

**Draft**  
**National Plan of Action to Eliminate  
Child Labour (2020-2025)**

**Prepared by:**

**Central Monitoring Committee on Child Labour**

**30<sup>th</sup> November 2020**

## Table of Content

<b>Forewords</b>	<b>3</b>
<b>Acknowledgements</b>	<b>4</b>
<b>Abbreviations and Acronyms</b>	<b>5</b>
<b>Chapter-1 Child Labour in Bangladesh</b>	<b>7</b>
<b>Chapter-2 NPA (2020-2025): A Strategic Overview</b>	<b>19</b>
<b>Planning Matrix- NPA to Eliminate Child Labour (2020-2025)</b>	<b>26</b>
<b>Guidelines on Actions during and in Post-COVID-19 Pandemic</b>	<b>55</b>
<b>Monitoring Matrix</b>	<b>59</b>

## **FOREWORDS**

---

## Aknowledgements

National Plan of Action to Eliminate Child Labour (2020-2025) is drafted by the Members of the drafting committee formed by National Child Labour Welfare Council under the joint leadership of DIFE and MoLE. The Drafting Committee involved 9 Members, namely Dr. Mustafizur Rahman, JIG of DIFE, Sayeda Munira Sultana, National Project Coordinator of ILO Bangladesh, Advocate Salma Ali, President of BNWLA, ZM Kamrun Anam, Secretary General of Bangladesh Labour Foundation, Lima Ferdous, Executive Director of Street Children and Children Rights; along with the representatives of Mansuher Jonno Foundation, World Vision Bangladesh, Save the Children, UNICEF Bangladesh and Bangladesh Shishu Adhikar Forum with INCIDIN Bangladesh as the Convener. The draft was prepared with technical assistance of INCDIIN Bangladesh. All the members of NCLWC have provided their inputs to enrich and finalize the draft NPA. Inspector General (Additional Secretary), DIFE took personal interest in the drafting process and followed up on progress. On behalf of MoLE, Ms. Mahbuba Bilkis, Deputy Secretary provided invaluable feedback to finalize the draft NPA.

The experience of implementing the previous NPA on Elimination of Child Labour (2012-2016) was reviewed by INCIDIN Bangladesh with the support of TdH Netherlands. This provided a firm basis in identifying gaps, challenges and good practices. Recent studies and reviews on child labour situation carried out by the agency with the support of UNICEF and DFID also added clarity on the context in which the NPA has evolved. The experience of CLEAR project of ILO provided valuable insights into community based approaches and tested strategies. The consultative process carried out by INCIDIN under CLIMB project of Winrock International helped the National Child Labour Welfare Council to review context and strategies – specifically with respect to the hazardous child labour (HCL). The study carried out by the Need Assessment Working Group provided perspectives and strategic options in the context of COVID-19. As a whole it has been a collective endeavor of national trade unions, employers association, NGOs, INGOs, UN and development partners under the leadership of MoLE. The firm decision and clear perspective of the Honorable State Minister of MoLE, Begum Monnujan Sufian, made the planning process focused and time efficient. The honorable Secretary of MoLE has also stood by NCLWC to take the process forward.

The NPA has drawn extensively from the SDG implementation plan of the Government of Bangladesh (GoB). This has worked to promote a broad based ownership of the government and mainstreamed the NPA within the general development planning (the FYP) and strategies of the GoB. Moreover, the document also worked to ensure to track and engage resources already allocated or in the pipeline for effectively resourcing the current NPA 2020-2025.

The drafting committee members earnestly express their gratitude to all and look forward to the similar cooperation and solidarity for effective implementation of NPA (2020-2025) to eliminate child labour in Bangladesh.

On behalf of the Drafting Committee  
AKM Masud Ali  
Convener of the Drafting Committee  
Executive Director, INCIDIN Bangladesh  
30<sup>th</sup> November, 2020

## **ABBREVIATIONS & ACRONYMS**

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

**Draft**  
**National Plan of Action to Eliminate Child  
Labour (2020-2025)**

## CHAPTER-ONE

### Child Labour in Bangladesh<sup>1</sup>

**Despite progress, child labour continues to affect 6.8% of children aged 5-17 in 2018 in Bangladesh.**

The National Child Labour Surveys (CLS) conducted by Bangladesh Bureau of Statistics (BBS) indicate that between 2003 and 2013, the number of working children aged 5-17 reduced from 7.6 million to 3.5 million. Among them, the number of children engaged in labour was 3.2 million – which reduced to 1.7 million in 2013 (-47%). The informal sector employs the massive majority of working children, namely 95% in 2013. More recently, the Multiple Indicators Cluster Survey (MICS) indicates that in 2018, 6.8% of children aged 5-17% are engaged in child labour.<sup>2</sup>

*Box 1: Measures of Child Labour in Bangladesh*

Source	2002-03			2013			2019		
	Child Labour Survey 2003			Child Labour Survey 2013			MICS		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>No. Children - Age 5-17, '000</b>									
• Total child population	22,689	19,698	<b>42,387</b>	20,596	19,055	<b>39,652</b>			
• Working children	5,471	1,952	<b>7,423</b>	2,103	1,347	<b>3,450</b>			
• Child Labour	2,461	718	<b>3,179</b>	953	746	<b>1,699</b>			
• Hazardous work	1,172	120	<b>1,291</b>	772	508	<b>1,280</b>			
<b>Child Labour % of</b>									
• Total Working Children	45	36.8	<b>42.8</b>	45.3	55.4	<b>49.3</b>			
• Total Child Population	10.8	3.6	<b>7.5</b>	4.6	3.9	<b>4.3</b>			
<b>Child Labour* - Age 5-17 years, %</b>							<b>9</b>	<b>5</b>	<b>7</b>
• Hazardous working conditions									11
• Economic Activities									6
• Household Chores									1

Source: BBS, 2003, 2015 and 2019. Child Labour Survey, Multiple Indicators Cluster Survey. \*Excludes the hazardous work component.

**Evidence shows that child labour is more prevalent among boys, and in rural areas.** According to the CLS 2013, approximately 56% of children engaged in child labour were boys. The MICS data also show that male and female child labour respectively affected 9% and 5% of children aged 5-17 in 2018. However, it is worth noting that female child labour is generally underestimated as girls are more involved in hidden works (domestic work). In 2013, from the total children engaged in child labour, 68% were located in rural areas: (1.15 million). In urban areas of Bangladesh, 1 out of 8 children were estimated to be child labour (including City Corporation slum, non slums and other municipalities).

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

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

Sector/Industry	Activity
Agriculture	Farming, including harvesting and processing crops,* raising poultry, grazing cattle,* gathering honey,* and harvesting tea leaves* <sup>3,4</sup> .

<sup>1</sup>Adopted from; INCIDIN Bangladesh; (Draft) Desk Review of Child Labour in Bangladesh, UNICEF-DFID, 2020 (Unpublished)

<sup>2</sup> However, surveys use different definitions of child labour: while the CLS child labour is inclusive of hazardous work, MICS child labour data exclude children engaged in hazardous conditions.

<sup>3</sup> GOB, BBS, 2013. Child Labour Survey.

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

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

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

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

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

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

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

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

<sup>6</sup> Solidarity Center, 2012. The Plight of Shrimp-Processing Workers of Southwestern Bangladesh.

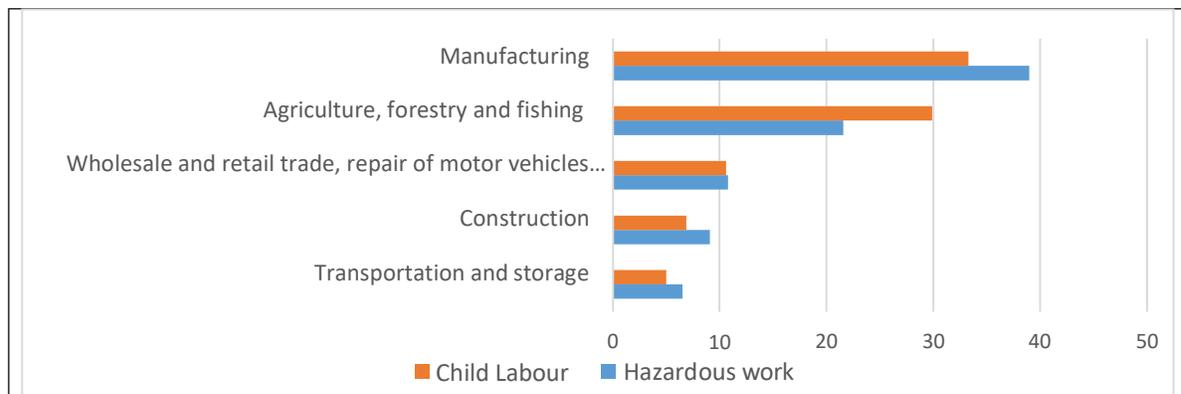
<sup>7</sup> GOB, BBS, 2013. Child Labour Survey.

<sup>8</sup> International Trade Union Confederation, 2012. Internationally Recognized Core Labour Standards in Bangladesh.

<sup>9</sup> Hunter, I, 2015. Crammed into squalid factories to produce clothes. Dailymail.

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

<sup>11</sup> UCANEWS, 2014. The Extremely Unhealthy Life of the Bangladesh Tannery Worker.



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

**Bangladesh has listed 38 work/ sectors of employment as hazardous for children.** A government order issued in 2013 identifies 38 processes/ activities hazardous for children. However, many other sectors such as domestic work, dry fish, and waste are yet to be included on that list.

**The number of child domestic workers in Bangladesh is ambiguous as surveys provide different estimations.** The CLS estimates 115,658 child domestic workers in 2013, of which 91% were female and from all age groups: there were 951 child domestic workers in the age group 5 years (all of them female); 21,359 in the age group 6-11 (91% female); and 75,985 in the age group 14-17 (90% female). The child domestic worker baseline survey from 2006 estimated 421,000 child domestic workers (75% being female) of age 6-17, of which around 132,000 alone in Dhaka City alone.

**A BSAF study<sup>12</sup> presents a set of works performed by child domestic workers in Bangladesh.** The majority of child workers are involved in tidying and cleaning rooms (90%), followed by washing floors (83%), waste disposal (77%), dishwashing (61%), washing clothes, cooking (53%), and cleaning the toilet (44%). Activities also include dusting furniture, taking care of babies, washing dishes, boiling water, waste disposal, grocery shopping, ironing clothes, bringing kids from school, and taking care of elderly people.

**A study of Anti-Slavery International<sup>13</sup> explored the psychosocial consequences of domestic work.** The study highlighted four components influencing psychosocial wellbeing and vulnerabilities of the children: (i) education contributes to the wellbeing of children; (ii) the nature of the tasks performed impacts on children's wellbeing; (iii), social support is key to the psychosocial wellbeing of children; and (iv) children's own perception of the work impacts on their wellbeing. The study notes that the confinement to the house leaves children with no opportunity to socialize. Due to stress and isolation, they commonly suffers from bedwetting, insomnia, withdrawal, regressive behavior, premature ageing, depression and phobic reactions to their employers. Some of these characteristics have also been identified in Bangladesh (Rahman H, 1995).

**An study from the ILO<sup>14</sup> highlights the ambiguous relationship of child domestic workers with their employers.** The negative connotations attached to domestic work compounds the ambiguity of child domestic workers' relationships to the employer. For example, even though they know that their child will be engaged in domestic work, parents may place their children with a new family, not as a "worker", but as a "daughter" or "son" (Baum, 2011). This study stresses that the daily experience of discrimination and their isolation is the most difficult part of the psychological toll. It cites a study in Bangladesh stating that "it was neither the verbal or physical punishments, nor the possible lack of material goods or even food, that upset [child domestic workers] the most; it was the discrimination,

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

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

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

exclusion, disrespect, ingratitude, and other assaults on their emotional needs that truly hurt them' (ibid).

## 1.1 Exploration of the Drivers-Push-Pull Factors of Child Labour

**Child labour is a multidimensional phenomenon caused and propelled by interconnected factors.**

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

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

*Box 4: Child Labour Factors*

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

	labour at rural and urban locations.	employment due to poor quality and absence of marketable skill building	<ul style="list-style-type: none"> <li>▪ Lack of acknowledgement from the government</li> <li>▪ Lack of enforcement of laws, penalties too little to deter child labour</li> <li>▪ Lack of awareness about child labour being illegal</li> <li>▪ Legal gaps</li> <li>▪ Lack of monitoring and enforcement</li> </ul>	child domestic work <ul style="list-style-type: none"> <li>▪ Expansion of consumerism</li> </ul>	
--	--------------------------------------	---	--	--	--

Source: Team Consolidation based on multiple sources.

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

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

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

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

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

**Social norms, as well as behavioural and psychological factors, play a significant role in child labour.** There are multiple social and cultural norms and practice that have for long affected the rights of children in Bangladesh (UNICEF<sup>15</sup>). Traditional and gender norms, along with ineffectiveness of laws/ development plans and barriers in providing essential services work against children's right to survive, develop and participate. For example, the excessive dependence of affluent families on child domestic workers is a driver of child labour. Often parents believe that work is good for skill development (Norpoth et al., 2014). Sometimes, there is a simple indifference towards child labour due to local customs and practices. Girls are less preferred to boys when it comes to education and they are put to work at home or placed into domestic employment which in cases may lead to trafficking and sex

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

work.<sup>16</sup> Work in home-based industries is often seen as a way of acquiring skills and beneficial for marriage (IREWOC, 2010).

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

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

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

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

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

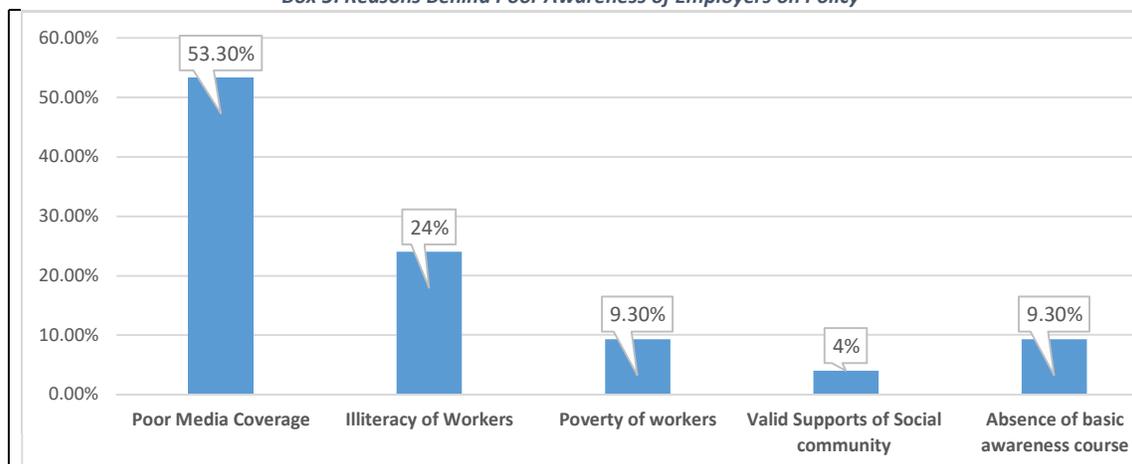
**Lack of policy-legal awareness of the employers have been found critical in contributing to the employment of child labour.** In general, the level of awareness on child labour is low. A study on the Domestic Workers Protection and Welfare Policy (DWPWP) and its applications to managing human resources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

---

<sup>16</sup> Source: [https://www.ilo.org/moscow/areas-of-work/child-labour/WCMS\\_248984/lang--en/index.htm](https://www.ilo.org/moscow/areas-of-work/child-labour/WCMS_248984/lang--en/index.htm).

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

**Box 5: Reasons Behind Poor Awareness of Employers on Policy**



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

**Gaps in legislation and limited implementation also contribute to child labour.** An ILO study notes that the current legislation focuses on the formal or semi-formal work settings and ignores the employment of children in the rural economy. No reference is made in the legislation regarding the agriculture sector (with the exception of tea plantations), the small-scale informal sector businesses or the family-based employment, which collectively account for 80% of total child employment. The lack of adequate legislative provisions regarding hazardous work is a concern. The enforcement of child labour legislation outside the export-oriented garment sector also remains a major challenge (UCW, 2011).

## 1.2 National Response

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

### Institutional Arrangements

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

**Box 6: Key responsibilities of the Child Labour Unit**

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

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

**The National Child Labour Welfare Council (NCLWC)<sup>18</sup> is an apex body focusing on convergence and coordination of child labour activities.** The NCLWC is responsible for the coordination among stakeholders involved in implementing programmes to eliminate child labour. The council prepares analytical reviews of the situation of child labour and advises the government on actions to be taken to implement the National Child Labour Elimination Policy and related National Plan of Action. The NCLWC also monitors the implementation of the legal instruments and interventions on the ground.

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

It has the mandate to conduct investigations. The NCLWC has formed a Child Labour Monitoring Committee which conducts routine monitoring (especially the informal sector) alongside the Department of Inspection for Factories and Establishments (DIFE) initiatives.

**Equivalent bodies exist at the division, district and Upazila levels.** As the District Child Rights Monitoring Forum (DCRMF) was already functional, it was entrusted with the coordination and monitoring of the NPA implementation at the district level. It is noteworthy that, at the district level, the child labour elimination is integrated into activities on children’s rights in general, allowing links with education, health and safety as well as coordination with the Ministries of Women and Children and of Primary and Mass Education.

**The Department of Inspection for Factories and Establishments (DIFE) is the second department under MoLE involved in child labour related activities.** The DIFE<sup>19</sup> is responsible for ensuring welfare, safety and health of human resource engaged in various sectors. The department runs inspections and acts as an adviser body for workers and employers regarding the enforcement of the legal framework. DIFE’s mandate also includes active collaboration with the government and stakeholders in the formulation of policies and measures to ensure adequate working environments. In 2017, the mandate of labour inspectors was expanded to cover the informal enterprises and workplaces listed as hazardous for children. Child labour is now part of the Standard Operating Procedure for inspections. The Inspectorate has also been upgraded to a department and the number of labour inspectors increased.<sup>20</sup>

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

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

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

*Box 7: Agencies Responsible for Child Labor Law Enforcement*

Organization/ Agency	Role
DIFE	<ul style="list-style-type: none"> <li>Enforces labour laws, including those relating to child labour/ hazardous child labour.<sup>21</sup></li> </ul>
Bangladesh Police	<ul style="list-style-type: none"> <li>Enforces Penal Code provisions protecting children from forced labour and commercial sexual exploitation.<sup>22</sup></li> <li>In the case of the Trafficking in Persons Monitoring Cell, investigates cases of human trafficking and enforces anti-trafficking provisions of the Prevention and Suppression of Human Trafficking Act.<sup>23</sup></li> </ul>
Bangladesh Labour Court	<ul style="list-style-type: none"> <li>Prosecutes labour law violations, including those related to child labour, and impose fines or sanctions against employers.<sup>24</sup> Only the adolescent workers are legally recognized.</li> </ul>
Child Protection Networks	<ul style="list-style-type: none"> <li>Respond to violations against children, including child labour.</li> </ul>

<sup>19</sup> source: <http://dife.gov.bd/>

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

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

<sup>22</sup> U.S. Embassy-Dhaka official, 2014.

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

<sup>24</sup> GOB, DIFE, 2015. Questions from U.S. Government.

	<ul style="list-style-type: none"> <li>Comprise officials from various agencies with mandates to protect children, prosecute violations, monitor interventions, and develop referral mechanisms at the district and sub-district levels between law enforcement and social welfare services.<sup>25</sup></li> </ul>		
Overview of Labour Law Enforcement		2016	2017
Complaint Mechanism Exists		Yes	Yes
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services		No	No

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

### Legal and Regulatory Framework

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

*Box 8: Relevant Conventions Not Ratified*

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

Source: Team Consolidation based on ILO.<sup>26</sup>

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

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

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

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

<sup>26</sup> Source: [ILO](http://ilo.org).

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

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

*Box9: Laws and Regulations on Child Labour*

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

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

## National Policies

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

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

<sup>27</sup> GOB, 2006. Labour Law (amended in 2013).

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

- Planning and implementing different short, medium and long term strategies and programs to eliminate various forms of child labour.

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

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

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

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

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

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

---

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

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

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

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

working children to learning opportunities in formal and non-formal facilities, especially for the vulnerable households.

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

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

**MoLE has also identified actions beyond the SFYP (2021-2030).** 1) Introduce registration system for the domestic work sector for monitoring purpose; 2) Increase manpower in the DIFE; 3) Create a complaint management cell within the ministry and departments; 4) Design effective awareness programs and initiate outreach activities targeting major stakeholders; 5) Undertake measures to promote CSR activities; 6) Scale-up the successful parts of the SFYP; 7) Introduce safety net programs for the vulnerable families; 9) Enact domestic work protection law; 8) Develop regulatory framework for informal sector; 10) Preparation for ratification of ILO Convention 138 and others.

**The National Plan of Action on Prevention and Suppression of Human Trafficking 2018-2022<sup>33</sup> addresses the concern of child trafficking, including forced child labour.** It recognizes special provisions and protections needed for children both vulnerable to and victims of trafficking, but it does not have specific interventions for all aspects of prevention, protection, prosecution and integration-related strategic objectives of the NPA. It has, however, promoted child participation in the partnership cluster by including child representatives in the Counter-Trafficking Committees (CTCs).

## Resource Mobilization

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

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

<sup>33</sup> Under MoHA, addresses the SDG Goal 16.2.

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

<sup>35</sup> Futuregov, 2011. Bangladesh starts National Population Register Project, July 14.

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

**The GOB collaborates with the United Nations and development partners to mobilise dedicated resources.** The government has wide networking and partnership with different agencies and nations. **Resource allocations across stakeholders are not yet harmonized.** The investments are usually project-based and lack continuity and connectivity with other initiatives. Moreover, the government is yet to tap private resources under Corporate Social Responsibility (CSR). Although there is a draft CSR policy, no visible presence of the national or global partnership with the corporate sector is visible at government level. NGOs and INGOs are tapping national and global CSR resources for small time-bound initiatives.<sup>37</sup>

---

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

## CHAPTER-TWO

### NPA (2020-2025) : A Strategic Overview<sup>38</sup>

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

The present NPA is based on two key strategic components.

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

#### 2.1. Objectives-Outputs-Actions

Within the SDG implementation strategy there are five strategic clusters of interventions which are relevant in addressing child labour. The current NPA 2020-2025 therefore builds around these five objectives.

##### Strategic Objective-1. Reducing vulnerability to child labour.

This involves the following outputs:

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

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

This involves the following outputs:

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

---

<sup>38</sup> The strategic guidelines have evolved through a series of multi-stakeholder consultations. The process was steered by the National Child Labour Welfare Council under the leadership of the MoLE and DIFE with the support of INCIDN Bangladesh and the CLIMB project of Winrock International.

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

This involves the following outputs:

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

### Strategic Objective -4. Partnership and multi-sectoral engagement

This involves the following outputs:

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

### Strategic Objective -5. Monitoring and Evaluation of NPA implementation

This involves the following outputs:

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

### The SDG actions to eliminate child labour

As per the suggestions of the consultations, in harmony with the SDG milestones, the current NPA has adopted two primary targets. Firstly, to eliminate worst form of child labour (WFCL) by 2021. Secondly, to eliminate all form of child labour by 2025. The NPA is hence aligned with the SDG implementation plan of the Government of Bangladesh (GoB).<sup>39</sup> The following matrix presents the inter-linkages of the NPA strategic objections and its outputs with the SDG targets.

NPA (2020-25)	SDG Targets	Focal Agency(s)
<b>Strategic Objective-1. Reducing vulnerability to child labour.</b>		
Output-1.1	8.7.1, 4.1.1, 16.10.2	MoLE, , MoPME, MoInf
Output-1.2	8.7.1, 4.5.1 , 4.2.1-4.2.6, 4.21, 4.31, 4.5.1, 4.6.1	MoLE, , SHED, MoPME, MoEF
Output-1.3	8.7.1, 1.1.1, 1.2.2, 1.3.1, 1.4.1	MoLE, CD
Output-1.4	8.7.1	MoLE,
Output-1.5	8.7.1	MoLE,
<b>Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour</b>		
Output-2.1	8.7.1	MoLE,
Output-2.2	8.7.1	MoLE,
Output-2.3	8.7.1, 4.3.1, 1.1.1, 16.2.2	MoLE, MoE (TMED), CD, MoHA

<sup>39</sup> Action Plan of Ministires/Divisions by targets in the implementation of SDGs aligning with 7th Five Year Plan and Beyond; General Economics Division (GED), (Making Growth Works for the Poor), Bangladesh Planning Commission, Ministry of Planning, GoB, June, 2018

Output-2.4	5.4.1	MoSW
Output-2.5	1.1.1	CD
<b>Strategic Objective -3. Increased capacity to protect children at workplace</b>		
Output-3.1	8.7.1	MoLE
Output-3.2	8.7.1, 4.a.1, 5.1.1, 5.2.1, 5.3.1, 5.c.1	MoLE, MoPME, MoWCA
Output-3.3	8.7.1, 4.6.1, 5.4.1	MoLE, MoPME, MoSW
<b>Strategic Objective -4. Partnership and multi-sectoral engagement</b>		
Output-4.1	8.7.1	MoLE
Output-4.2	8.7.1	MoLE
Output-4.3	8.7.1	MoLE
<b>Strategic Objective -5. Monitoring and Evaluation of NPA implementation</b>		
Output-5.1	8.7.1	MoLE
Output-5.2	8.7.1, 17.18.1	MoLE, BBS
Output-5.3	8.7.1	MoLE
Output-5.4	8.7.1	MoLE

## The SDG plus actions to eliminate child labour

There were nine strategic areas of interventions built within the NPA 2012-2016. A brief list of the key outputs under each of the nine strategic areas of intervention are as follows:

### **Strategic Area and Outputs**

#### **1. Policy Implementation and Institutional Development**

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

#### **2. Education**

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

#### **3. Health and Nutrition**

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

#### **4. Social Awareness Raising and Motivation**

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

#### **5. Legislation and Enforcement**

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

## **6. Employment and Labour Market**

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

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

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

## **8. Social and Family Reintegration**

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

## **9. Research and Training**

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

The current NPA 2020-2022 finds these areas of interventions still relevant. It identifies a set of actions that are still relevant within these clusters and builds additional (SDG plus) actions to address child labour. Moreover, the consultative process carried out with NCLWC proposes few more actions. These actions have been included in the planning matrix of the current NPA. These needs to be addressed in future by reforming the SDG implementation strategy and in the upcoming 8<sup>th</sup> Five Year Plan of the country.

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

The experience of implementation of the previous NPA (2012-2016), reveals a need of developing a Resource mobilization Plan (total costs and sources of financing) and an active Multi-Ministerial and Multi-Stakeholder Coordination Committee.

## **2.3 Basic Principles of the NPA**

Keeping in mind the National Child Labour Elimination Policy of Bangladesh, the NPA 2021-2025 for is based on the following guiding principles-

- No discrimination against any one based on sex, religion, caste, education, political ideology, and wealth;
- Government responsibility and ownership;
- Justice for the victims of human trafficking;
- Protection of the best interests of the child victims<sup>13</sup> and respect for human dignity of all during the rehabilitation, rescue and criminal justice processes (protection of victims from re-victimization /harassment);
- Civil Society Participation (or, PPP: public-private partnership);
- Participation of the local-level people and local government institutions;
- Interdisciplinary coordination or cross-section responsibilities shared amongst government agencies *per se* and between the government agencies, IOs and NGOs;
- Conformity with other relevant policies of the Government;

The NPA on elimination of child labour is mainstreamed within the key development plans of the government, primarily with iHarmonized with the Action Plan of Ministires/Divisions by targets in the implementation of SDGs aligning with 7th Five Year Plan and Beyond prepared by General Economics Division (GED), (Making Growth Works for the Poor), Bangladesh Planning Commission, Ministry of Planning, GoB, June, 2018.

## 2.4 Lead Agency and other Government and Implementing Agencies

Ministry of Labour and Employment will lead the implementation of the current NPA 2020-2025.. As there are many actions within the NPA which can only be implemented through collaboration of multiple ministries. As such implementation of NPA cannot be solely assigned to any single ministry. Therefore, in the implementation process of NPA 2020-2025, several ministries have been assigned to lead specific actions. In this regard, for SDG implementation specific ministries have been assigned with the lead-role for specific sets of Goals and Targets. The Ministry of Planning has assigned these roles. Each of the ministries are also well aware of their respective roles and responsibilities. The matrix of SDG implementation plans did not keep any space to reflect the roles of NGOs. However, it is expected that development partners, UN agencies, trade unions, NGO and INGOs will work with MoLE to map their interventions within the framework of NPA to avoid overlapping and appropriate division of responsibilities to complement the government process. The NPA 2020-2025b also identifies a set of actions which are not yet reflected in the SDG implementation plan of GoB , although deems necessary to achieve the strategic objectives of the NPA. In the SDG plus actions roles of national and international NGOs, privates sector, UN agencies and development partners will be critical.. Even though it is not reflected in the matrix, these will be worked out in the implementation plan prepared by MoLE- to make the NPA operational.

## 2.5 Guideline for implementation of NPA 2030-2025

The lead Ministry with the overall responsibility of overseeing the implementation of the NPA 2020-2025 will be the Ministry of Labour and Employment.. At the same time, as per the roles assigned in SDG implementation plan, each of the ministries will take lead and cooperate with relevant ministries to achieve the assigned Goals and Expected Outputs by meeting the Development Targets.

- A. MoLE will bear the responsibility of mass dissemination of NPA 2020-2025. Specially, the NPA 2020-2025 shall be urgently sent to all stakeholders and to all the members of NCLWC and CLMC with a call for action. The MoLE shall prepare an **Implementation Plan** as per the need of meeting the SDG goals of 2021 and 2025.
- B. The Child Labour Welfare Council shall be responsible as the oversight body for NPA implementation. NCLWC shall coordinate, monitor and evaluate the implementation of the NPA 2020-2025periodically (quarterly). It shall find out *relevant volunteering organizations* to work with it, through financing or rendering other technical support, In monitoring and evaluating various activities of the NPA, such organizations shall be working geographically and/or in a specific sector in each administrative Division.
- C. In addition, to NCLWC the Child Labour Monitoring Committees shall carryout coordination and monitoring as per its mandate (see Annex 2 for the formation and makeup of these committees).
- D. Among others the NPA implementation process will be paying special attention **to children affected by natural calamities, integrating indigenous and physically and mentally challenged** children into the mainstream society, hold a **Priority to hazardous child labour and sectors with export potentialities, carry a dual focus** on both sectors and geography based priorities and **address gender** needs of girls and boys. **In addition to the currently listed Hazardous Child Labour, the current NPA shall set priority on six additional manifestations of child labour, namely; Child Domestic Worker; Child labour in dry-fish sector; Street based work of children; Stone collection, carrying and crushing (Brick production, stone collection, brick and stone carrying and breaking); Child Labour in Informal/Local Tailoring and Clothing sectors and Children working in garbage picking and waste disposal (collection, carrying, sorting and waste disposal/management)**

E. MoLE is expected to mainstream the SDG plus actions of the NPA within the SDG implementation strategy of the government and in the upcoming 8<sup>th</sup> FYP through a consultation with different ministries and stakeholders to build a broader ownership on the NPA.

## 2.6 Users' Guideline for NPA 2020-2025

The NPA 2020-2025 is meant to be a guide for everyone involved in actions to eliminate child labour in Bangladesh, especially for those government agencies and other stakeholders who are given specific responsibilities to implement activities outlined above. The NPA outlines the most important steps to be taken and issues to be considered in setting up effective structures, legislative, or judicial, against child labour and procedures for the results-based monitoring, review and evaluation of the present Action Plan. The NPA has laid out directives on responsibilities of different actors.

The NPA 2020-2025 addresses both the formal and informal sector of engagement of child labour. It also addresses the WFCL (both the Hazardous Child Labour and Unconditional Worst Form of Child Labour and Child Labour in general. It builds its concepts on the Labour Act (2006) and relevant ILO conventions.

The operational part of current NPA is summarized and reflected in the Planning Matrix. It needs to be noted that the largest proportion of the project and project propositions are adopted from the **Action Plan of Ministries/Divisions by targets in the implementation of SDGs aligning with 7th Five Year Plan and Beyond**. While every government agency or any other implementing partner should mainly consider the task allocated to it as per the Action Plan shown in the matrix, it should first read the above thematic part of the NPA. Also, there are *notes* about how to use the Matrix of the plan of actions itself, which should also be strictly adhered to.

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

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

## 2.7 Implementation Timeline and Target for NPA 2020-2025

The implementation timeline and target for the current NPA are as follows-

Timeline	Target regarding HCL	Target Regarding Child Labour in genera;
By the end of 2021	Reduction by 100%	Reduction by 10%
By the end of 2022		Reduction by 10%
By the end of 2023		Reduction by 30%
By the end of 2024		Reduction by 30%
By the end of 2025		Reduction by 20%
2020-2025	Reduction by 100%	Reduction by 100%

The Planning Matrix in below involves three components- a) SDG actions planned and proposed by different ministries (in plain black) ; b) Actions planned under 2012-16 NPA still to be implemented (highlighted in royal blue) ; and c) Additional propositions (in red/yellow highlighted).



## **Ministry of Labour and Employment**

### **Draft**

## **National Plan of Action to Eliminate Child Labour (2020-2025)**

## Ministry of Labour and Employment (MoLE)

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	8A
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<u>Output-1.1</u>	Ministry of Labor and Employment (MoLE)	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC MoInd MoTJ	Awareness Raising and Uthan Boithok on trafficking in person 2017 to 2020	100			4. Design effective awareness programs, and initiate outreach activities targeting major stakeholders – parents of the vulnerable, employers, community, local administration (2020-2025)	100
	<u>Output-1.3</u>							7. Introduce Safety net programs for the vulnerable families of child labour (2020-2025)	3000
	<u>Output-1.4</u>							Technological support & innovation for reducing dependency on child labour (2020-225)	100
	<u>Output-1.5</u>							3. Create a complaint management cell within the ministry and / departments (2020-2021)	50
	<u>Output-1.5</u>							6. Review current NPA and develop short term NPA for 2021 and Mid term up to 2025 & implementation	800.0

## Ministry of Labour and Employment (MoLE)

Strategic Objective -1. Reducing vulnerability to child labour									
<b>Output: 1.1</b> Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance). <b>Output: 1.2</b> Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).. <b>Output: 1.3</b> Support to the households of the vulnerable children for economic empowerment. <b>Output: 1.4</b> Motivation for the employers for exploring new/ alternative technology and source of labour. <b>Output: 1.5</b> Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	8A
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<b>Output-2.1</b> Eradication of Hazardous Child Labour in Bangladesh 4 <sup>th</sup> Phase aims to withdraw 100,000 hazardous child labour for work through – <ul style="list-style-type: none"> <li>• Skill training</li> <li>• Financial support of BDT 15,000 to 10% of the trained children.</li> <li>• Raising awareness of the parents and employers</li> </ul>	Ministry of Labor and Employment (MoLE) Planning Wing	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC Molnd MoTJ	Eradication of Hazardous Child Labour in Bangladesh 4 <sup>th</sup> Phase (January 2018- December 2020)	2844.908	The project period of Eradication of Hazardous Child Labour in Bangladesh 4 <sup>th</sup> Phase needs to be revised to 2020 -2022.	No cost extension		

## Ministry of Labour and Employment (MoLE)

Strategic Objective -1. Reducing vulnerability to child labour									
<b>Output: 1.1</b> Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance). <b>Output: 1.2</b> Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).. <b>Output: 1.3</b> Support to the households of the vulnerable children for economic empowerment. <b>Output: 1.4</b> Motivation for the employers for exploring new/ alternative technology and source of labour. <b>Output: 1.5</b> Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Divisions	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	8A
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<b>Output-2.1</b> <ul style="list-style-type: none"> <li>•Registration and withdrawal of 500,000 child labour from informal sector (including children in HCL)</li> <li>•Listing of priority sectors</li> <li>•NFE and mainstreaming</li> <li>•Skill training</li> <li>•Job placement for 200,000 withdrawn children</li> <li>•Raising awareness of the parents and employers.</li> <li>•Avoid duplication in of children and locality with Eradication of Hazardous Child Labour in Bangladesh 4<sup>th</sup> Phase</li> <li>•Strengthen CLU and referral network</li> </ul>	Ministry of Labor and Employment (MoLE) Planning Wing	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC Molnd MoTJ	Eradication of Hazardous Child Labour in Bangladesh 4 <sup>th</sup> Phase (January 2018- December 2020)	28449.08			Elimination of child labour in selected sectors (2021-2025)	14224.54
Strategic Objective -1. Reducing vulnerability to child labour									

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

SDG Targets	Output	Lead/Co-Lead Ministries/Divisions	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	8A
		MoLE	City Corporations					5.3.1 Mobilize city corporations' tax officers and trade license supervisors to monitor workplaces in urban informal sectors	Nil
		MoLE	DIFE					5.3.2 Increase capacity and number of labour inspectors to ensure effective labour inspection, including child labour monitoring, in formal and informal workplaces, including plantations and other agricultural activities.	Nil 2,400,000 10,000,000

## Ministry of Labour and Employment (MoLE)

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour											
<b>Output-2.1: Review and updating of the list of hazardous child labour</b> <b>Output-2.2: Identification and referral guidelines adopted.</b> <b>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</b> <b>Output-2.4: Shelter for children without parental care.</b> <b>Output-2.5: Support to the households of the withdrawn children for economic empowerment</b>											
SDG Targets	Remarks	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)		
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)				
1	10	3	4	6.1	6.2	7.1	7.2	8			
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms		Ministry of Labor and Employment (MoLE)	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC Molnd MoTJ			Revision of the list of hazardous child labour to include child labour in the dray fish sector, waste disposal sector, domestic work. (2020)					
	<u>Output-2.3</u>						2. Eradication of hazardous child labour in Bangladesh (4th Phase) [2017-2020]	1200			
	<u>Output-2.3</u>									1. Withdraw children from hazardous sectors (38 listed HCL and child domestic work, children working in dry fish sector, children working in waste disposal, children working in stone quarry, children working in loca/non-export  garments and children working on street) retrain and place to alternative employment as per law. (2020-2021)	2400
	Output: 2.2								Rehabilitation Project for Street Children of Dhaka City July, 2016 to June 2021	800.00 million	

### Ministry of Labour and Employment (MoLE)

Strategic Objective -3. Increased capacity to protect the child labour									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Outputs	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<u>Output-3.1</u>	Ministry of Labor and Employment (MoLE)	NCLWC DIFE			1.1 Review and Update the list of Hazardous Child Labour		2. Increase manpower with the department for effective child labour compliance monitoring in the industries (2020-2025)	100
								1.3.2 Strengthen the capacity of planning and budgeting officials of concerned ministries representing in NCLWC on how to mainstream and implement child labour related issues into their sectoral plans and projects and programmes .	3580000
								1.3.3 Strengthen the capacity of MoLE and its CLU to play catalytic role for ensuring that child labour related policies and interventions are planned and executed in an integrated and coordinated manner.	720,000
		MoLE	DIFE					Strengthen Child Labour Welfare Council (NCLWC) based on NCLEP and regular meeting.	Divisional level- 21,00,000 Uppazilla level- 5,25,00,000
	<u>Output-3.2</u>							8.Enact Child Domestic Workers protection Law (2020-20-21)	10
								9. Develop Regulatory framework for informal sectors on child labour elimination (2020-2021)	10

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Outputs	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Output-3.2	Ministry of Labor and Employment (MoLE) NCLWC DIFE	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC MoInd MoTJ					10. Ratification of ILO convention 138 and reform of Labour Law (2020-2021)	10
		MoLE	MoLJPA NGOs					5.1.1 Sensitize judiciary and legal enforcement mechanism on child labour related issues amongst concerned stakeholders including law enforcement officers and employers.	4200000
		MoLE	MoLJPA NGOs					5.1.2 Revise Labour Act, 2006 in light of child labour policy. Ensure revised labour laws protect working children in both formal and informal sectors.	Nil

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development. Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Outputs	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
	<u>Output-3.3</u>	MoLE	MoLJPA					5.2.2 Enforce child labour related laws and rules through building greater cooperation and coordination amongst law enforcement agencies .creating mechanisms for public reporting of child labour law violations and ensuring effective prosecution of child labour laws violators.	13,440,000
	<u>Output-3.4</u>	MoLE NCLWC	DIFE Domestic Workers Monitoring Committee					5.2.3 Develop Code of Conduct for Domestic Worker s aimed at prevention, protection and elimination of child domestic workers	5,900,000
	<u>Output-3.3</u>							Child Labour Welfare fund to support integration, health care (including mental) and education.	25% of existing Workers' Welfare fund can be used.

## Ministry of Labour and Employment (MoLE)

Strategic Objective -4. Reducing vulnerability to child labour											
Output-4.1: Coordinating amongst the concerned stakeholders and sectors through NCLWC for the welfare of working children.											
Output-4.2: Holding annual conference on progress of NPA implementation (celebrating success and rewarding/recognizing champions).											
Output-4.3: Increased engagement of LEB, CSOs, Private Sector and Mass Media in resource mobilization and implementation of NPA											
SDG Targets	Output	Lead/Co-Lead Ministries /Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)	Policy/Strategy if needed (in relation with Colum 8)	
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)				
1	10	3	4	6.1	6.2	7.1	7.2	8		9	
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<u>Output-4.1</u>	Ministry of Labor and Employment (MoLE)	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC Molnd MoTJ			4. Stock taking of the interventions of different ministries / CSOs and coordinate Implementation from Child Labor Unit. [2018-2020]	60.0				
	<u>Output-4.1</u>					7. Develop and effective coordination mechanism among ministries and CSOs/ Private sectors [2020-2025]	5.0				
	<u>Output-4.2</u>								Annual conference on progress of NPA implementation (2020-2025)	60	Celebrating success and rewarding/recognizing champions as NCLEP.
	<u>Output-4.3</u>								5. Undertake measures for promoting CSR activities towards prevention of WFCL especially focusing on the families having children vulnerable to WFCL (2020-2021)	10	To encourage the corporations to sponsor events and projects.

## Ministry of Labour and Employment (MoLE)

Strategic Objective -5. Monitoring and Evaluation of NPA implementation										
Output-5.1: Developing a database on child labour. Output-5.2: Periodic monitoring and reporting by national CL monitoring committee and BBS. Output-5.3: National Child Labour Survey Output-5.4: Mid-term (2021) and end-term evaluation (2025)of NPA implementation.										
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)	
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)			
1	10	3	4	6.1	6.2	7.1	7.2	8		
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<u>Output-5.1</u>	Ministry of Labor and Employment (MoLE)	MoEWOE MoFA MoHA MoWCA SID MoYS MoSW MoHFA MoC Molnd MoTJ  BBS IMED					6. Scale up the successful parts from 7th Five year Plan. (2020-2025)	100	
	<u>Output-5.2</u>					5. Strengthen DIFE and Divisional District and Upazilla Level Child Labour committees and make them functional [2018-2020]	100.	Strengthen DIFE and Divisional District and Upazilla Level Child Labour committees and make them functional [2020-2025]	100.	
	<u>Output-5.3</u>								National Child Labour Survey (2020, 2021, 2025)	100
	<u>Output-5.4</u>								Mid-term (2021) and end-term evaluation (2025)of NPA implementation	10

## Bangladesh Bureau of Statistics

Strategic Objective -5. Monitoring and Evaluation of NPA implementation									
Output-5.1: Developing a database on child labour. Output-5.2: Periodic monitoring and reporting by national CL monitoring committee and BBS. Output-5.3: National Child Labour Survey Output-5.4: Mid-term (2021) and end-term evaluation (2025)of NPA implementation.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going projects/programs to achieve 7th FYP goals/targets		Requirement of new project/program up to 2020		Actions/Project beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
<b>Data, monitoring and accountability:</b> 17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by	<u>Output -5.2</u>	Lead: SID (BBS)	BB; ERD; FD; IRD; MoE; MoPME; MoEF; MoHFW; EMRD; ICTD; PTD; LGD; MoA; MoF; MoCHTA; MoHA; MoPA; MoWCA; MoEWOE; MoHPW; <b>MoLE</b>					<ul style="list-style-type: none"> <li>▪ Linkage with BBS to establish gender and age disaggregated database</li> </ul>	ILO supported survey

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

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going Project/Programmes to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ Programme up to 2020		Actions/ Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (Million)
				Project Title and Period	Cost in BDT (Million)	Project Title and Period	Cost in BDT (Million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	<b>Output-1.2</b>	Lead: SHED Co-Lead: MoPME; MoSW TMED	MoCHTA; MoWCA MoRA; MoYS; SID			• Increasing of female student's enrollment for ensuring gender equity. (2018-2020)	2500	• Increasing of girl student's enrollment for ensuring gender equity for matching the national average	2500
	<b>Output-1.2</b>					• Stipend facilities for vulnerable, disabled and girl students. (2018-2020)	5000	• Stipend facilities for all vulnerable, disabled and female students (2 <sup>nd</sup> Phase)	5000
	<b>Output-1.2</b>					• Establishment of PROYASH at Sylhet (July 2016-June 2019) • Establishment of PROYASH at Bogora Cantonment, Bogora (July 2016-June 2020) • • Establishment of Joypurhat Child development Centre (July 2017-June 2020) • Reconstruction Rehabilitation center for destitute children. Konabari, Gazipur (July 2017-June 2020) • Construction and Modernization of PHT center, Chittagong and Khulna (July 2017-June 2020)	249.67 396.25 946.96 886.82 128.35	• Stipend to children of poor households at rural and urban centers with special schooling facilities.	5000

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

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
Output-2.1: Review and updating of the list of hazardous child labour.									
Output-2.2: Identification and referral guidelines adopted.									
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.									
Output-2.4: Shelter for children without parental care.									
Output-2.5: Support to the households of the withdrawn children for economic empowerment									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going Project/Programmes to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ Programme up to 2020		Actions/ Projects beyond 7 <sup>th</sup> FYP Period (2021-2030) Time period re-set (2021-2025)	Cost in BDT (Million)
				Project Title and Period	Cost in BDT (Million)	Project Title and Period	Cost in BDT (Million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	output-2.3	Lead: MoE (TMED)	FD; MoEWOE; MoLE; MoYS; MoWCA; MoInd (BITAC); MoTJ; SID			<ul style="list-style-type: none"> <li>▶ Introducing Dakhil Vocational Course in 3500 Madrasahs and Introducing SSC Vocational Course in 3500 Secondary High Schools. July 2018- June 2020</li> <li>▶ Establishing lab facilities of 500 New vocational Institutions for SSC vocational Courses and Establishing of 5000 New vocational Institutions for Short Course, July 2018- June 2020</li> <li>▶ Implementation of National Quality assurance system in TVET (All Govt. TVET institutions) July 2018- June 2020</li> <li>▶ Establishment of 8 Mohila Technical School &amp; College at 8 Divisional Head Quarters, July 2017- June 2020</li> <li>▶ Stipend program in Non-Government Institute for SSC(VOC) and Dhakil(VOC) with inclusive policy and priority to withdrawn child labour.</li> </ul>	56000.00	2.1.4	9000000
							14000.00		
							500.00		
							2917.40		

## Ministry of Primary and Mass Education (MoPME)

Strategic Objective -1. Reducing vulnerability to child labour									
<b>Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</b> <b>Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..</b> <b>Output: 1.3 Support to the households of the vulnerable children for economic empowerment.</b> <b>Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.</b> <b>Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.</b>									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
<b>Target 4.1</b> By 2030 , ensure that all girls and boys complete free , equitable and quality primary education leading to relevant and effective learning outcomes	<b>Output- 1.1</b>	Lead: MoPME Co-Lead: MoE	MoWCA; MoInf; MoSW; MoRA; MoHFW; LGED; MoYS; SID	5. Need based Development of Newly Nationalized Government Primary Schools <b>July 2017-June 2021</b>	5. 57405.95	4 <sup>th</sup> Primary Education Development Program (PEDP4) (2018-22)  (Program is under preparation. Commencement from 1 <sup>st</sup> July 2018)	1877687.66 (Estimated cost)	5 <sup>th</sup> Primary Education Development Program (PEDP5)  (Planned for (2023-27)  Special stipend the children of the vulnerable / marginalized households in the primary education (2020-2025)	
				8. School Feeding Program in Poverty Prone Areas. <b>July 2010-Dce '20</b>	8. 49919.73				

### Ministry of Primary and Mass Education (MoPME)

Strategic Objective -1. Reducing vulnerability to child labour									
<b>Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</b> <b>Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..</b> <b>Output: 1.3 Support to the households of the vulnerable children for economic empowerment.</b> <b>Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.</b> <b>Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.</b>									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
<b>Target 4.2</b> By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	<b>Output-1.2</b>	Lead: MoPME Co-Lead: MoHFW	MoSW; MoWCA; MoRA; LGED			4 <sup>th</sup> Primary Education Development Program (PEDP4) (2018-22)  (Program is under preparation. Commencement from 1 <sup>st</sup> July 2018)	1877687.66 (Estimated cost)	5 <sup>th</sup> Primary Education Development Program (PEDP5)  (Planned for (2023-27)  Special stipend the children of the vulnerable / marginalized households in the primary education  (2021-2025)	

### Ministry of Primary and Mass Education (MoPME)

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
<b>Target 4.6</b> By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	<b>Output -3.3.</b>	Lead: MoPME	MoWCA; MoYS; Molof; MoRA; MoSW; SID;	Basic Literacy Project (64 District) (01/02/2018 – 01/06/2022)	1428.7	-	-	2.1.3 Improve school access of out-of-school children and working children through government and non-government managed schools, including special evening schools through employers' contribution/ non-formal education.	1000
		Co-Lead: MoE						2.1. 5 Expand Conditional Cash Transfer (CCT) scheme / programme implementation for (in both urban slum and rural areas) households of working children for ensuring enrollment and continuing education of children.	Inclusion of child labour within the existing coverage
		Lead: MoPME	City Corporations NGOs					2.1. 6. Incorporate child rights and child labour into teacher's curriculum in all primary and secondary schools and conduct ToT among schools teachers.	NIL
		Co-Lead: MoE	MoE MoLE NGOs					2.2.1 Improve access to technical and vocational education and training (centre-based skills development training and supervised apprenticeship training) to out-of-school youth and working adolescents (aged 14 to 17 years of age), including decent job-placement and work place improvement programme.	
	<b>Output -3.3.</b>	Lead: MoPME	MoE MoLE NGOs					2.3.1 Provide life skills training to children through MoPME and NGOs working with children.	Inclusion of child labour within existing coverage.
		Co-Lead: MoE						2.3.2 Provide basic employability skills (giving interview, preparing their CVs) through MoPME, MoLE, and NGOs managed skills development training centers.	60,000,000

### Ministry of Social Welfare (MoSW)

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally	<b>Output-3.3</b>	Lead MoSW	CD; GED; MoLE; MoWCA; SID;MoF					Special social safety-net program for the children and household of children in child labour.  (2021-25)	

## Ministry of Social Welfare (MoSW)

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
Output-2.1: Review and updating of the list of hazardous child labour.									
Output-2.2: Identification and referral guidelines adopted.									
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.									
Output-2.4: Shelter for children without parental care.									
Output-2.5: Support to the households of the withdrawn children for economic empowerment									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally	<b>Output-2.4</b>	Lead MoSW	CD; GED; MoLE; MoWCA; SID;MoF			9. Sheikh Russell Training and rehabilitation center (19) for Child	50648.00	Expansion of shelter provisions for children. without parental care (2021-2025)	

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
<b>Output-2.1: Review and updating of the list of hazardous child labour.</b> <b>Output-2.2: Identification and referral guidelines adopted.</b> <b>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</b> <b>Output-2.4: Shelter for children without parental care.</b> <b>Output-2.5: Support to the households of the withdrawn children for economic empowerment</b>									
SDG Targets	Output	Lead/ Co-Lead Ministries/ Divisions	Associate Ministries/ Divisions	On-going Project/ Programme to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirements of New Projects/Programme up to 2020		Actions/Projects beyond 7 <sup>th</sup> FYP Period 2021-2030)	Cost in BDT (million)
				Project/ Program Titles and Period	Cost in BDT (million)	Project/ Program Titles and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	<b>output-2.3</b>	Lead: CD (leading the NSSS); Co-Lead: GED (as NPPF)	ERD; FD; BB; BFID; LGD; MoA; MoF; MoDMR; MoEWOE; MoFL; MoInd; MoLE; MoSW; MoYS; PMO; RDCD; SID; MoWCA, MoCHTA; MoLWA					Project: 1. Street Children Rehabilitation Programme. 2. Rehabilitation of the families of the street children 3. Rehabilitation of the women and children beggars.	▪
	<b>Output-2.5</b>			• Program:	1136.8 m	Program: Lactating Allowance for Working Mother in Urban Areas. July 2017-June 2021	2273.6 m		▪
	<b>Output-2.5</b>					• Lactating Allowance for Working Mother in Urban Areas. • July 2015-June 2017 •			Program: Vulnerable Group Development (VGD) Jan 2017-Dec 2021

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -1. Reducing vulnerability to child labour											
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).											
Output: 1.2 Motivation and financial support/Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..											
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.											
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.											
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.											
SDG Targets	Output	Lead/ Co-Lead Ministries/ Divisions	Associate Ministries/ Divisions	On-going Project/ Programme to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirements of New Projects/Programme up to 2020		Actions/Projects beyond 7 <sup>th</sup> FYP Period 2021-2030)	Cost in BDT (million)		
				Project/ Program Titles and Period	Cost in BDT (million)	Project/ Program Titles and Period	Cost in BDT (million)				
1	10	3	4	6.1	6.2	7.1	7.2	8			
Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	<b>Output-1.3</b>	Lead: CD (leading the NSSS); Co-Lead: GED (as NPFP)	ERD; FD; BB; BFID; LGD; MoA; MoF; MoDMR; MoEWOE; MoFL; MoInd; MoLE; MoSW; MoYS; PMO; RDCC; SID; MoWCA, MoCHTA; MoLWA			Program: Micro-credit for Poor, Divorced, Helpless and Homeless Women July 2017-June 2021.	60.00 m	Credit Programme: Micro-credit for Poor, Divorced, Helpless and Homeless Women July 2021-June 2025.	80.00		
	<b>Output-1.3</b>					Program: Oppressed and Destitute Women and Children Welfare Fund. July 2017-June 2021	767.4 m		▪		
	<b>Output-1.3</b>					Project: Income Generating Activities for Women at Upazial Level (July 2016-June, 2021)	2500.00 m			▪ 5000.00	
								Project: Investment Component for Vulnerable Group Development (ICVGD) July 2019-June 2021	5000.00 m		▪
	<b>Output-1.3</b>			CD; GED	ERD; FD; LGD; MoA; MoF; MoCHTA; MoDMR; MoEWOE; MoFL; MoHFW; MoInd; MoRA; MoLE; MoSW; MoWCA; MoYS; PMO; RDCC; SID			Program: Oppressed and Destitute Women and Children Welfare Fund. July 2017-June 2021 Program: Rehabilitation of street Children. July 2017-June 2022	65.56 m  4500.00 m		

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
5.1 End all forms of discrimination against all women and girls every where	<b>Output- 3.2</b>	Lead: MoWCA	MoHA; LJD; LPAD; MoInd; MoFA; MoLE MoRA; MoTJ	Project: Multi-sectoral Programme for Prevention of Violence against women. (July 2016-June 2021)	1160.00 million				

Ministry of Women and Children Affairs (MoWCA)

Strategic Objective -3. Increased capacity to protect children at workplace									
Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.									
Output-3.2: Strengthening enforcement of legal and protection provisions.									
Output-3.3: Access of child labour to education, skills, economic support for healthy development.									
Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	<b>Output- 3.2</b>	Lead: MoWCA	MoHA; LJD; LPAD; SID; MoEWOE; MoFA; MoLE MoRA; MoTJ	Project: Multi-sectoral Programme for Prevention of Violence against women. (July 2016-June 2021)	1160.00 million	Program: Establishment of Adolescent Club. Jan 2020-Dec. 2022	100.00 m	Program: Establishment of Adolescent Club. Jan 2020-Dec. 2022	•
		Lead: MoWCA	MoHA; SID		-				
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	<b>Output- 3.2</b>	Lead: MoWCA	MoHA; MoInf; MoRA; MoFA; MoHFW; SID	Project: Establishment of Kishor-Kishori Club (July2017-June 2021)  Establishment of Adolescent Club. Jan 2017-Dec. 2019	9000.00 m	Project: Accelerating Protection for child Rights Jul 2017-jun2021	2200.00 million		•

## Cabinet Division

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	<b>Output-1.3</b>	CD; GED	BFID; FD; BB; ICTD; LGD; MoA; MoF; MoEWOE; MoCHTA; MoCA; MoDMR; MoE; MoFL; MoHFW; MoLE; MoLWA; MoPME; MoSW; MoWCA; MoYS; RDCD; ; SID			Program: Vulnerable Group Development (VGD) Jan 2018-Dec 2021	24591.24m		
	<b>Output-1.3</b>	CD; GED	BFID; FD; BB; ICTD; LGD; MoA; MoF; MoEWOE; MoCHTA; MoCA; MoDMR; MoE; MoFL; MoHFW; MoLE; MoLWA; MoPME; MoSW; MoWCA; MoYS; RDCD; ; SID			Program: Vulnerable Group Development (VGD) Jan 2017-Dec 2021	5000.00m		
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	<b>Output-1.3</b>	<i>Lead:</i> CD <i>Co-Lead:</i> RDCD	BFID; BB; FD; ICTD; LJD; LPAD; LGD; MoA; MoEF; MoFL; MoL; MoWR; MoYS; MoEWOE; <b>MoWCA</b> ; MoInd; MoCHTA; MoLWA; SID	Project: Economic Empowerment through skill Development july-2016- jun2021	8836.00m				

## Ministry of Education

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	<u>Output-1.2</u>	Lead: MoE;	MoEWOE; MoLE; MoYS; MoWCA; MoInd (BITAC); MoTJ; SID					1. Motivational programme for parents to prevent drop out children from the school. 2. Making arrangement of education of the street children.	
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	<u>Output-1.2</u>	Lead: MoE; Co-Lead: MoPME ;	Co-Lead: MoSW MoCHTA; MoWCA MoRA; MoYS; SID;					1. Motivational programme for parents to prevent drop out children from the school. 2. Making arrangement of education of the street children.	

## Ministry of Primary and Mass Education

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG Targets	Output	Lead/Co-lead Ministry/ Division	Associate Ministry/ Division	On-going Project/Program to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ program up to 2020		Action/Projects beyond 7 <sup>th</sup> FYP Period (2021-2030)	Cost in BDT (million)
				Project Title and Period	Cost in BDT (million)	Project Title and Period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	<b>Output-1.2</b>	Lead: MoPME :	MoHFW MoSW; MoWCA; MoRA; LGD; d			Project: Support for First-1000 days Children July 2017-June 2022  Project: rehabilitation of street children July 2017-June 2022	2000.00 m  1500.00 m	1. Motivational programme for parents to prevent drop out children from the school. 2. Preventing child marriage through adolescents club (60 % girls and 40% boys). 3. Making arrangement of education of the street children.	
4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men	<b>Output-1.2</b>	Lead: MoPME; Co-Lead: MoE; and women, achieve literacy and numeracy	MoWCA; MoYS; MoInf; MoRA; MoSW; SID					1. Motivational programme for parents to prevent drop out children from the school. 2. Preventing child marriage through adolescents club (60 % girls and 40% boys). 3. Making arrangement of education of the street children.	
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	<b>Output-3.2</b>	Lead: MoPME	MoE; MoWCA; SEID; LGD	Project: Multi-sectoral Programme for Prevention of Violence against women. (July 2016-June 2021)	1160.00 million			7.2.2 Provide financial and in-kind incentives to school going children "at risk" of drop-out such as books, school bags, uniforms transportation allowance, counseling, and remedial programmes for slow learners school breakfast or lunch programmes.	6053,300,000

### Ministry of Home Affairs

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour									
Output-2.1: Review and updating of the list of hazardous child labour.									
Output-2.2: Identification and referral guidelines adopted.									
Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.									
Output-2.4: Shelter for children without parental care.									
Output-2.5: Support to the households of the withdrawn children for economic empowerment									
SDG Targets	Output	Lead/Co-Lead Ministries/Division	Associate Ministries/Divisions	On-going Project/Programmes to achieve 7 <sup>th</sup> FYP Goals/Targets		Requirement of New Project/ Programme up to 2020		Actions/ Projects beyond 7 <sup>th</sup> FYP Period (2021-2030) Time period re-set (2021-2025)	Cost in BDT (Million)
				Project Title and Period	Cost in BDT (Million)	Project Title and Period	Cost in BDT (Million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
16.	<u>Output-2.3</u>	Lead: MoHA	MoFA; MoWCA, MoSW; MoDMR					<ul style="list-style-type: none"> <li>▪ Implementation of National Plan of Action to Prevent and Suppress Human Trafficking (2018-2022); MoHA</li> </ul>	

## Ministry of Information (Mol)

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG targets	Output	Lead/Co-lead Ministries/ Divisions	Associate Ministries/ Divisions	On-going Project/Programme to achieve 7th FYP Goals/ Targets		Requirements of New Project/ Programme up to 2020		Actions/ Projects beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project title and period	Cost in BDT (million)	Project title and period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
16.10 Ensure public access to information and protect fundamental freedoms. in accordance with national legislation and international agreement	<b>Output-1.1</b>	MoInf	Infcom. MoFA (UPR)			2. 'Advocacy and Communication for Children and Women (5th phase)' July 2017 to June 2021	1400	'Advocacy and Communication for Children and Women (6th phase)' July 2021 to June 2025	
		MoI	City Corporation NGOs					4.1.1 Prepares TV and radio spots (3-5 minutes) on child labour and HWFCL for screening in cinemas, TV, radio and other mass media.	15,600,000
		MoI	City Corporation NGOs					4.1.2 Stage social drama (popular theatre) on harmful effects of child labour and on HWFCL at villages, markets, bus stations and slums.	10,100,000
		MoI	City Corporation NGOs					4.1.3 Organize awareness meetings with religious leaders and their associations to work on the elimination of <14 years old child labour and <18 years old HWFCL. The imams of the mosques should be trained and asked to disseminate these in the mosques	2815000

Strategic Objective -1. Reducing vulnerability to child labour									
Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).									
Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..									
Output: 1.3 Support to the households of the vulnerable children for economic empowerment.									
Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.									
Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.									
SDG targets	Output	Lead/Co-lead Ministries/ Divisions	Associate Ministries/ Divisions	On-going Project/Programme to achieve 7th FYP Goals/ Targets		Requirements of New Project/ Programme up to 2020		Actions/ Projects beyond 7th FYP Period (2021-2030)	Cost in BDT (million)
				Project title and period	Cost in BDT (million)	Project title and period	Cost in BDT (million)		
1	10	3	4	6.1	6.2	7.1	7.2	8	
16.10 Ensure public access to information and protect fundamental freedoms. in accordance with national legislation and international agreement	<b>Output-1.1</b>	MoI	City Corporation NGOs					4.1.4 Publicize messages on harmful effects of child labour through billboards, wall paintings, posters and leaflets throughout the country	50200000
		MoI	City Corporation NGOs					4.1.5 Organize awareness raising activities to sensitize employers, workers including working children, parents, guardian, and mass public on hazardous sectors and to take actions in addressing Hazardous and WFCL in those sectors.	4,900,000
		MoI	MoPME City Corporation NGOs					4.1.6 Educate school going children (both primary and secondary schools) on child rights and the negative effects of child labour, especially on hazardous and worst forms of child labour.	Nil
		MoI	City Corporation MLGRD&C NGOs					4.2.1 Replicate Dhaka City Corporation's (DCC) good lessons learned and model of Community - based Workplace Surveillance Group (CWSGs) to monitor child labour situations in the community and workplace as well as to raise awareness among community members and employers.	2,200,000

GUIDELINES ON ACTIONS DURING AND IN POST COVID-19 PANDEMIC



**Ministry of Labour and Employment**

**Draft**

**National Plan of Action to Eliminate Child  
Labour (2020-2025)**

## **Context of COVID-19 and Child Labour**

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

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

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

### **The Emerging Strategic Concerns**

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

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

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

Other studies and findings of consultations during COVID-19 have identifies some gaps in the Emergency Response in relation to child labour and other marginalized groups of children. Firstly, in absence of PPE coupled with inadequate measures for social distancing and safety, the existing NGO and GO services (including drop-in-centers, night shelter, NFE and skill development programs) came

to a halt. While the closure of schools did not mean protection for the children living on the street or at shelter and children at work. Secondly, the children in child labour were not given income-protection, health care access, special safety-net, safe shelter/quarantine space or family reunion assistance during general leave (lockdown of economy). This heightened their livelihood crisis. Thirdly, there is structural Gaps in Child Protection in general. In Bangladesh, while around 40 percent population comprises of children, in the total social safety-net budget, only 15 percent is spent on child protection. With the existing allocation, less than 40 percent of the child population can be covered. With the increase of poverty induced marginalization of children due to COVID-19, this allocation will suffer from greater inadequacy.

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

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

#### **Work at Hand of LEB/CLMC at local level**

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

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

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

### **Work at Hand of NCLWC at Central Level**

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

### **Measures for Development Programming**

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

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



## **Ministry of Labour and Employment**

### **Draft**

## **National Plan of Action to Eliminate Child Labour (2020-2025)**

## Monitoring Guideline

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

The monitoring of progress needs follow the implementation timeline and target set for the current NPA -

Timeline	Target regarding HCL	Target Regarding Child Labour	Method of Monitoring
By the end of 2021	Reduction by 100%	Reduction by 10%	<ul style="list-style-type: none"> <li>• National Child Labour Survey 2021 by BBS</li> <li>• Data on SDG implementation</li> <li>• NPA implementation data from different ministries/agencies and stakeholders</li> <li>• Data from CLU, DIFE, NCLWC, CTCs</li> </ul>
By the end of 2022		Reduction by 10%	
By the end of 2023		Reduction by 30%	
By the end of 2024		Reduction by 30%	
By the end of 2025		Reduction by 20%	
2020-2025	Reduction by 100%	Reduction by 100%	National Child Labour Survey 2026 by BBS

### For Actions built within SDG Implementation Plan

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

### For SDG plus Actions :

These includes two clusters of actions. Firstly, a set of actions planned under the previous NPA (2012-2016), which remain still relevant for the current NPA. Secondly, a set of actions newly proposed for the current NPA.

3. Concerned ministries, department, agencies, UN agencies, INGOs and NGOs can generate monitoring data for relevant actions by developing a set of indicators. The monitoring data can be shared with MoLE on periodic basis (quarterly).

### In General:

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

## Monitoring Matrix : Ministry of Labour and Employment (MoLE)

<b>Strategic Objective -1. Reducing vulnerability to child labour</b>	
<b>Output: 1.1</b> Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance). <b>Output: 1.2</b> Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE).. <b>Output: 1.3</b> Support to the households of the vulnerable children for economic empowerment. <b>Output: 1.4</b> Motivation for the employers for exploring new/ alternative technology and source of labour. <b>Output: 1.5</b> Institutional capacity building to monitor and address child labour from central to union level.	
<b>SDG Targets</b>	<b>Global Indicators for SDG Target's</b>
<b>1</b>	<b>2</b>
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<b>8.7.1</b> Proportion and number of children aged 5-17 years engaged in child labour by sex and age
<b>Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour</b>	
<b>Output-2.1: Review and updating of the list of hazardous child labour</b> <b>Output-2.2: Identification and referral guidelines adopted.</b> <b>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</b> <b>Output-2.4: Shelter for children without parental care.</b> <b>Output-2.5: Support to the households of the withdrawn children for economic empowerment</b>	
<b>SDG Targets</b>	<b>Global Indicators for SDG Target's</b>
<b>1</b>	<b>2</b>
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<b>8.7.1</b> Proportion and number of children aged 5-17 years engaged in child labour by sex and age
<b>Strategic Objective -3. Increased capacity to protect children at workplace</b>	
<b>Output-3.1: Strengthening institutions to monitor child labour- including in the informal sector.</b> <b>Output-3.2: Strengthening enforcement of legal and protection provisions.</b> <b>Output-3.3: Access of child labour to NFE and Welfare Fund for healthy development.</b> <b>Output-3.4: Code of conduct and protection protocol for children in informal sector adopted and made public.</b>	
<b>SDG Targets</b>	<b>Global Indicators for SDG Target's</b>
<b>1</b>	<b>2</b>
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<b>8.7.1</b> Proportion and number of children aged 5-17 years engaged in child labour by sex and age
<b>Strategic Objective -4. Reducing vulnerability to child labour</b>	
<b>Output-4.1: Coordinating amongst the concerned stakeholders and sectors through NCLWC for the welfare of working children.</b> <b>Output-4.2: Holding annual conference on progress of NPA implementation (celebrating success and rewarding/recognizing champions).</b> <b>Output-4.3: Increased engagement of LEB, CSOs, Private Sector and Mass Media in resource mobilization and implementation of NPA</b>	
<b>SDG Targets</b>	<b>Global Indicators for SDG Target's</b>
<b>1</b>	<b>2</b>
<b>Target 8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	<b>8.7.1</b> Proportion and number of children aged 5-17 years engaged in child labour by sex and age

### Monitoring Matrix: Bangladesh Bureau of Statistics

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

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

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

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

<b>Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour</b>	
<b>Output-2.1: Review and updating of the list of hazardous child labour</b>	
<b>.Output-2.2: Identification and referral guidelines adopted.</b>	
<b>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</b>	
<b>Output-2.4: Shelter for children without parental care.</b>	
<b>Output-2.5: Support to the households of the withdrawn children for economic empowerment</b>	
<b>SDG Targets</b>	<b>Global Indicators for SDG Target's</b>
<b>1</b>	<b>2</b>
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex

### Monitoring Matrix : Ministry of Priamry and Mass Education

<b>Strategic Objective -1. Reducing vulnerability to child labour</b>	
<b>Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</b>	
<b>Output: 1.2 Motivation and financial support/stipend to children of poor households at rural and urban centers with special schooling facilities (TVET, NFE)..</b>	
<b>Output: 1.3 Support to the households of the vulnerable children for economic empowerment.</b>	
<b>Output: 1.4 Motivation for the employers for exploring new/ alternative technology and source of labour.</b>	
<b>Output: 1.5 Institutional capacity building to monitor and address child labour from central to union level.</b>	

SDG Targets 1	Global Indicators for SDG Target's 2
<b>Target 4.1</b> By 2030, ensure that all girls and boys complete free, equitable and quality primary education leading to relevant and effective learning outcomes	<b>4.1.1.</b> Proportion of children (a) in Grade 2 or 3; (b) at the end of Primary Education achieving at least a minimum proficiency level in (i) Reading and (ii) Math, by Gender <b>4.1.2.</b> Administration of a nationally-representative Learning Assessment (a) in Grade 2 or 3; (b) at the end of Primary Education (Grade 5) <b>4.1.3</b> Gross intake ratio to the last grade of Primary Education (Survival Rate to Grade 5) <b>4.1.4</b> Primary Cycle Completion rate <b>4.1.5</b> Out-of-school Children Rate (6-10 years) and (11-14 years) <b>4.1.6</b> Percentage of children over-age for grade in Primary Education <b>4.1.7</b> Number of years of (a) free and (b) compulsory primary education guaranteed in legal frameworks <b>4.1.8</b> DPED/C- in-Ed trained teachers
<b>Target 4.2</b> By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	<b>4.2.1</b> Proportion of children under 5 years of age who have access in Early Childhood Care and Development (ECD), by Gender <b>4.2.2</b> Participation rate in organized learning (one year before the official primary entry age), by Gender <b>4.2.3</b> Gross PPE enrolment ratio, by Gender <b>4.2.4</b> Net PPE enrolment ratio, by Gender <b>4.2.5</b> Well decorated & designated PPE classroom <b>4.2.6</b> PPE classroom size for 25/30 children
<b>Target 4.6</b> By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	<b>4.6.1</b> percentage of population in GIVEN ge group achieving at least a fixed level of proficiency in functional literacy and (b) numeracy skills by sex.

### Monitoring Matrix : Ministry of Social Welfare

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

### Monitoring Matrix: Ministry of Women and Children Affairs

Strategic Objective -2. Withdrawing working children from hazardous and worst forms of child labour	
<b>Output-2.1: Review and updating of the list of hazardous child labour.</b> <b>Output-2.2: Identification and referral guidelines adopted.</b> <b>Output-2.3: Economic and social support to the children withdrawn from work with priority to children in HCL and girls in CL linked with TVET/NFE and alternative job placement.</b> <b>Output-2.4: Shelter for children without parental care.</b> <b>Output-2.5: Support to the households of the withdrawn children for economic empowerment</b>	
SDG Targets 1	Global Indicators for SDG Targets 2
Target 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as	1.4.1 Proportion of population living in households with access to basic services

well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by sex
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4.3.1. Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	4.5.1 Parity indices (female/ male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated
4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men	4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	4.a.1 Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic hand washing facilities (as per the WASH indicator definitions)
5.1 End all forms of discrimination against all women and girls every where.	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex .
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age .  5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence.
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment.

### Monitoring Matrix: Ministry of Home Affairs

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

### Monitoring Matrix: Ministry of Information

<b>Strategic Objective -1. Reducing vulnerability to child labour</b>
<b>Output: 1.1 Raising general awareness amongst parents, the community and civil society about child labour (to promote community resistance).</b>

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