Government of Malawi

NATIONAL ALLIANCE 8.7 STRATEGIC ROAD MAP

(2023- 2030)

Ministry of Labour

Private Bag 344

Lilongwe 3

Foreword

The problem of child labour in Malawi remains a serious one. The 2015 National Child Labour survey revealed that 2.1 million, representing 38 percent of children aged 5-17 years were in child labour. These are worrisome statistics and call for concerted efforts of the Government and all stakeholders to address the problem.

Malawi is a Pathfinder Country of Alliance 8.7. As Pathfinder country, we have committed to accelerate child labour elimination and move faster than the rest of the countries to serve as a model in working towards achieving the UN Sustainable Development Goal (SDG) number 8, Target 8.7: **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**.

Membership of Alliance 8.7 demands the development of the National Road Map to guide members in the implementation of child labour elimination actions. Hence this Road Map which has been developed around four thematic areas of: **child labour and forced labour; trafficking in persons; modern slavery; and child marriages and forced marriages**. The process was highly consultative, involving a broad range of stakeholders for ownership and to ensure the relevance of the Road Map to our situation.

In unity, no challenge is impossible to overcome. I would, therefore, like to urge all stakeholders and people of good will to contribute towards the implementation of this important Road Map so that we achieve the SDG Target.

Wezi Kayira
SECRETARY FOR LABOUR

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List of abbreviations

ACLC	Area Child Labour Committee
CBE	Complementary Basic Education
CBO	Community Based Organisation
CCLC	Community Child Labour Committee
CDA	Community Development Assistant
CL	Child Labour
CLU	Child Labour Unit
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisation
CSR	Corporate Social Responsibility
DCLC	District Child Labour Committee
DDP	District Development Plan
DEM	District Education Manager
DIP	District Implementation Plan
DP	Development Plan
DLO	District Labour Officer
ECAM	Employers' Consultative Association of Malawi
ECD	Early Childhood Development
FL	Forced Labour
GoM	Government of Malawi
IGA	Income Generating Activities
MCLS	Malawi Child Labour Survey
MCTU	Malawi Congress of Trade Unions
MDAs	Ministries, Departments and Agencies
MDHS	Malawi Demographic and Health Survey
MGDS	Malawi Growth and Development Strategy
MICS	Multiple Indicators Cluster Survey
MoA	Ministry of Agriculture

MoFEPD   Ministry of Finance and Economic Affairs

MoGCDSW   Ministry of Gender, Children, Disability and Social Welfare

MoJ   Ministry of Justice

MoL   Ministry of Labour

MS   Modern Slavery

NCLS   National Child Labour Survey

TIP   Trafficking in Persons

Definitions

1. **Light work** is the work which is: –

(a) not likely to be harmful to the health or development of the those aged between below 18 years; and

(b) not such as to prejudice their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received. (Article 7 of ILO Convention 138)

2. **Child labour** is any work that deprives children of their childhood, their potential, the 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/or

- 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.

The worst forms of child labour as defined by Article 3 of ILO Convention No. 182 :

- 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.

- the use, procuring or offering of a child for prostitution, to produce pornography or for pornographic performances.

- 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.

- 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 ("hazardous child labour").

3. Forced Labour: all work or service which is exacted from any person under the threat

of a penalty and for which the person has not offered himself or herself voluntarily.

4. Modern slavery is the severe exploitation of other people for personal or commercial gain. Modern forms of slavery can include debt bondage, where a person is forced to work for free to pay off a debt, child slavery, forced marriage, domestic servitude and forced labour, where victims are made to work through violence and intimidation.

5. Human trafficking, also known as **trafficking in persons**, is a crime that involves compelling or coercing a person to provide labour or services, or to engage in commercial sex acts. The coercion can be subtle or overt, physical or psychological. It is   the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit. Men, women and children of all ages and from all backgrounds can become victims of this crime. The traffickers often use violence or fraudulent employment agencies and fake promises of education and job opportunities to trick and coerce their victims.

6. Early marriage: Early marriage refers to a union where one or both spouses are under 18 years.
7. Forced marriage is a marriage or union at any age that happens without free and full consent from one or both parties. A child marriage is considered to be a form of forced marriage, given that one and/or both parties have not expressed full, free and informed consent.

1.0.   Background and introduction

Alliance 8.7 is a global partnership fostering multi-stakeholder collaboration to support governments to achieve Target 8.7 of the Sustainable Development Goals (SDGs). Target 8.7 calls for "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". Some 231 organizations including government institutions, workers' organizations, employers' organizations, civil society organizations, and UN specialized agencies, funds and programmes, amongst others, are Alliance 8.7 partners.

The Alliance 8.7 was formally launched in New York on September 21, 2017. It is chaired at the global level by Australia and Argentina is the vice chair. The ILO acts as the Secretariat. Alliance 8.7 is further coordinated through its six Action Groups which drive research, advocacy and implementation efforts: Conflict and Humanitarian settings, Migration, Rule -of Law and Governance, Supply Chain, Sexual Exploitation and Rural Development.

Alliance 8.7 Pathfinder countries are those that commit to going further and faster to achieve the objectives of SDG Target 8.7, by accelerating efforts and willing to try new approaches and collaborate with others that include government workers, employers and civil society organization. To date, only 22 UN member states have been conferred with Pathfinder Country status.

▪ Pathfinder countries will commit to taking new action, such as adopting, implementing or enhancing national action plans or policies, including strengthened legal frameworks and enforcement mechanisms, covering the topics enshrined in Target 8.7. National action plans or policies should be adopted/implemented in consultations with social partners at country level as per the principles of social dialogue and the standards on forced and child labour.

   ALLIANCE 8.7 (alliance87.org)

2.0. Malawi Alliance 8.7 Strategic Road Map

Malawi formally expressed interest in becoming an Alliance 8.7 Pathfinder country and was granted status in March 2020, following a voluntary request.

The Malawi government through its pathfinder country status committed to enhance child labour elimination efforts by, amongst other things, developing a time bound work plan that sets out measurable actions, leverage new and existing resources to implement the work plan, collecting data to measure the outcomes, and sharing such data with relevant stakeholders to motivate continuous improvement. It further appointed a senior government official as the country's Alliance 8.7 Focal Point. Thus, post-haste as an **Alliance 8.7 Pathfinder country, a comprehensive national roadmap needs to be developed and launched**.

The National Roadmap sets out clear priorities and areas of intervention for Malawi to achieve SDG Target 8.7 during the period 2022 – 2025 for child labour and 2022- 2030 for all forms of forced labour. The roadmap articulates strategic outcomes, specifies time lines, sets annual benchmarks and indicators to measure progress, clearly defines roles and responsibilities, and identifies resources required and any resource gaps, within the framework of Alliance 8.7, and in line with Malawi's status as a Pathfinder Country.

2.1. The Alliance 8.7 -Strategic Road Map Development process

The ILO has been supporting the Government of Malawi - Ministry of Labour - to develop such a roadmap whose thematic areas have been identified as the following:

1. Child Labour and Forced Labour;
2. Trafficking in persons;
3. Modern Slavery
4. Child Marriages and Forced marriages

The preparatory work for the roadmap development consisted of extensive consultations[1] on the four thematic areas with key relevant stakeholders[2], namely Government of Malawi; UN Agencies; Employers; Workers; Associations and Cooperatives; CSOs and Academia, among others. Key documents used as a baseline are the:

a) Employment Act No.6 of 2000
b) Child Care Protection and Justice Act 2010
c) Trafficking In Persons Act 2015
d) Gender Equality Act 2014
e) Occupational Safety Health and Welfare Act
f) National Education Act 2013
g) National Employment and Labour Policy
h) National Education Policy
i) National Agriculture Policy 2016
j) National Youth Policy 2023
k) National Strategy on Ending Child Marriage (NS-ECM) 2018-2023.
l) National Strategy on Ending Forced marriages
m) National Action Plan on child labour (NAP-CL) 2020-2025.
n) National Plan of Action against Trafficking in Persons (NPA-TIP) 2023-2028
o) National Children Policy
p) Malawi Agenda 2063

National Plan of Action on Child the identified priority areas in the roadmap reflect the ones identified in the above-mentioned documents.

Given the cross-cutting nature of the thematic areas, the identified interventions are not categorized by thematic area, but by priority area (based on the existing national action plans as mentioned above). This approach reflects the holistic nature of the roadmap,

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[1] Checklist can be found in Annex 1
[2] The list of stakeholders consulted can be found in Annex 2

whereby all relevant stakeholders are called to act   in a harmonized and holistic way through a single strategy.

The findings resulting from the consultations and workshop held on 28-29 September 2022 were consolidated, reviewed and finalized by a task force within the Ministry of Labour. Thereafter, a validation workshop was conducted on 28 September 2023, and the document was successfully validated.

3.0. Institutional arrangement

The Alliance 8.7 National Road Map for Malawi shall be implemented by all stakeholders who shall each play a key role in its success and resulting into elimination of child labour as we look forward to 2025 and human trafficking, modern slavery and forced labour by 2030 set by the Sustainable Development Goal number 8 Target 8.7. The institutions to be involved in the implementation of the National Road Map for Malawi include the following:

3.1.0. Ministry of Labour

- Development and review of Legal and Policy framework on child labour, FL, MS and TIP
- Spearhead and guide on the ratification of ILO Conventions and signing for other international instruments not yet ratified by Malawi especially on CL, FL, MS and TIP
- Promote the partnership of stakeholders in the fights against child labour as we move towards 2025 and FL, HT, and MS as we move towards 2030
- Facilitate the conducting of frequent national child labour surveys for data collection
- The coordination of monitoring of child labour and interventions on child labour elimination, FL, MS and TIP

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3.1.1. Ministry of Agriculture

- Ensure adherence to agriculture laws and regulations that have a bearing on child labour;
- Coordinate and facilitate child labour surveys in the agricultural sector;
- Enhance the capacity of agriculture staff in the handling of child labour issues in agriculture;
- Lobby for adequate budgetary allocation and support for child labour interventions in the agriculture sector including FL, MS and TIP victims;
- Identify child labourers in the agriculture sector, Forced labour, modern slavery and trafficking in persons

3.1.2. Ministry of Education
- Provide a conducive learning environment for children including the girl child;
- Facilitate the reintegration of children withdrawn from child labour into school;
- Conduct awareness campaigns on child labour in schools and surrounding communities;
- Incorporate issues of child rights and gender in the school curriculum;
- Provide complementary basic education to out-of-school youth.

3.1.3. Ministry of Gender Community Development and Social Welfare
- Help in identifying child labourers at community level;
- Provide psycho-socio support to victims of child labour, forced labour, modern slavery and trafficking in persons;
- Facilitate rehabilitation and repatriation of victims of child labour, FL, MS and TIP;
- Promote a gender sensitive approach in the fight against Child Labour;
- Strengthen community child protection structures such as children corners and Community Child;
- Establish Protection Committees and ensure synergies with Community Child Labour Committees (CCLCs) and other structures on FL, MS and TIP;
- Include vulnerability to Child Labour as a factor for eligibility of families to social protection benefits.

3.1.4. Ministry of Homeland Security

- Provide protection to victims of child labour, FL, MS and HT;
- Give protection and support to labour inspectors and other authorities engaged in child labour elimination, FL, MS and HT when necessary;
- Prosecute employers who employ children, get involved in FL, HT and MS;
- Conduct awareness campaigns through community policing and Victim Support Units on child labour, FL, HT and MS;
- Enhance the capacity of the Police Officers in handling victims of child labour;
- Include a module on child protection and child labour in the training programmes of Police Officers and also issue on FL, TIP and MS;
- Implement the Trafficking in Persons Act on trafficking of children for labour and commercial sexual exploitation, FL, TIP and MS

3.1.5. Ministry of Justice

- Provide advice on ratification of international instruments relating to children, FL, HT and MS;
- Provide legal advice on court cases relating to child labour, FL, TIP and MS;
- Draft appropriate laws on child labour, FL, MS and TIP;
- Ensure speedy disposal of child labour cases, FL, MS and TIP.

3.1.6. Ministry of Local Government, Culture and Unity

- Mainstream child labour, FL, MS and TIP protection issues in District Development Plans and District Implementation Plans;
- Plan and implement projects and activities aimed at combating child labour, FL, MS and TIP;
- Mobilize community support for action against child labour, FL, MS and TIP;
- Provide basic services to the children and the communities that discourage child labour or support its elimination, FL, MS and TIP;
- Adopt and implement by laws that protect children from child labour and FL, MS and TIP;

- Facilitate effective coordination of stakeholders in child labour elimination, FL, MS and TIP at district level through District Child Labour Committees (DCLCs) and Community Child Labour Committees (CCLCs) and related structures.

3.1.7. Ministry of Youth and Sports
- Development of policies for the youth empowerment
- Facilitate the placement of the youth in capacity building programmes

3.1.8. Ministry of Information and Digitalisation
- Publicise the information on forced labour, child labour, modern slavery and trafficking in persons so that people are aware of the evils of these vices
- Lead in the dissemination of government programmes meant to eliminate child labour, FL, MS and TIP
- Facilitate the development of digitalized means of publicizing the information for people's consumption

3.1.9. Ministry of Industry and Trade
- Provide sustainable livelihood alternatives to families of children withdrawn from child labour and victims of forced labour, modern slavery and human trafficking
- Make trade between countries profitable so that the people are able to sustain themselves and send their children to school and refrain from being trapped in forced labour, trafficking in persons and modern slavery
- Develop policies meant to enhance trade among the communities that will enable the communities empowered economically

3.1.10. National Statistical Office (NSO)
- Carry out national surveys and data analysis on child labour

3.1.11. Police
- Carry out the prosecution of culprits of child labour, forced labour, modern slavery and trafficking in persons

- Raise awareness among the communities about the criminal activities including child labour, FL, MS and TIP for reporting whenever they come across cases related to the vices

3.1.12. Malawi Congress of Trade Unions (MCTU), the Workers Organisation

- Advocate for protection of children against child labour and people against FL, MS and TIP and report cases of child labour and the other vices to the authorities for action;
- Sensitize adult workers and their families on the importance of promoting the education of their children and protecting them from hazardous work so that they are protected from FL , MS and TIP;
- Collaborate with Government in the development and implementation of legislation, policies and programmes on child labour, FL, MS and TIP;
- Negotiate with employers for the inclusion of child labour issues in collective bargaining agreements and how to deal with FL, MS and TIP cases;

3.1.13. Employers Consultative Association of Malawi (ECAM) Organisation

- Ensure that when recruiting, employers adhere to the minimum age of employment provisions as stipulated in national labour laws and regulations and refrain from practising FL, MS and TIP;
- Conduct awareness campaigns among employers on the human, economic and social costs of child labour;
- Ensure that young workers are protected from hazardous work including FL, MS and TIP,
- Promote and provide decent youth employment - including attachments and internships and, vocational training opportunities;
- Collaborate with Government in the development and implementation of legislation, policies and programmes on child labour, FL, MS and TIP;
- Provide guidance to employers in the development of codes of conduct and programmes on child labour and those targeting FL, MS and TIP;

- Document best practices of relevance to employers so as to promote their adoption and replication;
- Engage in corporate social responsibility activities directed at child labour elimination;
- Ensure that public private partnership programmes are sensitive to child labour;
- Fight child labour in supply chains, FL, MS and TIP.

3.1.14. Non-Governmental Organisations, Civil Society Organisations and Faith Based Organisation (NGOs, CSOs & FBOs)

- Raise awareness on child rights and child labour and on FL, MS and TIP;
- Lobby for the review of policies and laws on child labour, FL, MS and TIP;
- Develop and implement programmes for the prevention, withdrawal and protection of children from child labour and for the rehabilitation and reintegration of former child labourers, victims of FL, MS and TIP.

3.1.15. District Councils

- Develop the District Development Plans and District Implementation Plans to incorporate the trafficking in persons, child labour, forced labour and modern slavery that they are eliminated
- Guide in development of the By-Laws by the Traditional and Community Leaders to help in fighting these vices
- Allocate more resources to the community activities to empower the communities through the Council Committees to deal with child labour, FL, MS and TIP victims

3.1.16. Communities

- Develop and manage community-based support structures for child labour elimination
- Participate in the identification of children in need of support and protection in the community, especially the worst forms of child labour
- Initiate community-based interventions for withdrawn children and those at risk of entering into child labour, the victims of FL, MS and TIP;

- Mobilize local resources for child labour and human trafficking interventions.
- Monitor and report cases of child labour, FL, MS and TIP;
- Collect community level data for the National Child Labour Monitoring System

3.1.17. Development Partners and UN Agencies

- Allocate more resources to the activities aimed at fighting child labour, forced labour, modern slavery and trafficking in persons
- Provide capacity building of the officers in the public sector for effective fight against the vices

3.1.18. Traditional and community Leaders

- Sensitize their subjects on the evils of child labour and other vices that include FL, MS and TIP;
- Lead their communities in social mobilisation, discouraging cultural practices and behaviours that promote child labour, lead people into FL, MS and TIP;
- Lead their communities in coming up with by laws on child labour, FL, MS and TIP;
- Serve as role models for their communities in the fight against child labour, FL, MS and TIP.

3.1.19. Parents

- Participate in the developmental activities in the communities for community empowerment
- Ensure children are sent to school and not to work
- Contribute to development of school infrastructure and other developments for the children to be protected from child labour, FL, MS and TIP

3.1.20. Academia

- Conduct research on ways of dealing with the problems of child labour, forced labour, modern slavery and trafficking in persons

- Consider addressing child labour, forced labour, trafficking in persons and modern slavery in their syllabus

3.1.21. Faith Based Organisation (FBOs) and Community Based Organisation (CBOs)

- Raise awareness on child rights and child labour, evils of FL, MS and TIP;
- Lobby for the review of policies and laws on child labour, FL, MS and TIP;
- Develop and implement programmes for the prevention, withdrawal and protection of children from child labour and for the rehabilitation and reintegration of former child labourers, victims of FL, MS and TIP.

3.1.22. Malawi Human Rights Commission

- Conduct civic education and public awareness on the effects of child labour, trafficking in persons, forced labour and modern slavery and the rights of children and the victims of FL, MS and TIP;

- Maintain a data base and information on issues of children's rights and those involved in the vices in relation to child labour FL, MS, TIP.

4.0. Malawi National Alliance 8.7 Strategic Roadmap (2022-2030)

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
1. Review and institutionalize Legal and Policy framework	1.1. Ratify and domesticate the ILO C189 - Domestic Workers Convention, 2011 (No. 189)	**MoL,** MoGCDSW, MoHS, MoEST, MoJ, MoA, MoY Development partners, Social partners (MCTU and ECAM) MHRC, NGOs, CSOs, MoIT MoI&D	January to December 2024	40 million	33,898.31
	1.2. Ratify and Domesticate the ILO C190 - Violence and Harassment Convention, 2019 (No. 190) and conduct a gap analysis on this instrument		January 2024 to December, 2026	35 million	29,661.02
	1.3. Finalize and launch the National Child Labour Policy		April 2023 March2024	12 million	10,169.49
	1.4. Implementation and		Ap	50 million	42,372.88

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	institutionalization of Recommendation R204 - Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)				
	1.5. Popularisation of the amended Penal Code, which harmonizes the definition of a child in relation to age and adds elements of criminalization of issues related to child marriage		October 2023 to June 2024	60 million	50,847.46
	1.6. The review of the Penal Code on the definition of the age of the child, including adding elements of criminalization of		October2023-December, 2024	60 million	50,847.46

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	issues related to child marriage and stiffer penalties for perpetrators				
	1.7. Roles of Labour officers in enforcement of the Trafficking in Persons (TiP) Act and the TiP National Committee to advise on how to enforce the Act		Ongoing	55 million (for revision upon exhaustion)	46,610.17
	1.8. Provide a definition of light work		October 2023-Decmber, 2024	5 million	4,237.29
	1.9. Review the 2012 Prohibition of Hazardous work for children		September 2023 - December, 2024	15 million	12,711.86

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	1.10. Sensitize stakeholders on the Circular referring to the removal of education fees (school can collect a maximum of MK1,000 per learner per term).		October 2023-June 2024	40 million	33,898.31
2. Strengthen and improve enforcement of policy and legal frameworks	2.1. Improve labour inspection planning and increased labour inspection in the agriculture supply chain by enhancing the existing collaboration among employers, Trade Unions and Government	**MoL,** MoJ, MoGCDSW, MoHS, MoE, MoA, Police Services, Sectorial industry associations, Employers' associations, Trade Unions, Districts Councils, communities, DPs, CSOs	October 2023-December, 2025	60 million ▪ (High level once a year at 60 Million) ▪	50,847.46
	2.2.			672 million (in all the districts Conduct	56,9491.53

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
		(In the document we need institutional arrangement section that will task each and every institution) We also need M&E Section)		Routine inspections for three years-24 million per year per district)	
	2.3. Institutionalize a compliance system to strengthen labour inspections,		October 2023-December 2024	50 million	42,372.88
	2.4. conduct and verify standards and procedures for the elimination of child labour in global supply chains		October 2023-December 2025	70 million	59,322.03
	2.5. Advocate for increased resources for District Labour Offices and District Councils to effectively respond and		On-going	60 million	50847.46

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	manage issues of Target 8.7				
	2.6. Enforce legislation, adoption of NAPs and sensitize community leaders and their members as well as district officials to effectively implement them		October2023-December 2025	80 million	67,796.61
	2.7. Mobilize resources to enhance the capacity of law enforcement agencies to effectively conduct border patrols to check cases of trafficking		On-going	40 million per regional meeting (Total 120 million)	33,898.31
	2.8. Undertake a capacity needs assessment for community policing members to identify and address their capacity gaps that can help deal with		October 2023-December2025	125 million	105,932.20

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	trafficking in person and mixed migration issues				
	2.9. Ensure labour inspectors conduct regular inspections in all economic sectors, including informal sector and domestic settings		Ongoing	80 million (For inspections and Capacity building quarterly)	67,796.61
	2.10. Lobby and advocate for stiffer penalties on perpetrators of child labour to act as a deterrent for would be perpetrators through review of the Laws (Employment Act, Labour Relations Act etc)		On-going	80 million	67,796.61
	2.11. Ministry of Labour to formulate the Code of conduct of private recruitment agencies		October 2023-December 2025	70 million	59,322.03

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	2.12. Build capacity of community structures to rapidly respond to human trafficking cases (by using immediate officers present, Community Policing Forums officials etc)		October 2023-December, 2025	100 million (subject to replenishment on demand)	84,745.76
	2.13. Monitor implementation of MoUs and other agreements that have been concluded in the areas of child labor, forced labor, modern slavery, human trafficking and early forced marriage		October 2023-December, 2025	12 million per slot of monitoring per quarter	10,169.49
	2.14. Implement the National Child Labour Mainstreaming Guide		October 2023-December 2025	100 million	84,745.76
	2.15. Enhance collaborations i.e sensitization and capacity		October 2023-December 2025	115 million	97,457.63

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	building actions with extension systems to monitor child labour, forced labour, trafficking in persons and modern-day slavery in all economic sectors				
	2.16. increase number of labour officers/inspectors, who are also law enforcement officers of the TIP Act to conduct routine labour inspections		October 2023-June 2024	120 million	101,694.91
	2.17. Implement the 2018 Girls National Education Strategy		October, 2023-December, 2025	50 million	42,372.88
	3.1. Identify capacity gaps of workers, employers and MoL on labour inspections and	**MoL,** MoJ, MoGCDSW, MoHS, MoE, Ministry of	October 2023-December, 2025	30 Million per year	

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
3. Strengthen and improve capacity building	develop relevant capacity building interventions	Agriculture, Police Services, Sectoral industry associations, Employer consultative Association of Malawi, Trade Unions- MCTU, Districts, communities, DPs, CSOs, UN			
	3.2. Identify capacity gaps of traditional leaders, police officers, prosecutors in all thematic areas to		April 2023-December, 2024	20 Million	16,949.15
	3.3. Mobilise the responsible officers to effectively enforce the law (Employment Act, Trafficking In Persons Act, Child Protection and Justice Act), and develop relevant capacity building interventions.		October, 2023-December, 2025	40 million	33,898.31
	3.4. Capacity building of trade unions to effectively engage Government at a policy development and		November 2023-December, 2025	60 million	50,847.46

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	implementation level				
	3.5. Identify capacity gaps of staff of One Stop centres at the border posts on migration, forced labour, child labour and develop relevant capacity building interventions		December 2023-December, 2025	80 million	67,796.61
	3.6. Sensitize Ministries, Departments and Agencies (MDAs) and key stakeholders to mainstream child labour information issues, human trafficking, modern slavery in their development agenda by revamping the desk officer's activeness		December 2023-December, 2025	80 million	67,796.61

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	3.7. Develop training manuals and conduct special training for law enforcement officers (police, immigration officers and labour inspectors) on: • Human trafficking. • Detection, interception, and identification of victims • Investigation, prosecution, and victim protection		December 2023- December 2025	150 million	127,118.64
	3.8. Train Protection officers (Social workers) on proper conduction of risk and needs assessments of victims for rehabilitation and reintegration		December 2023-June 2025	80 Million (subject to replenishment)	67,796.61
	3.9. Build capacity of enforcement officers and investigators in		December 2023-	150 million	127,118.64

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	reference to the NAP-TIP (police, Labour officers, immigration and local authority, Community Policing structures)		December, 2025		
	3.10. Align interventions to UN Frameworks for increased support		November 2023-June 2025	10 million	8,474.57
4. Provision of services	4.1. Scale up best practices, good lessons and identify programs and interventions which have worked on the fight against Child and Forced Labour, Human Trafficking and Modern Slavery for nationwide impact (trainings, lobbying meeting, diversification of activities in communities, provision of	**MoL,** MoGCDSW, MoHS, MoE, Ministry of Health, Police Services, CSOs, CBOs and FBOs	December 2023 to December 2025	500 million	423,728.81

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	startup tools and equipment)				
	4.2. Lobby for increased number of border posts to support illegal labour migration and tackle human trafficking issues.		December 2023 to December 2025	30,000,000	25,423.73
	4.3. Increase provision of services (transport support, awareness) mobile check points and how to monitor movement of people across the border posts to detect illegal migration and trafficking in persons and for local communities to participate in detection of scrupulous traffickers		Dec ember, 2023 to December 2025	50,000,000	42,372.88
	4.4. Strengthen referral pathways (identification of victim,		October 2023 to December	80,000,000	67,796.61

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	transportation & capacity building for knowledge (police, labour, immigration, social welfare) and entire referral system) and community awareness		2025		
	4.5. Support and develop robust after-care services for children withdrawn from CL, HT, FM through social support interventions (reintegration to school, vocational skills centres, psychological support) (activities suggested including psychosocial counselling centres)		December, 2023 to December 2025	100 million	84,745.76
	4.6. Increase social and economic		January 2024	200 million	169,491.53

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	support to victims (training i.e. entrepreneurship and provision of start up capital)		to December 2025	(subject to replenishment)	
	4.7. Establish government shelters in each region for victims and ensure effective provision of protection and care (lobbying for construction of these structures)		Ongoing process	80 million each shelter and need four shelters	67,796.61
	5.1. Make Education system effectively free (elimination of all fees)- School Improvement Grants (Regulate some extra fees and cost for schools at primary level)	**MoE,** MoGCDSW, DPs, CSOs, FBO, Trade Unions, Private sector, Employers, District Councils, T/As, Parents and Academia	From November 2023 to December 2025	500 million	423,728.81
5. Strengthen access to quality	5.2. Improve incentives and up scale for teachers to be		December, 2023 to	30 million	25,423.73

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
education	deployed to rural areas (lobbying meetings with MoE, civil societies & Private sector)		December 2025		
	5.3. Improve school access through adequate infrastructure (roads, bridges) and facilities, including access to adequate and safe facilities for girls and disabled (lobbying meetings)		November 2023 to December 2025	20 million	16949.15
	5.4. Ensure adequate investments for access to quality and inclusive education, including increased number of trained teachers and adequate school facilities (increasing special need teachers-human capital development)		November, 2023 to December 2025	25 million	21,186.44

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	5.5. lobbying meeting with Parliamentary committee on education consultancy on assessment of investments & human capital development		November 2023-december, 2025	15 million	12,711.86
	5.6. Scale up Safe School program as it includes components of Child Labour and early marriages (provision of desks, pads and teachers' awareness on provision of conducive environments i.e. No punishments,		November 2023 to December 2025	40 million	33,898.31
	5.7. lobbying meetings with NGOs to raise awareness on creation of conducive environment by the school authorities		November, 2023 to December, 2025	12 million for one meeting and need 8 meetings each	10,169.49

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Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
			quarterly		
	5.8. Scale up Complementary Basic Education (CBE) programs to address the learning needs of out-of-school children and youth		November 2023 to December 2025	60 million	50,847.46
	5.9. Strengthen Primary School Governance structures that include the School Management Committee (SMC), Mother Groups (MG) and Parent teacher Association (PTA) (capacity building, community leaders training to know roles and analyses issues)		February 2023 to December 2025	30 million	25,423.73
	5.10. Implement the Malawi		December,	40 million	33,898.31

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million- 000, 000')	Estimated cost Budget (USD million, 000,000')
	Education Inform Program to reduce the pupil-teacher ratio, by supporting schools with auxiliary teachers and incentives to teachers to be deployed to most remote schools		2023 to December, 2025		
	5.11. Lobbying for teacher training - capacity building, recruitment of more teachers, up scaling teacher incentives; main streaming to normal activities; lobbying meetings		December, 2023 to December, 2024	20 million	16,949.15
	5.12. Establish a referral map on how to support and reintegrate children withdrawn from Child Labour, Forced Labour and		October, 2023 to December 2025	20 million	16,949.15

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	Human Trafficking cases (consultation meetings, lobbying for issues required, chart to follow)				
	5.13. Strengthen and increase the support of Mothers Groups who promote conducive school environment i.e. provision to provide uniforms for children who cannot afford them; school feeding programs discouraging child marriages, enhancing school attendance		February 2023 to December 2025	15 million	12,711.86
	5.14. Conduct research for an evidence-based approach on child labour issues for informed decision		December, 2023 to December 2025	400 million	338,983.05

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
6. Social Protection/ economic empowerment	6.1. Extend the Social Cash Transfer Program (SCTP) to child headed households, households with survivors of Child Labour, forced labour and child trafficking	**MGCDSW,** MoL, DPs, CSOs, UN, MoE, Min of Local Govt, Unity and Culture, MoI&D	December, 2023 to December 2025	1.5 Billion	1,271,186.44
	6.2. Extend social protection intervention to child headed households, households with survivors of Child Labour, forced labour and child trafficking Capacity building training of social psychologists Lobbying with law enforcers		December, 2023 to December 2025	89 million	75,423.73
	6.3. Scale up SCTP to address barriers related to the education sector (school fees,		November, 2023 to December 2025	30 million	25,423.73

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	school meals, uniforms, school material) and setting school conditionality (lobbying meetings for sponsors)				
	6.4. Ensure Social Protection measures to vulnerable households in the agriculture, fishing, domestic, tourism and other relevant sectors (trainings awareness meetings monitoring)		November, 2023 to December 2025	45 million	38,135.59
	6.5. Increase collaboration with micro-finance institutions to support some SP interventions and address collaterals (self-help group model) (meetings, reviews)		November, 2023 to December 2025	25 million	21,186.44

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	6.6. Ensure promotion of livelihood programs as an alternative to the tenancy labour system (lobbying meetings with relevant s/holders		November, 2023 to December 2025	65 million	55,084.75
	6.7. Strengthen efforts on vocational skills development and entrepreneurship to ensure generation of income (community colleges up scaling and lobbying meetings)		November, 2023 to December 2025	2 Billion	1,694,915.25
	6.8. Expand Climate smart enhanced public works program (public work) and prioritize households with survivors of child labour, forced labour and trafficking in the list		November, 2023 to December 2025	75 million	63,559.32

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	of beneficiaries				
	6.9. Mobilize and support households with survivors of child labour, forced labour and trafficking to establish village savings and loan groups (identification mobilization training/awareness on village banks provision of seed money,		November, 2023 to December 2025	80 million	67,796.61
	6.10. Prioritize informal sector in skills development (lobbying with institutions to up scale their capacity; Creation of policy direction on the matter)		November, 2023 to December 2025	45 million	38,135.59
	7.1. Intensify advocacy and raising awareness on the abolishment	**CSOs, ECAM, MCTU,** MoL, MoGCDSW,	November, 2023	9 Billion	7,627,118.64

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
7. Advocacy and awareness raising	of the tenancy system, child labour, forced labour, modern slavery and human trafficking (Radio, TV, Community gatherings/activities, audience specific data briefs, etc.)	MoHS, Police, MoJ, UN, CBO, FBO, MoEd MoI&D, Judiciary	To December 2030		
	7.2. Strengthen Social Behaviour Change interventions in the value chain analysis		November, 2023 to December 2030	3 Billion	2,542,372.88
	7.3. Popularize Standard Operating Procedure on the Trafficking in Persons Act (TiP)		November, 2023 to December 2026	30 million	25,423.73
	7.4. Advocate for the Judiciary to develop and adopt		November, 2023	300 million	254,237.29

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	guidelines/handbook to facilitate administration of TiP cases, including clear time frame for exposure of cases		to December 2030		
	7.5. Enhance partnership and collaboration with like-minded CSOs		November, 2023 to December 2030	551 million	466,949.15
8. Coordination	8.1. Ensure strengthened integrated approach and coordination among all relevant MDAs and sectors (agriculture, tourism, fishing, mining, etc) through a system of checks and balances	**MoL,** MoE, MoHS, MoLG, Police, agriculture, tourism, fishing, mining sectors, DPs, CSOs, MoI&D	November, 2023 to December, 2026	68 million	57,627.12
	8.2. Ministry of Labour to		January, 2024	150 million	127,118.64

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	take lead in the monitoring and reporting of actions under Alliance 8.7 and further collaborate with the Ministry of Homeland Security, Ministry of Local Government, Ministry of Gender and all major stakeholders as a secretariat.		to December 2030		
	8.3. Raise awareness on the Alliance 8.7 National Roadmap		December 2023 to December, 2026	50 million	42,372.88
	8.4. Mobilize resources for the implementation of the roadmap		November, 2023 to December, 2030	50 million	42,372.88
	8.5. Strengthen reporting systems at all levels		November, 2023 to	504 million	427,118.64

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
			December, 2030		
	8.6. Harmonize different interventions and regular work of TWGs and Steering Committee		November, 2023 to December 2030	250 million	211,864.41
	8.7. At district level, merge the Child Labour Committees and Child Protection Committees into a single Committee to avoid duplication of efforts and fragmentation of information		2023 to December 2026	80 million	67,796.61
	8.8. Ensure the Child Labour Unit in MoL is fully fledged and takes a lead as a coordination unit		November 2023 to December 2025	10 million	8,474.58

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	8.9. Promote the use of established and recognized community-based structures to report data on forced labour, trafficking in persons, child labour and child marriages such as the area child labour committees, community policing forums, child protection committees at district level		November,2023 to December 2030	220 million	186,440.68
	8.10. Strengthen coordination structures at all levels (TIP, child labour, forced labour, modern slavery, child marriages) and identify a focal point in each institution		December, 2023 to December 2030	115 million	97,457.63

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
9. Data and M&E	9.1. Strengthen the reporting system at all levels (local, district and national)	**MoL,** EPD, MoHS, MoG, MoLG, District Councils, DPs, NSO, MoI&D	April 2023 To December 2024	54 million	45762.71186
	9.2. Increase investments in technology to harmonize and centralize the case management system (Child Protection Information Management System currently managed by EPD) and to enable tracking a case from the beginning to the end without duplication		November, 2023 to April 2030	250 million	211,864.41
	9.3. Revamp the community-based Child Labour monitoring system used up until 2012		November, 2023 to December 2025	43 million	44915.25424
	9.4. Strengthen digital		November,	207 million	175,423.73

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Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
	technology required to improve data and M&E systems, including quality assurance of data collection		2023 to December 2025		
	9.5. review data on context, trends, patterns, real data for effective programming		November, 2023 to December 2030	200 million	169,491.53
	9.6. Conduct regular surveys on labour and migration for monitoring and tracking progress and disaggregated Child Labour and Forced Labour surveys, including domestic work		November, 2023 to December 2030	2.5 billion	2,118,644.07
	9.7. Systematize recording and reporting cases and regular production of reports		November, 2023 to December,	20 million	16,949.15

Priority Area	Interventions	Responsible stakeholder(s)	Time frame	Estimated cost-Budget (MWK million-000, 000')	Estimated cost Budget (USD million, 000,000')
			2025		
	9.8. MoL to be empowered to document and analyze data for developing evidence driven interventions		November 2023 to December, 2025	20 million	16,949.15
	9.9. Fast-track the finalization of an electronic system to generate and monitor data. This, together with a labour market monitoring system and more frequent and regular national survey will ensure that the system in place is accessible by all and that enables to track progress and make self-assessments		April 2023 to December, 2025	25 million	21,186.44

ANNEX 1- Check-list and definitions

1. Taking stock of what has been achieved so far through the relevant NAP/Strategy, what are the main achievements and/or progress?

2. What are the gaps and areas that need to be strengthened?

3. Given the priority areas already identified by the relevant NAP/Strategy, what are those necessary to accelerate action against Child Labour and Forced Labour- Human Trafficking- Modern Slavery and Early Child Forced Marriages, specifically in terms of:
    i. Legal and policy framework
    ii. Enforcement
    iii. Capacity Building
    iv. Provision of services
    v. Advocacy and awareness raising
    vi. Institutional partners
    vii. Time-frame
    viii. Cost estimation

4. Considering that many of the identified root causes for the three thematic areas match, and in particularly poverty and difficulties in accessing education, what are the priorities and transformative actions that need to be put in place to make a real and concrete change and accelerate progress?

5. All the NAP/strategy require a multi-sectoral approach given the cross-cutting nature of the thematic areas but also of the required interventions. Also, all the NAP/strategy call for the strengthening of coordination among the different key stakeholders. What are concrete actions to achieve a strengthened coordination and collaboration?

6. Lack of data and M&E systems is another common area identified as priority- what would be the best strategy to strengthen and ensure that relevant data are collected for future programming?

ANNEX 2- List of consulted stakeholders

No	Institution	Name	Role
1	Employer Consultative Association of Malawi (ECAM)	Ellen Ziwoya Phiri	Project and communications officer
2		Wales Mtungila	Project Officer
3	ILO	Gracious Ndalama	Project Technical Officer
4	IOM	Jacqueline Mpanyula	Project officer
5		Mtwawinga Msumba	Project Officer
6	Malawi Congress of Trade Unions (MCTU)	Jessie Chingoma	Deputy Director (Education & Organizing)
7		Joseph Kankhwangwa	Projects Coordinator
8	Malawi Police Services-VSU/Child Protection Unit	Esau kamwendo	Police Officer-victim support unit
9	Ministry of Agriculture	Aone Kumwenda	AO
10	Ministry of Education	Esnart Chapomba	Department of Basic Education and member of the CL-TWG
11	Ministry of Gender, Community Development and Social Welfare	Zak Mwandira	Deputy Director Community Development
		Laurent Kansinjiro	Deputy Director Social Welfare
		Esau Mwambira	Administrator

		Samuel Ziba	CCDO
		Mischeck Mdambo	Social welfare officer
		Jane Chideya	Principal Social Welfare officer (PSWO)
		Enock Bonogwe	Deputy Director Social Welfare
		Harry Satumba	Chief Social Welfare Officer
		Edith Chinyumba	Economist
		Kondwani Mhone	Community Development Officer
		Trophina Limbani	Principal Social Welfare Officer
12	Ministry of Labour HQ-Child Labour Unit (CLU)	Francis Kwenda	Head of child labour Unit (Chief Labour Officer)
13	Save the Children	Thandizolathu Kadzamira	Senior Thematic Advisor for Child Protection & Child Rights Governance in Malawi
15	Tea Association of Malawi (TAML)	Flemmings Mwenibabu	Industrial Relations Secretary
16	UNICEF	Martin Nkuna	Child Protection officer
17	UNODC	Maxwell Matewere	National Project Officer on Trafficking in Persons