



**Government of Malawi**

**Ministry of Labour**

**CHILD LABOUR  
NATIONAL ACTION PLAN  
FOR MALAWI  
(2010 – 2016)**

**ABSTRACT**

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## **FOREWORD**

The Government of Malawi has demonstrated commitment towards elimination of child labour through ratification of international conventions as well as improvement of the national legal and policy environment. The government has not only created an enabling environment but went further, in collaboration with its cooperating partners including the ILO, UNICEF, NORAD and other international and national organizations, to initiate grass-root level and national interventions to fight child labour. Anecdotal evidence from the implementation of the interventions so far points to the fact that it is possible to combat child labour and that the interventions have been effective.

This National Action Plan builds upon the draft Child Labour Policy and contributes to the overall objectives of the Malawi Growth and Development Strategy. The Plan of Action will be aligned with the MGDS to ensure consistency and relevance.



Yunus Mussa, MP

**Minister of Labour**



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## ACKNOWLEDGMENTS

The development of the National Action Plan on Child Labour has followed a highly participatory process involving wide ranging consultations with the social partners, development partners, NGOs and civil society organizations in various fora from 2006. It is thus a product that embraces the inputs of the people and is owned by them. The Ministry of Labour is grateful to all those who were involved in the consultative process.

The Ministry of Labour would like to express its profound gratitude to the Employers Consultative Association of Malawi (ECAM), the Malawi Congress of Trade Unions (MCTU), and the Child Labour Network for their active participation and untiring support in the entire process of developing this document.

Special thanks go to our development partners, particularly Ms. Miriam Gachago (CTA) and Mr. Chimwenje Simwaka (NPM) of the International Labour Organization (ILO) for their technical and financial support. The collaboration between these organizations in the execution of this activity has not only been exemplary but also sets precedence for future collaboration, particularly in the implementation of the One UN concept.

The support provided by line Ministries in the development of this document deserves recognition, particularly Ministries of Development Planning and Cooperation, Education, Finance, and Gender, Child Development and Community Services, to mention just a few. I also wish to thank the staff in the Ministry of Labour for their untiring efforts in coordinating and providing leadership throughout the process. To all those that were involved in one way or the other behind the scenes recognition is also due.



Andrina F. Mchiela (Mrs.)

**Secretary for Labour**

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## EXECUTIVE SUMMARY

It is estimated that 220 million children in the world are child labourers and 26% of them are found in sub-Saharan Africa. While most African countries have ratified the relevant ILO conventions dealing with elimination of child labour, the problem continues to prevail. As part of a global response towards the elimination of child labour, the International Labour Organization has developed the Global Action Plan for elimination of the worst forms of child labour by 2016.

Child labour is still rampant in Malawi despite efforts to deal with it since 2002. Malawi ratified Conventions 138 on the minimum age for employment and 182 on the worst forms of child labour in 1999. A comprehensive child labour survey was carried out and revealed that 37% of the children between ages of 5 and 15 were involved in child labour. 53.5% of these children worked in agriculture and 42.1% in community and personal services sector.

The law in Malawi put the minimum age for work as 14 years and it prohibits young people between the ages of 14 and 18 years working in hazardous situations. The Malawi Constitution also protects a child under the age of 16 from economic exploitation and work that is likely to be hazardous, interfere with education or that is harmful to their health, physical, mental and spiritual or social development (Malawi Constitution, 1995).

The enforcement of the current law, however, has been difficult due to resource constraints and low levels of awareness among enforcement agencies. The government is in the process of developing a child labour policy and gazetting a list of hazardous occupations for children.

For child labour issues to be put into the national agenda, the following priorities have been identified for the National Action Plan:

- a) Development and improvement of the policy and legislative framework;
- b) Building the capacity of the education sector;
- c) Creating Awareness on child labour;
- d) Bridging the information gap in child labour;
- e) Building the institutional and technical capacity of service providers;
- f) Provision of services to withdrawn and prevented children to enable them achieve their education objectives; and
- g) Mitigate the effects of HIV and AIDS on working and at risk children.

The Ministry of Labour will coordinate the implementation of the NAP. Child Labour, however, requires a multidisciplinary approach and many government departments as well as NGOs will be called to play a part in providing various services. Workers and employers' organizations will also be central in the implementation of the NAP. The implementation of the NAP calls for mainstreaming of the issues of child labour into the programmes of key government departments like education, agriculture, social welfare, child development as well as NGOs. It will also be crucial for district and community level structures to be strengthened so that they can fully participate in the implementation.

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For the NAP to become a reality there will be need to mobilize the required resources for implementation from both internal and external sources. Mechanisms will be put in place to facilitate resource mobilization by government and individual partner organizations.

This National Action Plan (NAP) on child labour is another milestone in the effort to eliminate child labour in Malawi. It is set to provide direction for progressive elimination of child labour from 2010 to 2016. This NAP is guided by the Global Action Plan on Child Labour, and will among other objectives ensure mainstreaming child labour in the national economic and social development framework.

### **1.3 Rationale for the NAP**

The Ministry of Labour is the line Ministry that deals with child labour and it has established a Child Labour Unit (CLU) to provide leadership and coordination at all levels. However, despite these efforts, there is no framework to guide the numerous players in terms of priorities and the implementation framework so as to optimize the impact of the interventions being implemented. The development of this comprehensive National Action Plan (NAP) on Child Labour by government in collaboration with stakeholders provides such needed priority and operational framework for action on child labour in Malawi.

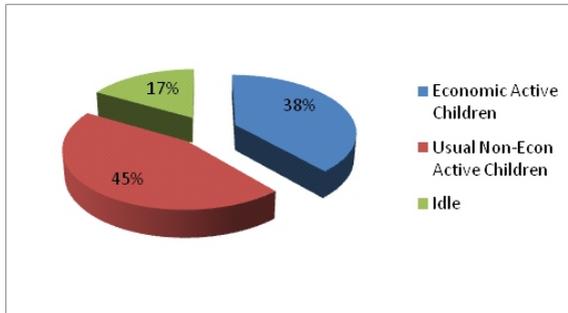
### **2.2 Overview of Working Children**

Child labour constitutes one of the major development problems in Malawi. It is widespread in the agricultural sector and is rapidly spreading to the other sectors of the economy. Currently children are employed in commercial farms, smallholder farms, domestic service, informal sector and are involved in commercial sex. However, child trafficking for labour exploitation and use of children for illicit activities are some of the emerging issues that need attention sooner than later.

#### **2.2.1 Characteristics of Working Children**

The analysis in this section is largely based on the Malawi Child Labour Survey done in 2002. It is the only child labour comprehensive national sample survey based on the ILO SIMPOC methodologies. Where necessary, reference has been made to other study reports on child labour including the 2004 Malawi Demographic and Health Survey and the 2006 Multiple Indicator Cluster Survey (MICS) undertaken by the Government of Malawi in collaboration with UNICEF. According to the Malawi Child Labour Survey, there were about 3.8 million children in the 5-17 year age range, representing 34 percent of the estimated total population in Malawi; 1.5 million of these, or 38 percent, were economically active<sup>1</sup>. The majority (45 percent) were engaged in non-economic activities while only 17 percent were inactive. See Figure 2.1 for details.

#### **Figure 2.1 Percentage Distribution of Children's Activities**



Source: Malawi Child Labour Survey, 2002

**Table 2.1: Estimates of the Number of Usual Working Children: Sex Composition, Geographic Distribution**

	Usual Economic Active	Percentage <sup>1</sup>		Usual Non-Economic Active	Percentage		Total
		Vertical	Horizontal		Vertical	Horizontal	
<b>1. Number of working children 5-17 years old</b>	<b>1,452,900</b>	<b>46.3</b>		<b>1,686,120</b>	<b>53.7</b>		<b>3,139,020</b>
<b>2. Region-sex composition</b>							
<i>2.1 Distribution of working children by Region</i>							
- Northern Region	201,268	13.9	50.8	194,831	13.4	49.2	396,099
- Central Region	626,563	43.1	47.5	693,629	47.7	52.5	1,320,192
- Southern Region	625,068	43.0	43.9	797,659	54.9	56.1	1,422,727
Distribution of working children by sex							
- Male	734,282	50.5	50.1	732,335	43.4	49.9	1,466,617
- Female	718,617	49.5	43.0	953,786	56.6	57.0	1,672,403
Urban-Rural Distribution							
- Urban	72,496	5.0	12.7	496,967	29.5	87.3	569,463
- Rural	1,380,404	95.0	53.7	1,189,153	70.5	46.3	2,569,557

Source: Malawi Child Labour Survey 2002, Table 5.1a, p.35.

## 2.4 Causes of Child Labour

### Supply Side Factors

**2.4.1 Poverty** - Poverty in the form of lack of basic income and food security is a significant cause of child labour. Extreme poverty means that children are forced to engage in more harmful and detrimental forms of child labour than would otherwise be the case, and that their families condone or encourage such work. Considerable progress has been made to reduce poverty in Malawi.

**2.4.2 Poor Education System** - The education system in Malawi, just like in most of the Sub-Saharan-African countries, is faced with many constraints. A report by South African Institute of International Affairs (SAIIA) released in December, 2004, states that, “In the four decades since African countries started to gain independence from foreign rule, their education systems – with few exceptions – have been marked by inadequate teaching, lack of resources such as textbooks and chalkboards, colonial curricula and modes of instruction that often impeded the learning process.”

**Table 3.1 Estimated number and percentage of Children and their Education Status**

Region, Residence and Sex	Attending Full Time		Attending Part Time		Never attended		Dropped Out	
	All No	No %	All %	All %	All %	All %	All %	
<b>Malawi</b>	3,768,242	2,715,604 72.1	13,967 0.4	719,356 19.1	318,856 8.5			
<b>Northern</b>	474,970	404,195 85.1	1,147 0.2	52,617 11.1	17,011 3.6			
<b>Central</b>	1,590,087	1,117,623 70.3	8,149 0.5	321,108 20.2	143,207 9.0			
<b>Southern</b>	1,703,186	1,193,786 70.1	4,672 0.3	345,630 20.3	158,638 9.3			
<b>Urban</b>	678,677	556,774 82.0	924 0.1	68,941 10.2	52,038 7.7			
<b>Rural</b>	3,089,565	2,158,830 69.9	13,043 0.4	650,415 21.1	266,817 8.6			
<b>Boys</b>	1,854,136	1,348,527 72.7	7,909 0.4	359,389 19.4	138,312 7.5			
<b>Girls</b>	1,914,106	1,367,078 71.4	6,058 0.3	359,967 18.8	180,543 9.4			

**Source: Child Labour Survey 2002**

**2.4.3 HIV AND AIDS** - With an HIV prevalence of 12 percent Malawi is one of the countries in the world which has been most affected. Since the epidemic mostly affects economically productive people aged 15-49, the death of these people leaves behind orphans and the elderly who cannot be able to support themselves. The HIV and AIDS epidemic has worsened the plight of children’s situations, and is therefore another major influence on child labour. HIV and AIDS have a direct impact on children’s participation in the workforce. Children enter or increase their participation in the workforce to compensate for changes in household earnings or labour supply. Children orphaned as a result of HIV and AIDS are even more likely to work.

**2.4.4 Household size** - Households that have many children compared to the resources at their disposal are more likely to send them to work to supplement family income. Children from poorer households are more likely than others to be engaged in child labour. There were mixed results however regarding the effect of household size on child labour in the 2002 Child Labour Survey.

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**2.4.5 Cultural factors** - Cultural and traditional beliefs play a significant role in influencing child labour. In many societies boys are preferred to girls and hence are given preference in accessing education and are favoured when it comes to distribution of chores at the household level. Cultural practices in various parts of the country have been identified as increasing the risk of contracting HIV, which in turn increases the vulnerability of children to child labour.

#### **Demand Side Factors-**

Research has shown that there are demand side or pull factors for child labour which need to be considered when designing strategies to combat child labour. A study by the ILO (2002) recognized the following reasons as contributing to child labour: (i) cheap labour (some not paid at all- family child labour); (ii) children's suitability for certain jobs; (iii) easy to control; as well as (iv) perceived social responsibility where employers feel socially obliged to offer income earning opportunities to poor families, including children.

**2.5 Worst Forms of Child Labour** - In Malawi the prevalent worst forms of child labour mainly encompass hazardous work. There are however emerging forms of unconditional worst forms of child labour, particularly child trafficking for labour exploitation, commercial sex exploitation and use of children in illicit drug trafficking. While it is acknowledged that these worst forms of child labour exist, the extent to which they occur is not known. These forms of child labour will be explored during the implementation this National Action Plan.

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### **3.0 CURRENT NATIONAL RESPONSE**

Over the years, the Malawi Government has demonstrated its commitment towards the elimination of child labour directly through the adoption and ratification of International Conventions, reviewing of its policies and laws as well as implementation of various programmes and projects on child labour. It has further developed upstream policies that aim at increasing the level and pace of broad based economic growth and development as well as decent work for all.

#### **3.1 Legal and Policy Framework**

##### **3.1.1 International Instruments**

The Government of Malawi has ratified various international instruments relating to child labour namely; ILO Convention 138 on Minimum Age of Admission into Employment, ILO Convention 182 on the Worst Forms of Child Labour and the United Nations Convention on the Rights of the Child (CRC). Malawi is also a signatory to the SADC Charter on Fundamental Social Rights and, by virtue of its membership, is party to the SADC Code of Conduct on Child Labour. It is yet to ratify the African Charter on the Rights and Welfare of the Child. The provisions of these instruments have been domesticated in the national laws including the Employment Act, the Malawi Constitution and the proposed Tenancy Labour and Child (Justice, Care and Protection) Act.

##### **3.1.2 National Laws and Policies**

The Government has enacted laws and developed some policies aimed at the elimination of child labour. These include the Republican Constitution; the Employment Act, CAP55:01; Orphans and Other Vulnerable Children Policy and the National Code of Conduct on Child Labour. Section 23 of the Malawi constitution protects a child under the age of 16 from economic exploitation and work that is likely to be hazardous, interfere with education or to be harmful to their health, physical, mental and spiritual or social development.

The Employment Act CAP 55:01, repealed earlier legislation on the regulation of employment including employment of children. Specifically, the Act prohibits the employment of persons under the age of fourteen from working in any public or private agricultural, industrial or non-industrial undertaking, but excludes work done at a vocational technical school or any other training institution provided it is done under appropriate supervision. The Act also excludes children working in homes. The list of hazardous work has been developed and is being processed for gazetting. The Employment Act further obliges all employers to keep a register of all children below the age of eighteen employed by them.

The National Code of Conduct on Child Labour was developed to provide guiding principles to the state, employers, organisations, parents and guardians, children and the community in their efforts to combat all forms of child labour. Among several issues, the code states that:

- The State and employers shall take into account views and opinions of children in all actions concerning harmful and exploitive child labour;
- The State and employers shall discourage use of harmful and exploitive child labour.

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### **3.1.3 Linkages with the National Development Framework**

The Malawi Growth and Development Strategy (MGDS) (2006-2011), is the overarching operational medium-term development strategy for Malawi. The objective of the MGDS is to create wealth through sustainable economic growth and infrastructure development as a means of achieving poverty reduction. It focuses on six priority areas under five broad themes and is in tandem with the ILO's Decent Work Agenda Strategies, particularly enterprise creation and growth. The six priority areas include agriculture and food security; irrigation and water development; transport infrastructure development; energy generation and supply; integrated rural development; and prevention and management of nutritional disorders, HIV and AIDS.

#### **3.1.1 Linkages with Other Policies and Initiatives**

This National Action Plan on Child Labour will complement other national initiatives aimed at providing a protective environment for children such as the National Plan of Action for Orphans and Vulnerable Children, National Education Sector Plan, Agriculture and Food Security and the HIV and AIDS Policy.

#### **3.2.1 Direct Action Programmes Against Child Labour**

Two approaches can be distinguished in the implementation of child labour action programmes in Malawi. The first approach is direct action programmes that aim at combating child labour through prevention, withdrawal and rehabilitation of children through provision of alternatives and reintegration in the society. It also involves withdrawal through improving working conditions of children by removing hazards from their work or moving them to work that is light. This approach follows the ILO's International Programme on the Elimination of Child Labour (IPEC) methodology and has been widely used by various players. The second approach has a developmental focus, where child labour is tackled through addressing the observed social and economic deprivations and needs of the families.

#### **3.2.2 Advocacy and Prevention Programmes**

Another stream of action programmes have mainly focused on the prevention of children from engaging in child labour mainly through structured advocacy programmes. Several national and community advocacy and awareness raising campaigns aimed at sensitizing masses against the evils of employing children have been conducted. The Ministry of Labour in collaboration with the Department of Social Welfare, the Police and the Judiciary does this through periodic workplace inspections and enforcement.

#### **3.2.3 Mainstreaming Child labour issues by social partners and other stakeholders**

The following are some of the initiatives that have been undertaken in an attempt to mainstream child labour in the social partners and stakeholders' programmes.

- Worker Organizations (Trade unions) have incorporated child labour issues in their workers education programmes;
- The District Assemblies included child labour in their District Implementation Plans under the Child Protection Strategy;
- The Employers Consultative Association of Malawi in 2004 developed a code of conduct on child labour for its members;

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- The creation of a Malawi Child labour Network by all partners in 2007 has improved networking amongst collaborating partners in child labour elimination programmes;
  - The Ministry of Labour in recent years has up-scaled the activities of its Child Labour Unit through the allocation of specific funds for child labour; and
  - Child labour has become one of the critical elements of labour inspection. Inspection forms have been revised to collect data on child labour and training has been provided to all labour inspectors.
- (a) **Public Works Program** - The objective of the Public Works Programme was to create employment opportunities for income transfer and in the process build economic infrastructure through labour intensive activities.
- (b) **Cash Transfer Programmes** - The objectives of the scheme are to reduce poverty, hunger and starvation in all households living in the pilot area that are ultra poor and at the same time labour constrained; increased school enrolment and attendance of children living in target group households; generate information on the feasibility, costs and benefits and on the positive and negative impact of a social cash transfer scheme as a component of a social protection programme for Malawi.
- (c) **Input Subsidy in Agricultural Sector** - During the past four years, the government has implemented an input subsidy program, targeting poor families. The targeted people will have opportunities for bumper yields with surplus production which they sell either to increase their economic base.
- (d) **Free Primary Education and School Feeding Programmes** - It is necessary for a clear linkage in the Child Labour NAP, the policy, and primary education. The number of children not attending school in the country is high. One of the strategies of the NAP will be to ensure that the government identifies means of significantly improving school enrolment, attendance and retention. Some organizations like WFP are supporting the school-feeding program to keep children especially the girl child in school. It was realized that most children drop out of school because of lack of food.
- (e) **HIV and AIDS and Child Labour** - Malawi has made tremendous progress that has been recognized at the international level in the implementation of national programmes on HIV and AIDS. However, there is still a significant gap in the implementation of HIV and AIDS programmes in the workplace. Despite all these initiatives there is still a wide gap with regard to withdrawal and prevention of children who have been pushed into child labour by the effects of HIV and AIDS.
- (f) **Child Labour and Migration** - Government has not had any policy to govern internal migration since independence and external migration since the stoppage of TEBA in 1987. It has thus been very difficult to trace the movement of people within the country, let alone

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outside the country. Labour administrative measures have been used to track adults and children who are recruited to be used as tenancy labour in the estates. The NAP should therefore address this gap in order to effectively deal with child labour migration in the country.

## **4. GAPS AND PRIORITIES**

### **4.1 Strategic Gaps and Priorities**

**4.1.1 Legal and Policy Framework** - There are a number of gaps that have been identified in this area: the lack of a national child labour policy, inadequate capacity to ensure full enforcement of child labour laws and the inconsistency of the existing laws pose challenges to effectively implement measures to combat child labour in Malawi.

**4.1.2 Inadequate Education Capacity** - Inadequate numbers of teachers, lack of appropriate teaching and learning materials and lack of proper facilities such as water and sanitation facilities, and the lack of constitute some of the factors that have influenced the attendance and retention of children in schools.

**4.1.3 Information Gaps on Child Labour** - There is generally inadequate information on child labour situation in the country. The last comprehensive survey was undertaken in 2002 and so far no follow up survey has been done. In Malawi there is lack of data on the worst forms of child labour for example child trafficking and sexual exploitation.

**4.1.4 Household Poverty** - The income and food poverty in households lure children into labour. There is thus a need to link child labour initiatives to national growth and poverty alleviation strategies to ensure household income and food security. In the short and medium term safety nets and other social protection interventions should be promoted both as preventive as well as alternatives measures of dealing with child labour. Income generating activities through revolving funds at community level have proved to be effective in empowering the households economically.

**4.1.5 Poor Working Conditions**-Working children (14 – 17 years) are usually exposed to hazards in their workplace. In many estates and smallholder farms, employers do not have conducive working conditions for their employees. In most cases, for example, employers do not provide opportunities to access essential services such as health and education. These working children are usually subjected to lower pay than their adult counterparts for the same amount of work. Employers therefore need to be encouraged to take responsibility for provision of opportunities to access essential social services and ensuring good and safe work environments for workers.

*4.1.6 Influence of culture* - Cultural factors in some districts also contribute to high rates of child labour. For instance, in some areas, children are assumed old enough to cater for themselves upon undergoing traditional initiation rites. Such children often drop out of school and look for employment where they are exposed to different worst forms of child labour.

*4.1.7 Institutional and Technical Capacity* - Despite the implementation of child labour elimination activities in various parts of the country, it has however been observed that most implementers lack capacity to comprehensively understand and address child labour in Malawi. There is a lack of skills, inadequate financial resources and the lack of human resource to effectively implement child labour programs. Capacity building for all players in the anti-child labour movement addressing these inadequacies needs to be done in order to ensure that everyone understands.

*4.1.8 Poor collaboration and networking* - In the implementation of child labour programmes it has been found that most stakeholders often work in isolation due to differences in priorities and the need to maintain their identities. This has unfortunately resulted in duplication of efforts, underserved areas and subsequently resource wastage. In order to effectively eliminate child labour there is need for promoting multi sectoral collaboration.

*4.1.9 Effects of HIV and AIDS* - Despite the tremendous achievements in the implementation of HIV and AIDS programmes in Malawi, there are still glaring gaps with regard to withdrawal and prevention of children who have been pushed into child labour by the effects of HIV and AIDS. These children often live with their grandparents or in child-headed households where most of the conventional programmatic alternatives are not feasible. The erosion of traditional coping mechanisms in communities compounds this. It is therefore important that the NAP strategises on how to deal with HIV and AIDS induced child labour within communities.

*4.1.10 Child Labour and Migration* - Government has not had a policy to govern internal migration since independence and external migration since the stoppage of TEBA in 1987. It has thus been very difficult to trace the movement of people within the country, let alone outside the country. Administrative measures have been used to track adults and children who are recruited to be used as tenants in the estates. The NAP should therefore address this gap in order to effectively deal with child labour in the country by advocating for the development and implementation of internal and external migration policies.

## 4.2 Sectoral Priorities

*4.2.1 The Agricultural Sector* - Agriculture is the backbone of the country providing a livelihood to almost 90 percent of the population. It accounts for about 36 percent of GDP and 90% of foreign exchange. It is therefore not surprising that the sector harbours 53 percent of child labour in the country. Within the agricultural sector, tobacco plantations and family

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*farms are the main users of child labour. Most children work as unpaid family members within their family farms or as tenant's family members. The tenancy system is by design meant to force tenants to use their family members as free labour in order to meet high targets set by landlords. Efforts should therefore concentrate on designing strategies to combat child labour in family farms and in tenancy systems. The same applies in other sectors including smallholder farmers in the tea and sugar sectors.*

**4.2.2 Community and Personal Services Sector** - According to the 2002 Child Labour Survey, 43% of the children engaged in child labour were in the community, social and personal services. Domestic Child Labour is one of the prominent forms of child labour particularly in urban and peri-urban areas and has not received adequate attention over the years. Domestic Child Labour will therefore be one of the priorities within this sector. Children on the streets were also found to be one of the most vulnerable segments of the children that are susceptible to all forms of abuse and worst forms of child labour including commercial sex and other illicit activities. Although there have been some programs attempting to address the plight of street children, the NAP will give a lot of priority to these children.

#### **4.2.3 Emerging Worst Forms of Child Labour**

Child trafficking for labour exploitation within and outside the country is emerging to be another area that needs attention sooner than later. A study on child trafficking found that there is significant evidence of child trafficking for labour in Malawi. External trafficking happened mainly across the Zambia and Mozambique borders. Use of children in illicit activities is another emerging form of child labour. These include drug trafficking and use of children in crime.

There is also an increase in use of children for commercial sex exploitation as found during the 2002 Child Labour Survey. The child trafficking study in 2008 also found out that female children who were trafficked were working in restaurants and also in commercial sex work. This is an emerging sub-sector, which is likely to have grown since the survey was done in 2002. The National Action Plan will thus prioritize action in this area as well.

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## 5. STRATEGIC FRAMEWORK

### Goal

**The overall goal of the NAP is to eliminate the worst forms of child labour by 2016.**

### Strategic Objectives

The National Action Plan is guided by the following objectives:

#### Strategic Objective 1:

**To create a conducive legal and policy environment through mainstreaming Child Labour issues in national and sectoral social and economic policies, legislation and programs by 2014.**

#### Outcomes

- 1.1. Child Labour targets and strategies incorporated in the prevailing development strategies
- 1.2. Improved and harmonized labour policy and legislation framework
- 1.3. Gender mainstreamed in child labour policies and programs

#### 2. Strategic Objective 2:

**To build and strengthen the technical, institutional and human resource capacity of stakeholders dealing with child labour elimination.**

#### Outcomes

- 1.1 Capacity to identify and combat child labour developed at all levels

#### 3. Strategic Objective 3:

**To directly combat child labour through the prevention, withdrawal, rehabilitation and re-integration of working children and their families.**

#### Outcomes

- 3.1. Improved awareness on Child labour at all levels
- 3.2. Children withdrawn and prevented from engaging in child labour and provided with alternatives
- 3.3. Educational opportunities provided to the prevented and withdrawn children.
- 3.4. **Infrastructure and mechanisms for repatriation of withdrawn children provided.**
- 3.5. Livelihoods of prevented and withdrawn children and their families improved.

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3.6. HIV and AIDS mainstreamed in Child Labour Programmes

3.7. The trafficking of children for labour and commercial sexual exploitation controlled.

**4. Strategic Objective 4:**

To improve the knowledge base on child labour for informed policy and programme development

Outcomes

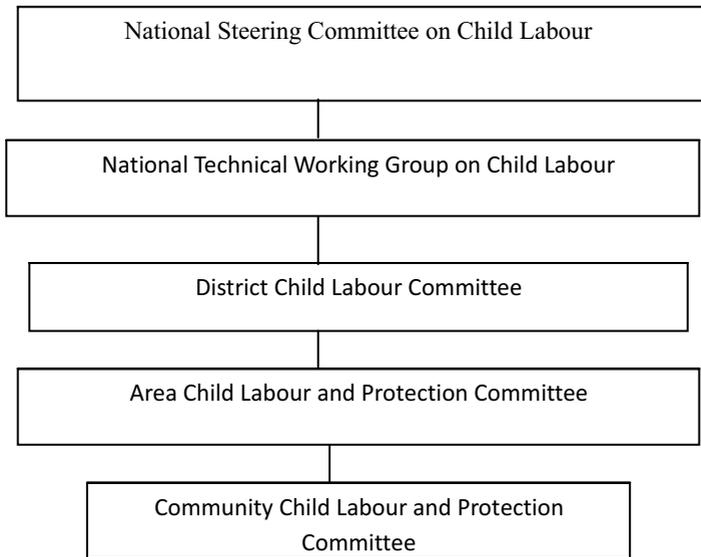
**4.1 Updated information on child labour for policy and programme decision making readily available**

**6. IMPLEMENTATION PLAN**

**6.1 Institutional Framework - *The National Steering Committee on Child Labour will have the overall responsibility and provide direction on the implementation of the Child Labour Policy and this Action Plan. The Steering Committee will report to the Cabinet Committee on Social and Community Affairs. The Ministry of Labour will act as a Secretariat to the Steering Committee and will provide coordination to stakeholders implementing child labour activities. Within the Ministry of Labour, the Child Labour Unit will be responsible for the coordination of child labour activities and provide backstopping services to various implementing partners.***

**6.2 Institutional Coordination Structure**

**Figure 6.1: Child Labour Institutional Coordination Structure**



**6.3 Financing the NAP** - This National Action Plan seeks to eliminate the Worst Forms of Child Labour in Malawi by 2016. In order to achieve this, there is need for properly coordinated mechanisms for sustained financing of the NAP. This section therefore provides an outline of the proposed budget, sources of funds and resource mobilization.

**6.3.1 Sources of Funds -**

The following are the proposed sources of funds for financing the NAP:

- Government budgetary allocations both at central and local levels.
- Local and international development partners.
- Civil society both international and local.
- Private sector.
- Workers and Employers organizations both international and local.

**6.3.2 Resource Mobilization**

The National Steering Committee shall be responsible for mobilizing resources for the NAP.

**7 MONITORING AND EVALUATION**

The monitoring and evaluation of the NAP will require the development of performance measures that will determine the trend of child labour in the country. Baseline information on child labour in Malawi will be established at the start of the implementation process.

**7.1 Indicators**

Children are a special group and as such it is proposed that all indicators be disaggregated by gender/sex, age group younger than 12 years, 12-13 years, and 14-17 years, District, region, social and economic status and educational level of children and their parents.

## 8 MATRIX WITH DETAILED INTERVENTIONS

<b>Strategic Objective 1: To create a conducive legal and policy environment through mainstreaming Child Labour issues in national and sectoral social and economic policies, legislation and programs</b>				
<b>Outcome 1.1: Child Labour targets and strategies incorporated in the prevailing development strategies</b>				
<i>Output</i>	<i>Estimated Cost</i>			<i>(MK)</i>
Child labour mainstreamed in the Malawi Growth and Development Strategy				20000
Agriculture Policies that improve food security for the vulnerable families developed				2,000,000
Child labour mainstreamed in the education policy				10,000,000
<b>Sub Total</b>				<b>12,020,000</b>
<b>Outcome 1.2: Improved and harmonized labour policy and legislation framework</b>				
Child Labour Policy disseminated				6,000,000.00
Child Labour inspection and enforcement policy and operational guidelines developed				10,500,000.00
Relevant Labour laws reviewed and enacted				15,500,000.00
Guidelines on Attestation developed				1,500,000.00
List of Hazardous Work gazetted				2,400,000.00
<b>Estimated Output Total Cost</b>				<b>47,920,001.2</b>
<b>Strategic Objective 2: To build and strengthen the technical, institutional and human resource capacity of stakeholders dealing with child labour elimination.</b>				
<b>Outcome 2.1: Capacity to identify and combat child labour developed at all levels</b>				
<i>Output</i>	<i>Lead Agency</i>	<i>Time Frame</i>	<i>Monitoring Indicator</i>	<i>Activities</i>
				<i>Estimated Cost</i>

Child Labour Section and other national level institutions formalized and supported with resources	15,000,000
National District and Community Structures formed or strengthened	10,000,000
Law enforcement agencies, child care administrators and social partners provided with skills	17,000,000.00
The Labour Inspectorate capacity for dealing with child labour strengthened	100,500,000
Child labour incorporated into school curricula	50,000,000
Coordination mechanisms on child labour developed and instituted	25,000,000.00
Resource mobilization mechanisms for District and Community structures developed	5,000,000
	<b>222,500,000</b>
<b>Output</b>	<b>Estimated Cost</b>
A comprehensive communication programme on child labour developed	120,000,000
Lobbying and advocacy mechanisms for targeting key interest groups developed	56,000,000
Harmful cultural practices that promote child labour discouraged or abolished.	26,000,000.00
	<b>202,000,000</b>
Education and necessary materials provided to the targeted children	250,000,000
An informal education strategy to assist the reintegration of former child labourers developed and implemented	250,000,000
Health and psycho-social support services provided to former child labourers and their families	100,000,000
Nutrition status of targeted children improved	165,000,000
	<b>765,000,000</b>
A conducive teaching and learning environment created	480,000,000
Conducive environment for the girl child (e.g. proper feminine sanitary facilities) provided	70,000,000
Teachers oriented in child labour and the reintegration of prevented and withdrawn children in primary schools	45,000,000
Technical and vocational education provided to children aged 14-17 years	160,000,000
	<b>755,000,000</b>

Repatriation and reintegration mechanisms for withdrawn children developed								3,000,000
Provide support to formal and community-based transitcenters								91,000,000
								<b>94,000,000</b>
Training in income generating activities provided to targeted families								60,000,000
Support older children (aged 14-17 years) and their parents in IGAs.								60,000,000
Savings and loans groups formed for targeted families								42,000,000
Social assistance programmes developed (e.g. cash transfers, input subsidy programmes, etc) for targeted beneficiaries.								300,000,000
Access to portable water and fuels improved.								28,000,000
								<b>490,000,000</b>
Studies on the relationship between child labour and HIV and AIDS conducted								44,000,000
Special support provided to prevented and withdrawn children from HIV/AIDS affected households and mobilize communities ...								100,000,000
Provide support, Care and treatment to working children aged 14-17 years and their families								28,000,000
								<b>172,000,000</b>
Trafficking and migration laws and policies enforced								65,000,000
Network of agencies dealing with trafficking and migration strengthened								20,000,000
<b>Estimated Output Total Cost</b>						<b>MK</b>		<b>85,000,000</b>

**Strategic Objective 4: To establish Monitoring and Evaluation Systems for child labour in the country**

<b>Outcome 4.1: Updated information on child labour for policy and programme decision making readily available</b>					
<i>Output</i>	<i>Lead Agency</i>	<i>Time Frame</i>	<i>Monitoring Indicator</i>	<i>Activities</i>	<i>Estimated Cost</i>
Review and regularly update national child labour statistics in order to determine trends and prevalence					180,000,000
Conduct impact studies for the different interventions aimed at eliminating child labour.					40,000,000
Incorporate key child labour questions in national surveys					10,000,000
Develop a Child Labour Monitoring System					50,000,000
Develop a national database for Child Labour, and link with other related national databases					100,000,000
<b>Estimated Output Total Cost</b>				<b>MK</b>	<b>380,000,000.00</b>
<b>Estimated Grand Total Cost</b>				<b>MK</b>	<b>3,213,520,000</b>
				<b>US \$</b>	<b>22,010, 410.96</b>





