child participation.

³⁰ Terre des Hommes, 2019. Report on Multi-Stakeholder Consultation on elimination of WFCL, TdH Netherlands.

³¹ Islam, Mohammad & Sharkar, Md, 2017. Understanding domestic workers protection & welfare policy and evaluating its applications to managing human resources of informal sector in Bangladesh. Journal of Asian Business Strategy.

The list of Hazardous Work for Children 2013 includes a total of 38 work/ sectors of employment. Among others, the government (MoLE) did not include child domestic work in the list of hazardous work along with sectors such as dry fish and waste disposal.³² The list leaves a large proportion of child labour in a hazardous situation.

The National Education Policy 2010 introduced pre-primary education, universal primary education up to class eight. It also keeps scope (narrow) for vocational education at the primary level in all government primary schools. Among others, it calls for the removal of barriers to education and provisions on alternative arrangements for working children. As its goal, the policy directs the government to bring all socially and economically disadvantaged children under the education service. For street and other disadvantaged children, it calls for extending support for free admission, free education materials, mid-day meal and stipend in order to prevent drop-out. The implementation of universal primary education is hampered by infrastructural limitations.

The Eighth Five Year Plan (EFYP) 2016-2020 under its inclusion strategy addresses child labour and calls for effective measures to reduce child labour and to eliminate the WFCL. It commits to formulate a policy for children in the formal sector focusing on those caught up in the WFCL. Street children are to be assisted through a multi-stakeholder coordinated approach for protection from abuse and effective rehabilitation and development. The SFYP commits to promote access of the working children to learning opportunities in formal and non-formal facilities, especially for the vulnerable households.

The EFYP recognizes that, despite the impressive progress made in the legal and policy framework, the changes in child labour and other harmful attitudes and norms has been slow. The reasons for this include the lack of enforcement capacity for these laws and the lack of public awareness. The plan notes that the government must persist in its efforts to empower children by scaling up awareness campaigns to ensure these laws become common knowledge to all and that every household is sensitized. The SFYP however, largely depends on the National Plan of Action for Implementing the National Child Labour Elimination Policy 2010, which had not progressed much in meetings its 10 objectives.

The National Plan of Action on Implementation of the SDGs has been adopted by the Ministry of Planning with the participation of all the relevant ministries including MoLE. The MoLE had identified projects/programs up to 2020 to meet the SDG goal 8.7: a) Implementation of eradication of hazardous child labour in Bangladesh; b) 38 Hazardous sector list wise database; c) Stocktaking of the interventions; d) Strengthening DIFE and Divisional, District and Upazilla level committees and make them functional; e) Review the current NPA and develop a short-term NPA for 2021 and mid-term up to 2025; f) Develop an effective coordination mechanisms. The progress of planned actions up to 2020 is not much visible.

³² Winrock International, 2019. Child Labour Improvements in Bangladesh. Consultation on Elimination of WFCL.

MoLE has also identified actions beyond the Eight Five Year Plan (EFYP) 2021-2030. Some of these are: 1) Implementing the Domestic Workers' Welfare Policy 2015; 2) Increase manpower in the DIFE; 3) Create a complaint management cell within the ministry and departments; 4) Design effective awareness programs and initiate outreach activities targeting major stakeholders; 5) Undertake measures to promote CSR activities; 6) Scale-up the successful parts of the SFYP; 7) Introduce safety net programs for the vulnerable families; 9) Enact domestic work protection law; 8) Develop regulatory framework for informal sector; 10) Preparation for ratification of ILO Convention 138 and others.

The National Plan of Action on Prevention and Suppression of Human Trafficking 2018-2022³³ addresses the concern of child trafficking, including forced child labour. It recognizes special provisions and protections needed for children both vulnerable to and victims of trafficking, but it does not have specific interventions for all aspects of prevention, protection, prosecution and integration-related strategic objectives of the NPA. It has, however, promoted child participation in the partnership cluster by including child representatives in the Counter-Trafficking Committees (CTCs).

Resource Mobilization

The government is currently spending 2.55% of GDP for children. Between 2017/18 and 2018/19, on an average, 14% of the national budget was allocated to children in Bangladesh. However, the child-focused budget does not allow to extract the amount of spending allocated to the reduction of child labour. It covers a variety of activities including cash transfers, informal education, training, prevention initiatives, capacity building, and institutional modifications. Health and education sectors are critical and distribute significant allocations to children. Over the past three years, the allocation of MoLE to children averaged 8.2%. Recently, additional efforts have been made.

The GOB spends over 15% of its total public expenditures on 84 social safety net programs that serve the poor and the vulnerable population.³⁴ In 2011, the government initiated a pilot project to study the feasibility of creating a national population database with the intention of improving access to these social safety net programs.³⁵ The research paper mentions that whether these programs or other social safety net programs, have an impact on child labour has not been studied.³⁶

The GOB collaborates with the United Nations and development partners to mobilize dedicated resources. The government has wide networking and partnership with different agencies and nations.

³³ Under MoHA, addresses the SDG Goal 16.2.

³⁴ The News Today, 2011. PM urges development partners to continue support, October 10.

³⁵ Futuregov, 2011. Bangladesh starts National Population Register Project, July 14.

³⁶ Government of Bangladesh, 2011. Ministry of Women and Children Affairs Medium Term Expenditure; Dhaka.

Resource allocations across stakeholders are not yet harmonized. The investments are usually project-based and lack continuity and connectivity with other initiatives. Moreover, the government is yet to tap private resources under Corporate Social Responsibility (CSR). Although there is a draft CSR policy, no visible presence of the national or global partnership with the corporate sector is visible at government level. NGOs and INGOs are tapping national and global CSR resources for small time-bound initiatives.³⁷

1.4 Lessons Learnt From NPA 2012-2015

An assessment on progress of implementing the NPA to eliminate child labour (2012-2016, extended up to 2021) reveals mixed results³⁸. The following matrix holds some of the key features

NPA implementation Plan 2012-2016	Progress and Implications
Management of the Secretariat from national level through upazila level.	The national secretariat is functional
National Child Labour Welfare Council	The National Child Labour Welfare Council was formed, capitated and made functional. ILO took the lead in facilitating this process together with DIFE under the leadership of MoLE
Conduct survey/estimates of child labour (Divisional Level).	DIFE conducted survey through its own staff where it has its own staff. But cannot be authenticated.
Conduct Training programmes for government officials, NGO members, and local community leaders to understand the problem and process of elimination of child labour.	Several training programs have been organized to build capacity of DIFE and local administration under the clear project of ILO, BSAF, INCIDIN Bangladesh, TdH Netherlands, World Vision, Manusher Jonno Foundation, UNICEF conducted training and consultation. However, national coverage at local community level or institutional capacity building at all level could not be achieved.
Build linkages between the committees by setting up online/electronic/email linkages; develop periodic reporting systems, collect and consolidate information to submit to NCLWC.	Periodic reporting has been introduced. Due to varied level of functioning of the committees at different administrative levels and at different locations – reporting is not comprehensive. NCLWC reviews the data at its meeting.
Develop a Child Labour Tracking System.	ILO under its CLEAR project developed community based Child Labour Tracking System in its project areas. The experience has the potentiality of being scaled up at national level.
Develop joint inspection team in Upazilas.	Upazilla committees require support to become functional.
Establishment/Strengthen of Libraries (Divisional)	Not much progress.

³⁷ Save the Children in Bangladesh, 2014. Mapping of Good Child Rights Corporate Social Responsibility (CSR) Practices in Bangladesh, Child Rights Governance (CRG).

³⁸ INCIDIN Bangladesh, Implementation Monitoring of NPA on child labour Challenges, Bottlenecks and Way Forward; ECL Project, TdH Netherlands, Dhaka, 2019

During the period of 2012-2020, MoLE implemented Eradication of Hazardous Child Labour in Bangladesh project to withdrawn children from child labour through awareness raising, extension of non-formal education, vocational skill training and alternative income generating support to the parents/households. The 3rd Phase of the project (2015-2016) aimed to remove 30,000 children from the selected 47 hazardous occupations in Bangladesh and preventing younger siblings from entering into child labour to provide an increased understanding of the worst forms of child labour.

The Ministry of Primary and Mass Education is working towards that end. There are 63,601 Government Primary Schools providing free primary education, there are several mass literacy programs. ROSC (Reaching Out of School Children) Phase - II is an endeavor of the Government undertaken in 2013 to provide a second chance to education for the disadvantaged children aged 8-14 years who never had the chance to enroll in the primary schools or who had to drop out for reasons of other necessities. . The idea is to reduce the number of drop outs by creating scopes for (i) equitable access to primary education (ii) retention and (iii) completion of quality primary education. Learners are provided with free books, education materials, exam fees, uniform and education allowance. Grants are provided for establishing learning centers known as Ananda Schools in the communities with their participation. Teachers are appointed from the respective catchment areas. The project has many programs covering 148 upazillas and slums of the 11 City Corporation areas. The project also has taken up Pre-vocational training program for 25000 ROSC graduates, Sishu Kallyan Trust students and of Government Primary schools age 15+ with employment opportunities.³⁹

CLEAR Project of ILO focused on Strengthening labour inspection system and improving monitoring mechanism at community level – Activities included assessing the existing system; developing training manual and standard operating procedure to incorporate child labour in the regular inspection process; and training of labour inspectors. The capacity of other enforcement officials including Labour Court judges and prosecutors was enhanced. The project also initiated Community Level Monitoring System (CLMS) in rural setting through a pilot programme.

Withstanding these progresses, the bulk of the children in child labour still requires support and care – specially in the informal sector. At the same time, NPA not being integrated into prioritized national development plans (FYP and SDG implementation plan) remained isolated from mainstream allocation, implementation and monitoring process. Exclusion of Planning Commission, IMED and BBS in the mainframe of NPA monitoring led to disjoints and capacity gaps. Many of the ministries lacked priority and resource to implement the planned actions under the previous NPA – which posed a challenge.

³⁹ [ROSC - Reaching Out-of-School Children \(Phase-II\) \(rosc-bd.org\)](http://rosc-bd.org)

In all these projects, civil society organizations, specifically NGOs have been the main implementing organizations at the grassroots level. The NGOs have also implemented additional projects with the assistance of various development partners. The trade unions have also implemented projects and took part in activities of GO and NGOs to address child labour. NCLWC, became the collective forum in which all these stakeholders shared their experiences, jointly planned, coordinated actions and monitored the progress of work.

Based on the success of projects implemented under the previous NPA, the NPA 2021-2025 has set a priority on integrated approach of prevention and protection by involving awareness raising, education, skilling and livelihood options for the children and their parents. Learning from the resource mobilization, implementation and monitoring challenges of the previous NPA, the current NPA has been harmonized with the FYP and SDG implementation framework. Being integrated within the FYP and SDG implementation framework, the NPA 2021-2025 has also ensured the priority attention and resource of relevant ministries. The constraints in generating monitoring data during the implementation phase of NPA 2012-2016 and the success of community based monitoring approach used by CLEAR project of ILO – demonstrated the need of strengthening the Child Labour Monitoring Committees at grassroots level and mobilizing community actors at all level. NPA 2021-2025 has remained firm to the multi-stakeholder process of planning, engagement and monitoring shaped during the implementation of the previous NPA.

CHAPTER-TWO

NPA (2021-2025): A Strategic Overview⁴⁰

Based on the analysis of the context and the experience of implementation of the previous NPA (2012-2016), the current NPA identifies the relevance of the strategic objectives adopted by the previous NPA. At the same time, the current NPA identifies the actions relevant to address child labour within the SDG implementation strategy of GoB.

The present NPA is based on the following strategic documents.

1. SDG Implementation strategy of GoB
2. The SDG plus Actions to eliminate child labour corresponding to NPA (2012-16)
3. EU-GoB National Action Plan on Labour Sector in Bangladesh (In finalization process)
4. GoB Road Map on Labour Sector of Bangladesh (In finalization process)

2.1. The Actions built with the SDG Implementation strategy of GoB

Within the SDG implementation strategy there are five strategic clusters of interventions which are relevant in addressing child labour. The current NPA 2021-2025 therefore build around these five objectives reflected within the SDG implementation strategy paper of GoB.

Strategic Objective-1. Reducing vulnerability to child labour.

This involves the following outputs:

- Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).
- Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).
- Output: 1.3 Support to the households of the vulnerable children for economic empowerment.
- Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.
- Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.

Strategic Objective -2. Withdrawing children from hazardous and worst forms of child labour

This involves the following outputs:

- Output-2.1: Review and updating of the list of hazardous child labour.
- Output-2.2: Identification and referral guidelines adopted.
- Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.

⁴⁰ The strategic guidelines have evolved through a series of multi-stakeholder consultations. The process was steered by the National Child Labour Welfare Council under the leadership of the MoLE and DIFE with the support of INCIDN Bangladesh and the CLIMB project of Winrock International.

- Output-2.4: Shelter for children without parental care.
 Output-2.5: Support to the households of the withdrawn children for economic empowerment.

Strategic Objective -3. Increased capacity to protect children at workplace

This involves the following outputs:

- Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.
 Output-3.2: Strengthening enforcement of legal and protection provisions.
 Output-3.3: Access of child labour to education, skills, economic support for healthy development.
 Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.

Strategic Objective -4. Partnership and multi-sectoral engagement

This involves the following outputs:

- Output-4.1: Coordinating amongst the concerned stakeholders and sectors through NCLWC for the welfare of working children.
 Output-4.2: Holding annual conference on progress of NPA implementation (celebrating success and rewarding/recognizing champions).
 Output-4.3: Increased engagement of LEB, CSOs, Private Sector and Mass Media in resource mobilization and implementation of NPA

Strategic Objective -5. Monitoring and Evaluation of NPA implementation

This involves the following outputs:

- Output-5.1: Developing a database on child labour.
 Output-5.2: Periodic monitoring and reporting by national CL monitoring committee and BBS.
 Output-5.3: National Child Labour Survey
 Output-5.4: Mid-term (2021) and end-term evaluation (2025) of NPA implementation.

As per the suggestions of the consultations, in harmony with the SDG milestones, the current NPA has adopted primary targets of elimination of all form of child labour by 2025. The NPA is hence aligned with the SDG implementation plan of the Government of Bangladesh (GoB).⁴¹ The following matrix presents the inter-linkages of the NPA strategic objections and its outputs with the SDG targets.

NPA (2021-25)	SDG Targets	Focal Agency(s)
Strategic Objective-1. Reducing vulnerability to child labour.		
Output-1.1	8.7.1, 4.1.1, 16.10.2	MoLE, , MoPME, MoInf
Output-1.2	8.7.1, 4.5.1 , 4.2.1-4.2.6, 4.21, 4.31, 4.5.1, 4.6.1	MoLE, , SHED, MoPME, MoEF
Output-1.3	8.7.1, 1.1.1, 1.2.2, 1.3.1, 1.4.1	MoLE, CD
Output-1.4	8.7.1	MoLE,
Output-1.5	8.7.1	MoLE,

⁴¹ Action Plan of Ministires/Divisiongs by targets in the implementation of SDGs aligning with 8th Five Year Plan and Beyond; General Economics Division (GED), (Making Growth Works for the Poor), Bangladesh Planning Commission, Ministry of Planning, GoB, June, 2018

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour		
Output-2.1	8.7.1	MoLE,
Output-2.2	8.7.1	MoLE,
Output-2.3	8.7.1, 4.3.1, 1.1.1, 16.2.2	MoLE, MoE (TMED), CD, MoHA
Output-2.4	5.4.1	MoSW
Output-2.5	1.1.1	CD
Strategic Objective -3. Increased capacity to protect children at workplace		
Output-3.1	8.7.1	MoLE
Output-3.2	8.7.1, 4.a.1, 5.1.1, 5.2.1, 5.3.1, 5.e.1	MoLE, MoPME, MoWCA
Output-3.3	8.7.1, 4.6.1, 5.4.1	MoLE, MoPME, MoSW
Strategic Objective -4. Partnership and multi-sectoral engagement		
Output-4.1	8.7.1	MoLE
Output-4.2	8.7.1	MoLE
Output-4.3	8.7.1	MoLE
Strategic Objective -5. Monitoring and Evaluation of NPA implementation		
Output-5.1	8.7.1	MoLE
Output-5.2	8.7.1, 17.18.1	MoLE, BBS
Output-5.3	8.7.1	MoLE
Output-5.4	8.7.1	MoLE

2.2. The SDG plus actions to eliminate child labour

The SDG plus actions under NPA 2021-2025 includes actions which are not included in the SDG action plan of GoB but are critical in achieving the goal of eliminating worst form of child labour by 2021 and all forms of child labour by 2025 in Bangladesh. These actions are adopted from the list of the previous NPA (2012-2016). There are nine strategic areas of interventions built within the NPA 2012-2016. A brief list of the key outputs under each of the nine strategic areas of intervention are as follows:

Strategic Area and Outputs

1. Policy Implementation and Institutional Development

- 1.1 Review and Update the NPA and the list of Hazardous Child Labour
- 1.2 Policies related to child labour elimination are implemented, monitored and evaluated
- 1.3 Institutional capacity of concerned institutions strengthened to effectively implement NPA.

2. Education

- 2.1 Accessible educational facilities and opportunities for working children and poor children are ensured.
- 2.2 Access to Technical and Vocational education and training programmes for working adolescents and their parents is provided.
- 2.3 Children are socially empowered through training and social networks.

3. Health and Nutrition

- 3.1 Access to health and nutrition education ensured for all households with working children or of those at risk of sending children for labour.
- 3.2 Opportunities created to ensure access to health services.

4. Social Awareness Raising and Motivation

- 4.1 Children, parents, employers, trade unions, civil society, and concerned state officials are critically aware of harmful effects of child labour and HWFCL and motivated to demonstrate positive attitude and behavioral patterns towards the elimination of child labour.
- 4.2 Community based mechanisms to prevent child labour is established and strengthened.

5. Legislation and Enforcement

- 5.1 Existing laws and rules related to child labour issues (in both formal and informal sector).
- 5.2 Child labour related laws and rules are enforced.
- 5.3 Inspection and monitoring of child labour in the informal sector and agricultural sector are strengthened.

6. Employment and Labour Market

- 6.1 Employment opportunities created and access to labour markets ensured for adolescents who are trained and eligible for work as per legal provision.
- 6.2 Small scale income generating enterprises created through effective involvement of vocationally trained adolescents of their families.

7. Prevention of Child Labour and Safety of Children Engaged in Labour

- 7.1 Employment opportunities created for adults and parents of extreme poor and working children.
- 7.2 Children aged below 14 years are prevented from engaging in child labour and kept in school.
- 7.3 Working adolescents aged 14 to less than 18 years and protected from hazardous work.
- 7.4 Children protected from trafficking and sexual exploitation.

8. Social and Family Reintegration

- 8.1 Children withdrawn from HWFCL are reintegrated with their families or within society.

9. Research and Training

- 9.1 Information on hazardous and worst forms of child labour (WFCL) is updated for supporting the effective implementation of the NPA.
- 9.2 Managerial and operational capacities of concerned stakeholders in addressing child labour are enhanced.

The current NPA 2021-2025 finds these areas of interventions still relevant and builds additional (SDG plus) actions to address child labour. These actions in addition to the actions reflected with the SDG implementation strategy paper reflects a gap which needs to be addressed in future by reforming the SDG implementation strategy and in the upcoming 8th Five Year Plan of the country.

The NPA also includes an outline of strategy to address child labour during and in post-COVID-19 phase. This complies with the SDG Target 3.b and Target 3.8.

2.3 EU-GoB National Action Plan on Labour Sector in Bangladesh (In finalization process)

In continuation of the series of legal and administrative reforms supported by practical activities to uphold labour rights and workplace safety in Bangladesh, the Government has decided to develop the **National Plan of Action** through a consultative process. This also has reference to the outcome of 9th session of the EU-Bangladesh Joint Commission held in October 2019.

Under the Action '**Eliminate child labour in all its forms by 2025**' of the GoB-EU NPA a short description of Strategic areas and outputs are mentioned below

1. Regulatory and policy framework for elimination of child labour

- 1.1 Complete process of ratification of ILO Convention 138 on minimum age
- 1.2 Complete revision of the National Plan of Action to eliminate child labour by 2021
- 1.3 Updating the list of hazardous jobs in light of the observations of CEACR report of 2017
- 1.4 Adjustment of the national legislative framework after ratification of C138 in consultation with employers and workers on the possibility of increasing sanctions for engaging child labour.

2. Strengthen investigations and increase the number of convictions for child labour

- 2.1 Improve the labour inspectorate/other public authorities who investigate cases of child labour and ensure convictions:
- 2.2 Continue cooperation with different public authorities that engage in elimination of child labour through child labour welfare councils at all levels as well as social partners, NGOs, CSOs etc.

3. Projects on (hazardous) child labour/child labour survey

- 3.1 Implementation of a Government funded project titled Eradicating Child Labour from Hazardous Work
- 3.2 Conduct a child labour survey by Bangladesh Bureau of Statistics (BBS) with technical support from ILO
- 3.3 Design and implement programmes of action, in consultation with relevant government institutions and employers' and workers' organizations and non- government organizations to eliminate child labour, including its worst forms and in the informal sector
- 3.4 Enhance Child Labour Unit of MOLE with additional human resource and coordination with divisional and district level Departments.

4. Awareness raising action and process

- 4.1 Include awareness raising measures TV/radio spots, popular theatre, billboards and other activities
- 4.2 Meeting of National, Divisional, District and Upazilla Child Labor Welfare Councils and committees
- 4.3 Observe International Day Against Child Labour.

2.4 GoB Road Map on Labour Sector of Bangladesh (In finalization process)

As recommended by ILO Governing body at its 340th session (October–November 2019), with reference to ILO convention on Labour Inspection (No. 81), the Freedom of Association and Protection of the Right to Organize Convention (No. 87), and the Right to Organise and Collective Bargaining Convention (No. 98), the Government (of Bangladesh) has developed a time-bound roadmap of actions. This Road Map focuses on Labour Sector reform including Labour law reform, Labour inspection & Enforcement among others. These two areas have direct impact on Elimination of child labour in law and practice.

2.5 Basic Principles of the revised NPA

Keeping in mind the National Child Labour Elimination Policy of the country (see annex 1), the NPA 2021-2025 for is based on the following guiding principles-

- No discrimination against any one based on sex, religion, caste, education, political ideology, and wealth;
- Government responsibility and ownership;
- Justice for the victims of human trafficking;
- Protection of the best interests of the child victims¹³ and respect for human dignity of all during the rehabilitation, rescue and criminal justice processes (protection of victims from re-victimization /harassment);
- Civil Society Participation (or, PPP: public-private partnership);
- Participation of the local-level people and local government institutions;
- Interdisciplinary coordination or cross-section responsibilities shared amongst government agencies *per se* and between the government agencies, IOs and NGOs;
- Conformity with other relevant policies of the Government;

The NPA on elimination of child labour is mainstreamed within the key development plans of the government, primarily with Harmonized with the Action Plan of Ministries /Divisions by targets in the implementation of SDGs aligning with 8th Five Year Plan and Beyond prepared by General Economics Division (GED), (Making Growth Works for the Poor), Bangladesh Planning Commission, Ministry of Planning, GoB, June, 2018.

2.6 Lead Agency and other Government and Implementing Agencies

Ministry of Labour and Employment will lead the implementation of the current NPA 2021-2025. As there are many actions within the NPA which can only be implemented through collaboration of multiple ministries. As such implementation of NPA cannot be solely assigned to any single ministry. Therefore, in the implementation process of NPA 2021-2025, several ministries have been assigned to lead specific actions. In this regard, for SDG implementation specific ministries have been assigned with the lead-role for specific sets of Goals and Targets. The Ministry of Planning has assigned these roles. Each of the ministries are also well aware of their respective roles and responsibilities. The matrix of SDG

implementation plans did not keep any space to reflect the roles of NGOs. However, it is expected that development partners, UN agencies, trade unions, NGO and INGOs will work with MoLE to map their interventions within the framework of NPA to avoid overlapping and appropriate division of responsibilities to complement the government process.

The NPA 2021-2025 also identifies a set of actions which are not yet reflected in the SDG implementation plan of GoB , although deems necessary to achieve the strategic objectives of the NPA. In the SDG plus actions roles of national and international NGOs, privates sector, UN agencies and development partners will be critical. Even though it is not reflected in the matrix, these will be worked out in the implementation plan prepared by MoLE- to make the NPA operational.

2.7 Guideline for implementation of NPA 2021-25

The NPA 2021-2025 has the following guiding principles:

The lead Ministry with the overall responsibility of overseeing the implementation of the NPA 2021-2025 will be the Ministry of Labour and Employment. At the same time, as per the roles assigned in SDG implementation plan, each of the ministries will take lead and cooperate with relevant ministries to achieve the assigned Goals and Expected Outputs by meeting the Development Targets.

- A. MoLE will bear the responsibility of mass dissemination of NPA 2021-2025. Specially, the NPA 2021-2025 shall be urgently sent to all stakeholders and to all the members of NCLWC and CLMC with a call for action. The MoLE shall prepare an **Implementation Plan** as per the need of meeting the SDG goals of 2021 and 2025.
- B. The Child Labour Welfare Council shall be responsible as the oversight body for NPA implementation. NCLWC shall coordinate, monitor and evaluate the implementation of the NPA 2021-2025 periodically (quarterly). It shall find out *relevant volunteering organisations* to work with it, through financing or rendering other technical support, in monitoring and evaluating various activities of the NPA. Each such organization shall be working geographically and/or in a specific sector in each administrative Division.
- C. In addition, to NCLWC the Child Labour Monitoring Committees shall carryout coordination and monitoring as per its mandate (see Annex 2 for the formation and makeup of these committees).
- D. Among others the NPA implementation process will be paying special attention to **children affected by natural calamities, integrating indigenous and physically and mentally challenged** children into the mainstream society, hold a **Priority to hazardous child labour and sectors with export potentialities, carry a dual focus** on both sectors and geography based priorities and **address gender** needs of girls and boys.
- E. MoLE is expected to mainstream the SDG plus actions of the NPA within the SDG implementation strategy of the government and in the upcoming 8th FYP through a consultation with different ministries and stakeholders to build a broader ownership on the NPA.

2.8 Users' Guideline for NPA 2021-2025

The NPA 2021-2025 is meant to be a guide for everyone involved in actions to eliminate child labour in Bangladesh, especially for those government agencies and other stakeholders who are given specific responsibilities to implement activities outlined above. The NPA outlines the most important steps to be taken and issues to be considered in setting up effective structures, legislative, or judicial, against child labour and procedures for the results-based monitoring, review and evaluation of the present Action Plan. The NPA has laid out directives on responsibilities of different actors.

The NPA 2021-2025 addresses both the formal and informal sector of engagement of child labour. It also addresses the WFCL (both the Hazardous Child Labour and Unconditional Worst Form of Child Labour and Child Labour in general. It builds its concepts on the Labour Act (2006) and relevant ILO conventions.

The operational part of The Actions Built within SDG Implementation strategy of GoB is summarized and reflected in the first Matrix. It needs to be noted that the largest proportion of the project and project propositions are adopted from the Action Plan of Ministries /Divisions by targets in the implementation of SDGs aligning with 8th Five Year Plan and Beyond. While every government agency or any other implementing partner should mainly consider the task allocated to it as per the Action Plan shown in the matrix, it should first read the above thematic part of the NPA. Also, there are *notes* about how to use the Matrix of the plan of actions itself, which should also be strictly adhered to.

There is also a second matrix which identifies actions that needs to be implemented in addition to the actions mentioned in the SDG implementation strategy paper of the government. These SDG-plus actions are critical to full-fill the commitment of the government on elimination of child labour.

Each of the ministries involved in the implementation of the NPA, along with all such GOs and NGOs, needs to keep track of their responsibilities defined in the NPA 2021-2025- during annual planning and budgeting exercise. There is also a guideline on actions during and in post-covid-19 pandemic to address child labour at the last part of this document. The actions are indicative and relevant agencies are invited to carry these in coordination with MoLE.

CHAPTER - THREE

Matrix-1
(Actions built within SDG implementation Strategy of GoB)

PLANNING MATRIX FOR DIFFERENT MINISTRIES



National Plan of Action to Eliminate Child Labour (2021-2025)
Ministry of Labour and Employment

Ministry of Labour and Employment (MoLE)

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
Target 8.7: 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	Output-1.1	3	4	6.1 Awareness Raising and Urban Bottleneck on trafficking in person 2017 to 2020	6.2 100	7.1	7.2	8 4. Design effective awareness programs, and initiate outreach activities targeting major stakeholders – parents of the vulnerable, employers, community, local administration (2021-2025)	8A 100
	Output-1.3	Ministry of Labor and Employment (MoLE)	MoE/WOE, MoFA, MoHA, MoWCA, SID					7. Introduce Safety net programs for the vulnerable families of child labour (2021-2025)	3000
	Output-1.4		MoYS, MoSW, MoHA, MoC, MoInd, MoTJ					Technological support & innovation for reducing dependency on child labour (2021-225)	100
	Output-1.5							3. Create a complaint management cell within the ministry and / departments (2021-2022)	50
	Output-1.2						6. Review current NPA and develop short term NPA for 2021 and Mid term up to 2025 & implementation	9000.0	

Ministry of Labour and Employment (MoLE)

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance). Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE). Output: 1.3 Support to the households of the vulnerable children for economic empowerment. Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour. Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/ Divisions	projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	8A
Target 8.7: 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	Output 2.1 Eradication of Hazardous Child Labour in Bangladesh 4 th Phase aims to withdraw 100,000 hazardous child labour for work through... <ul style="list-style-type: none"> • Skill training • Financial support of BDT 15,000 to 10% of the trained children. • Raising awareness of the parents and employers 	Ministry of Labour and Employment (MoLE) Planning Wing	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC MoI MoTJ	6.1 Eradication of Hazardous Child Labour in Bangladesh 4 th Phase (January 2018- December 2020)	6.2 2844 908	7.1 The project period of Eradication of Hazardous Child Labour in Bangladesh 4 th Phase needs to be revised to 2020 -2022.	7.2 No cost extension	8	8A

Ministry of Labour and Employment (MoLE)

Strategic Objective -1. Reducing vulnerability to child labour										
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance). Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE). Output: 1.3 Support to the households of the vulnerable children for economic empowerment. Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour. Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.										
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/ Divisions	Requirement of new project/program up to 2020		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)	Requirement of new project/program up to 2020		
				Project Title and Period	Cost in BDT (million)			Project Title and Period	Cost in BDT (million)	
1	10	3	4	6.1	6.2	7.1	7.2	8	8.A	
Target 8.7: 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	Output-2.1 <ul style="list-style-type: none"> ● Registration and withdrawal of 300,000 child labour from informal sector (including children in HCL) ● Listing of priority sectors ● NFE and mainstreaming ● Skill training ● Job placement for 200,000 withdrawn children ● Raising awareness of the parents and employers. ● Avoid duplication in of children and locality with Eradication of Hazardous Child Labour in Bangladesh 4th Phase ● Strengthen CLU and referral network. 	Ministry of Labor and Employment (MoLE) Planning Wing	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC MoInd MoTJ	Eradication of Hazardous Child Labour in Bangladesh 4 th Phase (January 2018- December 2020)	28449.08	7.1	7.2	8	14224.54	
									Elimination of child labour in selected sectors (2021-2025)	

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/ Divisions	Projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020 Project Title and Period	Cost in BDT (million)	Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)				
1	10	3 MoLE	4 City Corporations	6.1	6.2	7.1	7.2	8 5.3.1 Mobilize city corporations' tax officers and trade license supervisors to monitor workplaces in urban informal sectors	8A Nil
		MoLE	DIFE					5.3.2. Increase capacity and number of labour inspectors to ensure effective labour inspection, including child labour monitoring, in formal and informal workplaces, including plantations and other agricultural activities.	Nil 2,400,000 10,000,000

Ministry of Labour and Employment (MoLE)

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour										
Output-2.1: Review and updating of the list of hazardous child labour										
Output-2.2: Identification and referral guidelines adopted.										
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CI, linked with TVET/NFE and alternative job placement.										
Output-2.4: Shelter for children without parental care.										
Output-2.5: Support to the households of the withdrawn children for economic empowerment										
SDG Targets	Remarks	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	Projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)	
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)			
1	10	3	4	6.1	6.2	7.1	7.2	8		
Target 8.7: Take immediate and effective measures to eradicate forced labour, and 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		Ministry of Labor and Employment (MoLE)	MoE/DOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC Moled MoTJ			Revision of the list of hazardous child labour to include child labour in the dray fish sector, waste disposal sector etc. 2. Eradication of hazardous child labour in Bangladesh (4th Phase) [2017-2020]	1200			
	Output-2.1								1. Withdraw children from hazardous sectors (38 listed HCL and child-domestic work, children working in dry fish sector, children working in waste disposal, children working in stone quarry, children working in local non-export garments and children working on street) retrain and place to alternative employment as per law. (2021-2023)	2400
	Output-2.2						Rehabilitation Project for Street Children of Dhaka City July, 2016 to June 2021	800.00 million		

Ministry of Labour and Employment (MoLE)

SDG Targets	Outputs	Lead/Co-Lead Ministries/Division	Associate Ministries/ Divisions	Projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1 Target 8.7: 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	10 Output-3.1	3 Ministry of Labor and Employment (MoLE)	4 NCLWC DIFE	6.1	6.2	7.1	7.2	8 2. Increase manpower with the department for effective child labour compliance monitoring in the industries (2021-2025) 1.3.2 Strengthen the capacity of planning and budgeting officials of concerned ministries representing in NCLWC on how to mainstream and implement child labour related issues into their sectoral plans and projects and programmes.	100 3580000
								1.3.3 Strengthen the capacity of MoLE and its CLU and concerned officers to play catalytic role for ensuring the child labour related policies and interventions are planned and executed in an integrated and coordinated manner. Strengthen Child Labour Welfare Council (NCLWC) based on NCLEP and regular meeting.	720,000 Divisional level- 21,00,000 Uppazilla level- 5,25,00,000 10
	Output-3.2	MoLE	DIFE					8. Enact Child Domestic Workers protection Law (2021-2021)	10
								9. Develop Regulatory framework for informal sectors on child labour elimination (2021-2022)	10

Strategic Objective -3. Increased capacity to protect the child labour
 Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.
 Output-3.2: Strengthening enforcement of legal and protection provisions.
 Output-3.3: Access of child labour to education, skills, economic support for healthy development.
 Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Outputs	Lead/Co-Lead Ministries/Division	Associate Ministries/ Divisions	projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2029		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	10
Target 8.7: 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	Output-3.2	Ministry of Labor and Employment (MoLE) NCLWC DIFE	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC MoInd MoTJ					10. Ratification of ILO convention 138 and reform of Labour Law (2021-2022)	
		MoLE	MoLJPA NGOs					5.1.1. Sensitize judiciary and legal enforcement mechanism on child labour related issues amongst concerned stakeholders including law enforcement officers and employers.	4200000
		MoLE	MoLJPA NGOs					5.1.2. Revise Labour Act, 2006 in light of child labour policy. Ensure revised labour laws protect working children in both formal and informal sectors.	Nil

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development, Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Outputs	Lead/Co-Lead Ministries/Division	Associate Ministries/ Divisions	projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	16	3	4	6.1	6.2	7.1	7.2	8	13,440,000
	Output-3.3	MoLE	MoLJPA					5.2.2 Enforce child labour related laws and rules through building greater cooperation and coordination amongst law enforcement agencies .creating mechanisms for public reporting of child labour law violations and ensuring effective prosecution of child labour laws violators.	
	Output-3.4	MoLE NCLWC	DIFE Domestic Workers Monitoring Committee					5.2.3 Develop Code of Conduct for Domestic Worker s aimed at prevention, protection and elimination of child domestic workers	5,900,000
	Output-3.3							Child Labour Welfare fund to support migration, health care (including mental) and education.	25% of existing Workers' Welfare fund can be used.

Ministry of Labour and Employment (MoLE)

Strategic Objective -4. Reducing vulnerability to child labour

Output-4.1: Coordinating amongst the concerned stakeholders and sectors through NCLWC for the welfare of working children. Output-4.2: Holding annual conference on progress of NPA implementation (celebrating success and rewarding/recognizing champions). Output-4.3: Increased engagement of LEB, CSOs, Private Sector and Mass Media in resource mobilization and implementation of NPA										
SDG Targets	Output	Lead/Co-Lead Ministries/Divisions	Associate Ministries/Divisions	Projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)	Policy/Strategy if needed (in relation with Column 8)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)			
1	10	3	4	6.1	6.2	7.1	7.2	8	9	
Target 8.7: 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	<u>Output-4.1</u>	Ministry of Labor and Employment (MoLE)	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC MoTJ			Stock taking of the interventions of different ministries / CSOs and coordinate implementation from Child Labor Unit. [2018-2020]	60.0			
	<u>Output-4.1</u>					Develop and effective coordination mechanism among ministries and CSOs/ Private sectors [2021-2025]	5.0	Child Labour Elimination would be included in the Annual Performance Agreement (APA) of the MoLE		
	<u>Output-4.2</u>							Annual conference on progress of NPA implementation (2021-2025)	60	Celebrating success and rewarding/recognizing champions as NCLEP.
	<u>Output-4.3</u>							Undertake measures for promoting CSR activities towards prevention of WFCL, especially focusing on the families having children vulnerable to WFCL. (2021-2022)	10	To encourage the corporations to sponsor events and projects.

Ministry of Labour and Employment (MoLE)

Strategic Objective -5. Monitoring and Evaluation of NPA implementation									
Output-5.1: Developing a database on child labour.									
Output-5.2: Periodic monitoring and reporting by national CL monitoring committee and BBS.									
Output-5.3: National Child Labour Survey									
Output-5.4: Mid-term (2021) and end-term evaluation (2025) of NPA implementation.									
SDG Targets	Output	Lead/Co-Lead Ministries/ Division	Associate Ministries/ Divisions	projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020 Project Title and Period	Cost in BDT (million)	Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)				
1	10	3	4	6.1	6.2	7.1	7.2	8	
Target 8.7: 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	Output-5.1	Ministry of Labour and Employment (MoLE)	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC Moled MoTI			5. Strengthen DIFE and Divisional District and Upazilla Level Child Labour committees and make them functional [2018-2020]	100	6. Scale up the successful parts from 8th Five year Plan. Strengthen DIFE and Divisional, District and Upazilla Level Child Labour committees and make them more functional. MoLE should have annual targets for the four tiers' meetings and implement it. [2021-2025]	100
	Output-5.3		BBS IMED					National Child Labour Survey (2020, 2021, 2025)	20.5
	Output-5.4							Mid-term (2021) and end-term evaluation (2025) of NPA implementation	10

Bangladesh Bureau of Statistics

Strategic Objective -5. Monitoring and Evaluation of NPA Implementation									
Output-5.1: Developing a database on child labour.									
Output-5.2: Periodic monitoring and reporting by national CL monitoring committee and BBS.									
Output-5.3: National Child Labour Survey									
Output-5.4: Mid-term (2021) and end-term evaluation (2025) of NPA Implementation.									
SDG Targets	Output	Lead/Co-Lead Ministries/ Division	Associate Ministries/ Divisions	projects/programs to achieve 8th FYP goals/targets		Requirement of new project/program up to 2020	Actions/Project beyond 8th FYP Period (2021-2030)	Cost in BDT (million)	
				Project Title and Period	Cost in BDT (million)				Project Title and Period
1	10	3	4	6.1	6.2	7.1	8	20.5	
Data, monitoring and accountability: 17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by	Output-5.2	Lead: SID (BBS)	BB; ERD; FD; IRD; MoE; MoPME; MoEF; MoHFW; EMRD; ICTD; PTD; LGD; MoA; MoF; MoHTA; MoHA; MoPA; MoWCA; MoEWOE; MoHPW; MoLE				Establish District wise gender and age disaggregated database from the Survey; and relate the Child Labour data with the Population Census 2021.		

Secondary and Higher Education Division (SHED), Ministry of Education

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/ Divisions	Project/Programmes to achieve 8th FYP Goals/Targets		Requirement of New Project/ Programme up to 2020		Actions/ Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (Million)
				Project Title and Period	Cost in BDT (Million)	Project Title and Period	Cost in BDT (Million)		
1 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	Output-1.2	3 Lead: SHED Co-Lead: MoPME, MoSW, TMED	4 MoCITA; MoWCA; MoRA; MoYS; SID	6.1	6.2	7.1	7.2	8	2500
	Output-1.2								5000
	Output-1.2								5000

Technical and Madrasah Education Division (TMED), Ministry of Education

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
Output-2.1: Review and updating of the list of hazardous child labour.									
Output-2.2: Identification and referral guidelines adopted.									
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.									
Output-2.4: Shelter for children without parental care.									
Output-2.5: Support to the households of the withdrawn children for economic empowerment									
SDG Targets	Output	Lead/Co-Lead Ministries/ Division	Associate Ministries/Divisions	Project/Programmes to achieve 8th FYP Goals/Targets		Requirement of New Project/ Programme up to 2020		Actions/ Projects beyond 8 th FYP Period (2021-2030) Time period re-set (2021-2025)	Cost in BDT (Million)
				Project Title and Period	Cost in BDT (Million)	Project Title and Period	Cost in BDT (Million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	90000000
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Output-2.3	Lead: MoE (TMED)	FD; MoEWOE; MoLE; MoYS; MoWCA; MoIad (BIT/AC); MoTI; SID			<ul style="list-style-type: none"> ➤ Introducing Dakhil Vocational Course in 3500 Madrasahs and Introducing SSC Vocational Course in 3500 Secondary High Schools. July 2018- June 2020 ➤ Establishing lab facilities of 500 New vocational Institutions for SSC vocational Courses and Establishing of 5000 New vocational Institutions for Short Course, July 2018- June 2020 ➤ Implementation of National Quality assurance system in TVET (All Govt. TVET institutions) July 2018- June 2020 ➤ Establishment of 8 Mohala Technical School & College at 8 Divisional Head Quarters, July 2017- June 2020 ➤ Stipend program in Non-Government Institute for SSC (VOC) and Dhaka(VOC) with inclusive policy and priority to withdrawn child labour. 	50000.00 14000.00 500.00	2.1.4	

Ministry of Primary and Mass Education (MoPME)

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/tripend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
Target 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary education leading to relevant and effective learning outcomes	Output- 1.1	Lead: MoPME Co-Lead: MoE	MoWCA; MoInf; MoSW; MoRA; MoHFW; LGED; MoYS; SID	5. Need based Development of Newly Nationalized Government Primary Schools July 2017-June 2021	5, 57405.95	4 th Primary Education Development Program (PEDP4) (2018-22) (Program is under preparation. Commencement from 1 st July 2018)	1877687.66 (Estimated cost)	5 th Primary Education Development Program (PEDP5) (Planned for 2023-27) Special stipend the children of the vulnerable / marginalized households in the primary education (2021-2025)	
				8. School Feeding Program in Poverty Prone Areas. July 2018-Dec -20	8, 49919.73				

Ministry of Primary and Mass Education (MoPME)

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
Target 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	Output-1.2	Lead: MoPME Co-Lead: MoHPW	MoSW; MoWCA; MoRA; LGED			4 th Primary Education Development Program (PEDDP4) (2018-22) (Program is under preparation. Commencement from 1 st July 2018)	1877687.66 (Estimated cost)	5 th Primary Education Development Program (PEDP5) (Planned for (2023-27) Special stipend the children of the vulnerable / marginalized households in the primary education (2021-2025)	

Ministry of Primary and Mass Education (MoPME)

Strategic Objective -3: Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	1000
Target 4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	Output -3.3	Lead: MoPME Co-Lead: MoE	MoWCA; MoYS; MoIc; MoRA; MoSW; SID;	Basic Literacy Project (64 District) (01/02/2018 - 01/06/2022)	1428.7	-	-	2.1.3 Improve school access of out-of-school children and working children through government and non-government managed schools, including special evening schools through employers' contributions/ non-formal education.	
		Lead: MoPME Co-Lead: MoE	City Corporations NGOs					2.1.5 Expand Conditional Cash Transfer (CCT) scheme / programme implementation for (in both urban slum and rural areas) households of working children for ensuring enrollment and continuing education of children.	Inclusion of child labour within the existing coverage
		Lead: MoPME	City Corporations NGOs					2.1.6. Incorporate child rights and child labour into teacher's curriculum in all primary and secondary schools and conduct ToT among schools teachers.	NIL
		Lead: MoPME Co-Lead: MoE	MoE MoLE NGOs					2.2.1 Improve access to technical and vocational education and training (centre-based skills development training and supervised apprenticeship training) to out-of-school youth and working adolescents (aged 14 to 17 years of age), including decent job-placement and work place improvement programme.	
	Output -3.3	Lead: MoPME Co-Lead: MoE	MoE MoLE NGOs					2.3.1 Provide life skills training to children through MoPME and NGOs working with children.	Inclusion of child labour within existing coverage.
		Lead: MoPME Co-Lead: MoE	MoE MoLE NGOs					2.3.2 Provide basic employability skills (giving interview, preparing their CV's) through MoPME, MoLE, and NGOs managed skills development training centers.	60,000,000

Ministry of Social Welfare (MoSW)

Strategic Objective 3: Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour in education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally	<u>Output-3.3</u>	Lead MoSW	CD; GED; MoLE; MoWCA; SID; MoF					Special social safety-net program for the children and household of children in child labour. (2021-25)	

Ministry of Social Welfare (MoSW)

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
Output-2.1: Review and updating of the list of hazardous child labour.									
Output-2.2: Identification and referral guidelines adopted.									
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.									
Output-2.4: Shelter for children without parental care.									
Output-2.5: Support to the households of the withdrawn children for economic empowerment									
SDG Targets	Output	Lead/Co-lead Ministry/Division	Associate Ministry/Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally	Output-2.4	Lead MoSW	CD, GED, MoLE, MoWCA, SBD, MoF			9. Sheikh Russell Training and rehabilitation center (19) for Child	50648.00	Expansion of shelter provisions for children without parental care (2021-2025)	

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
Output-2.1: Review and updating of the list of hazardous child labour.									
Output-2.2: Identification and referral guidelines adopted.									
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.									
Output-2.4: Shelter for children without parental care.									
Output-2.5: Support to the households of the withdrawn children for economic empowerment									
SDG Targets	Output	Lead/ Co-Lead Ministries/ Divisions	Associate Ministries/ Divisions	Project/ Programme to achieve 8th FYP Goals/Targets		Requirements of New Projects/Programme up to 2020		Actions/Projects beyond 8 th FYP Period 2021-2030	Cost in BDT (million)
				Project/ Program Titles and Period	Cost in BDT (million)	Project/ Program Titles and Period	Cost in BDT (million)		
Target 1.1. By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	10	3 Lead: CD (leading the NSSS); Co-Lead: GED (in NPFP)	4 ERD; FD; BB; BFID; LGD; MoA; MoF; MoDMR; MoEWOE; MoFL; MoInd; MoLE; MoSW; MoYS; PMO; RDGD; SID; MoWCA; MoCHTA; MoLWA	6.1	6.2	7.1	7.2	8 Project: 1. Street Children Rehabilitation Programme. 2. Rehabilitation of the families of the street children 3. Rehabilitation of the women and children beggars.	•
	Output-2.5								
Output-2.5	Output-2.5								•
	Output-2.6								•
									•

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -1. Reducing vulnerability to child labour										
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).										
Output: 1.2 Motivation and financial support/Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TNET, NFE).										
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.										
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.										
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.										
SDG Targets	Output	Lead/ Co-Lead Ministries/ Divisions	Associate Ministries/ Divisions	FYP Goals/Targets	Project/ Programme Titles and Period	Cost in BDT (million)	Project/ Programme Titles and Period	Requirements of New Project/ Programme Cost in BDT (million)	Actions/Projects beyond 8 th FYP Period 2021-2030	Cost in BDT (million)
1	10	3	4	6.1	6.2	7.1	7.2	8		
Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	Output-1.3	Lead: CD (leading the NSSS); Co-Lead: GED (as NPEP)	ERD; FD; BB; BFID; LGD; MoA; MoF; MoDMR; MoEWOE; MoFL; MoInd; MoLE; MoSW; MoYS; PMO; RDGD; SID; MoWCA; MoCHTA; MoLWA		Project: Micro-credit for Poor, Divorced, Helpless and Homeless Women July 2017-June 2021.		60.00 m	Programme: Micro-credit for Poor, Divorced, Helpless and Homeless Women July 2021-June 2025.		80.00
	Output-1.3				Project: Oppressed and Destitute Women and Children Welfare Fund July 2017-June 2021		767.4 m			
	Output-1.3			Project: Income Generating Activities for Women at Upazila Level (July 2016- June, 2021)	2500.00 m				Project: Income Generating Activities for Women at Upazila Level (July 2021- June, 2025) cost	5000.00
						Project: Investment Component for Vulnerable Group Development (ICVGD) July 2019-June 2021	5000.00 m			
	Output-1.3	CD; GED	ERD; FD; LGD; MoA; MoF; MoCHTA; MoDMR; MoEWOE; MoFL; MoHFW; MoInd; MoRA; MoLE; MoSW; MoWCA; MoYS; PMO; RDGD; SID			Project: Oppressed and Destitute Women and Children Welfare Fund July 2017-June 2021 Rehabilitation of street Children. July 2017-June 2022	65.56 m			

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
5.1 End all forms of discrimination against all women and girls every where	<u>Output-3.2</u>	Lead: MoWCA	MoHA; LJD; LPAD; MoInd; MoFA; MoLE MoRA; MoTI	Project: Multi-sectoral Programme for Prevention of Violence against women. (July 2016-June 2021)	1160.00 million				

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Actions/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	.8	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	Output-3.2	Lead: MoWCA	MoHA; LID; LPAD; SID; MoEWOE; MoFA; MoLE MoRA; MoTJ	Project: Multi-sectoral Programme for Prevention of Violence against women. (July 2016-June 2021)	1160.00 million	Program: Establishment of Adolescent Clubs. Jan 2021-Dec. 2022.	100.00 m	Program: Establishment of Adolescent Club. Jan 2021-Dec. 2022	•
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	Output-3.2	Lead: MoWCA	MoHA; SID	Project: Establishment of Kishor-Kishori Club (July 2017- June 2021) Establishment of Adolescent Club. Jan 2017-Dec. 2019	9000.00 m	Project: Accelerating Protection for child Rights Jul 2017-jun2021	2200.00 million	•	

Cabinet Division

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.2 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/Division	Associate Ministry/Division	Project/Program to achieve 8th FYP Goals/Targets		Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	Output-1.3	CD; GED	BFID; FD; BB; ICTD; LGD; MoA; MoF; MoEWOE; MoCHTA; MoCA; MoDMR; MoE; MoFL; MoHFW; MoLE; MoLWA; MoPME; MoSW; MoWCA; MoYS; RDCA; ; SID			Program: Vulnerable Group Development (VGD) Jan 2018-Dec 2021	24591.24m	Focusing the Child Labour issue while Implementing the National Social Security Strategy of Bangladesh, 2015	
	Output-1.3	CD; GED	BFID; FD; BB; ICTD; LGD; MoA; MoF; MoEWOE; MoCHTA; MoCA; MoDMR; MoE; MoFL; MoHFW; MoLE; MoLWA; MoPME; MoSW; MoWCA; MoYS; RDCA; ; SID			Program: Vulnerable Group Development (VGD) Jan 2017-Dec 2021	5000.00m		
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, appropriate resources, appropriate new technology and financial services, including microfinance	Output-1.3	Lead-CD Co-Lead- RDCA	BFID; BB; FD; ICTD; LJD; LPAD; LGD; MoA; MoEF; MoFL; MoL; MoWR; MoYS; MoEWOE; MoWCA; MoInd; MoCHTA; MoLWA; SID	Project: Economic Empowerment through skill Development. July-2016- Jun-2021	8836.00m				

Ministry of Education

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TYET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Output-1.2	Lead: MoE; Co-lead: MoE	MoEWOE; MoLE; MoYS; MoWCA; Molded (BITAC); MoT); SID					1. Motivational programme for parents to prevent drop out children from the school. 2. Making arrangement of education of the street children.	
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	Output-1.2	Lead: MoE; Co-lead: MoPME;	Co-Lead: MoSW MoCHTA; MoWCA MoRA; MoYS; SID.					1. Motivational programme for parents to prevent drop out children from the school. 2. Making arrangement of education of the street children.	

Ministry of Primary and Mass Education

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	Project/Program to achieve 8th FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 8 th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	Output-1.2	Lead: MoPME	MoH/W MoSW; MoWCA; MoRA; LGD; d	Project: Support for First-1000 days Children July 2017-June 2022	2000.00 m	Project: rehabilitation of street children July 2017-June 2022	1500.00 m	1. Motivational programme for parents to prevent drop out children from the school. 2. Preventing child marriage through adolescents club (60 % girls and 40% boys). 3. Making arrangement of education of the street children.	
4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men	Output-1.2	Lead: MoPME; Co-Lead: MoE; and women, achieve literacy and numeracy	MoWCA; MoYS; MoInC; MoRA; MoSW; SID					1. Motivational programme for parents to prevent drop out children from the school. 2. Preventing child marriage through adolescents club (60 % girls and 40% boys). 3. Making arrangement of education of the street children.	
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	Output-3.2	Lead: MoPME	MoE; MoWCA; SEID; LGD	Project: Multi-sectoral Programme for Prevention of Violence against women. (July 2016-June 2021)	1160.00 million			7.2.2 Provide financial and in-kind incentives to school going children "at risk" of drop-out such as books, school bags, uniforms, transportation allowance, counseling, and remedial programmes for slow learners school breakfast or lunch programmes.	6053,300,000

Ministry of Home Affairs

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
Output-2.1: Review and updating of the list of hazardous child labour.									
Output-2.2: Identification and referral guidelines adopted.									
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CI, linked with TVET/NFE and alternative job placement.									
Output-2.4: Shelter for children without parental care.									
Output-2.5: Support to the households of the withdrawn children for economic empowerment									
SDG Targets	Output	Lead/Co-lead Ministries/Division	Associate Ministries/Divisions	Project/Programmes to achieve 8th FYP Goals/Targets		Requirement of New Project/ Programme up to 2020		Actions/ Projects beyond 8 th FYP Period (2021-2030) Time period re-set (2021-2025)	Cost in BDT (Million)
				Project Title and Period	Cost in BDT (Million)	Project Title and Period	Cost in BDT (Million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
16.	Output-2.3	Lead: MoHA	MoFA; MoWCA, MoSW; MoDMR						<ul style="list-style-type: none"> Implementation of National Plan of Action to Prevent and Suppress Human Trafficking (2018-2022); MoHA

Ministry of Information (MoI)

Strategic Objective -1, Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG targets	Output	Lead/Co-lead Ministries/ Divisions	Associate Ministries/ Divisions	Project/Programme to achieve 8th FYP Goals/ Targets		Requirements of New Project/ Programme up to 2020		Actions/ Projects beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project title and period	Cost in BDT (million)	Project title and period	Cost in BDT (million)		
16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	10 Output-1.1	3 MoInf	4 InfCom, MoFA (UPR)	6.1	6.2	7.1	7.2	8 'Advocacy and Communication for Children and Women (6th phase)' July 2021 to June 2025	15,600,000
		MoI	City Corporation NGOs					4.1.1 Prepares TV and radio spots (3-5 minutes) on child labour and HWFLC for screening in cinemas, TV, radio and other mass media.	
		MoI	City Corporation NGOs					4.1.2 Stage social drama (popular theatre) on harmful effects of child labour and on HWFLC at villages, markets, bus stations and slums.	10,100,000
		MoI	City Corporation NGOs					4.1.3 Organize awareness meetings with religious leaders and their associations to work on the elimination of <14 years old child labour and <18 years old HWFLC. The leaders of the mosques should be trained and asked to disseminate these in the mosques	2,81,5000
16.10 Ensure public access to information and protect fundamental	Output-1.1	MoI	City Corporatives NGOs					4.1.4 Publicize messages on harmful effects of child labour through billboards, wall paintings, posters and leaflets throughout the country	50,20,0000

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (IVET, NFE).									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG targets	Output	Lead/Co-lead Ministries/ Divisions	Associate Ministries/ Divisions	Project/Programme to achieve 8th FYP Goals/ Targets		Requirements of New Project/ Programme up to 2020		Actions/ Projects beyond 8th FYP Period (2021-2030)	Cost in BDT (million)
				Project title and period	Cost in BDT (million)	Project title and period	Cost in BDT (million)		
1	10	3	4		6.1	6.2	7.1	7.2	8
freedoms, in accordance with national legislation and international agreement		Min	City Corporation NGOs						4,900,000
		Min	MoPME City Corporation NGOs						Nil
		Min	City Corporation MLGRD&C NGOs						2,200,000

CHAPTER - FOUR

Matrix-2 (SDG-Plus Actions to Eliminate Child Labour)



National Plan of Action to Eliminate Child Labour (2021-2025)
Ministry of Labour and Employment

Activity Matrix of the Strategic Area of Interventions: SDG Plus Actions to Eliminate Child Labour

1. Strategic Area of Intervention: Policy Implementation and Institutional Development					
Strategic Objective:					
1.a) Reviewing the existing child labour policies to ensure comprehensiveness in covering all relevant child labour issues.					
1.b) Developing institutional capacities to ensure effective implementation of child labour related policies.					
SDG : Goal -8.7 seeks to 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.					
Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
1.1 ILO Convention 138 on minimum age ratified	1.1.1 Receiving Comments from Different Ministries	Letter, Report	January 2021 to March 2021	MoLE	-
	1.1.2 Analysis of legal implications of ratification	Comparative and analysis report	January 2021 to June 2021	MoLE, ILO	-
	1.1.3 Inter-ministerial meetings	Meeting, minutes	April -June 2021	MoLE	-
	1.1.4 Meeting of the TCC for Consideration of the Ratification	Meeting, minutes	July-August 2021	MoLE	-
	1.1.5 Vetting of the Law Ministry	Vetting activities	August-September 2021	Ministry of Law	-
	1.1.6 Placing the Ratification Proposal to the Cabinet	Ratification Proposal	October-November 2021	Cabinet Division	-
	1.1.7 Issuing Letter of Ratification	Letter	December 2021	MoLE	-
1.2 National legislative framework in consultation with employers and workers on the	1.2.1 Adjustment of the	All Indicators related to Laws and Policy reviews.			-
	1.2.2 Formation of Tripartite Labour Law Review Committee	Committee, Regular meeting	July 2021	MOLE	-

possibility of increasing sanctions for engaging child labour adjusted	1.2.3 Review the analysis/ recommendation report on C138 from I.1.2					-
	1.2.4 Receiving amendment proposal from constituents and different ministries	Amendment Proposal	July-September 2021	MOLE		-
	1.2.5 Meetings of Review Committee		October 2021-March 2022	MOLE		-
	1.2.6 National and divisional level consultation on amendment proposals		December 2021 - March 2022	MOLE, ILO		-
	1.2.7 Tripartite Consultative Council meeting		December 2021- March 2022	MOLE		-
	1.2.8 Meetings of Review Committee (as required)		March 2022	MOLE		-
	1.2.9 Examination by the Examination Committee of the Cabinet		April-May 2022	Cabinet Division		-
	1.2.10 Placing the amendment proposal to the Cabinet for preliminary approval		May-June 2022	Cabinet Division		-
	1.2.11 Vetting of amendment proposal to Ministry of Law		June-July 2022	Legislative and Parliamentary Affairs Division		-
	1.2.12 Placing Amendment Proposal to the Cabinet for final approval		July-August 2022	Cabinet Division		-
	1.3 Review and Update the NPA	1.3.1 Formation of drafting Committee to review and revise draft NPA 1.3.2 Conduct review and prepare draft NPA 1.3.3 Receiving opinion/comments	Committee is in place and its activity reports/minutes are available Draft NPA (2021-25) and publish it.		MOLE	- Department of Labour - Department of Inspection for Factories and Establishments - Members of

1.4 Update the list of hazardous jobs	from different ministries							
	1.3.4 Discuss the revised NPA with National Child Labour Welfare Council		July/2021					
	1.3.5 Formation of NPA editing committee		August/2021					
	1.3.6 Finalization of draft		October/2021					
	1.3.7 Translate the document into Bangla							
	1.3.8 Publish the revised NPA			December /2021				
	1.4.1 Formation of a tripartite committee to update hazardous child labour list	Committee, regular meeting		Formed	MOLE		-	Child Labour Welfare Council
	1.4.2 Submission of recommended list of hazardous works by the tripartite committee			December/2020				
1.4.3 National and Divisional level Consultation to update the hazardous child labour list (including CSO),	Consultation		January- June 2021		MOLE			
1.4.4 Receiving comments from concerned ministries/departments on the draft list	Collection and analysis of comments		January- June 2021		MOLE			
1.4.5 Tripartite consultative council (TCC) meeting	Meeting, Minutes		April-June 2021		MOLE			
1.4.6 Inter-ministerial meeting to consider draft list	Meeting, Minutes		July-September 2021		MOLE			
1.4.7 Vetting by the Ministry of Law, issuance of SRO and applicability of updated list	Activities Related with vetting		October-December 2021		MOI,law			

<p>1.5 National legislative framework after ratification of C138 in consultation with employers and workers adjusted.</p>	<p>Described in 1.2</p>	<p>NCLWC</p>	<p>2021</p>	<p>Divisional commissioner Deputy commissioner Upazila Nirbahi Officer Child Labour Welfare Council at different level NCLWC MoLE</p>	<p>- Ministry of Social Welfare - Ministry of Home Affairs - Various NGOs and International Organizations</p>
<p>1.6 Child labour elimination status is monitored and evaluated</p>	<p>1.6.1 Conduct regular meeting of NCLWC, to review progress of implementation of NCLEP, 2010 and newly revised NPA, child labour related policies, laws and regulations. 1.6.2 Conduct regular meeting of Divisional council, District and Upazila committee, to review progress of implementation of NCLEP, 2010 and newly revised NPA, child labour related policies, laws and regulations in their respective area.</p>	<p>CLWC at different level Regular minutes</p>	<p>2021-2025 2021-2025</p>	<p>NCLWC Planning Commission MoLE MoLE</p>	
<p>1.7 Institutional capacity of concerned institutions strengthened to effectively implement NPA.</p>	<p>1.7.1 Organize seminars and workshops on NCLEP, 2010 and revised NPA, Labour Act, relevant national policies and international conventions for members of NCLWC and concerned stakeholders. 1.7.2 Strengthen the capacity of planning and budgeting officials of concerned ministries representing in NCLWC on how to mainstream and implement child labour related issues into their sectoral plans and projects and programmes. 1.7.3 Strengthen the capacity of MoLE and its concerned unit to play catalytic role for ensuring that child labour related policies and interventions are planned and executed in an integrated and coordinated manner.</p>	<p>Number of workshop, seminar Number of official trained Number of official trained</p>	<p>2021-2025 2021-2025</p>	<p>NCLWC Planning Commission MoLE MoLE</p>	

2.Strategic Area of Intervention: Education

Strategic Objective :

2. a) Ensuring access to pre -primary and primary education for all children likely to be engaged in child labour.
2. b) Providing education to existing working children to transition them out of child labour

SDG: Goal -4 aims to "ensure inclusive and equitable quality education and promote lifelong learning opportunities for all."

Goal-16: SDG Goal (16.9) call to provide by 2030, legal identity for all, including birth registration

Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
2.1.Accessible educational facilities and opportunities for working children and poor children are ensured.	2.1.1 Register all births through City Corporations/ Municipal Corporation/ Union Councils Parishad and ensure children above 5 years old are enrolled in school. 2.1.2 Improve school access of children at all levels through government managed schools.	% of children have birth certificate increased % of net enrolled student in primary and secondary school at all level increased from 91.1% (School Survey Report 2007, MoPME) % of out -of- school children decrease from 14.4% (g -1),	2021-2025 2021-2025	MoLGRD & City Corporations MoPME City Corporations NGOs	<ul style="list-style-type: none"> • Ministry of Education • Ministry of Labour and Employment • Owners or Employers' Associations, Trade Unions, Private Organizations • Ministry of Women and Children Affairs • Ministry of Social Welfare • Microcredit institutions. • Various NGOs and International Agencies

	<p>2.1.3 Improve school access of out-of-school children and working children through government and non-government managed schools, including special evening schools through employers' contribution.</p>	<p>10.1% (g-2), 12.7% (g-3), 14.6% (g-4), 4.4% (g-5) and child labour decreased from 11.6% (BBS, Annual Labour Force Survey 2005-06)</p>	2021-2025	<p>MoPME City Corporations NGOs</p>	
<p>2.2 Access to technical vocational education and training programmes for working adolescents and their Parents.</p>	<p>2.1.4 Increase government stipends to all school going children (in both urban - slum and rural areas) of households living below the poverty line.</p>	<p>% of student completion primary schools increased from 52% (School Survey Report 2007, MoPME) % of students enrolled in school at all level increased from 91.1% (School Survey Report 2007, MoPME)</p>	2021-2025	<p>MoPME City Corporations NGOs</p>	
	<p>2.1.5 Expand Conditional Cash Transfer (CCT) scheme / programme implementation for (in both urban slum and rural areas) households of working</p>	<p># of school teachers trained on child labour related issues.</p>	2021-2025	<p>MoPME City</p>	

	<p>children for ensuring enrollment and continuing education of children.</p> <p>2.1. 6. Incorporate child rights and child labour into teacher's curriculum in all primary and secondary schools and conduct ToT among schools teachers.</p> <p>2.2.1 Improve access to technical and vocational education and training (centre-based skills development training and supervised apprenticeship training) to out-of-school youth and working adolescents (aged 14 to 17 years of age), including decent job-placement and work place improvement programme.</p>	# of students received skills training	<p>2021-2025</p> <p>2021-2025</p>	<p>Corporations NGOs</p> <p>MoPME, MoE</p> <p>MoLE, NGOs</p>	
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<p>2.3 Children are socially empowered through training and social networks</p>	<p>2.2.2 Provide GoB grant or loan/microcredit (with very low interest rate or without interest rate) to vocationally trained youth or parents or guardians to run income generating activities or to start their small businesses.</p> <p>2.3.1 Provide life skills training to children through MoPME and NGOs working with children.</p> <p>2.3.2 Provide basic employability skills (giving interview, preparing their CVs) through MoPME, MoE MoLE, and NGOs managed skills development training centers.</p> <p>2.3.3 Nurture ethical values through organized clubs and networks for children and youth.</p>	<p># of self-employment created</p> <p># of students received life skills training</p> <p># of vocationally trained youth received basic employability skills</p> <p># of clubs nurturing ethical value</p>	<p>2021-2025</p> <p>2021-2025</p> <p>2021-2025</p> <p>2021-2025</p>	<p>GoB Bank/Micro – credit institutions</p> <p>NGOs</p> <p>MoPME</p> <p>MoWCA</p> <p>MoE</p> <p>MoPME</p> <p>MoLE</p> <p>City Corporations</p> <p>NGOs</p>	
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3. Strategic Area of Intervention: Health and Nutrition					
Strategic Objective:					
3.a) Ensuring access to health and nutrition education					
3. b) Ensuring access to health and nutrition services to all working children					
SDG : Goal -3 seeks to ensure health and well-being for all, at every stage of life. The Goal addresses all major health priorities, including reproductive, maternal and child health; communicable, non-communicable and environmental diseases; universal health coverage; and access for all to safe, effective, quality and affordable medicines and vaccines.					
Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
3.1 Access to health and nutrition education ensured for all households with working children or those at risk of sending children for labour	3.1.1. Develop basic health and nutrition messages and information packets for parents and children and disseminate them through the MoHFW and health sector NGOs.	# of households and children received education on health and nutrition # of health education programmes organized	Action plan of MoHFW (2012)	MoHFW	-Ministry of Women and Children Affairs - Ministry of Primary and Mass Education - Ministry of Labour and Employment - Ministry of Local Government, Rural Development and Cooperatives
	3.1.2. Organize basic health and general hygiene related education to reduce health and hygiene related hazards	# of health cards issued	2021-2025	MoHFW	- Other concerned subordinate offices of Division, District and Upazila level and Children Affairs

<p>3.2 Opportunities created to ensure access to health services (In relation with the NPA on OSH)</p>	<p>3.2.1 Encourage employers of the enterprises to ensure health care services in the workplace through providing health cards to the working adolescents</p> <p>3.2.2 Contact private sectors to fund health programmes for working children through government and NGOs managed programmes</p> <p>3.2.3 Encourage employers to establish drop-in centres in industrial areas with higher concentration of hazardous labour for immediate health support, referrals and social counseling, and nutrition support</p>	<p># of enterprises providing health care services</p> <p># of companies provide funding for health programmes for working children</p> <p># of drop-in centers functioning</p>	<p>2021-2025</p> <p>Action Plan of MoHFW 2021-2025</p>	<p>MoHFW</p> <p>MoHFW</p> <p>MoHFW</p> <p>MoHFW</p> <p>MoWCA</p> <p>MoLE</p>	<p>- Employers' Association and</p> <p>- Various NGOs and International Development Agencies</p>
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4. Strategic Area of Intervention: Social Awareness Raising and Motivation

Strategic Objective : 4. a) Raising awareness on harmful effects of child labour and HWFCL among children, parents, trade unions, employers and members of the civil society

4. b) Motivating them to demonstrate positive behavior to eliminate child labour

SDG : Goal -8.7 seeks to 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.

Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
<p>4.1 Children, parents, employers, trade unions, civil society and concerned state officials are critically aware of harmful effects of child labour and HWFCL and motivated to demonstrate positive attitude and behavioural patterns towards the elimination of child labour.</p>	<p>4.1.1 Prepares TV and radio spots (3-5 minutes) on child labour and HWFCL for screening in cinemas, TV, radio and other mass media.</p> <p>4.1.2 Stage social drama (popular theatre) on harmful effects of child labour and on HWFCL at villages, markets, bus stations and slums.</p> <p>4.1.3 Organize awareness meetings with religious leaders and their associations to work on the elimination of <14 years old child labour and <18 years old HWFCL. The imams of the mosques should be trained and asked to disseminate these in the mosques</p>	<p>% of mass public aware about child labour related issue (public Opinion assessment)</p> <p>As above</p> <p>As above</p>	<p>2021-2025</p> <p>2021-2025</p> <p>2021-2025</p> <p>2021-2025</p>	<p>Ministry of Information (Mal)</p> <p>Mof</p> <p>Ministry of Religious Affairs</p> <p>Mof</p>	<ul style="list-style-type: none"> - Ministry of Labour and Employment - Ministry of Women and Children Affairs - Ministry of Primary and Mass Education - Ministry of Local Government, Rural Development and Cooperatives - Other concerned subordinate offices at Division, District and
<p>4.1.4 Publicize awareness raising activities to sensitize employers, workers including working children,</p>	<p>4.1.4 Publicize messages on harmful effects of child labour through billboards, wall paintings, posters and leaflets throughout the country</p> <p>4.1.5 Organize awareness raising activities to sensitize employers, workers including working children,</p>	<p># of billboards, wall, paintings, posters and leaflets, distributed</p>			

	parents, guardian, and mass public on hazardous sectors and to take actions in addressing Hazardous and WFCL in those sectors. 4.1.6 Educate school going children (both primary and secondary schools) on child rights and the negative effects of child labour, especially on hazardous and worst forms of child labour.	% of mass public is aware about hazardous child labour and # actions have been taken	2021-2022	Mol	City Corporation	Upazila level - Employers' and workers' associations; and - Various NGOs and International Agencies.
4.2 Community based mechanism is established and strengthened to prevent and protect child labour	4.2.1 Replicate Dhaka City Corporation's (DCC) good lessons learned and model of Community - based Workplace Surveillance Group (CWSGs) to monitor child labour situations in the community and workplace as well as to raise awareness among community members and employers.	% of students is aware about hazardous child labor % of working child decreased	2021-2025	MoPME MoLGRD & City Corporations		
4.3 Awareness raised at all tiers of GoB administration through meeting of National, Divisional, District and Upazilla Child Labor Welfare Councils and committees	Meeting of National, Divisional, District and Upazilla Child Labor Welfare Councils and committees	Meeting, Minutes, Progress report	2021-2025	Related Committee		
4.4 Observe International Day Against Child Labour.	Observe International Day Against Child Labour on 12 June	Awareness building programme at factory & Enterprise level, Road show, seminar, souvenir Publication and Supplement in Newspaper publication.	2021-2025	MoLE, DIFE, DoL		

5. Strategic Area of Intervention: Legislation and Enforcement

Strategic Objective: 5a) Reviewing and refining existing child labour related laws and rules.
5b) Taking appropriate measures for effective implementation and enforcement of child labour related acts and rules.

SDG : SDG 16 articulates the key role that the **rule of law** plays in promoting peaceful, just, and inclusive societies and as an accelerator for the 2030 Agenda. In crisis-affected settings, **rule of law**, access to justice and human rights are essential to mitigate the root causes of violent conflict and prevent human rights violations.

Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
5.1 Existing laws and rules related to child labour issues (in both formal and informal sector), are revised.	5.1.1 Sensitize judiciary and legal enforcement mechanism on child labour related issues amongst concerned stakeholders including law enforcement officers and employers.	# of cases in court. # of penalized employers/ workplaces	2021-2025	Ministry of Law, Justice, and Parliamentary Affairs	- Ministry of Home Affairs - Cabinet Division
(As Described in 1.2)	5.1.2 Revise Labour Act, 2006 in light of child labour policy. Ensure revised labour laws protect working children in both formal and informal sectors	Judiciary & legal enforcement.	2021-2025	MoLE Ministry of Law, Justice, and Parliamentary Affairs	- - Bangladesh Parliament/Parliament Secretariat - - Bangladesh Law Commission - Employers' and Workers' Organizations
					-
					-
					-
					-
					-
					-

<p>5.2. The child labour related laws and rules are enforced.</p>	<p>5.2.1 Replicate Dhaka City Corporation's (DCC) Child Labour Monitoring and Regulatory Mechanism (Trade Licensing) in other city corporations for addressing child labour in urban informal sector.</p> <p>5.2.2 Enforce child labour related laws and rules through building greater cooperation and coordination amongst law enforcement agencies, creating mechanisms for public reporting of child labour law violations and ensuring effective prosecution of child labour</p>	<p># of city corporations have replicated the mechanisms</p> <p># Number of Notices to the employers</p> <p># of cases in court.</p> <p># of penalized employers/ workplaces</p>	<p>2021-2025</p> <p>2021-2025</p> <p>2021-2025</p>	<p>MoLE</p> <p>MLRGD&C</p> <p>City Corporations</p> <p>Ministry of Law, Justice, and Parliamentary Affairs</p> <p>Office of the Attorney General for Bangladesh</p> <p>MoLE</p>	<p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>- NGOs and International Organizations</p> <p>- Ministry of Agriculture</p> <p>Ministry of Information</p>
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	laws violators.		2021-2025	MoWCA City Corporation	
	5.2.3 Develop Code of Conduct for Domestic Workers aimed at prevention, protection and elimination of child domestic workers				
5.3 labour inspectorate/other public authorities who investigate cases of child labour and ensure convictions improved (The corresponding activities will have a positive impact on child labour related labour inspection mechanism)	5.3.1 Recruit 255 Labour Inspectors in consultation with Bangladesh Public Service Commission (PSC) to complete the filling of 575 posts of labour inspectors.		March 2021- December 2022	PSC, MoLE	- - -
	5.3.2 Establish 942 new posts of Inspector and fill the posts: <input type="checkbox"/> Post creation by Ministry of Public Administration and Ministry of Finance. <input type="checkbox"/> Filling the newly created posts of Labour Inspectors by the Bangladesh Public Service Commission.		December 2023	MOPA, FD, PSC	-

	5.3.3 Full application of Labour Inspection Management Application (LIMA) including child labour related violation detection and reporting in all (23) DIFE offices.		December 2021	DIFE, ILO	
	5.3.4 Allow labour inspectors to impose administrative fines and develop clear instruction when these fines should be imposed.	Described in 1.2		MOLE	
	5.3.5 Provide capacity building training of all current and future DIFE inspectors including through child labour module in foundation/ others training		2021-2026	DIFE	
	5.3.6 Raise the number of Labour Courts			MOLE	
	5.3.6.1 Take steps to make the three newly established Labour Courts fully functional:	-			
	5.3.6.1.1 Set up offices in three different locations		Done	MOLE	
	5.3.6.1.2 Deployment of judges by Ministry of Law		Done	Law and Justice Division	
	5.3.6.1.3 Recruit registrar by PSC		December 2021	PSC	
	5.3.6.1.4 Recruit other official support staff		June 2022		

			Done	MOLE	
5.3.6.1.5 Select representatives from employers and workers			December 2022	Labour Courts	
5.3.6.1.6 Training of labour court officials					
5.3.6.2 Establish new labour courts in Narayangonj, Gazipur, Cumilla districts and a circuit court in Faridpur district			June 2022	MOPA, MoF, MOLE	
5.3.6.2.1 Post creation by the Ministry of Public Administration, Ministry of Finance and MOLE.			June 2023	MOLE	
5.3.6.2.2 Set up offices for the newly establishment Labour Courts			December 2023	Law and Justice Division	
5.3.6.2.3 Deployment of judges by Ministry of Law for new Labour Courts			December 2023	PSC	
5.3.6.2.4 Recruit registrar by PSC and other manpower for official support			December 2023	MOLE	
5.3.6.2.5 Select representatives from employers and workers			June 2024	Labour Courts	
5.3.6.2.6 Training of labour court officials			December 2023	MOLE	
5.3.6.3 Deploy one Additional Judge (Member) to the Labour Appellate Tribunal					

	5.3.6.3.1 Creation of one post of Additional Judge (Member) to the Labour Appellate Tribunal and official supporting staff	December 2022	Law and Justice Division, MOPA, MoF, MOLE	
	5.3.6.3.2 Set up offices for the newly created post of Additional Judge (Member)	December 2023	MOLE	
	5.3.6.3.3 Deployment of Additional Judge (Member)	December 2023	Law and Justice Division	
	5.3.6.3.4 Recruit other manpower for official support	December 2023	Labour Appellate Tribunal	
	5.3.6.4 Establish pilot processes to classify and reduce cases in consultation with the Judges of the Labour Courts.	July, 2021- June, 2022	Labour Courts	
5.4 Inspection and monitoring of child labour in the informal sector and agricultural sectors are strengthened	5.4.1 Mobilize city corporations' tax officers and trade license supervisors to monitor workplaces in urban informal sectors	2021-2025	MLGRD&C	Printed and electronic media
	5.4.2,	2021-2025	City Corporations MoLE	- Child and Juvenile Organization
	As described in 5.3		MoLE MoHA	
	# of penalized employers/ workplaces			# of penalized employers/ workplaces At least 1 Court

6. Strategic Area of Intervention: Employment and Labour Market

Strategic Objective: Creating employment opportunities for adolescents who are trained and eligible for work as per legal provision.

SDG: Goal-8 calls to Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
6.1 Employment opportunities created and access to the labour market ensured for adolescents who are trained and eligible for work as per legal provision.	<p>6.1.1 Increase access to labour market information among vocationally trained adolescents for seeking decent employment.</p> <p>6.1.2 Increase access to vocational skills training amongst rural and urban poor through upgrading the existing facilities and adding new facilities where needed.</p> <p>6.1.3 Promote Public-Private Partnership in creating safe jobs for adolescents who have received trade based training and attained eligibility for work as per legal provisions.</p> <p>6.1.4 Promote</p>	<p># of job created and increased for vocationally trained youth</p> <p># of people trained</p> <p># of job created and increased for vocationally trained youth</p> <p># of job created and increased in rural-based industries</p>	<p>2021-2025</p> <p>2021-2025</p> <p>2021-2025</p>	<p>Bureau of Manpower Employment and Training (BMET) of MoEW&OE</p> <p>MoE</p> <p>Small and Medium Enterprise Foundations (SMEF)</p> <p>BSCIC</p>	<p>- Ministry of Youth and Sports</p> <p>- Ministry of Agriculture</p> <p>- Ministry of Industries</p> <p>- Ministry of Home Affairs</p> <p>- Employers' Association</p> <p>- BGMENBKMMEN FBCCI/BAIRA,</p> <p>- Various national and international agencies</p>

<p>6.2 Small scale income generating enterprises created through effective engagement of vocationally trained adolescents or their families.</p>	<p>employment of trained adolescents for rural-based industries, especially agro based industries.</p> <p>6.1.5 Engage NGOs involved in income generating activities to employ the trained adolescents in those activities. They may also support to organize family based income generating activities.</p> <p>6.2.1 Engage microfinance institutions, specialized government financial institutions, such as Bangladesh Krishi Bank, Bangladesh Small and Cottage Industries Corporation (BSCIC), Small and Medium Enterprise Foundation (SMEF), and Commercial Banks to extend required support to the vocationally trained adolescents or their families to start or expand family</p>	<p># of job created and increased for vocationally trained youth</p>	<p>2021-2025</p>	<p>MoE MoLE BSCIC NGO Affairs Bureau</p>	
		<p># of job created and increased for vocationally trained youth</p>	<p>2021-2025</p>	<p>Microfinance Regulatory Authority</p>	

7. Strategic Area of Intervention: Prevention of Child Labour and Safety of Children Engaged in Labour					
<p>Strategic Objective: Preventing children and adolescents from engaging in child labour, particularly its hazardous and worst forms, and unsafe migration of children from rural to urban areas</p>					
<p>SDG : Goal -8.7 seeks to 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 by 2021, and by 2025 end child labour in all its forms.</p>					
Outputs	Key Activities	Indicators	Time Frame	Main Responsible/Implementing Institutions	Collaborative Bodies
<p>7.1 Employment opportunities created for adults and parents of extreme poor and working children</p>	<p>7.1.1 Identify extreme poor households who are at risk of sending their children to work or removing their children from schools through poverty mapping exercises</p> <p>7.1.2 Provide or ensure access to public work opportunity and social safety net schemes (local physical and social infrastructure development and maintenance work, and food for work programmes emergency relief assistance) to the identified extreme poor households.</p> <p>7.1.3 Include child labour as a component in the Social Safety Net Programme</p>	<p>100% of HH below poverty surveyed through quick PRA</p> <p>75% identified at risk HH receiving support (safety nets, livelihood programmes)</p>	<p>2021-2022</p> <p>2021-2025</p>	<p>BBS</p> <p>MLGRD&C</p>	<p>- Ministry of Social Welfare</p> <p>- Ministry of Home Affairs</p> <p>- Ministry of Religious Affairs</p> <p>- Ministry of Health and Family Welfare</p> <p>- Employers' and Workers' Organizations</p> <p>Divisional, District and Upazila Administration</p> <p>Local NGOs and International Organizations</p>
				MLGRD&C	

7.2 Children aged below 14 years are prevented from engaging in child labour and ensured that they stay in school.	7.2.1 Identify school going children who are at risk of drop out from school and out-of-school children through school or education mapping exercises at schools, households and village levels 7.2.2 Provide financial and in-kind incentives to school going children "at risk" of drop-out such as books, school bags, uniforms transportation allowance, counseling, and remedial programmes for slow learners school breakfast or lunch programmes.	% of student completion primary education increased from 52% (School Survey) As above	2021-2022 2021-2025	MoMPE MOE MoMPE	
7.3 Working adolescents aged 14 to below 18 years are protected from hazardous work.	7.3.1 Promote, design and implement workplace or area or sector-based programmes and projects which contribute to protecting working adolescents from further damages (physical, mental, intellectual, and moral) arising from their work through: <ul style="list-style-type: none"> • Child labour monitoring and inspection (by labour inspectors, community-based workplace surveillance group, city corporation's trade license supervisors etc) • Workplace improvement monitoring and inspection (by occupational safety and health 	# working adolescents decreased # of penalized	2021-2022	MoLE	- MoLE

7.4 Children protected from trafficking and sexual exploitation	<p>monitors or inspectors, child labour stakeholders -NGOs, Trade Unions members, employers, and community-based workplace surveillance group, etc).</p> <ul style="list-style-type: none"> Occupational safety and health education among working adolescents and employers. <p>7.3.2 Promote understanding and compliance among employers, business operators, trade unions, parents or guardians and community leaders and members on relevant national and sectoral policies, Labour Acts and international conventions, regulation, and relevant City Corporation's Ordinances and Office Orders</p>	employers/ workplaces decreased		<p>MoLE MLGRD&C City Corporations</p>	
7.4.1 Develop mass awareness on child trafficking and sexual exploitation through print and electronic media and civil society organizations.	7.4.2 Ensure effective vigilance against trafficking and sexual exploitation and enforcement of laws against the perpetrators through the law enforcement agencies.	# of cases in court	2021-202	<p>Mol City Corporations</p>	-
7.4.3 Provide appropriate rehabilitation services to children rescued from trafficking and sexual exploitation		# of penalized perpetrators	2021-2025	<p>PSD of Ministry of Home Affairs (MoHA)</p>	
		# victims of trafficking and sexual exploitation decreased	2021-2025	<p>MoLGRD & PSD of MoHA MoWCA</p>	

8. Strategic Area of Intervention: Social and Family Reintegration					
Strategic Objective: Reintegrating children withdrawn from HWFCL with the society and family towards a healthy and productive life					
SDG : Goal -8,7 seeks to 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 by 2021, and by 2025 end child labour in all its forms.					
Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
8.1 Children withdrawn from HWFCL are reintegrated with their families or within society	<p>8.1.1 Identify family backgrounds and specific needs of removed working children before referring them to rehabilitation centres (for those without families or relatives) or to their families.</p> <p>8.1.2 Create social awareness among community leaders and members, social voluntary agencies and officials of the local government about the problems faced by the children from broken families and mobilize their support to reintegrate them with their families.</p> <p>8.1.3 Set up new or strengthen existing rehabilitation centers, with education, counseling, legal assistance, helpline facilities</p>	<p># of children identified for rehabilitation center</p> <p>% of mass public is aware about child labour.</p> <p># of rehabilitated children</p> <p># Helpline reports on child labour abusive</p>	<p>2021-2022</p> <p>2021-2022</p>	<p>MoWCA</p> <p>MoSW</p> <p>City Corporations</p> <p>MoWCA</p> <p>MoSW</p> <p>City Corporations</p>	<p>-Ministry of Labour and Employment</p> <p>-Ministry of Home Ministry of Education</p> <p>Ministry of Primary</p> <p>Ministry of Local Government, Rural Development and Cooperatives</p>

	<p>and services, to cope with rehabilitation of withdrawn children who have not had any families or relatives.</p> <p>8.1.4 Locate families and take appropriate measures to reintegrate children with their families through Government and NGO social networks, provide safety nets or livelihood support and legal assistance, where needed to assist families with reintegration.</p>	<p>cases.</p> <p># of children reintegrated</p>	<p>2021-2022</p> <p>2021-2022</p>	<p>MoWCA MoSW</p> <p>MoWCA MoSW City Corporations</p>	<p>Ministry of Health and Family Welfare Employers/Employers' Association and</p> <p>Different NGOs and International Organizations</p>
	<p>8.1.5 Implementation of a Government funded project titled Eradicating Child Labour from Hazardous Work</p> <p>8.1.6 Design and implement programmes of action, in consultation with relevant government institutions and employers' and workers' organizations and non-government organizations to eliminate child labour, including its worst forms and in the informal sector</p>	<p>Implementing the Project</p> <p>Consultation, Programmes design & implementation</p>	<p>Activities as per project</p>	<p>2021-2025</p> <p>2021-2026</p>	<p>MOLE</p> <p>MOLE</p>

9. Strategic Area of Intervention: Research and Training

Strategic Objective: 9a) Undertaking appropriate action and applied research for ensuring effective implementation of NPA.

9b) providing adequate training and non-training support for developing the competencies of the implementing agencies.

SDG : Goal -8.7 seeks to 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 by 2021, and by 2025 end child labour in all its forms.

Outputs	Key Activities	Indicators	Time Frame	Main Responsible/ Implementing Institutions	Collaborative Bodies
9.1 Information on hazardous and worst forms of child labour (WFCL) is updated for supporting the effective implementation of the National Plan of Action	<p>9.1.1 Conduct a child labour survey by Bangladesh Bureau of Statistics (BBS) with technical support from ILO</p> <p>9.1.2 Strengthen MoLE/CLU's Child Labour Management Information System (CLMIS) and its child labour website.</p> <p>9.1.3 Identify potential research agencies (both from government and non-government institutions) for creating a panel of researchers. Identify their capacity development needs and provide required support to develop their research capacity</p> <p>9.1.4. Conduct Specific sector studies, rapid assessments, and action researches on incidence and prevalence of child labour, particularly its hazardous and</p>	<p>Conducting Child Labour survey</p> <p>Annual Child Labour Report</p> <p># child labour reports prepared</p>	<p>MoU with BBS, Survey</p> <p>2021-2022</p> <p>2021-2022</p>	<p>2021-2022</p> <p>MoLE</p> <p>BBS</p> <p>MoLE</p>	<p>MOLE, BBS</p> <p>Ministry of Women and Children Affairs</p> <p>- Different Non-Governmental Organizations and International Organizations</p> <p>- Non -Governmental Organizations</p>

	worst forms of child labour in Bangladesh and in the region				Workers Organizations.
9.2 Managerial and operational capacities of concerned stakeholders in addressing child labour are enhanced	<p>9.2.1 Build capacity of key child labour stakeholders in planning, designing and implementing and monitoring child labour related programmes and projects</p> <p>9.2.2 Ensure follow-up and evaluation of capacity building</p>	<p># of research agencies involved</p> <p>#child labour programmes and projects</p> <p># successful child labour programmes and project</p>	2021-2025	<p>BBS</p> <p>MoLE</p> <p>Public Training Institution for Civil Services</p> <p>Public Training Institution for Civil Services</p>	<p>- International Organizations and</p> <p>- Regional Associations, such as: SAARC, ASEAN etc</p>

Indicative Five (05) year's Budget to implement the NPA for SDG-plus Actions (2021-25)

1. Policy Implementation and Institutional Development				
Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget ⁴² (In BDT)
1.1 Gaps in existing child labour related Policies are identified and new regulatory mechanisms or policies are formulated.	1.1.1 Form a NPA Review and Drafting and HCL list updating Sub-Committee taking representatives from relevant ministries, NGOs and civil society organizations. 1.1.1.1 Conduct review and prepare draft NPA and HCL list update-proposition	Issue an Office Order to form a Child Labour NPA and HCL list Review Sub-Committee Consultancy L/S= 18,000,000	Nil	Nil 18,00,000
	1.1.2 Endorse the suggestions of the review committee for their effective implementation.	<ul style="list-style-type: none"> • National Child Labor Welfare Council will endorse the suggestions • Publication of revised NPA 	Nil	Nil 1200000
1.2 Policies related to child labour elimination are implemented, monitored and evaluated.	1.2.1 Strengthen National Child Labour Welfare Council (NCLWC) based on NCLEP, including its ToR and organizational structure for monitoring and evaluating the implementation of the Policy and its [NPA].	The secretariat of NCLWC will be established in MoLE. No additional cost required Secretariat Management: 14,00,000 per year to run the Secretariat for 5 years (including organizing 4 meetings per year)	Nil	Nil 70,00,000
	1.2.2 Conduct regular meeting to review progress of implementation of NCLEP, 2010 and newly developed NPA, child labour related policies and regulations.	NCLWC will conduct these regular meeting ¼ time a year Divisional Level: 60,000 /years 5 years x 7 Div.	Nil	Nil

⁴² Adjusted by 5% annual rate of inflation based on previous NPA (with base year 2016)

1.3 Institutional capacity of concerned institutions strengthened to effectively implement NPA.	1.3.1 Organize seminars and workshops on NCLEP, 2010 and its NPA, Labour Act, relevant national policies and international conventions for members of NCLWC and concerned stakeholders.	Upazila Level: 21,000 x 5 years x 500 upazila	Organize at least 1 seminar by each committee National: Divisional: (7 div. x 120,000) District: (64 dis. x 50,000) Upazila: (500 x 35,000)	Nil	8,40,000 38,40,000 1,75,00,000
1.3.2 Strengthen the capacity of planning and budgeting officials of concerned ministries representing in NCLWC on how to mainstream and implement child labour related issues into their sectoral plans and projects and programmes	1.3.2 Strengthen the capacity of planning and budgeting officials of concerned ministries representing in NCLWC on how to mainstream and implement child labour related issues into their sectoral plans and projects and programmes	Organize 2 Training workshop in each division with participation of concerned ministries representing in NCLWC Training cost: 7x2x 120,000 = 1680000 Resource person: 900,000 Training material: 400,000 Printing: 600,000 Honorarium (participants):600,000	Organize 2 Training workshop in each division with participation of concerned ministries representing in NCLWC Training cost: 7x2x 120,000 = 1680000 Resource person: 900,000 Training material: 400,000 Printing: 600,000 Honorarium (participants):600,000	Nil	3580000
1.3.3 Strengthen the capacity of MoLE and its CLU to play catalytic role for ensuring that child labour related policies and interventions are planned and executed in an integrated and coordinated manner.	1.3.3 Strengthen the capacity of MoLE and its CLU to play catalytic role for ensuring that child labour related policies and interventions are planned and executed in an integrated and coordinated manner.	Organize 1 National Training workshop including members of the MoLE and CLU Training cost: 180,000 Resource Person: 180,000 Training Material: 180,000 Honorarium: 180,000	Organize 1 National Training workshop including members of the MoLE and CLU Training cost: 180,000 Resource Person: 180,000 Training Material: 180,000 Honorarium: 180,000	Nil	720,000
		Total in BDT			5,500,000
		Total in USD			64706.00

2. Education					
Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)	
2.1 Accessible educational facilities and opportunities for working children and poor children are ensured.	2.1.1 Register all births through City Corporations / Municipal Corporation/ Union Councils Parishad and ensure children above 5 years old are enrolled in school.	<ul style="list-style-type: none"> Letters from NCLWC to all city/municipal corporation 	<ul style="list-style-type: none"> Ministry of Local Government Rural Development and Cooperatives (MLGRD&C) has existing programmes to ensure 100% birth registration within the year 2011-2012. 	Nil	
	2.1.2 Improve school access of children at all levels through government managed schools.	<ul style="list-style-type: none"> Letters and suggestions from NCLWC to the Ministry of Primary and Mass Education Upazila committees will conduct the awareness campaign linking with Strategic Area of Intervention 	Nil	Nil	
	2.1.3 Improve school access of out-of-school children and working children through government and non-government managed schools, including special evening schools through employers' contribution.	<ul style="list-style-type: none"> Letters and suggestions from NCLWC to the Ministry of Primary and Mass Education to implement this activity 	<ul style="list-style-type: none"> Letters and suggestions from NCLWC to the Ministry of Primary and Mass Education to implement this activity 		This activity may be included in Appropriate project
	2.1.4 Increase government stipends to all school going children (in both urban-slum and rural areas) of households living below the poverty line.		Recommendation from NCLWC to government to increase the budget and timeline of the stipend programme to 2015-16	May be included in the MoPME implemented project	May be included in appropriate project

	<p>2.1.5 Expand Conditional Cash Transfer (CCT) scheme / programme implementation for (in both urban slum and rural areas) households of working children for ensuring enrollment and continuing education of children.</p> <p>2.1.6. Incorporate child rights and child labour into basic curriculum in all primary and secondary schools including ToT among schools teachers.</p>	<p>To be monitored by the Thana Committees and may be link with 2.1.3 and 2.1.4 activities</p> <ul style="list-style-type: none"> A team of 5 consultant will incorporate child rights and child labour issues into basic curriculum 5x10,00,000 Printing (curriculum): Regular Development Budget (MoPME) ToT (7 div.) Training: 7x60,000= 420,000 Resource Person: 7x60,000= 420,000 Training Material: 7x 60,000=420,000 Printing: 1,200,000 	<p>Nil</p> <p>Nil</p>	<p>Nil</p> <p>4,000,000</p> <p>7,460,000</p>
<p>2.2 Access to technical vocational education and training programmes for working adolescents and their parents.</p>	<p>2.2.1 Improve access to technical vocational education and training (centre-based skills development training and supervised apprenticeship training) to out-of-school youth and working adolescents (aged 14 to 17 years of age), including decent job- placement and work place improvement programme.</p> <p>2.2.2 Provide microcredit (with very low interest) to vocationally trained youth or parents or guardians to run income generating activities or to start their small businesses.</p>	<ul style="list-style-type: none"> Thana Committee will conduct the monitoring to ensure the access. Provide a lump sum amount of 25,000 to families of 10 students from all 30 TVET institutes at a very low interest rate/no interest (300 families will be benefited) 30 institutes x 10 x 30,000 	<p>A MoLE project "Eradication of Hazardous Child Labour in Bangladesh 4th Phase (January 2018- December 2020)" BDT (million) 2844.908</p> <p>Nil</p>	<p>Revision of the list of hazardous child labour to include child labour in the dry fish sector, waste disposal sector, domestic work. The project can be extended (no-cost) for 2021-2022 Part of SDG strategy 90000000</p>

2.3 Children are socially empowered through training and social networks.	2.3.1 Provide life-skills training to children through MoPME and NGOs working with children	<ul style="list-style-type: none"> Establish life skills training section to Govt. and NGO managed schools 	MoPME is implementing Basic Literacy Project (64 District) (01/02/2018 - 01/06/2022) The cost of the project is BDT (million) 1428.7.	This project may be extended. Part of SDG implementation
	2.3.2 Provide basic employability skills (giving interview, preparing their CVs) through MoPME, MoLE, and NGOs managed skills development training centers.	<ul style="list-style-type: none"> Provide finance to Govt. and NGO managed skill development training centers 12,000,000. (Govt. and NGO managed centers) x Syrs (100,000) 	Nil	60,000,000
	2.3.3 Nurture ethical values through organized clubs and networks for children and youth.		The project "Empowerment and Protection of Children (EPC)" is being implemented by MoWCA providing life skill training, targeting 67,500 children per year in 2500 clubs	This activity may be included with the EPC project
	Total in BDT	Total in BDT		124,000,000
	Total in USD	Total in USD		14588235.3

3. Health & Nutrition				
Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)
3.1 Access to health and nutrition education ensured for all households with working children or those at risk of sending children for labour	3.1.1 Develop basic health and nutrition messages and information packets for parents and children and disseminate them through the MoHFW and health sector NGOs.	<ul style="list-style-type: none"> • Development of the message and information materials. • Specialist fees: Messages Information briefs • Printing of the materials: Information brief Handout Materials Advertising Billboards • Dissemination through schools, District and Upazila health centers, and NGOs working in the health sectors etc. • Dissemination through electronic and print media 	This activity may be linked with the existing projects of MoHFW.	Nil
	3.1.2 Organize basic health and general hygiene related education to reduce health and hygiene related hazards.	<ul style="list-style-type: none"> • Awareness campaign in all Upazilas by local NGOs and Upazila Health Care Centre • Training of the govt. officials working in the relevant sectors 	This activity may be linked with the existing projects of MoHFW i.e.	Development of Health Curriculum: Consultancy <ul style="list-style-type: none"> • Printing and dissemination

	<p>3.1.3 Encourage employers to introduce health insurance in their enterprises through Department of Inspection for Factories and Establishments.</p>	<ul style="list-style-type: none"> Develop a policy in light of the insurance company's policy for compensating employees affected in workplace accidents: Consultant fees (3 person): 600,000 X 3p= 1,800,000 Printing materials: 700,000 Dissemination: 350,000 Organize Divisional level seminars involving employers' and workers' association to aware about the compensation policy: 7 div. X 180,000 	<p>Nil</p>	<p>(24,000,000 Books) • 700,000,000 Taka 2310000 Taka</p>
	<p>3.2 Opportunities created to ensure access to health services.</p>	<p>3.2.1 Encourage employers of the enterprises to ensure health care services in the workplace through providing health cards to the working adolescents.</p>	<p>Nil</p>	<p>Nil</p>
	<p>3.2.2 Contact private sectors to fund health programmes for working children through government and NGOs managed programmes.</p>	<ul style="list-style-type: none"> Encourage employers' and creating awareness to workers about the rights of the working adolescents on health care and health cards through Seminars that mentioned in 3.1.3 Organize training programme for NGOs to monitor the activities in the industries: Training arrangement(2): 300,000 Training Materials : 200,000 Printing: 500,000 	<p>Nil</p>	<p>4290000</p>

		Resource person: 300,000		
		<ul style="list-style-type: none"> Encourage NGOs and Civil Societies to monitor: 2 000 000 	Nil	Nil
3.2.3 Encourage employers to establish drop-in centres in industrial areas with higher concentration of hazardous labour for immediate health support, referrals and social counseling, and nutrition support.		<ul style="list-style-type: none"> Employers' should be encouraged to establish drop-in centers under the CSR activities which can be conducted through seminars mentioned in 3.1.3 or through ceremonies that mentioned in 3.1.2. 	Nil	Nil
		Total in BDT		707000000
		Total in USD		8317647.06

4. Social Awareness Raising and Motivation				
Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)
<p>4.1 Children, parents, employers, trade unions, civil society and concerned state officials are critically aware of harmful effects of child labour and HWFCL and motivated to demonstrate positive attitude and behavioral patterns towards the elimination of child labour.</p>	<p>4.1.1 Prepare short TV and Radio spots (3-5 minutes) on child labour and HWFCL for screening in cinemas, TV, radio and other mass media.</p>	<ul style="list-style-type: none"> • Purchase Media spots (including special days) TV(1000min.x 10,000 average): 10,000,000 Radio (300 min. x 3000): 1200000 • Paper: 2,000,000 (lump sum) • Development of awareness advertisement and short programmes • Advertise: 1200,000 (lump sum) • Short drama: 1,200,000 	<p>Initiate the main activity-4 of Mol in MTBF 2021-2025 including the recommendations as a component</p>	<p>15,600,000</p>
	<p>4.1.2 Stage social drama (popular theatre) on harmful effects of child labour and on HWFCL at villages, markets, bus stations and slums.</p>	<ul style="list-style-type: none"> • Stage Drama in upazila level, Schools, and colleges Script: 600,000 Training and honorarium of actor (m/f): 3,000,000 Staging (500 upazilas x 12,000): 6,000,000 	<p>Nil</p>	<p>10,100,000</p>
	<p>4.1.3 Organize awareness meetings with religious leaders and their associations to work on the elimination of <14 years old child labour and <18 years old HWFCL.</p>	<p>Training for religious leaders through Islamic Foundation (Divisional):</p> <p>Organize training: (7 x 95,000)</p>	<p>Nil</p>	<p>2815000</p>

	<p>The imams of the mosques should be trained and asked to disseminate these in the mosques.</p>	<p>665,000</p> <p>Materials: 300,000</p> <p>Printing: 500,000</p> <p>Resource person: 500,000</p> <p>Honorarium (participants): 500,000</p>	
<p>4.1.4 Publicize messages on harmful effects of child labour through billboards, wall paintings, posters and leaflets all over the country.</p>	<ul style="list-style-type: none"> • Development of Messages (including dissemination): Billboards (4/district, medium) (64 dist. x 700,000):44800000 Wall painting: (R/As, I/As Schools): 2,000,000 Posters (R/As, I/As Schools): 1,500,000 Leaflets(R/As,Schools): 1,000,000 	<p>Nil</p>	<p>50200000</p>
<p>4.1.5 Organize awareness raising activities to sensitize employers, workers, including working children, and mass public on hazardous sectors and to take actions in addressing H and WFCL in those sectors.</p>	<ul style="list-style-type: none"> • Division wise awareness raising activities through NGOs, Civil Society, and University students' societies: 7 X 700,000 	<p>Nil</p>	<p>4,900,000</p>
<p>4.1.6 Educate school going children (both primary and secondary schools) on child rights and the negative effects of child labour, especially on hazardous and worst forms of child labour.</p>	<ul style="list-style-type: none"> • Link with 2.1.4, 2.1.5, 2.1.6, and 2.2.3 activities. 	<p>Nil</p>	<p>Nil</p>

<p>4.2 Community based mechanism is established and strengthened to prevent and protect child labour</p>	<p>4.2.1 Replicate Dhaka City Corporation's (DCC) good lessons learned and model of Community-based Workplace Surveillance Group (CWSGs) to monitor child labour situations in the community and workplace as well as to raise awareness among community members and employers.</p>	<ul style="list-style-type: none"> Develop Educational materials and organize training to all city corporations about DCC's good lesson learnt and model of CWSGs to monitor child labour situation in the community and workplace Develop materials: 500,000 Printing : 500,000 Training: 300,000 Resource person: 500,000 Honorarium of participants: 400,000 	<p>Nil</p>	<p>2,200,000</p>
		<p>Total in BDT</p>		<p>81335000</p>
		<p>Total in USD</p>		<p>956882.4</p>

5. Legislation and Enforcement

Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)
5.1 Existing laws and rules related to child labour issues (in both formal and informal sector), are revised.	5.1.1 Sensitize judiciary and legal enforcement mechanism on child labour related issues amongst concerned stakeholders including law enforcement officers and employers. 5.1.2 Revise Labour Act, 2006 in light of child labour policy. Ensure revised labour laws protect working children in both formal and informal	Organize Training in the police academy Material: 600,000 Printing: 1,200,000 Resource person: 1,200,000 Training facility: 1,200,000 This activity can be merged with activity 1.1.2	Nil	4200000
5.2. The child labour related laws and rules are enforced.	5.2.1 Replicate Dhaka City Corporation's (DCC) Child Labour Monitoring and Regulatory Mechanism (Trade Licensing) in other city corporations for addressing child labour in urban informal sector. 5.2.2 Enforce child labour related laws and rules through building greater cooperation and coordination amongst law enforcement agencies, creating mechanisms for public reporting of child labour law violations and ensuring effective prosecution of child labour laws violators.	Can be merged with activity 4.2.1 Can be merged with activity 5 1.1 Develop public reporting center in all districts: 64 x 42,000 x 5yrs	Nil	13,440,000

	5.2.3 Develop Code of Conduct for Domestic workers aimed at prevention, protection and elimination of child domestic workers.	Consultant (3 person): 3 x 300,000 = 900,000 Printing (25,000 copies): 5,000,000	Nil	00,750,000
5.3 Inspection and monitoring of child labour in the informal sector and agricultural sectors are strengthened.	5.3.1 Mobilize city corporations' tax officers and trade license supervisors to monitor workplaces in urban informal sectors.	Can be merged with 4.2.1	Nil	Nil
	5.3.2 Increase capacity and number of labour inspectors to ensure effective labour inspection, including child labour monitoring, in formal and informal workplaces, including plantations and other agricultural activities.	<ul style="list-style-type: none"> MoLE will increase the number of inspectors in the Department of Inspection for Factories and Establishments. Training of Inspectors Purchase of equipment and facilities (Inspection Department) 	Approve the suggested project 5.3.5 (1) "Modernization and Strengthen the Department of Inspection for Factories and Establishments" of MoLE in MTBF.	Nil 2,400,000 10,000,000
	5.3.3 Increase the number of Labour Courts.	<ul style="list-style-type: none"> Can be merged with activity 5.3.2 		Nil
		Total in BDT		347,40,000
		Total in USD		408706.0

6. Employment and Labour Market				
Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)
6.1 Employment opportunities created and access to the labour market ensured for adolescents who are trained and eligible for work as per legal provision.	6.1.1 Increase access to labour market information among vocationally trained adolescents for seeking decent employment.	<ul style="list-style-type: none"> Awareness to provide labour market information (Divisional): 3,500,000 Development of internet (website) based computer software to provide information: 500,000 Management of Software (MoLE): 2,400,000 Create awareness by posting, signboard and leaflets to create access to the information software for adolescent: 2,400,000. 	Nil	94,80,000
	6.1.2 Increase access to vocational skills training amongst rural and urban poor through upgrading the existing facilities and adding new facilities where needed.	May be incorporated through Annual Development Programme of MoPME	Include in activity 5.1.5 Technical (1), and 5.2.5 "TVET Reform in Bangladesh" in MTBR of MoE and activity 5.1.5 (1) in MTBR of MoSW	Nil
	6.1.3 Promote Public-Private Partnership in creating safe jobs for adolescents who	Create awareness campaign to all the divisions including NGO,	Nil	5,000,000

	have received trade based training and attained eligibility for work as per legal provisions.	Employer's and workers' Association, and Civil Society organizations		
	6.1.4 Promote employment of trained adolescents for rural- based industries, especially agro based industries.	Create awareness to employers to employ poor adolescent in rural based industries (Upazila) 500X 50,000	Nil	30,000,000
	6.1.5 Engage NGOs involved in income generating activities to employ the trained adolescents in those activities. They may also organize family based income generating activities.	Finance a lump sum amount to NGOs and financial organizations to provide income generating activities to support poor families of the working children (At least 1500 families will be benefited)	Nil	50,000,000
6.2 Small scale income generating enterprises created through effective involvement of vocationally trained adolescents or their families	6.2.1 Engage microfinance institutions, specialized government financial institutions, such as Bangladesh Krishi Bank, Bangladesh Small and Cottage Industries Corporation (BSCIC), Small and Medium Enterprise Foundation (SMEF), and Commercial Banks to extend required support to vocationally trained adolescents or their families to start or expand family based income Generation activities.	Provide financial support through these financial organizations to expand family based income generating activities in the rural areas. (At least 3000 families will be benefited)	Nil	100,000,000
		Total in BDT		21,94,80,000
		Total in USD		2582120

7. Prevention of Child Labour and Safety of Children Engaged in Labour

Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)
7.1 Employment opportunities created for adults and parents of extreme poor and working children	<p>7.1.1 Identify extreme poor households who are at risk of sending their children to work or removing their children from schools through poverty mapping exercises.</p> <p>7.1.2 Provide or ensure access to public work opportunity and social safety net schemes (local physical and social infrastructure development and maintenance work, and food for work programmes) to the identified extreme poor households.</p>	<p>Conduct poverty mapping exercises in the whole country + including 7.1.2 + 7.2.1 + 8.1.1</p> <p>Nil</p>	<p>Nil</p> <p>NCLWC will suggest government to include these families identified through poverty mapping in Social Safety Net Programme.</p>	<p>23,000,000</p> <p>Nil</p>
	<p>7.1.3 Include child labour as a component in the Social Safety Net Programme.</p>	<p>Nil</p>	<p>NCLWC will suggest government to include child labour as a component to Social Safety Net Programme.</p>	<p>Nil</p>
7.2 Children aged below 14 years are prevented from engaging in child	<p>7.2.1 Identify school going children who are at risk of drop out from school and out-of-school children through school or education mapping exercises at schools.</p>	<p>Merged with 7.1.1</p>	<p>Nil</p>	<p>Nil</p>

labour and ensured that they stay in school.	households and village levels. 7.2.2 Provide financial and in-kind incentives assistance to school going children "at risk" of drop-out such as books, school bags, uniforms, transportation allowance, counseling, and remedial programme for slow learners, school breakfast or lunch programmes.	<ul style="list-style-type: none"> Identify children 'at risk' through mapping exercises and provide 600 per month (450,000 children in total) 1st year: 50,000 children x 600 /monthx12 months = 3600000000 2nd Year :(50,000+100,000) children x 600/month x 12 month = 10800000000 3rd Year: (100,000+100,000) children x 600/month x 12 = 14400000000 4th Year: (100,000+100,000) children x 600/month x 12 = 14400000000 5th Year: (100,000+100,000) children x 500/month x 12 = 1,400,000,000 	Nil	6053,300,000
7.3 Working adolescents aged 14 to below 18 years are protected from hazardous work.	7.3.1 Promote, design and implement workplace or area or sector-based programmes and projects which contribute to protecting working adolescents from further damages (physical, mental, intellectual, and moral)	<ul style="list-style-type: none"> Linked and merged with activity 3.1.3 and activity 5.3.2 Enforce employers' to provide training for the adolescent worker in the workplaces : 	Nil	Nil

	<p>arising from their work through:</p> <ul style="list-style-type: none"> • Child labour monitoring and inspection (by labour inspectors, community-based workplace surveillance group, city corporation's trade license supervisors, etc) • Workplace improvement monitoring and inspection (occupational safety and health monitors or inspectors, child labour stakeholders-NGOs, Trade Unions members, employers-, and community-based workplace surveillance group, etc) • Occupational safety and health education among working adolescents and 			
7.4	<p>7.3.2 Promote understanding and compliance among employers, business operators, Trade Unions', parents and community leaders and members on relevant national and sectoral policies, Labour Act and international conventions, regulation, and relevant City Corporation's Ordinances and Office Orders.</p>	<ul style="list-style-type: none"> • Promote awareness campaign among stakeholders • Printing materials • Dissemination to employers, workers, and in the community 	Nil	12,000,000
7.4	<p>7.4.1 Develop mass awareness on child trafficking and sexual exploitation through print and electronic media and civil society organizations.</p>	<ul style="list-style-type: none"> • Conduct min. 10 awareness workshop involving all media and civil society organizations. 	Initiate the suggested activity 5.3.2 (2) in MTBR of MoWCA and include this activity as component	3,000,000

	<p>7.4.2 Ensure effective vigilance against trafficking and sexual exploitation and enforcement of laws against the perpetrators through the law enforcement agencies.</p>	<ul style="list-style-type: none"> • Linked with 7.3.1 	Nil	Nil
	<p>7.4.3 Provide appropriate rehabilitation services of children rescued from trafficking and sexual exploitation.</p>	<ul style="list-style-type: none"> • Establish Rehab Centers in all 64 districts (at least 2000 children per year) 	<p>Include in approved projects 5.1.5 (1), (3), (4) and (7) in MTBR of MoSW</p>	Nil
		Total in BDT		6068,800,000
		Total in USD		71,397,647.1

8. Social and Family Reintegration

Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)
8.1 Children withdrawn from HWFCL are reintegrated with their families or within the society.	<p>8.1.1 Identify family backgrounds and specific needs of removed working children before referring them to rehabilitation centres (for those without families or relatives) or to their families.</p> <p>8.1.2 Create social awareness among community leaders and members, social voluntary agencies and officials of the local government about the problems faced by the children from broken families and mobilize their support to reintegrate them with their families.</p>	<p>Linked and merged with 7.1.1</p> <p>Conduct a number of consultation workshop with all the concerned stakeholders (district wise) 64 X 80,000 X 2 WS</p>	Nil	Nil
	8.1.3 Setup new and strengthen existing rehabilitation centres with education, counseling, legal assistance, helpline facilities and services, to cope with rehabilitation of withdrawn children who have not had any families or relatives.	Linked and merged with 7.4.3	Nil	
	8.1.4 Locate families and take appropriate measures to reintegrate children with their families through Government and NGO social networks, and provide safety net schemes or livelihood support and legal assistance, where needed, to assist families with reintegration.	Linked and merged with 7.1.1 & 7.1.2	Nil	

9. Research and Training					
Outputs	Key Activities	Inputs (adjusted at annual 5.5% rate of inflation and rounded)	Existing Programmes	Budget (In BDT)	
9.1 Information on hazardous and worst forms of child labour (WFCL) is updated for supporting the effective implementation of the National Plan of Action.	9.1.1 Strengthening MoLE/CLU's Child Labour Management Information System (CLMIS) and its child labour website.	<ul style="list-style-type: none"> Strengthen Labour Management Information System Linked with website will be merged with 6.1.1 	Nil	2,000,000 Nil	
	9.1.2 Identify potential research agencies (both from government and non-government institutions) for creating a panel of researchers. Identify their capacity development needs and provide required support to develop their research capacity.	<ul style="list-style-type: none"> NCLWC/MoLE will identify potential research agencies with support from the development partners Developing capacity of the selected agencies (5-10 agencies) 	Nil	Nil	20,000,000
	9.1.3 Conduct specific sector studies, rapid assessments, and action researches on incidence and prevalence of child labour, particularly its hazardous and worst forms of child labour in Bangladesh and in the region.	<ul style="list-style-type: none"> A lump sum amount will be reserved for conducting different studies, assessment, and researches 	Nil	Nil	120,000,000
9.2 Managerial and operational capacities of concerned stakeholders in addressing child labour are enhanced.	9.2.1 Build capacity of key child labour stakeholders in planning, designing, implementing and monitoring child labour related programmes and projects.	Linked and merged with 9.1.2	Nil	Nil	
	9.2.2 Ensure follow-up and evaluation of capacity building.	MoLE and NCLWC will ensure this.		Nil	
	Total in BDT			14,64,00,000	
	Total in USD			1722353.0	

Activities and Budget of the Monitoring Mechanism

Monitoring and Evaluation				
Key Activities	Inputs	Existing Programmes	Budget (adjusted at annual 5.5% rate of inflation and rounded)	
Management of the Secretariat from national level through upazila level.	The Activity may be merged with activity 1.2.2	Nil	Nil	
Conduct survey/estimates of child labour (Divisional Level).	Twice in every division 600,000x2x7	Nil	4,000,000	
Conduct Training programmes for government officials, NGO members, and local community leaders to understand the problem and process of elimination of child labour.	May be merged with 1.3.,1.3.2, and 1.3.3	Nil	Nil	
Build linkages between the committees by setting up online/electronic/email linkages; develop periodic reporting systems, collect and consolidate information to submit to NCLWC.	<ul style="list-style-type: none"> • Development of Server • Create linkage in the website 	Nil	1,200,000	
Develop a Child Labour Tracking System.	<ul style="list-style-type: none"> • Development of tracking system software • Integrate the software in the website 	Nil	1,200,000	MoLE has established the Child Labour Management Information System. The tracking system may be included in this system

Develop joint inspection team in Upazilas	<ul style="list-style-type: none"> Establish 3 members team for 500 upazilas to conduct inspection and monitor Provide Tk 600 per month per member 	Nil	54,000,000
Establishment/Strengthen of Libraries (Divisional)	1 Library for Each Division	Nil	90,000,000
	Total in BDT		154,800,000
	Total in USD		1821176.47

CHAPTER - FIVE

GUIDELINES ON ACTIONS DURING AND IN POST COVID-19 PANDEMIC



National Plan of Action to Eliminate Child Labour (2021-2025)
Ministry of Labour and Employment

Context of COVID-19 and Child Labour

Global pandemic of COVID-19 has led to an economic disaster alongside a health disaster. World Economic Outlook (WEO) Report of the IMF, predicts global economic growth at 1.7 percentage point for 2020 and 0.2 percentage point for 2021. The IMF earlier had projected that global economic growth at 3.3% in 2020 and 3.4% in 2021. Slowing down of global economy has devastating implications for migrants and migration prone economies such as Bangladesh. A World Bank report, titled, "South Asia Economic Focus", forecasts a grim picture for Bangladesh economy. According to the report, Bangladesh's gross domestic product growth would fall from 8.15 percent to just 2 – 3 percent in the current fiscal year. According to the South Asian Network on Economic Modeling (SANEM), Bangladesh's poverty rate may double to 40.9% from that prior to the onset of the pandemic. This would mean more household in poverty and greater vulnerability of children to child labour.

According to a study titled "COVID-19: Bangladesh Multi-Sectoral Anticipatory Impact and Needs Analysis", conducted by the Need Assessment Working Group in late April of 2020, the children are exposed to multiple health and socio-economic shocks of COVID-19. The survey reveals-

- 49% indicated that women and children couldn't access health and nutrition services.
- 60% indicated no regular communication from schools about learning continuity. 42% had not heard of any remote based education activities while 59% households had school going children.
- Poor children especially don't have access to TV/ online based learning. The number of out of school children may increase

The Emerging Strategic Concerns

There is a need of a comprehensive assessment of the situation of the children in child labour during COVID-19 and probable implications in post-COVID situation. At the same time steps are essential in addressing emergency concerns of the child labour during COVID-19 (as the pandemic spreads). This would among other involve addressing the protection concerns of the marginalized children including the child labour. During COVID-19, along with their parents, many of the child labour are not working. If adult unemployment increases largely the children may face a greater pressure to work during post COVID-19 phase. In some sectors children may loose work while in some other sectors they may be engaged in a higher proportion. Once a child is pushed out of labour market, it does not necessarily mean a welfare gain; unless a safety-net is created to support the child and the related household.

Within these complications, the development goals and timeline of SDG and NPA on elimination of child labour may need to be readjusted. Within this pandemic, the study of the Need Assessment Working Group identifies the following Child Protection Priorities –

- Children should be provided safe, child-friendly hygiene promotion activities.
- Case Management: At community level
- Child Helpline 1098: upscale support to Child Helpline
- Strengthening CP referral pathways to include remote case management
- Provide psychosocial support for children and adolescents and strengthening of social

Other studies and findings of consultations during COVID-19 have identifies some gaps in the Emergency Response in relation to child labour and other marginalized groups of children. Firstly, in absence of PPE coupled with inadequate measures for social distancing and safety, the existing NGO and GO services (including drop-in-centers, night shelter, NFE and skill development programs) came to a halt. While the closure of schools did not mean protection for the children living on the street or at shelter and children at work. Secondly, the children in child labour were not given income-protection, health care access, special safety-net, safe shelter/quarantine space or family reunion assistance during general leave (lockdown of economy). This heightened their livelihood crisis. Thirdly, there is structural Gaps in Child Protection in general. In Bangladesh, while around 40 percent population comprises of children, in the total social safety-net budget, only 15 percent is spent on child protection. With the existing allocation, less than 40 percent of the child population can be covered. With the increase of poverty induced marginalization of children due to COVID-19, this allocation will suffer from greater inadequacy.

The concerns over COVID-19 are also relevant for achievement of the SDG commitments. It is linked with the SDG Target 3.b which calls to support the search and development of vaccines and medicines for the communicable and non-communicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines, in accordance with the Doha Declaration on the TRIPS Agreement and Public Health, which affirms the right of developing countries to use to the full the provisions in the Agreement on Trade-Related Aspects of Intellectual Property Rights regarding flexibilities to protect public health, and, in particular, provide access to medicines for all. It also meets 3.8 which calls to achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

The situation of the children during COVID-19 and in post COVID-19 phase needs to be closely monitored and addressed. This may involve as wide range of activities which can come within the purview of short-term and long term development planning and have impact on the goal of elimination of child labour in the country.

Work at Hand of LEB/CLMC at local level

- Listing of children in child labour (assessment of working situation and protection needs) based on locality. This calls for collective effort of local government, Trade Unions, employers' associations and NGOs along with DIFE inspectors, DoL Labour Officers, Population Officers and Labour Welfare Organizers, social workers and health officials.
- To strengthen monitoring and refer child labour and their households to local authority and NGOs for relief and safety-net support.
- Development of shelter provisions/quarantine space for child labour (including child domestic workers and street children) at localities.

Work at Hand of GO-TU-NGOs at local level

- Reopening of GO, NGO and trade union (TU) services for children in child labour whenever possible with required social distancing (small groups in multiple batches) along with hygiene and safety measures (both for caregivers and children).
- Continuation of NFE and skill training either at center or through distant-learning methods by using FM radio, (accessible on mobile phone), radio, community radio or other ITC mode accessible to child labour. This also calls for module and protocol development (currently on process).
- To bring the newly added child labour (new dropouts due to COVID-19) back to school – to this end urgent bridging and stipend program need to be introduced.
- Conditional micro-credit/soft loan and livelihood support for households of child labour.

Work at Hand of NCLWC at Central Level

- Contribute in shaping COVID-19 response-strategy to uphold the concerns of the child labour.
- Carryout review and monitoring of child labour situation to inform and advice the government planning and implementation.
- Develop an emergency coordination mechanism to continue the work during COVID-19.
- Propose reform of listed hazardous work; keeping in mind that COVID-19 will lead to increase hazardous child labour.
- Explore possibility of extending speedy and transparent compensation and assistance to child labour through Bangladesh Labour Welfare Fund.
- Creating fast track access of vaccine of COVID-19 to the children in child labour.

Measures for Development Programming

- The timeline and pathway of SDG target 8.7 and NPA may need to be reset (expanded) to cover a larger population of child labour.
- Greater investment towards child protection in safety-net program.
- The hazardous child labour (those already listed and those considered for inclusion such as dry-fish, waste disposal, domestic work etc.) is likely to increase due to COVID-19. This will require additional resource, time and attention.
- Support to marginalized including internal migrant-households, during and after the pandemic, needs to be ensured.
- MoWCA, MoSW, MoDMR and MoLE to develop a coordinated strategy to address child labour in and post-COVID-19 situation.

These guidelines on actions during and in post-covid-19 pandemic to address child labour is applicable for GO, NGO, trade union, private sector and development partners. The actions are indicative and relevant agencies are invited to carry these in coordination with MoLE.

CHAPTER - SIX

MONITORING MATRIX



National Plan of Action to Eliminate Child Labour (2021-2025)
Ministry of Labour and Employment

Monitoring Guideline

Child Labour Unit within MoLE can be the focal for monitoring of implementation of NPA. There can be comprehensive databased developed at the Child Labour Unit under MoLE. DIFE, DoL, Child Labour Welfare Council/Child Labour Monitoring Committee, District Child Labour Monitoring Committee, Upazilla Child Labour Committee, relevant ministries /department /agencies, UN agencies, INGOs and NGOs will collect and share data to monitor the progress of implementation. Planning Commission and Internal Monitoring and Evaluation Department under Ministry of Planning will work as focal points and key sources for SDG goals and targets related data. BBS will provide national baseline (National Child Labour Survey) for the monitoring and evaluation purpose.

For Actions built within SDG Implementation Plan

1. The concern ministries can collect data on relevant SDG Goals and Targets. Which can be sent to MoLE through focal points.
2. The SDG monitoring data (SDG Marker) as collected by Ministry of Planning can be collected and compiled to generate a database to monitor progress in implementation of NPA.

For SDG plus Actions :

3. Concerned ministries, department, agencies, UN agencies, INGOs and NGOs can generate monitoring data for relevant actions as per the set of indicators built into the planning matrix. The monitoring data can be shared with MoLE on periodic basis (quarterly).

In General:

4. The Child Labour Survey can work as benchmark for monitoring and evaluation.
5. Geographical and sector based sample studies can be carried out to monitor progress.
6. Child Labour Monitoring Committees at grassroots level and Central level (within Child Labour Welfare Council) can periodically (quarterly) collect data on number of child labour, number of child labour covered under different programs, number of child labour left un attended and number of child labour withdrawn (in age, sector, and gender disaggregated form).

Monitoring Matrix : Ministry of Labour and Employment (MoLE)

Strategic Objective -1. Reducing vulnerability to child labour	
<p>Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</p> <p>Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).</p> <p>Output: 1.3 Support to the households of the vulnerable children for economic empowerment.</p> <p>Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.</p> <p>Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
<p>Target 8.7: 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</p>	<p>8.7.1 Proportion and number of children aged 5-17 years engaged in child labour by sex and age</p>
Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour	
<p>Output-2.1 : Review and updating of the list of hazardous child labour.</p> <p>Output-2.2 : Identification and referral guidelines adopted.</p> <p>Output-2.3 : Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</p> <p>Output-2.4 : Shelter for children without parental care.</p> <p>Output-2.5 : Support to the households of the withdrawn children for economic empowerment</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
<p>Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst</p>	<p>8.7.1 Proportion and number of children aged 5-17 years engaged in child labour by sex and age</p>

forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	
Strategic Objective -3. Increased capacity to protect children at workplace	
<p>Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.</p> <p>Output-3.2: Strengthening enforcement of legal and protection provisions.</p> <p>Output-3.3: Access of child labour to NFE and Welfare Fund for healthy development.Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
<p>Target 8.7:</p> <p>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</p>	<p>8.7.1</p> <p>Proportion and number of children aged 5-17 years engaged in child labour by sex and age</p>
Strategic Objective -4. Partnership and multi-sectoral engagement	
<p>Output-4.1: Coordinating amongst the concerned stakeholders and sectors through NCLWC for the welfare of working children.</p> <p>Output-4.2: Holding annual conference on progress of NPA implementation (celebrating success and rewarding/recognizing champions).</p> <p>Output-4.3: Increased engagement of LEB, CSOs, Private Sector and Mass Media in resource mobilization and implementation of NPA</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
<p>Target 8.7:</p> <p>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</p>	<p>8.7.1</p> <p>Proportion and number of children aged 5-17 years engaged in child labour by sex and age</p>

Monitoring Matrix: Bangladesh Bureau of Statistics

Strategic Objective -5. Monitoring and Evaluation of NPA implementation	
<p>Output-5.1: Developing a database on child labour.</p> <p>Output-5.2: Periodic monitoring and reporting by national CL monitoring committee and BBS.</p> <p>Output-5.3: National Child Labour Survey</p> <p>Output-5.4: Mid-term (2021) and end-term evaluation (2025) of NPA implementation.</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
<p>Target 8.7: 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</p>	<p>8.7.1 Proportion and number of children aged 5-17 years engaged in child labour by sex and age</p>
<p>Data, monitoring and accountability: 17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by</p>	<p>17.18.1 Proportion of sustainable development indicators produced at the national level with full disaggregation when relevant to the target, in accordance with the Fundamental Principles of Official Statistics</p>

**Monitoring Matrix : Secondary and Higher Education Division (SHED),
Ministry of Education**

Strategic Objective -1. Reducing vulnerability to child labour	
<p>Output : 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</p> <p>Output : 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).</p> <p>Output : 1.3 Support to the households of the vulnerable children for economic empowerment.</p> <p>Output : 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.</p> <p>Output : 1.5 Institutional capacity building to monitor and address child labour from central to union level.</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
<p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p>	<p>4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated</p>

**Monitoring Matrix: Technical and Madrasa Education Division,
Ministry of Education**

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour
<p>Output-2.1: Review and updating of the list of hazardous child labour.</p> <p>Output-2.2: Identification and referral guidelines adopted.</p> <p>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</p> <p>Output-2.4: Shelter for children without parental care.</p> <p>Output-2.5: Support to the households of the withdrawn children for economic empowerment</p>

SDG Targets	Global Indicators for SDG Target's
1	2
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex

Monitoring Matrix : Ministry of Priamry and Mass Education

Strategic Objective -1. Reducing vulnerability to child labour	
<p>Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</p> <p>Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).</p> <p>Output: 1.3 Support to the households of the vulnerable children for economic empowerment.</p> <p>Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.</p> <p>Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
<p>Target 4.1 By 2030 , ensure that all girls and boys complete free , equitable and quality primary education leading to relevant and effective learning outcomes</p>	<p>4.1.1. Proportion of children (a) in Grade 2 or 3; (b) at the end of Primary Education achieving at least a minimum proficiency level in (i) Reading and (ii) Math, by Gender.</p> <p>1.2. Administration of a nationally-representative Learning Assessment (a) in Grade 2 or 3; (b) at the end of Primary Education (Grade 5)</p> <p>4.1.3 Gross intake ratio to the last grade of Primary Education (Survival Rate to Grade 5)</p> <p>4.1.4 Primary Cycle Completion rate</p> <p>4.1.5 Out-of-school Children Rate (6-10 years) and (11-14 years)</p> <p>4.1.6 Percentage of children over-age for grade in Primary Education.</p> <p>1.7 Number of years of (a) free and (b) compulsory primary education guaranteed in</p>

	<p>legal frameworks</p> <p>4.1.8 DPED/C- in-Ed trained teachers</p>
<p>Target 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education</p>	<p>4.2.1 Proportion of children under 5 years of age who have access in Early Childhood Care and Development (ECD), by Gender</p> <p>4.2.2 Participation rate in organized learning (one year before the official primary entry age), by Gender</p> <p>4.2.3 Gross PPE enrolment ratio, by Gender</p> <p>4.2.4 Net PPE enrolment ratio, by Gender</p> <p>4.2.5 Well decorated & designated PPE classroom</p> <p>4.2.6 PPE classroom size for 25/30 children</p>
<p>Target 4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy</p>	<p>4.6.1 Percentage of population in GIVEN ge group achieving at least a fixed level of proficiency in functional literacy and (b) numeracy skills by sex,</p>

Monitoring Matrix : Ministry of Social Welfare

Strategic Objective -3. Increased capacity to protect children at workplace	
<p>Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.</p> <p>Output-3.2: Strengthening enforcement of legal and protection provisions.</p> <p>Output-3.3: Access of child labour to NFE and Welfare Fund for healthy development.</p> <p>Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.</p>	
SDG Targets	Global Indicators for SDG Target's
1	2
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location

Monitoring Matrix: Ministry of Women and Children Affairs

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour	
<p>Output-2.1: Review and updating of the list of hazardous child labour.</p> <p>Output-2.2: Identification and referral guidelines adopted.</p> <p>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</p> <p>Output-2.4: Shelter for children without parental care.</p> <p>Output-2.5: Support to the households of the withdrawn children for economic empowerment</p>	
SDG Targets	Global Indicators for SDG Targets
1	2
Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	1.4.1 Proportion of population living in households with access to basic services
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by sex

<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p>	<p>4.3.1. Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex</p>
<p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p>	<p>4.5.1 Parity indices (female/ male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated</p>
<p>4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men</p>	<p>4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex</p>
<p>4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all</p>	<p>4.a.1 Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic hand washing facilities (as per the WASH indicator definitions)</p>
<p>5.1 End all forms of discrimination against all women and girls everywhere.</p>	<p>5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex .</p>
<p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</p>	<p>5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age, 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence.</p>
<p>5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p>	<p>5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment.</p>

Monitoring Matrix: Ministry of Home Affairs

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour	
<p>Output-2.1: Review and updating of the list of hazardous child labour.</p> <p>Output-2.2: Identification and referral guidelines adopted.</p> <p>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</p> <p>Output-2.4: Shelter for children without parental care.</p> <p>Output-2.5: Support to the households of the withdrawn children for economic empowerment</p>	
SDG Targets	Global Indicators for SDG Targets
1	2
Goal 16 aims to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation

Monitoring Matrix: Ministry of Information

Strategic Objective -1. Reducing vulnerability to child labour	
<p>Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</p> <p>Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).</p> <p>Output: 1.3 Support to the households of the vulnerable children for economic empowerment.</p> <p>Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.</p> <p>Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.</p>	
SDG Targets	Global Indicators for SDG Targets
1	2
16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreement	16.10.2 Number of countries that adopt and implement constitutional, statutory and/or policy guarantees for public access to information.

