



# **NATIONAL ACTION PLAN FOR THE ELIMINATION OF CHILD LABOUR AND ITS WORST FORMS**

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## PREFACE

Child Labour is a global issue requiring grave attention because of its attendant effect on the physical, social, cognitive, moral and educational development of the Child. Africa, especially Nigeria, being the most populous country on the continent, is greatly affected by the scourge. Nigeria has ratified International Labour Organisation (ILO) Conventions 138 on Minimum Age and 182 on Worst Forms of Child Labour. In consonance with the provisions of these Conventions, Nigeria has developed the National Policy on Child Labour (NPCL), National Action Plan (NAP) on the Elimination of Child Labour and the List of Hazardous Child Labour, to provide the necessary policy and regulatory frameworks to combat child labour.

Nigeria envisions child labour as multifaceted and cross-cutting in nature and therefore adopted a multi-sectorial approach in her national response to eradicating the menace. Consequently, the National Action Plan on the Elimination of Child Labour was earlier developed in 2013 with a life span of five years. The document contained arrays of intervention strategies and programmes meant to serve as a guide for relevant stakeholders in combating child labour within their various mandates. At the expiration of the implementation period (2013 -2017), the Federal Ministry of Labour and Employment in collaboration with the International Labour Organisation (ILO) carried out an evaluation on the level of their implementations and impact on child labour eradication.

Against the background of the outcome of the evaluation which showed that child labour is still prevalent in Nigeria and that progress has been slow and unequal among the six geo-political zones in the country, it became essential to review and revalidate these instruments to address all the gaps/challenges inherent in the expired NAP and to incorporate emerging child labour issues. Hence the revised National Action Plan on Child Labour and the National Action Plan on the Elimination of Child Labour (2021-2025) were developed to conform to global and regional plans of action and the need for Nigeria to take accelerated actions as a Pathfinder Country to achieve Target 8.7, which seeks to eliminate child labour by 2025.



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## ACKNOWLEDGEMENTS

The development of the revised National Action Plan (NAP) for the Elimination of Child Labour in Nigeria would not have been possible without the commitment of the various stakeholders who actively participated in the process of reviewing this document. To them all, we are thankful.

We proudly express profound appreciation to the Honourable Minister of Labour and Employment, Senator (Dr) Chris N. Ngige, OON, and members of the National Steering Committee on the Elimination of Child Labour for their support towards the review of the previous Policy and development of this revised edition aimed at taking accelerated actions towards the eradication of Child Labour in Nigeria by 2025.

The contributions of our esteemed Social Partners—Nigeria Labour Congress (NLC), Trade Union Congress (TUC) and Nigeria Employers' Consultative Association (NECA)—for collaboratively driving the process are highly appreciated. We acknowledge the invaluable contributions by other relevant stakeholders such as Faith Based Organizations (FBOs), Network Against Child Trafficking, Abuse and Labour (NACTAL), Child Protection Network (CPN), the National Child Rights Implementation Committee (NCRIC) and the line Ministries, Departments and Agencies (MDAs). We appreciate the tremendous efforts and commitment of the Consultant, Olapeju Osoba for a job well done.

We also extend our appreciation to the International Labour Organization (ILO) for their continued technical support and the Government of the Netherlands for funding the various meetings, workshops and the production of the National Action Plan on the Elimination of Child Labour (2021 - 2025).

Our appreciation also goes to the staff of Inspectorate Department of Federal Ministry of Labour and Employment, especially the Child Labour Unit and the entire staff of the Ministry for their tremendous efforts, commitment, hard work and resilience displayed in the entire process of bringing this revised National Action Plan to fruition.

It is our hope and desire that the revised Policy will be the guide for national actions towards ending child labour in Nigeria.



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## **I. INTRODUCTION**

Child labour, as a global issue, continues to be of concern to governments and other stakeholders who have persistently sought solutions towards its reduction and subsequent elimination. After a long process of advocacy, in 2013, the first phase of the National Policy on Child Labour and the National Action Plan for its implementation were approved by the Federal Executive Council. The Action Plan ran for a period of five years (2013 -2017). Seven years after it was approved and three years after the expiration of its implementation period, it became imperative to evaluate its implementation and subsequently elaborate a second phase which takes into consideration current challenges in the elimination of child labour. The evaluation came with its recommendations and these have formed the basis for this new National Action Plan (NAP). This new NAP is expected to run for another five years, 2021 to 2025.

One of the pertinent recommendations of the evaluation, is the inclusion of forced labour into the second phase of the Policy and Action Plan to align with the goal of Alliance 8.7 for which Nigeria has been identified as a pathfinder country.

### **1.1 GOAL OF THE NATIONAL ACTION PLAN**

The goal of the 2021-2025 National Action Plan on the Elimination of Child Labour is to provide a roadmap for accelerating action towards achieving the elimination of the worst forms of child labour by 2025 and child labour in its entirety in 2030. This new Action Plan is to implement the phase two of the National Policy on Child Labour.

## **II. PLAN OF ACTION**

### **2.1 POLICY, LEGAL FRAMEWORK AND ENFORCEMENT.**

#### **Background**

Section 34 of the 1999 Constitution of the Federal Republic of Nigeria (as amended) states that “every Nigerian individual is entitled to respect for the dignity of his person and accordingly (a) No person shall be subjected to torture or to inhuman or degrading treatment”.

Nigeria has ratified and domesticated several United Nations and ILO Conventions that are instrumental in the fight against child labour, forced labour and trafficking in persons. These include the United Nations Convention on the Rights of the Child, 1989, the Convention on the Worst Forms of Child Labour, 1999 (C-182), the Minimum Age Convention, 1973 (C-138); the Convention against Transnational Organised Crime and its Supplementary Protocol to Prevent, Suppress and Punish Trafficking in Persons, 2000 (Palermo Protocol); and the African Charter on the Rights and Welfare of the Child, 1990.

Also, the Nigerian government played a significant role in the adoption of key regional initiatives including the Economic Community of West African States (ECOWAS) Child Policy; ECOWAS Strategic Framework for Strengthening Child Protection Systems in West Africa; the ECOWAS Regional Action Plan for the Elimination of Child Labour, especially its Worst Forms, 2012-2015 which extensively addresses issues of Child Labour from a regional perspective. These all align with the regional approach adopted in the ECOWAS strategic plan projected for 2050.

The Nigerian Labour Act which provides for child protection within the workplace is currently being reviewed to ensure compliance with international labour standards with reference to clarifying the minimum age of work in Nigeria and covering emerging issues. The Child Rights Act, 2003 consolidates all laws relating to children into a single legislation and specifies the duties and obligations of the government, parent organisations, and other authorities. The Act however preserves the application of provisions of the Nigerian Labour Act in relation to child labour

issues. The NAPTIP Act (2015) and the UBEC Act (2004) respectively provide for the protection of children against trafficking and abuse and the provision of free and compulsory basic education for all Nigerian children.

At the policy level, there exists a National Policy on Child Labour, a National Action Plan for Elimination of Child Labour (2013-2017) recently evaluated and the Hazardous Child Labour List (2013). Nigeria is actively participating in the implementation of the Sustainable Development Goal 8, including its offshoot—Alliance 8.7.

The ILO approximates that about 15 million children under age 14 work to earn a living in Nigeria. Many of these are engaged in the worst forms of child labour, including quarrying of granite and gravel, commercial sexual exploitation and armed conflict. Furthermore, the recent situations of heightened conflict, terrorism and health epidemics have elevated other forms of exploitation and indecent and degrading treatment, including forced labour, abduction and the sale of children. The heightened risks of child labour underscore the urgent need for targeted and coordinated action at national, state, and local levels to create awareness of the existing legal frameworks and ensure their effective implementation through enforcement of laws.

## Gaps

- Nigeria is yet to ratify and domesticate ILO Convention 189 on Domestic Workers.
- Disparities continue to exist with the minimum age for employment. Documents and legal instruments continue to refer to different ages for the minimum age of work in Nigeria.
- Eleven States are yet to domesticate the Child Rights Act.
- There is inadequate synergy among implementing entities in the fight against child labour.
- Inadequate institutional capacities/ logistics to fight against child labour and related issues still persists.
- Law enforcement concerning child labour related issues is still low.

## Expected Outcome

- National laws, policies and regulations relating to child labour, forced labour, and protection of children from all forms of exploitation have been updated and strengthened in line with the relevant continental and international legal instruments, particularly in reference to the minimum age of work in Nigeria.
- Policy and statutory measures for social protection, Universal Basic Education and Child Protection in Emergencies, relevant to the A.U Agenda 2063, SDG Target 8.7 and ECOWAS Strategic Framework for Child Protection are applied and enforced in both the formal and informal sectors.
- The minimum age for work is fully harmonised and clearly discernible in conformity with international best standards.
- Offenders of laws on child labour are adequately investigated and prosecuted.

## Strategies

1. Stepping up monitoring of the measures Nigerian states are taking to give effect to the existing legal frameworks for eliminating child labour in the country, including annual performance ratings of the various states and actors by the Federal Ministry of Labour and Employment.
2. Evaluating the capacities of the different law enforcement agencies concerned with enforcing child labour regimes, developing minimum national standards, guidelines, training protocols and other arrangements for facilitating information gathering, sharing and coordination on child protection within Nigeria, with ECOWAS and other neighbouring countries.
3. Developing and adopting guidelines and protocols for child labour inspection, prosecution, and enforcement of relevant child labour prohibitions, enhancing capacity building of relevant labour inspectors—the Nigeria Police, National Security and Civil Defence Corps (NSCDC), Customs/Immigration and judicial officers.

4. Facilitating cooperation, coordination and information sharing among members of the National Steering Committee on Child Labour (NSCCL), State Steering Committee on Child Labour (SSCCL), Civil Society Organisations (CSOs) and other relevant bodies.
5. Domesticating ratified/acceded child labour instruments, including Convention 189 on Domestic Workers; ensuring that national laws and regulations are harmonised with ratified instruments, particularly with regards to a set minimum age of work.
6. Promoting and facilitating national, continental, and international cooperation to effectively investigate, prosecute and adjudicate child labour offences and to protect victims.
7. Developing/updating relevant guidelines and protocols for the rescue, rehabilitation and re-integration of victims of child labour/forced labour.

## 2.2 SYSTEMS STRENGTHENING

### Background

The Federal Ministry of Labour and Employment currently has established structures and mechanisms in place for child labour interventions. These are National Steering Committee on Child Labour (NSCCL), State Steering Committee on Child Labour (SSCCL) and the Local Government Steering Committee on Child Labour (LGSCCL). The Ministry has also established a Child Labour Unit (CLU) in the Inspectorate, and Policy Analysis, Research, and Statistics departments of the Federal Ministry of Labour and Employment (FMLE). All the state offices of the FMLE have child labour desk officers.

Social partners, including the Nigeria Labour Congress (NLC), Trade Union Congress (TUC), Nigeria Employers Consultative Association (NECA), and Civil Society Organisations (CSOs) are actively involved in the efforts to eliminate child labour/forced labour.

The National Child Rights Implementation Committee (NCRIC) is recognised by the Child Rights Act (CRA) and the Child Rights Law (CRL) at the national and state levels. It is a committee with the mandate to monitor child rights interventions in line with the provisions of the CRA and CRL. The committee comprises of child rights actors in the government, ministries, departments and agencies and also civil society organisations. The NCRIC reports on the implementation of the CRA.

There is the Child Protection Network (CPN) both at national and state levels that functions as a consortium of child focused organisations, ministries, departments and agencies with a common vision to identify, support and mitigate the risks of harm and abuse of children, including child labour.

### Gaps

- Structures in place at national and sub-national levels for the elimination of child labour are not functional.
- Child labour matters are only a secondary assignment for desk officers.
- Desk officers and focal points are not adequately trained.

- At this time, not all line ministries have mainstreamed child labour into their core activities.
- Resource (human/ material) mobilisation, allocation, utilisation and accountability appear to be major constraints that limit the effectiveness and capacities of these structures in achieving the set targets for the elimination of child labour.

### Expected Outcome

- Structures at all levels are functional and effective in their areas of intervention.
- Policy makers and implementers in oversight institutions are committed to supporting programmes for the elimination of child labour, ensuring significant improvements in human, financial and technical resources in all key intervention areas relating to child labour and forced labour.
- Interventions relating to Agenda 2063 – SDG Target 8.7 are adequately mainstreamed into the programmes and budgets of mandated institutions and organisations at national and sub-national levels. Complementary resources are available from a wide range of partners such as ILO and the Government of the Netherlands, who are enabling the rapid scaling up of national efforts.

### Strategies

1. Developing and implementing measures aimed at enhancing the capacities of government institutions and other key stakeholders charged with managing and driving national programmes on child labour and forced labour, with a view to strengthening the effectiveness of implementing the policy. Training programmes and materials at national and sub-national levels in collaboration with partners in UN agencies such as ILO have also been developed.
2. Developing generic protocols and standard operating procedures that can be adapted at the country level to guide the departments and agencies involved in different aspects of protection and remediation for victims of child labour and forced labour, especially victim identification, referrals, assistance, and protection.

3. Building the capacities of the desk officers in the Federal Ministry of Labour and Employment and members of the NSCCL and SSCCL including implementing partners to support the implementation of the Action Plan, especially through learning-by-doing and knowledge sharing.
4. Nurturing public-private partnerships on child labour and forced labour through the platform.
5. Strengthening the multi-sectorial approach towards the elimination of child labour and forced labour coordinated by the Federal Ministry of Labour and Employment.

## **2.3 ADVOCACY AND AWARENESS CREATION**

### **Background**

Advocacy to stakeholders in both the Legislative and the Executive arms of Government at national and sub-national levels is important in the fight to eliminate child labour. Advocacy targeted at improving the legal environment through enhancing the implementation of laws and policies form an important component of achieving the elimination of child labour. Traditional leaders are closer to the communities and this category of people are also critical to the elimination of child labour. A robust mapping exercise helps to identify the influential and powerful persons or groups of persons to work with.

Awareness raising is critical to the success of the fight against child labour and the populace must be aware of the negative effects of child labour on the victim and the society at large. Rigorous campaigns against child labour are a critical component of actions. Nigeria has a well-developed infrastructure for the dissemination of information—the media (print, electronic and social) has proved to be a useful tool both in the public and private sectors in executing strategies for national development. The National Orientation Agency (NOA) has a presence in both rural and urban communities, with a major mandate to disseminate information for national development. The role of the civil society in this regard is quite noticeable. The commemoration of days related to child rights generally and child labour specifically is a great means of disseminating information to the population.

### **Gaps**

- Elimination of child labour is still not taken seriously due to socio-cultural and religious norms and beliefs.

- Campaigns against child labour are not coordinated.
- Commemoration of days related to the elimination of child labour are not fully utilised as a campaign tool against child labour.
- IEC (Information, Education and Communication) materials on child labour are not sufficient and the ones available are not utilised extensively.
- The massive opportunity of children as actors in the dissemination of information on child labour has not been fully explored.

### Expected Outcome

- Relevant conventions and laws are ratified and domesticated.
- Activities towards eliminating child labour are adequately budgeted for.
- Budget allocations are promptly released for the implementation of activities.
- People are aware of issues surrounding child/forced labour and act towards eliminating it.
- Campaigns against child labour are well coordinated.
- June 12 (WDACL) is well commemorated in the public space.

### Strategies

1. Creating national templates for capturing and distributing produced IEC materials.
2. Producing national advocacy tools for national campaigns targeted towards different categories of people and groups.
3. Ensuring that IEC materials are produced in the local languages for the locations of use.
4. Encouraging the massive use of the social media to disseminate information on child/forced labour and efforts at eliminating it.
5. Emphasising the commemoration of days that highlight the situation and needs of child/forced labour victims and children at risk of it.
6. Encouraging and involving children in the design, production, and distribution of IEC materials both physically and electronically.

## 2.4 SOCIAL PROTECTION AND EMPLOYMENT

### Background

Social protection, as defined by the United Nations Research Institute for Social Development (UNRISD), is concerned with preventing, managing, and overcoming situations that adversely affect people's wellbeing. Social protection consists of policies and programmes designed to reduce poverty and vulnerability by promoting efficient labour markets, diminishing people's exposure to risks and enhancing their capacity to manage economic and social risks, such as unemployment, exclusion, sickness, disability and old age.

The first official social protection legislation in Nigeria was the Workmen's Compensation Act 1942, which was eventually reviewed to the Employee's Compensation Act 2010.

While there are a number of institutions directly and indirectly involved in social protection at the national, state and local levels, there are also a number of Ministries, Departments and Agencies (MDAs) and development partners at the federal level who are currently and actively driving social protection (e.g., Office of the Senior Special Assistant to the President on the Millennium Development Goals, Nigeria Social Insurance Trust Fund (NSITF), Department for International Development (DFID), United Nations Children's Fund (UNICEF), UN Population Fund (UNFPA), World Bank, World Health Organisation (WHO)). There are other MDAs also involved in social protection but they have less presence in federal-level discussions (e.g. the Ministries of Women Affairs and Social Development, Health, Education, Labour, Works, and Agriculture). These MDAs tend to have more visibility and presence at the state level (e.g. as part of Care of the People—COPE state social assistance committees). There is also a range of NGOs and civil society actors at the local level involved in implementing social protection programmes directly and indirectly (especially in terms of child rights and HIV programming).

Nigeria has set up schemes, policies and programmes towards social protection such as;

- National Priority Agenda for Orphans and Vulnerable Children 2019-2026, driven by the Federal Ministry for Women Affairs (FMWA).
- Universal Basic Education Programme, driven by the Universal Basic Education Commission (UBEC).
- Early Childhood Educational Policy, driven by the Federal Ministry of Education (FME).
- National Policy on HIV, by the National Agency for the Control of AIDS (NACA).
- National Social Investment Programmes.
- Ending Violence Against Children, by the FMWA.
- National Policy on Elimination and Discrimination Against People Living with Disability, driven by the Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development (FMHADMSD).
- National Policy on Albinism in Nigeria, driven by FME.
- National Gender Policy, driven by FMWA.
- National Policy on Protection and Assistance to Trafficked victims, driven by National Agency for the Prohibition of Trafficking in Persons (NAPTIP).
- National Child Policy, driven by FMWA.
- National Policy on Migration, driven by National Commission for Refugees Migrants and Internally Displaced Persons Offices (NCRMI).
- Nigerian Labour Act 2004.

Since 2015, the government has rolled out some programmes towards social protection, in alignment with these policies and schemes, such as:

- Nigeria's conditional cash transfer (CCT) .
- National Home-Grown School Feeding Programme (NHGSFP).

In Nigeria, employment is both public and private sector driven. More than half of those living in extreme poverty are youths who are either unemployed or underemployed. One obstacle for the development of employment in sectors such as agriculture and construction are the lack of

adequate qualified manpower. A major reason for this lies in the poor quality of curricula, teacher training, and equipment in the Technical and Vocational Education and Training (TVET) educational system. In the 2017/18 Global Competitiveness Index (2017/2018), Nigeria is listed among the 25 lowest rated countries in the quality of education. Potentially lucrative value chains are restrained by the lack of a well-trained labour force. Given the limited labour-market relevance of the TVET system, graduates of vocational training courses have few employment and income prospects, which is a major cause of migration to European and other industrialised countries.

However, the federal government has rolled out some programmes to cover the shortfalls in the employment gap, such programmes include:

- N-Power Empowerment Scheme.
- The 2019 National Directorate of Employment (NDE) Skill Development in Kano.
- 774,000 Special Public Works Initiative in 2020.
- 500,000 New Teacher's Special Intervention 2016.

## Gaps

Despite government efforts towards providing social protection and bridging the employment gap, there are still gaps which include the following:

- Some of the policies are hidden due to their lack of implementation by driving agencies despite their validity.
- Lack of continuity in execution of policies.
- Inadequate funding of existing social protection/employment policies.
- Lack of synergy and the duplication of mandates by various MDAs.
- Lack of connection between the Social Protection (SP) programmes and other prevailing issues like child labour/forced labour, abuse and exploitation.

## Expected Outcome

- Vulnerable groups in Nigeria are aware of service delivery procedures and have access to social protection programmes.
- Social protection and employment policies are consistently funded and implemented.

- Capacities of key actors are built to effectively implement social protection and employment programmes.
- Leakages in the dissemination of social protection/employment interventions are blocked.
- Social protection and employment programmes are sustainable and consistent despite change in governments.
- Social protection programmes are used as rehabilitation opportunities for victims of child/forced labour, trafficking and other matters.

## Strategies

1. Carrying out needs assessments to identify the needs of the vulnerable groups.
2. Disseminating information to the grassroots through electronic and print media such as television and radio jingles and billboards.
3. Community mapping to obtain location of target groups and data within the target period.
4. Training of key actors to implement social protection policies.
5. Using Social Protection Services Monitoring Templates to ensure that vulnerable groups are accessing SP deliverables.
6. Sustaining advocacy on the importance of SP to successive governments.

## **2.5 TREATMENT OF CHILD LABOUR VICTIMS**

### **Background**

Child/forced labour has continually progressed and taken on a heightened dimension nationally and at the grassroots level in Nigeria. Child labour/forced labour by its exploitative and stunting nature jeopardises an individual's potentials of becoming a productive adult, able to take their place in the community where they are raised. Its eventual elimination is possible when the political will and orientation are cultivated.

Child labour victims suffer from immediate and long-term dangers to physical and mental health and the denial of universally recognised rights regarding personal development and freedom from exploitation. Besides the heavy emotional, psychological and life-threatening health losses suffered by victims, these illicit practices represent huge financial losses to the nation's treasuries in terms of foregone taxes and costs of remedial measures for victims, unfair competition with law-abiding employers and companies and significant potential damage to the brand images of companies and industries linked to child labour in the supply chain.

In addition, child labour may interfere with or deny children the opportunity to receive the education and training needed to help them grow into adults able to exercise their rights and responsibilities fully as Nigerian citizens and to have equal access to decent work and a better future. Even for those children able to combine school with work, child labour may affect school attendance, academic performance and learning outcomes, sometimes leading to dropouts.

There are existing laws and community structures in Nigeria that can serve as platforms for rehabilitation and reintegration of child/forced labour victims. These include Community Development Associations (CDAs), Parent-Teacher Associations (PTAs), School-Based Management Committees, etc.

The existence of structures such as UBE, NDE, Small and Medium Enterprises Development Agency (SMEDAN), etc. help reduce the vulnerability of citizens.

In addition, socio-economic empowerment programmes such as N-POWER and TraderMoni exist, helping to reduce the susceptibility of citizens to forced labour.

## Gaps

- Inadequate resources allocated to programmes and interventions on child/forced labour.
- The lack of a coordinated informal sector makes it difficult to implement child and forced labour intervention programmes.
- Insufficient length of time in supporting victims from the point of identification to reintegration.
- Inadequate technical capacity to cater for identified and withdrawn children and forced labour victims.
- Inadequate infrastructure at national and sub-national levels for efficient treatment of child/forced labour victims.
- Poor reporting mechanisms and data management.
- Existence of overlapping functions and interagency rivalries.

## Expected Outcome

- Child labourers, including children in the worst forms of child labour are identified, withdrawn, rehabilitated and reintegrated.
- Community structures are engaged in the identification and support for victims of child/forced labour.
- Victims of child labour are provided the most suitable recovery treatments specific to their identified needs.
- Data on child labour is effectively managed.
- Preventive actions are increased to mitigate against child/forced labour.

## Strategies

### 1. Identification/Reporting

As a means of improving on reporting, Child Labour should be mainstreamed into the activities of the State Child Rights Implementation Committee (SCRIC) at the state levels. There should be a focused and consistent interfacing with children, young people, families and all stakeholders to access real time information on cases of child labour. This can be achieved through the integrated system of the SCRIC/CPN that ensures government, non-governmental organisations and other stakeholders are involved in the identification, withdrawal and protection of victims of child/forced Labour. The system assigns specific roles to these actors, based on their mandates and capacities to assess, withdraw and follow-up on victims. This will ensure that children are better protected against exploitation.

## **2. Case Management**

Case management is the process through which specific programmes of services that correspond to each child are established, implemented, assessed, amended and closed. It is an essential tool for addressing the individual needs of each child and reinforcing/ adapting their capacities. It is at this stage that the most appropriate treatment for a victim of child labour is determined through adequate needs assessment.

## **3. Psychosocial Support and Child Friendly Spaces (CFS)**

Psychosocial support and Child Friendly Spaces (CFS) can support victims of child labour whose exposure to harm can have long-lasting effects on their emotional development and self-perception. CFS activities and psychosocial support have proven to be an important element in the response for children who are victims of child labour. These spaces can be set up in areas where long-term programmes for victims of child labour had been implemented before or in areas with high prevalence of child labour.

## **4. Family Tracing and Reunification (FTR)**

Family tracing and reunification of children with families of origin (where possible) is critical to the recovery of victims. Where families cannot be traced and when in the best interest of the child, interim and suitable alternative care should be deployed to cater for the child until the family is traced or the victim has been helped to develop into a contributing, self-reliant member of society.

## **5. Family Strengthening**

Family Strengthening programmes should be developed and sustained to empower families and strengthen their capacity to protect and care for their children. Recognising that socio-economic status has a strong link to some of the major factors that lead to child/forced labour,

empowerment interventions should be developed to address the socio-economic situation of these families in order to reduce the vulnerability of potential victims and the recovery of victims of child/forced labour.

## **6. Capacity Building**

Sustained technical training on the management of victims of child/forced labour is required to fill the gap occasioned by the dearth of professional social workers and case management experts. Intensive training and capacity development are recommended for critical stakeholders. Training plans should be designed and mainstreamed into policies, systems and structures that tackle the issue of child/forced labour in Nigeria.

## 2.6 EDUCATION

### Background

The Nigerian government recently acknowledged that the country has the highest number of out-of-school children in the world. UBEC, in 2019, acknowledged that about 10 million children of primary school age are out of school.

It is a known fact that education is the bedrock of development but the Nigerian educational system has been experiencing challenges in the area of funding which has led to poor and dilapidated infrastructure, coupled with paucity of quality teaching and learning as a result of poor carriage capacity of teachers and polluted learning environments.

Although certain fees are still paid in the schools, education is supposed to be free from primary all through to junior high school according to the educational policy of the country. Free education at all levels is an important step to increasing registration and retention.

The Home-Grown School Feeding Programme where each child gets one meal per day within the school period, is aimed at improving school enrolment and increasing the rate of retention in schools.

The COVID-19 pandemic has taken its toll on education, as schools had to be closed for over 6 months. This situation is likely to affect school attendance by children over time.

Among other actions, the Nigeria Government recently established a National Commission for Persons with Disabilities (NCPWD) to encourage inclusion. The government is also considering an improvement in the welfare of teachers by increasing the years of service from 35 to 40 and retirement age from 60 to 65 including an increase in allowance for teachers. All these are targeted towards improving the welfare of teachers to improve the quality of education in Nigeria.

## Gaps

- Levies are still being demanded in schools as against the official position of the government that education is free at all levels.
- The situation of educational infrastructure in Nigeria is dismal and this has a negative effect on teaching and learning in schools.
- The management of the conflict situations in the country has not given serious consideration to education in emergencies.
- Existing Internally Displaced Persons (IDPs) camps are inadequate.
- Poverty alleviation programmes are not tailored towards the needs of victims and those vulnerable to child/forced labour in emergencies.
- The rate of *almajiri* system in the northern part of the country is increasing, resulting in more children out of school and in child labour.
- Education especially in rural communities is not easily accessed.

## Expected Outcome

- Improved teacher performance and quality of learning.
- School enrolment figures are increased while the number of out-of-school children is decreased by at least 30% because of the success of social protection programmes.
- Children learn in safe and secure environments.
- Procedures for enrolment and reintegration of children into schools are clear and followed by stakeholders.
- Curriculum management is strengthened and quality of education improved.
- Informal education is strengthened through state-recognised apprenticeship programmes.
- Social partner involvement in the provision of training opportunities for children and young people is harnessed.

## Strategies

1. Sensitisation at local levels to improve registration of children in schools.
2. Strong advocacy with states to make education truly free by abolishing extra fees paid in schools.
3. Advocacy with the private sector to include educational and vocational support for victims of child and forced labour in the corporate social responsibility actions
4. Strengthening the monitoring and coordination of educational and vocational interventions
5. Taking necessary and relevant measures for sustainable and successful reintegration in schools of children withdrawn from labour.
6. Implementing gender-responsive measures to improve the quality of teaching and learning outcomes, reduce dropout and repetition rates and provide schooling for out-of-school children, including ex-child labourers.
7. Improving education budgets and spending efficiency, including more funding for pre-primary education and investments in teacher quality and supervision.
8. Implementing measures for making national technical and vocational education and training systems cost-effective.
9. Implementing measures for upgrading informal apprenticeship systems, including, *inter alia*, effective financing mechanisms, increased monitoring and training, quality assurance, enhanced access to new skills, and decent working conditions with protection for labour and social rights.

## 2.7 CHILD PARTICIPATION

### Background

Child Participation is one of the four core clusters of the UN Convention on the Rights of the Child (UN CRC, 1989) and African Union Charter on the Rights and Welfare of the Child (AU CRWC, 1990). Child Participation Rights refer to children's rights to express themselves, to be heard, and have their views and behavioural expressions taken into consideration by adults and institutions that work with, and for, children.

As extensively provided in Nigeria's Child's Rights Act, 2003, which is a domestication of the UN CRC, AU CRWC among other national and international legal instruments, the Nigerian child now has the legal right to participation in every issue that concerns the child.

### Gaps

- Child labour programming does not include child participation.
- Most projects focused on the elimination of child labour only view children as victims and not participants in the elimination of child labour.
- Although the various laws put the working age below 18, working children are not recognised in negotiations on workers' welfare.
- Working children are not given the opportunity to associate as right holders.

### Expected Outcome

- Children associations are recognised and involved in actions towards the elimination of child labour.
- Working children are included in negotiations on workers' welfare.
- Children participate in the programming of activities at the levels of planning, implementation and evaluation.
- Children groups undertake advocacy on issues that concern them and their protection at national, sub-national and community levels towards the elimination of child labour.

## Strategies

1. Mainstreaming Anti-Child Labour activities into the Child Rights Clubs in schools.
2. Empowering the Nigerian Children's Parliament to dialogue with State and Federal Legislators on Child Labour Prevention/Elimination.
3. Ensuring children's active involvement in the commemoration of international days, such as World Day Against Child Labour (WDACL), Universal Children's Day, etc. using the Supporting Children's Rights through Education, the Arts and the Media (SCREAM) approach to encourage child participation in the prevention of child labour.
4. Involvement of children at all stages of intervention on child labour matters: from planning to implementation and evaluation.
5. Encouraging the association of working children at national and sub-national levels.

## **2.8 CONFLICT AND EMERGENCY RESPONSE**

### **Background**

Since 2011, Nigeria's population has been affected by conflict between armed groups and government forces in the northern part of the country, especially in states such as Yobe, Adamawa, Borno and Zamfara, resulting in the killing and abduction of civilians, and the destruction of social and economic infrastructure in the country. In May 2013, the government of Nigeria declared a state of emergency and imposed a curfew.

An inter-agency assessment mission fielded in Nigeria in May 2014 showed that between 2013 and 2014, in the six states affected by the crisis (Adamawa, Borno, Bauchi, Gombe, Taraba and Yobe), the number of IDPs had reached about 647,000. Over 90 per cent of the IDPs now reside with host families within communities; others have taken shelter in public buildings such as schools.

The insurgency in North-Eastern Nigeria and the counter insurgency operations have created a growing humanitarian crisis impacting neighbouring countries in the Lake Chad region. In 2013, there were about 12,000 Nigerian refugees in Northern Cameroon, 1,000 in Chad and 20,000 in Niger Republic, including emigrant Nigeriens forced to return from Nigeria. In Niger Republic, the number of displaced persons from Nigeria has grown to 50,000.

With parts of Nigeria suffering intermittently from emergencies, state fragility and armed conflict, many vulnerable groups, particularly women and children, have frequently fallen into situations of egregious abuse and exploitation.

To this end, the Action Plan considers the integration of comprehensive age and gender-responsive measures for protecting and assisting groups vulnerable to the kinds of exploitation addressed by SDG 8.7 into national, regional and continental responses to emergencies, drawing on knowledge and other resources available from partnerships, networks and platforms such as the Alliance 8.7 Action Group on Conflict and Humanitarian Settings and the Child Labour Task Force of the Alliance for Child Protection in Humanitarian Action, National Steering Committee

on the elimination of Child Labour (NSCCL), Security Agencies, Faith Based Community (FBC), Community Based Organisations (CBO) and Civil Society Organisations (CSO).

In addition, briefings, guidelines, and other information resources should be prepared and provided on a systematic basis to departments and agencies involved in emergency management, peacekeeping, peace negotiations; in post-crisis development responses, and on measures needed to address issues of child labour, forced labour, human trafficking and modern slavery in their missions.

Recent global and national events have also exacerbated the emergency situation, leading to an increase in child labour and forced labour, with the COVID-19 pandemic and the “End SARS” protests taking their toll on the economy of families which may force children to be further engaged in child labour.

### Gaps

- Culture of silence around the issues of gender-based violence in the IDP camps.
- Lack of adequate facilities in the IDP camps.
- Lack of psychosocial, livelihood and technical support to IDPs, widows, children and persons living with disabilities.
- Unchecked early and forceful marriages in conflict zones.

### Expected Outcome

- Displaced persons have safe and secure environments provided for them.
- Displaced persons especially children are reintegrated into their families and communities where possible.
- Security operating system is improved.
- Peace is restored in the troubled areas.
- A platform on which different actors can link up and share information and other resources exists and is coordinated.
- The rights of children especially to education and protection are ensured and respected in emergencies.

## Strategies

1. Integration of comprehensive age and gender-responsive measures for protecting and assisting groups vulnerable to the kinds of exploitation addressed by SDG 8.7 into regional and continental responses.
2. Drawing on knowledge and other resources available from partnerships, networks and platforms such as the Alliance 8.7.
3. Building much stronger strategies for the protection of children in IDP camps.
4. Strengthening protection and monitoring issues through an age and gender diversity mainstreaming approach.
5. Building the capacity of state agencies such as National Emergency Management Agency (NEMA), State Emergency Management Agencies (SEMA) and other relevant national bodies by promoting training on basic principles of protection and camp coordination and management.
6. Provision of shelter and non-food items to the vulnerable IDP families.
7. Briefing guidelines and other information resources be prepared and provided on a systematic basis to departments and other relevant agencies involved in emergencies, peacekeeping and peace negotiations, while imposing crisis development response measures needed to address the issues of child labour.
8. Provision of strategic leadership policy, development and engagement with the Federal Government of Nigeria (FGN).
9. Strong collaboration and information sharing with all stakeholders such as National Agencies, NGOs, donors and CSOs involved in the elimination of child labour.

## 2.9 MONITORING AND EVALUATION

### Background

The National Action Plan (NAP) guides the implementation of the monitoring, evaluation and review strategy. The Monitoring and Evaluation (M&E) is conducted at three levels: National Level, State Level and Local Level.

At the National Level, the M&E system aligns with the regional arrangement and guidelines set out in Agenda 2063 M&E framework. As a member State of the AU, the M&E action plans aim to produce a report on the Agenda 2063 – SDG, target 8.7 every two years, providing information on the indicators.

The National Level consists of the NSCCL while at the State Level is the SSCCL. Both steering committees have established M&E Units, Planning, Research and Statistics (PRS) Departments with the mandate to generate and analyse data for their respective organisations.

Guided by the NAP, the monitoring and evaluation mechanism for the elimination of CL/FL constitutes the following:

- The annual report of the national steering committee.
- Bi-annual reports of states steering committees.
- Quarterly reports of the local government working groups.

Each sector will develop M&E data gathering tools based on the comparative advantage which will be forwarded to the NSC.

### Gaps

- Inadequate data on child/forced labour prevalence/incidence across the country.
- Low level of competence of M&E personnel.
- Absence of stand-alone survey on child/forced labour.
- The existing reporting template needs to be restructured and updated in view of recent developments in the global economy.

- Data harmonisation is required for better synergy among institutions.

### Expected Outcome

- To collect, collate and analyse data with viable indicators.
- To have easy access to data.
- Strong institutional support and personnel.
- A robust and verifiable data.

### Strategies

1. Thoroughly evaluating quarterly reports of National and State Steering Committees.
2. Development of data gathering tools based on the activities of the National Action Plan.
3. Ensuring effective child labour monitoring mechanisms are established at sub-national levels.
4. Coordinating the activities of all stakeholders and social partners in the dissemination of information and data relating to child labour/forced labour.

## **2.10 STATISTICS AND KNOWLEDGE MANAGEMENT**

### **Background**

For a successful development, implementation, monitoring, evaluation and reporting of the National Action Plan, timely, quality and comparable statistics, disaggregated according to several characteristics is required. The current situation is the absence of reliable data at country level and in some instances, the data available are not properly disaggregated to particularly show the situation of child labour and related matters. There should be collaboration between the implementing agencies and National Bureau of Statistics (NBS) to generate or produce data on child labour/forced labour prevalence in the country.

### **Gaps**

- Lack of central data /information collation base.
- Low level of training/capacity building of relevant stakeholders and institutions.
- Inadequate uniform indicators for data collection (no uniform template).

### **Expected Outcome**

- A harmonised template for a functional data base.
- Stakeholders are trained in data gathering and management.
- Bi-annual situation analysis of child labour/forced labour is carried out.
- Bi-annual survey on prevalence of child labour/forced labour in Nigeria is in place.

### **Strategies**

1. Exploiting existing data to assess child labour/forced labour and monitor progress on implementation of Agenda 2063- SDG 8.7.
2. Mainstreaming child labour module into the labour force survey.

3. Identify data collation, analysis and dissemination needs for monitoring and reporting and develop the necessary methodology for adaptation for use.
4. Developing data and knowledge management system.
5. Building the capacity of stakeholders at the national, state and local government level to enable them collect and analyse data using common tools and standards.

### III. LOGICAL FRAMEWORK

| POLICY, LEGAL FRAMEWORK AND ENFORCEMENT |                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                          |                                                                                                                                                                                             |                      |                                                                                                                                                                                                                                        |                                                                                                 |
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| S/N                                     | Objectives                                                                                                                                                                                            | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Resp. Orgs                                                                                                                                                                               | Expected Outcome                                                                                                                                                                            | Timeline (T/L)       | Indicator                                                                                                                                                                                                                              | Mode Of Verification (MOV)                                                                      |
| 1.                                      | Timely domestication of all relevant, ratified international conventions and protocols by National and State Assemblies including convention 189, and harmonisation of the minimum age of employment. | <p>1. Meeting of the National Labour Advisory Council (NLAC) for consultation/deliberation, review, ratification and domestication of relevant conventions.</p> <p>2. Meeting of national stakeholders to review laws and policies on child labour and forced labour.</p> <p>3. Meetings/consultations with the National Assembly for review and domestication of relevant laws.</p> <p>4. Development and regular review of roadmap with prioritised actions on child labour and forced labour in</p> | <p>FML&amp;E in collaboration with FMOJ, NLC, TUC, NECA, CSO and ILO.</p> <p>NSCCL and other partners.</p> <p>NSCCL, National Assembly.</p> <p>FML&amp;E in collaboration with FMOJ,</p> | National laws, policies and regulations relating to child labour, forced labour, and protection of children are updated and enforced in line with relevant international legal instruments. | July 2021-June 2022. | <p>Number (No.) of National Labour Advisory Council (NLAC) meetings held.</p> <p>No. of consultations /meetings held with the National Assembly for review and ratification.</p> <p>No. of conventions ratified and laws reviewed.</p> | <p>Minutes of meetings.</p> <p>Reviewed laws.</p> <p>Ratified and domesticated conventions.</p> |

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|                              |                                                                                                                                                                                                                     | Artisanal Gold Mining Supply Chains (AGMSC) and Cocoa supply chains                                                                                                                                                                                                                                                                                                                                                    | NHRC, NLC, TUC, NECA, CSO and ILO.                                          |                                                                                                                                                                                                                                                                                         |            |                                                                                                                                                                                         |                                                                                                                                                                                                               |
| <b>SYSTEMS STRENGTHENING</b> |                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                             |                                                                                                                                                                                                                                                                                         |            |                                                                                                                                                                                         |                                                                                                                                                                                                               |
| <b>S/N</b>                   | <b>Objectives</b>                                                                                                                                                                                                   | <b>Activities</b>                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Resp. Orgs</b>                                                           | <b>Expected Outcome</b>                                                                                                                                                                                                                                                                 | <b>T/L</b> | <b>Indicator</b>                                                                                                                                                                        | <b>MOV</b>                                                                                                                                                                                                    |
|                              | To build the capacity of key policymakers and implementers to advocate for adoption, funding and implementation of policies, programmes, laws and regulations on the elimination of child labour and forced labour. | <p>1. Identify Institution(s) to provide capacity building support to policymakers and implementers.</p> <p>2. Conduct assessment on the capacity gaps for the identified stakeholders/ organisations, especially on child labour and forced labour interventions at the national and state levels.</p> <p>3. Develop training plans/toolkits for conducting the trainings (based on the result of the assessment)</p> | FML&E in collaboration with FMOJ, NHRC, LACON, NLC, TUC, NECA, CSO and ILO. | Policymakers and implementers in oversight institutions are committed to supporting programmes for elimination of child labour, ensuring significant improvements in human, financial and technical resources in all key intervention areas relating to child labour and forced labour. | 2021-2025. | <p>No. of institutions identified to provide capacity building programmes.</p> <p>No. of training needs assessments conducted.</p> <p>No. of training plans and toolkits developed.</p> | <p>Report on the selection process.</p> <p>Report on assessment conducted.</p> <p>Training manuals, toolkits, attendance lists and training reports produced.</p> <p>Attendance list and training report.</p> |

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|  |  | <p>including tools on resource mobilisation, budgeting, policies, transitional care for victims, child labour and forced labour laws and regulations.</p> <p>4. Conduct Training of Trainers (TOT) programmes for state and non-state actors on child labour and forced labour elimination based on the developed training plan and toolkits.</p> <p>5. Organise exchange capacity programmes among stakeholders on program implementation.</p> <p>6. Exchange study visit to Ivory Coast (Cocoa), Ghana (ASGM) and other places as deemed necessary.</p> |  |  |  | <p>No. of TOT conducted for state and non-state actors.</p> <p>No. of child labour and forced labour desk officers with enhanced capacity.</p> <p>At least one study visit.</p> <p>No. of equipment supplied.</p> | <p>Report of exchange visit.</p> <p>Evidence with receipts and equipment.</p> |
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|  |                                                                                                                                                      | 7. Strengthen the capacity of the Inspectorate Department of the FML&E, child labour/forced labour desk officers of the Ministries of Mines and Steel Development, Agric. & Rural Development, Women Affairs, National Orientation Agency, NLC, TUC, NECA, CSO and law enforcement agencies.                         |                                                       |                                                                                                                                                                                                                                                                |                                                      |                                                                                                                                                     |                                                                                                                                                                                                          |
|  | To implement a robust and comprehensive coordination mechanism of child labour/forced labour intervention that is participatory and result oriented. | <p>1. Strengthening of the NSCCL.</p> <p>2. Strengthening and establishing SSCCL and appointment of desk officers in states where they are non-existent.</p> <p>3. Mainstreaming of child labour committees into Child Protection Networks at the local levels.</p> <p>4. Bi-annual review meetings of NSCCL and</p> | FML&E, all organisations in NSCCL, SSCCL, and LGSCCL. | Multi-stakeholder platforms exist in Nigeria, enabling organisations, institutions and individuals working on SDG Target 8.7 issues to link up, work together, share knowledge and support each other. Partners at national and sub-national levels are making | <p>2021-2022</p> <p>2021-2025.</p> <p>2021-2025.</p> | <p>No. of SSCCL and LGSCCL established and strengthened.</p> <p>No. of bi-annual review meetings of NSCCL and quarterly meetings of SSCCL held.</p> | <p>Report of inaugural meetings of SSCCL and LGSCCL.</p> <p>Pictures of inaugural meetings of SSCCL and LGSCCL.</p> <p>Reports of Bi-annual review meetings of NSCCL and quarterly meetings of SSCCL</p> |

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|  |                                                                                                                                                                                                                                                   | <p>quarterly meetings of SSCCL.</p> <p>5. Production of annual reports by CLU (FML&amp;E) on child labour and forced labour programmes in the country.</p> <p>6. Mainstreaming of NSCCL and SSCCL into the National Child Rights Implementation Committee (NCRIC) and State Child Rights Implementation Committee (SCRIC).</p>                                                                                                     |                                                                                                                                                              | <p>good use of the knowledge, innovations and other resources available from local and global networks to combat child labour/forced labour.</p>                                                                                                                                            |                                                                                         | <p>No. of annual reports produced and circulated.</p>                                                                                                                                                                                                       | <p>Copies of report.</p>                                                                                                                                                                                                                                                                      |
|  | <p>To facilitate collaboration and partnership across different levels of government, sectors (public and private) and development partners.</p> <p>To strengthen institutional capacities on resource mobilisation and financial management.</p> | <p>1. Mainstream child labour/forced labour issues into different levels of government, sectors (public and private).</p> <p>2. Strengthening linkages between government institutions that are involved in child and forced labour interventions and other sectors including the private sector and CSOs.</p> <p>3. Inclusion of child labour/ forced labour specific activities in the work plan of all member organisations</p> | <p>NECA, FML&amp;E in collaboration with NSCCL, SSCCL and development partners.</p> <p>FML&amp;E in collaboration NSCCL, SSCCL and development partners.</p> | <p>Public-private partnerships are making significant contributions towards national efforts at eliminating child labour/ forced labour.</p> <p>Resource mobilisation sources from development partners, the private sector and other possible sources to complement government funding</p> | <p>2021-2025</p> <p>2021-2023.</p> <p>2021-2022</p> <p>2021-2025</p> <p>2022 - 2025</p> | <p>No of programmes on the elimination of child labour that show public-private partnership.</p> <p>At least 70% of member organisations in the NSCCL have issues of child/forced labour indicated in their work plans.</p> <p>No. of CSOs implementing</p> | <p>Minutes of joint meetings.</p> <p>Reports on joint activities,</p> <p>Organisational work plans of each agency and organisation.</p> <p>Evidence of private sector involvement in activities at national and sub-national levels.</p> <p>Evidence of projects co-funded by the private</p> |

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|                                        |                                                                                     | <p>represented in NSCCL and SSCCL.</p> <p>4. Engender support from development agencies and multinational companies for CSOs to effectively implement action programmes on the elimination of child and forced labour.</p> <p>5. Build stakeholder capacities on resource mobilisation and financial management for the implementation of action programmes on child labour and forced labour.</p> <p>6. Develop and disseminate a national guideline on resource mobilisation and application for the elimination of child labour and forced labour.</p> <p>7. Tracking budget and expenditure on child labour and forced labour.</p> | <p>FML&amp;E in collaboration with NSCCL, SSCCL FMFBP and development partners.</p> <p>NSCCL, SSCCL, LGSCCL.</p> | for child labour and forced labour interventions are strengthened. | 2021-2025  | <p>programmes on child labour.</p> <p>No. of trainings/persons trained on resource mobilisation.</p> <p>Existence of a national resource mobilisation guideline.</p> | <p>sector, and development partners.</p> <p>Reports of stakeholder training on resource mobilisation and financial management.</p> <p>Reports on budget tracking.</p> |
| <b>ADVOCACY AND AWARENESS CREATION</b> |                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                  |                                                                    |            |                                                                                                                                                                      |                                                                                                                                                                       |
| <b>S/N</b>                             | <b>Objectives</b>                                                                   | <b>Activities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Res Org</b>                                                                                                   | <b>Expected outcome</b>                                            | <b>T/L</b> | <b>Indicator</b>                                                                                                                                                     | <b>MOV</b>                                                                                                                                                            |
|                                        | To advocate for the ratification of outstanding conventions on child/forced labour. | 1. Visit to relevant government (legislative and executive) and traditional stakeholders at national and sub-national levels.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | NSCCL, SSCCL, CSOs.                                                                                              | All relevant conventions are ratified.                             | 2021-2025  | Convention 189 is ratified; no. of laws relating to child labour reviewed.                                                                                           | Reports on advocacy visits and publications                                                                                                                           |

|                                         |                                                                                                           |                                                                                                                                                                                                                                                                                                            |                                                                                                        |                                                                                                                                                                                                                                                                                                                                         |            |                                                                                                                                                                                                               |                                                                                                                          |
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|                                         | To create awareness on the ills of child labour and the need to eliminate it, especially its worst forms. | <p>2. Commemoration of WDACL (June 12) in a coordinated manner at national and sub-national levels.</p> <p>3. Production of IEC materials for dissemination to the public and at targeted places.</p> <p>4. Awareness raising programmes on the print and electronic media including the social media.</p> | <p>NSCCL, SSCCL, CSOs,</p> <p>FMLE, NOA, NSCCL, SSCCL, CSOs,</p> <p>FMLE, NOA, NSCCL, SSCCL, CSOs,</p> | <p>The populace is well informed about the ills of child labour.</p> <p>WDACL is widely commemorated at national and sub-national levels.</p> <p>IEC materials are produced and disseminated widely.</p> <p>Programmes enlightening the society on the ills of child labour are disseminated on print, electronic and social media.</p> |            | <p>No. of coordinated commemoration of WDACL at national and sub-national levels.</p> <p>No. of IEC materials produced with themes related to child/forced labour</p> <p>No. of media activities reported</p> | <p>Activity reports</p> <p>IEC materials on child/forced labour</p> <p>Videos, audio and print reports of activities</p> |
| <b>SOCIAL PROTECTION AND EMPLOYMENT</b> |                                                                                                           |                                                                                                                                                                                                                                                                                                            |                                                                                                        |                                                                                                                                                                                                                                                                                                                                         |            |                                                                                                                                                                                                               |                                                                                                                          |
| <b>S/N</b>                              | <b>Objectives</b>                                                                                         | <b>Activities</b>                                                                                                                                                                                                                                                                                          | <b>Resp. Org</b>                                                                                       | <b>Expected outcome</b>                                                                                                                                                                                                                                                                                                                 | <b>T/L</b> | <b>Indicator</b>                                                                                                                                                                                              | <b>MOV</b>                                                                                                               |
|                                         | To improve and enforce social protection and employment policies and frameworks to                        | 1. Creation of budget lines by relevant MDAs and stakeholders.                                                                                                                                                                                                                                             | FMLE, MFBNP, FMWA, FME, FMOJ, FMMSD,                                                                   | Consistent funding and implementation of social protection and employment policies.                                                                                                                                                                                                                                                     | 2021-2025  | No. of social protection policies adopted.                                                                                                                                                                    | Online uploads and links.                                                                                                |

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|  | address child/forced labour in Nigeria.                                                                                                                                                      | 2. Timely release of appropriated funds for child labour activities.                                                                                                                          | FMARD, NP and other security agencies, CSOs, NGOs and other members of NSCCL. |                                                                                                     |  | No. of policies adequately funded for implementation.                    | Pictorial evidence and reports of implemented activities,<br><br>Data on beneficiaries of social protection programmes. |
|  | To strengthen Social Dialogue forums at national and state levels to promote dialogue, share best practices and increase the involvement of stakeholders in the elimination of child labour. | 1. Training of stakeholders on developed NAP and its advocacy tools.                                                                                                                          | FMLE and NOA with the support of other members of NSCCL.                      | Sustained advocacy and capacity building of key actors on social protection policies.               |  | No. of training programmes executed.<br><br>No. of officers trained.     | Pictures.<br><br>Minutes.<br><br>Attendance sheets.                                                                     |
|  | To strengthen systems for efficient implementation of social protection/employability programmes to achieve effective service delivery.                                                      | 1. Develop a template for timely and efficient reporting.<br><br>2. Involvement of stakeholders and targeted beneficiaries in the planning of the activities of social protection programmes. | NBS, FMLE, CPNs, NCRIC, SCRIC, NLC, TUC, NECA, CSOs, NDE, NAPTIP.             | Blocked leakages leading to efficient implementation of social protection/employment interventions. |  | No. of successfully implemented social protection/employment programmes. | Audio-visual testimonials.<br><br>Reports.                                                                              |
|  | To increase knowledge and awareness of social protection                                                                                                                                     | Dissemination of relevant information through Public Relations/Media Relations, public                                                                                                        | NSCCL, SSCCL, MEDIA, CSO's,                                                   | Vulnerable groups in Nigeria are well informed and benefit from social                              |  | No. of IEC materials disseminated to target audiences.                   | Pictures.<br><br>Videos.                                                                                                |

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|                                                        | programmes including employability and entrepreneurial opportunities.                                                     | dialogues, media interviews, media discussion programmes, interpersonal communication and community mobilisation.                       | FBOs, CBOs.                                                                  | protection services and delivery procedures.<br><br>Home-school feeding programmes are well entrenched in child labour endemic areas. |            | No. of awareness creation events held.<br><br>Vulnerable families and children benefit from existing social protection programmes.<br><br>Inclusion of child labour endemic areas in the school feeding programme. | Activity reports.<br><br>Reports on beneficiaries.               |
| <b>TREATMENT OF CHILD LABOUR/FORCED LABOUR VICTIMS</b> |                                                                                                                           |                                                                                                                                         |                                                                              |                                                                                                                                       |            |                                                                                                                                                                                                                    |                                                                  |
| <b>S/N</b>                                             | <b>Objectives</b>                                                                                                         | <b>Activities</b>                                                                                                                       | <b>Resp. Org</b>                                                             | <b>Expected outcome</b>                                                                                                               | <b>T/L</b> | <b>Indicator</b>                                                                                                                                                                                                   | <b>MOV</b>                                                       |
|                                                        | To ensure rehabilitation to secure the physical, mental and psychological wellbeing of victims and restore their dignity. | 1. Investigate and take immediate action on all reported cases of child labour, including withdrawal, rehabilitation and reintegration. | FMWA/FMLE, NAPTIP, NPF, CSOs, NGOs, NSCDC, NIS, Ministry of Foreign Affairs. | Child labourers, including children in Worst Forms of Child Labour are identified, withdrawn rehabilitated and reintegrated.          | 2021-2025  | No. of children rescued, withdrawn, repatriated, rehabilitated and reintegrated.                                                                                                                                   | Up-to-date Victims' Register.<br><br>Up-to-date routine reports. |

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|  |                                                                                                                                                                                    |                                                                                                                                                                                                     |                                                                                                                 |                                                                             |           |                                                                                                                                               |                                                                                                         |
|  | Empower vulnerable families and children with access to education, skills acquisition, and alternative means of livelihood.                                                        | 2. Implement socio-economic interventions including provision of adequate educational infrastructure, vocational training, scholarship programs and economic palliatives in vulnerable communities. | FME, FMWA, FMLE, FMARD, FMMSD, NLC, TUC, CSOs, NGOs, NECA, NSCDC, NAPTIP, Media, FMOJ, FM Humanitarian Affairs. | Sustained preventive actions to mitigate against child/forced labour.       | 2021-2025 | Number of children supported in school/trained in skills acquisition.<br><br>Number of families empowered on alternative means of livelihood. | Visual evidence (videos and pictures).<br><br>Training schools' records/registers.<br><br>Certificates. |
|  | To set up and mainstream community response into the activities of the CPNs to respond to child labour issues, for monitoring, referrals and reporting in the project communities. | Engage communities and Implementing Agencies to identify children in or at high risk of child labour by developing a monitoring mechanism in high-risk areas.                                       | FMLE and members of NSCCL, SSCCL.                                                                               | Communities are engaged in and committed to the fight against child labour. | 2021-2025 | Number of community-based child labour committees.                                                                                            | Meeting attendance sheets/minutes.                                                                      |

|                  |                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                     |                                                                  |                                                                                                                                                                                   |            |                                                                                                                                                           |                                                                                                                                          |
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|                  | <p>To develop a referral and reporting system for child labour at national and sub-national levels.</p> <p>To provide psychosocial support for children in high risks communities.</p> | <p>1. Map out stakeholders and service providers and use the information to develop a referral and reporting structure for child labour.</p> <p>2. Provision of psychosocial points for children in high-risk areas.</p> <p>3. Regular psychosocial sessions with the children.</p> | <p>FMLE, and Members of NSCCL, SSCCLA.</p> <p>CSOs and SSCL.</p> | <p>Effective reporting and data management of all child labour related issues.</p> <p>Vulnerable children get listened to and child labour is prevented in their communities.</p> | 2021-2025  | <p>No. of reports received at national level and no. of reports received from states.</p> <p>Number of children benefiting from psychosocial support.</p> | <p>Evidence of data app on Playstore.</p> <p>Registers and data collation forms.</p> <p>Attendance register and counselling reports.</p> |
| <b>EDUCATION</b> |                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                     |                                                                  |                                                                                                                                                                                   |            |                                                                                                                                                           |                                                                                                                                          |
| <b>S/N</b>       | <b>Objectives</b>                                                                                                                                                                      | <b>Activities</b>                                                                                                                                                                                                                                                                   | <b>Resp. Org</b>                                                 | <b>Expected Outcome</b>                                                                                                                                                           | <b>T/L</b> | <b>Indicator</b>                                                                                                                                          | <b>MOV</b>                                                                                                                               |

|  |                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                           |                                                                                                                                                                                        |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                          |
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|  | <p>To provide a conducive environment for effective teaching and learning processes for children across the country.</p> | <ol style="list-style-type: none"> <li>1. Collate data for school age children that are out of school.</li> <li>2. Collate data for areas that do not have access to educational facilities.</li> <li>3. Provide adequate security in the rural communities to enable children go to school for proper learning in safe environments.</li> <li>4. Design child-friendly, inclusive and participatory curriculum.</li> <li>5. Build more centres for skills acquisition and vocational training to accommodate victims of child/forced labour.</li> </ol> | <p>MOE, Labour, NBS. NPC, etc.</p> <p>Security agencies (Military, Police, NSCDC, etc).</p> <p>FME,FMLE NERDC</p> <p>FMLE, MOE, FMWA.</p> | <p>Teaching and learning improved.</p> <p>Safe and secure learning environments improved.</p> <p>Curriculum management improved.</p> <p>Vocational and skills centres constructed.</p> | 2021 - 2023 | <p>Number of children admitted into school, aggregated by sex (male/female).</p> <p>Number of child labour victims admitted into school by level of education, aggregated by sex (male/female).</p> <p>Percentage of out of school children admitted into school, aggregated by age and sex.</p> <p>Information sharing, deployment of more security personnel to the communities, construction of vocational and skills acquisition centres.</p> <p>Percentage of children rescued</p> | <p>Reports, photographs, and attendance registers from MoE, FMLE, FMWA.</p> <p>List of education policy, guideline documents and school admission records.</p> <p>Presence of security personnel deployed.</p> <p>Security briefings.</p> <p>Photographs of the centres constructed.</p> |
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|  |                                                                                                                                          |                                                                                                                                                                                                                                                                                              |                                                                                                                        |                                                                                                                                                |             | and enrolled into the centres.                                                                    |                                                     |
|  | To provide good infrastructure, and to make educational materials affordable and accessible to all children in the schooling demography. | <ol style="list-style-type: none"> <li>1. Build and equip more school libraries.</li> <li>2. Establish more schools and facilities for learning.</li> <li>3. Construct roads within the communities, leading to the schools.</li> <li>4. Build playgrounds for children.</li> </ol>          | Federal and state governments, FME, Min. of Information and Culture, Min. of Works and Housing, Ministry of Transport. | More schools established, learning facilities improved and enhanced and accessibility to schools enabled.                                      | 2021 - 2024 | <p>Number of new roads and schools constructed.</p> <p>Number of learning materials provided.</p> | Pictorials, videos and reports.                     |
|  | To mainstream child/forced labour into the national education system.                                                                    | <ol style="list-style-type: none"> <li>1. Facilitate review of policy and guideline documents on education to include child labour issues.</li> <li>2. Conduct advocacy to the National Educational Research and Development Council (NERDC), aimed at incorporating child/forced</li> </ol> | FMLE, FME, NERDC, NOA.                                                                                                 | <p>Policy guidelines on child/forced labour on education developed.</p> <p>Child/forced labour is incorporated into the school curriculum.</p> | 2021 - 2023 | Number of educational policy and guideline documents with provision on child labour issues.       | List of education policy and guidelines documented. |

|                                          |                                                                           |                                                                                                                                                                                                                                                                                                                                                       |                                            |                                                                                                                                    |              |                                                                                                                                          |                                                                                                    |
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|                                          |                                                                           | labour into the school curriculum.                                                                                                                                                                                                                                                                                                                    |                                            |                                                                                                                                    |              |                                                                                                                                          |                                                                                                    |
|                                          | To provide opportunities for children who cannot access formal education. | <p>1. Include the non- formal section of the education ministries at the state levels in the SSCCL.</p> <p>2. Establish “non-formal schools” in endemic areas to cater for children that cannot cope in formal school settings (see a good practice of School-in-the-Street in Abeokuta, Ogun State and “Slum-to-school” in Makoko, Lagos State).</p> | FMLE, FME, CSOs, NSCCL, SSCCL, LGSCCL.     | <p>Working children have access to basic education while working.</p> <p>Working children have access to remedial education.</p>   | 2021 to 2023 | Existence of informal educational centres for working children.                                                                          | Attendance registers and records of work done.                                                     |
| <b>EMERGENCY AND CONFLICT MANAGEMENT</b> |                                                                           |                                                                                                                                                                                                                                                                                                                                                       |                                            |                                                                                                                                    |              |                                                                                                                                          |                                                                                                    |
| <b>S/N</b>                               | <b>Objectives</b>                                                         | <b>Activities</b>                                                                                                                                                                                                                                                                                                                                     | <b>Resp. Org</b>                           | <b>Expected Outcome</b>                                                                                                            | <b>T/L</b>   | <b>Indicator</b>                                                                                                                         | <b>MOV</b>                                                                                         |
|                                          | To provide adequate security in all communities affected by conflict.     | Reinforce security systems in all affected communities, provide security for community protection, create awareness and educate                                                                                                                                                                                                                       | Military, Police, NSCDC, local vigilantes. | Security operating system and information gathering improved, investigation and intelligence gathering improved, and protection of | 2021 - 2024  | Number of children rescued, withdrawn, repatriated, rehabilitated and reintegrated in communities affected by conflict and the number of | Reports/registration on children: rescued, withdrawn, repatriated, rehabilitated and reintegrated. |

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|                            |                                                                         | the communities on the need to be security conscious.                                                                                                                                                       |                                                                           | affected communities enhanced.                                                                |               | offenders prosecuted.                                                                                                                                                                                                                          |                                                                                                                                                                    |
|                            | Minimise the risk of child labour in emergency and conflict situations. | 1. Train teachers and community workers on child protection in emergencies.<br><br>2. Create an evacuation/withdrawal strategy for orphaned children in emergency and conflict situations.                  | NEMA, FME, NSCCL, CSOs.                                                   | Incidents of child labour and forced labour are reduced in emergency and conflict situations. | 2021 – 2025.  | Reduced number of victims and vulnerable children disaggregated into states and LGAs.                                                                                                                                                          | Data from NBS, ILO, NAPTIP and other stakeholders.                                                                                                                 |
| <b>CHILD PARTICIPATION</b> |                                                                         |                                                                                                                                                                                                             |                                                                           |                                                                                               |               |                                                                                                                                                                                                                                                |                                                                                                                                                                    |
| <b>S/N</b>                 | <b>Objectives</b>                                                       | <b>Activities</b>                                                                                                                                                                                           | <b>Resp. Org.</b>                                                         | <b>Expected outcome</b>                                                                       | <b>T/L</b>    | <b>Indicator</b>                                                                                                                                                                                                                               | <b>MOV</b>                                                                                                                                                         |
|                            | To ensure that children contribute to the elimination of child labour.  | Encourage the establishment/strengthening of children associations (e.g., Association of Working Children, Children's Parliament and School Clubs).<br><br>Involvement of children and youth in advocacy on | FMLE, FMWA, FME, NSCCL, SSCCL, CSOs.<br><br>FMLE, FME, FMWA, NSCCL, CSOs. | Children become actors and stakeholders in the elimination of child labour.                   | 2021 to 2025. | Incorporation of Anti-Child Labour activities into the Child Rights Clubs in schools especially promoting <b>SCREAM</b> , existence of associations for working children, evidence of child participation in advocacy events and negotiations. | Attendance lists, members' register, pictures, communiques, press statements, reports of club activities.<br><br>Reports/pictures/advocacy tools of commemoration. |

|                           |                                                                                                                                                                     | <p>issues that concern them in the elimination of child labour,</p> <p>Planning and executing the commemoration of child focused days by children and children-led organisations (National Children's Day, WDACL, DAC, Day of the Girl Child, International Children's Day, etc.).</p> |                                                                                                |                                                                                                                                                           |             |                                                      |                                        |
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| MONITORING AND EVALUATION |                                                                                                                                                                     |                                                                                                                                                                                                                                                                                        |                                                                                                |                                                                                                                                                           |             |                                                      |                                        |
| S/N                       | Objectives                                                                                                                                                          | Activities                                                                                                                                                                                                                                                                             | Resp. Org                                                                                      | Expected outcome                                                                                                                                          | T/L         | Indicator                                            | MOV                                    |
|                           | To establish a robust, effective and sustainable M&E system for National, State and Local Committees' programmes on the elimination of child/forced labour by 2025. | <p>Set up a system for the statutory reporting of activities on CL.</p> <p>Routine submission of peculiar M&amp;E reports from the various sectors at every level for</p>                                                                                                              | FML&E (Inspectorate Dept.), NSCCL, SSCCL, Implementing Partners (IPs) and other stakeholders . | <p>To collect, collate and analyse data with viable indicators.</p> <p>To have easy access to data.</p> <p>A robust and verifiable data is available.</p> | 2021 - 2025 | Number of M&E monthly, quarterly and annual reports. | Monthly, quarterly and annual reports. |

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|                                            |                                                                                                     | integration into a national report:<br><br>Sector report to SSCCL, SSCCL reports to NSCCL and NSCCL reports to the sub-region.                                 |                                                     |                                                                                                                                                                                 |             |                                                        |                                                                                                        |
| <b>STATISTICS AND KNOWLEDGE MANAGEMENT</b> |                                                                                                     |                                                                                                                                                                |                                                     |                                                                                                                                                                                 |             |                                                        |                                                                                                        |
| <b>SN</b>                                  | <b>Objectives</b>                                                                                   | <b>Activities</b>                                                                                                                                              | <b>Resp. Org</b>                                    | <b>Expected outcome</b>                                                                                                                                                         | <b>T/L</b>  | <b>Indicator</b>                                       | <b>MOV</b>                                                                                             |
|                                            | To develop and implement a national research agenda for a national database on child/forced labour. | Conduct periodic national surveys as veritable data sources on child/forced labour issues.<br><br>Promote the culture of evidence-based programme planning and | NSCCL and FML&E, collaboration with NBS, ILO, NECA. | A harmonised template for a functional database is available.<br><br>Stakeholders have adequate knowledge of the existing database.<br><br>Child labour/forced labour situation | 2021 - 2025 | Number of research and studies conducted and reported. | Finalised research reports/documents.<br><br>Indicators on child labour referenced in the MICS report. |

|  |                                                                                   |                                                            |  |                                                                                                                                                                                                                                                                                                                        |  |  |  |
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|  | To mainstream the child labour and forced labour module into the national survey. | implementation towards elimination of child/forced labour. |  | analysis is carried out bi-annually.<br>A bi-annual stand-alone survey on prevalence of child/forced labour in Nigeria is done.<br><br>Inclusion of Child/Forced Labour Module in the MICS report.<br><br>Reporting for the Action Plan.<br><br>Generation of disaggregated data according to several characteristics. |  |  |  |
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## IV. IMPLEMENTATION

### 4.1 REPORTING, MONITORING AND EVALUATION

The logical framework, containing the objectives, activities, expected output, means of verification and timelines, is expected to serve as a monitoring tool for tracking activities based on stated timelines.

As indicated in the NAP, quarterly, monthly and annual reports from the community, state and national levels are collated for the purpose of monitoring and evaluating the NAP. The different sectors are expected to adapt activities to their specifications to achieve the set objectives for each area. All collated reports should be forwarded to the FMLE where the annual reports for the NAP are stored.

### 4.2 FUNDING FOR THE NAP

The National Policy on the Elimination of Child Labour promotes a multi-sectorial approach to the integration of child labour issues into national, state and partners' programmes. The financial implications for the implementation of the policy will therefore be shared by line ministries at Federal, states and local governments, and social, development and civil society partners.

Considering the cross-cutting nature of child labour issues, planning, budgeting and resource mobilisation will be done from a sectorial standpoint where a child labour budgeting principle is to be applied by each concerned institution. Apart from the FML&E, all other active institutions (ministries, agencies, NGOs, and local governments) will plan activities and jointly identify resources for replicating and expanding successful projects into the programmes of partners.

Allocation of funds will be made according to specific activities. Such ministry or agency assigned to carry out specific activities will be responsible to account for the funds allocated for joint actions (by the government and its partners) required in the mobilisation of resources.

## **V. APPENDIX**

### **LIST OF STAKEHOLDERS**

- Child Labour (CL)
- Child Protection Network (CPN)
- Child Rights Act (CRA)
- Child Rights Law (CRL)
- Christian Association of Nigeria (CAN)

- Civil Society Organisation(s), (CSO)
- Economic Community of West African States (ECOWAS)
- Federal Ministry of Agriculture and Rural Development (FMARD)
- Federal Ministry of Education
- Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development
- Federal Ministry of Justice (FMoJ)
- Federal Ministry of Labour & Employment (FMLE, FML&E)
- Federal Ministry of Mines & Steel Development (FMMSD)
- Federal Ministry of Women Affairs (FMWA)
- International Labour Organisation (ILO)
- Legal Aid Council of Nigeria
- Manufacturers' Association of Nigeria (MAN)
- Ministries, Departments and Agencies (MDAs)
- National Action Plan (NAP)
- National Agency for the Prohibition of Trafficking in Persons (NAPTIP)
- National Bureau of Statistics (NBS)
- National Child Rights Implementation Committee (NCRIC)
- National Directorate of Employment (NDE)
- National Human Rights Commission (NHRC)
- National Orientation Agency (NOA)
- National Planning Commission (NPC)
- National Policy (NP)

- National Sports Commission (NSC)
- Network Against Child Trafficking, Abuse and Labour (NACTAL)
- Network of Civil Society Organisations Against Child Trafficking Abuse and Labour
- Nigeria Employers' Consultative Association (NECA)
- Nigeria Immigration Service (NIS)
- Nigeria Labour Congress (NLC)
- Nigerian Police Force (NPF)
- Nigerian Security and Civil Defence Corps (NSCDC)
- Nigerian Supreme Council for Islamic Affairs (NSCIA)
- Non-Governmental Organisation(s)
- State Child Rights Implementation Committee (SCRIC).
- Trade Union Congress (TUC)
- United Nations Children's Fund (UNICEF)



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