



NATIONAL ACTION PLAN FOR THE ELIMINATION OF CHILD LABOUR (2019-2025)

MINISTRY OF LABOUR

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MINISTRY OF LABOUR

**NATIONAL ACTION PLAN FOR
THE ELIMINATION OF
CHILD LABOUR
(2019-2025)**



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ACRONYMS

CMEP	<i>Comprehensive Monitoring and Evaluation Plan</i>
CPA	<i>Childcare and Protection Agency</i>
CRC	<i>Commission on the Rights of Children</i>
DPI	<i>Department of Public Information</i>
GDP	<i>Gross Domestic Product</i>
GET	<i>Gender and Entrepreneurship Together</i>
GNI	<i>Gross National Income</i>
GPF	<i>Guyana Police Force</i>
IEC	<i>Information Education and Communication</i>
ILO	<i>International Labour Organization</i>
M&E	<i>Monitoring and Evaluation</i>
MICS	<i>Multiple Indicator cluster Survey</i>
MIS	<i>Management Information System</i>
MoTIC	<i>Ministry of Tourism Industry & Commerce</i>
MoLG	<i>Ministry of Local Government</i>
MoE	<i>Ministry of Education</i>
MoF	<i>Ministry of Finance</i>
MoLA	<i>Ministry of Legal Affairs</i>
MoHA	<i>Ministry of Home Affairs</i>
MoHSSS	<i>Ministry of Human Services & Social Security</i>
NAP	<i>National Plan of Action</i>
NDC	<i>Neighbourhood Democratic Council</i>
NCLPEC	<i>National Child Labour Prevention and Elimination Committee</i>
NPRCLR	<i>National Prevention and Response Child Labour Report</i>
NYC	<i>National Youth Council</i>
OHS	<i>Occupational Health and Safety</i>
PRO	<i>Public Relations Officer</i>
PSA	<i>Public Service Announcement</i>
PSC	<i>Private Sector Commission</i>
PYARG	<i>President's Youth Award Republic of Guyana</i>
RDC	<i>Regional Democratic Council</i>
SDG	<i>Sustainable Development Goals</i>
SCREAM	<i>Supporting Children's Rights through Education, the Arts and Media</i>
SIYB	<i>Start and Improve Your Business</i>
TREE	<i>Training for Rural Economic Empowerment</i>
TVET	<i>Technical and Vocational Education and Training</i>
USD	<i>United States Dollar</i>
USDOL	<i>United States Department of Labour</i>
UNICEF	<i>United Nations International Children's Emergency Fund</i>

INTRODUCTION

National Context

Guyana is a South American country with strong cultural ties to the Caribbean and shares a large – generally porous border – with Brazil, Suriname and Venezuela. The nation is culturally diverse owing to its colonial history and is divided into 10 administrative regions numbered from 1 to 10. Each administrative region is managed by an RDC in collaboration with the Ministry of Local Government.

Though ranked amongst the poorest countries in the Americas, with relatively high unemployment and poverty rates, Guyana was reclassified by the World Bank to an upper middle-income country from that of lower middle-income country in 2016. As of 2017, Guyana's GDP was stated at USD 3.621 billion with a GNI per capita of USD 4,500. The main source of foreign revenue generation comes from the gold and diamond mining industry and is supported by exports of other natural resources such as bauxite, lumber and agricultural products. The recent offshore discoveries of massive volumes of oil is expected to stand as its single most important foreign revenue generator and place the country as a leading global producer of crude oil. This is expected to yield enormous economic growth and drive the expansion of labour markets for the country's 767,000 people.

Most of Guyana’s population lives on about 5 percent of the nation’s territory – the low coastal plains. This narrow strip of land houses the country’s most populated administrative region – Demerara Mahaica – which in turn houses the capital city, Georgetown, where approximately 30 percent of Guyana’s total population resides. A significantly smaller proportion of people, mainly the country’s Amerindian population, live within dispersed communities of the topographically rugged hinterland regions – Barima-Waini, Cuyuni-Mazaruni, Potaro-Siparuni and Upper Takutu-Upper Essequibo – where stark contrasts in culture, identity, spirituality and wealth exist with the coast.

In Guyana where life expectancy at birth is 66.65 years, approximately 36 percent of the population is, children ages 0-19 years with those ages 15-19 standing as the largest age group. The Labour force participation rate of all persons aged 15 and above is 56 percent with an employment to population ratio of around 49.2 percent. Informal jobs account for 48.3 to 52.6 percent of all employment and agriculture is the dominant form of economic activity – occupying 17.8 percent of the labour force. Males significantly outnumber female workers holding informal jobs – 57.6 and 44.6 percent respectively.

In 2010, Guyana had realized a crucial millstone in protecting children from child labour, as the country had ratified all six essential international conventions that address child labour (Table 1). And by ratification, Guyana is obligated to ensure that its statutory laws and policies are fully aligned with these conventions and all required actions are taken to guarantee their implementation.

Table 1: Key International Conventions Concerned with Child Labour		
International Convention	Date of Entry into Force	Date of Ratification by Guyana
ILO C. 138, Minimum Age	June 19, 1976	April 15, 1998
UN CRC	September 2, 1989	January 14, 1991
ILO C. 182, Worst Forms of Child Labour	November 19, 2000	January 15, 2001
Palermo Protocol on Trafficking in Persons	November 15, 2000	September 14, 2004
UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	January 18, 2002	July 30, 2010
UN CRC Optional Protocol on Armed Conflict	February 2, 2002	August 11, 2010

Adopting the 2030 Agenda for the Sustainable Development in 2015, Guyana committed to “take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms” – SDG Target 8.7. Target 8.7 is also linked to several other targets, including target 16.2 aimed at ending abuse, exploitation, trafficking and all forms of violence against and torture of children, Goal 1 on poverty, Goal 4 on Education; and Goal 5 on ending violence against women and girls and gender equality, including harmful practices. Additionally, Guyana is party to the ILO’s Latin America and the Caribbean Free of Child Labour Regional Initiative, which is a commitment by countries to accelerate the process towards the elimination of Child labour. As such, in 2019, Guyana became the first Caribbean country to institute a national child labour policy with support from ILO and UNICEF.

Justification

Child labour is an effective poverty trap with crippling effects on a child’s education, growth and development. It also constitutes a major violation of the rights of the child and obstructs the development of a nation, rather than promote sustained and inclusive economic growth.

Denial of education is a violation of the rights of the child as children without exception must be in receipt of an education of which child labour, and more so in its worst form, is a significant barrier. Though children may remain in school while involved in child labour, by its very definition, it adversely affects the education of the child and as stated in the ILO 2006 Global Report, *The End of Child Labour: Within reach*, “The worst forms of education will never be the answer to the worst forms of child labour”. Child labour can severely restrict the physical and mental development of a child, harming their sense of self-worth, lead to physical exhaustion and constrain their ability to learn. The worst forms of child labour can result in severe injuries and lifelong disabilities inclusive of loss of life. These damaging effects of child labour are what makes it a potent poverty trap, reinforcing a vicious cycle of exploitation and intergenerational transfer of poverty.

Push factors for child labour include access and availability to quality social services and viable economic options for parents. Additionally, issues around the policy and enabling environment play an important role. The elimination of child labour in all its forms is essential and is a priority of the Government of the Cooperative Republic of Guyana. On adopting the SDG and Latin America and the Caribbean Free of Child Labour Regional Initiative, Guyana signalled its commitment to honour its ratification of international conventions that prohibit child labour and pledged to end child labour in all its forms. Consequently, it is within this rationale and that a “National Child Labour Policy; towards the elimination of child in all its forms” was articulated in 2018 by the Ministry of Labour - in collaboration with ILO and UNICEF.



CHILD LABOUR IN GUYANA

Definitions

Child

A person below the age of 18

Employment

The state of gainful engagement in any economic activity.

Economic activity: the production of a good or service which commands a price.

Light Work

Work that is not likely to be harmful to children's health or development and not likely to be detrimental to their attendance at school or vocational training.

Artistic Endeavor

Work done in the performing arts of dancing, singing, or acting in concerts, plays or other performances.

Child Labour

In accordance with the ILO definition, child labour will be defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
 - depriving them of the opportunity to attend school;
 - obliging them to leave school prematurely; or
 - requiring them to attempt to combine school attendance with excessively long and heavy work;
- all children under age 18 years involved in the "worst forms of child labour";
- all children under age 5 to 11 years taking part in at least one-hour economic activity or at least 28 hours of domestic work during a week; and
- all 12- to 14-year-olds engaged in more than light work.

Hazardous Work

As defined by Article 3 (d) of ILO Convention No. 182 (1999), hazardous child labour is work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Health: as defined by the Constitution of the WHO (1948), health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

Morals: standards of behaviour; principles of right and wrong.

Safety: the condition of being protected from or unlikely to cause danger, risk, or injury.

Hazardous work includes: the use of dangerous tools; operating heavy machinery; long hours of work during the day or at nights; heavy loads and tasks; working with explosives; exposure to dust, fumes, gas or dangerous chemicals; exposure to extreme heat, humidity or cold, loud noise or vibrations; and cruelty by employers.

When any of the above-mentioned characteristics are observed where children are working, child labour takes the form of hazardous work and constitute the worst forms of child labour.

Worst Forms of Child Labour

As defined by Article 3 of the ILO Convention No. 182 (1999), the worst forms of child labour are:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; and
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

National Legislative and Policy Framework

The fundamental rights of Guyanese, including children, are enshrined in the National Constitution. These rights ensure the access to health and social services, protection and mandatory schooling from 6 to 16 years of age and with reference to child labour, existing laws that importantly impact on same provide for:

- the protection of children at risk, children in difficult circumstances and children in general and related matters – Protection of Children Act, Cap. 46:06;
- a statutory agency charged with the responsibility for protection of all children irrespective of their circumstances – Childcare and Protection Agency Act, Cap. 46:07;
- criminalization of actions that cause harm to children – Criminal Law (Offences) Act, Cap. 8:01;
- protection of children from sexual offenses – Sexual Offences Act, Cap. 8:03;
- the prohibition of forced labour under the Article 140 (2)5 of the National Constitution;
- regulation of the relationship between employers and employees and for the settlement of differences between them – Labour Act, Cap. 98:01;

- regulation of safety and health in every sphere of industrial endeavour – Occupational Safety and Health Act, Cap.99:06;
- minimum conditions for employment of young persons and children –Employment of Young Persons and Children Act, Cap. 99:01;
- strengthen enforcement in addressing occurrences of the worst forms of child labour related to trafficking in persons – Combating of Trafficking In Persons Act, Cap.10:06;
- restrictions on children working in mining – Mining Act, Cap 65:01; and
- the right of every child to an education – Education Act, Cap. 39:01.

This legal framework is further bolstered by vital national social programmes which addresses child labour and includes:

- National Hotlines- both for Child Protection and Human Trafficking Hotline and the provision of social response efforts.
- Shelter for Domestic Violence Survivors which houses, principally women and children and accommodates teenage girls under 16 years who are placed there at the request of the CPA.
- Social Protection Programmes that protect against economic vulnerabilities e.g. School Meals and Uniforms Program which provides hot meals to 16,000 students at schools in the interior and transportation. The program is inclusive of the issuance of vouchers to purchase school uniforms, shoes and backpacks for all students in public schools from nursery to secondary.
- Technical Vocational education and other programmes- e.g. The Board of Industrial Training works towards the deterring of early school dropouts through the provision of job skills training to at-risk youths between ages 15-17 years who may not be able to successfully complete their secondary education.

The significant degree of protection from child labour offered by above mentioned legislative and policy framework was furthered strengthen through a National Child Labour Policy towards the elimination of child labour in all its forms by 2025. The policy holds as a hallmark extensive consultation with religious bodies, civic society, local and international developmental partners - CRC, ILO and UNICEF - and ordinary citizens to reconcile gaps and inconsistencies of statutory laws and policies with ratified international conventions and Guyana’s evolving socioeconomic context.

Child Labour Situation in Guyana

Child labour in Guyana is a common feature across sexes, age groups and ethnic origins. The MICS 2014 indicated 18 percent of children aged 5-17 years are engaged in child labour activities, 10 percent are involved in economic activities above the age-specific threshold, 1 percent performs household chores above the age-specific threshold, and 13 percent work under hazardous conditions. The youngest age group, 5-11 years, had the highest total prevalence of child labour (9 percent) followed by the oldest age group 15-17 years (4.7 percent) and then the 12-14 years age group (4.5 percent). Boys and girls have comparable risk of child labour however, boys are more exposed to hazardous work and Guyanese girls are more at risk of child labour than their Latin American and Caribbean counterparts.

MICS 2014 defines child labour as children considered to be involved in child labour activities if, during the week preceding the survey, he/she performed:

i. age 5-11: 1 hour or more of economic work OR 28 hours or more of household chores OR ANY hazardous work per week;

ii. age 12-14: 14 hours or more of economic work OR 28 hours or more of household chores OR ANY hazardous work per week;

iii. age 15-17: 43 hours or more of economic work OR 43 hours or more of household chores OR ANY hazardous work per week

Even though household chores cannot be characterized as economic activity, if not managed well they can deviate time from studying and playing. Around 68% of children between ages of 5 and 17 interviewed for the MICS 2014 survey were involved in household chores- the older the child the higher her/his involvement in household chores. Starting at age 12, more girls are involved in these activities than boys. Other characteristics that also determine household chores are related to where the child lives (interior or coastal areas), the wealth status of the family, and her/his ethnicity.

Most of the children involved in child labour are working in the agriculture sector; construction, welding and mining industry; and services - domestic work, work in bars and restaurants, and street vending. Children were also found to be involved in economic activities characterized as the worst form of child labour, such as commercial sexual exploitation as result of human trafficking (US Department of Labour, 2014).

Worst Forms of Child Labour

The worst forms of child labour most prevalent in Guyana are mining and sexual exploitation which at times is a result of human trafficking (USDOL 2016). Nonetheless, Guyana is classed as Tier 1 by the US Department of State as it fully meets the minimum standards for the elimination of trafficking in persons.

Vulnerable Groups

Children living in the interior of Guyana are at higher risk of engaging in child labour – with children of Amerindian households being a key vulnerable group. A situation echoed by the MICS 2014 findings which indicated that 37 percent of children ages 5 to 17 living in the interior engaged in child labour and 34 percent of children from Amerindian households engaged in hazardous work. In the interior, girls as young as 12 years are involved in commercial sexual exploitation, particularly in mining communities, and it is sometimes as a result of human trafficking. Boys are more exposed to hazardous work. Rural and hinterland areas have higher child labour rates than the national average. For example, Upper Takutu-Upper Essequibo child labour prevalence was 70.7 percent and Potaro-Siparuni 46.6 percent, while the in urban coastal zones (Demerara Mahaica) child labour prevalence was 11.2 percent.



2007 United Nations Declaration on the Rights of Indigenous Peoples

“States shall in consultation and cooperation with indigenous peoples take specific measures to protect indigenous children from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual, moral or social development, taking into account their special vulnerability and the importance of education for their empowerment.” (Article 17.2)

Causes and Factors

Child labour in Guyana is linked to economic status, as both vulnerability to child labour and economic disparities between the coast and hinterland neatly coincide. Poor families often find it difficult to decide against child labour and more so those in extreme poverty, as such, children from Guyana’s poorest households are five times more likely to be found in hazardous working conditions than those from the richest. Wealth and poverty are intrinsically associated to stark differences between the coast (urban) and the hinterland (rural) in geography, culture, and forms of child labour. As a result, the nature and extent of child labour is disproportionately shouldered by hinterland regions.

The hinterland houses most of Guyana’s poor and have forestry and mining as its principal economic activities which correlates with its markedly higher incidence of child labour than the coast. Thus, explaining the increase vulnerability of Amerindian children to the worst forms of child labour in the mining and forestry sectors. These contextual factors and causes associated with child labour are not only limited to the coastal-hinterland divide but also to the urban-rural contrast of the coast. As children in rural areas which house the agriculture sector, are more susceptible to hazardous work than those of urban dwellings. Apart from these potent drivers of child labour, culture, poor quality of education and lack of access to schooling are important drivers of child labour as well.

National Stance against Child Labour

This policy is expected to address the concerns of the Government of Guyana for the harmful consequences of child labour on the nation’s children and its limiting effects on national development. The Elimination of child labour in all its forms is a national priority that will be incorporated into and across Guyana’s social and developmental policies.

The elimination of child labour in all its forms is essential and a priority of the Government of the Cooperative Republic of Guyana. Through statutory laws and the National Child Labour Policy, the Ministry of Labour – is expected to coordinate and lead efforts of all concerned parties in the elimination of child labour in all its forms by 2025.

The Government hopes to protect children from the harmful consequences and limiting effects on national development of child labour. This is to be done through direct interventions that are strengthened by an enabling social mechanism which safeguards the rights of the child and improve the livelihood of their families.

NATIONAL ACTION PLAN

Overall Approach and Guiding Principles

This NAP was designed to effectively contribute to the achievement of the overall objective of the National Child Labour Policy towards the elimination of child labour in all its forms by 2025. The general strategy of the NAP is informed by the:

- Convention on the Rights of the Child (UN 2013);
- Latin America and the Caribbean Free of Child Labour Regional Initiative (ILO 2014);
- Review of Child Labour Laws of Guyana (UNICEF 2016);
- Rapid Assessment of Child Labour Guyana (ILO 2017);
- SDG goal 8, Target 8.7;
- Progress Gaps and a National Child Labour Policy Brief (MoL & UNICEF 2018); and
- National Plan of Action towards the elimination of child labour in all its forms (MoL 2018).
- ILO Minimum Age Recommendations and Good Practices in Action against Child Labour

National Child Labour Policy: towards the elimination of child labour in all its forms

Vision

The vision of this policy is a Guyana free of child labour in all its forms and in which all children can enjoy their right to childhood, protection, health, education, dignity and the full development of their potential.

Mission

The mission of this policy is to provide a supportive environment that fosters and enables the coordination, collaboration and cooperation of all parties concerned (including child protection, education and health sectors), to effectively prevent and eliminate child labour in all its forms.

This NAP focuses on a set of priority actions that is expected to build on past successes and meet current challenges in efforts to prevent, protect and urgently address Guyana's current child labour situation – more so the worst forms. Strategically, tactics that compose the NAP are fashioned to garner meaningful impact in short to medium term – quick wins – and lay the foundation for sustained long-term gains in the fight against child labour. As such, the following lines of action- preventative, protective and rehabilitative - will receive priority attention:

- Withdrawal and community-based rehabilitation of children involved in child labour – more so its worst forms of child labour.
- Develop and implement child-sensitive investigation and prosecution procedures for child victims of human trafficking.
- Civic engagement and community participation with a focus on the empowerment of children to participate in decisions and actions geared towards the elimination of child labour.
- Public awareness and advocacy for effective implementation of key policies in education, child development, social protection, poverty reduction and youth employment.
- Strengthening institutional capacity of MoL to coherently coordinate and lead a multisector response for the elimination of child labour and the implementation of all related actions towards this end.
- Full legal protection of all children from child labour – as well as use in illicit activities and by non-state armed groups.

Guiding Principles

The core principle of this NAP is that of the best interest of the child as the best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers. The best interest of the child is a three-fold concept: it is a substantive right, interpretative legal principle and a rule of procedure.

1. Rights Based Approach

Children's rights are human rights. As such this policy is based on the recognition of the rights of the child.

2. Best Interests of the Child

In all decisions, this policy will follow the principle of making the best choices in the interest of a child.

3. Gender Sensitive

Though the gender divide for child labour in Guyana is less significant than observed in the region, gender concerns will be mainstreamed to best cater for the specific situations and gender needs of boys and girls involved in child labour. More so, in the context of the worst forms of labour where girls are trafficked for sexual exploitation in the hinterland and boys are recruited into hazardous work such as mining.

4. A Focus on the Worst Forms of Child labour

Due to the particularly damaging effects of the worst forms of child labour on the lives of children, this policy will focus on the prevention and elimination of the worst forms of child labour as a matter of urgency.

5. Multi-sectorial Approach

The policy recognizes that in order to prevent and eliminate child labour in all its forms, a multi-sectorial approach is required. This is to ensure efficient use of limited resources, coordination of all efforts and a comprehensive coverage to best address child labour. Thus, making the prevention and elimination of child labour a cross-cutting theme across all relevant government ministries, agencies, policies and programmes.

6. Decentralization

To comprehensively tackle child labour, state and non-state actors at the regional and community level must be empowered to participate in the formulation and implementation of programmes and initiatives which seek to prevent and eliminate child labour.

7. Civic Engagement

This policy aims towards maintaining a healthy degree of public buy-in and sustained engagement of civic society in the support of the prevention and elimination of child labour through tangible participation. Essential to successful civic engagement will be the encouraged participation of children.

8. Enforcement

This policy acknowledges that vital to its success is a framework for a cohesive institutional and administrative approach towards coordinating the monitoring and enforcement of laws relating to child labour. All which hinges on the strengthening of the Ministry of Labour, through capacity building, adequate fiscal support and robust M&E.

Strategic Issues

In keeping with the National Child Labour policy and the overall approach and guiding principles of the NAP the following ten strategic issues will be addressed:

Enhance public awareness, promoting civic engagement and advocacy, and children participation in the fight against child labour: Societal acceptance of various forms of child labour and ignorance of the harmful effects of child labour are important hurdles to overcome in preventing and eliminating child labour in all its forms. Shedding light on the hidden ills of child labour and fostering continually championing of the rights of the child are thus vital steps that must be undertaken. Additionally, children must be empowered to participate at levels in the fight against as in keeping with the best interest of the child.

Widening access to education, and technical and vocational training: Prevention of child labour cannot be envisaged in separation from the access to education as the same is an effective tool for the prevention and elimination of child labour. In the context of Amerindian children living in the hinterland, the stark effects of the lack of universal access to quality education is echoed by a markedly higher prevalence of child labour – and more so in its worst forms.

Ensuring safety for at risk families: The wealth status of households play an important role in determining a child's risk of involvement in child labour. As poor families often find it difficult to decide against child labour and more so those in extreme poverty. It is therefore necessary to see poverty eradication strategies as critical components in mainstream efforts to prevent and eliminate child labour.

Strengthening legislation protection and enforcement in combating child labour: To address the gaps and inconsistencies between current legislation and international conventions to fully prohibit all forms of child labour and thus offer children full legal protection. And ensure that Ministry of Labour is adequately supported to thus be able to fully enforcement laws that protect children from child labour.

Ensuring the provision of physical and psychosocial rehabilitation of children removed from child labour: Rehabilitative services such as counselling, medical, nutrition and education are essential in the recovery of a child removed from child labour and more so its worst forms. These services permit children to heal from the physical and psychological trauma often associated with child labour. And help to revitalize their self-esteem and intellectual capacities in preparation for a new life far removed from child labour and fully immerse in the joys of childhood.

Ensuring access to alternatives for Livelihoods for the Children and their Families: Rehabilitation and prevention of child labour entails the provision of access to suitable alternatives to child labour. This is important to safeguard that once a child has been removed from child labour, he/she does not fall back into the same. As such, families must be empowered economically in a sustainable manner.

Building technical capacity to combat child labour: The problem of child labour is complex and multi-layered, requiring strengthened capacity to investigate, detect and monitor child labour as well as to develop innovative methods of prevention and elimination.

Development and implementation of a child labour MIS: Accurate and reliable data on child labour is needed to power analysis to generate actionable information to inform policies and programs geared towards the prevention and elimination of child labour. Thus, a lack of actionable information can be expected to hinder the successful design and implementation of well-targeted interventions to combat child labour and limit M&E.

Guaranteeing adequate resource always to combat child labour: Prevention and elimination of child labour in all its forms is contingent on the sustained mobilization of enough resources. Recourses must be comparable to the extent and complexity of the problem in order to be considered enough.

Strengthening leadership and coordination of the multisectoral response to child labour: The complex and multi-layered nature of child labour requires a multi-sectorial approach. A strong operationalized leadership and coordinating framework for reporting, sharing of information and taking action by multiple actors across multiple agencies and sectors is pivotal for garnering successes.



Strategic Issues

Prevention	Issue I	Enhancing public awareness
	Issue II	Promoting civic engagement and advocacy, and children participation in the fight against child labour
	Issue III	Widening access to education, and technical and vocational training
	Issue IV	Ensuring security for at risk families
Protection	Issue V	Strengthening legislation protection and enforcement in combating child labour
Rehabilitation	Issue VI	Ensuring the provision of physical and psychosocial rehabilitation of children removed from child labour
Institutional Strengthening	Issue VII	Building technical capacity to combat child labour
	Issue VIII	Development and implementation of a child labour MIS
	Issue IX	Guaranteeing adequate resource always to combat child labour
	Issue X	Strengthening leadership and coordination of the multisectoral response to child labour

Beneficiaries

Direct Beneficiaries

- All children, particularly those at risk and victims of child labour.
- Families of boys and girls at risk or victims of child labour.

Indirect Beneficiaries

- Communities across Guyana – particularly those most impacted by child labour.
- Ministry of Labour – staffers and other professionals directly involve in prevention, withdrawal and rehabilitation efforts relative to child labour.
- Private sector and employers’ organizations

Timeline and Objective of the NAP Implementation

The Ministry of Labour – as the primary ministry with legislative, regulatory and administrative oversight of child labour in Guyana, will generally stand as the lead agency in the implementation of NAP. Instances where this is not the case, the alternate lead agency is stated. Key collaborating agencies are listed relative to the strategic issues – however the lists of collaborators are not exhaustive. The timeline for each proposed action is denoted by an “X”. The commencing year for all actions takes into consideration the budgeting cycle for government ministries and agencies. It is to be noted that NAP was developed after budget 2019 was completed and will commence its rollout during the said budgeting year.

Strategic Issue I

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE I	ENHANCING PUBLIC AWARENESS						
OBJECTIVE 1.1	Enhance public awareness on child labour						
OBJECTIVE 1.1.1	Usefull knowledge on child labour in Guyana are available to the public						
Publish and disseminate of the National Child Labour Policy and NAP.	X						
Publish and disseminate annual National Prevention and Response Child Labour Report that is available to the public.		X	X	X	X	X	X
Appointment of a PRO to Ministry of Labour– with designated duties to raise public awareness of the National Child Labour Policy and to advocate for the NAP and achieve its implementation.	X						
Training workshops for four(4) Ministry of Labour – staffers, news agencies and media professionals on best practices in reporting child labour related issues and to garner support for the strategic coverage in fight against child labour.	X	X		X		X	
Recruitment of public influencers/celebrities to champion the cause of the protection of children from child labour.		X	X	X	X	X	X
Establish and use social media pages – Facebook, YouTube channel, and Twitter – for the dissemination of knowledge on child labour through documentaries, interviews, PSAs etc.	X	X	X	X	X	X	X
Develop and launch Ministry of Labour website to share materials related to child labour.	X	X	X	X	X	X	X
Regular distribution of booklets and leaflets along with posting of posters and outdoor advertisement with strategic messages and updates on the fight against child labour.	X	X	X	X	X	X	X
Engage the councillors of the RDCs and NDCs to help in raise and sustain public awareness of child labour at the grassroots community level.		X	X	X	X	X	X
Key Partners: DPI, CRC, CPA, PYARG, NYC, ChildLink, UNICEF Department of Youth, PSC and regional chambers of industry, commerce and development.							

Strategic Issue II

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE II	PROMOTING CIVIC ENGAGEMENT AND ADVOCACY, AND CHILDREN PARTICIPATION IN THE FIGHT AGAINST CHILD LABOUR						
OBJECTIVE 2.1	Promote civic engagement and advocacy in the fight against child labour						
OBJECTIVE 2.1.1	Increase number of civil society groups meaningfully participating in the national effort to combat child labour						
Sensitization of PTA bodies, civil society stakeholders, – including the private sector– on the evolving situation of child labour and updated on efforts to combat child labour through seminars, workshops and regular briefings.	X	X	X	X	X	X	X
Engage civil society stakeholders as part of the quality assurance during the review of reports- NPRCLR- studies and proposed actions to combat child labour.	X	X	X	X	X	X	X
Host ongoing training and sensitization training with sectors most at risk -agriculture, mining, logging and street vending- of recruiting children into child labour.		X	X	X	X	X	X
OBJECTIVE 2.2	Empower children to participate in the fight against child labour						
OBJECTIVE 2.1.2	Meaningful participation – at all levels – of children in decisions and actions taken to combat child labour						
Consultation with children – more so those at risk – as part of the quality assurance during the review of reports- NPRCLR- studies and proposed actions to combat child labour.	X	X	X	X	X	X	X
Hosting of workshops and training for child labour, the rights of the child and child labour using the ILO SCREAM toolkit.		X	X	X	X	X	X
Publication of child friendly media on explaining how to recognize child labour, how to report it and where to get help.		X	X	X	X	X	X
Appointment of child labour ambassadors (peer educators -recognized by pins and certificates).		X	X	X	X	X	X
Key Partners: MoE, DPI, CRC, CPA, PYARG, NYC, ChildLink, UNICEF Department of Youth, PSC and regional chambers of industry, commerce and development.							

Strategic Issue III

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE III	WIDENING ACCESS TO EDUCATION, AND TECHNICAL AND VOCATIONAL TRAINING						
OBJECTIVE 3.1	Support MoE in ensuring universal access to education for children within the mandatory age (6 to 16 years) of schooling.						
OBJECTIVE 3.1.1	Children within the mandatory age of schooling and living at risk communities are in school.						
Map access to public schools for children living in at risk communities and their capacity to absorb greater numbers of students (Lead Agency MoE).	X	X					
Expansion and rehabilitation of schools in administrative regions most affected by child labour. (Lead Agency MoE).		X	X	X			
Strengthen public schools' capacity to offer a meaningful education for special needs children and children with specific learning disability such as dyslexia, dyscalculia and dysgraphia (Lead Agency MoE).		X	X	X	X	X	X
Identification of children 6 to 16 years that are unduly out of school and facilitate their re-entry (Lead Agency MoE).	X	X	X	X	X	X	X
Further develop and strengthen preventive measures, along with enhance coordination and collaboration between MoE and MoL to combat dropping out of school.			X				
Identify children enrolled in school that are at risk of dropping out and likely to become victims of child labour to retain them in schools.	X	X	X	X	X	X	X
Reinforce and expand lexible entry points to enable re-entry of children who have been out of school (Lead Agency MoE).		X	X				
Work towards universal access to quality education and technical and vocational training.	X	X	X	X	X	X	X
Increase the number of trained and qualified teachers, particularly in rural areas and hinterland regions (Lead Agency MoE).	X	X	X	X	X	X	X
Extend financial and other assistance targeted to vulnerable and disadvantage children to mitigate the hidden costs of attending school and to prevent children from dropping out of school.			X	X	X	X	X
Strategic Issue III continued overleaf							

Strategic Issue III *cont'd*

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE III	WIDENING ACCESS TO EDUCATION, AND TECHNICAL AND VOCATIONAL TRAINING						
OBJECTIVE 3.2	Strengthen TVET as an effective means of preventing child labour						
OBJECTIVE 3.1.2	Post-secondary children at risk of child labour are enrolled into TVET programs in keeping with Guyana's labour market needs						
Map access to available TVET and apprenticeship opportunities for children living in at risk communities (Lead Agency MoE).	X	X					
Bolstering of TVET and apprenticeship programs that available to at risk children for child labour – more the worst forms (Lead Agency MoE).		X	X	X			
Reinforcement of OSH as a module across all TVET and apprenticeship programs to aid children in identify hazardous work.		X	X	X			
Coordinate and collaborate with the private sector partners to expand the provision of apprenticeship opportunities – more so in administrative regions most affected by child labour.		X	X	X	X	X	X
OBJECTIVE 3.3	Bolster the capacity of school managers/administrators and teachers to recognized children at risk and instances of child labour						
OBJECTIVE 3.1.3	Enhance capacity of school administrators/managers to recognized children at risk and instances of child labour						
Sensitized school administrators/managers and teachers on the rights of the child and the adverse impact of child labour on children and the nation.	X	X	X	X	X	X	X
Training school administrators/managers and teachers to identify children at risk of child labour, instances of child labour and to steps to reporting.		X	X	X	X	X	X
Training school administrators/managers and teachers how use the Scream toolkit.		X	X	X	X	X	X
Key Partners: MoHSSS, MoE, RDC, MoTIC, CRC, UNICEF, PSC and regional chambers of industry, commerce and development.							

Strategic Issue IV

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE IV	ENSURING SAFETY FOR AT RISK FAMILIES						
OBJECTIVE 4.1	To build and reinforce links between poverty eradication efforts and child labour prevention and elimination programs						
OBJECTIVE 4.1.1	Documentation of clear referral pathway and registry of sustainable livelihood programs available to families of children at risk of child labour.						
Mapping of small income-generating opportunities and poverty eradication programs available to families in the lower wealth quantiles.	X						
Measure of the ease of access to income-generating opportunities and poverty eradication programs for head of households of children at risk or withdrawn from child labour.	X						
Evaluation of the impact of poverty reduction and small income-generating opportunities in terms of prevention and sustained withdrawal of children at risk or victims of child labour.		X	X				
OBJECTIVE 4.2	Provide direct access to opportunities that strengthen the sustainable livelihood of families of children at risk or withdrawn from child labour						
OBJECTIVE 4.1.2	Parents of working children are generating income to compensate their children's income						
Expand the Sustainable Livelihood and Entrepreneurial Development Initiative.	X	X	X	X	X	X	X
Established MOUs between MoL and agencies directly involved in poverty eradication efforts for the ease of access to income generating opportunities for families of at-risk children or children withdrawn from child labour.				X			
Provision of monthly financial aid to families unable to work in order to compensate children's income, and removal of children from child labour – more so its worst forms.							
Promotion of entrepreneurial skills training and access to grants and micro credit programs - through agencies such as IPED, Small Business Bureau and LEN- targeted at head of households of at-risk children of child labour.			X	X	X	X	X
Establishment of public-private partnership for economic empowerment of families of children at risk or withdrawn from child labour.	X	X	X	X	X	X	X

Strategic Issue IV *cont'd*

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE IV	ENSURING SAFETY FOR AT RISK FAMILIES						
OBJECTIVE 4.3	Strengthen social protection mechanisms for families of children at risk or withdrawn from child labour						
OBJECTIVE 4.1.3	Greater degree of social protection for families of children at risk of withdrawn from child labour						
Mapping of communities most affected by material deprivation and child labour.	X	X					
Improving community welfare services, through access to portable water, sanitation and encourage food security through "kitchen garden" and "grow more" initiatives.		X	X	X	X	X	X
Promote self help and support groups among families of children removed from child labour		X	X	X	X	X	X
Expand access to low incoming housing for families of children removed from child labour.			X	X	X	X	X
Training of families on income-generating projects using ILO GET Ahead, SIYB and TREE		X	X	X	X	X	X
Monitoring of family performance, and assistance to overcome socioeconomic challenges through continual entrepreneurial skills training for those who accessed grants and other funding.		X	X	X	X	X	X
Key Partners: MoTIC, MoLG, RDC, LEN, IPED, Small Business Bureau, PSC, regional chambers of industry, commerce and development and MoLG - Central Housing and Planning Authority							

Strategic Issue V

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE V	STRENGTHENING LEGISLATION PROTECTION AND ENFORCEMENT IN COMBATING CHILD LABOUR						
OBJECTIVE 5.1	Amend national legislation that impacts on the prevention and elimination of child labour to ensure full compliance with ratified international conventions on child labour						
OBJECTIVE 5.1.1	Amended national legislation so that Guyana is in full compliance with ratified international conventions on child labour						
Amending of national legislation that impacts on the prevention and elimination of child labour. This is to be guided by the UNICEF'S 2016 Review of Child Labour Laws of Guyana and the National Child Labour Policy 2018 (Annex I).			X	X	X	X	X
Full legal protection of all children under age 18 from engaging in hazardous work.				X	X	X	X
Criminal prohibition of the recruitment of children under 18 by non-state armed groups.				X	X	X	X
Criminal Prohibition of the use of children for illicit activities by prohibiting the use, procuring, or offering of a child for the production or trafficking of drugs.				X	X	X	X
Legal protection of victims of human trafficking from being charged for committing crimes as a result of being subjected to human trafficking.				X	X	X	X
Make every effort to provide a minimum wage for youth apprentices in order to protect children from economic exploitation.				X	X	X	X
Update of hazardous work list in keeping with ILO Convention 182.	X						
Key Partners: Judiciary, MoHSSS, MoLA, GPF, CRC, and UNICEF							

Strategic Issue VI

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE VI	ENSURING THE PROVISION OF PHYSICAL AND PSYCHOSOCIAL REHABILITATION OF CHILDREN REMOVED FROM CHILD LABOUR						
OBJECTIVE 6.1	Withdraw children recruited into child labour						
OBJECTIVE 6.1.1	Children recruited into child labour are withdrawn.						
Identification and withdrawal of children involved in child labour – more so its worst forms.	X	X	X	X	X	X	X
Regular child labour outreaches to regions most affected.		X	X	X	X	X	X
Routine inspections of businesses susceptible to child labour.		X	X	X	X	X	X
OBJECTIVE 6.2	Provide physical and psychosocial rehabilitation of children removed from child labour						
OBJECTIVE 6.1.2	Physical and psychosocial rehabilitation of children withdrawn from child labour						
Expand access to specialized rehabilitation services for the worst forms of child labour which is particularly needed in instances of commercial sexual exploitation and life-long disability owed to hazardous work.			X	X	X		
Provision of functional literacy - reading, writing and numeracy skills - to illiterate children removed from child labour (Lead Agency: MoE).				X	X	X	X
Enabling re-entry into formal schooling at the earliest possible juncture and access to technical and vocational training (Lead Agency: MoE).	X	X	X	X	X	X	X
Strengthening of schools to cater to the needs of children withdrawn from child labour (Lead Agency: MoE).		X	X	X	X	X	X
Reintegration of rehabilitated (physical and psychosocial) children into their communities once possible were not, find alternative communities that can foster their continual growth and development.			X	X	X	X	X
Encourage voluntarism and community support in the rehabilitation process.	X	X	X	X	X	X	X
Provision of TVET and apprenticeship training for child withdrawn from child labour that are of working age (Lead Agency: MoE).			X	X	X	X	X
Key Partners: MoE, MoHSSS, MoTIC, RDC, and NDCs.							

Strategic Issue VII

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE VII	BUILDING TECHNICAL CAPACITY TO COMBAT CHILD LABOUR						
OBJECTIVE 7.1	Strengthen the capacity of Ministry of Labour – to combat child labour.						
OBJECTIVE 7.1.1	Enhance institutional capacity of Ministry of Labour – to combat child labour.						
Establishment of a Child Labour Inspectorate to undertake the regular investigation, inspection and monitoring of child labour in collaboration with other actors.	X						
Development of appropriate training program on child labour for Labour Inspectorate and explore possibilities of enlisting the aid of UNICEF, ILO and other alike agencies.	X	X					
Study tours and knowledge sharing tours on best practices on combating child labour between Guyana and other Latin American and Caribbean and develop countries.		X	X	X			
Key Partners: ILO and UNICEF							

Strategic Issue VIII

ISSUE VIII	DEVELOPMENT AND IMPLEMENTATION OF A CHILD LABOUR MIS						
	19	20	21	22	23	24	25
OBJECTIVE 8.1	Provide actionable information and data on child labour						
OBJECTIVE 8.1.1	Actionable information and data on child labour						
Review of 18th International Conference of Labour Statisticians Standards on Child Labour Statistics.	X						
Adopt and institutionalized ILO child labour indicators for M&E at the national and local level – as far as practicable.		X	X	X	X	X	X
Development and piloting of an administrative data collection systems to adequately capture child labour.	X	X					
Implement a Child Labour MIS at both the national and regional levels in keeping with the 18th International Conference of Labour Statisticians.		X	X	X			
Undertake regular surveys and other forms of participatory research to generate gender disaggregated data on child labour to use for the generation of reports to be disseminated publicly.					X	X	X
Collaborate and establish strong networks with research institutions such as the University of Guyana and NGOs to share statistics and knowledge on child labour.	X	X	X	X	X	X	X
Key Partners: CPA, ILO, Bureau of Statistics and University of Guyana, UNICEF and UNHCR							

Strategic Issue IX and X

ISSUE/OBJECTIVE/OUTPUT/ACTIVITIES	YEAR						
	19	20	21	22	23	24	25
ISSUE IX	GUARANTEEING ADEQUATE RESOURCES ALWAYS TO COMBAT CHILD LABOUR						
OBJECTIVE 9.1	Guarantee adequate resources to combat child labour						
OBJECTIVE 9.1.1	Institutionalize mechanisms for sustainable resource mobilization to combat child labour						
Institutionalized the prevention and elimination of child labour as a budget activity under the Ministry of Labour.	X						
Increase budgetary allocations to child labour programs and activities under a results base budgeting scheme.	X	X	X	X	X	X	X
Provide adequate resource support – human and fiscal – to enable child labour inspectors to undertake regular monitoring and inspections across Guyana – particularly in areas of high prevalence such as the hinterland.	X	X	X	X	X	X	X
Establishment of a resource mobilization strategy to support the implementation and follow-up of the NAP, including integration between national and international development programs and projects.	X	X					
Ensure value for money through routine use of economic evaluation and comparative effectiveness research of child labour interventions before their institutionalization.		X	X	X	X	X	X
Key Partners: MoF, UNICEF and ILO							
ISSUE X	STRENGTHENING LEADERSHIP AND COORDINATION OF THE MULTISECTORAL RESPONSE TO CHILD LABOUR						
OBJECTIVE 10.1	Homogenize the institutional framework for combating child labour - as envision in the National Child Labour Policy- across all sectors and agencies concerned with child labour						
OBJECTIVE 10.1.1	A well lead and coordinated multisectoral approach to combating child labour						
Creation of a National Child Labour Prevention and Elimination Committee.	X						
Development of intervention guidelines outlining roles and responsibilities of key stakeholders.	X	X					
Designation of focal point in key ministries and agencies to liaise with child labour inspectorate.	X						
Information sharing of various actions taken by national and developmental partners in combating child labour for better coordination and effective actions		X	X	X	X	X	X
Integrate child labour prevention and elimination strategies in the national plans, programs and policies to ensure sustainability of interventions against child labour in a coordinated, multi-sectorial manner.		X	X	X			
Key Partners: CPA, ILO, Bureau of Statistics and University of Guyana							

Implementing Framework

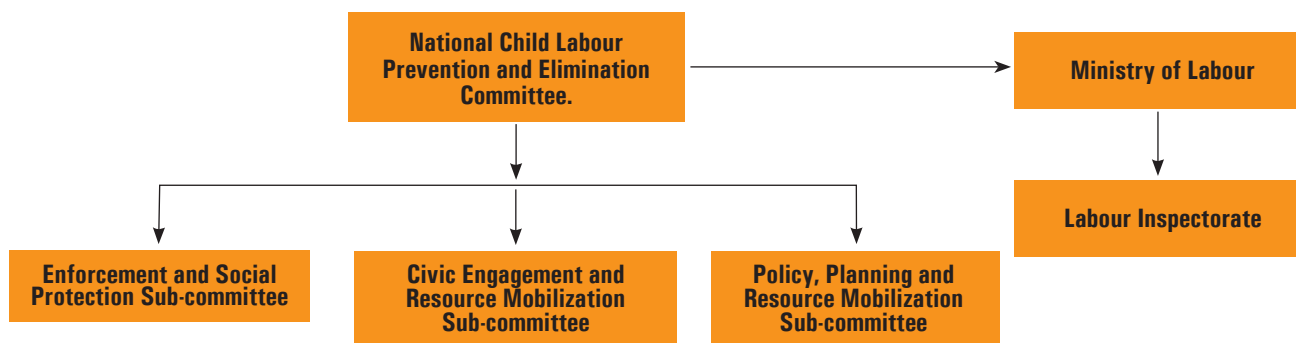
The Ministry of Labour – is the subject ministry for child labour. Under the National Child Labour Policy 2019, all government efforts towards combating child labour are to be implemented under the NCLPEC and Child Labour Inspectorate.

The Child Labour Inspectorate will be formed within the Ministry of Labour – under the purview of the Chief Labour Officer. The Inspectorate will hold responsibility for enforcement and coordinating the implementation the National Child Labour Policy and NAP.

The NCLPEC will have the responsibility of leading and coordinating advocacy against child labour and the oversight of overall government efforts. With a multi-sectorial composition, the Committee will determine priority areas, coordinate, monitor and review policies aimed at the prevention and elimination of child labour. Cabinet, in consultation with other stakeholders, will constitute the composition and size of the Commission to ensure a tripartite arrangement. Based on the experiences and evaluation of similar committees globally, the NCLPEC shall have three technical sub-committees:

1. Enforcement and social protection (prevention, withdrawal and rehabilitation)
2. Civic engagement and resource mobilization
3. Policy, planning and M&E

Figure 1: Institutional Framework



Monitoring and Evaluation

The approach to M&E will be participatory– involving key stakeholders– and transparent. NCLPEC will oversee M&E via its Policy, Planning and M&E subcommittee and is expected to work in partnership with alike units in partners agencies.

The Policy, Planning and M&E subcommittee supported by the Child Labour Inspectorate will:

- Develop and disseminate a framework for reporting across partners agencies and to capture needed information for performance measurement at national and local levels that is innkeeping with the ILO’s CMEP
- Ensure that border policy actions that directly impact on child labour – such as poverty reduction efforts – are assimilated into M&E outputs.
- Facilitate a feedback loop flow of M&E information between national and local (regional and NDC) levels.
- Hold responsibility for the annual review of the NAP and report to cabinet on its implementation.
- Meet with partner agencies implementing the NAP to identify progress, challenges and opportunities towards the elimination of child labour.
- Supervise the midterm and end evaluation of the NAP by external evaluators.

Results Framework Strategic Issue I

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
Enhance public awareness on child labour	Useful knowledge on child labour in Guyana are available to the public	Published National Child Labour Policy and NAP)	Material/ reports	Ministry of Labour (Child Labour Inspectorate)
		Annually published National Prevention and Response to Child Labour Report.	Reports	Ministry of Labour (Child Labour Inspectorate)
		Appointment of a PRO to Ministry of Labour– with designated duties to raise public awareness of the National Child Labour Policy and to advocate for the NAP and achieve its implementation.	Letter of appointment of PRO and job description.	Ministry of Labour (Child Labour Inspectorate)
		Seven training workshops (one annually) for Ministr of Labour– staffers, news agencies and media professionals on best practices in reporting child labour related issues.	Training reports	Ministry of Labour (Child Labour Inspectorate)
		No. of local or international celebrity/ public influencer enlisted as Child labour Elimination Champion.	Ministerial decree and terms of reference.	Ministry of Labour (Child Labour Inspectorate)
		A child labour elimination Facebook page, YouTube channel, and Twitter handle – for the dissemination of knowledge on child labour.	Online verification via listed social media platforms.	Ministry of Labour (Child Labour Inspectorate)
		Upload of child labour elimination related information and resources on the MoL website.	Online verification of information and materials on website	Ministry of Labour (Child Labour Inspectorate)
		Distribution of 5000 IEC child labour elimination materials (booklets, leaflets etc.) across Guyana	Distribution records.	Ministry of Labour (Child Labour Inspectorate)
		One meeting with Each of the 10 RDC and RAC annually.	Reports/ meeting minutes	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue II

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
Promote civic engagement and advocacy in the fight against child labour	Increase number of civil society groups meaningfully participating in the national effort to combat child labour	No. of PTA bodies, civil society and other stakeholders sensitized on the evolving situation of child labour annually	Material/ reports	Ministry of Labour (Child Labour Inspectorate)
		No. of civil society stakeholders engaged as part of the quality assurance during the review of reports- NPRCLR- studies and proposed actions to combat child labour.	Reports/meeting minutes and records of comments received on review of drafts reports and proposed actions.	Ministry of Labour (Child Labour Inspectorate)
		No. of training and sensitization sessions with employers in sectors most at risk -agriculture, mining, logging and street vending- of recruiting children into child labour.	Training reports	Ministry of Labour (Child Labour Inspectorate)
Empower children to participate in the fight against child labour	Meaningful participation – at all levels – of children in decisions and actions taken to combat child labour	No. of children consulted– more so those at risk – as part of the quality assurance during the review of reports- NPRCLR- studies and proposed actions to combat child labour.	Reports/meeting minutes and records of comments received on review of drafts reports.	Ministry of Labour (Child Labour Inspectorate)
		No. of workshops and training for child -more so those at risk of child labour – on the rights of the child and child labour using the ILO SCREAM toolkit.	Training reports	Ministry of Labour (Child Labour Inspectorate)
		No of publish child friendly media explaining how to recognize labour child, how to report it and where to get help.	Material/ reports	Ministry of Labour (Child Labour Inspectorate)
		No. of children appointment as child labour ambassadors (peer educators -recognized by pins and certificates).	Ministerial decree and terms of reference.	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue III

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
Support MoE in ensuring universal access to education for children within the mandatory age (6 to 16 years) of schooling	Children within the mandatory age of schooling and living at risk communities are in school.	Map of access to public schools for children living in at risk communities and their capacity to absorb greater numbers of students	Map and reports	MoE
		No. of schools expanded and/or rehabilitated in administrative regions most affected by child labour	Budget reports and workplans of RDC Education Delivery Programs	MoE
		No. of schools strengthen to offer a meaningful education for special needs children and children with specific learning disability such as dyslexia, dyscalculia and dysgraphia	Reports and workplans of RDC Education Delivery Programs	MoE
		MoU between MoE and MoL to enhance coordination and collaboration to combat dropping out of school.	Signed MoU	Ministry of Labour (Child Labour Inspectorate)
		No. of children enrolled in school that were identified as being at risk of child labour and prevented from being recruited into the same.	Reports	MoE
		Re-entry policy of children who have been out of school	Official policy document.	MoE
		No. of children with access to quality education and technical and vocational training.	Reports	MoE
		Student-teacher ratio	Reports	MoE
		No. of at-risk families of child labour receiving financial aid to offset the hidden cost of sending children to school.	Reports	Ministry of Labour (Child Labour Inspectorate)
		Map of access to TVET and apprenticeship opportunities for children living in at risk communities	Map and report	MoE
Strengthen TVET as an effective means of preventing child labour	Post-secondary children at risk of child labour are enrolled into TVET programs in keeping with Guyana's labour market needs	No. of TVET and apprenticeship programs that are available to at risk children for child labour – more the worst forms	Training reports	MoE
		No. of TVET and apprenticeship programs with OSH as a module to aid children in identify hazardous work.	Official curriculum and course outline of TVET and apprenticeship programs	MoE
		No. of MoUs with private sector partners to expand the provision of apprenticeship opportunities – more so in administrative regions most affected by child labour.	MoUs	Ministry of Labour (Child Labour Inspectorate)
Bolster the capacity of school managers/administrators and teachers to recognized children at risk and instances of child labour	Enhance capacity of school administrators/managers to recognized children at risk and instances of child labour	No. of school administrators/managers and teachers sensitized on the rights of the child and the adverse impact of child labour on children and the nation.	Meeting minutes/training reports	Ministry of Labour (Child Labour Inspectorate)
		No. of school administrators/managers and teachers trained to identify children at risk of child labour, instances of child labour and to steps to reporting.	Training reports	Ministry of Labour (Child Labour Inspectorate)
		No. of school administrators/managers and teachers trained to use the Scream toolkit.	Training reports	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue IV

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
To build and reinforce links between poverty eradication efforts and child labour prevention and elimination programs	Documentation of clear referral pathway and registry of sustainable livelihood programs available to families of children at risk of child labour	Map of access to small income-generating opportunities and poverty eradication programs available to families in the lower wealth quantiles.	Map and reports	Ministry of Labour (Child Labour Inspectorate)
		Report on the ease of access to income-generating opportunities and poverty eradication programs for head of households of children at risk or withdrawn from child labour.	Report	Ministry of Labour (Child Labour Inspectorate)
		Evaluation report on the impact of poverty reduction and small income-generating opportunities in terms of prevention and sustained withdrawal of children at risk or victims of child labour.	Evaluation report	Ministry of Labour (Child Labour Inspectorate)
Provide direct access to opportunities that strengthen the sustainable livelihood of families of children at risk or withdrawn from child labour	Parents of working children are generating income to compensate their children's income	MOUs between MoSP and agencies directly involved in poverty eradication efforts for the ease of access to income generating opportunities for families of at-risk children or children withdrawn from child labour.	MOUs	Ministry of Labour (Child Labour Inspectorate)
		No. of families receiving financial aid to compensate for lost children's income, and removal of children from child labour – more so its worst forms	Financial disbursement records	Ministry of Labour (Child Labour Inspectorate)
		No. of agencies offering entrepreneurial skills training and access to grants and micro credit programs targeted at head of households of at-risk children of child labour.	Reports, MoUs, official lending policy document and training reports	Ministry of Labour (Child Labour Inspectorate)
Strengthen social protection mechanisms for families of children at risk or withdrawn from child labour	Greater degree of social protection for families of children at risk of withdrawn from child labour	Map of communities most affected by material deprivation and child labour.	Map and reports	Ministry of Labour (Child Labour Inspectorate)
		No. of communities with improved welfare services, through access to portable water, sanitation and encourage food security through "kitchen garden" and "grow more" initiatives.	Reports from RDCs, NDCs and municipalities.	Ministry of Labour (Child Labour Inspectorate)
		No. of self help and support groups among families of children removed from child labour	Records of grounds registered at friendly societies under the MoHSSS pursuant to the Friendly Societies Act.	Ministry of Labour (Child Labour Inspectorate)
		No. of families with children removed from child labour that have gotten access to low income housing	Allotment records from the MoLG- Central Housing and Planning Authority.	MoLG- Central Housing and Planning Authority.
		No. of families trained on income-generating projects using ILO GET Ahead, SIYB and TREE	Training records	Ministry of Labour (Child Labour Inspectorate)
		No. of families whose were able to overcome socioeconomic challenges through continual entrepreneurial skills training for those who accessed grants and other funding.	Activity specific M&E reports	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue V

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
Amend national legislation that impacts on the prevention and elimination of child labour to ensure full compliance with ratified international conventions on child labour	Amended national legislation so that Guyana is in full compliance with ratified international conventions on child labour	Amendment of national legislation that impacts on the prevention and elimination of child labour. This is to be guided by the UNICEF'S 2016 Review of Child Labour Laws of Guyana and the National Child Labour Policy 2019 (Annex I).	Amended laws	Ministry of Labour (Child Labour Inspectorate)
		Full legal protection of all children under age 18 from engaging in hazardous work.	Amended law	Ministry of Labour (Child Labour Inspectorate)
		Criminal prohibition of the recruitment of children under 18 by non-state armed groups.	Amended law	Ministry of Labour (Child Labour Inspectorate)
		Legal protection of victims of human trafficking from being charged for committing crimes as a result of being subjected to human trafficking. Initiative.	Amended law	Ministry of Labour (Child Labour Inspectorate)
		Updated of hazardous work list in keeping with ILO Convention 182.	Hazardous work list	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue VI

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
Withdraw children recruited into child labour	Children recruited into child labour are withdrawn.	No. of children withdrawal from child labour – more so its worst forms.	Case reports	Ministry of Labour (Child Labour Inspectorate)
		No. of child labour prevention and elimination outreach outreaches to regions most affected.	Outreach reports	Ministry of Labour (Child Labour Inspectorate)
		No. of businesses susceptible to child labour that were inspected.	Inspection reports	Ministry of Labour (Child Labour Inspectorate)
Provide physical and psychosocial rehabilitation of children removed from child labour	Physical and psychosocial rehabilitation of children withdrawn from child labour	No. of children able to access specialized rehabilitation services for the worst forms of child labour which is particularly needed in instances of commercial sexual exploitation and life-long disability owed to hazardous work.	Case reports	Ministry of Labour (Child Labour Inspectorate)
		No. of children who received functional literacy training- reading, writing and numeracy skills - to illiterate children removed from child labour	Training reports and case reports	MoE
		No. of children re-entered into formal schooling or TVET	Training reports and case reports	MoE
		No. of school strengthened to cater to the needs of children withdrawn from child labour	Activity specific M&E report	MoE
		No of rehabilitated children reintegrated into their communities once possible were not, find alternative communities that can forester their continual growth and development.	Case reports	Ministry of Labour (Child Labour Inspectorate)
		No. of community volunteers that participate in rehabilitation process.	Register of volunteers and case report	Ministry of Labour (Child Labour Inspectorate)
		No. of children of working age with access of TVET and apprenticeship training for	Case report and report.	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue VII

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
Strengthen the capacity of Ministry of Labour – to combat child labour.	Enhance institutional capacity of Ministry of Labour – to combat child labour	An established Child Labour Inspectorate.	Ministerial Decree	Ministry of Labour
		Established training program on child labour for Labour Inspectorate and explore.	Curriculum, course outline and training reports.	Ministry of Labour (Child Labour Inspectorate)
		No. of study tours and knowledge sharing tours to Latin American, Caribbean and develop countries.	Child Labour Inspectorate records	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue VIII

Provide actionable information and data on child labour	Actionable information and data on child labour	Report on the review of the 8th International Conference of Labour Statisticians Standards on Child Labour Statistics.	Review report	Ministry of Labour
		Institutionalized ILO child labour indicators for M&E at the national and local level – as far as practicable.	Official M&E framework	Ministry of Labour (Child Labour Inspectorate)
		Child Labour MIS.	Activity specific implementation and M&E report	Ministry of Labour (Child Labour Inspectorate)
		No. of surveys and other forms of participatory research to generate gender disaggregated data on child labour to use for the generation of reports to be disseminated publicly.	Statistical and research reports.	Ministry of Labour (Child Labour Inspectorate)
		No. of partnerships with research institutions such as the University of Guyana and NGOs to share statistics and knowledge on child labour.	MoUs and published collaborative studies.	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue IX

OBJECTIVE	OUTPUT	INDICATORS	SOURCE OF VERIFICATION	RESPONSIBILITY
Guarantee adequate resources to combat child labour	Institutionalize mechanisms for sustainable resource mobilization to combat child labour	Prevention and elimination of child labour as a budget activity under the MoL Department of Labour.	Official departmental budget	Ministry of Labour (Child Labour Inspectorate)
		Budgetary allotment for child labour activities and programs	Official departmental budget	Ministry of Labour (Child Labour Inspectorate)
		No. and Category of staff assigned to Child Labour Inspectorate	Staff inventory	Ministry of Labour (Child Labour Inspectorate)
		Resource mobilization strategy	Strategy document	Ministry of Labour (Child Labour Inspectorate)
		No. of economic evaluation and comparative effectiveness research of child labour interventions.	Economic evaluation and comparative effectiveness research reports	Ministry of Labour (Child Labour Inspectorate)

Results Framework Strategic Issue X

Homogenize the institutional framework for combating child labour - as envisioned in the National Child Labour Policy- across all sectors and agencies concerned with child labour	A well lead and coordinated multisectoral approach to combating child labour	An established National Child Labour Prevention and Elimination Committee.	Ministerial Decree	Ministry of Labour (Child Labour Inspectorate)
		Intervention guidelines outlining roles and responsibilities of key stakeholders.	Official guideline document	Ministry of Labour (Child Labour Inspectorate)
		Identified focal point in key ministries and agencies to liaise with child labour inspectorate.	Registry of focal points	Ministry of Labour (Child Labour Inspectorate)
		An established protocol for sharing of information between partners and key stakeholders	Official protocol document.	Ministry of Labour (Child Labour Inspectorate)

Annex 1 Proposed List of Hazardous Work

1. Oil expelling and refinery
2. Mines (underground and under water), gem cutting and polishing.
3. Saw mill – all processes
4. Timber handling and loading and mechanical lumbering
5. Processes in agriculture where tractors, threshing and harvesting machines are used.
6. Manufacturing or handling of pesticides and insecticides.
7. Abattoirs/Slaughter House
8. Manufacturing leather
9. Mechanized fishing
10. Food Processing
11. Beverage Industry
12. Work relating to Building and construction industry: bagging of cement, manufacture of cement pipes, cement products and other related work.
13. Automobile repairs and maintenance including welding, lathe work, dent beating and painting.
14. Manufacturing processes using toxic metals and substances such as lead, mercury, manganese, chromium, cadmium, benzene, pesticides and asbestos, corrosive.
15. Warehousing;
16. Work relating to selling of fireworks
17. Foundries
18. Handling of toxic or inflammable substances or explosives
19. Plastic units and fibre glass workshops;
20. Domestic workers or servant
21. Diving
22. Soldering processes in electronic industries.
23. Detergent and soap manufacturing.
24. Fabrication workshops (ferrous and nonferrous),
25. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding, cutting of lead-painted metal, welding of galvanized zinc, silicate, polyvinyl chloride, mixing (by hand).
26. Paper making.
27. Potteries and ceramic industry.
28. Rag picking and scavenging.
29. Processes involving exposure to excessive heat and cold.
30. Processes involving exposure to free silica such as slate, pencil industry, stone grinding, slate.
31. Stone mining, stone quarries, and agate industry

