



RUMPHI DISTRICT COUNCIL

**CHILD LABOUR ELIMINATION ACTION PLAN FOR RUMPHI DISTRICT COUNCIL
(2015-2019)**

**P.O. Box 224,
Rumphi, Malawi.
Email: rumphassembly@ymail.com**

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FORWARD

Rumphi district council demonstrates its commitment towards the elimination of child labour through the formulation of district child labour elimination by-laws as well as the district child labour elimination structural committees from the district level to the grass-root (community) levels. The council has not only created an enabling environment to deal with child labour but also gone far in collaboration with its district stakeholders including the employers' (ECAM) and employees' (trade unions) organizations, and other Non-Governmental organisations involved in the implementation of the grass-root level interventions to fight child labour. Evidence from the implementation of the interventions so far points to the fact that it is possible to combat child labour through multidisciplinary/multisectoral approaches and that the interventions have been effective towards child labour elimination in the district.

This district child labour elimination plan of action, developed through a participatory process, provides a framework for the district council, employment social partners and all other stakeholders to help translate the district development objectives into concrete programmes and activities, and to ensure coordination of the various structural committees for maximum impact. The district council and all its partners are fully aware that the plan is just an initial necessary step but not sufficient to achieve the desired goal of combating child labour in the district. The successful implementation of the plan is imperative and it is the duty of all of us to ensure that this happens. The district council commits itself to providing the enabling environment and doing its expected role.

This plan of action builds upon the documented concerns of the people in Rumphi and contributes to the overall objectives of the District Development Plan (DDP) of 2015-2019. The plan of action will be aligned with the district council's strategic plan and/or DDP processes to ensure its consistency and relevance.

Lusizi Nhlane,
DISTRICT COMMISSIONER

ACKNOWLEDGEMENTS

The development of the district child labour elimination action plan followed a participatory process involving wide consultations with the employment social partners, NGOs and stakeholders in various meetings from 2014. It is thus a product that embraces the inputs of the district citizens and is thus owned by them. The district council is grateful to all those who were involved in the consultative process.

Special thanks should go to CLEAR project partners, particularly CRECCOM and YONECO as well as Save the Children International for their technical and financial support. The collaboration between these organizations for the execution of this development activity has not only been exemplary but also sets precedence for future assistance, particularly in the implementation/enforcement of the plan's lined activities.

The support provided by the district sectoral departments in the development of this document deserves recognition, particularly the departments of Planning, Education, Social Welfare, Police and Agriculture, to mention but just a few. Further thanks should also go to the staff in the sector of labour for their untiring efforts in coordinating and providing technical framework throughout the plan development process.



Kalani Mbeye Malema
DISTRICT LABOUR OFFICER

ABBREVIATIONS USED

ACLC	Area Child Labour Committee
CCLC	Community Child Labour Committee
CCJP	Catholic Commission for Justice and Peace
CRECCOM	Creative Centre for Community Mobilisation
CSR	Corporate Social Responsibility
DEC	District Executive Committee
DDP	District Development Plan
DCLC	District Child Labour Committee
ECAM	Employers' Consultative Association of Malawi
IGA	Income Generating Activities
MICS	Multiple Indicator Cluster Survey
NAP	National Action Plan
NGO	Non-Governmental Organizations
NSO	National Statistical Office
PWP	Public Works Programs
RDC	Rumphi District Council
DCLEP	District Child Labour Elimination Plan
TAs	Traditional Authorities
TOAWUM	Tobacco Allied Workers Union of Malawi
WFCL	Forms of Child Labour
YONECO	Youth Network and Counseling

INTRODUCTION

Background

At national level, it was estimated that there were 1,452,900 working children aged 5-17 years old who were economically active in 2002, out of which 396,099 were from Northern Region alone. Of the working children, 201,268 were engaged in hazardous work. Currently, the number of working children aged 5-17 years old is not known nationally until the planned 2014/2015 national child labour survey is conducted. However, it was estimated that more than 60 % of the working children, were found in the agriculture sector mainly in the informal sector (the agricultural tobacco growing areas), a situation that is likely to continue. This situation does not exclude Rumphi and Mzimba districts as major tobacco growing districts in the North. The poor economic and social conditions compel parents to involve their children in economic activities thus in child labour. The fact that the majority of the working children is found in agriculture and in the informal sector, makes it difficult to reach them with appropriate interventions. In most cases, the children work without meaningful payment and for long hours in hazardous and abusive conditions.

As part of the national response, the Malawi Ministry of Labour has developed the child labour national action plan for Malawi (2010–2016). This plan urges all the District Councils to commit themselves to the elimination of all worst forms of child labour by 2016. To this effect, all District Councils would, in accordance with NAP plan, formulate and put in place their specific and appropriate time bound plans of interventions to fight child labour by the end of 2016 and beyond. It is against this background that Rumphi District Council has developed its child labour elimination action plan to run for five years from 2015-2019.

So far Rumphi District Council has made significant progress in addressing the situation of child labour. For instance, the District Council has identified the increasing cases of child labour as one major cause of high children vulnerability, one of the major issues in the District Development Plan for 2015-2019. The Council has thus lined up a number of strategies to eliminate and/or reduce cases of child labour by the year 2019. Furthermore, the Council has developed and put in place child labour elimination by-laws to be enforced together with any other national child labour specific laws. All these efforts are designed to protect children from labour exploitation and work towards elimination of child labour by ensuring that children below the age of 14 are not being employed or engaged in any form of employment and those from the ages of 14 to below 18 are not engaged in hazardous employment.

This District action plan on child labour is set to provide direction for progressive elimination of child labour in the district from 2015 to 2019. The plan is guided by the national action plan on child labour and will among other objectives ensure mainstreaming child labour in the district economic and social development framework.

Vision and Mission Statements

A specific vision of this action plan is to make Rumphi district as a child labour free district. This vision is being derived from the district labour sector's vision statement which is decent work free from child labour, high quality, harmonious and productive workforce for the district

to become prosperously transformed. Whereas the labour sector's mission statement, as derived from both the District Council's and Ministry of Labour's mission statements, is to efficiently and effectively improve its labour services delivery by developing harmonious workplace labour relations through the enhancement of decent work (free from child labour), social justice and peace for improved living standards of the district working citizens using its allocated resources, in order to contribute towards the district's social-economic growth. Thus in terms of this plan, the mission statement will be to get rid of child labour cases through preventions, withdrawals and rehabilitations processes among other interventions.

Rationale for the District Child Labour Elimination Plan (DCLEP)

The District Council recognized the problem of Child labour and the need to put in place measures to deal with it in the late 2000s and at the beginning of 2011. With support from development partners, particularly the consortium partners in the CLEAR project, several programmes and interventions are being implemented in the District to eliminate child labour. The District Council and non-governmental organizations, employers and workers, as well as civil society organizations are involved in the implementation of programmes aimed at eliminating child labour.

The District labour office is the sector mandated to deal with child labour and it facilitated the establishment of the District Child Labour Committee (DCLC) to provide leadership and coordination at all levels from the top district down to the community level. However, despite these efforts, there is no framework to guide the numerous players in terms of priorities and the implementation framework (such as resource channeling) so as to optimize the impact of the interventions being implemented. The development of this district action plan on Child Labour by the Council in collaboration with other relevant stakeholders will provide such needed operational framework for action on child labour in the District. It is a public commitment of the District Council and other stakeholders to work towards elimination of child labour in a multi-disciplinary approach way. Thus the DCLEP will provide a coherent framework and sense of direction for the various actors in the work of child labour elimination. In particular, it will facilitate the development and implementation of innovative multi-stakeholder and multi-sectoral approaches, combining community ownership with rights-based actions.

Operational Definitions

For the purpose of this action plan, the following definitions shall be adopted:

Child - means any person under the age of eighteen years.

Child labour - shall mean any activity that engages/employs a child of below the age of 14 years or that activity which engages a child from the ages of 14 to below 18 years and prevents the child from attending school or concentrating on school activities, or negatively impacts on the health, social, cultural, psychological, moral, religious and on other related dimensions of the child's upbringing. This definition shall be extended to mean or include any fishing activity including all its fishing related activities; any domestic animal (cattle, goats etc) herding activities; all mining activities; machinery operating activities; driving and maintenance of motor vehicle and farm carts; machinery operating activities; all tobacco handling and processing activities; all entertainment works in bars, taverns, pubs, shebeens as well those works involved

in businesses dealing with sales of alcohol beverages; and any other work activities that may be defined by the Council and/or any mandated authority as child labour from time to time.

Child work - is any acceptable work performed or to be performed by children in their homes or outside their homes which does not deprive the child's access to education and that it is not hazardous to the child's physical, psychological and moral survival growth and personal development. Some examples of child work include: helping parents to care for the home and the family; or assisting in a family business or earning pocket money outside school hours or during school holidays. This Child work should be the work with potential to contribute to children's development and to the welfare of their families; to provide them with skills, attitudes and experience; to prepare them to be useful and productive members of society during their adult life and should be useful in preparing a child to become a useful citizen in future.

Hazardous work - is any work done or to be done by a child which is harmful to the child's physical, psychological and moral survival, growth and development.

SITUATIONAL ANALYSIS

Prevalence of Child Labour in the District

The prevalence of child labour in Rumphi district is currently decreasing. It increased by 3.8 % from 29.4 % in 2008 to 33.2 % in 2011 and thereafter decreased to 21.9 % in 2015 by 11.3 % as shown in table 2.5.3 below. The prevalent percentages of child labour are shown by type of work. The percentages are of the total number of children aged below 18 years who are either child or non-child labourers in the district.

Table 2.5.3: Prevalence of Children aged below 18 years in Child Labour by Type of Work

Type of Work	2008 %			2011 %			2015 %		
	M	F	Total	M	F	Total	M	F	Total
Tobacco growing & its related activities	51.5	53.4	52.4	43.5	35.7	39.6	20.1	23.7	21.9
Domestic/household chores	13.8	17.7	15.8	5.6	-	5.6	-	-	-
Other economic activities	20.2	19.8	20.0	43.2	-	43.2	-	-	-
Overall (average) prevalence	28.5	30.3	29.4	30.8	35.7	33.2	20.1	23.7	21.9

Source: Adapted from the 2006 NSO-MICS; 2011 CDM-Baseline survey and 2015 Centre For Social Concern (CSC) Survey reports

The 2008 prevalent percentages are according to the 2006 Multiple Indicator Cluster Survey (MICS) by the National Statistical Office; the percentages of 2011 are according to a Baseline Survey by Centre for Development and Management (CDM) while those of the 2015 are according to the 2015 Centre for Social Concern (CSC) Survey on tenancy labour in the tobacco

sector. The major difference in the three surveys is that MICS covered the whole parts of the district; the CDM survey covered only some few selected parts of the district while the CSC covered mainly the tobacco growing areas in the district. Otherwise all the three surveys covered similar parameters / variables with respect to child labour in order to check the prevalence of child labour hence their results are useful to help suggest the slight decrease situation in the prevalence of child labour in Rumphi district as shown in the table above.

Overview of the Working Children in the District

Child labour, constitutes one of the major development problems in Rumphi District. It is widespread in the agricultural sector (mainly the tobacco growing areas) and is rapidly spreading to the other sectors of the economy. The following are the sectoral working areas and places/locations in the district in which cases of child labour are prevalent / in existence. The listing is according to the degree of child labour prevalence from those sectoral areas with highest prevalent rates to those with lowest prevalent rates.

- Tobacco sub-sector. With the expansion of tobacco farming in the district, there have been numerous tobacco growing farms ranging from the estates to those small holder tobacco farms owned by individual farmers where tenancy labour system is being practised. The individual tobacco farms are mostly concentrated in most farming areas of T/A Chikulamayembe, T/A Mwankhunikira and Sub T/A Mwahenga. In these areas, there are usually a number of children involved (child labour) where children are involved in handling, transporting and processing i.e. plucking, sorting/grading and baling of tobacco leaves. Furthermore, tobacco tenancy labour system perpetuates child labour. Due to the financial difficulties that the tenant finds himself/herself in, the temptation to use members of the family including under age children to supplement family income or meet the pressing labour demands of tobacco farming becomes very high.
- Trading sub-sector. The district is also faced with child labour cases involved in the trading sub-sector. This sub-sector includes the entertainment places like bars, taverns, pubs, shebeens etc in which children are subjected to worst forms of child labour such as being exposed to material of pornographies; domestic working child labourers; vending child labourers; and child labour involved in the family businesses. Places where trading sub-sector child labour is prevalent include the entertainment centres at the district headquarters (at the boma and along its streets) and in other trading centres such as Hewe, Bolero, Mwazisi, Mhuju, Lura and Mzokoto as well as in other specific day's operating markets where some children are involved in begging or soliciting for alms. These are in addition to the households where children are involved in domestic child labour.
- Fishing sub-sector: There are a number of fishing activities as well as fishing related activities along the lakeshore areas in T/A Mlowe in the district for which children in the age ranges of 9-17 are involved in undertaking various fishing activities either by being employed to work for wages or by working along with their parents or guardians or on their own. The offshore fishing in deep waters is a hazardous form of child labour.

- The other areas where child labour is prevalent include child labour involved in animal herding (as it is common in Rumphi district like in some other districts in the country to find many family households rearing domestic animals such as cattle, goats, pigs, sheep etc); in machinery operating activities such as operating maize mills, driving and maintenance of farm carts; in brick moulding works and those involved in quarrying stones. Child labour involved in the operation of maize mills, for example, is hazardous for children because any work or activity involving exposure to a noise of a higher level than the required noise level for children for any period of time is hazardous for children.

Causes of Child Labour

Poverty

Poverty in the form of lack of basic income and food security, unemployment, including lack of livelihood alternatives and vulnerability to shocks is the main cause of child labour. Extreme poverty means that children are forced to engage in more harmful and detrimental forms of child labour than would otherwise be the case, and that their families have no any other option apart from encouraging such work. In addition, poverty and child labour interact in a vicious cycle as they are mutually reinforcing. For instance, over 80 % of the children found loitering in the streets at Rumphi boma are due to poverty. Their most common activity is begging where they spend more than 9 hours a day on the streets. This situation has serious implications on withdrawal and rehabilitation strategies.

Considerable progress has been made to reduce poverty in the district. For instance, the district council, and other stakeholders are implementing interventions to reduce poverty amongst the vulnerable households with children at risk to enter into child labour. Some of these interventions include provision of income-generating programmes, job creation through public works programs and provision of agricultural farm inputs to vulnerable households among others. All these interventions are based on the understanding that both income and food poverty were critical in driving children into child labour and thus putting in mechanisms to address problems of income and food shortages would in the long run help to reduce cases of child labour.

Inadequate Education Infrastructures in Schools

Education infrastructures in this case refer to all school necessities required at a school for the effective teaching and learning activities. These include things such as availability of required number of teachers, school blocks, text books, sanitary amenities, and water plus all those other requirements that would together make a school become conducive environment for teaching and learning. According to records and reports from Rumphi District Education Manager's office, there is shortage of primary teachers in the district and that some schools do not have enough school teaching and learning blocks among other challenges. In such circumstances, it is mostly girls who tend to drop out of school as compared to boys to join child labour.

The Worst Forms of Child Labour Convention No. 182 of 1999 states that a country member state of ILO should take into account the importance of education in eliminating child labour and thus take effective time-bound measures to ensure access to free basic education for all children as well as to ensure that all children are removed from the worst forms of child labour. This is

true because child labour would come in because school environments are poor in terms of its infrastructure and human resources failing to help retain children in schools and instead enable them get tempted to look for piece work employments while outside schooling and thus enter into child labour. This scenario is applicable in Rumphi district thus perpetuating cases of child labour.

Experience in the implementation of the CLEAR project activities against child labour in Rumphi district testifies to the inability for the education system to effectively absorb withdrawn and prevented children in primary schools due to poor and inadequate infrastructure, learning and teaching materials as well as trained teachers. This is why this child labour elimination plan has recognized the role of education sector to be very crucial if the district council is to realize its vision of having a child labour free district. However, as long as families cannot afford to send their children to school, or do not appreciate the economic value of education (a problem in many areas of the district where unemployment rates are high, even for those with education), children may continue to work. Indeed, studies have shown that some children and parents do not see the value of education due to high unemployment rates. This is particularly the case in Rumphi district amongst the immigrant tobacco tenant employees from the supplying districts of central and southern region of Malawi who are parents to a good number of school age going children. Thus the plan's emphasis on the prevention strategy of awareness and sensitizations on issues of child labour.

Early Marriages

Cases of early marriage are increasing in some parts of Rumphi district according to early marriage case data available at the district social welfare, police and court offices. Early marriage has been shown as one major cause of the most problematic child labour to be eliminated in the district so far. In areas such as Kasasa, Bawa, Mwazisi, Phoka, Ng'onga, Hewe, Lusani, Kanyerere just to mention but a few, it is common to find early marriages involving both married partners as children of below 18 or even below 15 years of age. As far as they are normal adolescents having undergone puberty stage, they are bound to be blessed with children.

An Experience on an Early Marriage and Child Labour

A case in point involved a 13 year old boy who married a 11 year old girl in Bawa area. This marriage was blessed with a child within one year from their marriage date. Their child was born through caesarian operation, unfortunately. In order for the two parents to manage their family economically, they immediately started engaging in piece work employments in jobs that included performing tobacco growing activities which are commonly available in the area with a lot of tobacco farms. The two married children were being handled and treated by their employer as adult parents while at work thus were not even recognized as working child labourers who could be provided with non hazardous work as required by labour laws. The child labour monitor of the area had to intervene as per his job requirements to ensure that both the two married couple and their employer should understand that they are children not supposed to be working in hazardous working environments involving tobacco growing activities. However, the monitor was being challenged by both the married children themselves as well as by the employer arguing that the employees were not children but parents because of having a child. From this situation, you can see how complicated it is to deal with child labour involving early married children posing the most problematic child labour to be eliminated. Apart from child labour, it is

also important to note that before early marriages cause child labour, they are the cause of child abuse as major threats to lives of such children especially the girl child (wife) through the processes of child delivery that requires matured individual to deliver with minimal possibilities of sustaining delivering labour associated injuries.

Such child labour case involving early married children was reported to the District labour officer who brought the case to the attention of the DCLC members who (the Committee) finally delegated the committee police, social welfare and labour member officials to handle the issue which ended into issuance of the guaranteed protection of the married children from hazardous work (married children withdrawn from hazardous child labour) until their ages of 18 and above as withdrawal from marriage was seen not as the best solution considering that the married children had a child already who could be affected in the long run and that their marriage had been accepted by their parents. This also posed a challenge to effectively enforce the law as it is.

Cultural factors/reasons

Cultural and traditional beliefs play a significant role in influencing child labour. In many parts of the district, boys are preferred (this was worse before the year of 2000) to girls and hence are given preference in accessing education and are favoured when it comes to distribution of chores at the household level. Cultural practices in various parts of the country have been identified as increasing the risk of contracting HIV, which in turn increases the vulnerability of children to child labour. In addition, male children who are born and brought up in lakeshore areas of T/A Mlowe, are encouraged at their tender ages to learn how to puddle a boat/canoe in preparations for fishing activities. According to people of Mlowe, it is commonly held that any boy who cannot learn how to puddle a canoe and fish, cannot find a girl to marry from within their area as it is believed (according to them) that only a boy who can swim in the lake, puddle a canoe and fish is the one who is strong enough to marry and make a good husband and not otherwise. As such, most school going age male children in T/A Mlowe, register a lot of school absenteeism because they are mostly encouraged to focus much on fishing activities than on school education activities.

Demand Factors/Reasons

Research studies have shown that there are demand side or pull factors/reasons for child labour which need to be considered when designing strategies to combat child labour. A study by the ILO (2002) recognized the following reasons as contributing to child labour: cheap labour (some not paid at all- family child labour); children's suitability for certain jobs; easy to control; as well as perceived social responsibility where employers feel socially obliged to offer income earning opportunities to poor families, including children. These factors were confirmed by about 34 % of the key community informants during the 2003 Child Labour Baseline Study who said that children were employed because they were considered to provide cheap labour.

CURRENT DISTRICT RESPONSE

Over the past five years, the district council has demonstrated its commitment towards the elimination of child labour directly through the establishment of the district child labour working structures, accommodation of non state actors and projects working to end child labour in the

district as well as committing itself towards the formulation and enactment of the district child labour by-laws.

The council has further highlighted and included the issue of child labour as a major cause of children vulnerability, which is an issue within the 2015-2019 District Development Plan document. In order to address this deadly cause of child labour, the following strategic framework objectives have been identified under which specific strategies and/or activities are drawn (see the activity implementation matrix plan below) to be implemented across the plan period of five years to 2019. The seven identified strategic framework objectives are:

1. Formulation and implementation of the district child labour legislative framework (the By-laws) and Action plans;
2. Building the capacity of the district child labour elimination structures from top district down to the community level;
3. Creating awareness on child labour through mainstreaming processes, sensitizations and open days etc;
4. Building the institutional and technical capacity of service providers including the referral and transit systems for the withdrawn child labourers;
5. Provision of services to withdrawn and prevented children to enable them achieve their education objectives;
6. Development and maintenance of the district child labour information system (data base system); and
7. Development of the Monitoring and Evaluation indicators on child labour activities.

Linkages with the District Development Framework

Rumphi District Development Plan (2015-2019), is the overarching guiding development framework for the district from which this child labour elimination plan draws its overall district theoretical framework. The plan is also developed based on the child labour prevalence and indicators as outlined in the 2015-2019 district Social Economic Profile (SEP). Whereas at national level perspective, the plan makes reference to the National Action Plan (NAP) on Child Labour 2010-2016 whose aim is to guide the implementation of all the national initiatives aimed at providing a protective environment for children.

IMPLEMENTATION PLAN

The plan's institutional implementation framework, activity implementation matrix and the plan financing have been outlined under this section.

Institutional Implementation Framework

The district Committee on child labour (DCLC) will have the overall responsibility to ensure coordination, implementation and monitoring of all the child labour activities, at district, area and community levels, that are geared to fight against child Labour. The Committee will be reporting its activities to the District Executive Committee (DEC).

The District labour office will serve as a secretariat to the district child labour Committee and will provide coordination to stakeholders implementing child labour activities. Child labour, however, requires a multidisciplinary approach and many government offices, including the District education office, Social welfare office, Agriculture office and the Police, as well as civil

society organisations including NGOs such as YONECO, CCJP and others who will provide various services. Workers (trade unions i.e. TOAWUM) and employers organizations/companies (JTI, Alliance Tobacco company, Limbe Leaf and others) will also be central in the implementation of the plan.

Furthermore, the implementation of this plan will also be done by individual member offices within the established district child labour committee. In addition, all stakeholders will be required to mainstream child labour in their programmes and activities. Some of the roles to be played by key offices and organizations are as follows:

District Labour Office: to provide secretariat services to the operations of the DCLC; to facilitate the coordination of various implementing offices; to conduct child labour inspections; to arrange open days, district commemorations activities and conducting sensitizations on child labour; and to initiate/lobby for financial resources and other support for child labour activities.

District Community Development and Social Welfare Office: to help in detecting child labour and in mobilizing awareness on child labour at community level; to provide psychosocial support to victims of child labour; to facilitate rehabilitation and repatriation of victims of child labour; to provide assistance to victims of child labour including the provision of transit accommodation within the Place of Safety facility and to intensify complementary basic education in all parts of the district.

District Education Office: to create a conducive teaching and learning environment for children by also ensuring the availability of facilities for proper feminine hygiene; to facilitate the reintegration of children withdrawn from child labour into school; to conduct awareness campaigns in schools and surrounding communities on child labour; and to reduce hidden costs of education for example uniforms and books through the structures of SMCs, PTAs and Mother Groups.

District Agricultural Office: to arrange training and extension programs addressing child labour concerns and conducting meetings with agricultural extension workers on child labour and hazardous work for children in agriculture; and to help promote Occupational Safety and Health (OSH) activities amongst community farmers.

The Police Role: to provide protection and welfare to victims of child labour in transit to their homes; to give protection and support to labour inspectors and authorities when need arises; to prosecute employers who employ children; and to conduct awareness campaigns through community policing and Victim Support Units.

The Magistrate Court: to try and punish employers who use children as a source of labour as provided for both in the District child protection by-laws and national laws; to ensure speedy trials of child labour cases; and to ensure that child related cases are handled in consultation with district social welfare office as provided for in the Child Care, Protection and Justice Act.

The District Council (District Secretariat Office, Councilors' and MPs' Roles): to lobby for increased budgetary allocations/finances towards labour sector through National local government finance committee for child labour activities; to recognize and support the inclusion of child labour issues and/or programmes into the district development plans; to enact/adopt bylaws to protect children from child labour; and to facilitate effective coordination for stakeholders in child labour as well as to promote and support child labour networks at district level.

Non-Governmental Organizations: to support Council's efforts in combating child labour; to create awareness on child rights including child labour and create an enabling environment for children to exercise such rights; to counsel and motivate parents to send their children to school; to assist in providing alternatives for families at risk and disadvantaged groups in society such as IGA's, provision of child rights awareness services, family counseling and literacy programs;, and to develop and implement programmes aimed at withdrawing, protecting, and rehabilitating children from child labour.

Workers Organizations (Trade Unions such as TOAWUM and others): to advocate for protection of children against workplace exploitation; to assist in identifying and reporting on child labour abuses at the workplace; and to sensitize tenant employees and their families on the importance of promoting the education of their children and protection from hazardous work.

Employers Organizations/ Companies (Tobacco companies and others): to ensure that their members and employees adhere to the minimum age provisions of labour laws and by-laws; to ensure that young workers (legally working children) are protected from hazardous work; to provide educational opportunities and support to children of employees; and to assist in providing financial support where necessary to the district council for the implementation of child labour activities and events.

The Communities: to participate in the identification of children in need of support and protection in the community; initiate community based interventions for withdrawn children and those at risk of being child labourers; and to monitor and report cases of child labour and to mobilize local resources for child labour.

Activity implementation matrix plan

Strategic Objective 1: Formulation and implementation of the district child labour legislative framework (the By-laws) and Action plans.																					
S/N	Activity	2015 (FY 1)				2016 (FY2)				2017 (FY3)				2018 (FY4)				2019(FY5)			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1	Formulate district child labour elimination plan																				
2	Develop district child labour By-laws																				
3	Conduct child labour inspection																				
4	Monitor and supervise community child labour monitors' activities																				
Strategic Objective 2: Building the capacity of the district child labour elimination structures from top district down to the community level.																					
5	Train DCLC on child labour issues																				
6	Train ACLC on child labour issues																				

	materials																		
20	Conduct children conferences																		
21	Conduct workshop on child labour mainstreaming into district sector plans/activities																		
22	Provide access to safe water supply in the communities																		
23	Provide screening services for the withdrawn children i.e. deworming, provision of zinc etc																		
24	Sensitize teachers on use of academic / administrative records to trace learners in child labour																		
Strategic Objective 4: Building the institutional and technical capacity of service providers including the referral and transit systems for the withdrawn child labourers.																			
25	Review the place of safety guidelines																		
26	Train place of safety staff on PSS and place of safety management																		
27	Orient extension workers on child protection laws i.e. child labour laws-list of hazardous work, child care, protection and justice Act, and By-laws.																		
28	Orient extension workers on referral system with respect to usage of the place of safety																		
Strategic Objective 5: Provision of services to withdrawn and prevented children to enable them achieve their education objectives.																			
29	Repatriate and																		

	reintegrate withdrawn child labourers back to their homes and/or schools																			
30	Orient parents/guardians, employers on OSH for the legally working children																			
31	Train care givers in children corner centres																			
32	Strengthen children corner centres																			
33	Provide vocational skills trainings to withdrawn children of 14 < 18 years																			
34	Promote VSLs to families of the withdrawn children from child labour																			
35	Empower families/parents of the children withdrawn from child labour in social safety nets programmes e.g. social cash transfer, public works programmes etc																			
36	Procure teaching and learning materials for children withdrawn from child labour																			
37	Construct classroom blocks to increase access to education																			
Strategic Objective 6: Development and maintenance of the district child labour information system (Data base system).																				
38	Formulate child labour data collection tools																			
39	Conduct data																			

	validation and entry																			
40	Manage labour data base																			
41	Train staff in data management																			
Strategic Objective 7: Development of the Monitoring and Evaluation indicators on child labour activities.																				
42	Standardize child labour monitoring indicators																			
43	Conduct supervision visits																			
44	Conduct coordination meetings																			
45	Conduct review meetings																			
46	Conduct exchange visit programmes																			

Financing of the CLEP

This child labour elimination action plan needs well coordinated mechanisms for sustained financing. This part therefore provides an outline of the proposed budget for financing the implementation of all the activities for a period of five years from 2015 which is totaling to **Mk 345.1 million**. The matrix below provides detailed estimated costs for the implementation of the action plan. As a leading office, labour sector will constantly be liaising with key stakeholders in developing detailed work plans and budgets for the proposed interventions. With regard to resource mobilization, the DCLC, as one of its terms of references, shall mobilize resources for the DCLEP through the following initiatives: lobbying for the increase in budget allocations on child labour; lobbying the development partners to contribute through a basket fund and engage the civil society to support the DCLEP.

Detailed Interventional Financing Matrix

<i>Output</i>	<i>Activities</i>	<i>Monitoring Indicator</i>	<i>Time frame</i>	<i>Lead Agency</i>	<i>Estimated Cost (MK)</i>
Strategic Objective 1: Formulation and implementation of the district child labour legislative framework (the By-laws) and Action plans.					
District child labour plan	Formulate District Child labour elimination Plan	District child labour plan formulated	By 30 th April	DCLC	3,000,000.00
District child labour by-laws	Develop district child labour By-laws	District child labour by-laws developed	By 30 th April	Labour Sector	1,500,000.00
Child labour inspection reports	Conduct child labour inspection	Number of inspections conducted	On-going	Labour Sector	2,500,000.00
Monitoring and supervision visits	Monitor and supervise community child labour monitors' activities	Number of monitoring and supervision visits	On-going	Labour Sector	1,400,000.00
Total financing for strategic objective 1 interventions					8,400,000.00
Strategic Objective 2: Building the capacity of the district child labour elimination structures from top district down to the community level.					
DCLC members trained	Train DCLC on Child labour issues,	Number of DCLC trained	On-going	Labour sector	1,000,000.00
ACLC members trained	Train ACLC on Child labour issues,	Number of ACLC trained	On-going	DCLC	3,000,000.00
CCLC members trained	Train CCLC on Child labour issues,	Number of CCLC trained	On-going	DCLC	7,000,000.00
Development Committee councilors oriented	Orient development committee on child labour issues	Number of Councillors	On-going	DCLC	1,000,000.00
Primary teachers oriented	Orient primary teachers in child labour issues	Number of primary school teachers oriented	On-going	Labour sector/DEM	15,000,000.00
Proposals	Train DCLC in resource mobilization	Number of Proposals developed &	Quarterly	DCLC	600,000.00

	(proposal writing skills)	submitted			
CSR Projects	Engage the Tobacco companies and other stakeholders in CSR	Number of CSR projects implemented	On-going	DCLC	500,000.00
Trained school community members	Train school community members to monitor and report child labour cases e.g. SMC, PTA, Mother Groups	Number of school community members trained	On-going	DEM	6,000,000.00
Established and strengthened child rights clubs	To establish and strengthen Child Rights clubs in schools	Number of Child Rights clubs established and strengthened	On-going	DEM	6,400,000.00
Total financing for strategic objective 2 interventions					40,500,000.00
Strategic Objective 3: Creating awareness on child labour through mainstreaming processes, sensitizations and open days etc.					
Child labour day commemoration	Conduct district labour day commemoration	Child labour day commemorated	June every year	DCLC	5,000,000.00
Child labour open days conducted	Conduct child labour open days	Number of open days conducted	Quarterly	Labour Sector	2,500,000.00
interface meetings conducted	Conduct interface meetings	Number of interface meetings conducted	Quarterly	DCLC	3,400,000.00
Sensitization meetings	Sensitize tobacco landlord employers and their tenant employees on tenancy and child labour issues	Number of sensitization meetings conducted	Quarterly	DLO	5,000,000.00
Community dialogue meetings conducted	Conduct community dialogue meetings	Number of dialogue meetings conducted	Quarterly	DCLC	2,800,000.00
IEC materials printed and	Print and disseminate child	Number of IEC materials	Annually (once in	DCLC	5,000,000.00

disseminated	labour IEC materials and distribution	printed and disseminated	a year)		
Child conferences conducted	Conduct children conferences	Number of child conference meetings conducted	Annually (once in a year)	DCLC	4,000,000.00
Mainstreaming of child labour	Conduct workshop on child labour mainstreaming into district sectoral plans/activities	Sectoral plans mainstreamed with child labour issues	On-going	Labour sector	3,000,000.00
Safe water facilities maintained	Provide access to safe water supply in the communities	Number of communities water facilities maintained	On-going	DCT	6,000,000.00
Screening services provided	Provide screening services for the withdrawn children i.e. deworming, provision of zinc etc	Number of children reached with the deworming services	On-going	Health Sector	1,000,000.00 (every year)
Sensitized teachers	Sensitize Teachers on use of academic / administrative records to trace learners in child labour	Number of Teachers sensitized	Annually	DEM	10,000,000.00
Total financing for strategic objective 3 interventions					47,700,000.00
Strategic Objective 4: Building the institutional and technical capacity of service providers including the referral and transit systems for the withdrawn child labourers.					
Guidelines Revised	Review the place of safety guidelines	Guidelines reviewed	annually	DSWO	5,000,000.00
Trained staff	Train place of safety staff on PSS and place of safety management	Number of staff trained	Annually	DSWO	10,000,000.00
Oriented extension	Orient extension workers on Child	Number of extension	Annually	DLO/DSWO	5,000,000.00

workers	protection laws ie Child labour laws-List of hazardous work, Child Care, Protection and Justice Act, and By-laws.	workers oriented			
Oriented extension workers	Orient extension workers on referral system with respect to usage of the place of safety	Number of extension workers oriented	Annually	DSWO	5,000,000.00
Total financing for strategic objective 4 interventions					25,000,000.00
Strategic Objective 5: Provision of services to withdrawn and prevented children to enable them achieve their education objectives.					
Children in school	Repatriate and reintegrate withdrawn child labourers back to their homes and/or schools	Number of withdrawn Children repatriated and reintegrated	Ongoing	DEM/ DSWO/ DLO	2,500,000.00
Parents /Guardians oriented	Orient parents/guardians, employers about the legally working children	Number of parents, guardians, employers oriented	Quarterly	DLO	10,000,000.00
Trained care givers	Train care givers on children corner centres	Number of Children corner centres established	annually	DSWO	10,000,000.00
Functional children's corner centers	Strengthen children corner centers	Number of children corner centers strengthened	Quarterly	DSWO	5,000,000.00
Skilled children	Provide vocational skills trainings to withdrawn children of 14<18 years	Number of Children provided with vocational skill	annually	DCDO/ DLO	10,000,000.00
Families in savings groups	Promote/train VSLs to families of the withdrawn children from	Number of families benefitting from VSL	annually	DCDO	10,000,000.00

	child labour				
Families linked to safety nets	Empower families/parents of the children withdrawn from child labour in social safety nets programmes e.g. social cash transfer, public works programmes	Number of families empowered	annually	DCDO/ DPW	5,000,000.00
Materials procured	Procure teaching and learning materials for children withdrawn from child labour	Number of teaching and learning materials	annually	DEM	75,000,000.00
Classroom blocks	Construct classroom blocks to increase access to education	Number of classroom blocks constructed	annually	DEM	16,500,000.00
Total financing for strategic objective 5 interventions					144,000,000.00
Strategic Objective 6: Development and maintenance of the district child labour information system (Data base system).					
Data collection tools in place	Formulate child labour data collection tools	Data collection tools formulated	annually	DLO/ M&E	4,000,000.00
Quality data	Conduct data validation and entry	Data validated and entered	ongoing	DLO/ M&E	5,000,000.00
Data base in place and functioning	Manage labour data base	Data Base managed	ongoing	DLO/ M&E	2,500,000.00
Trained staff	Train staff in data management	Number of people trained	annually	DLO/ M&E	10,000,000.00
Updated data	Conduct district level child labour prevalence surveys	Number of surveys conducted	once	DLO/ M&E	20,000,000.00
Total financing for strategic objective 6 interventions					41,500,000.00
Strategic Objective 7: Development of the Monitoring and Evaluation indicators on child labour activities.					
Indicators in place	Standardize child labour monitoring indicators	Monitoring indicators standardized	Annually	DLO/ M&E	5,000,000.00

Supervision visits	Conduct supervision visits	Number of supervision visits conducted	Ongoing	DLO/M&E	5,000,000.00
Coordination meetings	Conduct coordination meetings	Number of coordination meetings conducted	Quarterly	DLO/M&E	10,000,000.00
Review meetings	Conduct review meetings	Number of review meetings conducted	Semi annually	DLO/M&E	10,000,000.00
Exchange visits	Conduct exchange visit programs	Number of exchange visits conducted	twice	DLO/M&E	8,000,000.00
Total financing for strategic objective 7 interventions					38,000,000.00
Grand total financing for the whole implementation plan				MK 345,100,000.00	

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