



# TOGETHER ON ENDING SLAVERY

## **Proceeding Report of National Consultation Meetings**

- Child Domestic Workers' Suffering and Expectations in New Nepal
- Local Efforts on Child Labor Elimination: Challenges and Opportunities



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# राष्ट्रपतिको कार्यालय

राष्ट्रपति भवन, शीतल निवास  
महाराजगञ्ज, काठमाडौं

## Best wishes from the President of Nepal Dr. Ramvaran Yadav

I am very happy to know that the national consultation on "Child Domestic Workers' Suffering and Expectations in New Nepal" and "Local Efforts on Child Labor Elimination: Challenges and Opportunities" is being held to identify the problems of child workers, possible role and effective actions of local bodies to respond the problems of child labor in the country and to mainstream the issue into their plan as well as to recommend the constitution drafting committee about the possibilities in new constitution for ending child labor.

I am very hopeful that this consultation meeting would come out with concrete conclusions and recommendation to end child labor problem and to promote children's rights and welfare in upcoming constitution.

By the end I would like to express my best wishes for the success of this three days consultation meeting and would like to thank the organizing committee and the people involved for organizing such an important event.

**Dr. Ramvaran Yadav**  
*President*  
*Republic Nepal*

*Unofficial Translation*



# Acknowledgement

In spite of longstanding efforts to end child labor and promote child rights, we are suffering of severe violation of child rights in our society. Child Labor is one of such grave and massive violation. The bitter fact about this violation is that it is socially accepted and in a way ignored.

2009 is the end of 2<sup>nd</sup> decade of UNCRC. This is very significant for us to review our steps and see what have we done for our children and what do they think of it. 2009/10 is further important in Nepal as we are having our new constitution.

Considering such a remarkable moment, CWISH with the help of Ministry for Foreign Affairs Finland and INTERPEDIA Ry organized a national consultation meeting on ending child labor together with local activists and the child (domestic) workers themselves.

The words and the issues raised by the local activists and child workers may seem quite simple and small in the area of developmental jargons, but their feelings and recommendations are based on the reality and experience based, which never can be ignored. The issues, the solutions and their sufferings are expressed, now it's our responsibility as civil society, child rights defenders and government agency to respond them through our programs and activism. Therefore to have wider circulation and information, we have produced this book and shared it with stakeholders.

I would like to thank all the team members, facilitators, volunteers, documentors, participants both adult and children and the presentators for their time and contribution. I take this opportunity to express our gratitude to His Excellency President Dr. Ram Varan Yadav, Chair of the Constitution Assembly Mr. Subhas Nembang, then chairperson of constitution assembly Mr. Madhav Kumar Nepal and all the guest and delegates.

I also thank our co organizers Banke Unesco Club and Tharu Mahila Utthan Kendra for their interest and our financial and technical partner INTERPEDIA Ry. for their generous support.

**Ms. Bimala Jnawali**  
*Chairperson, CWISH*



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# 1. Background

46 percent of the Nepal's population is children less than 18 years old. However children in Nepal suffer from several rights violation. Existing power structure of the society and lack of children's access to influence the policies and decision of the country has enabled the violation of children's rights. Almost 1.8 million children are considered as economically active. Out of which 127 thousands are involved in worst form of child labor. Government of Nepal after the ratification of ILO convention 182 has included child domestic labor, children in street, children victim of trafficking, bonded child labor, children in carpet factories, children in mines and child porters as worst forms of child labor in Nepal and developed a master plan to eliminate immediately. The master plan on child labor has planned to end all forms of child labor by 2015 and worst form of child labor by 2010. Child Domestic Labor constitutes the biggest number in worst form of child labor e.g. 56 thousand and more. However some positive changes are seen on the field of child labor, still the results, achievements and the actions at ground level is unable to convince that we would meet the set target in National Master Plan.

CWISH as leading national NGOs on the field of child labor has been implementing several interventions against child labor exploitation. The interventions are more focused on child domestic labor and this includes education, working with parents and employers, organizing and empowerment, policy advocacy and direct services. CWISH and INTERPEDIA Finland have been implementing a project entitled "Empowering Local Government at Municipal Level for Ending Child Labor Exploitation" since January 2008. This project mainly aims to make state mechanism at local and national level accountable and responsible to end child labor exploitation especially at domestic work.

In this context, realizing the need of reviewing the strategies and problems of child labor CWISH with the financial and technical support

from INTERPEDIA Finland organized a national consultation meeting among agencies active on the field of child labor and among child domestic labor. The national consultation meeting with actors and agencies on child labor was entitled “**Local Efforts on Child Labor Elimination: Challenges and Opportunities**” and the consultation with the child domestic workers was entitled “**Child Domestic Workers’ Suffering and Expectations in New Nepal**”. Both of the consultation was conducted from 10<sup>th</sup> – 12<sup>th</sup> April, 2009 by CWISH at Hotel Shahansha, Dhapasi. Three other local organizations Bal Sanrakshan Sanstha, Sarlahi, Banke UNESCO club, Tharu Mahila Uthan Kendra, Bardiya were also present as the co organizer of the program.



## 2. Introduction

### 2.1 Child Domestic Labor in Nepal

Children working in other's home with or without pay are child domestic labor. Employing a child as a domestic worker is a common phenomena in Nepal. Children work as domestic workers in both rural and urban settings of Nepal. In rural areas besides household chores they are required to look after cattle and perform agricultural activities whereas in urban areas they are required to look after children and elderly family members adding up to their regular household chores.

Children are drawn to domestic work due to various reasons like poverty, domestic violence, urban attraction, polygamy, lack of educational opportunities, armed conflicts etc. They are forced to lead a very isolated life, away from their family without provisions of salary, holidays, fixed working hours, education, health check ups, good food, comfortable bed etc. The children involved in domestic work are unaware of their rights which they would probably enjoy if not had been involved in domestic work or rather any form of child labor.

According to ILO office in Nepal, there are about 56 thousand and more children working as domestic workers. Child Domestic Workers falls under the worst form of child labor and should be eliminated immediately. A survey carried out by CWISH in 2009 in 9 different areas of Kathmandu metropolis, has found 1429 children are working as domestic workers, which is 61 percent of the total domestic workers found in the area. The ILO Rapid Assessment on Child Domestic Labor has estimated there might be 21 thousand children working as domestic workers in Kathmandu. The survey by CWISH has identified: Still a large number of children are less than 14 years; Most of them are from ethnic communities; Poverty, Education, Domestic Violence are the major

factors pushing children into domestic work; Child domestic workers start their work at an early age before 6 a.m. and continue to the up to late night after 10 p.m.; A significant number of child domestic workers do not receive any kind of salary and still a large number of them are deprived of educational opportunities.

Nepal has ratified United Nations Conventions on the Rights of Child (UNCRC), ILO Convention 138 on Minimum Age, Convention 182 on Worst Forms of Child Labor and Recommendation 190 along with several international declaration and commitments. Accordingly Nepal has constitutional provision against child labor, children's act, child labor prohibition and regulation act and other national policies and programs that strictly prohibits children under the age of 14 year of age to work as laborer. However the problem of child labor and child domestic labor is not properly responded, it exists due to the lack of practical interventions and effective actions to end child labor.

## 2.2 The Consultation Meeting

The national consultation meeting was a platform to review the problem of child domestic labor and ongoing efforts to end child labor in both way from the actors and children. The three days national consultation meeting was organized with following objectives:

- To identify the challenges and opportunities on interventions at local level for the end of child labor
- To identify the perspectives of child domestic workers for future interventions
- To recommend for constitutional provision to end child labor

The national consultation meeting simultaneously ran among stakeholders and among child domestic workers for 3 days. A total 149 participants participated in the workshop including 66 children working as domestic workers.

### Child Domestic Workers' Suffering and Expectations in New Nepal

Child domestic labor is one of the major sectors in worst form of child labor as categorized by the government of Nepal. In spite of efforts and interventions made by different government and non government actors on this field, the progresses made are not very satisfactory. CWISH

believes on the meaningful and influential participation of the target group on influencing policies and programs. In this regard, as a national consultation was being organized among adult actors on the field of child domestic labor, it was necessary to have their view on the current context and scenario as their recommendations counts significantly on future policies and programs. Therefore CWISH organized a national consultation meeting entitled “Child Domestic Workers’ Suffering and Expectations in New Nepal”.

The objectives of the consultation with child domestic workers were:

- To document the problems and required constitutional provision to end child domestic labor as identified by the child domestic workers.
- To raise children’s voice for constitutional prohibition of child domestic labor in Nepal.

This consultation was mainly focused on discussing with child domestic workers about the factors that pushed them into child labor, about the problems they suffered working as domestic workers, possible interventions that prevent them from entering into workforce and protect their childhood at workplace and also their views on constitution for ending child domestic labor exploitation.

The processes used in this consultation were life mapping, problem tree, snowballing, presentations, group works, plenary and discussions.

## Life Mapping

Under the life mapping the children drew a picture in regard to their life, keeping in their mind when and how they entered domestic work and their journey as domestic child worker. They interpreted their life map picture to their colleagues in a group. During, the story telling process some of the children got very emotional and traumatic, projecting such situation, CWISH has arranged a psychosocial counsellor in each group who helped these children to come out from trauma and relieved them.



## Problem Tree

Problem tree was another tool used among the children. From the problem tree analysis they discussed about the different causes, the problems they faced and the implication of such factors to their individual and social life. The findings by the children were put in a structure like tree, putting causes on the root, problems on the stream and branches and the impact as leaves.



## Snowballing

Snowballing is another tool applied among children. Children discussed in different group about what could be the interventions that could have save them from entering into child domestic work and also to protect their rights as children in working place. And they draw some conclusion. Through snowballing they combined each other's perspectives and finally came with a common list of recommendations.

In between with the special purpose to brought children's recommendations on new constitution, a special session was run on new constitution. In this session children were educated about the constitution, it's value, importance of constitutional provision and the ongoing process of constitution assembly.



They were also told about how their recommendations can be incorporated in new constitution.

## Local Efforts on Child Labor Elimination: Challenges and Opportunities

As child labor is a serious concern in Nepal, some Nepali child rights organizations were actively involved on advocating against child labor, before the ILO conventions. Ratification of ILO conventions and other international declarations further enabled the context giving ample opportunities for NGOs, government organizations, trade Unions and the employers' organizations to keep their commitments into action.

The time bound project of Nepal government for 2001-2005 has some positive impact on the field of child labor; however practice of child labor is as serious problem even today. The number of previously identified worst form of child labor has been reduced, but new sectors of child labor are also seen on the field. In such context, it was a necessity to review and assess the local interventions and identify cohesion between local interventions and national efforts. Therefore, CWISH organized a national consultation meeting among the actors and stakeholders of child labor entitled “**Local Efforts on Child Labor Elimination: Challenges and Opportunities**”. The objectives of this consultation were:

- To find out the possibility of mainstreaming the child labor issue in the current national policy, programs and projects of government.
- To find out the roles that the local government bodies and the local organizations could play to end child labor.
- To provide recommendation to the government of Nepal to strengthen the role of the local government bodies to end child labor.
- To recommend the Constitutional Assembly, on behalf of the civil society, to prohibit child labor in the new constitution.

The consultation meeting was processed in **Plenary Discussion Model**, where the experts of different subjects and issues presented paper, civil society leaders and other experts put alternative views and comments, similarly participants of the seminar raised questions and suggestions and then participants had group work to draw conclusion and recommendation on the respective issues.

### Plenary Presentation

In the workshop plenary discussion was applied. In this discussion three peoples considered as expert or representing civil society and government system sit together as a panel and presented different



paper on different themes of child labor. The presented paper was further critically reviewed and added by commentator and the chair concluded the session. In between the participants were invited to raise their local experiences and perspectives on respective theme. A total of 6 sessions were carried out. The details of different theme on paper presented, commentator and chair is on the following table:

Theme	Presentator	Commentator	Chair
Child Labor: Policy and Intervention	Dr. Shiva Sharma, National Labor Academy	Mr. Umesh Upadhyaya, General Federation of Trade Unions	Ms. Bimala Jnawali, Chairperson, CWISH
Educational Policies and Programs and its Impact on Child Labor	Dr. Biddhyanath Koirala, Expert on Education Tribhuvan University	No commentator	Mr. Ravi Tuladhar, Chairperson Banke UNESCO Club,
Mainstreaming Child Labor in Existing Development Plans in Nepal	Mr. Udav Poudyal, Chief Technical Advisor, ILO in Nepal	Mr. Gyanendra Shrestha, Director, Children's Section National Planning Commission	Mr. Dharma Raj Shrestha, Director, Central Child Welfare Board
Responding Child Labor under Child Friendly Local Governance	Mr. Surya Prasad Acharya, Under Secretary, Ministry of Local Development, Nepal Government	Mr. Bholu Dahal, Save the Children	Ms. Bimala Jnawali, Chairperson, CWISH
Concepts and Functioning of Local Child Rights Network by Local Government	Mr. Tara Niraula, Chief, Social Welfare Section Biratnagar Sub-Metropolis	Mr. Milan Dharel, Executive Director, CWISH	Ms. Bimala Jnawali, Chairperson CWISH
Constitutional Provision to End Child Labor: An Urgency	Hon. Gagan Thapa, Member Constitution Assembly, Vice Chair, Fundamental Rights Committee	No commentator	Hon. Shanti Adhikari, Member Constitution Assembly Child Rights Campaigner

## Group Work

Each day ended with a group work where the participants were divided into different groups to discuss the daily thematic presentation and draw their findings, gaps and recommendations. The group activity was prepared on the base of different presentation of each day. Each day ended with the presentation of the group work by the participants.

83 participants had actively participated on this consultation representing trade unions, government organizations and non government organizations active on the field of child labor.



## 3. The Proceeding Report

This is a preceding report of both the national consultation meetings. The report covers events, presentations, process and conclusions made by children and adult participants. The speeches and commitments made by the chief guests and guest in the opening and closing ceremony of the program are also incorporated in the report. The report has major synopsis of different sessions in consultation supported by relevant quotes, pictures, facts and case stories.

The report is divided into mainly four chapters opening ceremony, Children's views, adults' perspective and closing ceremony. It also includes annexes of detailed information about participants, presentations made by the presentators and other relevant documents and information useful for the readers.

The report is produced with the aim to inform and educate stakeholders about the Nepali children's and actors' perspective on the elimination of worst form of child labor with special focus on child domestic labor. Therefore this report is intended to policy makers, researchers, programmers and advocates on child labor field.

### 3.1 Opening Ceremony

On 10<sup>th</sup> April 2009 both of the national consultation meeting was formally inaugurated by Rt. Honourable Mr. Subhash Chandra Nembang, Chairperson of the Constitution Assembly lighting the peace candle together with five child domestic workers representing five development reasons of Nepal. The Opening ceremony was marked with the speeches by Ms. Shanti Adhikari, Constitution Assembly Member, Mr. Kulchandra Gautam, Former Deputy Secretary General and Director of UNICEF, Dr. Netra Timsina, Chairperson of NGO Federation of Nepal, Ms. Sonu Chaudhary, President of Nepal Independent Domestic

Workers Union and Mr. Milan Dharel, Executive Director of CWISH. Rt. Honourable President of Nepal Dr. Ramvaran Yadav sent a letter of best wishes for the success of national consultation meeting, and it was read during the opening ceremony. The opening ceremony was chaired by the chairperson of CWISH, Ms. Bimala Jnawali and preceded by Mr. Yubaraj Ghimire, Program Coordinator of CWISH.

All of the guests including the chairperson of constitution assembly delivered very encouraging speech that gave liveliness to the workshop. The guests attending the program stressed that child labor and child domestic labor is a very serious problem in Nepal. They also highlighted that in spite of legal standards, many political leaders, bureaucrats, business persons and human rights defenders themselves employed children. The speakers agreed that Nepal should have a practical and reality based interventions that addressed both pulling and pushing factors of child labor and also agreed in the need of constitutional provision to ban all forms of child labor in both informal sector and formal sector. Guests in the program further accepted that the national consultation meeting was a very right event at right time to review our policies, programs and standards as whole Nepal was reviewing it's development and political level progress through Constitution Assembly. The Chief Guest Rt. Hon. Mr. Subhash Nembang ensured that the new constitution should respond the issues of child domestic workers and will respond it. In his speech, he also mentioned that he has received several appeals from children and child workers; he also mentioned children should be highly prioritized to put their views during constitution making process. Some of the significant quotes by the guest speakers during the opening ceremony are given on the following paragraphs:

### **Subhash Chandra Nembang, Chairperson, Constitution Assembly - Chief Guest**



The serious discussions and recommendations from this forum would help the CA members to reach their target in making constitution. I am here to show my solidarity to this consultation workshop. In the history of Nepal, this is the first time that constitution is being drafted by the Constitution Assembly members. We believe that in this process more participation is better and the participation should be from every sector. Especially some organizations working with children are ahead. Constitution must be child friendly. Right now, we have got four hundred thousands questionnaires

filled and we can see that the participation is very good, however when we compare it with the total population it is not that significant.

When we can find what kind of constitution is demanded from children, only then we can add up articles and sub articles of constitution. I hope you would help this forum for discussion of ideas. Please have important discussion, bring out solutions and on basis of that we would prepare a child friendly and unbiased constitution for Republic Nepal.

When I was working as lawyer I used to give free legal counselling and support for children. And I also believe that if there is good provision for children in the constitution itself, then violence against children and abuses could be reduced. My presence and my help are always there to build a child-friendly constitution.

### **Shanti Adhikari, Member Constitution Assembly –Guest**



Our constitution is being written while our country faces situation of significant changes. During these changes, I feel that children are in the shadows. Their voices are not heard. I wish that in this program, such problems would be forwarded.

In this modern age, about 2.6 million children are involved in labor, 127 thousands are in worst form of labor while 56 thousand are forced to be domestic child labor. Those involved in worst form of labor are physically, mentally and sexually abused. They are forced to live such life in the houses of so called 'elite ones' even though we speak of ending feudalism. We can find lawyers, judges, people working in social organizations who themselves have domestic child labor. These children are forced to work as a labor at a very tender age. Their problems are only noticed when some serious accidents happen with them. We have examples of employers pouring boiling soup, beating, etc to their child domestic workers. We should be sensitive on such issues. We ratified international conventions but we are not taking any steps towards implementation. Hence when the new constitution is written, such things should end. I request government to be implemented the provisions and not just be limited to being written. I hope the new constitution would bring change and that children would also give continuous effort to make laws in this forum.

**Kulchandra Gautam, Former Deputy Secretary General,  
UNICEF – Guest**



I am here in this program because I would like to know about the number of domestic child labors, their problems and what kind of positive work are being done for them. By listening to the children, we can put forward what kind of help is needed, and how to protect them. We should listen to the experiences of children as the main source of information and indicators of our interventions. The recommendations from this workshop should

reach to all CA members, so that a strong pressure can be created for incorporating child domestic labor issues in new constitution and government upcoming plans.

**Netra Timsina, Chairperson, NGO Federation of  
Nepal – Guest**



This is a campaign to emancipate child domestic workers. There should be a research to identify why children are pushed into domestic work. The workshop outcomes should be appealing and recommending new development plans and constitution to end discrimination, poverty and violence in society, which are some of the factors pushing children into domestic work.

**Sonu Chaudhary, President, Nepal Independent  
Domestic Workers Union- Guest**



Why are we here? And what is our aim? We, victims are limited inside four walls. I request that in this new constitution domestic workers' rights should be included, because domestic child labors themselves have been bearing their problems alone. When we were younger, no one heard our voices. This is a chance where we can put forward and share our sufferings. Moreover basic things such as going to schools should also be included. In this new constitution child labor must be

eliminated and then our society will be free from child labor.

### Bimala Jnawali, Chairperson CWISH



At this moment we are at such times that the future of our country is going to be decided through constitution making. We want to push “security issue” in labor sector while collection of suggestion. Today’s children are the pillars of future.

For vote of thank I would like to thank Subhash Nembang for showing commitment that he is with our mission as well as giving us inspiring words. I also thank Shanti Adhikari for whatever she said, all the problems and situation, they are quite sensitive. We hope she will speak on behalf of our issues now and again. Thank you for coming in spite of your busy schedule.

Thank you to all the guests who came here from different districts to share their experiences. I thank journalists, hotel management, facilitators. And also May this year bring forth hopes and aspirations. Thank you.”

### Milan Dharel, Executive Director, CWISH



In this time when our constitution is going to be made, the voices of children who are more than half of the population of our country should be included if not then process of constitution development will be incomplete. And if laws and programs that address the problems of 1.8 million children of our country are not included then the country will take a step back. The country might be handicapped if provisions for ending child labor is not included in planning and development activities. Participants in this workshop should work together, organize discussion to come up with solutions and then take them to CA members. This will be a great help in preparing a good declaration document.

## 3.2 Child Domestic Workers' Suffering and Expectations in New Nepal

### 3.2.1 Children are pushed into Domestic Work

Soon after the opening ceremony children were divided into 3 different groups, the same session ran simultaneously in all 3 groups with 2 facilitators in each group, a documenter a counsellor and a volunteer being allotted in each group. Sessions went on as per the



schedules; however games were also included in middle and end of each session to refresh the environment and to boost energy of the participants. After completing the introduction, the children themselves developed code of conduct for the three days they were going to be at the consultation.

*"In class 8 I passed with first division. But my family couldn't educate me further. There was a doctor in my village. He told that he will give me work and also educate me."*

**Sushil Chaudhary,**  
Participant Child

*allurement by education & health facilities, urban attraction, domestic violence, polygamy, dowry system, uneducated family, discrimination at schools, home and community, stigma of HIV and other social causes.*

In a survey done by CWISH on 2009 on the "Situation of domestic worker in Kathmandu valley" 95.73 percent children were working

Work has never been a first choice of children, participant children mentioned that they were compel to forget their childhood and pushed into domestic work. Children mentioned a list of factors through their life line that has pushed them into the work. The pushing factors identified by children are: *mere survival, poverty, low income, being orphan,*

*In my family there are 17 members. All of my family member even my father, mother used to work as a domestic labour. So they sent me as well to work as domestic worker.-*

**Urmila Chaudhary,**  
Participant Child

due to poverty, 32.89 percent looking for educational opportunities, 5.46 percent because of domestic violence, 11.62 percent because of urban attraction and 0.84 percent (12) because of armed conflict.

Girls, children of indigenous community and rural family are found more vulnerable to the child work as the same survey has identified that almost 63 percent of child domestic workers were girl, 55 percent were from ethnic communities and some are from Dalit as well. Less than 10 percent children were found Domestic Work having a parental residence in Kathmandu. 53.33 percent children are taken to the work by their parents, 21.41 percent were by family members, 19.20 percent were by relatives, 5.57 percent were by villagers and 0.49 percent were by unknown people.

*“When my younger brother and sister were born, slowly our family got into problem as my brother was always ill and my family had to take care of his medical treatment. His treatment was very costly, due to that our family’s economical condition was disturbed. So my mother decided to send me and my elder brother to work as a domestic worker.”-*

**Amita Chaudhary,**  
Participant Child

### **Story of a Participant**

*My father is a drunkard. He used to drink alcohol, scold and beat me and my mother. I never want to talk about myself with anyone, my mother also told me not to say anything to anyone. My father used to listen to my aunt. My aunt and her family were paying money for my father’s alcohol. My father does as my aunt’s says. That’s why he fights with my mother. He always blamed us that we stole his money. One day he chased us threatening with the big knife “Khukuri”. Due to this situation of my house became worst. I had to discontinue from school. My brother left home and went to Pokhara. He is working as domestic child labour in Pokhara. I work as a waiter in a catering. I work late night up to 1-2:00 Sometime I work the whole night. I get Rs. 250 per day which I give it to my mother. My father again snatches that money from my mother, and drinks alcohol. He beats me saying that I stole his money. I never could share my feeling to anyone. Even I couldn’t sleep the whole night.*

Thus responding child (domestic) labor is not just working directly with working children rather need to address other social development issues such as poverty, education, conflict, social hierarchy and other discriminatory practices in society. Tracking children’s migration and each child monitoring system can be a bet toll to control children’s involvement into Child (domestic) labor.

### **3.2.2 Suffering of Children in Domestic Work**

In spite of common perception and the claimed made by employers that the child is loved and cared; is being provided with good salary, education, good food and bed;



Participants children complained they have suffered a lot. One can always sense unhappiness and dissatisfaction in them, but children working as domestic workers seem to compromise as they think even worse can happen if they leave the work, considering the extreme situation of humane and economic poverty of their family. They have been made to suffer many problems including social, physical and psychological due to involvement in worst form of labor in such a tender age.

The children said that they would prefer to be with their family and be most happy but some children said that they were satisfied because after they started to work they no longer were burden to their family and also got opportunity to educate themselves. Children who had faced extreme violence and abuse while working as a domestic worker said

that they had tolerated a trauma that could last them for lifetime but said they were ready to leave the past behind and start a new life.

### **Story of a Participant**

Presently I am an orphan child. I don't have parents. I was from Ziri, Dolakha. I used to study in the evening class. In our village, on my uncle's house there was a "Bartamaan" Nobody knew, somebody kept a gun in the fire. Every one was enjoying the ceremony. Suddenly that gun bursted and the bullet hit my leg. For 1yr. I stayed in hospital and I returned back to my village. My wound was not well, I couldn't walk, my mother used to carry me. One of my cousin sister's child was disable. She was from Palpa. She convinced my mother saying she will send me school and cure my leg. For that I have to take care of her child. My mother sent me with her. She sent me school but I couldn't study due to the domestic works I had to do. I was studying in class 3. My cousin was transferred to Bhojpur and i had to leave school and go to Bhojpur. After 5 month I was directly admitted to class 6. Due to this I couldn't study. I failed the exams for 2 yrs. And 3<sup>rd</sup> time I passed. But again my cousin was transferred to Pokhara. After spending few months in Kathmandu we settled down in Pokhara. I stopped studying 2 yrs. Later through one of my friend I joined Child labour class.

Primary issues that a child domestic worker never fails to mention is discrimination practised by the employer in terms of daily food, clothes and bed. Another major concern from the children was again largely varying behaviour of employer with them and employers children who in number of the cases were of same age of the child domestic worker.

*The major problems and sufferings mentioned by children are: Excessive work load, early getting up and late night work time, absence of nutritious food, necessary clothes, appropriate bed, education and entertainment, separation from family, work caused bruises and health problems, poor health facility, abusive behaviors including sexual abuse, slapping, beating and verbal*

*harassments, harsh punishments, discrimination on basis of religion, caste and status; lack of freedom, no provision of salary and specific working hours, subjected to false accuse, not being in the negotiating and bargaining position.*

*According to them the problems they faced at workplace brought lot's of sufferings most often getting injured and psychosocial trauma, they feel isolated and some of their friends even thought of suicide and escaping from the home at mid night.*

"My mother passed away when I was ten years old. I worked for 2 years. I used to wake up at 4 am. Everyday there were clothes to wash and cook. My employers were a family of seven." -

**Sanam Khunna,**  
Participant

Many participants complain that even their family were not aware of the situation they were working, employers details and they were mediated by someone mediator.

"I first worked when I was ten years old. It was very bad. I was sexually abused." -

**14 year girl child**  
participant

In CWISH survey of 2009 on the "Situation of domestic worker in Kathmandu valley" among child domestic workers 43.60 percent has to start their work before 6 a.m. in the morning and 87.26 percent work even after 6 p.m. in the evening. 17.98 percent have mentioned they continue the work even after 10 p.m. Almost 19 percent child domestic workers in

Kathmandu were working more than 8 hours a day and almost 32 percent were working 6 to 8 hours a day. Almost 33 percent of these children do not get a salary and only 38 percent of them receive the maximum amount e.g. Rs.1000 (10 Euro/15 US\$) for a month. Remaining receive less than that. Another survey by CWISH in 2005, has identified among out of school child domestic workers, almost 54 percent have suffered sexual abuse. Almost all child domestic workers suffer violence and harassments.

Child Domestic Work is a modern slavery often made invisible in the name of providing alternative care and opportunities better than in the children's home. None of the children receive children's rights as declared and committed in UNCRC and compel to compromise among the opportunities and rights. A part of childhood is sold to have survival and some educational opportunities. Thus,

they need special care and protection with a string monitoring mechanism at work place, if it is not possible to withdraw them from the work.

I had to work continuously without rest. I used to wake up at 4 am and work till 1 or 2 at late night."-

**Manisha Thapa**

### 3.3.3 The Dark Future of Child Domestic Workers

Most of the children do not want to continue with domestic work in their adulthood as they have faced lots of bad experiences working as a child domestic worker. Only very few children say that if they get respect as a domestic worker, all their childhood back and good salary they would prefer domestic work than other jobs in the society.

Another difficulty with children involved in worst form of labor is that they get fed up with the over burden, violence, abuse, stress and pushed into criminalization. According to the children child workers are highly vulnerable to be forced by the society into the social crimes as they themselves were once suffered with abuse and violence.

"I want to think about tomorrow and forget my past"-

**Indra Chaudhary**

Children, as a result of all these causes and wrong practices in domestic work, have found the future is dark. They think their life, if continued without any progress, will gradually downfall in terms of education, health and protection issue.

Children realise that if they are deprived from education the long term economic condition of the family will also get worse. The cycle of labor they say without education will repeat itself through generations and generations. Lack of education also derives them from the opportunity to get a good work, respect in the society and understand value of education.

#### **Story of a Participant**

I am 14 years old. When I was born, my father started drinking alcohol. He sold all the land for alcohol and sent my sisters to Kathmandu to work in others' home. He used to bring their salary for 1-2 years and drink with it. He used to come home drunk, and beat and threat my mother. When the Maoist saw this, they broke my father's hand and warned him. My father fled to Kathmandu with fear. We could not survive there and too came to Kathmandu. When we moved to Dhapasi my father got job as a manual labour. We began to live on his earning and I joined the school. But soon I had to quit the school after grade 5 and worked as a domestic child labour. There, I had to take care of the children, wash dishes, clean house and wash the children's clothes. My friend told me about the informal classes of CWISH. With the consent of my employer I joined CWISH class. I learnt many new things about child abuse. I want to think about tomorrow and forget my past.

“While I was domestic child labour I used to go to school but I never could play with my friends. During the lunch break I used to return to home wash dishes and again return back to school.”

**Amita Chaudhary**

Child who work as child labor have bad health as they start to work before their mind and body is fully developed. They have physical and mental health problems. They do not get nutritious food and heavy work burden thus restricting them from any kind of extra activities that give them entertainment and other life skill learning opportunities.

Another reason leading to long term health problem is that lack of medical treatment. When there is lack of medicinal treatment even

a small health problem can lead to bigger problems in their adulthood. However another problem is again lack of medicinal treatment in accident cases and health problems like infections in hands, feet and sometimes other body arts due to bad working conditions and facilities.

Children mainly identify protection issues such as pprotection from lack of education, diseases, orphanage, abuse, violence, discrimination, conflict, war, urban allurement, unmatched marriage, family dispute, bad influenced, hatred, workload, negative attitude etc. If they are not protected from the above mentioned they realise their future is dark and uncertain. They will have to work as tortured

domestic worker from their childhood to adulthood and hence will never know the value of education, good health, entertainment, security and freedom. They will never have an opportunity to learn anything besides household chores, tolerating abuses, violence and discrimination. This type of unprotected childhood will lead to un secure future and thus further accelerate the vicious cycle of child labor.

“I had to eat on the same plate as dogs used to and my employers locked me in the veranda when they went out.”

**Bimala Shivakoti**

Child (Domestic) Labor not only violates the law, rather it steals child hood, increase vulnerability and strengthen the vicious cycle of poverty. Children involved in worst form of labor including domestic work suffered so many problems which put their life in risk; obstacles their physical, social, cognitive and personality development; Obstacles their free and independent participation and further put them into vulnerability of abuse, violence, exploitation and discrimination. Such context only produced unskilled workforce jeopardizing the lives and pushing them into extreme poverty as a result next generation childhood would be further exploited with sever worst conditions of exploitation and abuses. Therefore, children from domestic labor should be freed with urgency.

“My studies aren’t that good. Now I am studying in class 10 but I am not sure if I will pass SLC”-

**Ram B. Bishwakarma**

From a survey done by CWISH in 2009 among the children working as domestic workers, 73.69 percent mentioned that they are no more interested on the work and want to be freed if some sorts of support are provided to them.

### 3.3.4 Recommendations by Children

During the recommendation session, children discussed about their experiences as domestic workers and considered those factors that have pushed them into domestic work. All the recommendations drawn by children were linked with their experiences of suffering. Children followed the snowballing methods to draw their recommendations. They first draw their recommendations at individual level, then shared in small group and listed the common recommendations and new one, which is further rolled out with different similar groups and finally they came with a list of recommendations.

Children further classified it stating the responsible party to implement it like government, INGOs/NGOs, family, employers etc. Major recommendations from the children were focused on educational opportunities at rural settings and working place, family addressed poverty reduction program, employers' sensitization program and making state agency responsibly dealing child labor exploitation at local level and unionization of adult domestic workers. For the constitution, children focus was on fundamental right to education, protection, participation, health and compensation including constitutional banning of child labor and other abusive and discriminatory practices against children.



### Conclusions made by Children

- All child rights should fall under fundamental rights.
- Poor, orphan, helpless and disable children should have easy access to food, shelter, clothes, education, safer hostel and Child development center.
- Each district should have at least one free service providing children's hospital with enough doctors and capacity to serve.
- There should be strict laws on preventing early marriages, polygamy, unmatched marriages and false marriages.

- There should be end in openly production, buy/sell of alcohol, cigarettes and drugs.
- Form a special commission to ensure respect, protect, promote and fulfil Children's rights.
- Children should be protected from all forms of crime, violence, abuse, conflict, threats, discrimination, hatred, ignoring, buying/selling of drugs, labor, and psychological plus physical exploitation. There should be strict laws regarding this.
- At least 50% of the amount that the state fines with the accused should be given to the victim child.
- There should be a provision that children below the age of 18 should not be involved in labor.
- To encourage the right of participation of children involved in labor necessary policies should be formulated and the children should be involved actively in this process.
- There should be a social protection mechanism for Child Domestic Workers through schools and local government.
- Existing polices and laws should be implemented and well monitored by respective agencies.
- There should be juveniles and children's court in every district where concerns, complaints of children will be heard and respected.
- State mechanisms should be child friendly.
- There should be insurance policies for children and adults working as domestic workers.
- Employers should send their child domestic workers to school and in time.

The chart of discussions and findings by children is in annex.

### **3.3 Local Efforts on Child Labor Elimination: Challenges and Opportunities**

#### **3.3.1 Anti Child Labor Policies and Programs**

##### **Presentation Summary**

The presentation on anti child labor policies and programs was by Dr. Shiva Sharma. Dr. Sharma is secretary general of National Labor academy in Nepal and he is well known researcher and expert on the field of labor including child labor.

The presentation highlighted the current situation of child labor in the country comparing it with previous context and it's linkages with the policies. It was mentioned that all of the international conventions and

commitments in relation to child labor have been ratified but only few are in implementation. It also mentioned that there are provisions for children in Interim constitution and 3 years Interim National Plan but both lacks in mentioning child labor specifically. Moreover it highlighted that promised fund for children also has not been segregated and neither does budget mention anything for child labor. Most of the works that are done in the field of child labor is by the NGOs, because government bodies are least concerned. The presentation ended with the some recommendations to improve the condition of child labor like mainstreaming labor issues in development programs for implementation in district and VDC level, child labor audit of different programs, establishing child labor/rights commission, make “no child labor” as a condition to receive any kind of government service and facilities and finally it suggested to have a strong and massive social pressure on government and among employers to create louder voice against child labor to be heard and reflected appropriately in policies along with the effective implementation. *The presentation made by Dr. Sharma is mentioned in Annex.*

## Comments

In this panel, Mr. Umesh Upadhyaya was the commentator. Mr. Upadhyaa is a well known labor activist and a trade union leader. He is currently holding position of secretary general of General federation of Nepalese Trade Unions (GEFONT), one of the biggest trade union federations in Nepal.

After the presentation, Mr. Umesh Upadhyaya, the commentator expressed that the recommendation provided by Dr. Sharma is very apt to the situation. Further he added that to reduce the child labor the government should make the education free and compulsory, and both the demand and supply should be addressed appropriately. He recommended that if the government focuses on infrastructure building and provides decent work to its subjects, then the child labor would subsequently decrease. In his comment Mr. Upadhyaya mainly focus on making informal sector recognized and well protected by law along with promoting decent work campaign and adults involvement into informal sector including domestic work.

## Feedback

In the feedback session, the most repetitive suggestion was that the present data on child labor should be updated, and CCWB (Central Child Welfare Board) should take the role of central resource center to store and disseminate information on this issue.



The new constitution should define the child on the basis of age e.g. 18 years as declared by UNCRC was another recommendation made by the participants. All the participants unanimously said that the government should work hand in hand with the NGOs to develop a sustainable plan to alleviate child labor.

### 3.3.2 Educational Policies and Programs

#### Presentation Summary

Dr. Vidhyanath Koirala, the very known expert on education in Nepal, was the main presentation for this plenary. Dr. Koirala is involved in various policy making, curriculum design and educating the stakeholders on current situation of education and the required action.



The presentation was focused on finding out the strength and loopholes of the education policies and programs made by the government in relation to child labor. Dr. Koirala pointed out that the child labor issue is grossly neglected in the education policies made by the government. He listed out number of education related policy and programs of the government and stressed that the policies/programs had been not seriously considering the working children to be responded. Among the host of programs, there are only two 'Alternative School Program' and 'Preparation of Teachers on the Contemporary Issues Including Child Labor', relates with the Child Labor issue. However, it was mentioned that both of these programs are not in implementation. Among all the policy/programs of government only one program "residential street children" directly was for child labor and that too had limited coverage. Dr. Koirala concluded saying that the government does make good plans but lags in implementation.

#### Feedback

In the feedback session after the presentation the participants/audience shared their experiences with the dysfunctional state education policies. The most discussed issue was the "Free and Compulsory Education". The participants pointed out that the government programs lack





implementation. Further, the participants also suggested that the school curriculum and environment should be child (including child labor, disables) friendly. The training for the teachers in handling diverse students and provision of a counsellor in the school are among the other suggestions made by the participants.

### 3.3.3 Mainstreaming Child Labor in Existing Development Plans in Nepal

#### Presentation Summary

Mr. Uddhav Poudyal, Chief Technical Advisor of ILO Office in Nepal, was the presentator for this theme. Mr. Poudyal has a long experience more than a decade long on the field of child labor and being an ILO official he has an enormous international experience too.



This presentation was divided into three parts. In The first part the condition of child labor in Nepal was briefly explained. It was pointed out that the poverty and the lack of education perpetuate the vicious cycle of child labor. Then after, the presentation focused on the achievements made by the government in mainstreaming child labor so far. Mr. Poudyal pointed out that there have been some mainstreaming efforts such as in 'Education for All ' and 'School Sector Reform' programs. He further added that The Master Plan on Child Labor reflects inter ministerial coordination and collaboration in addressing the issue of child labor but it does not strongly emphasizes on mainstreaming child labor issue in the other ministries programs.

The third part of the presentation focused on the possibilities and the challenges of mainstreaming child labor in Nepal. Mr. Poudyal mentioned the mainstreaming efforts in Nepal like Education for all, Master Plan for Child labor, School sector reform program, poverty reduction strategy paper that has indicator on child labor and National survey has also incorporated questions on child labor. Further, the presentation mentioned the possible areas where child labor issue can be mainstreamed such as poverty alleviation, economic empowerment, health, education etc.

Whereas, collecting the empirical evidences and other knowledge base to initiate mainstreaming dialogue and lack of skills and competence in designing appropriate strategies to mainstream child labor in development programs are the major challenges at the moment as mentioned by Mr. Poudyal.

## Comments

Mr. Gyanendra Shrestha, Under Secretary of National Planning Commission, was the commentator for this presentation. Mr. Shrestha is responsible to plan and look after government planning and programs on children and women sector in National Planning Commission of Nepal.

After the presentation, the commentator Mr. Gyanenedra Shrestha expressed that inter ministerial (health, labor, transportation) coordination is required to mitigate this problem of child labor. He also mentioned that all the development programs should be formulated in keeping principles of UN CRC in mind. He added that the children have no access to decision making process, thus the concerned organizations should carry their voice on their behalf and also need to initiate and promote the participation of working and poor children. He also mentioned that finding out the possible areas for mainstreaming child labor is not the job of one presenter but the all of the participants should analyze and then recommend to the government.

## Feedback

In the feed back session, the participants/audiences suggested that child labor should be taken as a cross cutting issue. They also pointed out that the government policies and programs (free education, Education for All) have overlooked child labor issue. Therefore, the participants suggested that the child labor should also be considered as a target group in such programs. However only school enrolment is not the goal, they said, government should consider the issues of drop out and respond it. The major reasons of drop out are the inadequacy of resources and the hostile environment of the school towards child labor. Therefore, to tackle such problems participants suggested that the funds provided by the government should be utilized in proper manner and the teachers should be trained on child friendly education



### 3.3.4 Local Governance for Ending Child Labor

#### Presentation Summary

Mr. Surya Prasad Acharya, Undersecretary of Ministry of local Development and focal person for Child Friendly Local Governance Program was the presentator for this theme.



The presentation started with the short description regarding how the children are used at different forms of labor in some countries. Pointing out this universal exploitation of children, Mr. Acharya also mentioned that Poverty, Illiteracy and Health are the major areas that are to be intervened to decrease the number of child labor. He enlisted some of the principles of CFLG, such as:

- non-discrimination (an effort to address all forms of discrimination against children on the basis of gender),
- best interest of child (all the action should be taken by concerning the children,
- the right to life
- Maximum development and respecting children's view (children must be seen not only as beneficiaries but also as an active participants).

He further mentioned rights of children and then clarified why child friendly local governance (CFLG) is a useful tool to respond child labor problem. He highlighted the CFLG framework and further the National Strategic Framework for Development of children 2009 – 2015.

He stressed out children's participation in local governance can better response the problems of children including child labor and local government in both demand and supply side should consider the problem of child labor.

Finally, Mr. Acharya remarked" the indicator of a healthy society is the condition of the children in that society".

## Comments

Mr. Bhola Dahal, Program Director of Save the Children Norway Nepal Program was the commentator for this theme.



After the presentation, commentator Mr. Bhola Dahal, pointed out the government of Nepal does not sort of plans and policies regarding children's issue. According to him, the major is problem is the lack of execution of the plans and policies. He also mentioned that the lack of an independent body to monitor and chase for the implementation is

the reason behind the non-execution. He further added that CFLG cannot be achieved by NGOs alone. Coordination and collaboration between GOs and NGOs is vital for the purpose. Mr. Dahal repeating Mr. Acharya's point said that "Compulsory and free education for all" can alleviate child labor to much extent. Mr. Dahal ended his commentary saying that to make changes in governance, the mindset of people towards child labor should be changed first.

## Feedback

In the feedback session, the audience pointed out that the initiative for tackling child labor should come from the government level. The audience also asked the government official Mr. Acharya about the legal provision related to child labor. The feedback session ended after everybody agreed that the ineffective implementation of policies and lack of monitoring of the projects are the major shortcomings of the government thus, government should strengthen these part for a child labor free society.

### 3.3.5 Coordination among Stakeholders

(Functioning of Local Child Rights Network by Local Government)

#### Presentation Summary

Presentation for this theme was by Mr. Taranath Niraula, Officer and Chief of Social Welfare Division in Biratnagar Submetro.

The presentation depicted the status of children in Biratnagar. As Biratnagar has been declared to promote as Child friendly city, the presentation was like a testimony of the work done by the Biratnagar Municipality. Mr. Niraula explained the work done by the Sub- Metropolitan

in coordination and collaboration with different CBOs, NGOs and also GOs to make it a safer and friendly place for children.

Some works done by metropolitan city in Biratnagar are:

- Development child friendly city plan and policy and allocation of budget for it,
- Periodic plans in child rights protection and plans for child labor eradication,
- Unified city profile, child friendly city concept paper and development of city children's profile,
- Establishment of transit home and drop-in centre,
- Self Assessment of 25 schools so as to establish child friendly school,
- Develop established rule for eradication of child labor and its implementation,
- Development and functioning of child clubs,
- Development and operation of Tole Lane Organizations towards ensuring child rights at local level.

Mr. Niraula ended the presentation saying that Biratnagar can be a model city for other cities of Nepal for enhancing cooperation and coordination among NGOs and local government.

## Comments

Mr. Milan Dharel, Executive Director of CWISH, was the commentator for this theme.

The commentator, Mr. Milan Dharel, stated the fact that there is always 'blame-game' going on between the NGOs and

GOs. This culture of blaming each other for the non-execution and inefficiency of the plans and policies is the impediment for alleviating child labor. Mr. Dharel pointed out that the NGOs should collaborate with the GOs and exploit national resources to address different social issues. He mentioned that the Biratnagar is an example of such practice



of collaboration. He further mentioned that the foreign dependence cannot be the solution for any national program. He ended his commentary saying that the work of the NGOs can be more sustainable if it collaborates with the government organizations and NGOs should be creative, critical and in need supporter of government plans and policies for socio-economic development.

## Feedback

The feed back session was more like question- answer round. The participants were very inquisitive about the methods used by the Biratnagar city to develop itself as a Child friendly city. They also raised question on tools such as 'identity card for the domestic child labor'. All the participants repeated that the work of Biratnagar can be emulated by other cities to be a child friendly society.

## 3.3.6 Constitutional Guarantee and Political Commitment

### Presentation Summary

Mr. Gagan Thapa was the presentator for this theme. He is a constitution assembly member and also responsible for drafting children's rights concept note within fundamental rights committee of constitution assembly.



Honorable Gagan Thapa started the presentation by apologizing to all the present there saying that his knowledge might not be enough regarding the issue in front of such a longstanding campaigner against child labor. He mentioned that he and other assembly members are in process of drafting a new constitution. Therefore, the assembly welcomes all the suggestions and recommendations regarding children. Referring to the 2056 act, he said that the clauses mentioned in the constitution are confusing. Thus, this new constitution will also define the clause with the reason for its inclusion in the constitution, Gagan Thapa said.

He further expressed that to bring equity approach or to make new Nepal the children issue should not be sidelined. He focused on the role of government to mitigate the problem. Like, all other presenter he also mentioned that 'free and compulsory education for all' is a major

tool to alleviate child labor. He ended his presentation sharing his commitment to include the recommendation made by the participants in the new constitution as possible.

## Feedback

In the feedback session, the participants suggested that the new constitution should clear out the age confusion, and should provide a specific definition. The participants also complained that government has so far neglected the child labor issue. As a consequence, the child



labor is socially accepted. Therefore, the new constitution should mention use of child labor as a social crime was the common voice of the participants. The participants expressed their expectations to the presenter that the recommendations made by the national consultation would be reflected in the new constitution.

### 3.3.7 Group Work and Outcomes

After everyday presentations, participants were divided into different group to work on identifying the gaps and to draw out the recommendations facilitated by a facilitator in each group of 12-15 people. The conclusions and recommendations identified from all the groups works during this consultation were as follows:

- New data related to child and child labor should be formulated in coordination of Gos and the NGOs.
- Every VDC should collect information (Child profile) about the children in their area.
- The definition of children in terms of age should be fixed to 18 years with referring UN CRC.
- Provisions for children's rights and protection in the constitution should be appropriately in line to the principles of UN CRC.
- The constitution should establish a formal child rights commission to initiate the states accountability towards children's rights protection, promotion and fulfilment.

- Many children return to the labor force even after they are rescued because of poor economical condition of family, so Income Generation Program should be introduced for the family.
- The government should be accountable towards children's issue through allocating resources and implementing programs and also they need to initiate further strengthening of Central Child Welfare Board, District Child Welfare Board and Child Protection Committees at Local level.
- The school environment and curriculum should be made child friendly by sensitizing teachers about needs of special children such as disables and child laborers.
- Psychological care and counselling should be provided at the school.
- There should be coordination between different ministries(health, children welfare, education) as the children's issues is linked with all ministries.
- Implement free education program and support children additionally for books and stationeries, uniforms etc. Further more incentive should be provided to parents who send their children to school.
- Programs like 'Welcome to school', 'Education for All' program should be reviewed well and if need should be revised incorporating child labor.
- The work of the GOs and NGOs are should be focused in all welfare, advocacy, rights, empowerment and participation of child workers.

The details of participants' discussion and findings from group work is in annex.

### 3.4 Closing Ceremony

The three days long consultation program ended with a formal closing ceremony where many distinguished were present. The closing ceremony was chaired by Mrs. Bimala Jnawali, the chairperson of CWISH and preceded by Mr. Yub Raj Ghimere, MC and Program Coordinator of CWISH. Again, many distinguished were present in the closing ceremony.

The Closing ceremony was marked with the speeches by Mr. Madhav Kumar Nepal, Chairperson, Constitution drafting Committee, Ms. Shanti Adhikari, Constitution ,Assembly Member, Mr. Kulchandra Gautam, Former Deputy Secretary General and Director of UNICEF, and Mr. Milan Dharel, Executive Director of CWISH.



Speeches were also given by Ms. Urmila, Mr. Man bahadur Bohara and Ms. Basanti Chaudhary all of whom are either working as child domestic worker or previously worked as one.

All the guests delivered very promising speeches. They all were very keen on putting an end to child labor and believed that the child labor issue should be addressed in the constitution. They all agreed that the recommendation prepared in the consultation meeting were derived from the roots because one of it was prepared by child domestic workers themselves and other one by civil society which was constantly working in the sector of child labor.

Mr. Madhav Kumar Nepal, Chairperson of Constitution Drafting Committee and Chief guest in the closing ceremony assured that the he would focus on incorporating domestic workers issue moreover child labours issue in the constitution. He also promised that in the future government's efforts to end child labor shall be visible in nation's constitution.

### Urmila Chaudhary, Child Domestic Worker from Dang.



Speaking on behalf of all the child participants, I want to tell that if children are sidelined in the new constitution, there is no possibility of forming a new Nepal. With my experience of working as a child domestic worker, I want to suggest that withdrawing children from domestic work is not the only solution, the government should think a way to alleviate poverty, which is the main cause of child labor. It is a

must that laws should be formulated to address child issues and children should be involved while making such laws.

### Man Bahadur Bohara, a tea shop worker from Achham



I would like to thank the organizing committee for providing a platform to express my feelings. We children expect help from the adults and the help is nothing more than food, clothes and education. We cannot solve our own problem but adult can help us in doing so, I urge all the adults to empathize with our problems.

### **Basanti Chaudhary, Girl Child Domestic Worker**

I was treated really badly in my previous employer's house. We have suggested some recommendations with the hope that the other children like me don't suffer as i did. I expect those recommendations to be incorporated in new constitution and then also implemented.

### **Mr. Madhav Kumar Nepal, Then Chairperson of Constitution Drafting Committee**



Everyone present here, I would like to assure that all the suggestions recommended from this workshop will be implemented and will be mentioned in the constitution .All the political parties moving ahead with the objective to eradicate all social anomalies and perversions and discrimination and Nepali citizens have also supported us. I urge all the children to come forward with each of your suggestions. We are trying to end discrimination and you all will notice that in future. We are committed towards ensuring children's rights are protected and promoted.

### **Mr. Kul Chandra Gautam, former Deputy Secretary General of UN**



First of all I would like to thank you all. The United Nations' General Assembly Special Session for Children (UNGASS) in 2002 and 1990 took two years to bring out declaration. Even some of our senior politicians were present there. Here, in this workshop we have prepared the declaration in three days and to tell the truth the declaration seems more effective and objective oriented. This workshop has put the light on child abuse, violence in context of Nepal and I would like to thank CWISH for it. You have analyzed all the problems very well and have presented it in raw form as declaration. The declaration has come out very good and demands very precisely and now I am looking forward to the CA members just thinking how will they address all these issues. Children should be made centre of everything because they are the ones who can actually unify the country. Our upcoming constitution should be World's best and child friendly one. We will see that all the issues discovered here will be responded in the constitution.

Four things that could be done to end the child labor are

1. Compulsory quality education for all.
2. End worst form of child labor through different approaches, strategies, campaigns etc.
3. Impunity should be brought to an end.
4. Violence in the country and against children should end.

### **Mrs. Shanti Adhikari, CA Member**



Thanks to all. I for once forgot that I am a CA member when I came here and worked with children. I feel that I am the part of this campaign first. If we still fail to address children's issue in constitution, New Nepal will only be in a dream and no more reality. In current constitution assembly we can see there are many group's representation, but we cannot see children in the assembly. Thus, it is very important to have such kind of children's consultation and conferences to make their voices heard. There should be child rights commission. I have supported children as I think their problem as my own and I will always raise my voice. NGO's and other responsible organization should be more involved in lobbying, advocacy with the children.

### **Ms. Bimala Jnawali, Chairperson CWISH**



Thank you. We just handed over suggestion to chairperson of constitution drafting committee. The issue of child labor is concern for everybody and the children require support from adult to be free from it. So CWISH is committed to this. We are eagerly waiting for the constitution where the child rights are protected. Until and unless child right is protected new Nepal is not possible. Education should be compulsory; child abuse should be banned in constitution. More effective, integrated and massive interventions should be carried out to protect children and promote their rights and only then the kind of safer society we imagined can be developed. Thanks to all who made this national level workshop a success and thanks to all present here.

## Mr. Milan Dharel



I would like to start by shedding light into the objectives of the program, one of it is to identify the challenges and opportunities to intervene at local, another is to identify the perspectives of child domestic workers for future interventions and lastly to recommend for constitutional provision. We have become successful achieving our objectives. The recommendations prepared during this three days long program should be taken into account while writing new constitution. I would finally like to thank our chief guest Mr Madhav Kumar Nepal for his presence in the ceremony.

In the closing ceremony, two separate recommendations made by the adults and the children, were handed over to Mr. Madhav Kumar Nepal. The recommendations from children were presented and read out by Sumit Chalise and Bimala Shivakoti, both work as child domestic labor. Ms. Sobha Budathoki, representative from CAPCRON presented and readout the recommendations prepared by the adults. A token of love was also presented to Mr. Nepal by Ms. Bimala Shivakoti.

Then after, a brief review of the processes undertaken, during the course of three days, to collect the recommendations, was presented. Ms. Bindu Gautam, explained about the proceedings of the adult room and Mrs. Mahima Pradhan that of children.

Further in the program, representing the adult group Mr. Prakash Khatiwada a representative of a local child rights rganization, presented the views of adult group. Congratulating the organizers he said that the program is timely conducted. He mentioned that the recommendations provided should be incorporated in the new constitution so as to bring about change in the situation of the children. He also insisted for future follow up on the recommendations once constitution is formulated to reflect it in further policies and programs of government.

Finally, the three days long consultation program ended with speech cum vote of thanks by the chairperson of CWISH, Mrs. Bimala Jnawali. She expressed that the speech of C.A. members has instilled hope that the issue of child will be addressed by the new constitution and the situation of the children will definitely change. She told that only after addressing the problem of the children the desired society can be built up. At the end of her speech she thanked all the distinguished guests, participants (adults and children), and all those who worked to make this national consultation a success. The program was then formally ended.





# Annex-1

## Children's Discussion and Findings

### Causes, Problems and Consequences of Child Domestic Labor

#### Causes

- Discrimination between rich and poor
- Quarrel in family
- Unnecessary punishment in schools
- Illiteracy among parents
- Discrimination between son and daughter
- Economic poverty
- Lack of media access
- Cast based discrimination
- Influence of friends
- Parents greed for money
- No implementation of laws related to children
- Discrimination on basis of work
- Polygamy
- Geographical difficulties and inaccessibility
- Lack of awareness
- Parents Could not educate due to the poverty
- Hope to get better facilities in cities
- Parents indulged in bad habits such as drinking and gambling.
- Orphan children have not family protection in rural area.
- Sexual Abuse and domestic violence against children in home.
- Dowry system

#### Work to Perform

- Fetch water from the common tap.
- Body massage for employers
- wash/bath dogs
- Take employers children to school
- Prepare foods.
- Clean sandals and polish shoes

- Make employers children clean and better.
- Take goods to different place as employers said.
- Wash clothes
- Gardening
- Ironing
- Vegetable shopping
- Wash and clean employers' cars.
- Look after the house in absence of employers
- Carry goods and loads
- Wash dirty dishes
- Herding Cattle
- Clean the whole house
- Cut hays
- Plough field
- Collect manure
- Cut woods
- Cut grass for cattle

## Problems

- Cannot get food to eat on time and when asked for food, gets scolding.
- May get low wages or no wages at all
- Cannot go to school or get less time to go to school
- Could not get clothes to wear
- No chance to get outside of home
- Could not get rest and Deprive from entertainment
- Could not get health checkups when sick
- Subjected to scolding and beating
- Exploitation
- Subjected to false accuse
- Work until late nights
- Can't participate in sports or cultural programs
- Could not get care and love
- Does not get necessary health check-up
- Have to face physical and psychological abuse and discriminative behaviour
- Subjected to become victim of sexual abuse
- Drop out from school· Have to work more than his/her capacity

- Get health problems and diseases
- Must stay under pressure
- Subjected to humiliation
- Subjected to discrimination
- Have to eat leftovers
- No appropriate accommodation. Have to sleep underneath ladder, corridor or terrace.
- Could not have friends to share problems and sufferings
- Have to work in employer's relatives houses as well.
- No guarantee of work
- When sick, wages get cut if he/she cannot work

## Consequences

- Deprive from education
- Future is uncertain and dark
- Lack of capable human resource in the country
- Children may get involved in criminal activities and victim of (e.g. kidnapping)
- Loss of mental balance
- Obstacles in development works
- Victim to sexual abuse
- Social problems in the country may emerge.
- Social evil practices will spread (there will be fighting, quarrel in the society)
- Violation of child rights
- Get bruised body or negative effects like weakness, diseases etc.
- Mentally stressed



## Children identified Role Player on Solving their Problems

Actions and Issues to be Taken	Who and How should take the Action
<ul style="list-style-type: none"> <li>The societal inclusion and balance in structure and power between men and women, high cast and low cast, rich and poor people should be maintained.</li> </ul>	<ul style="list-style-type: none"> <li>Government should make laws and legislation and practically implement them. In that time, people should maintain sound relationship and self-confidence</li> </ul>
<ul style="list-style-type: none"> <li>Deprived from entertainment, education, rest and play.</li> </ul>	<ul style="list-style-type: none"> <li>Parents of working children should negotiate with employers while giving away their children to work.</li> <li>Employers must be educated and sensitized about the needs and rights of children and their responsibility towards working children.</li> </ul>
<ul style="list-style-type: none"> <li>Face discrimination, sexual, physical and psychological abuse</li> </ul>	<ul style="list-style-type: none"> <li>Government must develop program to reduce discrimination and to implement laws for non-discrimination between rich &amp; poor as well as giving equal rights to all.</li> <li>Government must implement strict laws against any abuse like involving domestic child labor in ill-traits, too long hour's job, and should punish the perpetrators.</li> <li>Employers should be educated and sensitize to change their behavior and ill practices.</li> <li>Working children should share their problems with their parents, child clubs, different organizations and police and should ask for the need help.</li> <li>In case if they can children should protest fearlessly and should say No to illicit activities.</li> <li>Abuser must be punished</li> </ul>
<ul style="list-style-type: none"> <li>Deprived of Educational opportunities and problem related with education.</li> </ul>	<ul style="list-style-type: none"> <li>School must be free and compulsory for all children including child workers.</li> <li>School should provide quality and practical education with all the required facilities.</li> <li>Government should provide education on peace and non-biasness environment.</li> <li>Schools should be declared as zone of peace and the children studying in schools should be protected from conflict, war and other violence.</li> <li>Students/children should be able to use whatever they have learn in school in their future.</li> </ul>

<p>Problem related with protection of poor and vulnerable children.</p>	<ul style="list-style-type: none"> <li>• Separate facility must be made for the orphan, disable and street children</li> <li>• The people of the society must encourage the children to do good works</li> <li>• Good management must be done for the children in case of polygamy</li> <li>• Children must be shifted to the special care house if there is violence and quarrel in family.</li> </ul>
<p>To end child labor and prevent children from entering into child labor.</p>	<ul style="list-style-type: none"> <li>• Community based and school based awareness program should be run to aware parents and children in rural area.</li> <li>• Employers should be made aware of legal provisions and actions and fine on hiring child labor.</li> <li>• Withdraw working children if they are not in a satisfactory position and punish employer as well as provide compensation for working children.</li> <li>• Community mediation and discussion can help to respond quarrel in family and domestic violence.</li> <li>• There must be employment for youth and adults in the family with possibility to earn life.</li> <li>• Children should be taken to the outside of their area as well as a tour just to respond their curiosity about the city life and other area. This help children fleeing without informing the parents.</li> </ul>

### Children’s Recommendations for Ending Child (Domestic) Labor

- Domestic labour must be dignified and protected by law for adults and youth.
- All the child rights must be secured as the fundamental rights in constitution.
- No children should be enforced to any labour and the nation must launch special programs to socially reintegrate the domestic child labour and other child labour who are currently involved in labour.
- There must be the provision to register the current domestic child labour by the employer in the local level. Also, there must be a written agreement between the labour and his employer in the presence of local level; where average remuneration, service conditions and working hours including the rights to entertainment, rest and family reintegration are ascertained.

- Provision of food, shelter, clothing, scholarship, hostel and child development centres must be managed for the poor, orphan, helpless, or disable children.
- The children must be protected from murder, violence, abuse, sexual abuse, conflict, threat, terror, allurements, kidnap, discrimination, hatreds, negligence, drug trade, illegal trades, and labour exploitation, physical or mental torture, strict law must be implied for the one who performs such activities against children. Minimum 50% of the total fined amount of compensation by the nation must be provided to the afflicted group.
- Child labour must be diminished by increasing employment for the poor and lagging – behind groups and eliminating poverty. There must be provision of at least one employment in a family”.
- There must be the provision of free, compulsory, quality, usable and practical education. The free educational materials must be managed in time. For quality education advancement, the nation must manage eligible teachers and adequate basic facilities in the schools.
- The domestic child labour must have life insurance.
- There must be the provision of child hospital in every district with adequate eligible doctors and free health check-ups.
- For advancement of participation of children involved in labour, necessary policy formation must be done and for that, child participation must be secured.
- Every district must have a child court where the voices of the children will be heard.
- Strict action must be taken against the person involved in child marriage, polygamy, unmatched, marriage or fraud marriage.
- Unmanaged production and sales of drugs, alcohol and tobacco should be banned.
- The government mechanism and state units and offices must be child friendly.
- Commissions related to children must be formed.
- The employer must send the domestic child labour to the school in time and regular basis.
- There must be a unit for social protection of the domestic child labour. There must be the provision for implementation and monitoring of policies formed till now.

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- There must be the provision of free, compulsory, quality, usable and practical education. The free educational materials must be managed in time. For quality education advancement, the nation must manage eligible teachers and adequate basic facilities in the schools.
- Unmanaged production and sales of drugs, alcohol and tobacco should be banned.
- Media and transportation facilities must be given in every part of the country
- Children under age of 18 must not be kept as child laborers. If it is so keepers should be given 15 years of imprisonment and 1 lakh fine out of which 50 percent (Rs 50,000) should be given to child worker.
- Social practices (child marriage, kumari pratha, deuki pratha, chapaudhi, kamlari pratha, polygamy) should be ended.
- provision of food, clothes, homes, scholarships, hostels and children development centers (bal bikas samiti) must be given to poor, orphan, disadvantaged, handicapped and labor children

- provision of enough rooms in school and professional and adequate teachers should be there to teach
- Children cannot be subjected to punishment, physical or mental abuse in school, home, community or workplaces. If found so, there must be 10 years of imprisonment and Rs.80000 fine out of which Rs.40000 should be given to victimized child and warning must be given.
- Domestic child labors cannot be taken out of the country without permission of parents and the child worker himself/herself
- Laws made for children must be implemented compulsorily
- different organizations should go to different parts of the country to monitor the status of children and should launch programs accordingly
- Child clubs must be established in all sectors and the community, school, different organizations and government should help those child clubs. Moreover those child clubs should run awareness works.
- Children must be kept safe from war, quarrel, sexual abuse, drug trafficking, and illegal activities.
- Domestic workers must be registered in local bodies
- The minimum salaries must be declared by the government and should be well followed.
- Provision to include domestic child labors under child protection committees must be made
- Salary cannot be deducted when fulfilling the necessities of domestic child labours such as during sick leave and home leave.
- Provision for domestic child workers to go home weekly, on public holidays and at least two times a year must be made.

## Annex 2:

### Discussion and Findings of Civil Society Consulation

Issues Raised	Recommendations
Lack of comprehensive data related to children(esp. child labor)	<ul style="list-style-type: none"> <li>The government and the NGOs should coordinate to find out the actual number of children involved in labor.</li> <li>Every VDC should collect information (Child profile) about the children in their area that also reflect migrant children and working children.</li> </ul>
The definition of children in terms of age should be fixed either 16 or 18.	<ul style="list-style-type: none"> <li>The UN CRC standard on age should be followed by Nepal and</li> <li>CRC should be referred while drafting new constitution with special protection for children.</li> </ul>
The children issue is divided into many ministries, therefore no effective intervention in children issues.	<ul style="list-style-type: none"> <li>Formation of Child Rights Commission and</li> <li>A separate desk as child rights desk under the National Planning Commission lead by Commissioner with another desk at local government is needed.</li> </ul>
Many children return to labor after they are rescued. Poor economic condition is the pushing factor.	<ul style="list-style-type: none"> <li>The withdrawal intervention should have follow up interventions as well.</li> <li>Incentive should be provided to the parents who send their children to school.</li> <li>Provision of saving schemes (Gramin Bank) for poor families can work better.</li> <li>Income Generation Program (for both parents and children) should be launched to alleviate poverty.</li> </ul>
NGO should advocate ending domestic child labor or should it advocate for the better working condition for the children? The work of the Gos and NGOs are more focused in welfare than Right Based and Participatory. The situation outside the employer's home may be more unsafe.	<ul style="list-style-type: none"> <li>The work of NGOs should be directed towards eradication although it is difficult to choose between alleviation and eradication.</li> <li>But Improvement directed towards elimination and soft corner approaches if contextual are also fine.</li> <li>The less conflicting and bets interest of children should be applied for implementation of any program.</li> <li>The anti child labor programs should have consultation and considered the views of working children themselves.</li> </ul>
The government irresponsible towards the children issue.  The NGOs cannot alone perform all the tasks.	<ul style="list-style-type: none"> <li>The work and role of the local government should be redefined.</li> <li>The government should take the initiative, NGOs will follow.</li> <li>There should be coordination between different ministries(health, children welfare, education)</li> <li>Mainstreaming child labor issue in all of the development programs is necessary and government system should consider it.</li> </ul>
Free education is not implemented And Providing free quality education is the responsibility of the state.	<ul style="list-style-type: none"> <li>Education should be free and compulsory and parents should be made accountable. Not only can this criminalization of not sending child to school make it effective.</li> <li>The NGOs work on education should focus on supporting the government educational policies and programs as well as advocating improving it.</li> <li>Quality of education in government schools is very important.</li> <li>When it is said Free and Compulsory education, it must be completely free even uniform, stationeries, books etc. not only school fees.</li> <li>Private schools can be operated but government schools should not be ignored.</li> <li>Education should be enlisted as Fundamental Right.</li> </ul>

<p>'Welcome to school', 'Education for All' programs leaving out Child Labor</p>	<ul style="list-style-type: none"> <li>• If the working children cannot to come to school, some sort of alternative education program should be launched.</li> <li>• The child labor should be an indicator for the EFA program.</li> <li>• The educational programs and the different sessions should be compatible with the working time of the children</li> </ul>
<p>The school environment is not child-friendly. Insensitive nature of teachers is also one of the main causes of drop out.</p>	<ul style="list-style-type: none"> <li>• Teachers should be trained to be more sensitive towards children and child centered education.</li> <li>• Professional teacher should be appointed so that they are sensitive to the students and have required skill to teach in diverse class.</li> <li>• The teachers should be made aware about 'what is child labor?'</li> <li>• Different curriculum should be made for the children with special need and should be applied(Disables, CL)</li> </ul>
<p>No psychosocial care and support for the children in school</p> <p>Psychosocial well being needed for the overall development of the children</p>	<ul style="list-style-type: none"> <li>• Every school should have a counsellor</li> <li>• School Based psychosocial care and support can help children to cope with different problems in school that may create psychosocial problems for them.</li> </ul>
<p>CL should be taken as cross-cutting issue in all sector to eliminate child Labor</p>	<ul style="list-style-type: none"> <li>• Child labor should be dealt as a separate development problems due to it's density and urgency.</li> <li>• If it is just left out as crosscutting issue it may come under shadow of other developmental issues.</li> <li>• But as child labor is a development challenge having roots in different other development causes, it should be considered as cross cutting issue as well.</li> </ul>
<p>There are many organization working in CL issue but there is no substantial achievement</p>	<ul style="list-style-type: none"> <li>• Child labor should be entitled as social crime.</li> <li>• The existing bodies (CCWB, CPC) should be strengthened.</li> <li>• Implementation of the existing laws should be focused.</li> <li>• NGO federation should monitor the activities of the NGOs and its staff.</li> <li>• The Civil Society should also monitor the activities of NGO.</li> </ul>
<p>Confusion in the difference of child work and child labor</p>	<p>The new constitution and the laws followed by it should define these things without ambiguity.</p>

# Annex 3:

## Presentations Made on Civil Society Consultation

### Presentation 1: Child Labour: Policy and Implementation

By: Dr. Shiva Sharma,  
National Labour Academy, nla@mail.com.np

#### Child Labour Situation

- 2.0 million children WORK
- 1.0 million work in agriculture
- 0.21 million wage child workers in agriculture: below 14 yrs
- 0.5 million wage child workers in agriculture: below 18 yrs
- Non agriculture child wage labor: 200,000+
- [Caution: Data based on 1999 and 2001 surveys; data poverty indeed]

#### In New Nepal

- Interim constitution - Special care promised for children
- Three year national plan - Chapter 23: Children; no mention of child labour [provision for skill and employment training for 14+ Dalit, Adivasi and disadvantaged. Permanent children's FUND promised, but???
- Annual Budget : No budget for child labour as such

#### Before New Nepal

- Child Labour Act - Age confusion, N/A to Informal sectors
- Master Plan on Child Labour 2004-2015- Commensurate programs lacking
- Child Welfare Board [center and districts]- Districts get mere Rs.15 to 20,000 budget
- Child and Women Cell in Nepal Police



### International Commitments

- Everything on the EARTH has been committed [ILO, SAARC, UN]

### Where is Implementation?

- Child Welfare Boards are weakly resourced
- Preventive measures, scholarships etc but inadequate, NO CURATIVE
- NO MECHANISM to influence DEMAND !!
- SUPPLY is influenced by poverty, inadequate educational facility, CULTURAL norms for Girl child

### Child Labour: Civil Society Baby

- Ministry of Labour—what they do for child labour???
- Ministry of Women and Child welfare—???
- Ministry of Education—???

Thanks to NGOs who have been shouldering RESPONSIBILITY

But, how many child labours discontinued from work, and taken to education? How many stopped from being child labour?

### Big question mark.- What in New Nepal?

- Mainstreaming child labour issues in development programs
- Child labour AUDIT of development programs
- District and VDC plans—child labour components
- Child Rights/Labour COMMISSION ???
- Make 'NO CHILD LABOUR' as condition to receive development support
- Social Pressures WORKS; generate & generate

*Thanks !*

## Presentation 2: Mainstreaming Child Labour in Existing Development Programmes in Nepal

By : Mr. Uddhav Raj Poudyal,  
CTA (National), ILO/IPEC, Kathmandu

### Introduction:

Child labour is emerging as a major social problem in Nepal. As part of family survival strategy used to cope with financial pressures, more and more children are being pushed into the labour market. In terms of the size of the population involved, child labour is probably the issue that involves the largest number (1.8 million)<sup>1</sup> of children in the country. Children's work was being socially accepted in the country as a part of socialisation or as a contribution in families economy. However, children's work becomes exploitative when they work too young, too long hours, for too little pay, in hazardous conditions, and under slave like arrangements. The international and national labour standards have made a clear distinction between children working in socially and personally useful ways doing household chores or helping in family business and children whose working conditions should be regulated or removed from the workplaces.

Child labour is not an issue that can be dealt with in isolation. Child labour problem is the reflection of the socio – economic reality of the society. In countries like ours, child labour is so deeply rooted that it might not be possible to abolish with a few programmes and projects unless the country mainstreams it in all social and economic policies and recognises child labour as a cross cutting issue to achieve the overall social and economic development goals of the country.

This issue of child labour has been given prominence since the ratification of the Convention on the Rights of the Child (1989) and later the ratification of ILO's Conventions on Minimum age for Employment (Convention No. 138) and Worst Forms of Child Labour (Convention No. 182). Some initiatives adopted by different line ministries shows that the problems related to child labour has moved into the forefront of policy making at the country level.

Government of Nepal has already adopted master Plan on Child Labour (2004) that aims to eliminate worst forms of child labour by 2009 and other forms by 2015. Adoption of master Plan on child labour is a

<sup>1</sup> National Living Standard Survey, 2004

remarkable effort of government of Nepal. However, the implementation of the Master Plan is questionable as we are discussing mainstreaming child labour in 2009. The Master Plan on Child Labour points out the coordination and collaboration among all ministries for the implementation and resource mobilisation. However, in practice it is not reflected in the development programmes of other ministries.

Initiating dialogues and discussion, bringing issue of mainstreaming child labour in all development programmes and developing common understanding on the roles and responsibilities of different actors including the civil society can be crucial to promote elimination of child labour in the country. It requires the support and involvement of society at large. All stakeholders need to work hand in hand and focus their efforts on broader social and economic framework at district and national level.

This working paper is prepared to access the possibilities and needs for mainstreaming child labour in existing development programmes in Nepal and looks into various possibilities and needs including highlighting concept on mainstreaming child labour for progressive elimination of child labour in the country. The paper is intended to initiate discussions and deliberations to look further processes and approaches to mainstream child labour in development programme in Nepal.

### **What is Child Labour Mainstreaming?**

At one point when gender was being addressed differently and with different perspectives, mainstreaming gender was promoted and adopted in the development programmes and the results of which has proved that by mainstreaming gender in the projects or programmes could promote gender equity and reduce discrimination among girls and boys and addressed their strategic as well as practical needs simultaneously. In the same fashion, child labour mainstreaming represents a comprehensive strategy towards the elimination of child labour. Mainstreaming takes place when concerted efforts are underway to influence processes, policies and programmes that have a significant bearing on child labour, with the aim of making them more 'child friendly'. Therefore child labour mainstreaming can be perceived as follows:

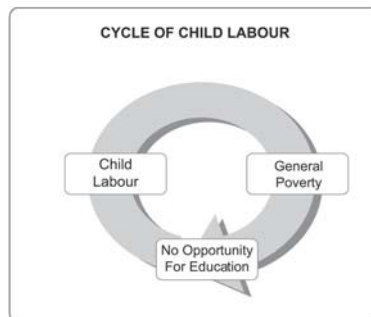
- Child labour mainstreaming can be described as the process of assessing the implications for child labourers (or children at risk) of any planned action (legislation, policies, etc.) in any area and at all levels;
- It is a strategy for making concerns about child labour an integral part of design, implementation, monitoring, and evaluation of policies and programmes in all political, economic, and societal

spheres, so as to reduce both the supply of and demand for child labour;

- The ultimate goal of mainstreaming is the elimination of all child labour as soon as possible.

Thus mainstreaming child labour is analysing and responding to the child labour issue at the policy, organisational and development programming level. Mainstreaming as a strategy can help ensure that a particular policy, a ministry, an organisation, a unit within an organisation, a thematic group, an NGO, a trade union, or an employers' organisation, can continue to carry out its core business, but in ways that better address the child labour issue. For example, the problem of eliminating child labour does not rest solely with the ministry of labour; rather other ministries should also do something about the problem in line with their ongoing work. For instance the ministry of education must strive to ensure that there are adequate quality schools in areas where child labour is prevalent, or that ethnic minorities can access schools and not a single school going age children are left aside during enrolment campaign. Likewise the ministry of agriculture must attempt to ensure that its extension officers are aware of what can be done about child labour in areas they service. Similarly, all the development programmes must attempt to analyse that their programme is contributing in reducing the incidence of child labour in their programme areas.

Various studies and researches have pointed two main reasons for the incidences of child labour namely **no opportunity for education** and **general poverty**. These two causes actually perpetuate cycle of child labour in the countries like ours. The cycle of child labour in relation to education and poverty can be represented as follows:



To break the cycle of child labour a country has to take strategic initiative particularly in education and general poverty reduction/alleviation programmes. These two sectors are most important to mainstream

child labour issue in eliminating child labour. Later the country can mainstream child labour issue in other programmes such as health, infrastructure and community development through regulating and monitoring child labour effectively by various organisations.

### **What has been achieved so far in Nepal?**

Nepal has recently mainstreamed child labour issue in some of the programmes particularly in Education for All (EFA) and School Sector Reform Programme. The Master Plan on Child Labour reflects inter ministerial coordination and collaboration in addressing the issue of child labour but it does not strongly emphasises on mainstreaming child labour issue in other ministries' programmes. The Poverty Reduction Strategy Paper (PRSP) has indicator on child labour and bonded labour but it does not really monitors the incidences and report on the situation or mainstreams child labour in the poverty reduction programmes that are being implemented by various organisations in the country.

The indicator on child labour is being mainstreamed since 1991 census. It includes indicators on economically active children between 5-14 years and to some extent sectors where children are economically active. The National Population Census, National Labour Force Survey (NLFS) and National Living Standard Survey (NLSS) that are being conducted during different periods collect information on child labour. However, the use of this information in programming is lacking and even the various programmes of the Government of Nepal do not use this information to combat child labour in the country.

The Interim Plan of the country reflects children's issue under the social development chapter and emphasises on reducing discrimination and increasing access to education but it does not spell out on child labour and programmes for reducing the incidences. Similarly, the Poverty Alleviation Programme of the Interim Plan does not even have indicator on child labour.

The education sector has mainstreamed child labour in its programme and has emphasised for special programmes for 11% children who are still not enrolled in school and recognises most of them are working children. The child labour issue has been mainstreamed in EFA and SSR programmes to promote right to education of all children. However, other programmes including poverty reduction programme do not mainstream child labour and even do not recognise the child labour issue for overall human development.

## Possibilities and Challenges of Mainstreaming Child Labour

Some of the examples cited above have opened the way forward to initiate dialogue, interaction and analysis for the possibilities of mainstreaming child labour in other development programmes to combat child labour in the country. The positive impact of the EFA has resulted in preventing child labour however; it has to work out on bringing 11% children who are still not in school. Therefore ample possibilities to mainstream child labour issue in development programmes in Nepal with careful analysis and responding effectively the findings. There are challenges as well to initiate dialogue, interaction and debate on mainstreaming child labour. The organisations national or international who engage themselves in promoting rights of the child and have firm commitment in eliminating child labour must initiate discussion, dialogues and interactions with policy makers, programme designers and other development partners in mainstreaming child labour.

Some of the possible areas where child labour can be mainstreamed are given below:

Initiating dialogue in mainstreaming child labour issue in various development programme

- Youth employment and linking with child labour
- Poverty Alleviation Fund programme linking with reduction on incidences of child labour
- Economic empowerment programme on empowering families that send children at work
- Skill development programme linking with child labour
- Health programme making it inclusive to child labour
- Education programme suitable to working children of legal age
- Sanitation and water supply programme incorporating child labour as cross cutting issue
- Labour markets, employment and micro enterprise development linking with child labour prevalence
- Safety nets and food security linking in reduction of child labour
- Urban development linking with child labour

The mainstreaming of child labour can be made at any levels. It is pertinent to mainstream at policy and programming at national level and regional level and the same time it is equally necessary to mainstream at district and village level. The context, nature and magnitude of the problem guide the mainstreaming child labour at various levels.

### **Challenges for Mainstreaming Child Labour**

There is possibility of mainstreaming child labour issue in all development programmes however the challenges are also there to initiate mainstreaming. The major challenges for mainstreaming child labour issue are facilitation processes and recognition of the issue. The challenges are in the following areas:

#### **Improving knowledge base on child labour**

Mainstreaming process starts with opening dialogue and initiate dialogue on the issue of child labour, empirical proof that child labour is prevalent must be readily available, along with analysis of how child labour is actually harmful, and hinders other aspects of development. Empirical evidence on links between child labour and other development goals will help broaden the support base for the integration of child labour concerns in policy formulation. Therefore, it is a challenge for organisations to collect empirical evidences and other knowledge base on child labour to initiate mainstreaming dialogue with policy makers and planners.

#### **Capacity building in addressing child labour concerns**

To mainstream child labour in development programmes, certain competence and expertise in analysing the consequences as well as designing appropriate strategies is needed. The personnel of the organisations initiating mainstreaming needs to equip with a certain skills or competence around the elimination of child labour and the effort for building such skills and competence is lacking in our context that is also a challenge for initiating mainstreaming child labour in development programmes.

#### **Coordination and collaboration**

Mainstreaming child labour issue in development programmes at all levels is a subject to have strong and effective coordination and collaboration among various development actors including governmental, employers', workers' and civil society organisations. The

coordination and collaboration provide an opportunity to analyse programmes and strategies that would have positive and negative impacts on child labour and simultaneously assist in developing strategies to tackle the issue with common understanding. To develop an effective mechanism for coordination and collaboration in mainstreaming child labour issue is a challenge for organisation to initiate the process.

Mainstreaming child labour in development programmes is a continuous process that results in gradual elimination of child labour. In Nepal, a few processes have been already initiated and have mainstreamed child labour issue in development programmes. However, there are more opportunities to mainstream with increase knowledge base, enhancing the capacity of the organisations committed for eliminating child labour and promoting a culture of coordination and collaboration among all stakeholders to achieve common goal of the programmes.

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## Presentation 3: Discussion Paper on Educational policy/program for child labor's education

By : Dr. Bidya Nath Koirala, Education Expert

Educational policy/program	Provision for child labor's education	Comments
Access to ECD for the vulnerable groups of children	No specific provision mentioned for child labors	There is no ECD program for the potential child labors?
Basic education for all	Alternative education program	Child labor organizations and the government are not working together as BRAC works in Bangladesh for these destitute children
Welcome to school program	School based alternative education program	Child labor is the urban phenomenon and very few city school have conducted alternative education program
Preparation of teachers on contemporary issues including child labor	None of the studies on teacher education claim that child labor issues were discussed in the classroom and also treated specially	Both teachers and students lack reorientation program on child labor issue
Scholarship program for Dalits and girls	No scholarship program for child labor and their guardians	Child worker, potential child labor, child labor, and worst form of child labors need affirmative action for the support of their education
Residential street children program	Special program for street children	Limited coverage
Curriculum revisit	Revision of the curriculum from child labors' perspective	Very few teachers consult curriculum

Partnership with NGO working for street children	Short-term partnership with NGOs	Limited efforts to reach at the sources of child labor
Partnership with NGO working for school dropouts	Flexible school program in 10 districts of the country	It is yet to be implemented
Free textbooks and free school education	It is not the targeted program	None of the research reports claim that child labors could get benefit of this provision
Child friendly school program	It is not the targeted program	This program basically focuses on pedagogy
Residential school for northern Nepal	It is not the targeted program for child labor	Northern belt contributes less to the child labor
School bridging program for child labor	Whole school teacher training program is yet to be institutionalized	It is not the program for each school
Partnership program with the Ward Chairperson network of Kaski	This is an one shot program	This is a sporadic management

What else we can do, let's share the ideas.

## **Presentation 4: Concept of Child Friendly Local Governance and Issues of Child Labour in Nepal**

By: Surya Prasad Acharya, Joint Secretary,  
MOHP (Worked as focal Person on MLD for CFLG)

### **Presentation Plan**

- Introduction
- General Principles of CFG
- The Rights of the Child
- What is Child Friendly Local Governance framework?
- Strategic Framework for the Development of Children
- GON Commitments, Initiations. Legislation and Policy Against Child Labour
- Child Labour in Nepal
- Area of Interventions
- Key Players and Strategies

### **1: Introduction**

- In an inclusive, transparent, responsive and accountable system of governance, all citizens are given due consideration, regardless of age, ethnic origin, geographical location, class, income, gender or ability.
- A child friendly city/village has a system of governance committed to the full implementation of the UN Convention on the Rights of the Child, 1989 –
- (Survival, Development, Protection and Participation and their needs are realized)
- The concept of “child friendly local governance” has been developed to ensure that local governments consistently make decisions in the best interests of children

## 2: General Principles of CFG

Four general principles as identified by CRC

**Non-discrimination (Article 2):** an effort to address all forms of discrimination against children on the basis of gender, disability, income, tenure and so on.

**Best interests of the child (Article 3):** *“in all action concerning children”* – school, health, transport, park, etc. Two pronged: child rights and life cycle approach.

**The right to life and maximum development (Article 6):** Survive and develop

**Respecting children’s views (Article 12):** Children must be seen not only as beneficiaries but also as active participants

### 3. The Rights of the Child To

- be born , have name and nationality
- be free
- have a family
- have a good education
- have enough food, healthy and active body,
- opportunity for play and leisure
- protection against abuse and violence
- live in a peaceful society
- express their own views

### Why Child Friendly Local Governance?

All children have the rights to - decent life, and equal status in the society, But

- Most vulnerable and left out in the development process.
- Most cities and villages are largely unfriendly to children

- Children in wealthier communities often live in a world rigidly organized by adults
- Young citizens usually lack opportunities for expressing the needs

#### 4. What is Child Friendly Local Governance (CFLG) Framework?

CFLG Framework is a strategic frame that:

- Provides overall guidance to the Government in realizing and mainstreaming the rights of children (Survival, Development, Protection and Participation) into the local government system, structure, policies and process
- Facilitates and coordinate the realization of Rights of Children with National (Macro) and Sub-national level (Meso and Micro)

#### 5. National Strategic Framework for the Development of Children, 2009-2015

Existing Situation	Strategies	Output	Outcome
1. Legal Mandate from the Constitution 2. National Laws : 3. National Policy : 4. People 's Verdict: 5. Partnership: 6. Existing Situation: Children's concerns are not fully addressed by major stakeholders including Local Bodies.	Institutional Mechanism For: 1. Policy /Advocacy 2. Capacity Building 3. Institutional Building 4. Technical Assistance 5. Networking 6. Monitoring	1. Local Dev 4/24/2009 Plan for Children 2 Local investment plan for Children 3 Local Code ( by- laws, guidelines, etc) for Children 4. State of Children's Report 5. Institutional indicators 6. Service Indicators	Child Friendly Local Government And Improved Service Delivery for Children

#### 6. 1 Existing Situation - Legal Provisions

- 2007 Constitution [No 4 - 2007 Constitution.doc](#)
- 2007 Three year Interim Plan [No 5 TYIP.doc](#)
- 1999 LSGA- [No 6 - LSGA, 1999.doc](#)
- Child Right Act – 2048 BS
- 2008 VDC Block Grant -[No 8 - VDC Block grant Guidelines 2065.doc](#)

- National Action Plan - (10 years)

## 6.2 Existing Situation: Nepali Population:

- 23.2 million (26.42 Million Projected in 2064 BS by CBS) population for year 2001 - CBS
- 47.5% or 11 million - are children or below 18 years old in 2001
- 39.3% or 9.98 million - are children or below 14 years old in 2001

## 6.3 Existing Situation- current scenario

- Many mothers still die due to complications during pregnancy and child birth
- Almost 37 in urban and 64 in rural *out of 1,000* infants die before reaching the age of one
- Almost 92% Nepali children are in schools in grade 1 but only 25 out of 100 Grade 1 pupil are reached Grade 10
- Birth Registration is not reached 100 % (even we don't have correct database)

## 6.4 Children in need of Special Protection

These are children who are...

- in hazardous and exploitative labor
- on the streets
- victims of sexual abuse and commercial exploitation
- Victims of trafficking
- out of school
- Unknown about their rights, etc.

## 7.1 Strategy: Policy/Advocacy

- Refinement of policies and guidelines to ensure sustained implementation of provisions of the law ( Children Act, LSGA, TYIP, VDC block Grant ) for CFLG
- Conduct information and education campaign (IEC) programs for CFLG

- Materials development and dissemination

### **7.2 Strategy: Capacity Building**

- Conduct of training/seminars and other related activities
- Conduct Media program – FM Radio, local Cable TV, local print media,
- Sensitize local decision makers including political parties for the realization of CFG
- Capacitate local government officials to implement the CGLG program and link with the MDG, coordinate with partners etc

### **7.3 Strategy: Institution Building**

- Assist L Bs to strengthen, activate and mobilize the Local Council (DDC, VDC, Municipality) for the Protection of Children, Local School Management Committee, Local Health Management committee, District Natural Disaster/ Calamities and Relief Committee, Local Natural Resource Management Committee, and Local Peace Committee (LPC), District Child Welfare Board (DCWB), Bar Association etc

### **7.4 Strategy: Monitoring**

- Oversee the organization and functionality of Local Bodies Council
- Monitor the gifts (outputs) for children
- Monitor Local Bodies compliance to policies issued by the center or provisioned in the Act

### **8.1 Output: Local Development Plan for Children**

- Plan that: Serves as the local government's blueprint or roadmap of actions and interventions for children's rights to survival, development, protection and participation

### **8.2 Output: Local Investment Plan for Children**

- Allocates available resources to the interventions identified in the Local Development Plan for Children and also serves as the guide for further resource mobilization for children

### 8.3 Output: Local Code for Children

- Operationalizes and localizes national laws, regulation, guidelines, issuances on children as well as the provisions of the Convention on the Rights of the Child which are harmonized in national laws. Provides for implementing and monitoring mechanisms and sanctions (including Disaggregated indicators of MCPM) for violations of child rights

### 8.4 Output: Local State of the Children Report

- Render/submit an accounting of the accomplishments of the past year, the implementation of the 3 other gifts, the present status of children in the locality and the priorities of the local bodies for the succeeding year

### 8.5 Output: Institutional Arrangement Local Council for the Protection of Children (State/District/Municipals /VDCs)

- Basically, an institution mechanism may required in all levels of LGs that advocate child rights, plans, initiate, recommend interventions and monitor children's programs/projects in the sub national
- Serve as the umbrella organization for children's concerns
- Fixes the institutional and service indicators for CFLG

### 8.6 Output: Other Local Arrangement for Children (policy provision required)

Involvement of Children In:

- **Local School Management Committee** - Determine the annual supplementary needs for the operation and maintenance of public schools and concerned on educational matters
- **Local Health Management Committee** - Propose annual budget allocations for the operation and maintenance of health facilities and services within locality. Serve in local appropriations for public health purposes
- **Local Development Council (Region/District /Mun/VDC)-**
  - Formulate medium term and annual socio-economic development plans and policies
  - Formulate the medium-term and annual public investment programs



- Coordinate, monitor and evaluate the implementation of development programs and projects
- **Local Peace Committee (District/Mun/VDC)**
  - Participate to formulate plans and recommend measures which will improve peace and order, and public safety
  - Monitor implementation of peace and order programs/projects
  - Make periodic assessment of the prevailing peace situation in the locality

## **8.7 Output: Improved Service Delivery for Children**

### **8.7.1 Survival: Child Health**

- Children are registered at birth
- Infants are exclusively breastfed up to 6 months
- Children are fully immunized
- Children 0-1 are weighed monthly; and quarterly for children over 1 year
- Children are well nourished
- Children are given one dose of vitamin A starting at 6-11 months; 1-5 year olds are given vitamin A capsules twice a year

### **8.7.1 Survival: Maternal Health**

- Birth are attended by trained personnel
- Pregnant women get a least 4complete pre-natal check ups
- Mothers are fully immunized against tetanus
- Pregnant or lactating mothers get vitamin A and iron supplements
- Pregnant women at risk get emergency obstetrical care
- Pregnancies are spaced at least 3-5 years apart

### **8.7.2 Development: Education**

- 3-5 year old children attend early childhood education programme
- Children 6-15 year old complete basic education through regular or alternative delivery modes

**8.7.3 Protection: Child at risk**

- Illiterate parents or caregivers are enrolled in functional literacy classes
- Children are removed from hazardous or exploitative labour, prostitution
- Cases of physical and sexual abuse and violence are eliminated in the home and community

**8.7.3 Protection: Safe homes**

- Families have safe drinking water
- Families use only iodized salt
- Families use sanitary latrines
- Fathers and mothers share in the care and rearing of children

**8.7.4 Participation: Young Voices**

The views of children aged 12-17 are sought and duly considered in local government decisions that affects them

**8.8 Output: Institutional Indicators**

- Functional Local Body's Councils (DDC, Mun, VDCs)
- Exercise child-friendly codes, laws, bylaws, guidelines
- Functional Local School and Health Management Committee
- Functional Early Childhood Development System (Day Care Center,
- Child-sensitive Justice System (Law enforcement, Prosecution, Court, Social Welfare and Community)
- Active Child clubs
- Child welfare board
- Paralegal Committee
- Women's federations etc.

## 9. Outcomes

Child Friendly Local Government and Improved Service Delivery for Children Created

## 10. Government Of Nepal Commitments, Initiations -

### Legislation and Policy against Child Labour

- Interim Constitutional Provision on child rights
- CRC -1989; Ratified (1990)
- The Children's Act 1992 and its regulations
- The Labour Act 1992 and its rule 1993
- The child labour ( Prohibition and Regulation) Act 1999
- Nation plan for children (10 years)
- LSGA Provisions – (At the VDC, Municipal, and District level)
- SAARC Convention on child welfare promotion and human trafficking (2) – 2002
- CRC on Optional Protocol on against the Sale of the Children, Child Prostitution and pornography 2000 (ratified in 2006)
- ILO Minimum Age Convention – No 138
- ILO force labour Convention – No 29
- ILO worst form of Child labour Convention – No 182
- Nepal's Master Plan of action for the elimination of Child labour (2006-2014)
- Strategy paper for Early Childhood Development 04
- VDC Grant Operation Guidelines
- Three Years Interim Plan policy framing and strategies for national, cities and villages level CFG
- New Child rights act has been drafted
- Institutional set up started
- Voice are raised
- CFLGI started at the local level – more than 40 VDCs and Municipalities Etc.

**11. Child Labour in Nepal:**

Category of child labour	Number	%
Domestic works	51000	23.6
Carpet and garment industries	76000	35.2
Porter	46000	21.3
Bounded labor	17152	7.9
Trafficking	12000	5.5
Mine industry	10000	4.6
Street children	3965	1.8
<b>Total</b>	<b>216117</b>	<b>100</b>

**12. Area of Interventions:**

- Clarity on Policy
- Execution of legal provision and compliance of the law and conventions
- Database, networking , and research
- Proper plan (including investment scheme) for
  - Protection, education, health
  - Rehabilitation and counseling
  - Employment and income generation
  - Institutional Development
  - social mobilization, dissemination key messages and advocacy
- Coordination and collaboration with various implementing partners (GO, NGO, Civil Society)
- Fit in the program in the CFLG framework
- Ownership from all level of Key players (including government)

**13. Key Players and Strategies**

- **Key Players** – Families, Local communities, NGO's , civil society, private organization, Schools, Local governments, National government agencies, Mass media, Children, We the Activist, Primary Care giver +
- **Strategies** - Social Mobilization + , Partner +, Education +, Planning +, Policy+, International cooperation +, education +, strengthen child club , children's organizations (child clubs) +, Lobbying +.

### **Happiness of Children is better for all**

#### **In Gist:**

The well-being of children is the ultimate indicator of a healthy society and that child friendly cities/villages are also cities/villages that are better for all age groups.

Thank you

## Presentation 5: Local Government and Civil Society Partnership to End Child Labor: An Experience of Biratnagar Submetropolis

By: Tara Nath Niraula, Chief, Social Development Section, BSM

### Household with Child Labor in Biratnagar

Description	Number	Percent
Household with Child Labor	684	1.80 %
Household without Child Labor	37674	98.20%
Total Number of Child Workers	1063	Boys -60.5% Girls -39.5%
Percent of Child Workers in Total Population		0.59%
Percent of Child Workers in Total Children's Population		1.5%

### Details of Child Labor in Biratnagar

Description	Number	Percent
Child Domestic Labor	446	41.96 %
Street Children	11	1.03%
Child Porters	25	2.35%
Children in Factories	198	18.63%
Small Hotel and Tea Shop Workers	138	12.98%
Street Vending	245	23.05%
Total	1063	100%

### Network and cooperation between BSM and NGOs

Professional Organizations and Trade Unions

UDLE/GTZ, CEM N, LUMANTI, CWISH, ACTION AID, UNICEF, Local NGOs, TLOs and CBOs, Other Local Government, Schools, BSM

### Forms of coordination and cooperation in programs

- Municipal lead in cooperation with other LOCAL Bodies, NGOs and TLOs.
- Municipal lead in cooperation with NGOs and implementation by TLOs.
- Municipal lead in cooperation with NGOs and implementation by TLOs and Child Clubs.
- Municipal directly implemented through TLOs.
- Directly Implemented by NGOs through TLOs.
- Directly implemented by NGOs.
- Child Clubs activities directly with the help of different NGOs.

### List of programs carried out in cooperation and coordination

Program	Cooperation and Coordination
Immunization and Free mobile health clinic	District public health office, Municipal, Rotary Club and TLOs.
Urban Out of School Program	UNICEF, FOHREN, WAC, Women and Children Uplift Center and Municipal
Child Friendly City Strategic Actions and Plan	UNICEF, MUNICIPAL, CWISH and Other Stakeholder
Transit House and Drop In Center	Municipal, Seto Gurans
Poverty Alleviation	Municipal, UDLE GTZ, TLOs
Water, Sanitation and Health	Municipal, Lumanti, TLOs
School Environment, Sanitation and Health	Municipal, CEM N and Schools
Child Friendly School Program	Municipal, Schools, District Education Office
Child Labor Elimination Program Municipal,	CWISH, TLOs, FOHREN, UNICEF and Child Clubs
Child Club Network formation Consultation	District Child Welfare Board, and District Development Committee, Municipal and NGOs

## **The Benefits of Coordination and Cooperation**

- Informed and aware of each others strength and objective and the area of convergence.
- Sharing of experiences on programs both good practices and learning.
- Easy to identify the problems and challenges as well as to find out the collective actions to resolve the challenge.
- Uniformity on the implementation of programs and reduction of duplication chances.
- Maximum utilization of resources and synergic impact on the target group.
- Easy to identify the facts and analyze it.
- Identification of hidden problems and issues.
- Transparency and peoples' increased trust.
- Effective and result oriented participatory monitoring and evaluation.



## Presentation 6: Ending Child Labor Needs Constitutional Provisions

Child Labor is an alarming problem in Nepal as in other developing countries. Almost 1.8 million children are estimated in child labor sector, out of which 127 thousands are involved in worst form of child labor with almost half of them in Domestic Child Labor. Child Labor is a serious problem for children and a serious child rights violation not just because children have to work at an early age, but it increases the vulnerability towards abuse, violence, exploitation and severely disturbs the emotional, physical, social and cognitive development of children.

The NGOs submission on child rights to constitution assembly through Consortium of Organizations Working for Children's Participation (CONSORTIUM) and Children as Zone of Peace (CZOP) mentioned as follows:

### Child Rights in the new Constitution

The first provision is envisaged as an all-encompassing child rights article in the 'Fundamental Rights' section of the new Constitution, complementing the other rights contained in that section. In addition to the child rights provision, the submission recommends the inclusion of structural provisions which promote the progressive realization of those rights, particularly a legally enforceable State Policy, a judicial guarantee of children's access to justice, and a body to investigate child rights violations and ensure accountability for such violations. Such a model could possibly be constructed as follows:

Fundamental Rights Committee:

Fundamental Rights

Article A

1. Every child has the right:
  - a. To life, and to survival and development to the fullest extent possible.
  - b. To be registered at birth and to preserve his or her identity, including name and nationality.
  - c. To family care or parental care, or to appropriate State-provided alternative care as a measure of last resort when removed from the family environment. Such removal by authorities shall be subject to judicial review.

- d. To free basic healthcare and social services, and to adequate nutrition and shelter
  - e. To safe, free and compulsory education up to secondary level, including early childhood education and services. Degrading physical or psychological punishment is prohibited.
  - f. To be protected from abuse, violence, harassment, neglect and exploitation at home and in the public sphere, including trafficking, early marriage and harmful cultural or religious practices. Any such act shall be punishable by law.
  - g. To be protected from exploitative labour practices, work in factories, mines and any other hazardous work, and work which is harmful to the physical, mental and social well-being of the child
  - h. Not to be used directly or indirectly in conflict or manipulated or coerced for political purposes, recruited into police, army or armed groups and to be protected in times of conflict.
  - i. Not to be arrested, detained or institutionalized (above a certain age limit) except as a matter of last resort. If detained the child shall be kept separately from adults, and for the shortest appropriate period of time. If detained, the child shall have the right to maintain contact with his or her family. The child shall be held in conditions and treated in a manner that takes into account the child's age. The child shall have a legal practitioner assigned to them by the state. If sentenced, the child should be held separately from adults. Alternatives to institutionalization should be made available.
  - j. Not to be discriminated against on the basis of the child's, or their parents or caregivers, birth, sex, gender, race, language, caste, colour, disability, ethnicity, religion, sexual orientation, age, economic status or political or other opinion.
  - k. To participate and express their views in all matters affecting them.
  - l. To engage in play, and recreational activities appropriate to their age and to participate freely in cultural life.
2. Orphaned, mentally or physically disabled, victims of conflict, displaced and street children, minority, Dalit, disadvantaged and other children in need of protection have the right to state-provided special protection and assistance for their development and wellbeing.

3. In all matters and actions concerning the child the best interest of the child shall be the primary consideration.
4. For the purposes of this section, a child is any person under 18 years of age
5. In fulfilling these rights, the child's family or caregivers shall have primary responsibility for the upbringing and development of the child. The State shall take all necessary steps to enable the fulfillment of these rights.

### **Responsibilities, Directive Principles and Policies of the State**

The State shall pursue a policy of protecting and promoting children's rights and fostering their participation at the national, federal, and local level. The State shall ensure the necessary funding structures to promote child rights and participation. The State will ensure that the basic needs of all children are met, making special provisions for this purpose where necessary.

Judiciary Committee:

*Judiciary*

Article A

The Courts shall promote effective access to justice for children at first instance and at all levels of the courts, quasi-judicial bodies, and alternative dispute resolution bodies. In all dealings involving children, the courts and other legal bodies shall act according to child-friendly procedures and processes.

Article B

1. There shall be the following courts in Nepal:
  - (a) Supreme Court
  - (b) Appellate Court
  - (c) District Court

2. In addition to the courts referred to in clause (1) above, the law may also constitute and establish special types of courts, judicial institutions or tribunals for the purpose of proceeding and hearing special types of cases, provided that no court, judicial institution or tribunal shall be constituted for the purpose of hearing a particular case.

**Constitutional Bodies Committee:**

*Child Rights Commissioner*

A Child Rights Commission shall be established to monitor and investigate child rights violations in Nepal, by Government and other actors, and to issue an annual report on the situation of children in Nepal.

OR

*NHRC*

The NHRC shall establish a separate child rights section to monitor and investigate child rights violations in Nepal, by Government and other actors, and to issue an annual report on the situation of children in Nepal.

**State Restructuring Committee:**

All national, federal and local governance will be child-friendly, promote child participation, and provide resources to ensure the progressive realization of the rights of children.

General/Part 1:

The State shall effectively implement all international treaties and agreement to which it is a party, including the Convention on the Rights of the Child.

## Annex 4: Synopsis of Domestic Workers in Kathmandu Survey Report 2009

Children-Women in Social Service and Human Rights (CWISH) is active on the field of child domestic workers since last 16 years with the intervention of advocacy, education, awareness, legal aid, empowerment and social mobilization. In this regard every year CWISH has been sharing the status of child domestic workers on the occasion of world day against child labor. The status report shows the trend and practices with child domestic workers and is based on the primary data collection interviewing a large number of domestic workers. CWISH has conducted a detailed household survey on the issue of domestic workers in different 9 wards of Kathmandu metropolis during April-May 2009. The survey area consist core city area, urban area and newly emerging urban area together. To conduct this survey CWISH has mobilized local survey volunteers with the coordination and cooperation of child protection committee, Community Police and Service Center, Kathmandu Metropolis and it's ward offices. The survey was financially supported by Save the Children and INTERPEDIA Finland.

During this survey a total 71130 families living in 26731 houses were visited and 3703 domestic workers were identified. Out of this, only 2324 domestic workers were interviewed. The details of ward and their HH size is given on the following table.

### Situation of Domestic Workers

- Out of total 2324 domestic workers 1575 (67.77 percent) were female and 749 (32.23 percent) were male. Among children, within the group of 14 years and below age 65 percent were girl child and 35 were boys, while in the group of 14-18 years, 62 percent were girls and 38 percent were boys.
- Out of total interviewed domestic workers, 1429 (61.48 percent) were children less than 18 years and 535 (23.02 percent) were adults above 18 years. 361 (15.53 percent) respondents could not mention their age and most of these respondents seem children. In domestic work 30 percent (696) are found less than 14 years. To be considered that employing children less than 14 years is legally prohibited.
- A large number of the interviewed respondents mentioned they don't have birth registration. Only 50.34 percent (1170) mentioned

they have birth registration. Among children out of 1429 only 662 (46.32 percent) mentioned they have birth registration.

- According to the ethnicity of the respondents as domestic workers most of them are found from ethnic communities. Out of 2324 domestic workers population, 1281 (55.10 percent) ethnic, 512 (22 percent) Chhetri, 389 (16.7 percent) Bramhin and 56 (2.4 percent) were from Dalit communities. 86 did not mention their cast and ethnicity. Among Dalit 85.71 percent (46/56), among Ethnic 64.32 percent (818/1281), among Bramhin 65.81 percent (249/389) and among Chhetri 58.79 percent (295/512) were found children.
- Among the 2324 domestic workers only 240 were from Kathmandu Valley. The district sending domestic workers mainly to Kathmandu are: Kavre (198), Dolakha (159), Dhading (149), Sindhupalchowk (144) and Ramechhap (123). 110 domestic workers could not mention their home district.
- Among the total domestic workers interviewed in survey 10.46 percent (243) were part time non residential and 89.54 percent (2081) were working as full time residential live in domestic workers.
- Most of the domestic workers mentioned that their family knows their working place, respondents mentioning such response is 96.85 percent (2251/2324).
- 86.45 percent (2009) of domestic workers mentioned that they have regular contact with their family with telephone, postal and visiting home. Among child domestic workers, out of 1429 only 1317 mentioned that they have regular contact with their family.
- Among 1429 child domestic workers, they have mentioned several reasons for migration and getting involved in child labor at such an early age. Among them for 95.73 percent (1368) is poverty, 32.89 percent (470) looking for educational opportunities, 5.46 percent (78) is domestic violence, 11.62 percent (166) is urban attraction and 0.84 percent (12) is due to the armed conflict left home and involved in child labor.
- Most of the children are taken to the work by their parents and family members. 53.33 percent (762) were by parents, 21.41 percent (306) were by family members, 19.20 percent (274) were by relatives, 5.57 percent (80) were by villagers and 0.49 percent (7) were by unknown people.
- 78.14 percent (1816/2324) of domestic workers mentioned that they some agreement before being employed, and majority of them (1765) had only verbal agreement while 50 domestic workers have written agreement as well. A total 22 percent

mentioned they have not made any kind of agreement before being hired.

- Domestic workers mentioned that they start the work at early in the morning and continues late night. 42.51 percent (988) starts before 6 a.m. and 45.96 percent (1068) starts during 6-8 a.m. in the morning. Similarly 64.46 percent (1498) continues their work till 8-10 p.m. and 18.07 percent (420) have to continue the work even after 10 p.m. in the evening. Only 5.85 percent (136) mentioned they finished their work till 6 p.m. in the evening.
- Among child domestic workers 43.60 percent (623) has to start their work before 6 a.m. in the morning and 87.26 percent work even after 6 p.m. in the evening. 17.98 percent have mentioned they continue the work even after 10 p.m. making children to work before 6 a.m. and after 6 p.m. is legally prohibited.
- The job descriptions of domestic workers are diverse. 60.63 percent have to work in kitchen, 71.30 percent work on sanitation and cleaning, 16.87 percent have to take care of children and elderly people, 4.09 need to support in their employers' business, 29.39 have to go market for vegetable and daily needs shopping and 5.94 have to perform all of the work mentioned above.
- Regarding the working hours of domestic workers, 32.57 percent has been found working 6 to 8 hours a day, 28.74 percent were working 4 to 6 hours, 14.29 percent were working 4 hours and less, 10.07 percent were 8 to 10 hours and 8.65 percent were working more than 10 hours a day.
- Among children working as domestic workers, 14.14 percent (202) were found working less than 4 hours a day, 30.72 percent (439) were found working 4-6 hours a day, 31.84 percent (455) were working 6-8 hours a day, 10.22 percent (146) were working 8-10 hours a day and 8.12 percent were found working more than 10 hours a day. According to Nepali legal standard children are not allowed to work more than 6 hours a day.
- 80.3 percent domestic workers mentioned it's mid day time that they have some free time, 9.81 percent mentioned it is in the evening and 7.83 percent mentioned it's morning time when they have less work and some free time.
- 10.20 percent (237) of domestic workers mentioned that do not get any kinds of salary, 18.37 percent (427) mentioned they don't know about it. Among the domestic workers receiving salary 45.40 percent (1055) withdraw Rs.1000 or more, 13.38 percent (311) withdraw Rs.501-1000, 6.07 percent (141) withdraw Rs.201-500 and 0.52 percent (12) withdraw Rs.200 or less as

monthly salary. The minimum wage standard of Nepal is Rs.169-200 daily or Rs.5000 a month.

- Among child domestic workers only 38.63 percent withdraw Rs.1000 or more in a month. 12.8 percent do not receive any kinds of salary and 20.64 percent mentioned they don't know anything about their salary.
- Among domestic workers receiving salary e.g. 1660, 90.73 percent (1526) receives in the form of cash, 3.15 percent (53) receive in forms of kind, 4.64 percent (78) in both and 0.95 percent (16) were working to pay back their or their family debt.
- Only 70.87 percent receive their salary on monthly basis, 17.90 percent receive on annual basis, 2.56 percent on daily and 0.48 percent weekly basis.
- It is found that most of the domestic workers 63.86 percent received their salary themselves, their parents received salary of 26.69 percent, their family members received salary of 7.77 percent and for 1.69 percent people not related to the workers received salary.
- Only 77.88 percent (1810) domestic workers mentioned they have leave facilities. Among them, only 4.3 percent (100) get weekly leave, 8.43 percent (196) get monthly leave and 56.67 percent (1317) get leave only during festivals and 3.70 percent get leave only when it is necessary.
- Similarly 71.34 percent of domestic workers mentioned that the food served to them at working place is good, 14.63 percent mentioned it is satisfactory and 0.30 percent mentioned it is not good.
- Regarding the educational status of domestic workers, out of 2324 domestic workers 1631 (70.18 percent) were found literate and 693 (29.82 percent) were found illiterate.
- Among 1429 child domestic workers, 862 (458/901 Girls and 404/528 Boys) were found school going, 70 (64/901 girls and 6/528 boys) were found enrolled in Non Formal Education and 5 girls were found enrolled in vocational skill training. Remaining 357 girls and 110 boys were found not involved any educational programs.
- Regarding the expenses of educational opportunities, employers have beard the cost of 834 (89 percent), 34 child domestic workers beard themselves, CDWs parents beard for 42 and NGOs beard for 18.
- Domestic Workers mentioned that they have caught up by several health problems after getting involved in this profession. Out of total 2324 domestic workers, 544 (23.41 percent) mentioned



so. Among children the number is 283 (19.80 percent) complaining health problem after the involvement into work.

- Among those who complain health problems, 14.15 percent (77) mentioned eye problem, 2.21 percent (12) mentioned ear problem, 26.10 percent (142) mentioned Nose and Throat problem, 32.17 percent (175) mentioned stomach problem, 3.7 percent (21) mentioned Neuro and 21.51 percent (117) mentioned joint and rheumatic problems.
- Health Facilities most of the domestic workers were provided health facilities by employers themselves. Out of total 83.93 percent were by employer, 13.79 percent were by themselves, 1.06 percent were by their parents and remaining were by NGOs.
- Among the 1429 children working as domestic workers, 1053 (73.69 percent) mentioned that they are no more interested on the work and want to be withdrawn. Remaining 376 (26.31 percent) mentioned they want to continue the work.
- Among the children want to be withdrawn from the work, 641 (44.86 percent) asked for income generation program, 68 (4.76 percent) demanded for family counselling, 149 (10.43 percent) demanded for vocational skill training and 393 (27.50 percent) asked for educational support.
- The children want to continue the work have mentioned several reason behind this. Some of them are: Poor financial condition (35.37 percent), Domestic Violence (17.55 percent) and urban life attraction (47.07 percent)

## Annex 5: Participants List

### Participants of Children's Consultation:

Child Domestic Workers' Suffering and Expectations in New Nepal

S. N.	Name of the participants	Sex	Organization	District
1.	Resham Chaudhari	Male	Sadika	Dang
2.	Dawa Lama	Male	CWISH	Kathmandu
3.	Jiwan Burma	Male	AFA	Banke
4.	Sunita Khadka	Female	CWSK	Makwanpur
5.	Hema Goruthoki	Female	Sadika	Dang
6.	Sabita Gurung	Female	CWISH	Kathmandu
7.	Paru Rai	Female	CWISH	Kathmandu
8.	Indra Chaudhari	Male	CWISH	Kathmandu
9.	Bajariya Rishidev	Male	CWIN	Biratnagar
10.	Sita Karki	Female	CWISH	Kathmandu
11.	Manoj Shrestha	Male	CWISH	Kathmandu
12.	Pinash Nepali	Male	Nesdo	Parwat
13.	Til Kumari Gurung	Female	Nesdo	Parwat
14.	Subina Tamang	Female	CAPCORN	Sindhuli
15.	Saraswoti Pohora	Female	AMK	Baglung
16.	Shiwa Chaudhari	Female	BSS	Sarlahi
17.	Naina Kumari Sardar	Female	Nesdo	Sarlahi
18.	Dinesh Gauraha	Male	CWSK	Makwanpur
19.	Pramila Chaudhari	Female	AFA	Nepalgunj
20.	Kuldeep Chaudhari	Male	BSS	Sarlahi
21.	Laxmi Chaudhari	Female	CWISH	Kathmandu
22.	Manisha Thapa	Female	AMK	Baglung
23.	Shanker Ghimere	Male	GBM	Jhapa
24.	Sunita Diyali	Female	CWISH	Kathmandu
25.	Bimala Shivakoti	Female	CWISH	Kathmandu
26.	Sushil Chaudhary	Male	BASE	Bake
27.	Pitambar Sunar	Male	Banke	UNESCO Club Kohalpur, Bake
28.	Rohani P Dahal	Male	CWISH	Kathmandu
29.	Sonu Nepali	Female	BASE	Nepalgunj
30.	Lalita Chaudhary	Female	BASE	Bake
31.	Bishnu B Lama	Male	CWISH	Kathmandu

32.	Prakash Tamang	Male	CWISH	Kathmandu
33.	Menuka Bishwakarma	Female	GBM	Jhapa
34.	Sunil Khatri	Male	CWISH	Kathmandu
35.	Sarita Rokaya	Female	District Child Right	Bajura
36.	Ram B Mishra	Male	District Child Right	Bajura
37.	Argun Karki	Male	CWISH	Kathmandu
38.	Sanam Kumari Khuna	Female		Kanchanpur
39.	Kamal Kumari Chaudhary	Female	Sahara Nepal	Sunsari
40.	Shanti Chaudhary	Female	Sahara Nepal	Sunsari
41.	Santosh Rai	Male	Upca Nepal	Dharan
42.	Bindra Bhujel	Female	Upca Nepal	Dharan
43.	Milan Poudel	Male	CWISH	Kathmandu
44.	Rajesh Timilsina	Male	CWISH	Kathmandu
45.	Dhan Bahadur Bohara	Male	Peace Win	Accham
46.	Geeta Poudel	Female	CWISH	Kapan
47.	Anita Chaudhary	Female	CWISH	Dang
48.	Dinesh Adhikari	Male	CWISH	Kathmandu
49.	Sarita lama	Female	CWISH	Kathmandu
50.	Laxmi Kadel	Female	CWISH	Kathmandu
51.	Swati Tashpuriya	Female	Bal Sikshya	Jhapa
52.	Suresh Lama	Male	CWISH	Kathmandu
53.	Sangita Khadka	Female	Bal Sikshya	Ramechep
54.	Shobha Rai	Female	Bal Sikshya,	Udyapur
55.	Ek Bdr. nagar	Male	Balsikshya	Sindhuli
56.	Rama Bogati	Female	Bal Sikshya	Okhaldhunga
57.	Arun Chaudhary	Male	Bal Bikas	Banke
58.	Pramila Karki	Female	CWISH	Kathmandu
59.	Kabita Chaudhary	Female	Bal Bikas	Banke
60.	Sudin Chalise	Male	Bal Bikas,	KTM
61.	Urmila Chaudhary	Female	SWAN	Dang
62.	Narayani Sukdi	Female	CWISH	Kathmandu
63.	Ajay Lama	Male	Bal Sikshya,	Palung
64.	Milan Shrestha	Male	Bal sikshya	Makwanpur
65.	Ganesh Fuyal	Male	CWISH	Kathmandu
66.	Ambika Pudasaini	Female	CWISH	Kathmandu

### Participants of Consultation on Local Efforts on Child Labor Elimination: Challenges and Opportunities

S.N	NAME	INSTITUTION/ADDRESS	DISTRICT
1	Kumal Pulami	DYF	Kathmandu
2	Ravi Tuladhar	Banke UNESCO club	Banke
3	Shambar Thapa	APSC Nayabazaar	Kathmandu
4	Bhawana Shrestha	CPCS Dillibazaar	Kathmandu
5	Suresh Manandhar	PCCI/CLEP	Pokhara
6	Manoj KR.Rai	GBM/Jhapa	Jhapa
7	Dilip Paudel	AMK, Baglung	Baglung
8	Narayan Prasain	NESDO-Parbat	Parbat
9	Jyoti Rana Magar	World Education	Kathmandu
10	Kabita Shah	Sath-Sath	Kathmandu
11	Bima Joshi	Change Nepal	Kathmandu
12	Indra Maya	CWISH	Kathmandu
13	Purna Kala	CWISH	Kathmandu
14	Devi Kala K.C	BASE	Banke
15	Rita Rijal	N.B.S	Morang
16	Januka Basnet	BAMSS	Nepalgunj
17	Maya Chaudhary	S.W.A.N	Dang
18	Sapana Gurung	SADIKA	Dang
19	Sabita Neupane	SSS	Kapilvastu
20	Kala Rai	CWISH	Lalitpur
21	Gopal Tamang	World Education	Kathmandu
22	Kamala Parajuli	P.S.M.C	Kaski
23	Rammaya Lamichhane	Shakti Samuha	Kathmandu
24	Sabina Darshandhari	Asha Nepal	Kathmandu
25	Pradip K.Shrestha	Child Development Society	Kathmandu
26	Bindu Gautam	CWISH	Kathmandu
27	Sonu Danuwar	G fund	Kathmandu
28	Krishna Kala Bhetwal	KMC	Kathmandu
29	Amita Ranjit	KMC	Kathmandu
30	Subhala gurung	K& K college	Kathmandu
31	Samjhana Bhetwal	KMC college	Kathmandu
32	Anita Pandey	FHRD	Bhaktapur
33	Sobha Budhathoki	CAP-CORN	Lalitpur
34	Sarita Maharjan	LSMC	Lalitpur
35	Jiban Basnet	Radio Sagarmatha	Lalitpur
36	Krishna Maharjan	LOO NIVA Nepal	Lalitpur
37	R.C Yadav	VOY F.M 96.8	Kathmandu

38	Anurwa Bhattarai	CWISH	Kathmandu
39	Bishnu Dhungana	AFHA	Nepalgunj
40	Sujata Chaulagain	CWISH	Kathmandu
41	Bidya Nath Koirala	T.U.	Kathmandu
42	Diwakar Pyakurel	DYF	Kathmandu
43	Umesh Upadhyaya	G.F.	Kathmandu
44	Bimala Gyawali	CWISH	Kathmandu
45	Shiva Sharma	NLA	Kathmandu
46	Writu Bhatta	CWISH	Kathmandu
47	Sunita Joshi	CWISH	Kathmandu
48	Pratima Adhikari	CWISH	Kathmandu
49	Mohan Lama	CWISH	Kathmandu
50	Niranta Shrestha	CWISH	Kathmandu
51	Madan Raj Joshi	PEACEWIN	Bajura
52	Geeta Khatri	CWISH	Kathmandu
53	Tulsi Devi Magar	CWISH	Kathmandu
54	Muna Shrestha	CWISH	Kathmandu
55	Sabitri Gyawali	CWISH	Lalitpur
56	Radha Thapa	CWISH	Lalitpur
57	Dinesh Chaudhary	CWISH	Bardiya
58	Durga Prasad	NLSC	Kanchanpur
59	Yagya PD.Bhattarai	Sahara Nepal	Jhapa
60	Shree Ganga Rai	UPCA Nepal	Sunsari
61	Kalpana Ghimire	Kantipur Daily	Kathmandu
62	Tara Nath Niraula	BRT sub metropolitan city	Morang
63	Laxmi Kanel	CWISH	Kathmandu
64	Srijana Khadka	Nepal F.M 91.8	Kathmandu
65	Nilisha Majhi	CWISH	Kathmandu
66	Santosh Chapagain	MATSS Nepal	Sankhuwasabha
67	Bhimsen Ghimire	MATSS Nepal	Sankhuwasabha
68	Suman Adhikari	MATSS Nepal	Sankhuwasabha
69	Sangeeta Gautam	Freelancer	Rupandehi
70	Neetu Pokharel	Bal Kshetra Nepal	Nawalparasi
71	Gyanendra Shrestha	Minbhawan	Kathmandu
72	Uddhav Poudel	ILO-sanepa	Kathmandu
73	Dharma Raj Shrestha	Central Child Welfare Board	Kathmandu
74	Jiban Basnet	Radio Sagarmatha	Kathmandu
75	Tripti Thapa	Kathmandu Model college	Kathmandu
76	Mohan Thapa	CWISH	Kathmandu
77	Sabina Maharjan	LSMC community Development	Lalitpur
78	Hemant Thapa	Student	Kathmandu
79	Suresh Bastola	Gadhi Post Newspaper	Kathmandu
80	Bhawani Chapagain	Gadhi Post Newspaper	Kathmandu
81	Gagan Thapa	C.A member	Kathmandu
82	Shanti Ahikari	C.A. member	Kathmandu
83	Urmila K.C.	Kathmandu Model College	Kathmandu

# Annex 6: List of Organizing Team Members

## **Concept & Coordination**

Milan Dharel

## **Main Operation Team**

Yubaraj Ghimire, Writu Bhatta, Prem Ghimire, Shradda Baskota, Sunita Joshi

## **Finance and Logistic Team**

Pramod Acharya, Sujata Chaulagain, Manita Dharel, Kedar Magarati

## **Facilitation**

Ms. Bindu Gautam (Civil Society Consultation)

## **Children's Consultation**

Mahima Pradhan, Kamal Chapagain, Anita Tamang, Binod Devkota, Sushila KC, Sanjog Thakuri.

## **Counsellor**

Purnakala Sharma, Bishnu Bhattarai

## **First Aid Service**

Indramaya Subba

## **Reporters**

Rachana Upadhyaya, Krisha Pokhrel, Gayatri KC, Jaya KC, Chetana Tulachan.

## **Volunteers**

Pratima Adhikari, Sunita Dhungel, Sagar Shahi, Dechen Yeshe Sherpa Lama, Mintu Bhandari, Daud Md. Duzaneo, Mohan Lama, Rama Poudyal, Santosh GC & Sweta Sharma, Resika , Kriti KC.



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