

**NATIONAL MASTER PLAN ON
CHILD LABOUR
[2004 ~ 2014 A.D.]**

Government of Nepal
Ministry of Labour and Transport Management
Singhadurbar, Kathmandu,
NEPAL
2004

FOREWORD

The recognition of child labour as social, economic as well as human issue is a recent phenomenon. Awareness against child labour is rapidly increasing in Nepal as elsewhere in developing countries. Though one can go back far in the history to look into the legal arrangement as well as social policies with regards to the development and protection of child, the system prevailing, in Nepal has not been enough to further the interest of the children in the face of ongoing social change and challenges attending the country on the developing front

Government of Nepal is committed to eliminate all exploitative forms of Child Labour. This commitment is duly expressed through the ratification of the ILO Convention No. 138 ,182 and Child Right Convention of United Nations. Besides, there are activities underway under several ministries to really catch the spirit of these conventions and realisation of the objective of elimination of child labour. National Master Plan has also emphasised on the issue and incorporated many activities for the development of child and elimination of child labour.

This issue has been taken up by the UN agencies, ILO, The World Bank, INGOs and many NGOs working in Nepal. These organisations are upholding this cause and working hand in hand with the government Employer's Organisation (FNCCI), Trade Unions and research organisations, local government bodies are also actively pursuing the issue.

Government of Nepal has formulated this National Master Plan on Child Labour in order to move ahead in collaboration with all stakeholders with uni-direction and vision for the elimination of Child Labour. The ILO, The World Bank, GTZ, UNICEF jointly funded to make this pursuit successful. Ministry of Labour and Transport Management would like to take this opportunity to acknowledge their contribution.

Finally, Ministry of Labour and Transport Management hopes the National Master Plan would serve the purpose of all those who are painstakingly devoted to this cause.

Ministry of Labour and Transport Management

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ABBREVIATIONS

ADB	Asian Development Bank
AF	The Asia Foundation
AIDS	Acquired Immunodeficiency Syndrome
CBOs	Community Based Organizations
CBS	Central Bureau Of Statistics
CCWB	Central Child Welfare Board
CEDPA	The Center For Development and Population Activities
CLCG	Child Labour Co-Ordination Group
CTEVT	Council For Technical Education And Vocational Training
DANIDA	Danish International Development Assistance
DCLCC	District Child Labour Coordination Committee
DCWB	District Child Welfare Board
DDC	District Development Committees,
DFA	Dakar Framework For Action
DFID	Department for International Development (UK)
EC	Employer's Council
EFA	Education For All
FINIDA	Finnish International Development Agency
FNCCI	Federation Of Nepalese Chambers Of Commerce And Industries
FNCSI	Federation Of Nepalese Cottage And Small Industries
GTZ	German Technical Cooperation
HIV	Human Immunodeficiency Virus
HLIMCC	High Level Inter - Ministerial Coordination Committee
GN	Government Of Nepal
HRC	Human Rights Commission
IDA	International Development Association
ILO	International Labour Organization
INGOs	International Non Governmental Organizations
IPEC	International Programme On The Elimination Of Child Labour
ISCL	Improvement Of The Situation Of Child Labourers
JICA	Japan International Cooperation Agency
LOs	Local Organizations
MOA&C	Ministry Of Agriculture and cooperatives
MOES	Ministry Of Education And Sports
MOF	Ministry Of Finance
MOH	Ministry Of Health
MOIC&S	Ministry Of Industry, Commerce And Supply
MOL&J	Ministry Of Law, Justice And Parliament Affairs
MOLD	Ministry Of Local Development
MOLTM	Ministry Of Labour And Transport Management
MoWCSW	Ministry Of Women, Children And Social Welfare
NCASC	National Center for AIDS and STD Control
NGOs	Non Governmental Organizations
NMP	National Master Plan
NORAD	The Norwegian Agency for International Development Cooperation
NPC	National Planning Commission
NSC	National Steering Committee
PRSP	Poverty Reduction Strategy Paper
SAARC	South Asian Association For Regional Cooperation
SCN	Save the Children Norway
SWC	Social Welfare Council
TBP	Time Bound Programme
TUs	Trade Unions
UN-CEDAW	United Nations Convention On The Elimination Of All Forms Of Discrimination Against Women

UN-CRC	United Nations Convention On The Rights Of The Child
UNDP	United Nations Development Programme
UNESCO.	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations' Children's Fund
VDCs	Village Development Committees
WB	The World Bank
WE	World Education
WIN	Winrock International Nepal
WTO	World Trade Organization

Part - I

**THE CONTEXT OF TIME BOUND PROGRAM FOR
ELIMINATION OF CHILD LABOUR**

1 THE ISSUES AND CHALLENGES OF CHILD LABOUR IN NEPAL

1.1 Introduction

1.1.1 The Context

Child labour is one of the major issues in many parts of the world including Nepal. An estimate in 1996¹ showed that about 250 million children of ages between 5 to 14 years were working full-time or part-time. Most of these working children were in developing countries, over 50% of them in South Asia.

Nepal is one of the countries with a very high proportion of child labour. An estimate based on a Labour Force Survey² in 1998/99 showed that about 2 million (41%) children out of the total population of 4.9 million of ages between 5 to 14 years were involved in work.

The gravity of the child labour problem

Awareness towards the gravity of child labour problem is a relatively new development in Nepal as in many other parts of the world. Though children's health and education has remained a priority of Government of Nepal of Nepal (GN/N) for decades, it was only during the 1990s that the magnitude of the problem of child labour was realized. Since the early 1990s the issue of child rights and child labour has received greater attention which is being reflected in national policies and programs. Because of the social and economic circumstances of the country, child labour issue in Nepal is rather difficult and complex. Nepal is one of the least developed countries. About 90% of the population in Nepal live in rural areas. About 81% of the total population depends on agriculture, mostly subsistence farming. About 42% Nepalese live under the absolute poverty³, with income less than one dollar per day. Because most of the adults are illiterate (adult illiteracy rate about 50%), the capacity of most families to undertake alternative economic activities or to organise themselves to develop social and economic safety measures are seriously constrained. Accordingly, GN/N has adopted poverty reduction as an important strategy to overcome the problem of child labour. Both Poverty Reduction Strategy Paper and the Tenth Plan have emphasized poverty reduction as their overarching goal.

Government of Nepal considers educational development as one of the crucial strategy to remove the problem of poverty and child labour. Provision of basic and primary education is essential for breaking the problem of poverty as well as eliminating child labour. Accordingly, GN/N has committed itself to the provision of universal quality basic and primary education for all. It has also been engaged in the global campaign of Education for All. Since early 1990, GN/N is implementing Basic and Primary Education Program which is currently at its second phase, to universalise access and to improve the quality and relevance of basic and primary education in Nepal. Many INGOs and NGOs are also working towards solving the problems of poverty and child labour in Nepal. The issues of child labour in Nepal, however, remain ever big and challenging as the number and sectors of employment of children keep growing.

1.1.2 TBP and the National Master Plan

Among many other aspects, lack of a comprehensive, well co-ordinated and concerted plan to address the problem of child labour is one of the reasons why the issues have remained intractable. In view of these circumstances in Nepal, ILO/IPEC has developed a strategic Time Bound Programme (TBP) in collaboration with GN/N and in congruence with the Tenth Plan. The Time-Bound Programme is designed as a tool for ILO member states to translate into practice the ILO Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190), 1999, within a defined period of time. The Convention urges member states to prohibit and eliminate the worst forms of child labour and aims to ensure that these worst forms become the priority for national and international action.

¹ ILO, (1996)

² Central Bureau of Statistics, 1999, Nepal Labour Force Survey 1998/99

³ GN/NPC. 2001. Interim Poverty Reduction Strategy Paper (I-PRSP)

The National Master Plan on Child Labour is conceptualised in two phases. The first phase aims to identify and eliminate the worst forms of child labour by 2009. The second phase aims to eliminate all forms of child labour by 2014.

To ensure comprehensiveness and viability, GN/N intends to incorporate it in the long term and short term programs and policy measures. Preparation of this National Master Plan (NMP) for elimination of worst forms of child labour by 2009 and all forms of child labour by 2014 is a step towards this.

This NMP has been developed in a participatory way with full interactive inputs from all the major stakeholders. It has also taken into account the need to ensure commitments, collaborations and initiatives of all the major stakeholders including the government, NGOs, Employers, Trade Unions, CBOs and civil society. This comprehensive approach aims to make the efforts of child labour elimination better co-ordinated and result oriented.

The Government of Nepal Master Plan, in line with ILO Convention No. 182, outlines a multi-pronged but integrated approach for the elimination of the worst forms of child labour. The Master Plan contains an elaborate framework for action against worst forms of child labour and for linking up individual child labour programmes with other national development programmes. To achieve the ambitious but important goal, the Master Plan enlists strategy to mobilise necessary resources at local, national and international levels. It is envisioned that the employers' and workers' organisations, government, civil society, as well as multilateral and bilateral donors will contribute to the elimination of all forms of child labour, worst forms of child labour in particular.

This NMP consists of following two parts:

Part I

1. The Issues and Challenges of Child Labour in Nepal
2. Commitments and Efforts to Address the Child Labour Issues in Nepal
3. Analysis of the Needs

Part II

1. National Master Plan for Action

1.2 The Issues and Challenges of Child Labour in Nepal

1.2.1 Child Labour Situation in Nepal

According to Nepal Labour Force Survey 1998/99 conducted by the Central Bureau of Statistics the population of children of 5 to 14 years old was 4.860 million, 1.986 million were economically active, mostly (1.686 million) in agriculture. A significant section of the children, 1.406 million were not attending school. Out of the economically active children, 63.40% were not attending school.

An earlier estimation based on a Survey on Migration and Employment of Children sponsored by ILO/IPEC⁴ in 1995/96 estimated about 2.6 million working children, 1.7 million were economically active. Most of the economically active children (94.7%) were involved in agriculture and related occupations. The rest of the economically active children were found in different areas of occupation such as service sector (1.56%), construction and transportation (1.56%), general technical work (0.84%), manufacturing (0.78%) and sales (0.42%). The study also indicated that about 1 million children did not go to school, about 0.92 million were neither in school nor in the work force. Among the working children who were economically active, 55.39% were girls.

Another study⁵ on the sectoral distribution of the child labour indicated that in manufacturing sector, in an average, 2.9% of child labourers were working in selected 10 industries. They are confectioneries (1.08%), match factories (.81%), brick and tile factories (.46%), leather factories (.25%) and carpet weaving (.23%). Other five industries plastic, garments, soap, food and

⁴The ILO/IPEC commissioned report titled *Child Labour Situation in Nepal*, prepared by the Central Department of Population Studies of Tribhuvan University from a Migration and Employment Survey in 1995/96

⁵GN/NPC and CWCD. 1997. *Situation Analysis of Child Labour in Nepal*.

beverage and tobacco industries have less than 1%. [Refer Annex – 1.5 for identifying the situation of child labour in some specific sectors.

The Rapid Assessments on seven selected worst forms of child labour conducted by ILO/IPEC namely child porters, child rag pickers, trafficking in children, bonded child labour, child domestic labour, working children in carpet factories and children in coal mines estimated that there are 127,000 children working in these seven selected worst forms of child labour in Nepal in (Table 1). These children make up 1.8 percent of the total child population aged 5 to 14 years, 2.0 percent of all working children, 7.6 percent of all economically active children in Nepal and 41 percent of the waged child labourers.

Table 1: Worst Forms of Child Labour and Their Magnitude

Seven Worst Forms of Child Labour	Number	%
Children in bonded labour	17,152	13.5
Child rag-pickers	3,965	3.1
Child porters	46,029	36.2
Child domestic workers (a)	55,655	43.8
Children in mines	115	0.1
Children in the carpet sector	4,227	3.3
Child trafficking (b)		
TOTAL	127,143	100.0
<i>(a) for urban areas only</i>		
<i>(b) In addition, it is estimated that 12,000 girl children are trafficked for commercial sexual exploitation each year</i>		

In addition, the so called “people’s war” has increased the number of single parent families. It has displaced many families increasing the rate of internal migration. One fall out of the process has been the increase in number of children forced into the labour market as a means to survival.

1.2.2 Social Dimension of Child Labour

Unlike in the case of developing countries like Nepal, Child labour is a thing of history in most of the industrialised and developed countries. The success relates to realisation of the need to stop child labour and nurture childhood in a protective joyful and educational environment. Today, most of the developed countries have compulsory school education up to 16 to 18 years (grade 10 to 12), whereby the government guarantees free education up to that level and the parents are required by law to send their children to school. However, in many underdeveloped countries, this realisation has yet to come not only among the poor rural families whose children are vulnerable to child labour but also among many privileged communities and families who employ children as labourers.

It is often taken for granted that children of poor need to work. “The riches of poor are their children”, goes a Nepali proverb. On the one hand, the proverb reflects the future prospects with able people in the family, on the other hand it indicate that children need to bear with the parents in toiling work for subsistence. For marginally poor families in Nepal there is simply no alternative, no hope except to accepting the fate.

The social perspective that child labour is compulsive reality is rather of higher concern because it eludes social responsibility. Employment of children as household servants is a normal phenomenon, even a show of affluence by the employer because of such perceptions. The employers of children as labourer even argue that they are providing protection and helping poor children, and therefore, they feel good about it. They fail to realise that such immediate favour” results in destruction of childhood. In the absence of a feeling of social responsibility the task of protecting child labourers, providing them with educational environment and enabling them to live like children and grow with positive aspirations becomes all the more challenging.

Nepalese society needs to look at the issue from humanitarian stance as well as from the perspectives of positive social transformation towards greater creativity and prosperity.

1.2.3 Gender and Ethnicity Related Issues

Gender inequality is prevalent in Nepalese society. In the traditional perspectives the country female are considered as the one who undertake household chores, look after the needs of male family members, bear and look after children ensuring family continuity. Male members are considered as the bread earner and the inheritor of the family pride. Such perspectives have direct impact on the social practices. The culture of male preference generally places females into disadvantageous position in all walks of life. Even in anticipation of good life for daughters parents are required to teach them submissiveness, household chores, and respect for male members so that they will have smooth sail in the houses of their in-laws. Because of such perceptions, school education for daughters was traditionally considered counterproductive. It is therefore not surprising that there are more girls working than boys. This situation has a direct bearing upon the girls' enrolment to schools. Female members in the society are often deprived of many social and economic opportunities and are more vulnerable to exploitation. These circumstances are the root causes of some of the social injustices such as girls trafficking, sexual abuse, and worst forms of child labour such as child prostitution.

In Nepal, dominant social groups have devised social structure and perspectives to safeguard their dominance. The Hindu concept of hierarchical caste system is an explicit example. Many of the ethnic groups have been marginalized in the historical process. Their chances of social and economic development had not received adequate attention until the restoration of democracy in 1990. Therefore the so-called "low caste" groups called "dalits" and the ethnic groups who are in political minority have remained vulnerable to social injustices and exploitations including child labour. For example, an overwhelming majority of child labourers in carpet and other activities in the Kathmandu Valley are from *Tamang* community. Moreover, there is higher proportion of dalits among the child-workers.

1.2.4 Economic Dimension of Child Labour: The Demand Side of the Issue

The child labour issue has always been studied only from the supply side. The studies often point out poverty, high population expansion, illiteracy, biased social values, repressive culture, and so on as the main causes behind the child labour issue. All these supply side factors indicate the need for improvement in socio-economic conditions and support for the poor and disadvantaged through a more inclusive policy and institutional framework.

There are a number of factors in the demand side as well bearing on child labour. There are monetary as well as non-monetary incentives for the demand of child labour. Children are easier to manage as they are submissive, innocent, less demanding, trustworthy, less inclined to absenteeism and less aware of their rights. Child labour is therefore cheap and easy to manage.

The tradition of transferring workmanship to new generation is another non-pecuniary factor from the demand side that cannot be neglected. Parents feel that their children will be benefited if the children follow their traditional family occupation.

Some jobs demand children due to their childlike physical, behavioural and psychological characteristics – non-threatening, charming, amicable, and submissive. Children are preferred as domestic workers, sex workers, drug peddlers, etc.

Accordingly, demand side appears equally responsible, if not more, for the current problems of child labour in Nepal. There is a need for combining awareness creation with sensitisation and punitive action in a well-concerted way to cope with the demand situation.

1.2.5 Global Trade, WTO and Child Labour

The increasing global trade is considered good for national economy as well as for the entrepreneurs and workers. However, it is also considered as a cause behind the burgeoning child labour problem in developing countries. The problem is mainly associated with growing informalization of the economic activities. It is also persistent in the carpet sector, particularly in less prominent small carpet factories in Nepal, India and Pakistan. Realising this problem, on one hand, some prominent multinational corporations have developed their own code of conduct to discourage child labour as an insurance against child labour issue and on the other hand attempts have been made to promote labour standards, including the child labour issue as criteria in the WTO trade regime. Such step is worth considering for future development of trade and industries in the country.

1.2.6 Lack of Social Contexts and Effective Alternative

The bottom line for effective elimination of the issue of child labour is the provision of a pragmatic and effective alternative to children and parents. Schools should be the place for all school age children. For this, schools need to be accessible, affordable, directly beneficial and desirable for the children and the parents. Access, affordability and benefit are relative to the current situation of the children and the parents and it goes beyond the physical entities and professional articulations. For a marginally poor and disadvantaged family a school at its doorstep could still be socially inaccessible. Similar situation applies in the case of affordability and perception of benefit. For many parents, it is even difficult to meet the minimum requirements for daily subsistence. It is difficult to expect from such families to afford any cost, time or money, for the schooling needs of their children. Further, it is difficult to expect from such children to be effective and regular students. The future benefit for them from traditional education would be beyond their anticipation and grasp.

A report⁶ on basic and primary education indicates that 30% of the total primary school age children are still outside the formal school system. Similarly, the report of country assessment of EFA, 2000⁷ show that of the total enrolment at grade 1, about 40% repeat the class and about 23% drop out. Although the repetition and drop out at higher grades are not as big as at grade one, the effectiveness and efficiency of school education remains very poor. Those who complete the primary education cycle are about 50% only. The problem of non-enrolment and dropouts are acute among the poor and disadvantaged communities, particularly girls and children with special needs.

Studies⁸ show that the current provisions of schooling do not address the educational needs of the disadvantaged parents and children vulnerable to child labour. Similarly, according to annual school based data of MOES (2000), of the total primary school age children 19.6% are never enrolled in school, 45.4% of the children enrolled in primary schools drop out without completing grade five. Dropout occurs mostly at grade one, which stand at 14.5%.

The magnitude of the problems of illiteracy, non-enrolment and school drop-out varies by region, by gender and by difference in social groups. Most disadvantaged families need to engage in physical work for long hours in the field, or in the factories, or as porters just to earn day-to-day living. Education for intellectual tact, skill and health are crucial for any improvement, in economic condition, social status or in over all development of the disadvantaged groups. However, achieving educational provisions that address the needs and prepare a base for effective and sustainable economic development still remains a challenge.

Legal provisions

There are a number of international and national legal instruments in place. However, in Nepal their implementation remains a difficult challenge in the face of *limited institutional and human resources*. In the first place, the system that is responsible for the implementation has to be made rational, committed and adequately sensitive to the issues. Second, the society needs to be prepared for the transition to new social responsibility and for co-operation in the law enforcement. There must be a comprehensive approach to eliminate prejudices, to enable all concerned to use legal provision and feel self-responsibility. A clear vision is necessary to prepare and mobilise all concerned in a collaborated and co-ordinated way for an effective enforcement of law.

1.2.7 Challenges of Child Labour: Complex Web of Causes

There are several reasons for children joining the workforce: social reasons, economic reasons, psychological reasons, inadequate policy and regulatory system, lack of comprehensive social and developmental infrastructure, etc. Complex relationship exists among the various causes as many of these reasons are interwoven to one another. Often one cause is an effect of another.

A generic causal-relations model is proposed here to understand the relationship of different causes. Mainly, sixteen generic causes are identified in this model. These are: geo-physical and political constraints, "corrupted" parents, discriminating behaviours to girls, bad family behaviour and break-ups, work opportunities in urban areas, communities' apathetic attitude, inadequate

⁶ GNMOE. 1999. *Programme Implementation Plan: Basic and Primary Education Programme (BPEP II)*

⁷ GNMOE. 2000. *Education for All, Nepal Country Report: The Year 2000 Assessment*.

⁸ CERID, 1997; GNMOES 2001; *Social Assessment of Disadvantaged Children in Nepal*.

commitments, instruments and supports, special physical characteristics needed to specific activities, cost advantages to employers, non-pecuniary advantage to employers, “help to community” rather than “trading-a-child” attitude of the society, majority agrarian and small scale handicraft economy, lack of quality and employment-oriented educational opportunity, lack of employment opportunities, high fertility rates and large family sizes, and unavailability of schooling. [Refer Annex – 1.6 for understanding the causal relationship of different causes of child labour in Nepal]

The consequences and social costs of child labour on the affected children are very high. It impairs their physical, mental and moral health at a very crucial and critical stage of life that leaves permanent consequences. Even more destructive to quality of life in long-term is permanent damage caused to the social development of the child.

A critical analysis has been conducted to identify consequences of different forms of child labour that exist in Nepal. The consequences of worst forms of child labour are listed in Annex – 1.7

1.2.8 HIV/AIDS and Working Children

HIV/AIDS is gradually on the increase in the country affecting the children associated with sex workers as well as people who visit them. Studies indicate that many low income workers such as those involved in transportation, those who are away from family seeking labour in the urban areas are more likely to visit sex workers. The children of these groups are more vulnerable to worst forms of child labour. The other causes of HIV/AIDS are drug abuse and abnormal sexual behaviour which is also on the increase especially among the children and teenagers. Street children and working children away from their families are more vulnerable to such situation. Obviously, working children are more vulnerable to HIV/AIDS because of their exposure to the situational circumstances as well as because of the lack of awareness, care and support. There is still a need for detailed and critical studies in this area to generate analytical information and deeper understanding about the problems, issues and the overall actions needed. However, there is also a need for immediate measures to prevent proliferation of the problems as well as to address the needs of those already affected.

1.2.9 Conflict and Child Labour

The conflict situation in Nepal is increasingly affecting the economic and social arenas. The situation is causing *adverse* conditions in the affected areas. Schools are highly affected by this condition. Schools in rural areas are not being run effectively. Because of the conflict situation, many parents are not sending their children to school and many schoolteachers in rural areas have moved out. Similarly, the local bodies including the VDCs, health posts and local development offices are not functioning effectively. The conflict has larger impact on the child labour situation, firstly people are displaced without any economic support, and they including the children are forced to seek economic engagement for survival. Secondly, dysfunctional schooling means more children without having to engage in recognized, future oriented or hope generating activity in school. So children are more vulnerable to falling on the worst forms of child labour. And thirdly, sometimes children are reported to be drawn into the conflict through forced recruitment in the rural areas. This is contributing to worsening of the situation regarding child labour, particularly the worst forms of child labour.

The last situation, involvement of children in conflict situation is new development in the country and is of big concern. There is definitely a need for building consensus and commitment to prevent children falling into the conflict situation in general and direct involvement in the conflict in particular. A stronger campaign by all stakeholders, particularly by the civil society is called for to make schools zones of peace. It also necessitates a more comprehensive and integrated intervention package for the children and families affected or displaced by conflict.

2 COMMITMENT OF GN, NEPAL

Government of Nepal has ratified various international human rights resolutions and conventions. The resolutions and the conventions pledge for welfare of children prohibit child labour, slavery and bondage. They also call for the removal of all possible conditions leading to exploitation of children. The following are some of the resolutions and conventions endorsed by Nepal.

2.1 *International Conventions*

- Recognising that children need special care and protection because of their vulnerability, the UN General Assembly adopted the Convention on the Rights of the Child in November (UN-CRC), 1989. This Convention has been endorsed by Nepal in September 1990. Accordingly it has committed for "the rights of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development".

The Convention defines, for its purpose, a child to be a human being under the age of 18 years, unless under the law applicable to the child, maturity is attained earlier.

- When talking about the child right issue, the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (UN-CEDAW), 1979 is often referred. This is so because the rights of the child are closely dependent on that of the mother. Nepal is signatory to this Convention.
- South Asian Association for Regional Co-operation or SAARC has been taking the issues of child rights and child labour as one of the major agenda from its inception. Nepal has been an active member of the SAARC and has been a signatory to most of the resolutions concerning protections of human rights and child rights. SAARC's Colombo Resolution on Children (1992) stressed for the need to expand school access so that most of the children would be at school instead of at labour. The Ministerial Meeting in Rawalpindi (1996), adopted a Declaration committing to abolish child labour in forced or hazardous work by 2000 and child labour in general by 2010. The 9th SAARC Summit in Male (1997) declared the decade of 2000-2010 "the SAARC Decade of the Rights of the Child". The 10th SAARC Summit in Colombo (1998) has proposed a Regional Convention on Preventing and Combating Trafficking in Women and Children for Prostitution.
- Nepal is a signatory to a number of other international conventions, including the Universal Declaration of Human Rights - 1948 and The Slavery Convention - 1926.
- Nepal has ratified ILO Convention 138 on the minimum age for admission to employment in 1997. Minimum Age Convention, No. 138 and No. 146 seeks to regulate the minimum age for employment. In normal conditions, children below 14 years of age are considered not eligible for employment.
- The ILO Convention 182 on the Worst Forms of Child Labour - 1999 is the latest and most comprehensive international convention to eliminate the worst forms of child labour from the globe. GN/N has ratified ILO Convention No. 182 in 2001 along with ILO Convention No. 29 on Forced Labour, which is indicative of the strong commitment to eliminate both child labour in its worst forms and forced labour on the part of the government.

Convention No. 182 protects all girls and boys below 18 years of age, and according to Article 3 of the Convention the worst forms of child labour are:

- a. all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children into armed conflict;
- b. the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;

- c. the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
 - d. work which, by its very nature or the circumstances in which it is carried out, is likely to harm the health, safety and morals of children.
- In February 1995, GN Nepal and the ILO signed a Memorandum of Understanding extending the ILO's International Programme on the Elimination of Child Labour (IPEC) to Nepal. Since then *ILO/IPEC in collaboration with GN/N* has launched a number of Action Programmes to address variety of child labour concerns including child labour in agriculture, child bonded labour, sexual exploitation and trafficking as well as working children from disadvantaged communities.

2.2 National Commitments and Initiatives

2.2.1 Political Commitment

The Constitution of the Kingdom of Nepal, 1990 has enshrined provisions for special positive measures to protect the children, women and weaker sections of society. In the past one-decade of multiparty democratic exercise, the issues of social inclusion and social protection have gained currency in the policy dialogues within and outside the government. Similarly, political parties and leaders have reiterated their concerns and commitment to improve the situation of children and control child labour in the country. A broad consensus has emerged over the years among all the mainstream political parties to combat child labour and protect the rights of children.

2.2.2 Child Labour in National Policies and Development Plans

GN/N is committed to abolish child labour "by making improvement on existing rules and regulations, by conducting special programmes related with prevention, cure and rehabilitation of child labour and by increasing participation of the non-governmental sector"⁹. It has identified child labour as a major labour related problem in its national plan and has adopted the policy of providing basic and primary education for all school age children and enabling potential labourers with effective education and skills before they join labour force. The emphasis is on entrepreneurial education and skill to motivate them for self-employment.

The Ninth National Development Plan¹⁰ emphasised on formulation of national child labour policy and development and implementation of action plan and strategies for the elimination of child labour. It also emphasised for identification of target groups and undertaking programs for awareness raising, income generation, rehabilitation, education and skill development programmes for the target groups. The Plan identified carpet factories, tea gardens and brick kilns as the work area requiring immediate action to eliminate child labour. Further, it also underlined the need to provide non-formal education/alternative schooling for the children and create enabling conditions for family re-union. Child development and rehabilitation fund has been created for this purpose.

The current Tenth Plan has been prepared as the country's Poverty Reduction Strategy Paper (PRSP) to address the difficult poverty situation in the country. The poverty situation is rather overwhelming and persistent, and it has been contributing to most of the socio-economic problems in the country including all forms of child labour.

The 10th Plan has specifically taken into account of the situation of child labour. It has identified that children are being engaged in the following sectors:

- In on-farm activities and grazing animals.
- In domestic work as helper.
- In services sector such as hotels, restaurants, buses, tempos.
- In different factories and industrial establishments.
- In immoral activities such as child sexual exploitation and drug peddling.

⁹ GN, 1999. *National Labour Policy-2056*

¹⁰ GN/NPC, 1997. *Ninth Plan- 2054-2059*

A long-term perspective has been adopted to eliminate child labour within the next 10 years by increasing awareness among child labourers and their guardians, especially those working in the informal sector, and by extensively launching income-generating and self-employment programmes, along with special programmes for basic education, health and social security. The main objective of the 10th Five-Year Plan with regard to child labour is to eliminate most of the worst forms of child labour in various sectors currently prevalent in Nepal.

Quantitative Indicators has been set for formulation and implementation of a GN/N master plan for the elimination of the following 90,100 cases of child labour enlisted as worst forms in 35 districts.

Sectors	Number
Bonded child labourers	14,150
Child porters	28,450
Street children	2,900
Domestic child labourers	40,850
Child labourers in mines	400
Carpet child labourers	3,350
Total	90,100

The campaign of Education For All (EFA), started off by the World Conference of Jomtein in 1990, has put immense impetus on the development of education in the country. The current achievement in the educational development in Nepal at the basic and primary level is largely attributable to this decade-long campaign. The EFA goals have been part of the comprehensive national vision regarding implementation of basic and primary education in Nepal. Nepal envisages that by 2015 there should be universal access to quality basic education that is relevant to the current time. However, the country assessment of EFA has indicated that the challenges still remain too big for attaining the EFA goals.

The World Education Forum on Education for All (EFA), held in Dakar, Senegal in April 2000 to review the achievements of EFA campaigns in 1990 realised the difficulties of countries like Nepal. Accordingly the Forum adopted the Dakar Framework for Action (DFA), Education for All: Meeting our Collective Commitments. The Dakar Framework for Action lists six major EFA goals to be achieved by 2015. The goals relate to provision of 1) early child hood development, 2) free and compulsory primary education, 3) skill education and appropriate learning for out of school youths and adults, 4) removing social and gender disparities from education, 5) improvement in adult literacy, particularly female literacy and 6) improving quality of education.

Nepal has adapted continued EFA campaign as the core strategy of educational development. It has adopted the goals of EFA as the goals of educational development in the country. The time line and the strategies outlined by the world forum have also been adapted. Accordingly, a National Plan of Action for achieving the goals of EFA has been launched. In order to achieve the EFA goals by 2015, the overall strategy is to co-ordinate and streamline all the ongoing programmes including those undertaken by the government, local bodies, communities, NGOs and others concerned. The ongoing programmes will be reinforced, system capacity enhanced, and new programmes launched. Where necessary, there will be networking of educational institutions such as schools, Community Learning Centres, Community Based Organizations, and other Non Governmental Organizations that will be continually generating knowledge and disseminating information. There will be a social web to ensure that all the children, youths and adults have at least basic knowledge, skills and information for sustainable living with dignity. The EFA goals are expected to contribute substantially in combating the problem of child labor. The Tenth Plan (2002-2007) has also incorporated EFA targets.

2.2.3 Regulatory and Institutional Measures

There are a number of Acts that have provisions with regard to child labour or related issues. Earlier legislations such as Country Code (Muluki Ain) - 1963, Begging Prohibition Act - 1962, Traffic in Human Beings (Control) Act – 1986, Some Public (Offence and Punishment) Act – 1970, Local Self-Governance Act, 1998, Military Act – 1959 and Narcotic Drugs (Control) Act did contain provisions to safeguard children. However, the provisions were not comprehensive and clear enough to deal with the current child labour issues.

Children Act - 1992 and Labour Act - 1992 are more comprehensive and explicit regarding prohibition of the use of children below 14 years as labourers. Minors (children of ages 14 to 18 years) could be employed in light work up to 6 hours a day and 6 days a week. They can be employed only during the daytime between 6 AM to 6 PM. Children between 14 to 16 years cannot be employed "in work that is likely to be harmful to their health or to be hazardous to their life".

A more comprehensive Act has recently been enacted, called Child Labour (Prohibition and Regularisation) Act - 1999. The Act, which is yet to be implemented, enlists different jobs, occupations and work environment as hazardous in which children below 16 years cannot be employed. The new Act lists harsher penalties for those who do not comply by the act. The act also has provisions for a Child Labour Elimination Committee and Child Labour Elimination Fund.

Though the Child Labour (Prohibition and Regularisation) Act – 1999 have consolidated child labour related provisions in the Labour Act – 1992 and Children Act – 1992, the activities listed in the Annex are still not specific enough; also it has not included all the activities indicated by ILO Convention 182.

Various government agencies are responsible for legal enforcement about child rights and child labour. The Ministry of Labour and Transport Management (MoLTM) is primarily responsible for child labour issues. A Labour Relations and Child Labour Section has been created for this purpose in the ministry. At a lower level, there are Labour Offices, whose major responsibility is enforcement of legal provisions, including those related to child labour.

The Children Act – 1992 provides for a Central Child Welfare Board chaired by the Minister for Women, Children and Social Welfare and District Child Welfare Committees headed by Chief District Officers. Recently GN/N has given additional responsibility to the Women Development Officers as District Child Welfare Officers. A Juvenile Bench is provided in District Courts.

A High-Level Inter-ministerial Coordination Committee on child labour has been formed at the ministerial level to strengthen inter-ministerial coordination and cooperation for combating the worst forms of child labour. A National Steering Committee for the elimination of child labor which is chaired by the secretary of Ministry of Labor and Transport Management is functioning since 1995 comprising of representatives from various government agencies, workers' and employers' organizations and NGOs.

2.3 Co-operations and Initiatives

2.3.1 Initiatives of NGOs and Civil Societies

There are now a number of organisations working in the country with the objectives of safeguarding the child rights and helping children in difficult circumstances. This includes NGOs, trade unions, employers' associations, community based organisations, academic and research institutions and media. There is a large number of NGOs registered throughout the country working in the areas of child rights and child welfare.

Although a comprehensive inventory of different initiatives taken by the various organisations is still lacking an effort has been made to estimate the magnitude of the efforts based on a rapid survey of national initiatives. Finding of the rapid field survey of organisations working in the field of child labour is listed in Annex – 1.4.

The survey shows that the major programme interventions are focussed to awareness building, advocacy, non-formal education, school education, vocational training, rescue and rehabilitation. Most of the programmes are concentrated in the Kathmandu Valley, particularly focused to carpet factories.

General awareness about the problems of child labour in Nepal is one of the major achievements of the various efforts made. Increased advocacy for the cause of child rights and child welfare is another outcome of the efforts. Because of the awareness raising and advocacy efforts the issue of child labour have now become a consistent topic of public discussions and debates widely covered by media.

As a result of the various initiatives it was observed that the child labour problem in carpet factories declined in the last five years. Some NGOs have started the services of rescue and shelter for child labourers and children in dangerous and difficult circumstances. Co-operative efforts are also coming up between the government and the NGOs. A central level "Child Improvement Home" is

being established by the Ministry of Women, Children and Social Welfare in co-operation with an NGO in Bhaktapur for children living with their parents in jails and for delinquent juvenile.

There are some issues being raised about the efforts of various organisations working in the area of child labour. It is said that they lack comprehensive and co-ordinated approach. For example, in mid 1990s awareness and advocacy campaign by NGOs and INGOs against child labour brought many children working in carpet factories on the streets in the absence of alternatives for the children and their parents. Financial viability and sustainability are other issues associated with the efforts of NGOs and the different organisations because most of their major activities depend on financial support from external donors.

2.3.2 International Co-operations

The issue of child labour in Nepal is rather too big for the country to cope with on its own. However, organisations like ILO, UNICEF, UNESCO, UNDP, the World Bank, ADB, GTZ, DANIDA, IDA, DFID, NORAD, FINIDA, JICA, EC, Aus AID, World Education, Save the Children, Winrock International Nepal are extending their help in the form of resources, expertise and materials to eliminate the issues of child labour and ensure the rights of children to live and grow like children – carefree, playful, joyful, and aspiring.

An informal body called Child Labour Co-ordination Group (CLCG) has been formed to co-ordinate the funding to child labour programmes in Nepal. The members are ILO, UNICEF, the Work Bank, GTZ, and UNESCO. The following are brief descriptions of their current undertakings in Nepal.

ILO has launched the International Programme for Elimination of Child Labour (IPEC) in 1992. Nepal has joined IPEC in 1995¹¹ and prepared a national framework of action against child labour to undertake action programmes for the elimination of child labour in the country. During its first phase of implementation ILO/IPEC has focused on setting up groundwork for the elimination of child labour. Following the first phase TBP has been developed and implemented.

UNICEF, with its right-based approach has broader child development programmes in different themes that include *child labour, girl trafficking, education, gender, health, and maternal health and well being*. The concept behind this approach is that “rights cannot be realised if needs are not met, but simply meeting needs is not enough”¹². Thus the emphasis of UNICEF is on “life cycle approach” meeting the needs of three crucial stages: 1) a good start for children, 2) the right to education and 3) adolescence”¹³. Child labour issue comes as part of UNICEF's child protection and education programme.

The World Bank also has recognised child labour as a serious problem and established a Child Labour Programme in 1998. The emphasis is to integrate child labour concerns in the programmes for poverty reduction, major sectoral projects and policy development.

Since 1998 GTZ has been undertaking Improvement of the Situation of Child Labourers (GTZ/ISCL) project. The project emphasises on the need to improve living conditions of working children and their families¹⁴ as the first step towards attaining eventual elimination of child labour. The project focuses on child education, skill training and awareness building among the rural poor.

Save the Children – UK, USA, Japan and Norway are working in Nepal co-ordinated by the Save the Children Alliance. Their priorities are the needs of children in difficult circumstances like children affected by HIV/AIDS, discrimination against girl children and *dalits*, refugee children, etc.¹⁵. Similarly, Plan International, CARITAS, Action Aid, The Asia Foundation, HELVETAS, World Education, *Terre des Hommes*, CEDPA, have been undertaking various educational and other action programs related to child rights and child welfare.

11 ILO/IPEC and NIMC. 2000. *Resource Kit on Child Labour*

12 UNICEF. 1999. *Human Rights for Children and Women (A UNICEF Programme Policy Document)*

13 UNICEF. 2000. *Facts and Figures – 2000: Creating Opportunities for Progress.*

14 GTZ/ISCL. *The Project Brochure*

15 Save the Children (UK) Nepal. 2000. *Nepal: Country Strategy Paper 2000–2003*

3 ANALYSIS OF THE NEEDS

3.1 Involvement in Work and Issues of Child Labour

Children constitute a significant section in a society. A society cannot be humane place without good provisions for the children to live like children -- joyful and carefree. It will not progress towards prosperity without good care and education for the children. Good childhood is crucial as strong foundation for good and productive citizenship. Involvement of children in work should be looked at from these premises. Children need exposure to the world of work as a part of overall education and learning activities suitable to their age. This however should not elude employment or engaged in work with ulterior motive, whatsoever.

The following are some of the important factors to look at for assessing justifiability of children's involvement in work:

1. Whether it is full time work
2. Whether the work involvement interferes with schooling
3. Whether the work involvement violates national and international standards
4. Whether work is wage employment or remunerated
5. Whether the work involvement is harmful to children
6. Whether the work involves exploitation of children

Some of the factors listed above relate to general issues of work involvement of children others relate to exploitations and yet third category relates to worst forms. ILO Convention 182 lists following as the worst forms of child labour:

- all forms of slavery such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for armed conflict
- the use, procuring or offering of a child for prostitution, for the production of pornography or pornographic performance
- the use, or procuring of a child for illicit activities, in particular for the production of drugs as defined in the relevant international treaties
- the use/employment of the children in the work which by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children

In the Nepalese context, children of bonded labourers, children working in the brick kiln, garment factories, transportation, restaurants and other small business are often in the worst forms of child labour. Other worst form of child labour is the use of children in sex work. Many children are trafficked from villages to urban areas or to the neighbouring countries for labour and/or sexual exploitation. Research by ILO-IPEC has further indicated that most of the rag pickers and domestic child labourers are also in the worst forms of child labour.

This NMP intends to eliminate such worst forms of child labour by 2009.

[Refer Annex –1.1 for detail listing of the worst forms and the other forms of child labour]

3.2 Intervention Needs

3.2.1 Awareness and Sensitisation

Child labour is linked to poverty and family problems. For a poor family, it will be almost impossible to provide enough food and care to its children, particularly when there are too many of them. In a family with parents and elder members habitual to drinking and gambling, conflicts and violence are likely. Conflicts and violence in the family tend to drive away children to seek refuge in the unknown world and fall into exploitative environment. There is higher chance of children running away from the poor home where there is family break up.

Obviously, child labour is not just an economic problem and therefore, economic development or interventions will not automatically result in elimination or reduction of child labour. Awareness and proper education is important among all concerned to remove child labour. First of all, there is a need for developing positive and progressive outlook towards life among all the parents and the employers so that there will be a humanely good feeling towards children full with love and care. Family values and environment like small and happy family, family peace will then become targets of the adults. Employers as well as the parents need also be aware about the current and future problems associated with children being employed as labourers for eventual elimination of child labour.

3.2.2 Education and Training

Provision of education, school education in particular plays two-prong roles in elimination of child labour. On the one hand, schools could be alternative place for children instead of being at the workplace. On the other hand, education brings awareness about human rights, child rights, gender equality and moral values making all concerned sensitive towards the issue of child labour. Besides, education helps children become more capable and productive adults making child labour unnecessary for future generation.

However, many schools are not friendly to children, particularly to poor and disadvantaged children. Such schools de-motivate children and parents from school education. Curriculum irrelevant to children, particularly to children of rural agriculture community, ethnic minority combined with rigid way of curriculum practices involving rote learning from the textbooks makes many children de-motivated. Similarly, school calendar, opening hour, and timing for different activities like examination are often not in tune with the local way of life. For example, for a rural farming family, meal hour is either early in the morning before going to field and in the midday to early afternoon where as schools are often open at 10 AM and closes at 4 PM. In many cases the local festival time, plantation/harvesting, cold season, hot season and rainy season makes the curricular needs contradict with the needs of the local contexts.

A good quality education should have good content and good delivery mechanism in a good educational environment. Among many agriculture based marginalised communities, children are part of the subsistence family income generation activities. Flexibility is needed in curriculum contents and practices, school hours and calendar to adjust educational provision according to the local needs.

Education for rehabilitation is another requirement to support effective implementation of child labour elimination programmes. Such rehabilitation focussed educational provisions must be designed to motivate the children to study be regular. Such education should be either employment oriented or be instrumental in making people entrepreneurial i.e. self-employment oriented education. Vocational training can be more attractive for children of poor families and former child labourers. Demand oriented vocational training and apprenticeship programmes should be developed. Children should be enrolled to such programmes based on their interest.

3.2.3 Creating Economic Opportunities

Poverty and lack of economic opportunities are major causes of child labour in Nepal. In the absence of viable economic opportunities, all other interventions mean little. Providing economic opportunities to marginalised families, in sustainable way, is an arduous task though. Micro-credit programmes, for example, for poultry farming without a market would be disastrous. Again, micro-credit facilities without necessary skill training are bound to fail. Therefore, such income generation programmes must be integrated with skill up-grading and development initiatives in the area. Labour intensive development initiatives like construction of roads, school or hospital buildings under food-for-work programme could be one of the ways to start with.

There is a need to provide appropriate support for the poor families to come out of the vicious cycle of poverty – ignorance – child labour and more poverty. Such support should come in the form of initiatives that promote local self-sustainability, local resource mobilisation, value addition in “export of local products” to other areas, reforms in unproductive cultures and practices, etc.

3.2.4 Legislation and Enforcement

GN/N has sufficiently committed itself for safeguarding the interest of children through the Constitution and ratification of international conventions. However, there are still some gaps between the commitments and necessary legislation and between the legislation and implementation or enforcement.

There are serious lacunas, confusions and anomalies in the existing labour and child labour laws. The laws only cover formal employment, leaving aside the informal sector and self-employment, which involve overwhelming majority of child labour in the country. Different Acts that deal with the activities like girl trafficking, drug peddling, and children in armed conflicts, are either too lenient in penalties or do not cover things sufficiently. For example, the Army Act provides for employment of peoples over 18 years only, but there is no specific provision to prevent children being recruited in armed conflicts. There is also a lack of clear implementation and enforcement mechanism for most of the legislation in Nepal. Most importantly, awareness and sensitivity on the part of the concerned agencies, communities and employers are of prime importance for an effective enforcement of law.

3.2.5 Gender Equality and Child Labour

Gender should be conceptualized as a social construct through which societies organise work, rights, responsibilities and relationships of women and men, girls and boys. In the context of child labour, gender as well as class, race, nationality or ethnicity becomes an important factor to take into account when exploring the conditions that give rise to child labour. Therefore, gender is an important category as it points to inequality and discrimination issues, which cut across boys and girls through the life cycle.

In the context of child labour, the issue of equality is related to the protection of the rights of all children to provision of education, health care, legal protection and social welfare. The promotion of the right of all children to participation and respect for their integrity is a recent development of social movements and political and economic changes. It is a principle emphasizing the fact that inequality may start from very early and continue throughout the life course of individuals.

Children's lack of voice in the political, judicial and administrative systems impinge upon their lives and make them particularly vulnerable to exploitation, abuse and neglect. The ability to participate fully depends as much on economic and social resources as on legal endowments. At the individual level, it implies designing interventions so that girls and boys gain inner strength to express their power and defend their rights, gain self-esteem and control over their lives and over interpersonal relationships in the family or in their communities.

Therefore, gender equality must be constantly fought for, protected and promoted - like human rights, of which it is an integral part. Achieving gender equality is a continuous process that has to be constantly put into question, thought about and redefined.

3.2.6 Child Labour Monitoring and Tracking

A system for monitoring and tracking of child labour is one of the most important aspects for prevention as well as rehabilitation of the children engaged in child labour. Currently there are legal provisions to deter child labour. Similarly there are some provisions for rehabilitation of the children rescued from worst forms of child labour situation. However, these provisions cannot watch and monitor the situation to prevent the child labour situation to arise. There is no system of tracking the cases of child labour including the worst forms of child labour. Therefore the whole system of provisions is operating as a mechanism of passive delivery rather than a proactive and dynamic system of eliminating the problem. In this regard, the first requirement is to establish an information system including tracking records of potential areas of child labour. The second requirement is to institute a monitoring system with periodic assessment and updating of the information, and the third requirement is to institute a dynamic and proactive cell of research and tracking.

3.3 Collaborations

Given its limited institutional, financial and human resource bases, GN/Nepal by its own efforts can not resolve the problem of child labour within the stipulated timeframe. Accordingly, it envisions collaborations and synergies at various levels. Various stakeholders and actors have individual or collective roles to play in a national endeavour to eliminate child labour. Participatory and collaborative approaches not only avoid duplications, but also create synergies. For a collaborative approach there should be clarity in purposes and the different roles of the participating organisations. For that reason, GN/Nepal gives emphasis on the necessity to forge more meaningful and functional alliances with various national and international partners for the effective implementation of the Master Plan.

3.3.1 Government of Nepal

GN/Nepal has the greatest stake in the successful and effective implementation of this Master Plan. Besides legislative role of the government at the centre, it is primarily responsible for co-ordination and monitoring for effective implementation and enforcement of legal instruments. As the problem cannot be tackled with legal measures alone, the government has to link up, design and implement other programmes in an integrated approach.

Among the government bodies, Ministry of Labour and Transport Management, Ministry of Women, Children and Social Welfare, Ministry of Education and Sports and Ministry of Local Development have to play nodal and co-ordinating roles in addressing the child labour issue. Similarly, specialised regulatory bodies like Social Welfare Council must develop effective mechanisms and capabilities to promote as well as regulate the involvement of international co-operating agencies, NGOs/INGOs and other civil society members, and to co-ordinate them with the government initiatives.

Besides, District Development Committees, Municipalities, Village Development Committees and district level line agencies also need to run government programmes with a view to reduce and eliminate child labour.

3.3.2 International Co-operating Agencies

Many bilateral and multilateral co-operating agencies are helping Nepal by providing financial resource and/or technical support. Sharing information and experience with global perspectives, standards, frameworks and best practices are important for development. Such sharing of information and experiences often provides inputs to the contents as well as delivery process of many initiatives. *Attracting and co-ordinating international efforts and support is one of the most important challenges standing on the way of effective and efficient implementation of the Master Plan.*

3.3.3 NGOs and INGOs

NGOs' strength which is derived from their flexibility and focus make them viable players in designing and implementation of social programmes. Since the political movement for the restoration of multiparty democracy in 1990, hundreds of NGOs have developed in the area of child rights. The knowledge and experience gained by some of the prominent NGOs in the field are assets of the country that could be harnessed further for the provision of service to the children.

Just like international co-operating agencies, INGOs have played key role in helping the national players, financially and technically. They are perceived to be more flexible compared to the co-operating agencies which enable INGOs to out-reach partners and targets that are often beyond the reach of the co-operating agencies.

3.3.4 The Family and the Child

Child rights and child welfare initiatives cannot be thought in isolation from the family members and the home environment. Parental love and care are the most important aspects to avoid child labour and exploitation of children. Therefore, parents must be made part of the endeavour to eliminate child labour. They should be central in the rehabilitation endeavours. In case the family is non-

existent or the child has a very negative feeling towards the parents, foster parenting can help fill the gap.

Programmes that treat the child as a subject alone may not work or may not be in his or her interest. Child participation is therefore, important in design and implementation of programmes.

People often give undue importance for mercy towards a helpless child, forgetting that children have their rights. They need to be therefore, granted with their rights rather than adults showing "mercy". As human beings, children have a right to choose and decide, what is good for them. Provided they are fully informed and appropriately guided, the decisions they make for themselves often play crucial roles in success of programmes meant for them.

3.3.5 Trade Unions

Considering their constituency, trade unions in general, play important roles in awareness, advocacy and sensitisation against child labour, and conducting other social programmes.

As the child labour problem is a closely related to socio-economic problem of workers, including minimum wage, trade unions play a vital role to solve the problem in a sustainable way by addressing workers' problems.

3.3.6 Employers' Associations

Employers individually may remain indifferent to the child labour issue or may even want to take advantage of. However, associations could play effective roles in creating a forum for awareness and advocacy against child labour being able to persuade fellow entrepreneurs. Such associations can also come up with a code of conduct and mechanisms for compliance for self-regulation.

Federation of Nepalese Chambers of Commerce and Industries or FNCCI, the apex body of employers' associations is being represented in different forums and programmes. Unfortunately, overwhelming majority of child labour is in informal sectors that are not represented by FNCCI. It is therefore, worth considering increasing involvement of smaller associations, which could more closely represent the sectors employing children. Therefore, involvement of associations like Federation of Nepal's Cottage and Small Industries or FNCSI could be more appropriate.

3.3.7 Media

In a democratic society, media is considered to be the fourth organ of the state. Media plays a vital role in awareness raising, advocacy and sensitisation by collection and dissemination of information. Often times, it is media that reports about the incidence of child labour first, to be followed up by other players, especially when the activity is illegal, e.g. child trafficking for labour and other exploitations. Media could also play a role in reporting best practices and success stories.

3.3.8 Academic Institutions and Teachers' Associations

Schools, colleges and universities play different roles in the child labour issue. Reasonably accessible, free, compulsory and quality primary education works as a major deterrent of child labour. Accessible and quality education beyond the primary level plays positive roles by motivating children for continued education, raising awareness and increasing employment opportunities. Cautions must be taken in designing especially primary education curricula so that child labour is discouraged. Moreover, capable academic institutions carry out research and studies on the issue and help other players to combat the problem effectively. Teachers' associations can also play a role influencing teachers positively, to improve the delivery part of education, making it child-friendly.

Part - II

**THE NATIONAL MASTER PLAN OF ACTION FOR
ELIMINATION OF CHILD LABOUR**

4 GOAL AND STRATEGY

4.1 Goal

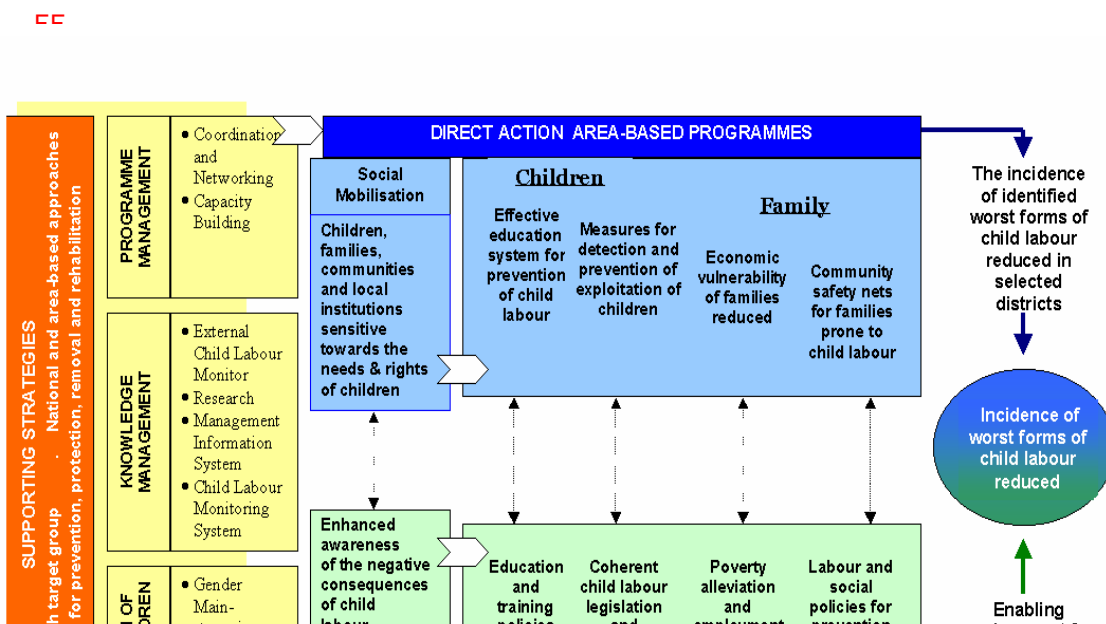
This NMP is guided by a long term **Vision** of Nepal free of social injustices and exploitations of weaker section of society, where children are protected from harm and provided joyful educational environment, where youths and adults are engaged in creative and productive work, where prosperity, dignity and equity are the general rule and where the social, cultural, and economic environments are geared to celebrate life with high humane values in harmony with other individual, family, community, and nations as well as with nature.

This NMP should be taken as a National Mission for the creation of a child labour free society. NMP has set a time bound Goal to eliminate worst forms of child labour by 2009 and other general forms of child labour by 2014.

4.2 Strategy

This NMP outlines strategies and programmes that are aimed at the elimination of child labour. It recognizes the importance of the need to remove the root causes of poverty in the country. Facilitating social inclusion of the poor, whose children are vulnerable to child labour is very important aspect for the elimination of child labour. The NMP stresses the need for inclusion of the poor economic strata of population in the scheme of the Poverty Alleviation Fund and in various sectoral target-oriented programmes. This plan has listed development of child labour elimination support centres for supporting activities for prevention, rescue and rehabilitation of child labour. It emphasises the need for capacity building of concerned people and strengthening of institutional arrangement for the provision of relevant and functional education. Overall, the strategy is to develop infrastructure of social development along with the actions on poverty alleviation. The following are the key strategies in this line:

- The child labour elimination programmes shall be implemented by integrating them into poverty alleviation programmes.
- Provision shall be made for eliminating within the next five years the worst forms of child labour and within the next ten years all forms of child labour.



- Based on the information regarding the number of children working in the worst forms of child labour and the nature of the work they do, the NMP has designed a set of strategies and a logical framework for action. The aim is to remove children from intolerable and inhuman work, to prevent For the effective implementation of child labour programmes, emphasis shall be placed on the capacity enhancement of the staffs of the line ministry, department and offices.
- A high-level central coordination committee shall be formed for the coordination of the child labour programmes.

The strategies to support the implementation of the NMP at macro, meso and micro levels can be divided into three categories. These are programmes strategies, knowledge management strategies and strategies for the participation of women and children. In combination with the overall strategies described above, and with the strategies for prevention, protection, removal and rehabilitation, these strategies reflect the necessity of targeting the multiple and complex causes of the child labour in general and worst forms of child labour in particular in a comprehensive and coordinated manner.

More specifically, in order to realise the above-mentioned goals, NMP enlists following strategies:

1. Multi -pronged but integrated approach to deal with the problems of child labour.
2. Collaborative and participatory approaches to involve governmental, non-governmental, employers and workers organisations as well as other civil society members.
3. Co-ordination of different efforts by different partners to bring efficiency and effectiveness by avoiding duplication, by combining smaller efforts to form consolidated efforts and by creating synergy.
4. Free and compulsory primary education to bring and keep children in schools to provide relevant and interesting quality education grooming them to grow knowledgeable, skilled, physically strong, mentally high aspiring.
5. Effective implementation of family planning with options of social and economic development distributed all over the country to control unabated population growth and urban migration.
6. Effective linking of programmes on child labour with other national thrusts such as poverty reduction and child development programmes.
7. Development of prioritised and focussed programmes based on specific sectors and geographical needs.
8. Mobilisation of necessary resources internally at national and local levels as well as externally from bilateral and multilateral donor agencies.

Separate sets of need based strategies will be formulated for different thematic, sectoral or geographical areas for proper coverage and effective and efficient implementation of the programmes.

5 FOCUS AREAS

5.1 *Defining Child Labour for Action Plan*

Child labour is here defined as a work or activity carried by children below the ages as defined by the constitution of the country and as explained in the Children Act and Labour Act. Depending on the type of work or activity there is variation in the consideration of minimum age for employment. The following are some of the important considerations:

1. For light work in fixed time setting the minimum age for employment is 14 years.
2. The minimum age for other employment not involving physical and mental hazards is 16 years.
3. If the work involves special care to avoid physical or mental hazard the minimum age is 18 years.
4. Slavery, use of children in armed conflict, prostitution, drug trafficking, etc. are illegal. Involvement of children in physically or mentally hazardous situation and/ or in the illegal forms of employment will be considered as the worst forms of child labour. For specific definitions Labour Act 1992 will be used as the guiding document.

For the purpose of TBP child labour issues will be grouped into two forms: **General forms** of Child Labour and **Worst forms** of child labour. In the contexts of Nepal the following are some of the characteristics identified regarding the two forms of child labour.

5.2 *General Forms of Child Labour*

Almost 95% of "visible" child labourers are in the agriculture sector. Therefore, unless programme interventions can reach the child labourers in the agriculture, there will be little improvement in the quantitative aspect of child labour. For a pragmatic prioritisation of geographical areas with concentration of agriculture child labour, particularly commercial agriculture sector like tea estates should be considered first.

Besides the service sector employment areas discussed above, service sector not involving physical hazards such as in the confectionery factories are also considerable in number.

5.3 *Worst Forms Of Child Labour*

Worst forms of child labour in the following five sub-sectors are considered for the development of action plan. The National Master Plan for Action Matrix is specified in these five sub-sectors.

Activities Violating Fundamental Human Rights Slavery or bonded labour,

1. Trafficking in children for labour and sexual exploitation,
2. Children in armed conflicts,
3. Children affected by conflict
4. Drug peddling.

These extremely worst forms of activities are not only socially unacceptable but also illegal in Nepal. However studies show that there are many children involved in these activities.

Service Sector

Some of the service sector involving informal employment are often hazardous to physical and mental health of children and hence fall under worst of children labour. The following are some of the worst forms of child labour in this sector:

1. Scavenging and rag picking (khate),
2. Porter,
3. Domestic service,
4. Small bars and restaurants,
5. Overland transportation, and

6. Auto repairs.

Manufacturing Sector

Employment of child labour in the following manufacturing and production activities particularly in urban areas fall under worst forms of child labour:

1. Carpet industry,
2. Brick and tile kilns,
3. Match factories,
4. Leather tannery,

Mines and Quarries

Though there are few mines and quarries operating in the country, children are found working in the mines mostly along with their parents. Following are some of the mine types to be found in Nepal.

1. Coal mines,
2. Stone and slate quarries
3. Magnesite mine
4. Sand mine
5. Red Soil Mines

These mines are mostly situated in rural areas and operated in informal ways. The conditions of child labour in such quarries are very difficult and hazardous.

Agriculture Sector

In the traditional agricultural ways in Nepal there are not much hazard involved. However, in the recent times there has been increased use of chemicals in agriculture as pesticides and fertilisers. People, particularly children are not well trained and oriented to handle such chemicals with care and precaution. Therefore, involvement of children in agriculture is increasingly becoming harmful due to exposure to pesticides and other harmful chemicals. As agriculture is informal and rural based, many such hazards remain undetected.

6 AREAS OF INTERVENTIONS

So far, most of the child labour programmes are urban oriented and rehabilitative or protective in nature. These approaches deal with the socially visible aspect of the problem. As discussed above bulk of the problem or rather the root problem lies in the rural areas. Therefore future interventions must be balanced between rural and urban areas, like dealing with the visible symptoms as well as their deeper causes.

Child labour interventions should also sufficiently cover protection against possible economic, physical or mental exploitation of children of ages above 14 years, working legally.

Moreover, while designing and implementing the programme interventions for the elimination of child labour should consider the overall development need of a child: 1) good start of life, 2) basic quality education and 3) life skills for adolescents for functional and independent life. It has to be taken into account that involvement of children in work as a part of their schooling, vocational and skill learning, that do not hamper their well being and development opportunities, especially with regular and reasonable schooling opportunity, will be encouraged. Such involvement in work is necessary for learning and getting acquainted to the world of work. Such involvement is desirable also from the perspective of the child's right for participation.

The following are broad classification of interventions that need to be undertaken for overall or sector specific purposes, listed in the priority order.

6.1 Policy and Institutional Development

Although government policy addresses child labour through Children Act, Labour Act, and through special focuses on the issues in the national development plans and programs, a comprehensive and clearer mechanism for effective implementations and monitoring of the progress is still lacking.

For proactive initiatives as well as for effective implementation strong co-ordination among various central and local governments as well as with NGOs, CBOs and civil society must be developed. For this, there is need to enhance the moral, skill, and technical capacity of respective agencies.

Codes of conduct play a vital role in changing attitude of the people towards child labour. In India, a code of conduct for civil servants has helped to reduce the domestic child labour, dramatically. This is one area, which need to be seen from the perspectives of current situation in Nepal.

Civil organisations, including NGOs are in general perceived to be better in terms of performance, but many of them lack professionalism and transparency, making such organisations inefficient and vulnerable. All such institutions irrespective of their sizes and volume of activities and resources should have built-in systems for monitoring.

Government mechanism in Nepal is often weak in regulatory and monitoring system. The concerned government agencies must improve their capabilities to effectively co-ordinate and monitor activities carried out by different partners.

6.2 Education and Health

There are two ways that education and health initiatives help eliminate child labour. Firstly, if all children are enrolled to schools there will be no child labour. Secondly, with good education, children will grow to become socially and economically stronger thereby removing the chances of future scope for child labour. There is however need for interesting, effective and quality education to motivate people to invest their time and effort on education of their children. Given the current contexts and conditions, flexible schooling, outreach education programmes, technical education and vocational skill training relevant to local economy are some of the important needs in the country.

Similarly, better health service means less poverty. In the absence of a good health service, poor families not only lose income sources, but they will also need to spend on treatments. In the absence of education such investments may even turn counterproductive.

The efforts of educational and health interventions should be focused to rural areas where people are more affected and where there are fewer provisions.

6.3 Advocacy, Networking and Social Mobilisation

Awareness, advocacy and sensitisation are important for laying good foundation for changes. Advocacy and awareness programme could be undertaken more effectively with the involvement of children. Children's organisations and clubs could also be encouraged and promoted to act as forums so that children are encouraged to come forward and participate in activities and decision making process of policy formulation, programme design and implementation. Child-to-child advocacy could be an effective intervention.

Awareness and advocacy programs, however, should be undertaken along with programs for concrete changes. Unless economic options are available for poor parents and children, awareness and sensitisation against child labour will be simply meaningless words. Such programmes could even become counterproductive as the concerned people lose their interests on the words. There are now different organisations dedicated to different activities for the elimination of child labour, for rehabilitation, for supporting children to get good education and skill training etc. Forming network is important to co-ordinate different activities and options to help the affected children and the communities to overcome the problems. With good networking and co-ordinated approach synergy could be created for better changes.

Finally, social mobilisation is a way to broadly share ownership of the initiatives. Lasting solution to the issue of child labour requires not only addressing the visible changes but also bringing changes in the social perceptions and behaviour. The whole society needs to be mobilised for this purpose.

6.4 Legislation and Enforcement

Without serious attempts to implement and enforce the existing laws on child labour and related issues, it is difficult to point out the exact amendments required. So, effective implementation and enforcement should take priority over new legislation and amendments. Clear division of responsibility, culture of accountability, end to impunity, hassle free and efficient justice systems are fundamental pre-requisite for effective legal enforcement.

6.5 Income and Employment Generation

Poverty and child labour always operate in vicious cycle. Poor parents cannot send their children to school, quality education is out of their reach. For child labourers with lost childhood, their future is doomed. Hence, child labour interventions have to be integrated with the poverty alleviation plans. Initiatives for income and employment generations have preventive as well as rehabilitative rationales. Unless income generation options and employment opportunities are availed in the rural areas for the poor families, children from rural areas will continue to join workforce in urban centres. And unless, poor parents see that they will have better opportunities with good education for their children, children cannot be made to enrol to school and stop child labour.

Providing sustainable support to help the families in rural areas is rather challenging task. It requires comprehensive and integrated programmes with components like micro-credit, skill training, infrastructure development, etc. The initiative to support the families should be local contexts based and geared to trigger a sustainable cycle of economic progress. Such programme interventions should provide safety nets to children so that they can aspire for better future and even if caught in difficult circumstances could land safely to the security net.

6.6 Prevention

All of the above mentioned interventions from legislation and enforcement, advocacy, networking and social mobilisation to income and employment generation, have preventive effect on child labour. Such preventive programmes in rural communities from where child labourers usually originate will have a lasting impact.

Besides, other sector specific initiatives of preventive nature e.g. seeking commitments of employers against child labour (through codes of conduct or social labelling, etc.) and monitoring movements of children in strategic points, etc. would be required for prevention in specific areas.

Because a significant section of people in the country live below the level of absolute poverty, poor people including children are hard pressed to engage in earning their day to day livelihood. In such circumstances simple steps like denying work opportunity to children may have adverse effect. What is needed is to help the poor and vulnerable people with good economic opportunities that would

support the family adequately enough to stop sending their children to work. Agrarian reform that ensures good working conditions, minimum wage standard, and social welfare of the workers could be one of the important steps. Development and practical implementations of socially justifiable provisions regulating land holding and tilling, and profit sharing are other important steps. Leasing of forest area or government owned land to poor rural communities is another possible way to help the people. Schemes of economic development packages such as micro-credit, cooperatives are also necessary to address the cash needs of the poor.

The economic support to the rural communities could easily be tied with the education and welfare of the children, ensuring the human rights and child rights.

6.7 Protection

Similarly, initiatives like workplace monitoring, work condition regulation and improvement, legal counselling and support, rescue, etc. are essential for protection of working children. Initiatives of protective in nature go beyond the child labour issue. They could be instrumental in protecting overall rights of the child, including protection to legally working children against possible exploitations.

6.8 Rehabilitation

For rescued child labourers, there must be effective and meaningful rehabilitation programmes with appropriate education and training, health care and counselling. Rehabilitation should eventually lead to social re-integration. Rehabilitation programme must be carried out with caution so that it does not give a wrong message as a place for easy refuge. Other preventive and protective programmes must be in place and in tandem with, to permanently stop new children from joining the work.

For children who are accustomed of living in urban centres, it is not easy to motivate them to permanently go back to their families in rural areas. Therefore, things like proper counselling and assessment of the possibility of the children's willingness and motivation to stay home and study must be carried out. Furthermore, a mechanism for monitoring and follow up must be in place. Centre-based rehabilitation leading to community-based rehabilitation would be a more sustainable and effective approach.

The national master plan action matrix for the elimination of general forms of child labour are categorised into nine areas of intervention listed above. The action matrixes for the worst forms of child labour are categorised by seven areas, 3.5 and 3.6 are same as in the general forms and therefore not necessary to list repeatedly.

6.9 Research and Study

Comprehensive research and studies need to be carried out in specific sectors that are not covered by the existing studies. For example, there is little information on children in armed conflicts or children affected by conflict, HIV/AIDS and working children, children in various mines and drug peddling, etc.

A central comprehensive information system regarding the child labour and related issues is needed urgently. Existing libraries could also be reformed for this purpose, by making the storage and dissemination of information more scientific.

7 4. IMPLEMENTATION SCHEME

7.1 The Master Plan And Time Bound Programmes

A matrix of the Master Plan with 9 intervention areas and their objectives, activities, time frame, responsibility and indicators, is listed in Annex – 2.1.

The National Master Plan constitutes a strategic programme and policy framework, and provides a directive framework for the formulation of actions to eliminate child labour by 2014. It has been designed to contribute to the Tenth Plan.

Specific operational or action plans with different time bound programme activities need to be developed and implemented taking the Master Plan as a guiding policy document.

7.2 Implementation Scheme

The Master Plan sets a policy framework and direction. What is more important though arduous is the timely and effective implementation of the Master Plan with a follow up by designing and implementing specific action plans. As the Master Plan takes a sectoral approach, co-ordinations and collaborations are important to avoid duplications and to bring different programmes together for synergy effect.

While it is important to note that this is a National Master Plan and therefore its ownership lies with all the stakeholders jointly. The Ministry of Labour and Transport Management (MOLTM) will play a co-ordinating role taking nodal responsibility for implementation of the Master Plan, for one-to-one co-ordination with concerned agencies responsible for individual actions mentioned in the Matrix. It will utilise the existing common forums like the National Steering Committee on Child Labour for effective co-ordination.

Co-ordination is also vital for necessary resource mobilisation and allocation for implementation of the Master Plan. Therefore, the MOLTM needs to co-ordinate with the Ministry of Finance, National Planning Commission and the donor community.

A high level committee for resource mobilization will be formed representing both GN/N and donors' community. This committee will be responsible for advocacy as well as resource mobilization, at the national and international levels, for the implementation of the Master Plan.

As local government bodies, District Development Committees and Village Development Committees, can play crucial role in mainstreaming the child labour issues in their annual as well as periodic plans and programmes, their active participation in the implementation of Master Plan is a must. Local government bodies, if properly equipped, can also be instrumental in carrying out monitoring in the informal sector. Accordingly, efforts will be made to enhance the role of these bodies in the elimination of child labour.

There are some important factors that need to be considered with regard to proper implementation of the Master Plan. The major factors include; 1) the strengths and weaknesses of the regulatory and structural mechanisms, which at the moment is rather weak; 2) the need for involvement of different players, including concerned government agencies, and their co-ordination, this at the moment exists only at the conceptual level and; 3) socio-economic and political situations of the country, which at the moment is deteriorating. The government, therefore, needs to strengthen the mechanisms for effective implementation, co-ordination, monitoring and evaluation of the Master Plan.

Moreover, concerted and combined efforts of other players, including the donors' support ought to be put together to realise the goal of eliminating child labour from the country.

7.3 Monitoring And Evaluation Mechanisms

The MOLTM will take the responsibility of monitoring and progress evaluation of the implementation of the Master Plan. Monitoring and evaluation will be needed at the central level for programme development and launching as well as at local or grass root level for effective functioning of the programmes.

The existing mechanisms will be used for effective monitoring and evaluation of the programmes at all levels. For this purpose, the MOLTM will co-ordinate and collaborate with the Ministry of Women, Children and Social Welfare (MoWCSW), other government ministries and agencies as appropriate to ensure effective monitoring and evaluation. In addition, District Development Committees, District Child Labour Coordination Committees and District Child Welfare Committees will be mobilised for periodic monitoring and evaluation of the child labour programmes, launched in different areas.

For monitoring and evaluation at the programme level, the following aspects will be considered in the action programme designs:

1. Development of specific indicators with targets e.g. an increase or decrease in number, income, education, health, etc.
2. Specifying instruments for measurement e.g. census, survey, case studies, impact study, etc.
3. Time frame for routine evaluation e.g. annually, mid-term, end of the programme, etc.
4. Responsibility of carrying out the monitoring and evaluation e.g. government agencies, donors, independent agencies or consultants, etc.
5. Corrective actions and contingencies – based on the monitoring, evaluation and review of the programmes, corrective actions or continuous improvement of the programmes will be carried out.

In addition, community based monitoring mechanism will be set up to ensure that children once removed from work stay out of undesirable and intolerable work. With the active participation of family and community members, it will effectively contribute to the empowerment of the vulnerable communities and to prevent children from entering into the worst forms of child labour.

The community-based child labour monitoring system will involve a series of measures starting with the identification of children and community-based measures to remove them from hazardous work. This will lead to a permanent, community-based monitoring mechanism that ensures compliance with national legislation. The monitoring will be done with the agreement and engagement of the community and will be based on the criteria developed by and with the community.

Local vigilance groups, parent's groups and children's groups will be mobilised and assisted by district level officials and staff of implementing agencies to monitor the incidence of child labour. The District Child Labour Coordination Committees at the district level will support the monitoring agencies and will keep records of the results of ongoing community-based monitoring efforts.

7.4 Prioritisation in the Action Schedule

Considering the prevalence of child labour in different sectors and resource constraints, it is imperative to prioritise intervention programmes. The following criteria are considered for such prioritisation:

- Urgency of the intervention needed -- degree of hazard involved in the work environment to be addressed,
- Magnitude of the problem -- extent (number) of the child labour involved,
- Comprehensiveness, effectiveness, and efficiency of the intervention programme
- Appropriateness, long-term impact and sustainability of programme

Interventions with time bound programmes for elimination of child labour in each of the sectors described above is scheduled considering the above criteria. The programmes focus on the needs of different geographical areas. The schedule for intervention for worst forms of child labour is based on the deadlines of 2009. The schedule for other forms of child labour considers the deadline of 2014.

The general interventions spelled out in the Master Plan below are also scheduled accordingly.

4.5 Resource Arrangement

Eliminating child labour is rather very difficult challenge in Nepal. The various strategies, programmes and activities listed in this Master Plan are the starting initiatives designed to trigger larger processes from local to national levels. However, to begin with a huge sum of money will be needed. Accordingly, given the resource constraints, the successful implementation of the Master Plan will to a

great extent depend upon the availability of generous assistance from the donors. Mobilization of concerned organizations and institutions is the focus of this Master Plan. It is expected that there will be expanded mobilization of resources and institutions to undertake various activities that go far beyond. For this the TBP fund has been embedded in the tenth plan budget for priority projects. The following is a brief description of the budget provision.

4.5.1 Budget in Accordance with Priority of Projects/Programmes

The priority order of programmes/projects in the Tenth Plan period has been outlined as follows:

(In Rs crores)

Priority Order	No. of Programmes	In Expected Growth Rate		In General Growth Rate	
		Amount	Percentage	Amount	Percentage
A (P1)	7	3.33	57.1	2.78	66.9
B (P2)	1	2.50	42.9	1.38	33.1
C (P3)	0	0	0	0	0
Total	83	5.83	100.0	4.16	100.0

The TBP budget is available for undertaking the various activities listed in this Plan under the following nine major areas of interventions. Poverty alleviation programs and other sectoral programs are also expected to contribute to achieve the objectives of the Master Plan. However, the successful implementation of the Master Plan will require a great sum of money depending upon the depth and coverage required. It is not possible to precisely forecast the budget at this juncture. The budgeting should be carried out on rolling basis. Accordingly, apart from the TBP budget, a tentative and indicative estimation of budget for the first phase (i.e. up to 2009) is presented below.

Intervention	Types and numbers of activities listed	Estimated cost
1. Policy and Institutional Development	Policy formulation, development of detail plan, steering committee, interaction, and co-ordination	3,500,000
2. Education and Health	TBP for compulsory primary education, skill training and apprenticeship, adult education, curriculum improvement, family planning awareness	12,000,000
3. Advocacy, Networking and Social Mobilisation	Awareness and sensitisation, female empowerment, networking, encouragement / motivation to replace child labour.	2,500,000
4. Legislation and Enforcement	Provisions/strengthening of inspection, sensitisation, enforcement of the child rights, adoption of ILO convention 182	4,800,000
5. Income and employment generation	Labour intensive cottage industries, labour market information bureau, demand based skill training, Expansion of micro-credit.	15,000,000
Prevention	Prevention to migration, prevention to absorption,	3,500,000
7. Protection	Expansion of labour inspection, Improvement of working condition, Legal aid,	3,000,000
8. Rehabilitation	Rehab centres, drop-in centres, family integration, incentives and support for education and skill training	8,000,000
9. Research (development, dissemination and training included)	Improvement of national system, child labour information, data system with census	6,000,000

	Total 58,300,000
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Priority of the programme and the budget will be on the Actions for Eliminating Worst Forms of Child Labour. The following are the priority areas:

1. Child labour that violates fundamental human rights
2. Child labour in service sector
3. Child labour in manufacturing sector
4. Child labour in mines and quarries
5. Child labour in agriculture sector

4.5.2 Resource possibilities

The following table shows the budget estimates of pro-poor activities identified in the Medium Term Expenditure Framework of Nepal. The table reflects the government provisions that are available for pro-poor economic activities. The emphasis has been in enhancing agriculture sector, human development and targeted program for streamlining the deprived communities. This directly relates to the alleviation of the problems of child labour.

Major poverty related development expenses (Rs. Billion)

Sector	Budget	Projection	
	FY 2002/3	FY 2003/4	FY 2004/5
Education: Basic and primary education, Scholarship and Women's education	2.34	2.57	2.83
Health: Basic Health and Family Planning	1.55	1.78	1.97
Drinking water supply and sanitation	3.53	4.74	9.93
Rural Electrification: Rural electrification and distribution alternate energy	1.47	2.21	2.42
Agriculture: Program for increasing agricultural productivity, crop diversification, research, extension and training	2.06	2.44	2.73
Irrigation	2.58	2.35	2.98
Income generating forestry activities	0.15	0.16	0.17
Rural infrastructure development	5.20	5.64	6.53
Grant to local communities	2.87	2.96	3.42
Skill development: (Only of Ministry of Education, Ministry of Industry and Ministry of Labour)	2.77	3.02	3.28
Poverty alleviation fund	0.17	0.5	1.0
Micro credit	1.47	1.74	2.08

Total	26.16	30.11	39.34
Total Development Budget	38.68	43.07	49.1
% of prioritised poverty expenditure	67.6%	69.9%	80.1%

Source: The Tenth Plan: Poverty Reduction Strategy Paper 2002-2007. GN, National Planning Commission, Kathmandu, 2003

The provisions made in the Poverty Reduction Strategy Paper (PRSP) under the tenth plan clearly indicate the scope of the trigger effect of the Time Bound National Master Plan for the elimination of child labour. Challenges however remain regarding how to link the TBP with the PRSP. One of the important pre-requisites for the linkages is the collaboration of various stake holders including the line ministries. The second important aspect is the harmonisation of the plans and their implementations. The role of the government is to play coordinating role for the collaboration and harmonization of the efforts.

Annexes

ANNEX – 1.1

NATIONAL MASTER PLAN FOR THE ELIMINATION OF CHILD LABOUR (ACTION MATRIX)

Action for the Elimination of General Forms of Child Labour

Intervention	Objective	Programme Activities	Time Frame	Responsible Agency	Co-operating Agencies	Indicator
Policy & Institutional Development	To formulate & refine national policies on child labour & to strengthen implementing capabilities.	Formulation of a separate policy for child labour & child development.	By 2006	MOLTM	MoWC&SW, NPC	Policy on child labour and child rights
		Design & implementation of a time bound programmes to eliminate worst forms of child labour.	2002 to 2009	MOLTM	MoWC&SW, NGOs, TUs	1 st phase time bound programmes
		Design & implementation of a time bound programmes to eliminate other forms of child labour.	2009 to 2014	MOLTM	MoWC&SW, NGOs, TUs	2 nd phase time bound programmes
		Strengthening & activating the cross-sectoral National Steering Committee and other government agencies.	Conti -nuous	MOLTM	NSC, CCDB, SWC	Quality decisions and co-ordinations
		Promotion of interaction & co-ordination among GOs, NGOs, TUs, employers' associations, and SWC.	Conti -nuous	MOLTM	HLIMCC, NSC and DCLCC	Avoidance of duplicated and redundant efforts
		Strengthening of regulatory bodies for monitoring and evaluation.	By 2005	MOLTM	MoWC&SW, CCWB, MoH	Periodic monitoring & evaluations
		Co-ordination/streamlining of approaches and programmes of international co-operating agencies and INGOs.	By 2005	MOLTM	NSC	Co-ordinated approaches and programmes of donors

Education and Health	To provide opportunities for child education and development	Formulation and implementation of a time bound programme for compulsory, free and quality basic education to all.	2005 to 2007	MoE&S	MOLTM	Time bound programmes on basic education
		Adoption, implementation and enforcement of laws for compulsory basic education.	2007 to 2010	MoE&S	MoL&J, MoLD, MoWC&SW	Legislation on compulsory basic education.
		Creation of skills training and apprenticeship opportunities for both girls and boys unable for formal education.	By 2005	MOLTM	MoE&S, MOLTM, MoI, CTVT, FNCCI, TUs	Increased No. of trained youths
		Conducting adult education programme including child rights and gender issues.	2005 to 2009	MoE&S	NGOs, TUs, teachers associations	Increased adult literacy rate
		Incorporation of issues like child rights, child labour and occupational safety and health in school curriculum.	By 2007	MoE&S	Educationists, MOLTM, MoWC&SW	Curriculum with the issues incorporated
		Expansion of family planning programmes to rural poor.	2005 to 2010	MoHt	MoLD, VDCs, municipalities, NGOs	Reduced birth rate among rural poor
Advocacy, Networking and Social Mobilisation	To promote social awareness and changes in perception, attitude and behaviour	Awareness building and sensitisation at grass root level on rights to children's education and protection from economic exploitation and on differentiating child labour from child work.	Continuous	MOLTM	NGOs, TUs, DCWC, media, teachers' associations	Changes in knowledge, attitudes and behaviour towards child labour in the population and among key actors. Number of initiatives against child labour promoted by government and civil society.
		Informing and empowerment of women starting with girl children	2005 to 2007	MOLTM	NGOs, TUs, DCWC, media, teachers' associations	Increase in girl children's school enrolment
		Promotion of tri-partite networking among government, workers' and employers' association in their efforts to reduce incentives for using child labour	2004 to 2007	MOLTM	TUs, FNCCI, FNCSI	Functional networking

		Advocacy for policy and programmes and initiatives against child labour, including additional legislation	2005 to 2006	MOLTM	TUs, NGOs	Policy, programmes and initiatives against child labour
		Encouragement to employers for replacing child labour by unemployed adults	2004 to 2006	MOLTM	MoIC&S, MoF, TUs, NGOs	No. of replacements
Legislation and Enforcement	To refine, implement and enforce existing laws related to child labour	Making provision for inspection of labour also in the informal sector using child labour	By 2006	MOLTM	MoL&J, MoLD, MoWC&SW	Legislation on labour inspection in informal sector
		Strengthening labour inspection system specialised in child labour	2005/ to 2006	MOLTM	LOs, DCWC	Effective labour inspection mechanism
		Sensitisation of judiciary and legal enforcement mechanism on child labour legislations	Conti -nuous	MOLTM	CCWB, MoL&J, TUs, MoH, NGOs, bar associations, media	No. of cases about child labour in courts
		Effective implementation and enforcement of existing laws on child labour, child rights and related issues like girl trafficking, drug trafficking, etc.	Conti -nuous	MOLTM	MoH, MoL&J, MoWC&SW	Number of violations of child labour legislation recorded Number of violation cases brought to conclusion Penalty to offenders
		Identification of refinement areas and amendment in child labour laws or a separate labour law for informal sector and self-employment, to be adopted.	2004 to 2005	MOLTM	MoL&J, bar associations, TUs, employers' associations, NGOs,	Amendment in laws or a separate labour law for informal sector and self-employment
Income and Employment Generation	To provide income generating opportunities to adults	Establishment of labour market information bureau for domestic and foreign employment	By 2005	MOLTM	DOLEP	Information on labour market
		Streamlining skill training with demand driven and local resource based approaches	2005 to 2006	MOLTM	MoICS, CTEVT, MoLD	Increase in skilled youths and their employment
		Formulation and implementation of labour intensive infrastructure development work targeting rural poor	2005 to 2007	MoLD	MoW, VDCs, LUGs, CBOs	Employment in rural projects

		Formulation and implementation of labour intensive cottage industries based on local resources targeting rural poor.	By 2005 and continuous	MoIC&S	VDCs, LUGs, CBOs, co-operatives	Employment in rural industries
		Expansion of micro-credit and other women empowerment programmes linked to markets and skill training.	2005 to 2014	MoF	rural banks, CBOs	Number of families with access to safety nets. Households with children at risk or engaged in child labour having improved their family income. Number of children aged 16 to 18 starting or improving entrepreneurial initiatives Increased per capita income of rural people
Prevention	To prevent children joining work as labourers	Prevention of rural children migrating to urban centres through agrarian reforms.	Continuous	MoA	MoH, NGOs	Percentage of workplaces in selected districts that are free of child labour. Number of district/community actions taken as a result of detecting cases of exploitation. Reduced child migration
Protection	To protect working children	Improvement of working conditions by protecting from hazards and regulating working hours.	2005 to 2006	MOLTM	Employers' associations, TUs	Improved working conditions

	(from 14 to 16 years age) from further damages due to the work	Expansion of labour inspection to cover all formal and informal sectors.	Conti - nuous	MOLTM	NGOs	Effective labour inspection mechanism
Rehabilitation	To remove children from hazardous work and abusive conditions and provide opportunities for development	Expansion of child corrective homes and drop-in centres in all districts for rehabilitation of children in difficult circumstances.	2005 to 2009/10	MoWC&SW	MOLTM, DCWC, MoE&S, NGOs	No. of correction home and benefited children
		Creation of enabling environment for family re-integration of children, e.g. establishment of scholarship programmes, monitoring and follow up mechanisms, etc.	2005 to 2010	MoWC&SW	MOLTM, DCWC, DCLCC, MoE&S, NGOs	No. of benefited children
Research and Study	To better identify and target the child labour problem.	Improvement of national systems for collection of information on births, civil and deaths registration, and labour migration.	By 2006	MoLD	VDCs and Municipalities	Reliable information on birth, civil status, death, migration
		Collection of characteristics of child labours and related socio-economic data through national and international census and household surveys, etc.	2005 to 2014	MOLTM	CBS, academic and research institutes	Information on socio-economic characteristics of child labour
		Warehousing of information on child labour.	By 2007	MOLTM	CBS, academic institutes	Number of children in selected worst forms of child labour in 35 initial target districts (breakdown by sector, district, gender and age group) Readily available information on child labour

I. Actions for Eliminating Worst Forms of Child Labour That Violate Fundamental Human Rights

Intervention	Objective	Programme Activities	Time Frame	Responsible Agency	Co-operating Agencies	Indicator
Policy and Institutional Development	To strengthen institutional capabilities.	Strengthening of police and other regulatory bodies for monitoring.	2005 to 2006	MoH	MoL&J, MoD, Police HQ	Improved and effective monitoring
Advocacy, Networking and Social Mobilisation	To promote social awareness and changes in perception, attitude and behaviour	Preparation of a situation report on child labour and HIV/AIDS.	By 2005	NCASC	Research institutes	A country report on HIV/AIDS and Child labour
		Informing and empowerment of women starting with girl children including awareness on HIV/AIDS, STDs, etc.	continuous	MoWC&SW	NGOs, TUs, DCWC, DCLCC, media, teachers' associations	Increase in girl children's school enrolment
		Creation of a special intelligence networks, including hotlines among GOs and NGOs working in these fields for better monitoring and protection of children working in extremely difficult circumstances.	By 2005 to 2006	MoWC&SC	MOLTM, MoH, police, NGOs	A functional network
		Conducting advocacy programmes to keep children away from armed conflict.	By 2004/05	MoWC&SW	Human Rights organisations, Political parties, CCWB, DCWB, DCLCC	Reduction in no. of children in armed conflict
		Strengthening of the regional network to combat the cross boarder trafficking of children and women	2004/05 to 2007/08	MoWC&SW	MoH, police, MoFA, SAARC secretariat, INTERPOL	A functional network
Legislation and Enforcement	To refine, implement and enforce existing laws.	Sensitisation of judiciary and legal enforcement mechanism on legislation relevant to above activities	Continuous	MoL&J	MoH, NGOs, bar associations, media	No. of cases on such illegal activities in courts
		Implementation and enforcement of relevant laws	By 2004/05	MOLTM	MoI&S, MoH	Penalty to offenders
		Identification of anomalies, contradiction and refinement areas as well as amendment in relevant laws.	By 2004/05	MOLTM	MoL&J, bar associations, academia, NGOs,	Amendment in laws

Prevention	To prevent children from entering the activities or being trafficked	Establishment of mechanisms to monitor and control movements of children at embarkation and disembarkation points.	By 2005	MOLTM MoWC&SW	MoH, NGOs, police, VDCs and Municipalities, Immigration office	A functional monitoring mechanism
		Conducting training and public education on value formation and effective parenting.	Continuous	MoWC&SW	NGOs, VDCs, Municipalities, religious leaders	Change in understanding of effective parenting
Protection	To protect the children forced to work in illegal activities	Strengthening vigilance, withdrawal and rescue mechanism for children in difficult situation.	By 2007	MoH	MOWC&SW, Police, NGOs	No. of rescued victims
		Strengthening legal aid to child victims.	Continuous	MoWC&SW	NGOs, bar associations	No. of cases filed
Rehabilitation	To rehabilitate rescued children and reintegrate with the society	Expansion of specialised rehabilitation centres <i>for children in difficult situation and affected by conflict</i> with appropriate health, education and counselling facilities, including creation of enabling environment for re-union.	2005 to 2007	MoWC&SW	MOLTM, NGOs	No. of beneficiaries integrated with society
Research and Study	To better identify and target the specific child labour	Periodic situational analyses of child labour working in the above mentioned activities with standard methodology.	At regular intervals	MOLTM	CBS, academic and research institutes	Reliable information on child labour
		Situational analyses of children in armed conflict and children affected by conflict with standard methodology.	By 2005	MoWC&SW	CCWB, HRC, DCLCC, NGOs and research institutes	A situation report on children in conflict

II. Actions for Eliminating Worst Forms of Child Labour in Service Sector

Intervention	Objective	Programme Activities	Time Frame	Responsible Agency	Co-operating Agencies	Indicator
Policy and Institutional Development	To formulate and refine national policies	Formulation of policies to have code of conducts for not using child labour.	By 2005	MOLTM	MoWC&SW, TUs, NGOs	Policy on code of conduct
Advocacy, Networking and Social Mobilisation	To promote social awareness and changes in perception, attitude and behaviour	Conducting programmes to change attitude and behaviour of the individuals for rejecting services rendered by child labourers.	2005 to 2007	MOLTM	Behavioural Experts, Religious institutions, TUs, Community clubs, NGOs, media	Change in attitude and behaviour among service users
		Creation of a special intelligence network among GOs and NGOs working in these fields for better monitoring and protection of children working in service sectors.	2005 to 2006	MOLTM	MoWC&SW, MoH, police, NGOs	A functional network
Legislation and Enforcement	To refine, implement and enforce existing laws.	Identification of anomalies, contradiction and refinement areas and amendment in laws related to the above activities, if any.	By 2005	MOLTM	MoL&J, bar associations, academia, NGOs,	Amendment in laws
Prevention	To prevent children from entering the activities	Formulation and adoption of code of conducts for not using child labour.	By 2004/05	MOLTM MoWC&SW	GOs, employers associations, TUs, Community clubs	Decrease in No. of child labour used
Protection	To protect the children working in the service sectors	Strengthening rescue mechanism.	2005 to 2008	MOLTM	MoH, Police, NGOs	No. of rescued working children
Rehabilitation	To rehabilitate rescued children and reintegrate with the society	Establishment of rehabilitation centres in urban areas equipped with appropriate health, education and counselling facilities, including creation of enabling environment for re-union.	2005 to 2007	MoWC&SW	MOLTM, NGOs	No. of beneficiaries integrated with society
Research and Study	To better identify and target the specific child labour	Periodic situational analyses of child labour working in the above service activities with standard methodology.	At regular intervals	MOLTM	CBS, academic and research institutes	Reliable information on child labour

III. Actions for Eliminating Worst Forms of Child Labour in Manufacturing Sector

Intervention	Objective	Programme Activities	Time Frame	Responsible Agency	Co-operating Agencies	Indicator
Policy and Institutional Development	To formulate and refine national policies	Formulation of policies to have code of conducts for not using child labour.	By 2004/05	MOLTM	MoIC&S, NGOs	Policy document
		Strengthening of regulatory bodies for child labour inspection in the manufacturing sector.	Continuous	MOLTM	MoIC&S, NGOs, TUs, Labour Offices	No. of inspection
Advocacy, Networking and Social Mobilisation	To improve co-ordination among key players for child labour elimination	Strengthening and mobilisation of bipartite and tri-partite networking among government, employers' and workers' associations focusing on child labour issues.	By 2004/05	MOLTM	MoIC&S, employers' association, TUs	No. of child labour in manufacturing sector
Legislation and Enforcement	To refine and implement existing laws for formalising manufacturing units operating as semi or informal ways	Identification of anomalies, contradiction and refinement areas and amendment in laws related to Industrial Enterprise Act, Company Act and labour laws.	By 2004/05	MOLTM	MoL&J, MoIC&S, NGOs	Amendment in laws
		Implementation and enforcement of the relevant laws.	Continuous	MOLTM	MoIC&S, MoH	Penalty to offenders
Prevention	To prevent children from entering the activities	Formulation and adoption of code of conducts and social labelling for not using child labour	By 2007	MOLTM	NGOs, employers' associations, TUs	No. of child labour used
Protection	To protect the children working in the manufacturing sectors	Strengthening workplace monitoring and rescue mechanism	2005	MOLTM	Police, NGOs' TUs	No. of monitoring and rescued working children
Rehabilitation	To rehabilitate rescued children and reintegrate with the society	Expansion of rehabilitation centres in industrial areas equipped with appropriate health, education and counselling facilities, including creation of enabling environment for re-union	2005 to 2007	MoWC&SW	MOLTM, NGOs	No. of beneficiaries integrated with society
Research and Study	To better identify and target the specific child labour	Periodic situational analyses of child labour working in the above mentioned activities with standard methodology.	At regular intervals	MOLTM	CBS, academic and research institutes	Reliable information on child labour

IV. Action for Eliminating Worst Forms of Child Labour in Mines and Quarries

Intervention	Objective	Programme Activities	Time Frame	Responsible Agency	Co-operating Agencies	Indicator
Advocacy, Networking and Social Mobilisation	To promote social awareness and improve bargaining power of workers	Advocacy and awareness raising for unionisation of workers to improve bargaining power and awareness on child rights, workers' rights, etc.	2004 to 2006	MOLTM	TUs, NGOs, media	No. of workers' unions
		Strengthening bipartite and tri-partite networking among government, employers and workers' association focusing on child labour issues.	By 2004/05	MOLTM	MoWC&SW, TUs, NGOs	A functional network
Prevention	To prevent children from entering the activities	Running day care and education and skill training programmes for children of workers.	2004 -	MOLTM	MoWC&SW, TUs, NGOs	No. of children benefiting
		Providing better economic opportunities for the workers and children after proper skill training.	2005 to 2007	MOLTM	MoWC&SW, TUs, NGOs	No. of families benefiting
Protection	To protect the children working in the service sectors	Establishment of monitoring and rescue mechanisms.	By 2005	MOLTM	CBOs, NGOs, TUs, VDCs	No. of rescued working children
Rehabilitation	To rehabilitate rescued children and reintegrate with the society	Establishment of transit centres in the mining areas equipped with appropriate health, education and counselling facilities, including creation of enabling environment for re-union	By 2005	MoWC&SW	MOLTM, NGOs	No. of beneficiaries integrated with society
Research and Study	To better identify and target the specific child labour	Rapid assessment of children working in coal mines, stone quarries, sand mines and red soil mines.	By 2005	MoLTM	Department of Mines and Geology, academic and research institutes	Reliable information on children in various mines
		Periodic situational analyses of child labour working in the above activities with standard methodology.	At regular intervals	MOLTM	CBS, academic and research institutes	Reliable information on child labour

V. Action for Eliminating Worst Forms of Child Labour in Agriculture Sector

Intervention	Objective	Programme Activities	Time Frame	Responsible Agency	Co-operating Agencies	Indicator
Policy and Institutional Development	To promote social awareness and improve bargaining power of workers	Advocacy and awareness raising for unionisation of workers to improve bargaining power and awareness on child rights, workers' rights, etc.	By 2004/06	MOLTM	TUs, NGOs, farmers' organisations, media	No. of workers' unions in agriculture sector
Advocacy, Networking and Social Mobilisation	To promote social awareness	Awareness raising on harmful effects of the chemicals on children, child rights, importance of education, etc.	By 2005/07	MOLTM	MoA&C, TUs, NGOs, Media	Raise in workers' awareness level
Legislation and Enforcement	To refine and implement existing laws	Identification of anomalies, contradictions and refinement areas and amendment in laws related to land reforms, minimum wage and local developments.	By 2004/05	MOLTM	MoL&J, MoLR&M, MoLD, MoH	Amendment in laws
Prevention	To prevent children from entering the activities	Providing education and skill training opportunities for children of workers.	By 2008/09	MOLTM	MoE&S, MoWC&SW, VDCs, DDCs	No. of children benefiting
Protection	To protect the children working in agricultural sector	Establishment of monitoring and reporting mechanism.	By 2005/06	MOLTM	MoA&C, CBOs, NGOs, VDCs, DDCs	Decrease in use of children
Research and Study	To better identify and target the specific child labour	Periodic situational analyses of child labour working in the above activities with standard methodology.	At regular intervals	MOLTM	CBS, academic and research institutes	Reliable information on child labour

ANNEX – 2.1

INDUSTRIES/ACTIVITIES UNDER DIFFERENT CLASSIFICATION OF CHILD LABOUR

A. THE WORST FORMS OF CHILD LABOUR

A.1 Child labour against fundamental human rights (extremely worst forms).

- Child slavery e.g. child (both girls and boys) trafficking for prostitution and other purposes, bonded child labour, forced child labour, children in armed conflicts, etc.
- Children involved in prostitution and pornography
- Children involved in illicit activities like drug peddling.

For this, the ILO Convention 182 has specified the minimum working age to be 18 years. For Nepal, all these activities are already illegal, irrespective of age.

A.2 Children involved in hazardous work or work environment that could harm the health, safety or morals.

- Tourism related activities like hotel, motel, restaurant, casino, rafting, cable car, gulf course, etc.
- Service industries like workshop, laboratory, slaughterhouse, cold storage, security guard, cinema halls, etc.
- Public transportation and construction activities like a money collector (Khalashi), stone quarries, brick kilns, etc.
- Manufacturing industries like tobacco, carpet, textile, leather, cement, chemical and related, beverages, photo processing, etc.
- Garbage collection and processing like a scavenger and rag picker (Khate), production and sales of explosives and inflammables like matches, etc.
- Different types of energy generation, transmission and distribution
- Extraction, processing and distribution of petroleum and related products
- Rickshaws and carts pullers
- Activities related to cutting machines
- Activities carried out underground, under water or high altitudes e.g. electrical or painting work at heights.
- Activities involving chemicals
- Portering (Bhariya) both in urban centres and rural areas
- Domestic worker (Nokar)

As per the ILO Convention 182, activities to be included in this category are 1) work which exposes children to physical, psychological or sexual abuse, 2) work underground, under water, at dangerous heights, or in confined spaces, 3) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads, 4) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or to vibrations damaging to their health, 5) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer. The Child Labour (Prohibition and Regularisation) Act – 1999, largely covers the above second category of worst forms of child labour.

B. OTHER FORMS OF CHILD LABOUR

B.1 Children involved in economic activities for which they or their parents/guardians are paid in cash or kind, and the work is detrimental to the children's physical, mental or psychological growth, especially lack of an opportunity for education

- Agriculture - farming, poultry, fishing, animal husbandry, floriculture, nursery, horticulture, etc.
- Agro/Food Processing- rice/flour mills, dairy, bakeries, noodle/biscuitfactories, confectionery, etc.
- Activities related to information and communication, financial, insurance, and other business services
- Services to communities - health, education, religious, etc.
- Water supply, road sweeping, laundry
- Technical services like auto, motorcycle or cycle repairing
- Family run and small restaurants, tea stall, etc.

B.2 Children helping their parents/guardians in their economic activities or household chores and the work are detrimental to the children's physical, mental or psychological growth, especially lack of an opportunity for education

- Agriculture - farming, poultry, fishing, animal husbandry, flowery culture, nursery, horticulture, etc. (this represents an overwhelming majority of child labour in Nepal as about 81% of the population depends on agriculture carried out with mainly with traditional method)
- Traditional family artisans - pottery, woodcarving, metal statue, jewellery, *thanka* painting, etc.
- Wholesale and retail shops and storage

B.3 Self employed children

- Street hawkers (Footpath *Pasale*)
- Beggars,
- Shoe shiner, etc.

ANNEX – 2.2

COMPULSORY EDUCATION AGES AND MINIMUM AGES FOR ADMISSION TO EMPLOYMENT

Country	Age limits for compulsory education	Minimum Age for Work		
		Basic minimum age	Light work	Dangerous/hazardous work
Africa				
Cameroon	6– 12	14	-	18
Egypt	6-11	12	-	15 to 17
Mauritius	5-12	15	-	18
South Africa	7-16	15	-	16
Tanzania, United Republic of	7-13	12 to 15 (by sector)	12	18
Americas				
Brazil	7-14	14	-	18 to 21
Costa Rica	6-15	12 to 15	12	18
El Salvador	7-15	14	-	18
Mexico	6-14	14	-	16 to 18
United States (Federal)	7-16	16	-	16 to 18
Asia				
Bangladesh	6-10	12 to 15 (by sector)	-	16 to 18
India	6-14	14	-	18
Nepal	6-11 (see note)	14	-	16
Singapore	-	12 to 14 (by sector)	12	16 to 18
Europe				
Austria	6-15	15	12	16 to 18
Germany	6-18	15	13	18
Sweden	7-15	16	13	18
Switzerland	7-15	15	13	16 to 18
United Kingdom	5-16	13 to 16 (by sector)	-	16 to 18

[Source: International Labour Office (1998) *Child Labour: Targeting the Intolerable*]

Note: Though quoted by the source, Nepal does not have compulsory education.

ANNEX – 2.3

APPROACHES TO CHILD LABOUR

	Labour market perspective	Human capital perspective	Social development perspective	Child centred perspective
Actors	International Labour Organisation [ILO], Ministries of Labour and Transport Management, Trade unions	UNDP and the World Bank, Ministries of economic development and planning, Business and industry	Human rights organisations, Ministries of Women Children and Social Welfare, Religious and other value-creating groups, Community organisations	UNICEF, Government child and family units, Child advocacy and defence, NGOs, Educators and other community Organisations
How is child labour seen	Children in the work place compete with adults, reinforce employer power, threaten adult employment and wages, diminish worker organisation and bargaining power and perpetuate their own and others powerlessness	Work that can undermine children's eventual contributions as adults to national economic development and their economic viability and progress. All children (including working children) must have access to adequate health, education, and the opportunities for them to become economically productive members of society.	Work that alienates (Socially excludes working children and their families): family exploitation of their children, government abandonment of the poor, irresponsibility or selfishness of elite groups, inappropriate social and political values	Work that undermines children's well being, personal and social development
What action is taken	State intervention to protect adult markets: emphasis on national legislation and enforcement Internal norms and standards (minimum age laws, labour inspection, ILO Convention No. 138)	Emphasis on market initiatives and opportunity creation. Discouragement of work undermining children's future health and capacities, widespread provision of facilities to develop economically relevant skills, and poverty eradication measures aimed at the poorer families	Social inclusion and support for disadvantaged groups Targeted service programmes for working children Advocacy to change public ideas about working children Family reinforcement Political pressure on behalf of disadvantaged children Community monitoring of abuses Social mobilisation campaigns	Promotion of children's well being and development Improve understanding of working children and their situation and rights Promote children's best interests, empower children as agents and partners on their own behalf
View of education	Compulsory education can remove children from	Subsidies to release children from work for school services	Community schools and non -formal education	'Street education'. Participation of children in planning

	the labour market	that allow children both work and study Emphasis on literacy, numeracy and 'life' skills	programmes adapted to needs of working children, apprenticeships and other work study arrangements	and conducting education activities, emphasis on multiple capacities and learning needs and sources, education through social engagement
View of children	Children are present or potential victims, unable to recognise exploitation or workplace dangers. Their own best interests can be protected only through adult intervention on their behalf	Children are potentially productive adults whose capacity needs to be protected and matured	Children actually or potentially marginalised are best protected by broadening social responsibility for, and solidarity with them	Children are competent, resilient, and active agents of their own growth and development, they are best protected when they participated together with others (adults and children) in their own defence, and turn protection into development
Social concern	Exploitation of workers: Economic domination of the powerless by the powerful	Poverty and its consequences	Social dysfunction Breakdown in positive values and their expression Deficiencies of social equity and responsibility	Children's well being, happiness and development
Social goal	Economic justice	Economic development Abolition of poverty Building the human capacity needed to maintain economic Progress	Social solidarity Compassion Equity Responsibility	Children's well being, happiness and development

[Source: International Save the Children Alliance, (2001) "Child Centred Policies and Programming for Working Children in South and Central Asia"]

ANNEX – 2.4

CHILD LABOUR RELATED PROGRAMMES IMPLEMENTED BY NGOS, TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

SN	Organisations and Address	Programme Activities	Target Group and Location	Support Agencies
1.	ABC – Nepal Koteshor, Kathmandu	- NFE - Leadership training - Skill training	- Underprivileged and disabled children, girls rescued from trafficking. Kathmandu, Sindhupalchok, Nawalparasi, Ramechhap, Nuwakot, Dhading	ILO/IPEC, Plan International, CARITAS, CAR - NWG
2.	Bal Chetana Samuha Sinamangal, Kathmandu	- Advocacy and awareness including street drama and publications	- Parents, children, government, etc. Kathmandu Valley, Banke, Chitawan, Morang, etc.	UNICEF
3.	Bhimapokhari Youth Club Baglung	Awareness building NFE and formal schooling Income generation	Kami, Damai and Sarki communities Baglung district	ILO/IPEC
4.	Care and Fair Buddha Nagar, Thapathali, Kathmandu.	- Primary health clinics - Supports for existing schools and day care centre.	Mainly children in carpet factories. Kathmandu, Lalitpur, Bhaktapur, Sunsari, Siraha.	
5.	Central Carpet Industries Association (CCIA) Bijuli Bazar, Kathmandu	- Day care and NFE. - Skill training. - Awareness and advocacy.	Carpet child labourers. Kathmandu Valley.	GTZ /ISCL, ILO/IPEC.
6.	Centre for Child Development and Studies Lainchaur, Kathmandu	- NFE and schooling. - Rehabilitation and Education Centre. - Awareness and advocacy.	Displaced carpet children. Underprivileged children. Kathmandu.	RUGMARK
7.	Community Support Group Satti, Narayanpur VDC, Kailali	- Awareness and preventive programme on HIV/AIDS.	Commercial sexual workers, including children.	Action-Aid
8.	Concern for Children and Environment (CONCERN - Nepal) Swoyambhu, Kathmandu	- Research and studies - NFE and schooling. - Skill training. - Awareness and advocacy.	Child porters and <i>dalit</i> children. Kathmandu Valley.	ILO/IPEC, Save the Children-Norway, Child Workers in Asia (Bangkok).
9.	Child NGO Federation-Nepal (CNFN)	- Networking and co-ordination among member NGOs. - Advocacy.		

	Dilli Bazar,			
10.	Child Development Society Mahankal, Kathmandu	- Day care, NFE and schooling. - School establishment. - Health care and health camp. - Skill training. - Awareness and advocacy.	Carpet factory children, children in stone quarries and brick kilns, domestic child labourers. Kathmandu, Lalitpur, Bhaktapur, Dhading, Humla.	Save the Children - Norway, ILO/IPEC, GTZ/ISCL, USC - Canada
11.	Child Protection Centre (CPC) Biratnagar, Morang	- Contact centre. - NFE and schooling. - Skill training - Research and studies. - Advocacy and awareness.	Street children and urban child labourers. Biratnagar.	Save the Children - Norway, Plan Inter'nal, CAR-NWG
12.	Child Welfare Scheme - Nepal Gairi Patan, Pokhara, Kaski	- Day care and health care. - Skill training	Rural underprivileged children. Kaski and Lamjung.	Child Welfare Scheme (UK)
13.	Child Workers in Nepal (CWIN) Rabi Bhawan, Kathmandu.	- Awareness and advocacy. - Rescue and rehabilitation. - Reunion and schooling. - Skill training, child clubs. - Publication and information - Research and study, etc.	Street and other underprivileged children, urban child labourers, carpet child labourers, etc.	Save the children-Norway, UNICEF, Plan International, etc.
14.	Children and Women In Social Service and Human Rights (CWISH) Chabahil, Kathmandu	- NFE and schooling - Registration of domestic child labour - Awareness and advocacy	Domestic child labour Kathmandu Valley, Nawalparasi.	GTZ/ISCL, Save the Children - Norway, AAEN (France)
15.	Children At Risk - Net Work Group (CAR - NWG) Dilli Bazar, Kathmandu	- Networking, co-ordination and fund raising among member NGOs. - Advocacy.		DANIDA
16.	Co-operative Society Bungamati Ltd.	- Rehabilitation Centre.	Displaced carpet children.	RUGMARK
17.	Democratic Confederation of Trade Unions (DECONT) Sinamangal, Kathmandu	- NFE and schooling. - Skill training. - Awareness and advocacy.	Transport sector child labourers. Chitawan.	ILO/IPEC
18.	Development Project Service Centre (DEPROSC) Thapathali, Kathmandu	- NFE, schooling and early childhood development - Skill training - Community dev., social mobilisation and awareness building - Income generation, saving	Working children and their parents Gati, Marming and Bahrabise in Sindhupalchok district.	GTZ/ISCL

		and credit		
19.	Dhaulagiri Community Resource Development Centre (DCRDC)	Awareness raising Removal and rehabilitation Formation of child's clubs	Local officials and general public, children in hazardous work Parbat, Myagdi and Baglung districts	ILO/IPEC
20.	Education, Protection and Help for Children Dhumbarahi, Kathmandu	- NFE and schooling. - Day care and education Centre. - Skill training	Children of carpet workers, underprivileged children.	RUGMARK
21.	Federation of Nepalese Chambers of Commerce and Industries (FNCCI) Kathmandu	- NFE and schooling. - Skill training. - Awareness and advocacy. - School monitoring	Urban child labourers and street children. Pokhara and Lekhnath Municipalities in Kaski district.	ILO/IPEC
22.	Foundation for Economic and Social Change Janakpur	NFE and schooling Skill training - Income generation	Families involved in informal sector Janakpur area	ILO/IPEC
23.	General Federation of Nepalese Trade Unions (GeFoNT) Putali Sadak, Kathmandu.	- Skill training and income generation - Development of code of conduct - Awareness and advocacy - Research and study - NFE, FF, Child Centre	Bonded Child labour Sweeper community Tea plantation Kathmandu, Jhapa, Ilam	ILO/IPEC
24.	Gyanpunja Service Centre Baneshor, Kathmandu	- Rehabilitation Centre.	Displaced carpet children.	RUGMARK
25.	Hoste-Hainse Ekantakuna, Lalitpur	- Day care and education centres - Sponsorship for schooling and running schools	<i>Dalit</i> and other underprivileged children. Kathmandu Valley and Siraha.	Corporate donation, Minnesota Advocates for Human Rights
26.	Informal Sector Service Centre (INSEC) Kalanki, Kathmandu	- Human right education - Educational and awareness programmes for agriculture sector children. - Skill training.	School children (50 districts) and agriculture sector children (8 districts). backward children (Musahar, Tharu in 7 districts)	UNICEF, ILO/IPEC, DANIDA, ICCO-EZE, DCHR
27.	Legal Aid and Consultancy Centre (LACC) Pulchok, Lalitpur	- Legal Counselling and aid. - Rescue. - School advocacy.	Child labour, sexually abused school children. Kathmandu, Lalitpur, Bhaktapur, Jhapa, Doti, Sindhupalchok,	ILO/IPEC, GTZ
28.	Maiti Nepal	- Prevention of trafficking in	Sexually abused and	ILO/IPEC

	Gaushala, Kathmandu	women and children. - Rescue, rehabilitation and reunion - School enrolment and skill training - Legal aid service - Research and studies - Awareness and advocacy	trafficked children and women. Rehabilitation centres in Kathmandu, Jhapa and Itahari. transit homes in Jhapa, Morang, Parsa, Rupandehi and Banke. Trafficking prevention homes in Nuwakot, Nawalparasi and Makwanpur. 16 districts awareness programme. Rescue from Kathmandu, Kolkata, Mumbai, Delhi.	Save the Children - UK, Save the Children - Norway, UNDP, <i>terre des hommes</i> , The Asia Foundation, <i>disibi</i> International (Italy)
29.	Medialine	- mobilising media and other organisations	- Media, policy makers and general public	ILO/IPEC
30.	Multidimensional Agriculture for Development (MADE) Nepal Bharatpur, Chitawan	- Income generation - Skill training - Training for technology transfer	Working children and their parents. Banlek, Latamandu, Pachanali, Mudvara, Mudegaun VDCs and Silgadi Municipality of Doti district.	GTZ/ISCL
31.	National Centre for Educational Development (NCED)	Development of a teacher training package	Primary school teachers in Nepal	ILO/IPEC
32.	National Society for Protection of Environment and Children (NASPEC) Gairidhara, Kathmandu	- Rescue, rehabilitation and reunion - NFE, schooling and skill training - Advocacy and awareness	Carpet child labourers. For rescue: Kathmandu, Lalitpur, Bhaktapur For reunion: nationally	ILO/IPEC
33.	Nepal Institute for Mass Communication (NIMC) Kathmandu	- media mobilisation	Media Biratnagar, Kathmandu, Pokhara and Nepalgunj	ILO/IPEC
34.	Nepal RUGMARK Foundation Adwait Marga, Bag Bazaar, Kathmandu	- Trademark licensing and workplace monitoring - Rescue and rehabilitation - In formal and formal education - Skill training and employment - Re-union and follow up - Day care and education for children of carpet workers. - Awareness and advocacy	Carpet child labourers and children of carpet workers. Carpet factories in Kathmandu, Lalitpur, Bhaktapur, Kavre, Kaski, Nawalparasi, Chitawan, Makwanpur, Jhapa. Other some 41 districts from where children come from.	UNICEF, GTZ
35.	Nepal Teachers,	- Mobilising teachers, educators	Policy makers, concerned	ILO/IPEC

	Association/ Nepal National Teachers' Association	and their organisations	officials, teachers, parents and community leaders 25 selected districts	
36.	Nepal Trade Union Congress (NTUC) Kopundol, Lalitpur	- NFE and schooling. - Skill training. - Awareness and advocacy.	Urban sector child labourers. 12 districts in the Kathmandu Valley and elsewhere.	ILO/IPEC, JILAF
37.	Rural Reconstruction Nepal (RRN) Lazimpat, Kathmandu	- Rescued and rehabilitation - Education and skill training - Food security programme - Parental orientation	Bonded child labourers. Bardia, Rupandehi, Nawalparasi, Kapilbastu	ILO/IPEC, UNICEF, CARITAS
38.	Social Awareness For Education (SAFE) Nepalgunj, Banke Branch: Rajapur, Bardia	- Day care, NFE and schooling. - Skill training - Rescue and rehabilitation. - Child clubs. - Awareness and advocacy, etc.	Badi children and other underprivileged children. Banke, Bardia, Kailali , Kanchanpur, Dang and Salyan.	UNICEF, Save the Children- Norway
39.	STEP Foundation Jawlakhel, Lalitpur.	- Workplace monitoring - Day care for children of carpet workers. - Awareness and advocacy	- Children in carpet factories. Kathmandu Valley.	
40.	Sushma Koirala Memorial Trust Lazimpat, Kathmandu	- Day care and NFE. - Skill training	Working child in match factories and bis cuit factories. Rural children. Morang and Sunsari.	ILO/IPEC, Nepal Children's Organisation.
41.	Under Privileged Children's Association (UPCA) Dharan, Sunsari	- Socialisation of street children. - NFE and skill training - School sponsorship. - Awareness and sensitisation.	Street children and children at risk Dharan and Itahari	Save the Children- Norway, UNICEF, Dharan and Itahari Municipalities
42.	Underprivileged Children's Education Programme (UCEP) Nepal Sanothimi, Bhaktapur	- NFE. - Technical training and placement. - Child Improvement Home.	Underprivileged children. Bhaktapur, Kathmandu, Dang, etc.	Social Welfare Council, DANIDA (in the past)
43.	Women's Rehabilitation Centre (WOREC) Kathmandu	- Awareness - NFE and skill training	Domestic servants and their employers Kathmandu	ILO/IPEC
44.	Vijaya	- Day care and NFE. -	Children from agriculture	GTZ/ISCL

	Development Resource Centre (VDRC) Gaidakot, Nawalparasi	Schooling.	sector. Doti district	
45.	Youth Club - Narayanghat Narayanghat, Chitwan	- Contact Centre for street children - NFE and family reunion. - Skill training - Research and study. - Advocacy and awareness.	Street children, urban child labour (rag picking, restaurant, domestic work, etc.) and girl prostitutes.	Save the Children-Norway, CAR-NWG.

[Sources: Field Survey, BISCONS, Developing a Master Plan on Child Labour in Nepal, 2001 augmented with Information from ILO/IPEC and GTZ/ISCL]

ANNEX – 2.5

STATUS OF CHILD LABOUR IN NEPAL

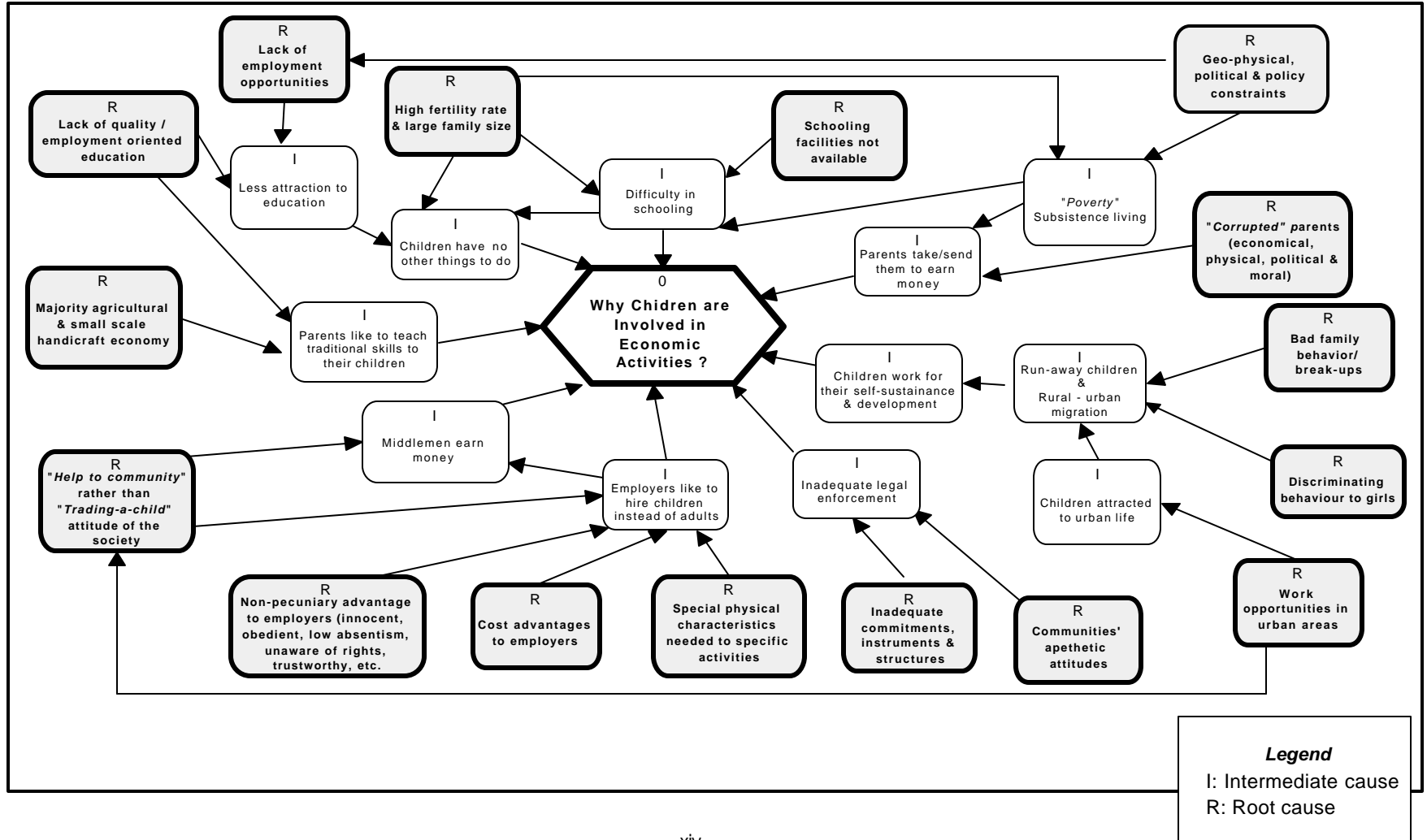
ACTIVITY/ OCCUPATION	WHAT? Task	HOW MANY? Number of child labourers	WHO? Gender, ethnic group	WHERE? District, urban/rural	WHEN? Seasonal, work time/hours	WHY? Specific causes	Source
Slavery and Forced Labour	Animal grazing, domestic chores, child minding, farm work	17, 152 (5 ~ 18 years) among ex- <i>kamaiya's</i> family	Mainly Tharu communities Girl-48%	In ex- <i>kamaiya</i> rural areas- Dang, Banke, Bardiya, Kailali and Kanchanpur And Urban area like Kathmandu and Pokhara	Regular Working hours-12 to 14 hours	Poverty (food) Loan tied up with family labour contract	Bonded Labour Among the Child Workers of the <i>Kamaiya</i> System: Rapid Assessment, Shiva Sharma et all (NLA, ILO/IPEC), 2001
Prostitution	Commercial sex work	~ 150 in Kathmandu and ~ 200 in Nepalgunj alone ~ Other areas not known Some of the 185 estimated <i>Badi</i> sex workers	Girls of ages 6– 18 years; from marginalised families; school girls <i>Badi</i> children	Bus parks and dance restaurants in Kathmandu Valley; lodges in urban centres; shops along highways <i>Badi</i> areas in Dang, Bake, Bardia, Kailali, Kanchanpur, Salyan	Mainly night and afternoon time	Raped; mother a prostitute; parents' earning source; income for own luxuries; For <i>Badi</i> -tradition, lack of alternative opportunities.	Social Watch Group survey report for Kathmandu; updated with BISCONS field visits. Field visits by BISCONS.
Trafficking in Person (a Process and not an activity)	Trafficked for prostitution, circus and domestic work	Many of the 5- 7,000 girls trafficked to India annually are less than 18 years	Mostly girls from indigenous communities.	Mainly from impoverished hill districts in Central Dev. Region to mostly India	Any time	Poverty and lack of awareness; ambition of good earning; morally corrupt parents/guardian	Field study by BISCONS
Drug Peddling	Cross border	Mostly children are	Street children, child porters and	Trafficking across Nepal –India border.	Any time	For good income, used by adults,	Field study by BISCONS

	trafficking and sales.	involved in such activities	hawkers, school children	Selling in tourist areas of Kathmandu		unsuspecting for police	
Armed Conflicts	Sentry; cooking; singing and dancing; messengers Maoist insurgency	Could be thousands in number	Adolescents; mainly from backward ethnic communities	Maoist affected areas	All time	Poverty; frustration; for revenge; unsuspecting for police; easy for political orientation	Media, human right organisations and field study by BISCONS
Scavenging and Rag Picking	Picking plastics, metals, bottles and selling	18 years and younger – 4,000	Girl – 12% Kami, Damai, Sarki – 21%, Brahmin/Chhetri – 18% Tamang, Terai communities, Magar and Muslim – 49%	Urban centres only, Migrated – 64% From Hill/mountain – 47%, From Terai – 33% From India- 16%	Regular, Morning time mostly, Mean working hours - 6	Migration/leaving home Friends influence – 49% Self – 27% Parents/relatives – 24%	Situation of Child Rag Pickers in Nepal – Bal Kumar K.C. et al (CDPS, ILO/IPEC), 2001
Pottering	Long distance and short distance carrying loads	Less than 18 years – 46,029 in the country	Girls – 12% Rai, Limbu, Gurung, Magar and Sunwar – 24% Kami, Damai, Sarki – 22% Chhetri – 19% Newar – 11% Tamang – 10%	Urban and rural trade centres, bus parks; Migrated from rural areas – 91%	Long distance portering – 78% seasonal Short distance portering – 70% regular Avg. Weight carrying, girls – 29 Kg (short distance) Boys – 37 Kg (short distance) Girls – 33 (long distance) Boys – 56 Kg (long distance)	Working seasonally to supplement household – 59% (short distance) To earn money – 47% (long distance)	Child Porters in Nepal: A Rapid Assessment – Bal Kumar K.C. et al (CDPS, ILO/IPEC), 2001
Domestic Service	Kitchen work, dish washing,	Less than 14 yrs. – 21,000 in Kathmandu	Girl – 46% at Brahmin/ Chhetri, Tharu, Tamang,	Used in urban centres; Migrated from Neighbouring	Regular, 12 to 16 hours – 94%	Parents advice – 83%, Own choice –	Situation of Domestic Child Labourers in Kathmandu: Rapid

	house and cloth cleaning, child minding	43,000 in the country	Magar, and Newar, – 84%	and <i>Kamaiya</i> District – 45%		12%	Assessment-Shiva Sharma et al (NLA, ILO/IPEC), 2001
Overland Transportation	Fare collector in Micro-bus and Tempo (auto - rickshaw)	Less than 18 yrs. – 395 in Kathmandu valley	Girl – not observed Mostly Newar, Tamang and Bramhin	Urban centres	Regular; Mostly working from early morning 6:00 am till night 8:00 PM	Earn money for parental support and extra pocket money, to become a driver in future, enjoyment in the job	A Collective Campaign to Eliminate Child Labour in Tempo and Microbus- Tarak Dhital (<i>Bal Sarokar</i> , No.40-41, CWIN), 2001; Field observation
Carpet Factories	Weaving, spinning, carding, dyeing, washing	Less than 14 yrs. - 1,900 in the country	Girl – 39% Tamang, Magar, Newar and Chhetri,	Factory Concentration in Kathmandu Valley. Origin of the labour- Makwanpur and Sindhupalchwok, Sarlahi, Kavre, Jhapa and Ramechhap	Regular, No fixed time Mostly work 12~16 hours a day	Poverty, Migration of family members and attraction of city (<i>Rahar</i>) lure of character -11%	Situation Analysis of Child Labour in Carpet Industry of Nepal-Centre for Policy Studies (RUGMARK/ UNICEF), 1999;
Brick and Tile Kilns	Digging, kneading, moulding, pilling, drying and, carrying	Less than 14 yrs- 959; (14 ~ 18 yrs.) 1034; Total- 1993	Newar, Chhetri, Tamang, Magar – 76%	Origin- Kavre, Bhaktapur, Ramechhap and Rolpa – 61%	Seasonal (When free from the agriculture works); Working(> 8hours a day) – 40%; 7days a week – 79%	For income generation, seasonal migration with Families,	Child Labour in Brick Kilns of the Kathmandu Valley – BISCONS (GN/MOL,ILO/IPEC), 1998

ANNEX – 2.6

CAUSAL RELATIONS DIAGRAM OF CHILD LABOUR IN NEPAL



ANNEX – 2.7

WORST FORMS OF CHILD LABOUR and CONSEQUENCES

Activities	Tasks	Hazards	Consequences
Slavery and Forced Labour	Bonded labour as domestic chores, animal grazing, child minding, farm work	Human rights abuse, long and arduous working hours.	moral suppression, psychological trauma, social exclusion, deformity.
Prostitution		Mental/physical abuses, STD including HIV/AIDS, etc.	social exclusion, family rejection, pregnancy, death.
Trafficking in Person (a process)	rural-urban and cross border trafficking for use in prostitution, circus, etc.	human rights abuse, physical and mental abuse, sexual abuse.	moral suppression, psychological trauma, social exclusion, organ removal and death.
Drug Peddling	carrying and selling drugs.	drug addiction, HIV/AIDS, etc.	psychological trauma, death.
Armed Conflicts	carrying guns and fighting, carrying loads, digging, etc.	physical and mental abuse, sexual abuse, human rights abuse, long working hours and dreadful work.	psychological trauma, injuries, disability or death.
Scavenging and Rag Picking	reclaiming usable materials (metals, plastics, glasses etc) from garbage heaps.	cuts from glass/metals, exposure to harmful substances including waste from hospitals, inhaling stench from putrefied matter, infestation by flies, temptation to eat leftover food.	cuts resulting in death from tetanus; chemical poisoning and risk of contracting infectious diseases; food poisoning.
Portering	lifting and carrying heavy loads.	risk of being slipped and injuries, bodily deformation, Protein Energy Malnutrition (PEM)	Hindered growth.
Small Restaurants and Bars	dish washer, waiter and cook.	at the mercy of the employer; long hours of work; lack of sleep or rest; abuse of health and moral standards (sexual abuse).	moral suppression, psychological trauma,
Domestic Service	all types of domestic work	at the mercy of the employer; long hours of work; lack of sleep or rest; abuse of health and moral standards (demeaning work, sexual abuse); isolation from society.	moral suppression, psychological trauma,
Overland Transportation	fare collection, cleaning, repair and maintenance.	risk of falling off, injuries, a buse of health and moral standards.	respiratory diseases, chemical intoxication, injuries and even death
Carpet Factories	Wool spinning and thread rolling, wool dyeing, carpet weaving, washing, etc.	inhalation of wool dust contaminated with fungal spores, poor (squatting) work posture, exposure to hazardous chemicals, etc.	respiratory diseases, musculo-skeletal diseases (eye strain and defective vision at premature age), chemical intoxication, aggravation of non-occupational diseases, etc.

Brick and Tile Kilns	clay making, brick moulding, brick transportation, etc.	inhalation of dust, exposure to extreme cold and hot environments, heavy loads, etc.	Respiratory and cold related deceases, swelling of limbs, musculo-skeletal diseases
Match Factories	mixing steaming chemicals and making matchsticks/ boxes.	exposure to harmful chemicals, fire and explosions.	chemical intoxication, burns, musculo-skeletal diseases, etc.
Leather Tannery	handling chemicals and leathers with chemicals.	exposure to harmful chemicals.	chemical burning and intoxication, musculo-skeletal diseases, etc.
Stone Quarries	stone quarrying, transportation and crushing.	exposure to cold water for long, dust inhalation, injuries to eye, etc.	Respiratory and cold related deceases, swelling of limbs, musculo-skeletal diseases
Coal Mines	coal quarrying, crushing and transportation.	inhalation of coal dust and toxic gases, possible caving-in, etc.	intoxication, injuries, death due to cave-in,

