



FEDERAL REPUBLIC OF NIGERIA

NATIONAL ACTION PLAN FOR THE ELIMINATION OF CHILD LABOUR IN NIGERIA (2013 - 2017)

FEDERAL MINISTRY OF LABOUR AND PRODUCTIVITY



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FOREWORD

The National Action Plan on Child Labour articulates a framework for the building of synergy among stakeholders as well as defining roles and responsibilities in the intervention chain. In this way, functions are delineated and progress easily evaluated. The National Action Plan is a response to the growing concern and determination of the Federal Government of Nigeria to eliminate Child Labour especially its Worst Forms.

Child labour being multifaceted requires an array of intervention strategies hence the need for National Action Plan that provides the guide for the various stakeholders to identify their specific roles based on their comparative advantages in the national response. The major advantage of the National Action Plan is the elimination of duplicity by the various actors cutting across the tripartite constituents, the Civil Society Organizations, Community Based Organizations, Non- Governmental Organizations and Donor Agencies. The need for a more coordinated action is predicated on the fact that child labour poses a threat to physical, social, cognitive, moral and educational development of the Child. It also creates a reservoir of children for easy recruitment into prostitution, robbery, violent crimes and other forms of deviant behaviours.

The National Action Plan went through a wide and rigorous consultative process that included all relevant sectors of the economy: Governments, Labour Unions, Employers' Associations, Civil Society Organizations and Faith Based Groups. The National Action Plan presents a coherent framework for multi-sectoral and multi-disciplinary action against child labour.

The expeditious approval by the Federal Executive Council attests to the commitment and political will of government to the issue of child labour in Nigeria. I am optimistic that a faithful implementation of the National Action Plan will go a long way in the elimination of Hazardous and Worst Forms of Child Labour in Nigeria. In addition, it will provide a platform for experience sharing, lessons learnt among the various implementers as well as forming the basis for an efficient and effective monitoring and evaluation of the various interventions aimed at eliminating Child Labour in Nigeria.



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ACKNOWLEDGMENT

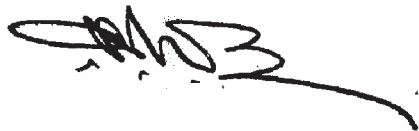
The production of this National Action Plan would not have been possible without the commitment of the various stakeholders who actively participated in the process of developing this document. To them all we are thankful.

We profoundly express our appreciation in particular to the Honourable Minister of Labour and Productivity, Chief Emeka Wogu, CON, and the National Steering Committee on the Elimination of Child Labour for their support towards the implementation of the various provisions in the National Action Plan on Child Labour in Nigeria.

We commend the contributions of our esteemed Social Partners - Nigerian Labour Congress (NLC), Trade Union Congress (TUC), and Nigeria Employers' Consultative Association (NECA), Faith Based Organizations (CAN & NSCIA), Network against Child Trafficking, Abuse and Labour (NACTAL) and the line Ministries, Departments and Agencies in the entire process.

We also extend our appreciation to the International Labour Organization (ILO), the United States Department of Labour (USDOL) for their technical and financial support to the development of the National Action Plan.

I appreciate the tremendous efforts and commitment displayed by the entire Child Labour Unit of the Ministry in the entire process of bringing this National Action Plan to fruition. I salute all Labour and Factory inspectors nationwide for their efforts in stemming the tide of child labour and ensuring compliance with our extant Labour Laws.



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CONTENTS

SECTION

FOREWORD	i
ACKNOWLEDGMENT	ii
TABLE OF CONTENTS	iii
ACRONYMS	v-vi
1.0 Introduction	1
1.1 Chronology of NAP Development Process	1
1.2 Goal of NAP	2
2.0 Current Situation and Gaps	2
Thematic Area 1: Policy, Legal and Enforcement Framework	2
Thematic Area 2: Institutional Arrangement	4
Thematic Area 3: Awareness Raising and Mass Mobilization	6
Thematic Area 4: Prevention	
Education and Vocational-skills Acquisition	7
Thematic Area 5: Treatment of Child Labour Victims	9
Thematic Area 6: Monitoring, Evaluation and Review	11
Thematic Area 7: Research and Special Surveys	12
3.0 Strategic Framework	13
3.1 Thematic Area 1: Policy, Legal Framework and Enforcement	13
Table1 Policy, Legal Framework and Enforcement	
3.2 Thematic Area 2: Institutional Arrangement	14
Table 2 Institutional Arrangements	
3.3 Thematic Area 3: Awareness Raising and Mass Mobilization	18
Table 3 Awareness Raising and Mass Mobilization	

3.4	Thematic Area 4: Prevention	19
	Table 4 Prevention	
3.5	Thematic Area 5: Treatment of Child Labour Victims	23
	Table 5 Treatment of Child Labour Victims	
3.6	Thematic Area 6: Monitoring, Evaluation and Review	24
	Table 6 Monitoring, Evaluation and Review	
3.7	Thematic Area 7: Research and Special Surveys	25
	Table 7 Research and Special Surveys	
4.0	Implementation of the National Action Plan	26
4.1	Funding Plan	26
4.2	Monitoring And Evaluation (M&E) Framework	26
	APPENDICES	27
	Appendix A: Budget Template by Thematic Areas	

ACRONYMS

AIDS	Acquired Immuno-Deficiency Syndrome
CBO	Community Based Organization
CBGs	Community Based Groups
CDA	Community Development Association
CL	Child Labour
CLU	Child Labour Unit
CPN	Child Protection Network
CRA	Child Rights Act
CSO	Civil Society Organization
ECOWAS	Economic Community of West African of States
FBO	Faith Based Organization
FGN	Federal Government of Nigeria
FHLE	Family Health Life Education
FMoE	Federal Ministry of Education
FMoJ	Federal Ministry of Justice
FML&P	Federal Ministry of Labour & Productivity
FMoM&S	Federal Ministry of Mines & Steel
FMoWA&SD	Federal Ministry of Women Affairs & Social Development
HIV	Human Immuno-deficiency Virus
IDP	Internally Displaced Persons
IEC	Information Education Communication (Material)
ILO	International Labour Organization
IP	Implementing Partners
IPEC	International Programme on Elimination of Child Labour
KPI	Key Performance Indicators
LAC	Legal Aids Council
LGA	Local Government Authority
M&E	Monitoring & Evaluation
MAN	Manufacturer's Association of Nigeria
MDA	Ministries, Departments & Agencies
NACTAL	Network of Civil Society Organizations Against Child Trafficking Abuse & Labour
NAP	National Action Plan
NAPEP	National Poverty Eradication Programme
NAPTIP	National Agency for the Prohibition of Trafficking in Persons
NASS	National Assembly
NBS	National Bureau of Statistics
NCS	Nigerian Custom Service
NDE	National Directorate for Employment
NDHS	National Demographic and Health Survey

NECA	Nigeria Employers' Consultative Association
NGO	Non Governmental Organization
NHIS	National Health Insurance Scheme
NHRC	National Human Rights Commission
NIS	Nigerian Immigration Service
NISER	Nigerian Institute for Social and Economic Research
NLC	Nigeria Labour Congress
NOA	National Orientation Agency
NP	National Policy
NPF	Nigerian Police Force
NPopC	National Population Commission
NPC	National Planning Commission
NSC	National Sport Commission
NSCCL	National Steering Committee on Child Labour
NSCDC	Nigeria Security and Civil Defense Corp
NUJ	Nigeria Union of Journalist
NYSC	National Youth Service Corps
OVC	Orphan and Vulnerable Children
PPFN	Planned Parenthood Federation of Nigeria
PTA	Parent Teachers Association
SBMC	School Based Management Committee
SCREAM	Supporting Children's Rights through Education, the Arts and the Media
SIMPOC	Statistical Information and Monitoring Programme on Child Labour
SMEDAN	Small & Medium Enterprises Development Agency of Nigeria
SOP	Standard Operating Procedure
SSCCL	State Steering Committee on Child Labour
STI	Sexually Transmitted Infection
SURE-P	Subsidy Reinvestment and Empowerment Programme
TU	Town Union
TUC	Trade Union Congress
UBE	Universal Basic Education
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations Children's Fund
WDC	Ward Development Committee

National Action Plan on the Elimination of Child Labour

1.0 INTRODUCTION

Child labour is a fundamental multidimensional development concern. It cuts across economic, social, religious, cultural and regional divides. In the process, human dignity and human rights are compromised. Realistically, children in Nigeria have not been effectively shielded from this menace. This is attributable to several factors, such as poverty, ignorance, unemployment, absence of social security support for the vulnerable, misinterpretation of cultural and religious beliefs and weak institutional framework. Efforts towards the development of a National Policy on Child Labour (NPCL) and a National Action Plan (NAP) that will drive its implementation suffered some challenges but have now been finalized.

The first section of this document presents a synoptic background of the country's profile, the development process and the rationale for a NAP. In the second section, the policy environment, existing gaps and recommended interventions are described. It highlights the achievements, gaps and recommended actions to be taken. Section three describes the intervention strategies and M&E framework while section four contains Implementation of the National Action Plan.

1.1 CHRONOLOGY OF NAP DEVELOPMENT PROCESS

S/No	EVENTS	TIMELINE
1.	Initiation of the development process of the NP and NAP documents	2000
2.	Production of draft versions of the NAP document	2000 - 2010
3.	Launching of ECOWAS I & II projects and strategic planning workshop where finalization of NP and NAP documents were accorded priority (Abuja & Abeokuta)	Sept-Oct. 2010.
4.	National consultative workshops (Abuja)	December 2011
5.	National sensitization workshops and planning meeting for zonal consultative workshops (Abuja)	May 12, 2012
6.	6 - Zonal consultative workshops on the development process of NP & NAP (Calabar, Umuahia, Lagos, Sokoto and Lafia (NC & NE zones)	July 10 - 25, 2012
7.	Finalization Process - Key Informant Interviews of Policy and Decision-makers (Abuja)	Nov - Dec, 2012
8.	NP and NAP report writing	Dec. 2012 - Feb. 2013
9.	NP and NAP validation workshop	April 17-18. 2013
10	Adoption by the NSCCL (Social Partners/Civil Society Organisation/ Faith Based Organisations)	April 19, 2013
11	Approval by the FEC	Sept. 11, 2013

1.2 GOAL OF NAP

The National Action Plan provides the roadmap for the implementation of the National Policy on the Elimination of Child Labour in Nigeria, through a variety of implementation Strategies.

The strategies include but not limited to the following:

1. Create and raise awareness on the evils and effects of child labour in Nigeria.
2. Develop the capacities of National Institutions and the Civil Society for reduction/elimination of Child Labour in Nigeria.
3. Mobilise the support of international stakeholders and development partners for reduction/elimination of Child Labour in Nigeria.
4. Identify specific activities to be implemented by various sectors and stakeholders using their comparative advantage in the multi-sectoral strategy for the reduction/elimination of Child Labour in Nigeria.
5. Design / develop advocacy tools for use by sectors in the fight against Child Labour in Nigeria.
6. Implement a functional monitoring and evaluation system that will support the management of the national child labour programme.
7. Periodic review of the implementation plan for the reduction/elimination of Child Labour in Nigeria.
8. Mobilize resources and integrate Child Labour intervention plan into national yearly, Medium and perspective plans.

2.0 CURRENT SITUATION AND GAPS

Thematic Area 1: Policy, Legal and Enforcement Framework

Current Environment

1. The Constitution of the Federal Republic of Nigeria (1999 as amended) at section 4 states that: “every individual is entitled to respect for the dignity of his person”
2. Nigeria has ratified the UN Convention on the Rights of the Child (1991) and optional protocols; the African Charter of the Rights and Welfare of the Child (1989) as well as being a member of ECOWAS which has a mandate on child development in the sub-region as documented in the 'ECOWAS Child Policy and Strategic Plan of Action (2009).
3. The country as at 2010 has ratified 39 labour related international conventions and protocols including ILO conventions 138 and 182 on the 'minimum age for employment' and 'elimination of worst forms of child labour' respectively.
4. The Child's Rights Act (CRA) has been passed by the National Assembly and as at April 2011, 24 states in the country have promulgated CRA to laws in their respective states while in 3 states it has been passed to law by the state houses of assembly awaiting executive assent.

5. Legislations on child development issues in respect of child rights, education, trafficking in persons (including children), labour etc. These include CRA (2003), Universal Basic Education (UBE) Act (2003), NAPTIP Acts (2003 and as amended in 2005), Labour Act (1990).
6. Edicts and bye-laws at sub-national levels, prohibiting the use of children in hazardous and exploitative labour.
7. Existence of a wide range of national guidelines, manuals and reports on children and women development programmes including the National Orphan and Vulnerable Children (OVC) Action Plan, National Health Sector Strategic Plan (2010-2015), Newborn Health (*Integrated Maternal, Newborn and Child Health Strategy*) report (2011) and training manual on Child Labour Education for Social Workers.
8. Institutionalized law enforcement agencies with mandates to enforce laws on child labour and related issues and to prosecute cases of child labour and abuses.
9. Legal entities such as National Human Rights Commission, Legal Aids Council, Nigerian Bar Association and Public Defender (Ombudsman) to advocate and protect the rights of children.

Gaps:

1. There are disparities in the minimum age for employment and for hazardous work for children as provided in the Labour Acts (1990) and the CRA (2003).
2. Non domestication of ratified international conventions and protocols.
3. Non passage/ non implementation of the CRA by some states.
4. Inadequate synergy among law enforcement agencies in the fight against child labour.
5. Inadequate institutional capacities such as man power and logistics to fight against child labour and related issues.

Recommended Actions:

1. Review of the Labour laws to harmonize the minimum age for employment.
2. Strengthening of the Child Labour Unit in the FML&P for effective coordination and strengthening of other national institutions for effective implementation of identified sectoral interventions.
3. Domestication of relevant international conventions and protocols on child labour.
4. Advocacy to relevant stakeholders for the adoption of the CRA in states that have not adopted the Act.
5. Continuous capacity development of responders to raise awareness/ understand and apply best practices in regulatory administrative and enforcement aspects for the elimination of child labour.
6. Research into alternative preventive and enforcement strategies relevant to local conditions in Nigeria.

7. Intensification of public education on existing laws and practices that contradict customs and traditional beliefs that promote child labour.

Thematic Area 2: Institutional Arrangement

Coordination

Current Environment

1. A coordinated arrangement for programme implementation currently exists. The coordination mandate rest on with the Child Labour Unit (CLU) in the Inspectorate Department of FML&P.
2. The National Steering Committee on Child Labour (NSCCL) has been constituted and provides general guidance in the implementation of the NP and NAP at the national level.
3. The organ is replicated at State level as State Steering Committees on Child Labour (SSCCL), anchored by State Controllers of Labour in FML&P.
4. Social partners, CSOs and relevant professional bodies are represented in the structural arrangement for child labour programme implementation at both national and state level.

Gaps:

1. Duplication of efforts due to absence of a National Policy and Action Plan and operational plans for its implementation and coordination..
2. Absence of reliable Labour Market Information System (LMIS) for evidence-based decision making.
3. Child labour intervention mechanisms has not been linked with governance at LGA and community levels.
4. Local Government/ community coordination mechanisms absent.

Recommended Actions:

1. There is an urgent need to strengthen the CLU in FML&P to meet the challenges of implementing successfully the provision of ratified international conventions and NP, specified activities in the NAP and requirements of other legal frameworks on child labour for the country.
2. CLUs to be established at local and community (ward) levels of governance.
3. Child labour desks to be established by organizations represented in the NSCCL, SSCCL and LGSCCL as contact points for implementation of child labour programmes by their respective organizations.
4. Nationwide mapping and survey of child labour prevalence to be undertaken periodically to guide effective interventions by relevant stakeholders.
5. A service delivery directory of all Implementing partner/agencies and other CSOs actively involved in child labour programming to be compiled to provide information for coordination, policy alignment and equitable distribution of resources.

6. Regular gap analysis for resource, technical and regulatory capacity of stakeholders to be undertaken.
7. The establishment of telephone hotlines and website to facilitate case reporting and interventions.

Institution of the following coordination measures:

- i. Bi-annual review meetings of NSCCL;
- ii. Quarterly review meetings of SSCCL
- iii. Monthly stakeholders review meeting,
- iv. Periodic organization of partners and CSO forum to assess and strengthen workplan implementation;
- v. Development of guidelines
- vi. Submission of quarterly reports to CLUs (National States and Local Government)
- vii Production of quarterly and annual reports by the CLU (FML&P).

Networking

Current Environment

1. The presence of implementing partners and stakeholders in the process of developing the NP and NAP is an opportunity to expand existing collaboration and networking at the national and state level and need to be extended to the grassroots governance.
2. Child Protection Networks (CPN) exists in some states of the Federation facilitating service delivery to child labour victims and vulnerable families at the grassroot levels.

Gaps

1. Insufficient information sharing/availability between coordinating entities, donor agencies, implementing partners and the vulnerable groups underserved.
2. Limited involvement of the private sector and the informal sector of the economy in current efforts to eliminate child labour in the country and these sectors are of strategic importance to achieving this lofty goal.

Recommended Actions:

1. Mainstream child labour issues into the policies of governance at all levels.
2. Linkage between government poverty alleviation/eradication programmes and activities of implementing partners and other CSOs are to be strengthened to the extent that supports are provided to child labour victims and vulnerable families through a coordinated working relationship between these programmes and the organizations.
3. Strengthen working-relationship with the structures created by provisions of CRA such as the national and state implementation committees and family courts, to foster

synergy and assess to pooled resources.

4. Include child labour specific activities in the workplan of all member-organizations represented in the NSCCL and SSCCL to ensure active participation of these organizations in the national child labour programme.
5. Increase advocacy to states lagging behind in the establishment of CPN, to fast-track actions on formation of this grassroots-oriented organization to make services available down to household level.
6. Solicit additional support from development agencies for CSOs.

Human & Financial Resources

Current Environment

1. Child labour intervention programme is predominantly donor-driven.

Gaps

1. Absence of budget lines for child labour interventions by MDAs.
2. In most organizations child labour activities are subsumed under other units or department where they are often treated as secondary issues to their core mandates.

Recommended Actions:

1. Promote a funding mechanism, where funds are pooled through partnership agreements and are targeted at specific child labour interventions.
2. Diversification of child labour funding sources away from exclusively donor driven arrangements. Suggested the extension of petroleum subsidy mechanism to deal with child labour funding issues.
3. Mainstreaming of CL intervention/funding into the development rolling plan of the federation.

Thematic Area 3: Awareness Raising and Mass Mobilization

Current Environment

1. Infrastructure for mass mobilization is well developed and readily available in the country.

The print, electronic and social media are well instituted in both public and private sectors and within the national development strategies with nationwide coverage, well-trained work force and established contact with the people and government at all levels.

Gaps:

1. Inadequate information/enlightenment programmes on child labour.
2. Child labour issues still viewed (even by some stakeholders) more as a global issue

than a national responsibility.

3. Resistance to child labour eradication due to cultural and religious barriers/mis-interpretations.

Recommended Actions:

1. A technical sub-committee on advocacy to include NSCCL/SSCCL and develop advocacy tools targeted at political leaders, opinion leaders, religious leaders, gate keepers, community leaders, and other influencers.
2. Translation of advocacy tools into major Nigerian languages and pidgin English and mainstreamed into the educational curriculum of primary, secondary and tertiary institutions.
3. Enlist the services of the National Youth Service Corps in extending the reach of CL interventions to remote communities across the country.
4. The power of social media should be explored to intensify mass education and enlightenment for child labour eradication.
5. Link child labour issues to other national poverty eradication initiatives and provide seamless integration of the programmes.

Thematic Area 4: Prevention

Education and Vocational-skills Acquisition

Current Environment

1. A well institutionalized and coordinated education system currently exists in the country with a functional structure that has nationwide coverage.
2. Both formal and informal education are widely embraced in the country. The UBE programme, Alma-jiri School System, Informal-sector Apprenticeship Schemes, Technical Education, Open University Programmes etc. are some of the many alternative means of education that Nigerians are actively participating.
3. Governments at different levels have created establishments with mandates to facilitate, provide, and promote skill-acquisition for self-employment as alternative to seeking employment. Child labour victims, working children and children from vulnerable families have benefitted from such schemes through SMEDAN, NAPEP, NDE and technical schools and colleges.
4. Long distance between people's home and schools, hard-to-reach terrain, community dispute, insecurity etc. makes access to education a major challenge which tends to discourage children from attending schools and encourage parents to engage them in child labour activities.
5. Poor educational production often results in unskilled, unemployable school graduates. This has always been used as an excuse by poor parents, guardians or caregivers to engage or release their children for premature engagement in economic activities and depriving such children the opportunity to explore the world of education.

6. Poverty, socio-cultural beliefs and gender bias are very strong reasons of denial of education by parents to some categories of children inclusive of girl-child, physically challenged, orphans, albinos, dwarfs etc. These categories of children end up being trafficked for child labour and other acts of child abuses.

Gaps

The need to match educational production with skills-need, employment market and employability.

Recommended Actions:

1. Improve basic education infrastructures nationwide.
2. Continuous advocacy by stakeholders in child development and education sector for incentives for teachers especially those in rural and hard-to-reach areas.
3. Facilitate provision of education support services for child labour victims and children from vulnerable families.
4. Undertake/expand emergency school enrollment programme in child labour endemic areas and implement 'second chance' as a measure to boost school attendance and improve the culture of going to school amongst children in these areas. Cost saving strategies such as block-granting, philanthropic supports, scholarships, community sponsorships etc should be devised or adopted to ensure wide coverage of the 'emergency' school enrollment programmes in child labour endemic areas.
5. Educational counseling services are to be provided for school children by professional counselors and child psychologists to retain their interest in education.
6. Showcase role-models from the community, LGA, state and national levels as a deliberately strategy to retain school children's interest in education.
7. Review contents of Civic Education and Family Health Life Education (FHLE) basic education curricula to integrate child labour and other child development topics.

Socio-Economic

Current Environment

1. Established/functional public institutions and private organizations with core mandates to provide poverty eradication/alleviation exists.
2. Periodic income level adjustment mechanisms exists supported by hardship mitigation programmes such as the public transport intervention schemes, SURE-P, agricultural input subsidy for farmers, free and compulsory basic education of UBE programme etc. are some of government effort to prevent families slipping below the national poverty threshold.
3. Structures such as CDA, WDC, Town Unions, etc exists in some communities and could be leveraged for CL monitoring and intelligence gathering.
4. Poverty is still endemic in Nigeria with 70%² of the population living below the

²World Bank estimate (2007) for Nigeria

internationally recognized poverty line (i.e. living on less than \$1.25 per day).

5. Over concentration of economic activities in the urban centres have left the countryside largely underdeveloped resulting in rural-urban migration.
6. Non adherence to family planning campaigns has resulted to large family-size fueling the use of children as child labourers.

Gaps

1. Vulnerable families not effectively linked to socio-economic/poverty alleviation schemes.
2. Weak coordination of poverty eradication mechanisms/implementing entities.
3. Inadequate population control.
4. Absence of an operational NP on social security/protection.

Recommended Actions:

1. Linkage of vulnerable families to poverty alleviation/eradication programmes.
2. Adequate/effective population control.
3. Establishment of industrial parks/cottage industries in the rural area .
4. Early finalization of a NP on social security /protection.

Thematic Area 5: Treatment of Child Labour Victims

Treatment under this action plan means all actions taken from the point of identification of the victim of CL through to the point of rehabilitation and restoration of the human rights of the victim

Current Environment

1. There are existing laws and edicts in Nigeria for the treatment of CL
2. Non compliance with minimum infrastructural standard for Identification, Withdrawal, Rehabilitation and Reintegration.
3. Resistance of employers in informal sector to the attempts of social workers to rescue victims constitutes major obstacle.
4. The uncoordinated nature of the informal sector makes it difficult to effectively implement intervention programme, such as Identification, Withdrawal, Rehabilitation, Reintegration and Repatriation.
5. Community groups such as CDAs, PTAs and SBMC exist in communities. They serve as platform for Rehabilitation and Reintegration.
6. Existence of structures such as UBE, NDE, SMEDA, NAPEP etc are already providing empowerment via educational vocational skills and poverty alleviation.
7. NLC, TUC and Labour Inspectors from FML&P (Inspectorate Department) are already enforcing compliance by employers.
8. Availability of temporary shelters providing Rehabilitation, Empowerment and

Reintegration services with support from FMoWA&SD, NAPTIP, Immigration, WOTCLEF etc.

Gaps:

1. Inadequate infrastructures to cater for the rescued CL victims.
2. Dearth of Professional social workers to cater for victims.
3. Poorly implemented rehabilitation, interventions also often end up in victims relapse to CL.

Identification & Withdrawal

Recommended Actions:

1. Capacities of Labour Inspectors and other collaborating agencies be strengthened in the areas of identification and withdrawal of children from workplaces.
2. Strengthen the referral mechanism by developing guidelines for sources of follow-up services for the identified victims after withdrawal.
3. Strengthening the capacity of relevant law enforcement agencies on child labour for rescue and safe custody of victims and prosecution of perpetrators, where applicable.
4. Provision of more and standard shelters as temporary accommodation, pending rehabilitation.

Child Protection

Recommended Actions:

1. Ensure full compliance with laws and edicts guiding protection of children at workplaces.
2. Labour employers to adhere strictly to sound Occupational Safety and Health (OSH) principles and practice.

Rehabilitation

Recommended Actions:

Provision and maintenance of minimum training standards packages for rehabilitation of rescued victims.

Reintegration

Recommended Actions:

Carry-out needs assessment of rehabilitated victims to determine appropriate training (school re-enrollment or skill development).

Repatriation

Recommended Actions:

Encourage operational synergy among agencies involved in repatriation of victims.

Proper identification of destinations and relatives of rescued victims after rehabilitation.

Labour Inspection System

Current Environment

1. There are existing Labour Laws and related regulations addressing issues of Child Labour in Nigeria. However, most of these laws are now obsolete and in need of urgent review.
2. A functional labour inspectorate exists in FML&P with about 550 labour inspectors³ working in all parts of the country to enforce the Labour Laws. However, this number is inadequate for the size of the Federation.
3. The inspectorate is not equipped with adequate logistics (vehicles, communication and protective equipments).
4. Inadequate labour inspectors who have received intensive professional training/capacity development to deal with the challenges of child labour.

Gaps:

1. Lack of logistics vehicles, communication and protective equipments.
2. Absence of a national list of hazardous child labour.
3. Inadequate budgetary provisions for Labour Inspection Services.
4. Need to develop and expand the technical capacity of labour inspection officers.
5. The informal sector, where Child Labour is most prevalent, is largely not covered by the activities of labour inspectors.
6. Obsolete labour laws.

Recommended Actions:

1. Intensive training /capacity development of labour inspectors in centers of excellence on CL matters around the world.
2. Strengthening of enforcement mechanism of the Inspectorate Department of FML&P to effectively prosecute Child Labour offences.
3. Effective collaboration and information sharing between FML&P and other law enforcement agencies identification, rescue and rehabilitation of child labour victims.
4. Urgently equip the department with essential logistic equipments viz vehicles, communication and protective equipments.
5. Create budgetary provision dedicated to CL elimination.

³ Country (Nigeria) Profile - Findings on the worst forms of child labour: United States Department of Labor 's Bureau of International Labor Affairs.

Thematic Area 6: Monitoring, Evaluation and Reviews

Current Environment

Most of the organizations in the NSCCL and SSCCL have established M&E unit or Planning, Research and Statistics (PRS) Departments with the mandate to generate and analyse data for their respective organisations.

Gaps:

1. Limited /outdated data on child labour prevalence/incidence across the country.
2. A functional M&E system is not in existence for the national child labour programming/reporting.
3. Low level of competence of existing M&E personnel.

Recommended Actions:

1. Strengthening the Policy Analysis, Research and Statistics Department of FML&P to generate and analyse data on child Labour.
2. Link and network M&E activities on child labour .
3. Regular M&E capacity building for all stakeholders.
4. Design and develop National M&E tools for effective Child Labour tracking and reporting.
5. Community based peer groups to be trained to monitor and report suspected and/or confirmed cases of child labour in their communities and schools.

Thematic Area 7: Research and Surveys

Current Environment

1. A national child labour survey was conducted in 2000 with support from ILO/IPEC/SIMPOC in collaboration with NBS and this has been the major source of data for some indicators on child labour in the country.
2. A rapid assessment study was conducted in 2011 to provide baseline information on child labour situations in two SW states (Ogun and Oyo) of the country as well as identify gaps in knowledge of artisanal mines and issues of forced child labour and trafficking in these states.
3. Some national surveys such as MICS and NDHS supported by international development partners and institutions have few indicators that are tracked relating to child labour issues.

Gaps:

1. Lack of current data on child labour researches/surveys for an effective child labour planning, intervention and reportage.
2. Child labour KPI is not included in national development strategy indicators.

Recommended Actions:

1. Inclusion of child labour concerns into the national KPI.
2. Special research grants on child labour to be extended to the Academia.

3.0 STRATEGIC FRAMEWORK

3.1 Thematic Area 1: Policy, Legal Framework and Enforcement

TABLE 3.1:

S/No	Objective	Activity	Responsible Organization	Indicator	Means of Verification	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: POLICY, LEGAL FRAMEWORK & ENFORCEMENT									
1.	Ensure timely domestication of all relevant ratified international conventions and protocols by the National and State Assemblies and review of existing labour laws to harmonise the minimum age of employment.	Conduct 8 advocacy visits to each of the national and state assemblies between 2013 and 2017 (i.e. 2 visits per annum per assembly).	FML&P (CLU) in collaboration with FMoJ, NHRC, LAC, NBA, NLC, TUC, MAN, NECA SCIA, CAN and ILO	Number of advocacy visits paid to lawmakers on child labour legal framework issues Number of training workshops conducted on child labour legal frameworks (laws)	Advocacy visit reports Signed participant attendance lists Media reports on advocacy visits	1 1 1			
2.	i)To strengthen institutional capacities, Behavioural change to remove barriers to CL elimination in communities	i)7 Workshops to familiarize legal and law enforcement officers with relevant local and international instruments on CL elimination ii) Development of tools/messages/materials for behavioural change iii) Translation of tools/messages/materials for behavioural change iv) To translate national laws and policies for the general public	FML&P (CLU) in collaboration with FMoJ, NHRC, LAC, NBA, NLC, TUC, MAN, NECA and ILO, Security Agencies, FMoWA & SD,	i) Number of workshops carried out. ii) Copies of printed IEC Materials iii) Copies of translated materials in four Nigerian languages including pidgin To translate the NP and NAP on CL	Workshop reports Signed participant attendance lists Media reports Training curriculum for the workshop	7 4 2			

3. 2 Thematic Area 2: Institutional Arrangements and Resources

TABLE 3.2:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: INSTITUTIONAL ARRANGEMENT AND RESOURCES									
SUB-THEMATIC AREA: COORDINATION									
1.	To provide effective coordination mechanism of the Child Labour interventions in Nigeria	Strengthen the CLU in FML&P through annual capacity building workshops for the staff to meet the challenges of implementing the NP and NAP on child labour for the country Establish (30) child labour desks (minimum condition) in all organizations represented in the NSCCL. Appoint (740) dedicated focal person(s) (minimum condition) in all organizations represented in the SSCCL in 36 states and FCT. (At 20 per state) Conduct nationwide mapping of child labour endemic areas and design suitable action programmes to intervene twice within the period	FML&P (CLU) in collaboration with ILO, UNICEF, NSCCL, SSCCL, NBS, NPC, FMoWA&SD, FMoAgric, and FMoM&S.	Number of capacity building workshops carried out for (CLU) Number of functional CLUs established. Number of child labour desks established (disaggregated by sector, level of government) Number of child labour designated focal persons (disaggregated by sex, zone, and status) Number of child labour endemic areas in the country (disaggregated by LGA, state, zone; form of child labour, and socio-economic characteristics)	Workshop reports and signed list of participants National/ State child labour help- desk registers List of NSCCL and SSCCL members Copy of job description indicating child labour activities and responsibilities Report of mapping / retrieved mapping forms	1 10 100 100			

National Action Plan on the Elimination of Child Labour

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
		Compile a service delivery directory of all implementing partner/ agencies and other CSOs actively involved in child labour programming.				1			
2	To implement a robust and comprehensive coordination mechanism that is participatory and result-oriented.	1. Bi-annual review meetings of NSCCL and Quarterly meeting of SSCCL 2. Annual stakeholders review meeting 3. Submission of annual reports to CLUs (FML&P – national, state and LGA) by member organizations represented in the NSCCL and SSCCL. 4. Production of annual reports by CLU (FML&P) on child labour programme in the country.	FML&P(CLU) in collaboration with NSCCL, SSCCL and LGWC	Number of child labour programme reports submitted to CLU before reporting deadline date. Number of stakeholder's forum held	Submitted organization's reports List of reported indicators Attendance and signature list Feedback notes sent to organizations Reports of stakeholder's forum	1 1			
3.	To facilitate collaboration and partnership across the different levels of government, sectors, development partners and other national	Mainstream child labour issues into different levels of government and sectoral policies and action plan Strengthen linkage between government poverty alleviation/ eradication programmes	FML&P (CLU) in collaboration with NSCCL and SSCCL member organizations, sectoral and social partners, MDAs not represented in	Number of reports jointly developed by organizations on child labour activities. Number of joint reports and minutes on child labour and other national programme on child development.	Submitted reports Financial reports of child labour programmes Report on child labour & expenditure on	1			

National Action Plan on the Elimination of Child Labour

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
	programmes for an effective child labour programme in the country.	and activities of implementing partners and other CSOs Establish a close work-relationship with CRA implementation committee and family courts(national, state, LGA) , through meetings and other programmes Inclusion of child labour specific activities in the workplan of all member-organizations represented in the NSCCL and SSCCL Engender support from development agencies for CSOs to implement effectively action programmes on child labour.	NSCCL and SSCCL	Number of joint reports and minutes on child labour and other national programmes.	child labour Copies of workplans				
4	To mainstream child labour issues in national development programmes and development partner's strategic objectives to guarantee sustainable funding of child labour programmes.	Facilitate availability of human resources and adequate human capacity development across all levels of government and sectors for an effective implementation of child labour action programmes Advocate for inclusion of child labour elimination programmes funding into	FML&P (CLU) in collaboration with NSCCL and SSCCL member organizations, development partners and Private sector organizations	Amount expended for child labour interventions (disaggregated by source of funds, sector, types of interventions) Financial report on child labour programmes	Financial reports of child labour programmes				

National Action Plan on the Elimination of Child Labour

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
		the Nations annual budget , Advocacy to re-orientate child labour programme funding from predominant donor-driven to government responsibility							
5.	To institute accountability and transparency measures in application of grants and fund allocation for child labour activities.	Build stakeholder's capacity on financial management for implementation of action programmes on child labour. Develop and disseminate a national guideline on resource mobilization and application to child labour interventions. Tracking of budget and expenditure on child labour	FML&P (CLU) in collaboration with NSCCL and SSCCL member organizations and other category of stakeholders not represented in NSCCL and SSCCL	Number of audited financial records of child labour service providing organization. Number of staff of child labour stakeholder organizations with capacity built in financial management	Audited financial reports Financial management workshop reports				

3.3 Thematic Area 3: Awareness Raising and Mass Mobilization

TABLE 3.3:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: AWARENESS CAMPAIGN AND MASS MOBILIZATION									
1	To develop, disseminate and build capacities of stakeholders on advocacy tools suitable for different child labour issues at national , states and local government levels.	Constitute a technical sub-committee on advocacy from NSCCL/SSCCL to coordinate the development of a national child labour advocacy tools. Training of stakeholders on application of the developed national child labour advocacy tools	FML&P (CLU) in collaboration with NSCCL, SSCCL	Number of planning/progress review meetings held on advocacy tool development process Number of stakeholders trained on the use of national child labour advocacy tools.	Minute of meetings Report of training workshop on national child labour advocacy tool				
2.	To collaborate with mass media to sensitise and engage the general masses on child labour issues.	Meeting with the print and electronic media and conceptualization of jingles, and documentaries on CL Development, production and dissemination of IEC materials	FML&P (CLU) in collaboration with NSCCL, SSCCL and media NOA, NUJ, Media houses, Implementing partner/agency s, NACTAL, NAPTIP, NLC & TUC, CSOs, UNICEF and ILO	Number of giggles and documentaries generated Number of IEC materials generated and disseminated	Number of gingles and documentaries aired/published Copy of IEC material				
3	To improve press reportage on CL issues	Development of advocacy tool Capacity building of	FML&P (CLU), NSCCL, SSCCL, NUJ	No. of advocacy tools No of workshops/	Advocacy tools Reports on	1 1			

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
		press competence on CL reportage Inclusion of the press in CL discussions		Attendance No. of stakeholder engagements	Workshops Minutes of engagements	10	Mid-term (2015)	End of Plan Period (2017)	

3.4 Thematic Area 4: Prevention

TABLE 3.4:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: PREVENTION									
1.	To mainstream child labour in the national education system	Facilitate review of policy and guideline documents on education to include child labour issues	FML&P in collaboration with FMOE (NERDC)	Number of educational policy and guideline documents with provisions on child labour issues.	List of education policy and guideline documents.				

National Action Plan on the Elimination of Child Labour

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
2	To implement priority educational or skills acquisition programmes for out-of-school and illiterate children.	Establishment of more second chance and apprenticeship centres Implement recommendations from the study ((I) above).	Ministries of Education	Percentage of out-of-school/illiterate children admitted in schools. Percentage of admitted out-of-school/illiterate children still in school after 1 year of admission Percentage of out-of-school/illiterate children completing primary school education. Percentage of out-of-school and illiterate children engaged in skills acquisition programme Percentage of out-of-school/illiterate children completing primary gaining admission to secondary schools. Percentage of out-of-school/illiterate children that drop-out of school.	School admission records Programme reports Report of national school-based surveys/ studies				
3	To ensure regular school attendance by all school-age children in Nigeria.	Strict/regular monitoring of children's school attendance Facilitate support for community members/ groups and/or PTA members to be trained as parents and children counselors especially for child labour victims and those from vulnerable	FMoE, SMoE SUBEB	Percentage of children attending school regularly (disaggregated by sex, level of school (primary/secondary)). Rate of school drop-out amongst children (disaggregated by age, sex, level of school (primary/secondary)).	School attendance registers Report of national school-based surveys/ studies, Report from PTA, SBMC				

National Action Plan on the Elimination of Child Labour

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
		families. Collection and analysis of data on school attendance and drop-out rates amongst school children. .		Factors preventing regular school attendance amongst children.	and CBGs				
4.	To implement activities that contribute to attainment in life-long education	Promotion of measures that ensures quality education Provision of educational counseling services Use of role-models to improve school retention Design of studies to track educational attainment levels Special intervention for child headed households Sanctions and rewards	FMoE, SMoE SUBEB NPC, NBS FMoWA&SD	Percentage of children graduating the same year (disaggregated by academic levels (Basic 6, Basic 9 or JSS3 and SSS3). No of counseling tools No of counselors No of Children accessing counseling services Names of role models Reports on child headed households Academic performance awards	School registers Study report Photographs of rolemodels and register of child headed households Counseling reports Awards instruments				
5.	Promote the teaching of civic education (CE) and Family Life Health Education (FHLE)	Mainstreaming of CL issues into CE and FHLE curricula	FMoE, SMoE SUBEB and all stakeholders	Proof of CL issues in the FHLE curricula	Copies of curricula				
6.	Mainstream child labour issues in government's poverty alleviation/ eradication	Development of advocacy tools, Implementation of joint consultative meetings with poverty eradication	FML&P, NPC, NAPEP, NDE, SMEDAN, MDG, SURE-P office, Development	No of advocacy tools developed No of joint consultative meetings held	Copies of advocacy tools Minutes/ resolutions				

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
	programmes.	entities Development of AP with Poverty eradication entities in the country Empowerment of families of child labour victims	Partners and Implementing Partners.	Copies of joint consultative work plans developed No of families of victims empowered	of meetings Copies of operational work plan				
7	Institute necessary measures to prevent employers from employing children below the legal minimum age for employment.	Enforcement of provisions in the Labour Laws, NP on CL, CRA and other operational legal instruments Collaboration between government agencies to identify, rescue and rehabilitate child labour victims.	FML&P (Inspectorate Division) and social partners plus, Police and other relevant Law enforcement agencies	No of reported cases No of children: Rescued Rehabilitated No of prosecution	Reports on: Rescue, Rehabilitation prosecution Labour Inspector's reports				

3.5 Thematic Area 5: Treatment of Child Labour Victims
TABLE 3.5:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: TREATMENT OF CHILD LABOUR VICTIMS									
1.	Rehabilitation to secure the Physical, Mental and Psychological Well being of victims and to restore their human dignity	Information gathering /investigation Rescue/withdrawal, Repatriation Rehabilitation Prosecution Reintegration	FMoWA & SD, FML&P (Inspectorate Department), NLC, TUC, NAPTIP, FMOJ, NHRC, LAC, NBA,Media, Police and NSCDC Community groups & Children,	No of children: Rescued/withdrawn Repatriated Rehabilitated Reintegrated No of offenders prosecuted	Reports/regi sters on Children: Rescued withdrawn Repatriated Rehabilitated Reintegrated				
S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		
							Mid-term (2015)	End of Plan Period (2017)	
Labour Inspection System									
1.	To effectively use the labour inspection system in Nigeria to prevent and deal with challenges of CL	Intensive training /capacity development of labour inspectors in centers of excellence Early passage of the Labour Bills pending at the NASS Development of regulations and operational guidelines	FML&P, Presidency, ILO, ECOWAS, USDOL, NASS, NSCCL NASS FML&P	No of officers trained List of training institutions attended No of labour Bills passed No of regulations developed	Certificate /competence Acquired List of officers trained Copies of regulations /guidelines				

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target	
							Mid-term (2015)	End of Plan Period (2017)
		Provision of logistics: Project vehicles, communication and protective equipments	FML&P, FMF, NASS	No of Project vehicles, communication and protective equipments acquired	Photographs of equipments			
		Adequate budgetary provision dedicated to CL eradication	FML&P, FMF, NASS, NPC	Evidence of budget line dedicated to CL	Copies of allocation			

3.6 Thematic Area 6: MONITORING AND EVALUATION

TABLE 3.6:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: MONITORING, EVALUATION AND REVIEW									
1.	To establish a robust, effective and sustainable M&E system for national programme on elimination of child labour	Submission of peculiar M&E reports from the various sectors at every levels for integration into a national report; -Sectoral report to SSCCL -SSCCL reports to NSCCL -NSSCCL report	FML&P (Inspectorate Department), SSCCL, NSCCL implementation partner, LGWC,	No. of M&E reports	Annual NSCCL M&E report Bi-annual SSCCL M&E report to NSCCL Quarterly sectoral/ implementation on partners report to	0			

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
					SSCCL		Mid-term (2015)	End of Plan Period (2017)	

3.7 Thematic Area 7: Research and Surveys

TABLE 3.7

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: RESEARCH AND SPECIAL STUDIES									
1.	Develop and implement a national research agenda for a national data base on child labour	Conduct periodic national surveys as veritable data sources on child labour issues and promote the culture of evidence-based programme planning and implementation towards elimination of child labour	FML&P in collaboration with FMoWA&SD, NBS, NISER, NLC, TUC, NECA MAN and ILO	No. of researches and studies conducted and reported	Minutes of meetings Finalized Research report / document				

4.0 IMPLEMENTATION OF THE NATIONAL ACTION PLAN

4.1 FUNDING PLAN FOR THE NAP

The NP and NAP would be resourced from the basket of funding mechanisms that will include the Nigeria public funding mechanism viz annual budgetary allocation mainstreamed into the 3 year rolling plan and the perspective plan administered from the federation account. Each MDA identified in the National Policy with mandate on the elimination of child labour in Nigeria shall therefore include its funding requirement in the annual budget plan proposal issued at the instance of the budget call circular by the Budget Office of the Federation.

Secondary funding mechanisms could be sourced from operational poverty and social security funding mechanisms in view of the significant contribution of child labour related issues to the burden of poverty in Nigeria.

Tertiary funding mechanisms are derivable from donor driven support networks (Local and International) and special levies that are socially acceptable in view of the potential developmental contribution from the elimination of the child labour and especially its worst forms in Nigeria.

A template for costing by thematic areas work plans developed from the NAP document is included as Appendix B.

4.2 MONITORING AND EVALUATION (M&E) FRAMEWORK

The M&E result framework for the themes and sub themes include the objectives of each interventions broken into activities that are specific measurable achievable realistic and time bound and assigned to specific responsible persons/organizations. The reportable indicators are output and outcome indicators that clearly define each activity. Each activity is verifiable with a clearly identifiable means of verification (MoV) and base line to commence in 2013.

Monitoring and evaluation mechanism for the elimination of CL constitutes of all the following:

1. The annual report of the national steering committee
2. Bi-annual reports of states steering committees
3. Quarterly reports of the local government working group

Each of the sectors will develop M&E data gathering tools based on the comparative advantage which will be forwarded to the national steering committee.

The M&E indicators have already been provided in the NAP, however, special specific information or data that are considered relevant should be forwarded to FML&P for inclusion in the NAP.

APPENDIX

NAP ON CHILD LABOUR WORKPLAN COSTING TEMPLATE BY THEMATIC AREA

S/No	Thematic Area	Costing Category	2013 (N)	2014 (N)	2015 (N)	2016 (N)	2017 (N)	Total (N)
1.	Policy, Legal frameworks & Enforcement	Advocacy Events						
		Human resource						
		Capacity Building						
		Dissemination of NP & NAP						
		Infrastructure/Equipment						
		Overheads						
2.	Institutional Arrangements and Resources	Resource mobilization						
		System Strengthening						
		Human resource						
		Capacity Building						
		Assessments						
		Coordination Mechanisms						
		Programme Planning						
		Infrastructure/Equipment						
		Overheads						
3.	Awareness Campaign & Mass Mobilization	Advocacy Events						
		Media Events						
		Community Activities						
		Human resource						
		Capacity Building						
		Infrastructure/Equipment						
		Overheads						
4.	Prevention	Advocacy Events						
		Media Events						
		Community Activities						
		Programmes						
		Systems Strengthening						
		Human resource						
		Tool Development						
		Capacity Building						
		Infrastructure/Equipment						
		Overheads						

National Action Plan on the Elimination of Child Labour

S/No	Thematic Area	Costing Category	2013 (N)	2014 (N)	2015 (N)	2016 (N)	2017 (N)	Total (N)
	Treatment of Child Labour Victims	Advocacy Events						
		Programmes						
		Community Activities						
		Human resource						
		Tool Development						
		Capacity Building						
		Infrastructure/Equipment						
		Overheads						
		Programmes						
		Capacity Building						
		Overheads						
	Monitoring, Evaluation & Review	Advocacy Events						
		Tool Development						
		M&E Plan						
		Data Management						
		Human resource						
		Capacity Building						
		Infrastructure/Equipment						
		Overheads						
	Research & Special Studies	Advocacy Events						
		Cohort Study						
		Document Development						
		Human resource						
		Capacity Building						
		Infrastructure/Equipment						
		Overheads						



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