

Government of the Republic of the Union of Myanmar



Ministry of Labour, Immigration and Population

Myanmar National Action Plan on
Elimination of Child Labour
2019–2023



International
Labour
Organization

Contents

Particulars	Page
FOREWORD	1
PREFACE	3
LIST OF ACRONYMS	4
Part I	
Information on Child Labour and Implementation processes of National Action Plan	7
Introduction	7
Objective	9
Policy and Legal issues	9
Establishment of the Technical Working Group on Child Labour	10
Composition	10
Functions of TWG-CL	11
Part II	17
The Implementation of the National Action Plan	17
Objectives	17
National Action Plan Duration	17
The Objectives of the First Five-Year Plan (2019-2023)	17
Priority sectors	18
Key Partner Organizations	18
Establishment of National Committee on Elimination of Child Labour and Working Committees	18
Monitoring and Evaluation Framework	21
Financial Resources and Financing	21
Conclusion	21

Annex A:

The activity arrangements, detailed activities, indicators, verification,
key responsible organizations and partner organizations of the 6 objectives 22

Annex B:

Monitoring and Evaluation Framework Indicators, duration and responsible organizations for
monitoring and evaluation framework 39

FOREWORD

There are more than 1 billion young people in the world today, which amounts to some 18% of the total global population¹. The global situation of young people is characterized by striking paradoxes, i.e. extreme disparities in economic, social, technological and cultural resources, which vary enormously across regions, countries, localities and population groups.

Global statistics show that 152 million children aged between 5 and 17 have jobs, of whom 7.4% are in the Asia Pacific region and most are working in the agricultural sector. The Labour Force Survey of 2015 shows that there are 12 million children in Myanmar, with over 1.1 million in child labour, of whom more than 600,000² are under 18 years of age and employed at hazardous workplaces. The National Action Plan on Elimination of Child Labour is being developed and implemented to protect the children working in those workplaces.

Socio-economic development, high living standards, and the development of education in countries are directly linked to fundamental causes of child labour. The consequences of global climate change, such as cyclones, typhoons, floods, drought, wildfire, earthquake and other natural disasters have resulted in a lack of food security and poverty, and displacement due to armed conflict has also affected the workforce, including children. Many young people have not had the opportunity of finishing school due to socioeconomic and other reasons and have been exploited as child labour, which is common in most developing countries.

The Myanmar National Plan on Elimination of Child Labour involves crosscutting responsibilities for multiple sectors and will require the respective State and Regional governments, ministries, social partners, NGOs and INGOs to collaborate and implement with consistency and focus. The issue of child labour is very broad and concerns the entire nation, and we therefore encourage all to regard it as a national duty to collaborate and implement the plan together.³



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Myanmar National Committee on
Elimination of Child Labour**

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¹ Youth Policy of the Government of the Republic of Myanmar, 2017;

² Labour Force Survey 2015;

³ Extracted from speeches delivered during the meeting of Myanmar National Committee on Elimination of Child Labour;

PREFACE

The National Committee on Elimination of Child Labour has been established with 8 tasks and 8 core working committees to implement activities for eliminating child labour. It is important that respective State and Regional governments continue to collaborate on the National Action Plan on Elimination of Child Labour.

Myanmar is a developing country in South East Asia and has a population of over 53 million, of whom 30% live in urban areas and 70% in rural areas.

There are over 18 million children under the age of 18, and according to the Labour Force Survey conducted in the first quarter of 2017, there are over 12 million children between the ages of 5 and 17 and over 600,000 children are working as child labour in hazardous workplaces to help support their families. A total of 10.5% of the children aged between 5 to 17, or 12.29 million children, are working in many different kinds of jobs.

Myanmar ratified the ILO Convention 182 on Worst Forms of Child Labour in December 2013, as have other ASEAN countries, and it is working in collaboration with the International Labour Organization (ILO) and the United Nations Children's Fund (UNICEF) to address child labour issues.¹



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¹ Extracted from Speeches during the meetings of Myanmar National Committee on Elimination of Child Labour

LIST OF ACRONYMS

ATIPD	Anti-Trafficking in Persons Division, Myanmar Police Force
AFFM	Agriculture & Farmer Federation of Myanmar
CBOs	Community Based Organizations
CSOs	Civil Society Organizations, Community Social Organizations
CTUM	Confederation of Trade Unions Myanmar
DOL	Department of Labour
DLR	Department of Labour Relation
DTVET	Department of Technical and Vocational Education Training
FGLLID	Factories and General Labour Laws Inspection Department
ILO	International Labour Organization
INGOs	International Non-Governmental Organizations
MOHA	Ministry of Home Affairs
MOBA	Ministry of Border Affairs
MOALI	Ministry of Agriculture, Livestock and Irrigation
MOLIP	Ministry of Labour, Immigration and Population
MOI	Ministry of Information
MOC	Ministry of Commerce
MOE	Ministry of Education
MOHS	Ministry of Health and Sports
MOPFI	Ministry of Planning, Finance and Industry
MOC	Ministry of Construction
MSWRR	Ministry of Social Welfare, Relief and Resettlement
MOEA	Ministry of Ethnic Affairs
MPF	Myanmar Police Force
MIS	Monitoring Information System

MICS-TUsF	Myanmar Industries Craft & Services Trade Unions Federation
NFME	Non-Formal Middle Education
NFPE	Non-Formal Primary Education
NGOs	Non-Governmental Organizations
SSB	Social Security Board
TWG-CL	Technical Working Group on Child Labour
USC	Office of Union Supreme Court
UAG	Union Attorney General's Office
UMFCCI	Union of Myanmar Federation of Chambers and Commerce and Industry
UN	United Nations

Part I

Information on Child Labour and Implementation processes of National Action Plan

Introduction

1. Myanmar is one of the developing countries in South East Asia and has a population of over 53 million with 30% of the population in urban areas and 70% in rural areas according to the 2014 Myanmar Population and Housing Census.
2. Since multiparty democracy system governance has started on 1st April 2011, the Government of Myanmar has focused on political, economic and social reforms. The Government has been prioritizing peace and rule of law in the country and continues to face many challenges to achieve economic development and social inclusion.
3. These challenges include macro-economic and financial stability, economic reforms towards growth and key sectors such as manufacturing in particular, poverty reduction and human resources development, improving governance, public sector reforms and promoting environmental sustainability.
4. In Myanmar, those aged under 18 years comprise 33.83% of the population, and of them, 8.85% live in urban areas and 24.98% in the rural areas. Myanmar has a high population of children and it is crucial to identify and carry out the promotion of skills and employment opportunities, investment in education, and to focus on youth employment and safe migration as policy and socio-economic priorities if children and young people are to be protected from economic exploitation, the untimely dropping out of school and working in hazardous workplaces.
5. The number of children and ratios of child labour, the situation of child labour in hazardous workplaces are described in the following table:

Designation	2017 Child Labour Survey			2018 Child Labour Survey (First Report)			2018 Child Labour Survey (Second Report)		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
Number of Children (5–17 years old) (in millions)	6.16	6.25	12.41	6.15	6.25	12.40	6.14	6.24	12.38
Working Children (in millions)	0.36	0.28	0.64	0.33	0.28	0.61	0.28	0.16	0.44
Working Children (percentage)	5.8	4.5	5.2	5.4	4.4	4.9	4.6	2.6	3.6
Child Labour (in millions)	0.24	0.18	0.42	0.24	0.18	0.42	0.22	0.12	0.34
Child Labour (percentage)	4.0	2.9	3.4	3.9	2.9	3.4	3.6	2.0	2.8
Child Labour in hazardous workplaces (in millions)	0.23	0.17	0.40	0.23	0.17	0.40	0.20	0.11	0.31
Child Labour in hazardous workplaces (percentage)	3.7	2.7	3.2	3.7	2.7	3.2	3.3	1.7	2.5

Resources: (1) These figures were calculated based on the 2017 Labour Forced Survey (first report from January to March) and (second report from September to November).

(2) These figures were from the 2018 Labour Forced Survey (first report from February to April).

(3) These figures were from the 2018 Labour Forced Survey (second report from September to November).

6. As 70% of the population lives in rural areas it means that most children aged under 18 live in areas most affected by poverty and its impacts. Children in rural areas have limited access to health care services, water and sanitation services and the right to education. Out of 225 countries ranked by their child mortality rate, Myanmar is 51st, a high level.
7. Myanmar is prone to natural disasters and a cause of general poverty is the direct impact of natural disasters, especially cyclones, floods, drought, earthquake, landslides, wild fires and fires, as well as armed conflicts. In conflict areas, there is low provision of social services and other service delivery. Ethnic discrimination and religious interferences are also linked to displacement and conflicts. The destruction wrought by natural and other disasters forces families or individuals into poverty and to suffer from a lack of food security, displacement and economic difficulties, often many such families force their children to work. Natural disasters and armed conflict are among the factors that the root causes of child labour.
8. In Myanmar, as the peace process continues and economic and political reforms are gaining momentums, important steps are being taken to address the impacts of poverty, insufficient fundamental social services, natural disasters, unemployment and armed conflicts.

9. The reforms involving child labour are at a turning point of creating good opportunities to eliminate or reduce child labour, starting with the worst forms of child labour.
10. At a time when policies and priorities are being redefined and negotiated, identifying and addressing the root causes of child labour through approaches that can resolve the various challenges can be a driving force for reducing and eliminating child labour in Myanmar.

Objective

11. To eliminate child labour in the long term in Myanmar through the dissemination of basic knowledge about child labour to be achieved by promoting awareness and knowledge, reviewing and revising laws in line with international standards, developing the capacity of national, regional and state government organizations, setting duties and responsibilities by identifying the implementation mechanism of action plan, and evaluating progress.

Policy and Legal issues

12. As defined by the International Labour Organization, child labour refers to children who are working below the minimum working age or children who have the right to work legally but are at a workplace that is harmful to their health, safety, development or education.
13. In Myanmar legislation, there are provisions related to the rights and protection of children in the 2019 Child Rights Law, 1951 Factories Act, 1951 Leaves and Holidays Act, 2016 Shops and Establishments Act and 2005 Anti-Trafficking in Person Law.
14. Myanmar labour law provides that any child at the age of 14 years can work with a certificate of fitness issued by a registered doctor; children between 16 and 18 years of age can work as adult workers if they obtain a certificate issued by a registered doctor; children between 14 and 16 years are allowed to work only 4 hours a day, are not allowed to work between 6 p.m. and 6 a.m., and have the same right as adults to take leave and holidays.
15. Worst Form of Child Labour (WFCL) refers to children who are required to perform unconditional work as provided in International Labour Organization Convention 182. This includes slavery, human trafficking, sexual exploitation for monetary gain, or being used in armed conflict or in illegal activities.
16. Hazardous activity or hazardous work means work that is physically, mentally or morally harmful to children, including working longer than prescribed working hours, heavy work and night work. Myanmar has been developing a list of hazardous work and workplaces prohibited for anyone below 18 years of age, with the technical support of ILO.

Establishment of the Technical Working Group on Child Labour

17. The Technical Working Group on Child Labour (TWG-CL) aims to implement and carry out the elimination of child labour in Myanmar according to international standards

Composition

18. The Director General from the Factories and General Labour Laws Inspection Department (FGLLID) shall chair the TWG-CL and the Director of FGLLID will be Secretary.
19. The FGLLID shall take the responsibility of the tasks and duties of the Secretariat of the TWG-CL.
20. The TWG-CL may invite representatives of other organizations that can work in conformity with the process of the elimination of child labour.
21. Other social organizations that want to collaborate may participate in issues related to child labour in accordance with the recommendation of the TWG-CL.
22. The TWG-CL consists of 2 representatives from each organization as follows:
 - a. Office of the Supreme Court of the Union;
 - b. Ministry of Home Affairs;
 - c. Ministry of Border Affairs;
 - d. Ministry of Information;
 - e. Ministry of Union Government Office;
 - f. Ministry of Agriculture, Livestock and Irrigation;
 - g. Ministry of Labour, Immigration and Population (MOLIP);
 - h. Ministry of Education;
 - i. Ministry of Health and Sports;
 - j. Ministry of Social Welfare, Relief and Resettlement;
 - k. Union Attorney General Office;
 - l. Naypyitaw City Development Committee;
 - m. Yangon City Development Committee;
 - n. Mandalay City Development Committee;
 - o. Union of Myanmar Federation of Chambers of Commerce and Industry;
 - p. Confederation of the Trade Unions of Myanmar;
 - q. Myanmar Industries, Craft and Service Trade Unions Federation;

- r. Agriculture and Farmers Federation of Myanmar/IUF;
 - s. Ratana Metta Organization;
 - t. Myanmar National Committee on Women;
 - u. Myanmar Red Cross Society;
 - v. Association Francois-Xavier Bagnound Myanmar;
 - w. International Labour Organization (ILO);
 - x. Save the Children;
 - y. UNICEF (United Nations Children's Emergency Funds);
 - z. World Vision;
23. The representatives from government agencies shall be Director level and above, and the alternate member shall be a Deputy Director, and the representatives from other organizations shall be experts in their field.

Functions of TWG-CL

24. The functions of the TWG-CL are as follows:
- a. To propose policies that prevent child labour and protect the rights of children who are working in accordance with legal provision of working age in line with the current respective laws;
 - b. To mainstream gender issues in policies and legislations;
 - c. To give recommendations on the minimum age to start work based on the development of the country;
 - d. To develop a List of Hazardous Works and Hazardous Workplaces in Myanmar in accordance to international standards;
 - e. To ensure the mainstreaming of child labour issues in the priority sectors of the national government, including child protection, education, health care, food, clothing and shelter in accordance with the existing legal provisions;
 - f. To develop a National Action Plan to eliminate child labour;
 - g. To develop a process for monitoring, identifying and referring child labour cases to the relevant authorities;
 - h. To monitor and advocate for the plan's implementation in line with ratified international standards related to child labour;
 - i. To provide general recommendations leading to the ratification of international standards related to child labour.

25. The members of TWG–CL shall, either by concerned Ministry or by concerned organization, mainstream child labour issues in concerned projects and programs, and shall participate actively in the activities of the TWG–CL:
- a. **Office of the Supreme Court of the Union (OSCU):** Concerned courts shall adjudicate juvenile criminal cases, including those involving child labour, in line with existing laws. During judicial proceedings, care shall be taken at all times to ensure that the trial procedures are child-friendly.
 - b. **Ministry of Home Affairs (MOHA):** The Anti-Trafficking in Persons Department (ATIPD) shall conduct effective identification and child-centered investigations in cases where human trafficking is the cause of child labour. ATIPD shall include the prevention of child labour in its activities to raise awareness about preventing human trafficking.
 - c. **Ministry of Border Affairs (MOBA):** Ministry of Border Affairs shall ensure that child labour and children at risk of becoming child labour are included in the criteria for access to education, development and vocational training in the target areas of the ministry.
 - d. **Ministry of Information (MOI):** Ministry of Information shall participate in the TWG–CL as key contact point for communication about child labour. The MOI shall ensure that it disseminates information on child labour by using State-owned media or by mainstreaming child labor issues in talk shows, interviews and talks or lectures, in short stories/programmes on MRTV and in public libraries and IEC materials, such as pamphlets, newspapers, posters and journals.
 - e. **Ministry of Union Government Office:** Ministry of Union Government Office shall coordinate and work with Township Child Rights Committees (TCRC) to include child labour related issues in TCRC programmes and activities through its General Administration Department. It shall network with other relevant departments and organizations for the management of child labour related issues. Part of its leadership and support shall include organizing activities to ensure that children will never suffer at any time from exploitation and abuse and that their families have access to vocational training and other direct supports.
 - f. **Ministry of Agriculture, Livestock and Irrigation (MOALI):** Ministry of Agriculture, Livestock and Irrigation shall mainstream child labour issues in its programs, projects and activities, and further strengthen the implementation of its interventions by improving income generation and reducing families' dependence on child labour. The Ministry shall also promote awareness raising activities about child labour issues and concerns among its regional offices, workers and the communities.
 - g. **Ministry of Labour, Immigration and Population (MOLIP):** Ministry of Labour, Immigration and Population shall consult members of the TWG–CL and concerned organizations, and organize the setting of the minimum working age, developing a hazardous work and workplace list for children, and advocating the ratification and adoption of child labour standards. The Ministry shall meet the needs of FGLLID to achieve workplace inspections regarding child labour

and shall supervise/regulate the identification of child labour, ensuring that government and private workplaces are free of child labour and that workplaces for children above the minimum working age are free from hazards. The Ministry shall ensure a systematic process to issue Nationality Registration Cards to child labour in workplaces.

- h. **Ministry of Education (MOE):** Ministry of Education shall provide appropriate ways for those among the child labour who wish to continue their education. By using various life skills approaches and strategies, it shall ensure the integration of programs against child labour in the curriculum and objectives of education. The Ministry shall participate in the development of a monitoring, identification and referral mechanism on child labour. It will also ensure that vulnerable groups have access to learning and training. It shall focus on child labour issues in MOE programs.
- i. **Ministry of Health and Sports (MOHS):** Ministry of Health and Sports shall provide health care to all the people aged between 0–18 without discrimination. It shall also monitor the implementation of activities related to health and development of children. It shall formulate and monitor the implementation of standards, policies and guidelines related to children’s health and development as well as the promotion of a safe and healthy environment. MOHS also has the responsibility to provide access to health services for child labour through active participation in the national mechanism of monitoring, identifying and referring child labour cases and direct services.
- j. **Ministry of Social Welfare, Relief and Resettlement (MOSWRR):** Ministry of Social Welfare Relief and Resettlement shall participate in the development of a national mechanism for monitoring, identifying and referring child labour cases to other authorities through its Department of Social Welfare (DSW). DSW shall investigate and handle the abuse of child labour rights with a case management approach. Whenever necessary, DSW shall provide child labour and their families with rehabilitation and reintegration support and referrals to authorities. MOSWRR shall conduct training on child labour for civil society organizations through DSW offices. The ministry shall provide prevention of child labour and protection of children by ensuring their physical and mental wellbeing.
- k. **Union Attorney General Office (UAGO):** Union Attorney General Office shall ensure that child labour problems result in legal action and punishment by providing legal assistance in accord with existing and potential resources and programs. UAGO shall ensure that draft laws comply with international standards on labour and child rights after it receives draft legislation for review from concerned ministries.
- l. **Myanmar National Committee on Women:** Myanmar National Committee on Women shall provide support on child labour by collaborating with relevant organizations. It shall provide assistance, especially in the areas of education, health, vocational training and rehabilitation.
- m. **City Development Committees (Naypyitaw, Yangon, Mandalay):** The City Development Committees shall provide awareness raising and advocacy on child labour. In collaboration

with relevant organizations, CDCs shall participate in the development and implementation of a national mechanism for monitoring, identifying and referring to relevant authorities the child labour and street children. CDCs shall promote in their urban development plans the provision of places (parks and playgrounds) where children can play happily. They shall ensure that public and private work places are free of child labour and that workplaces are free of hazards for children above the minimum working age. They shall provide vocational training and ensure that only adult workers are recruited.

- n. **Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI):** UMFCCI shall provide awareness raising and advocacy on child labour among its members and other companies as well as promote and monitor compliance to labour standards among members. It shall participate actively in lobbying and social dialogue concerning child labour. Whenever possible, it shall collaborate with other key actors to provide direct support to child labour and their families, such as education, health, training and livelihood opportunities.
- o. **Confederation of Trade Unions of Myanmar, Myanmar Industries, Craft and Services, Agriculture and Farmers Federation of Myanmar:** Organizations that represent workers shall participate in the prevention of child labour through the implementation of their respective programs, activities and leading advocacy campaigns. They shall carry out awareness raising with partner organizations and promote social dialogue to ensure that workplaces are free of child labour and are hazard-free safe working places for children above the minimum working age. They shall conduct monitoring and referral of child labour cases found within their respective areas. They shall guide and connect parents to work and employment opportunities. They shall engage and help working children to obtain access to education, non-formal education and vocational training.
- p. **Members of Local Non-Governmental Organizations and International Non-Governmental Organizations (LNGOs and INGOs):** Members of LNGOs and INGOs shall provide child labour advocacy and awareness raising. These organizations shall also facilitate reintegration of child labour and help services through vocational training, especially in education (non-formal and formal education), health, nutrition and reintegration initiatives conducted by social welfare, resettlement and community-based organizations. As part of the national monitoring, identification and referral system, members of LNGOS and INGOs shall also assist in the detection and reporting of child labour issues to the Myanmar National level Working Committee on Child Labour and shall involve village and ward level organizations with the purpose of carrying them out. Members of LNGOs and INGOs shall coordinate, collaborate and engage with other non-governmental alliances to strengthen the development of efforts against child labour.
- q. **UN agencies:** UN agencies shall actively provide legal and policy support to ensure compliance with international standards as well as mainstreaming child labour issues in their programs. They shall provide technical and advisory support on child labour. They shall widely promote basic knowledge about child labour issues. They shall support strengthening the knowledge

base about child labour and provide broad awareness raising across all concerned sectors in the country. They will provide direct support for child labour and their families, such as education, child protection, health, training and livelihood opportunities.

- r. **Procedures of admission as new members:** The admission of new members shall be proposed by members of the TWG-CL, or the members of subgroups, and will then be discussed and voted on during the plenary meetings of the TWG-CL.
26. The regular meetings, reporting, duties of the Secretariat, establishment of subgroups and the role of the TWG-CL shall be conducted according to the operational guidelines of the TWG-CL, as identified.
 27. For the development of the National Action Plan on Elimination of Child Labour, consultation workshops for Upper Myanmar, Lower Myanmar and industrial zones and youth have been organized with representatives from State and Regional governments, employer and worker organizations, representatives of those responsible for various industrial zones, and representatives of social partners and youth networks.
 28. Between March 13 and March 17, 2017, a national consultation workshop attended by 109 participants, including parliamentarians, representatives from government, employer and worker organizations, social partners, ILO, UNICEF and TWG-CL, decided to develop the National Action Plan on Elimination of Child Labour.

Part II

The Implementation of the National Action Plan

Objectives

29. The objectives are as follows:
- a. To effectively prevent and protect children in Myanmar from child labour, especially in its worst forms, as part of the effort to reduce and eliminate child labour;
 - b. To provide protection effectively in line with the laws concerning working children who have the right to work legally; and
 - c. To remove child labour from hazardous work and workplaces and organize for them to receive decent work and access to vocational training schools.

National Action Plan Duration

30. The duration of the National Action Plan is long term and covers 15 years from 2019 to 2033. The first five-year plan is from 2019 to 2023, the second five-year plan is from 2024 to 2028, and the third five-year plan is from 2029 to 2033.

The Objectives of the First Five-Year Plan (2019–2023)

31. The objectives of the first five-year plan are as follows:
- a. Collecting reliable and accurate baseline data;
 - b. Raising awareness and enhancing capacity;
 - c. Creating education and TVET opportunities;
 - d. Strengthening law reform and enforcement;
 - e. Removal and remedying of child labour in WFCL; and
 - f. Improved livelihood opportunities for families.

Remarks: The activity arrangements, detailed activities, indicators, verification parameters, key responsible organizations and partner organizations are provided in Annex A.

Priority sectors

32. The following two sectors will be given priority under the First Five-Year Plan:
 - a. Industry and manufacturing sector;
 - b. Commerce and trade sector.
33. The NAP will focus on the following five regions and states:
 - a. Kayin State;
 - b. Mon State;
 - c. Bago Region;
 - d. Yangon Region; and
 - e. Ayeyarwaddy Region;
34. The implementation will mainly focus on the following two groups:
 - a. Children under the age of 14 years;
 - b. Children between the ages of 14 and 18 years.

Key Partner Organizations

35. **Partners from Government:** Office of the Supreme Court of the Union, Ministry of Home Affairs, Ministry of Border Affairs, Ministry of Information, Ministry of Agriculture, Livestock and Irrigation, Ministry of Labour, Immigration and Population, Ministry of Industry, Ministry of Commerce and Trade, Ministry of Education, Ministry of Health and Sports, Ministry of Planning and Finance, Ministry of Construction, Ministry of Social Welfare, Relief and Resettlement, Union Attorney General Office, governments of Naypyitaw Council territory, Region or State or Self-Administered Zone, City Development Committees, Technical Working Group on Child Labour.
36. **International and Civil Organizations:** CSOs, ILO (Myanmar), NGOs, UNICEF (Myanmar), Trade Union Federations and Labour Organizations, Employer Organizations, UMFCCI, Youth Networks, Community leaders.

Establishment of National Committee on Elimination of Child Labour and Working Committees

37. The National Committee on Elimination of Child Labour has been submitted to the Union Government for approval and has been formed as follows:

- | | | |
|----|--|---------------|
| a. | Vice President 1 | Chairman |
| b. | Minister
Ministry of Home Affairs | Vice Chairman |
| c. | Minister
Ministry of Labour, Immigration and Population | Vice Chairman |
| d. | Minister
Ministry of Border Affairs | Member |
| e. | Minister
Ministry of Information | Member |
| f. | Minister
Ministry of Agriculture, Livestock and Irrigation | Member |
| g. | Minister
Ministry of Education | Member |
| h. | Minister
Ministry of Health and Sports | Member |
| i. | Minister
Ministry of Planning, Finance and Industry | Member |
| j. | Minister
Ministry of Social Welfare, Relief and Resettlement | Member |
| k. | Minister
Ministry of Ethnic Affairs | Member |
| l. | Union Attorney General
Union Attorney General Office | Member |
| m. | Chairman
Naypyitaw Council | Member |
| n. | Chief Minister, All State and Regional governments | Member |
| o. | Mayor
Yangon City Development Committee | Member |
| p. | Mayor
Mandalay City Development Committee | Member |
| q. | President
Union of Myanmar Chamber of Commerce and Industry | Member |
| r. | President
Confederation of Trade Unions of Myanmar | Member |
| s. | President
Myanmar Industry, Craft and Service Trade Unions Federation | Member |

- | | | |
|----|--|-----------------|
| t. | President
Agriculture and Farmers Federation of Myanmar | Member |
| u. | President
Myanmar National Committee on Women | Member |
| v. | President
Myanmar Red Cross Society | Member |
| w. | Permanent Secretary (Labour)
Ministry of Labour, Immigration and Population | Secretary |
| x. | Director General
Factory and General Labour Law Inspection Department | Joint Secretary |

38. The duties and responsibilities of National Committee on Elimination of Child Labour are as follows:

- a. Establishment of necessary working committees to implement the National Action Plan on Elimination of Child Labour;
- b. Setting policies on important activities for implementing the objectives of the action plan and issuing orders and notifications;
- c. Review of the activities of the committee;
- d. Review and guidance as required of the activities of the working committees, once every six months;
- e. Supervision on coordination and collation among concerned ministries and Naypyitaw Council/Region/State/Self-Administered Zone governments;
- f. Collaboration with local and international organizations on processes to eliminate of child labour;
- g. Maintaining and managing funds, assets/properties and technologies contributed by international organizations, donors and local organizations; and
- h. Reporting annually to the Union Government on the implementation status of the objectives of the action plan.

39. The National Committee on Elimination of Child Labour shall establish the following working committees as necessary:

- a. Working Committee on Data Collection;
- b. Working Committee on Awareness Raising and Capacity Enhancement;
- c. Working Committee on Education and TVET;
- d. Working Committee on Legal Affairs;
- e. Working Committee on Removal and Remedy of Child Labour in Worst Workplaces;

- f. Working Committee on Creation of Job Opportunities;
- g. Working Committee on Monitoring and Evaluation;
- h. Working Committee on Fund Raising and Finance.

Monitoring and Evaluation Framework

40. The objectives and activities of the plan shall be monitored and evaluated as follows:
- a. Annual report of National Committee on Elimination of Child Labour;
 - b. Report of Working Committees;
 - c. Bi-annual report of Naypyitaw Council, Region and State Committee on Elimination of Child Labour;
 - d. Quarterly report of Naypyitaw Council, Region and State government working committee;

Remarks: The indicators, duration and responsible organizations for monitoring and evaluation are provided in Annex B.

Financial Resources and Financing

41. The funds required to implement the plan will be acquired by requesting financial resources according to the financial year or by obtaining the support and assistance of local and international organizations as follows:
- a. Budget allocation of Union Ministries, Union level organizations, Naypyitaw Council, State and Regional governments according to the Union Budget Law;
 - b. Donations, grants and support of local and international organizations; and
 - c. Other financial resources as permitted by the law.

Conclusion

42. As the first five-year plan plays an important role in ensuring the success of the entire plan, good results towards meeting its objectives will pave the way towards achieving the long-term objectives of the plan to eliminate child labour in Myanmar.

(Annex A:)

The activity arrangements, detailed activities, indicators, verification, key responsible organizations and partner organizations of the 6 objectives

Objective 1: Collecting reliable and accurate baseline data								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
1.	Establishing regional data collection committees, their functions and developing a work plan;	<ul style="list-style-type: none"> - Establishing Data Collection Teams (5 States/ Regions) - Establishing their functions; - Developing Work Plan; 	<ul style="list-style-type: none"> - Number of Data Collection Teams (118 groups) (5 States/ Regions); - Functions and tasks; - Completion of work plan 	<ul style="list-style-type: none"> - List of group members; - List by township for each state and region; - Assignment of Individual tasks; - Work Plan; 	1 year	1	Working committee on Data Collection	Naypyitaw Council, Region/ State/Self-Administered Area governments; INGOs; NGOs; CSOs; UN agencies; Youth networks; Community elders;
2.	Trainings on data collection to the committees, key implementation organizations and individuals, and assigning Duties;	<ul style="list-style-type: none"> - Data collection training; - 3-day training; - 118 Team Leaders; - 3 Times of training; - Each training, 39 participants; 	<ul style="list-style-type: none"> - Number of trainings; - Number of participants 	<ul style="list-style-type: none"> - Training report; - Training timetable; - Training registration 	1 year	1	Working committee on Data Collection	Naypyitaw Council, State and Regional, Self-Administered Region governments, ILO

Objective 1: Collecting reliable and accurate baseline data								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
3.	Purchasing necessary materials and equipment, and providing other supports;	<ul style="list-style-type: none"> - Questionnaire; - Manual (guidebook) for data collection; - First Aid Box; - ID cards; - Data collection supervisor; Data Collection; - Car rental (5 Regions/ States); 	<ul style="list-style-type: none"> - Number of questionnaires; - Number of manuals (guidebooks); - Numbers; - Numbers; 	<ul style="list-style-type: none"> - Invoices and receipts; - Invoices and receipts; - Invoices and receipts; - Invoices and receipts; 	1 year	1	Working committee on Data Collection	Funding donor organizations; Working committee on fundraising and finance
4.	Data collection on child labour in (5) Regions and States setting the timeframe, validating and integrating data by region and state;	<ul style="list-style-type: none"> - Data collection in respective areas by 118 data collection teams; - Setting 2 months for data collection; - Integrating and validating the data collected in each region and state; 	<ul style="list-style-type: none"> - Setting different areas for respective data collection team; - Data by region and state; - Compiled data of 5 project areas; 	<ul style="list-style-type: none"> - Reports; - Structure of townships by regions and states; - Collected baseline data 	1 year	1	Working committee on Data Collection	Naypyitaw Council, State and Regional governments, ILO;

Objective 1: Collecting reliable and accurate baseline data								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
5.	Using collected data as Monitoring and Reporting Baseline data;	<ul style="list-style-type: none"> - Training on data entry; 1 time for 3 days; - 2 persons from each of 5 project areas so a total of 10 plus 5 from HQ altogether 15 participants; - Period of data entry: 3 months; - Printing Report; 	<ul style="list-style-type: none"> - Number of participants; - Curriculum and training plan 	<ul style="list-style-type: none"> - Training report; - Training registration 	1 year	1	Working committee on Data Collection	Naypyitaw Council, State and Regional, Self-Administered Area governments; INGOs; NGOs; CSOs; Youth Networks; Community elders;
Objective 2: Awareness Raising And Capacity Enhancement								
1.	Developing a work plan and organizing awareness raising talks (for employers and workers)	<ul style="list-style-type: none"> - Organizing talks (5 regions and states); - Once a month in every region and state, 12 talks per year (12x5=60 times); - Renting venue for talks and equipment; 	<ul style="list-style-type: none"> - Number of talks; - Number of participants; - Towns and venues where talks are organized; - Discussants; 	<ul style="list-style-type: none"> - Report; - Registration of participants - List of name 	5 years (from 20xx to 20xx)	60x5 = 300 times	Working committee on awareness raising and capacity enhancement	Naypyitaw Council, State and Regional governments; MOLIP (DOL, FGLLID, SSB, DLR); Myanmar Women Committee;

Objective 2: Awareness Raising And Capacity Enhancement								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
2.	Dissemination of information and broadcasting education stories (edutainment programmes) through media	<ul style="list-style-type: none"> - Dissemination of information; - Broadcasting of educational stories (edutainment programmes) - Filming and broadcasting awareness raising stories on Education (3 stories of 15 minutes duration for educational stories) 	<ul style="list-style-type: none"> - Number of times; - Number of times (3 times) - Number of times (3 times) 	<ul style="list-style-type: none"> - News media, journals; - Broadcasting programmes - Broadcasting programmes 	5 years (from 20xx to 20xx)	<ul style="list-style-type: none"> 3x5 years =15 times; 3x5 years =15 times; 3x5 years =15 times; 	Working committee on awareness raising and capacity enhancement;	MOLIP; MOI (Information); SSB;
3.	Establishing Complaint Center and Hot Line (Yangon, Mon, Ayeyawaddy)	<ul style="list-style-type: none"> - Purchasing computers; - Purchasing Fax; - Phones (2 per call center so 6 for three centers); - Purchasing 3 printers; copiers; - Purchasing 3 copiers; 	<ul style="list-style-type: none"> - Number of equipment; - Number of equipment; - Number of equipment; - Number of equipment; - Number of equipment 	<ul style="list-style-type: none"> - Invoices and receipts; - Invoices and receipts; - Invoices and receipts; - Invoices and receipts; - Invoices and receipts; 	1 year	1	State and Regional governments;	MOLIP (DOL, FGLLID, SSB, DLR); ILO
							Working committee on awareness raising and capacity enhancement;	MOLIP (DOL, FGLLID, SSB, DLR);

Objective 2: Awareness Raising And Capacity Enhancement								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
4.	Distribution pamphlets and stickers and putting up billboards to raise the awareness of child labour rights at the community level.	<ul style="list-style-type: none"> - Pamphlets for 5 regions and states, 50,000 pcs for each region - Wall posters (for 5 regions and states, 5,000 pcs for each region and state) - Putting up billboards (20 districts); - Supporting school uniforms in implementing Free Education System - Supporting text-books - Supporting books 	<ul style="list-style-type: none"> - Number of pamphlets; - Number of wall posters; - Number of billboards; - Supported fund - Supported fund - Supported fund 	<ul style="list-style-type: none"> - Invoices and receipts; - Invoices and receipts; - Invoices and receipts; - Audit Report of Union Auditor General's Office - Audit Report of Union Auditor General's Office - Audit Report of Union Auditor General's Office 	5 years (from 20xx to 20xx)	5	Working committee on awareness raising and capacity enhancement; Naypyitaw Council, State and Regional, Self-Administered Area governments; Respective City Development Committees; Department of Basic Education	MOHA; MOI (Information); MSWRR; MOC (Construction); SSB, DLR;

Objective 2: Awareness Raising And Capacity Enhancement								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
5.	Awareness raising and advocating parents to build trust and engage awareness raising to and advocating parents to build trust in non-formal education and lifelong education (life skills);	<ul style="list-style-type: none"> - Writing and publishing news and articles occasionally by Division of Educational Technology and Information Dissemination 	<ul style="list-style-type: none"> - Number of articles published during the project; 	<ul style="list-style-type: none"> - News media and journals; - Awareness raising articles 	5 years (from 20xx to 20xx)	5 x 3 times = 15 times	Department of Non-Formal and Lifelong Education;	Working committee on Awareness raising and capacity enhancement; MOHA; MOHS; MOLIP; MSWRR
6.	Capacity enhancement of teachers in terms of TVET trainings	<ul style="list-style-type: none"> - Providing training; organizing workshops and seminars; 1 time, 30 days, 100 participants; - Training for teachers on Grade 6; - Evaluation for the training of teachers on Grade 6; - Providing pre-work training and refresher training for teachers in non-formal education as they are volunteers; 	<ul style="list-style-type: none"> - Number of trainings; 	<ul style="list-style-type: none"> - List of participants; - Training report; 	5 years	5 x 3 times = 15 times	TVET Department; Department of Basic Education Department of Non-formal and Lifelong Education Department;	Working committee on Awareness raising and capacity enhancement

Objective 3 : Creating Education And TVET Opportunities								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
1.	Reforms of education curricula	<ul style="list-style-type: none"> - Organizing meetings on subjects; 5 times, 3 days, 100 participants; - Printing textbooks for the new curriculum of Grade 6; - Reforming non-formal education curricula according to the change of formal education curriculum 	<ul style="list-style-type: none"> - Number of meetings; - Number of participants; - Number of textbooks; - Curricula of Non-formal education 	<ul style="list-style-type: none"> - Reports; - List of participants; - Invoices and receipts; Audit report of Union Auditor General's Office; - Verification of new curricula with the previous ones 	1 year	5	Working committee on education and TVET;	
					1 year	1	TVET Department; Department of Non-formal and Lifelong Education	
2.	Provision of school facilities and learning aids	<ul style="list-style-type: none"> - Providing necessary facilities and learning aids (estimation of 10 facilities); 	<ul style="list-style-type: none"> - Number of constructed facilities; 	<ul style="list-style-type: none"> - Invoices and receipts; - Audit report of Union Auditor General's Office 	1 year	1	Working committee on Education and TVET;	MOHA; MOBA; MOC (Construction); MOEA; Working committee on fundraising and finance
							TVET Department	

Objective 3 : Creating Education And TVET Opportunities								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
3.	Provision of more support to free education programme	<ul style="list-style-type: none"> - Distribution of textbooks and other materials for free; - Distribution of uniforms (including non-formal education programmes); 	<ul style="list-style-type: none"> - Number of items provided for free; 	<ul style="list-style-type: none"> - Invoices and receipts; - Audit report of Union Auditor General's Office 	-	-	Working committee on Education and TVET; TVET Department; Department of Basic Education; Department of Non-formal and Lifelong Education;	Working committee on fundraising and finance
4.	Including funds and support necessary for adequate numbers of staff recruited in concerned departments in the budget allocation	<ul style="list-style-type: none"> - Providing salary for staff; 6 months, 100 persons; - Building staff housing; - Purchasing vehicles to facilitate the work on child labour issues in project areas; 	<ul style="list-style-type: none"> - Number of recruits; - Number of housing constructed; - Number of vehicles purchased 	<ul style="list-style-type: none"> - Monthly request for expenditures; - Invoices and receipts; Audit report of Union Auditor General's Office; - Invoices and receipts; - Audit report of Union Auditor General's Office 	6 months	1	Working committee on Education and TVET; TVET Department;	

Objective 3 : Creating Education And TVET Opportunities								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
5.	Provision of basic education and TVET trainings tailored to the context of the community with Non-formal Education programme	<ul style="list-style-type: none"> - 20 programmes according to the area; - Implementation of basic literacy and continuous education programmes with suitable programmes according to the community; (literacy activities for 2 regions and states); - Implementation of NFPE in 120 townships; 	<ul style="list-style-type: none"> - Activity status according to area; - Implementation status 	<ul style="list-style-type: none"> - Report of local authority; - Report of regional and state government; 	6 months	1	Working committee on Education and TVET; Department of Non-formal and Lifelong Education; TVET Department;	UN agencies
6.	Creation of special education services for children and youth in emergency situation that needs special protection and ensuring access to education in basic education schools	<ul style="list-style-type: none"> - Providing non-formal education for children of migrant workers in neighboring country and access to education in basic education schools inside Myanmar; 	<ul style="list-style-type: none"> - Number of cases that have received the service; 	<ul style="list-style-type: none"> - Report of Ministry of Education; 			Department of Non-formal and Lifelong Education; Division of Curriculum Development and Grades Recognition;	UN agencies

Objective 3 : Creating Education And TVET Opportunities								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
7.	Implementation of Free Education Programme for children to achieve basic education (Department of Basic Education)	<ul style="list-style-type: none"> - Providing stipends (education grants) (Government); - Distribution of pamphlets about the implementation of compulsory primary education to pilot schools; - Stipends for border areas; 	<ul style="list-style-type: none"> - Stipends on individual basis; - Stipends given by township, district, region and state; - Number of pamphlets; - Amount of funds to provide for stipends; 	<ul style="list-style-type: none"> - Audit report of Union Auditor General's Office; - Invoices and receipts; - Audit report of Union Auditor General's Office; 	5 years (20xx to 20xx)	5	Department of Basic Education	Working committee on awareness raising and capacity enhancement
8.	Implementing a system of recognition of grades between formal and non-formal education or between basic education and TVET trainings; creating various learning environments and opportunities for children and youth	<ul style="list-style-type: none"> - Currently non-formal primary education programme is under implementation and pilot implementation has started for non-formal middle (secondary) education programme; 	<ul style="list-style-type: none"> - Number of classes that can be opened; 	<ul style="list-style-type: none"> - Number of external students who sit for grade recognition test; 			Department of Non-Formal and Lifelong Education	Working committee on awareness raising and capacity enhancement

Objective 3 : Creating Education And TVET Opportunities								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
	who have to work for survival	<ul style="list-style-type: none"> - Linkage with DTVET for those who have completed middle (secondary) education to learn TVET training; - Implementation of NFPE in 120 townships; - Implementation of NFME in 1 township; 						
9.	Provision of TVET trainings	<ul style="list-style-type: none"> - TVET trainings; - Computer training; (training in 10 areas, 3 month course, 4 times a year and estimated participants 20; 	<ul style="list-style-type: none"> - Number of trainings organized; - Number of participants; 	<ul style="list-style-type: none"> - Training report; - List of participants; 	5 years	5 x 4 times = 20 times	Working committee on Education and TVET; TVET Department	UN agencies; All partner organizations MOLIP (DOL, FGLLID, SSB, DLR)
10.	Linking non-formal education and TVET training schools	<ul style="list-style-type: none"> - Carrying out higher income generation activity programme as part of continuous education; 	<ul style="list-style-type: none"> - Number of linkages made 	<ul style="list-style-type: none"> - Report of Ministry of Education 	5 years		Working committee on Education and TVET; Department of Non-formal and Lifelong Education	MOBA; MSWRR City Development Committee

Objective 4: Strengthening Law Reform And Enforcement of Laws								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
1.	Organizing workshops and regular meetings of partner organizations	- Workshops / Meetings, 31 members	- Number of times workshops/meetings organized	- Report	5 years	5 x 4 times = 20 times	Working committee on legal affairs; MOLIP (DOL, FGLLD, SSB, DLR)	All partner organizations; Parliament (bill); UAG
2.	Review and revision of laws and drafting new laws	- Government, employer and workers in tripartite dialogue/discussion; Dialogue/discussion with TWG-CL members;	- Number of times	- Report	"	"	Working committee on legal affairs; MOLIP (DOL, FGLLD, SSB, DLR)	MOLIP; Employer and worker organizations; TWG-CL Members; ILO; UAG
3.	Awareness raising and capacity enhancement for collaborators	- To organize training in every district of 20 districts;	- Number of times	- Training Report	5 years	5 x 3 times = 15 times	Working committee on legal affairs; MOLIP (DOL, FGLLD, SSB, DLR)	DOL; FGLLD; SSB; DLR; TWG-CL Members; UN Agencies; UAG
4.	Recruitment of adequate number of staff and provision of supports effectively to open a child labour section/ division/ unit;	- To submit the expansion of the structure of the department	- Number of recruits; Structure and organization of the department	- Order permitting the expansion of the structure of the department			MOLIP (FGLLD)	MOPF
5	Capacity enhancement of inspectors and staff	- Providing capacity enhancement trainings	- Number of trainings	- Training report	5 years	5 x 3 times = 15 times	MOLIP (FGLLD)	UN agencies

Objective 5 : Removal and Remedy of Child Labour in Worst Form of Child Labour								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
1.	Removal of child labour found in hazardous workplaces and taking legal action against their employers	<ul style="list-style-type: none"> - Making inspections; - Taking legal action when informed by Monitoring Committee; - Taking legal action when informed by partners; Prosecuting; 	- Number of times/cases	- Report	5 years		Working committee on removal and remedy of Child Labour of Worst Forms; MOLIP (DOL, FGLLID, SSB, DLR); UAG; USC; MSWRR	MOHA; MOBA; MOEA;
2.	Operating the referral system	<ul style="list-style-type: none"> - Referring the case to concerned departments when Complaint Center or Hot Line receives a complaint; 	- Number of referrals	- Report	5 years	5 times, once a year	Working committee on removal and remedy of Child Labour of Worst Forms; MOLIP (DOL, FGLLID, SSB, DLR); UAG; USC; MSWRR	FGLLID; UN agencies; Working committee on fundraising and finance

Objective 5 : Removal and Remedy of Child Labour in Worst Form of Child Labour								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
3.	Identification and implementation of a pilot project area to remove child labour in WFCL	<ul style="list-style-type: none"> - Identifying the areas with the highest concentration of child labour in WFCL; - Increasing the inspection project 	- Inspection status	- Report			Working committee on removal and remedy for victims of Worst Forms of Child Labour; MSWRR; Nay Pyi Taw Council, State and Regional governments; MOLIP (FGLLID);	Naypyitaw Council, State and Regional governments; MOHA (ATIPD); MPF
4.	Sending child labour to Children and Youth training schools for training and providing those who have completed the training with access to suitable work to develop skilled labour	<ul style="list-style-type: none"> - Providing TVET trainings 	- Number of trainings/ times	- Report			Working committee on removal and remedy for victims of Worst Forms of Child Labour; Working committee on creation of job opportunities; MOE; MSWRR; Myanmar Women Committee	All partner organizations

Objective 5 : Removal and Remedy of Child Labour in Worst Form of Child Labour								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
5.	Linking child labour to free education schools to have access to quality education and providing school materials				5 years		Working committee on removal and remedy of Child Labour in Worst Forms; MOE; MSWRR; MOLIP (DOL, FGLLID, SSB, DLR)	All partner organizations
6.	Collaboration with concerned ministries, government organizations and social organizations on Non-formal and lifelong education programmes for child labour;	- Collaborating with concerned ministries, departments, government organizations and social organizations on the implementation of non-formal and lifelong education programmes	- Collaboration status	- Report			Working committee on removal and remedy for victims of Worst Forms of Child Labour; Department of Non-formal and Lifelong Education;	All partner organizations

Objective 6 : Improved Livelihood Opportunities for Families								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
1.	Provision of suitable support to relevant economic activities by requesting effective and suitable budget allocation	<ul style="list-style-type: none"> - Requesting budget allocation from (Union) State budget; - Requesting other donor funding for the project; 	<ul style="list-style-type: none"> - Amount of funds spent; - Number of economic activities; 	<ul style="list-style-type: none"> - Funding request; Report; - Funding request; Report 			Working committee on creation of job opportunities; Union Ministries and departments; Naypyitaw Council, State and Regional governments;	MOHA; MOPE; Working committee on fund raising and finance;
2.	Promoting markets for small and medium enterprises						Working committee on creation of job opportunities; MOI (Industry); MOC (Commerce); Naypyitaw Council, State and Regional governments;	MOHA; MOPE; UMFCCI

Objective 6 : Improved Livelihood Opportunities for Families								
Sr.	Activity arrangement	Detailed Activities	Indicators	Verification	Prescribed		Responsible Organization	Partner Organization
					Duration	Frequency		
3.	Providing technical support for value-added production of local products and linking with markets;	<ul style="list-style-type: none"> - Dissemination of technology for small and medium enterprises; - Seeking markets; 	<ul style="list-style-type: none"> - Implementation status of technological trainings; Percentage of identified markets; 	<ul style="list-style-type: none"> - Reports; Data and statistics; 			Working committee on creation of job opportunities; MOC (Commerce); MOALI; Naypyitaw Council, State and Region governments	MOHA; UMFECCI
4.	Linking with departments that want to offer employment	<ul style="list-style-type: none"> - Requesting recruitment needs of departments; - Linking the types of work to skills; 	<ul style="list-style-type: none"> - Quantity; - Number of recruitment needs in respective financial year; - Number of workers who have been linked to departments; 	<ul style="list-style-type: none"> - Reports; - Data and statistics; 			Working committee on creation of job opportunities; MOLIP (DOL, FGLLID, SSB, DLR)	MOHA; UMFECCI; NGOs; INGOs

Annex (B)

Monitoring and Evaluation Framework

Indicators, duration and responsible organizations for monitoring and evaluation framework

Sr.	Project Objectives	Indicators	Duration	Responsible Organization
1.	Collecting reliable and accurate baseline data	<ul style="list-style-type: none"> - Verification of data on child labour of States and Regions after establishing MIS with labour force survey data 	1 every 5 years	<ul style="list-style-type: none"> - Working Committee on Data Collection; - Local CBOs
2.	Awareness raising and capacity enhancement	<ul style="list-style-type: none"> - Increase in percentage of awareness about child labour among stakeholders; - families including child labour; - local communities; - local authorities; employers; - child labour in WFCL 	Once a year	<ul style="list-style-type: none"> - Working committee on awareness raising and capacity enhancement;
3.	Creating education and TVET opportunities	<ul style="list-style-type: none"> - Number of child labour who go to school; - Current number of child labour; - Number of child labour with certificate for completion of TVET trainings; - Number of families with higher income generation activity; 	Once a year	<ul style="list-style-type: none"> - Working committee on education and TVET;
4.	Strengthening law reform and enforcement of laws;	<ul style="list-style-type: none"> - Number of cases of child labour; - Case Study; - Law review and revision; 	Once every 6 months	<ul style="list-style-type: none"> - Working committee on legal affairs
5.	Removal and remedy of child labour in WFCL	<ul style="list-style-type: none"> - Percentage of child labour that can be removed from WFCL; - Percentage of reduction in child labour and that of child labour in WFCL; - Number of child labour who receive physical remedy; - Number of child labour who get access to education; 	Once a year	<ul style="list-style-type: none"> - Working committee on removal and remedy of Child Labour in Worst Forms; - USC; - CBOs

Sr.	Project Objectives	Indicators	Duration	Responsible Organization
6.	Improved livelihood Child Labour in Worst Forms; USC;CBOs	<ul style="list-style-type: none"> - Number of families who have employment; - Number of families with higher income; - Number of families who do not have child labour; - Number of child labour who get access to education; - Number of families who have small businesses; - Number of migrating families; Number of families who live on livelihoods according to local context; - Number of families who can operate an higher income generation activity 		<ul style="list-style-type: none"> - Working committee on Education and TVET; - Working committee on Creation of job Opportunities CBOs

