

**OYO STATE ACTION PLAN
FOR THE ELIMINATION OF
CHILD LABOUR IN NIGERIA
(2014 – 2017)**

2014



ACKNOWLEDGEMENT

Special thanks go to every person who has contributed to the finalization and production of this document.

We wish to thank specifically the Honorable Minister of Labour & Productivity, Chief Emeka Wogu, CON, the Permanent Secretary, Dr. O. C. Iloh and members of the National Steering Committee for their efforts in identifying workable strategies for operating various provisions in the National Policy on Child Labour.

Thanks to the members of the Oyo State Steering Committee on Child Labour, especially the Technical Working Group, that worked assiduously towards the production of this document. It is recommended that the State Action Plan is read side by side with the National Policy and National Action Plan to obtain the maximum benefits the plan provides.

Gratitude is due to the tripartite constituents Labour Unions – NLC and TUC other line Ministries and Agencies such as SMWA&SD, SMoE, MMSD, SMoJ, NAPTIP, for their insightful input in the whole process.

Thanks go to the Child Protection Network Oyo State Chapter for their immense contributions towards this realization through her representatives Late Mr. Goke Alabi and Pastor Abu Stephen.

We wish to express our profound gratitude to the International Labour Organization (ILO) and the United States Department of Labour (USDOL), for providing technical direction and financial support. Sincere gratitude goes to Mrs. Agatha Kolawole, ILO/IPEC National Program Officer, for her technical support and guidance from the onset of the inauguration of the SSC and for making input to ensure that Oyo State produced a workable Action Plan.

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ACRONYMS

AIDS	Acquired Immuno-Deficiency Syndrome
CBO	Community Based Organization
CBGs	Community Based Groups
CDA	Community Development Association
CL	Child Labour
CLMC	Child Labour Monitoring Committee
LCLMC	Local Child Labour Monitoring Committee
CLU	Child Labour Unit
CPN	Child Protection Network
CRA	Child Rights Act
CSO	Civil Society Organization
ECOWAS	Economic Community of West African of States
FBO	Faith Based Organization
FGN	Federal Government of Nigeria
FHLE	Family Health Life Education
FMoE	Federal Ministry of Education
FMoJ	Federal Ministry of Justice
FML&P	Federal Ministry of Labour & Productivity
FMoM&S	Federal Ministry of Mines & Steel
FMoWA&SD	Federal Ministry of Women Affairs & Social Development
HIV	Human Immuno-deficiency Virus
IDP	Internally Displaced Persons
IEC	Information Education Communication (Material)
ILO	International Labour Organization
IP	Implementing Partners
IPEC	International Programme on Elimination of Child Labor
KPI	Key Performance Indicators
LAC	Legal Aids Council
LGA	Local Government Authority
LMCCL	LGA Monitoring Committee on Child Labour
M&E	Monitoring & Evaluation
MAN	Manufacturer's Association of Nigeria

MDA	Ministries Departments & Agency
MISC	
NACTAL	Network of Civil Society Organizations against Child Trafficking Abuse & Labor
NAP	National Action Plan
NAPEP	National Poverty Eradication Programme
NAPTIP	National Agency for the Prohibition of Trafficking in Persons
NASS	National Assembly
NBS	National Bureau of Statistics
NCS	Nigerian Custom Service
NDE	National Directorate for Employment
NDHS	National Demographic and Health Survey
NECA	Nigeria Employers' Consultative Association
NGO	Non-Governmental Organization
NHIS	National Health Insurance Scheme
NHRC	National Human Rights Commission
NIS	Nigerian Immigration Service
NISER	Nigerian Institute for Social and Economic Research
NLC	Nigeria Labour Congress
NOA	National Orientation Agency
NP	National Policy
NPF	Nigerian Police Force
NPopC	National Population Commission
NPC	National Planning Commission
NSC	National Sport Commission
NSCCL	National Steering Committee on Child Labour
NSCDC	Nigeria Security and Civil Defense Corp
NUJ	Nigeria Union of Journalist
NYSC	National Youth Service Corps
OVC	Orphan and Vulnerable Children
PPFN	Planned Parenthood Federation of Nigeria
PTA	Parent Teachers Association
SAP	State Action Plan
SBMC	School Based Management Committee

SCREAM	Supporting Children's Rights through Education, the Arts and the Media
SD	Social Development
SIMPOC	Statistical Information and Monitoring Programme on Child Labour
SMEDAN	Small & Median Enterprises Development Agency of Nigeria
SMWA	State Ministry of Women Affairs
SOP	Standard Operating Procedure
SSCCL	State Steering Committee on Child Labour
STI	Sexually Transmitted Infection
SURE-P	Subsidy Reinvestment and Empowerment Programme
TU	Town Union
TUC	Trade Union Congress
UBE	Universal Basic Education
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations Children's Fund
WDC	Ward Development Committee

1.0 INTRODUCTION

In Nigeria, Child labour is a fundamental development concern which cuts across economic, social, religious, cultural and regional divides. In combating the menace of child labour in Nigeria, a National Policy on Child Labour (NPCL) and a National Action Plan (NAP) that will drive its implementation was developed and approved by the FEC in the Month of September 2013. In line with this, a comprehensive list of hazardous child labour work was developed and validated by stakeholders in December 2013

In Oyo State through the ILO/IPEC ECOWAS II Project, a State Steering Committee on Child Labour (SSC) was formed and has been inaugurated in the month of May 2012 and a six-months State Action Plan was developed before the National Action Plan (NAP). To ensure proper intervention in the eradication of child labour in Oyo State and consistency with the National Intervention, the State Steering committee decided to adapt the National Plan of Action (NAP) for implementation at the State level.

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

1.1 CHRONOLOGY OF SAP DEVELOPMENT PROCESS

S/No	EVENTS	TIMELINE
1.	Initiation of the development process of the SAP documents	2012, 2013
2.	Production of draft versions of the SAP document	2012
3.	State consultative workshops (for the formation of the State Steering Committee at Ibadan)	April. 2012.
4.	Launching of the State Steering Committee through the ECOWAS I & II projects workshop where the first SAP documents was finalised.	May 2012
5.	Capacity Building Program on Child Labour for Stakeholders	May 29 th – 31 st , 2012
6.	Validation of SAP by SSC	March 2014
7.	Adoption by Private / Faith Based Organisations, Social Partners and CSOs	March 2014
8.	Presentation of SAP to SEC (Proposed to be presented by the set date)	June 30 th . 2014

1.2 GOAL OF SAP

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

The strategies include but not limited to the following:

1. Advocacy and awareness creation on the evils and effects of child labour in the 33 LGAs of Oyo State.
2. Capacity Building of State Institutions and the Civil Society for reduction/elimination of Child Labour in Oyo State.
3. Resource mobilization of national, state and local stakeholders and development partners for reduction/elimination of Child Labour in Oyo State.
4. Monitoring and evaluation system to support the management of the state action plan on child labour.

2.0 POSITIVE APPROACH, GAPS AND RECOMMENDATION

Thematic Area 1: Policy, Legal and Enforcement Framework

Positive Approach

1. The Constitution of the Federal Republic of Nigeria (1999 as amended) at section 4 states that: “every individual is entitled to respect for the dignity of his person
2. Nigeria has ratified the UN Convention on the Rights of the Child (1991) and optional protocols; the African Charter of the Rights and Welfare of the Child (1989) as well as being a member of ECOWAS which has a mandate on child development in the sub-region as documented in the 'ECOWAS Child Policy and Strategic Plan of Action (2009).
3. The country as at 2010 has ratified 39 labour related international conventions and protocols including ILO conventions 138 and 182 on the 'minimum age for employment' and 'elimination of worst forms of child labour' respectively.
4. The Child's Rights Act (CRA) has been passed by the National Assembly and Oyo State passed it into law in 2006 (CRL 2006)
5. Legislations on child development issues in respect of child rights, education, trafficking in persons (including children), labour etc. These include CRA (2003), Universal Basic Education (UBE) Act (2003), NAPTIP Acts (2003 and as amended in 2005), Labour Act (1990).
6. Existence of a wide range of national guidelines, manuals and reports on children and women development programmes including the National Orphan and Vulnerable Children (OVC) Action Plan, National Health Sector Strategic Plan (2010-2015), Newborn Health (Integrated Maternal, Newborn and Child Health Strategy) report (2011) and training manual on Child Labour Education for Social Workers.
7. Institutionalized law enforcement agencies with mandates to enforce laws on child labour and related issues and to prosecute cases of child labour and abuses.
8. The existence of the State Steering Committee on Child Labour, Child Protection Network and Legal entities such as National Human Rights Commission, Nigeria Police, NAPTIP, Legal Aids Council, Nigerian Bar

Association, FIDA, to aid the administration of justice and protect the right of children

Gaps:

1. There are disparities in the minimum age for employment and for hazardous work for children as provided in the Labour Acts (1990) and the CRA (2003).
2. Non domestication of ratified international conventions and protocols.
3. Low implementation of the CRL by some LGAs.
4. Inadequate synergy among law enforcement agencies in the fight against child labour.
5. Inadequate institutional capacities such as man power and logistics to fight against child labour and related issues.
6. Non establishment of family court in Oyo State
7. Inadequate referral mechanism among law enforcement agencies

Recommended Actions:

1. Strengthening of the State Steering Committee and the Child Labour Unit in the FML&P for effective coordination and strengthening of other state institutions for effective implementation of identified sectoral interventions.
2. Advocacy to relevant stakeholders for the implementation of the SAP and CRL in all 33 LGAs
3. Continuous capacity development of stakeholders to raise awareness/ understand and apply best practices in regulatory administrative and enforcement aspects for the elimination of child labour.
4. Research into alternative preventive and enforcement strategies relevant to local conditions in Oyo State.
5. Intensify public education on existing laws and practices that contradict customs and traditional beliefs that promote child labour.
6. Establishment of LGA Child Labour Monitoring Committee
7. Increased referral mechanism through capacity building workshops

Thematic Area 2:

Institutional Arrangement

Coordination

Positive Approach

1. A coordinated arrangement for programme implementation currently exists. The coordination mandate rest on with the Child Labour Unit (CLU) in the Inspectorate Department of FML&P.
2. The coordination at the State Level rest on the State Steering Committee on Child Labour (SSC) Chaired by the Controller, Federal Ministry of Labour Oyo State.
3. The State Steering Committee on Child Labour (SCCL) provides general guidance in the implementation of the SAP at the State and local levels.
- 4.

Gaps:

1. Poor funding of Child Labour programs at the State and Local levels
2. Poor coordination which results in the duplication of efforts due to absence of State Action Plan (SAP) and monitoring mechanisms for its implementation and coordination.
3. Absence of reliable data on child labour issues which should influence evidence-based decision making.
4. Child labour intervention mechanisms has not been linked with governance at LGA and community levels.
5. Local Government/ community coordination mechanisms absent

Recommended Actions:

1. There is a need to support and report to the CLU in FML&P to meet the challenges of implementing successfully the provision of ratified international conventions and NP, specified activities in the NAP and requirements of other legal frameworks on child labour for the country.
2. The LGA Monitoring Committees on Child Labour (LMCCL) to be established by the State Steering Committee.
3. Child labour unit to be established in the FMoL/P.
4. Comprehensive list of focal persons at each LGA and organizations represented in the SSC and LMCCL for correspondences and intervention

of child labour programmes

5. State mapping and survey of child labour prevalence to be undertaken periodically to guide effective interventions by relevant stakeholders.
6. A State Child Labour service delivery directory of all Implementing partner/agencies and other CSOs actively involved in child labour programming to be compiled to provide information for coordination, policy alignment and equitable distribution of resources.
7. Regular gap analysis for resource, technical and regulatory capacity of stakeholders to be undertaken.
8. The establishment of toll free telephone hotlines and website to facilitate case reporting and interventions.

Institution of the following coordination measures:

- i. Annual joint review meetings of the SSC and 33 LMCCCL
- ii. Quarterly review meetings of SSC and the LMCCCL respectively
- iii. Periodic meeting of partners and CSO forum to assess and strengthen work-plan implementation;
- iv. Submission of quarterly reports to SSC by the LMCCCL
- Vii Submission of Quarterly and Annual reports by the state to CLU

(FML&P)

Networking

Positive Approach

1. The presence of implementing partners and stakeholders in the process of developing the SAP is an opportunity to expand existing collaboration and networking at the LGA levels
2. Child Protection Networks (CPN) exists in the state of the Federation facilitating service delivery on child protection issues
3. The State steering Committee on Child Labour exists to coordinate and monitor child labour interventions

Gaps

1. Insufficient information sharing/availability between coordinating entities, donor agencies, implementing partners and the vulnerable groups underserved.
2. Limited involvement of the private sector and the informal sector of the

economy in current efforts to eliminate child labour in the country and these sectors are of strategic importance to achieving this lofty goal.

Recommended Actions

1. Mainstream child labour issues into the policies of governance at all levels.
2. Linkage between government poverty alleviation/ eradication programmes and activities of implementing partners and other CSOs are to be strengthened to the extent that supports are provided to child labour victims and vulnerable families through a coordinated working relationship between these programmes and the organizations.
3. Strengthen working-relationship with the structures created by provisions of CRA such as the national and state implementation committees and family courts, to foster synergy and assess to pooled resources.
4. Include child labour specific activities in the work-plan of all member-organizations represented in the SSC and LMCCCL to ensure active participation of these organizations in the state child labour programme.
5. Increase advocacy to LGAs lagging behind in the establishment of CPN, to fast-track actions on formation of this grassroots-oriented organization to make services available down to household level.
6. Advocacy on PPP to increase their commitment to the eradication of child labour in Oyo State.

Human & Financial Resources

Positive Approach

1. Child labour intervention programme is predominantly donor-driven.
2. Existence of trained Child Protection actors in the MDGs, MDAs, CSOs, on the eradication of Child Labour in Oyo State
3. Established/functional public institutions and private organizations with core mandates to provide poverty eradication/alleviation exists
4. Periodic income level adjustment mechanisms exists supported by hardship mitigation programmes such as the public transport intervention schemes, SURE-P, agricultural input subsidy for farmers, free and compulsory basic education of UBE programme etc. are some of government effort to prevent families slipping below the national poverty threshold.

5. Structures such as CDA, WDC, Town Unions, etc exists in some communities and could be leveraged for Child Labour monitoring and intelligence gathering.
6. Poverty is still endemic in Nigeria with 70% of the population living below the internationally recognized poverty line (i.e. living on less than \$1.25 per day).
7. Over concentration of economic activities in the urban centers have left the country-sides largely underdeveloped resulting in rural-urban migration.

Gaps

1. Absence of budget lines for child labour interventions by the FMoL/P and other MDAs.
2. In most organizations child labour activities are subsumed under other units or department where they are often treated as secondary issues to their core mandates.
3. Low capacity of labour inspectors to monitor child labour issues in Oyo State
4. No focal persons/points at all 33 LGAs to handle issues on child labour
5. Vulnerable families not effectively linked to socio-economic/poverty alleviation schemes
6. Weak coordination of poverty eradication mechanisms/implementing entities
7. Inadequate population control
8. Absence of SAP on social security/protection

Recommended Actions:

1. FMoL/P should support and provide budgetary funding for Child Labour interventions in Oyo State.
2. Oyo State steering committee should put together a fund raising mechanism to contribute to the implementation of the SAP.
3. Mainstreaming of CL intervention/funding into the development rolling plan of the state
4. Linkage of vulnerable families to poverty alleviation/eradication

¹ World Bank estimate (2007) for Nigeria

programmes.

5. Adequate/effective population control
6. Establishment of industrial parks/cottage industries in the rural areas
7. Development of a state plan for social security/protection

Thematic Area 3: AWARENESS CAMPAIGN AND MASS MOBILIZATION

Positive Approach:

1. Existence of mass media in the state
2. Existence of faith based and religious organizations.

Gaps

1. Low level of awareness campaign on the hazards of child labour through the media
2. Low level of participation by CDAs and community leaders in awareness campaigns on the effects of child labour in urban and rural communities
3. Few of IEC materials on the elimination of child labour in the state

Recommended Actions:

1. Establishment of village square enlightenment
2. Networking of corporate bodies that produce child related products to include child labour awareness campaigns in their corporate social responsibilities (CSR).
3. Networking with faith based organizations and religious bodies for child labour awareness campaigns
4. Increase participation of mass media in awareness creation on the elimination of child labour
5. Increased participation of CDAs and community leaders in awareness campaigns on the effects of child labour in urban and rural communities.

Thematic Area 4: CHILD PROTECTION

A. Prevention

Education and Vocational-skills Acquisition

Positive Approach

1. A well institutionalized and coordinated education system currently exists in the state with functional structures that has a statewide coverage.
2. Both formal and informal education is widely embraced in the country. The UBE programme, Informal-sector Apprenticeship Schemes, Technical Education, Open University Programmes etc. are some of the many alternative means of education that Oyo State is actively participating.
3. Governments at different levels have created establishments with mandates to facilitate, provide, and promote skill-acquisition for self-employment as alternative to seeking employment. Child labour victims, working children and children from vulnerable families have benefitted from such schemes through SMEDAN, NAPEP, NDE and technical schools and colleges.

Gaps

1. The need to match educational production with skills-need, employment market and employability
2. Parental Ignorance, Community dispute, insecurity etc. makes access to education a major challenge which tends to discourage children from attending schools and encourage parents to engage them in child labour activities.
3. Poor educational production often results in unskilled, unemployable school graduates. This has always been used as an excuse by poor parents, guardians or caregivers to engage or release their children for premature engagement in economic activities and depriving such children the opportunity to explore the world of education.
4. Poverty, socio-cultural beliefs and gender bias are very strong reasons of denial of education by parents to some categories of children inclusive of girl-child, physically challenged, orphans, albinos, dwarfs etc. These categories of children end up being trafficked for child labour and other acts of child abuses.
5. Existence of large family size fueling the use of children as child labourers

6. Non-inclusion of child labour matters in child protection policies
7. Decline in family values resulting to child neglect, abuse and child labour

Recommended Actions:

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

B. Protection of Victims of Child Labour

Treatment under this action plan means all actions taken from the point of identification of the victim of CL through to the point of rehabilitation and reintegration of the child back to the society

Positive Approach

1. There are existing laws and edicts in Nigeria for the protection and treatment of victims of CL
2. Community groups such as CDAs, PTAs and SBMC exist in communities. They serve as platform for Rehabilitation and Reintegration

3. Existence of structures such as UBE, NDE, SMEDA, NAPEP etc are already providing empowerment via educational vocational skills and poverty alleviation,
4. NLC, TUC and Labour Inspectors from FML&P (Inspectorate Department) are already enforcing compliance by employers.
5. Availability of temporary shelters providing Rehabilitation, Empowerment and Reintegration services

Gaps:

1. Inadequate infrastructures/shelter to cater for the rescued victims of CL.
2. Dearth of Professional social workers to cater for victims of CL
3. Poorly implemented rehabilitation, interventions also often end up in victims relapse to CL
4. Non-compliance with minimum infrastructural standard for Identification, Withdrawal, Rehabilitation and Reintegration of victims of CL
5. The uncoordinated nature of the informal sector makes it difficult to effectively implement intervention programme, such as Identification, Withdrawal, Rehabilitation, Reintegration and Repatriation

Recommended Actions

1. Capacities of Labour Inspectors, social workers and other child protection actors are strengthened in the areas of identification and withdrawal of children from workplaces.
2. Improve collaboration and networking between the National Association of Social Workers, Oyo State Chapter and relevant stakeholders
3. Strengthen the referral mechanism by developing guidelines for sources of follow-up services for the identified victims after withdrawal
4. Strengthening the capacity of relevant law enforcement agencies on child labour for rescue and safe custody of victims and prosecution of perpetrators, where applicable.
5. Provision of more and standard shelters as temporary accommodation, pending rehabilitation
6. Ensure full compliance with laws and edicts guiding protection of children at workplaces.
7. Labour employers to adhere strictly to sound Occupational Safety and Health (OSH) principles and practice

8. Provision and maintenance of minimum training standards packages for rehabilitation of rescued victims
9. Carry-out needs assessment of rehabilitated victims to determine appropriate training (school re-enrollment or skill development)
10. Encourage operational synergy among agencies involved in repatriation of victims.
11. Proper identification of destinations and relatives of rescued victims after rehabilitation

C. Child Labour Inspection System

Positive Approach

1. There are existing Labour Laws and related regulations addressing issues of Child Labour in Oyo State.
2. A functional labour inspectorate exists in FML&P with about 29 labour inspectors working in Oyo State to enforce the Labour Laws. However, this number is inadequate for the size of the State.

Gaps:

1. The inspectorate is not equipped with adequate logistics (vehicles, communication and protective equipment)
2. Inadequate labour inspectors who have received intensive professional training/capacity development to deal with the challenges of child labour
3. Lack of logistics vehicles, communication and protective equipment
4. Limited number of child labour inspectors.
5. Inadequate budgetary provisions for Labour Inspection Services.
6. Need to develop and expand the technical capacity of labour inspection officers
7. The informal sector, where Child Labour is most prevalent, is largely not covered by the activities of labour inspectors.
8. Obsolete labour laws

Recommended Actions

1. Intensive child labour inspection training /capacity development programs

² Country (Nigeria) Profile – Findings on the worst forms of child labour: United States Department of Labor 's Bureau of International Labor Affairs

2. Strengthening of enforcement mechanism of the state FMoL/P to effectively prosecute Child Labour offences.
3. Effective collaboration and information sharing between FML&P and other law enforcement agencies on identification, rescue and rehabilitation of child labour victims.
4. Equip the state steering secretariats with essential IT and logistic equipment viz-a-viz vehicles, computers, communication and protective equipment.
5. Create budgetary provision dedicated to CL elimination by Oyo State/ all 33LGAs
6. Review of existing Labour Laws and Regulations
7. Designation of Child Labour Inspector(s) in the FMoL/P office

Thematic Area 5: Monitoring, Evaluation and Reviews

Positive Approach

Most of the organizations in the SSC have established technical M&E unit for Planning, Research and Statistics (PRS) Departments with the mandate to generate and analyze data for their respective organizations

Gaps:

1. No harmonized data on child labour prevalence/incidence across the state.
2. A functional M&E system is not in existence for the state child labour programming/reporting.

Recommended Actions

1. Strengthening the SSC to coordinate the harmonization of data on child Labour.
2. Link and network M&E activities on child labour
3. Regular M&E capacity building for all stakeholders.
4. Design and develop State M&E tools for effective Child Labour tracking and reporting
5. Community based peer groups to be trained to monitor and report suspected and/or confirmed cases of child labour in their communities and schools.

Thematic Area 6: Research and Surveys

Positive Approach

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

Gaps:

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

Recommended Actions

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

Research data should be shared among all stakeholders

3.0 STRATEGIC FRAMEWORK

3.1 Thematic Area 1: Policy, Legal Framework and Enforcement

TABLE 3.1:

S/N	Objective	Activity	Responsible Organization	Indicator	Means of Verification	Baseline (Up to End of 2014)	Target		Comment
							Mid-term (2016)	End of Plan Period (2017)	
THEMATIC AREA: POLICY, LEGAL FRAMEWORK & ENFORCEMENT									
1.	1) To strengthen institutional capacities; Behavioral change to remove barriers to CL elimination in communities	i) 4 Workshops to familiarize legal and law enforcement officers with relevant local and international instruments on CL elimination ii) Development and translation of tools /messages/ materials for behavioral change iii) Consultancy/workshop on Child Protection Policy	FML&P and State (CLU) in collaboration with Oyo State MoJ, NHRC, LAC, NBA, NLC, TUC, MAN, NECA, Security Agencies, SMMA&SD,	i) Number of workshops carried out. ii) Copies of printed IEC Materials iii) Copies of translated materials in three Nigerian languages including pidgin	Workshop reports Media reports Training curriculum for the workshop Copies of produced IEC materials				

3.2 Thematic Area 2: Institutional Arrangements and Resources

TABLE 3.2:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Estimated Budget	Timeline		Comments
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: INSTITUTIONAL ARRANGEMENT AND RESOURCES									
SUB-THEMATIC AREA: COORDINATION									
1.	To provide effective coordination mechanism of the Child Labour interventions in Nigeria	Strengthen the FMI&P and SSC through annual capacity building workshops for the staff to meet the challenges of implementing the SAP on child labour for the State	FMI&P and SSC in collaboration with ILO, UNICEF, NSCCL, NBS, SPC, SMOVA&SD, SMOAgric, and SMOm&S.	Number of capacity building workshops carried out for (SSC, and FMI&P)	Workshop reports and signed list of participants	1			
		Establish (33) LMCCCL (minimum condition) in all organizations represented in the SSC.		Number of functional LMCCCL established.	National/ State child labour help-desk registers	10			
		Identify and appoint dedicated focal person(s) (minimum condition) in all organizations represented in the SSCL		Number of child labour desks established in each LGA (disaggregated by sector, level of government)	List of SSC and LMCCCL members	100			
		Conduct nationwide mapping of child labour endemic areas and design suitable action programmes to intervene twice within the period		Number of child labour designated focal persons (disaggregated by sex, zone, and status)	Copy of job description indicating child labour activities and responsibilities	100			
		Compile a service delivery directory of all implementing partner/ agencies and other CSOs actively involved in child labour programming.		Number of child labour endemic areas in the country (disaggregated by LGA, state, zone, form of child labour, and socio-economic characteristics)	Report of mapping / retrieved mapping forms				

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2	To implement a comprehensive coordination mechanism that is participatory and result-oriented.	<p>1. Annual joint review meetings of the SSC and 33 LMCCCL</p> <p>2. Quarterly review meetings of SSC and the LMCCCL, respectively</p> <p>3. Periodic meeting of partners and CSO forum to assess and strengthen work-plan implementation;</p> <p>4. Submission of quarterly reports to SSC by the LMCCCL</p> <p>5. Submission of Quarterly and Annual reports by the state to CLU (FML&P).</p>	FML&P and SSC in collaboration SSC and LMCCCL	Number of child labour programme reports submitted to SSC Number of stakeholder's forum held	Submitted organization's reports List of reported indicators and Attendance and signature list Feedback notes sent to organizations	1 1		
3.	To facilitate collaboration and partnership across the different levels of government, sectors, development partners and other State programmes for an effective child labour programme in the state.	<p>Mainstream child labour issues into different levels of government and sectoral policies and action plan</p> <p>Strengthen linkage between government poverty alleviation/eradication programmes and activities of implementing partners and other CSOs</p> <p>Establish a close working-relationship with CRL implementation committee and family courts/state; and LGA) through meetings and other programmes</p> <p>Inclusion of child labour specific activities in the workplan of all member-organizations represented in the SSC and LMCCCL</p> <p>Engender support from development agencies for CSOs to implement effectively action programmes on child labour.</p>	FML&P (CLU) in collaboration with NSCCCL and SSCCL member organizations, sectoral and social partners, MDAs not represented in SSC and LMCCCL	Number of reports jointly developed by organizations on child labour activities. Number of joint reports and minutes on child labour and other state programme on child development. Number of joint reports and minutes on child labour and other state programmes.	Submitted reports Copies of workplans	1 1		

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4.	To mainstream child labour issues in state development programmes and partner's strategic objectives to guarantee sustainable funding of child labour programmes.	Facilitate availability of human resources and adequate human capacity development across all levels of government and sectors for an effective implementation of child labour action programmes Advocate for inclusion of child labour elimination programmes funding into the state annual budget ,	FML&P in collaboration with SSC and LMCCCL member organizations, partners and Private sector organizations	Financial report on child labour programmes	Financial reports of child labour programmes		
5.	To institute accountability and transparency measures in application of grants and fund allocation for child labour activities.	Advocacy to support child labour programme funding by private sectors, philanthropist etc Build stakeholder's capacity on financial management for implementation of action programmes on child labour. Develop and disseminate a national guideline on resource mobilization and application to child labour interventions. Tracking of budget and expenditure on child labour	FML&P in collaboration with SSC and LMCCCL member organizations and other category of stakeholders not represented in SSC and LMCCCL	Number of capacity building programs organized.	Activity reports		

3.3 Thematic Area 3: AWARENESS CAMPAIGN AND MASS MOBILIZATION

TABLE 3.3:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA 3.3.1: AWARENESS CAMPAIGN AND MASS MOBILIZATION									
1	To develop, disseminate and build capacities of stakeholders on advocacy tools suitable for different child labour issues at national, states and local government levels.	Constitute a technical sub-committee on advocacy from SSC/LMCCL to coordinate the development of a national child labour advocacy tools. Training of stakeholders on application of the developed state child labour advocacy tools/plan	FML&P, SSC in collaboration with LMCCL	Number of planning/progress review meetings held on advocacy tool development process Number of stakeholders trained on the use of state child labour advocacy tools/plan.	Minute of meetings Report of Capacity building on child labour advocacy tool				
2.	To collaborate with mass media to sensitize and engage the general masses on child labour issues.	Capacity Building for journalist on effective reporting systems on child labour. Meeting with the print and electronic media and conceptualization of jingles, and documentaries on CL Development, production and dissemination of IEC materials	FML&P in collaboration with SSC, LMCC and media NOA, NUJ, Media houses, Implementing partner/agency s, NAPTIP, NLC & TUC, CSOs, UNICEF and ILO	Number of Capacity building programme held Number of jingles and documentaries generated Number of IEC materials generated and disseminated	Number of jingles and documentaries aired/published Copy of IEC material				

3.4 Thematic Area 4: Child Protection
TABLE 3.4:

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
PREVENTION									
THEMATIC AREA 3.4.1:									
1.	To mainstream child labour in the state education system	Facilitate review of state policy and guideline documents on education to include child labour issues	FML&P in collaboration with S/MeE	Number of educational policy and guideline provisions with documents on child labour issues.	List of education policy and guideline documents.				
2	To implement priority educational or skills acquisition programmes for out-of-school children.	Establishment of more street schools and apprenticeship centers Enrolment of children into formal school	Ministry of Education	Number of street school and apprenticeship centers established. Number of out of school children reached with educational service disaggregated by sex. Number of admitted out-of-school children still in school after 1 year of admission Number of out-of-school children completing primary school education. Number of out-of-school children engaged in skills acquisition programme Number of out-of-school children completing primary gaining admission to secondary schools. Number of out-of-school children that dropped-out of school.	School admission records Programme reports Report of state school-based surveys/ studies				

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S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA 3.4.1: PREVENTION									
3.	To ensure regular school attendance by all school-age children in Oyo State.	<p>Strict/regular (monthly) monitoring of children's school attendance</p> <p>Facilitate support for community members/groups and/or PTA members to be trained on child labour monitoring systems.</p> <p>Collection and analysis of data on school attendance and drop-out rates amongst school children every term.</p>	SMoE SUBEB	<p>Number of children attending school regularly (disaggregated by sex, level of school (primary/secondary), Number of groups and/or PTA members to be trained on child labour monitoring systems.</p> <p>Number of children who dropped out of school (disaggregated by age, sex, level of school (primary/secondary)).</p> <p>Factors preventing regular school attendance amongst children.</p>	<p>School attendance registers</p> <p>Report of national school-based surveys/ studies, Report from PTA, SBMC and CBGs</p>				
4.	Promote the teaching of civic education (CE) and Family Health Life Education (FHLE)	Mainstreaming of CL issues into CE and FHLE curricula	SMoE, SUBEB and all stakeholders	Proof of CL issues in the FHLE curricula	Copies of curricula				

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S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
5	Mainstream child labour issues in government's poverty alleviation/eradication programmes.	Development of advocacy tools. Implementation of joint consultative meetings with poverty eradication entities Development of AP with Poverty eradication agencies in the state	FML&P NPC, NAPEP NDE, SMEDAN, MDG, SURE-P office, Development Partners and Implementing Partners.	No of advocacy tools developed No of joint consultative meetings held No of families of victims empowered	Copies of advocacy tools Minutes/resolutions of meetings Copies of operational work plan				
6	Institute necessary measures to prevent employers from employing children below the legal minimum age for employment.	Enforcement of provisions in the Labour Laws, NP on CL, CRA and other operational legal instruments Collaboration between government agencies to identify, rescue and rehabilitate child labour victims.	FML&P (Inspectorate Division) and social partners plus, Police and other relevant Law enforcement agencies	Number of reported cases Number of children: Rescued Rehabilitated Number of prosecution	Reports on: Rescue, Rehabilitation prosecution Labour Inspector's reports				
THEMATIC AREA: 3.4.2 TREATMENT OF CHILD LABOUR VICTIMS									
1.	Rehabilitation to secure the Physical, Mental and Psychological Wellbeing of victims and to restore their human dignity	Information gathering /investigation Rescue/withdrawal, Reparation Rehabilitation Prosecution Reintegration	FML&P (Oyo State), CPN, NAPTIP, SM&I, NHRC, LAC, NBA, Media, Police and NSCDC Community groups & Children.	Number of children: Rescued/withdrawn Reparatiated Rehabilitated Reintegrated Number of offenders prosecuted	Reports/registries on Children: Rescued Withdrawn Reparatiated Rehabilitated Reintegrated				

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S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		
							Mid-term (2015)	End of Plan Period (2017)	
Thematic Area: 3.4.3 Child Labour Inspection System									
1.	To effectively use the labour inspection system in Oyo State to prevent and deal with challenges of CL	Intensive training /capacity development of labour inspectors Development of regulations and operational guidelines Provision of logistics: Project vehicles, communication and protective equipment Adequate budgetary provision dedicated to CL eradication	FML&P, Presidency, ILO, ECOWAS, USDOL, NASS, NSCCL, NASS FML&P(Oyo State), SMOF, SASS	No of officers trained List of training institutions attended No of labour Bills passed Number of regulations developed Number of Project vehicles, communication and protective equipment acquired Number of officers trained Evidence of budget line dedicated to CL	Certificate /competence Acquired List of officers trained Copies of regulations /guidelines Photographs of equipments Training report, attendance list, pictures Copies of allocation				

3.4 Thematic Area 5: MONITORING AND EVALUATION

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: 3.5.1 MONITORING, EVALUATION AND REVIEW									
1.	To establish an effective and sustainable M&E system for national programme on elimination of child labour	Development of monitoring tools for reporting. Submission of M&E reports by various sectors at every levels for integration into a national report. -Sectoral & LMSCL report to SSC -SSC reports to NSCCL	FML&P (Oyo State), SSCCL, NSCCL implementation partner, LGWC.	Number of M&E report submitted	Annual NSCCL M&E report Bi-annual SSC M&E report to NSCCL Quarterly sectoral implementation partners report to SSCCL	0			

3.6 Thematic Area 6: Research and Surveys

TABLE 3.6

S/No	Objective	Recommended Action	Responsible Organization	Indicator	MOV	Baseline (Up to End of 2013)	Target		Comment
							Mid-term (2015)	End of Plan Period (2017)	
THEMATIC AREA: 3.6.1 RESEARCH AND SPECIAL STUDIES									
1.	Develop and implement a national research agenda for a national data base on child labour	Conduct periodic national surveys as verifiable data sources on child labour issues and promote the culture of evidence-based programme planning and implementation towards elimination of child labour	FML&P in collaboration with FMO/VA&SD, NBS, NISER, NLC, TUC, NECA/IMAN and ILO	Number of researches and studies conducted and reported	Minutes of meetings Finalized Research report/ document				

4.0 IMPLEMENTATION OF THE STATE ACTION PLAN

4.1 FUNDING PLAN FOR THE SAP

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

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

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

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

4.2 M&E FRAMEWORK

The M&E result framework for the themes and sub themes include the objectives of each intervention broken into activities that are specific, measurable, achievable, realistic and time bound and assigned to specific responsible persons/organizations. The reportable indicators are output and outcome indicators that clearly define each activity. Each activity is verifiable with a clearly identifiable means of verification (MoV) and base line to commence in 2014.

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

1. The annual report of the national steering committee (disseminated to the state)
2. Bi annual reports of states steering committees
3. Quarterly reports of the local government working group

Each of the sectors will develop M&E data gathering tools based on the

comparative advantage which will be forwarded to the national steering committee. The M&E indicators have already been provided in the SAP, however, special specific information or data that are considered relevant should be forwarded to FML&P for inclusion in the SAP

APPENDICES

APPENDIX A: AP ON CHILD LABOUR WORKPLAN COSTING TEMPLATE BY THEMATIC AREA

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

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S/No	Thematic Area	Costing Category	2014 (₦)	2015 (₦)	2016 (₦)	2017 (₦)	Total (₦)
		Capacity Building					
		Infrastructure/Equipment					
		Overheads					
4.	Prevention	Advocacy Events					
		Media Events					
		Community Activities					
		Programmes					
		Systems Strengthening					
		Human resource					
		Tool Development					
		Capacity Building					
		Infrastructure/Equipment					
		Overheads					
	Treatment of Child Labour Victims	Advocacy Events					
		Programmes					
		Community Activities					
		Human resource					
		Tool Development					
		Capacity Building					
		Infrastructure/Equipment					
		Overheads					
		Programmes					
		Capacity Building					
Overheads							

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S/No	Thematic Area	Costing Category	2014 (₦)	2015 (₦)	2016 (₦)	2017 (₦)	Total (₦)
	Monitoring, Evaluation & Review	Advocacy Events					
		Tool Development					
		M&E Plan					
		Data Management					
		Human resource					
		Capacity Building					
		Infrastructure/Equipment					
		Overheads					
	Research & Special Studies	Advocacy Events					
		Cohort Study					
		Document Development					
		Human resource					
		Capacity Building					
		Infrastructure/Equipment					
		Overheads					