

# The Outcome Document

## The Republic of Liberia



### National Sustainability Conference

**THEME: "Child Labor Elimination in Liberia through Sustained Commitment and Partnership"**

**Monrovia, Liberia  
March 21 - 23, 2017**

## **Conference Outcomes and Recommended Actions**

Having convened the conference Organized by the National Commission on Child Labor (NACOMAL) under the canopy of the Ministry of Labor (MOL) at the Golden Key Image Hotel on March 21 – 23, 2017 in the City of Paynesville, Liberia and in collaboration with the Actions to Reduce Child Labor in Liberia (ARCH) Project, Winrock International, and with the technical and financial support of the United States Department of Labor (USDOL), and being attended by representatives from the Government; Social partners; international organizations and nongovernmental organizations; corporations, cooperatives, agricultural producer organizations;

Recognizing child labor is a social problem worldwide and the agriculture sector is the most hit where the largest number of child laborers is found.

Recognizing the efforts by the Government of Liberia in collaboration with workers' and employers' organizations during the past (almost two decades) and with the support of the ILO and other development partners, through development and implementation of a number of programs, strategies, and policies including the National Action Plan for Elimination of Child Labor (NAP) to address child labor;

Recognizing that there exist linkages between the NAP and national development agenda that, to some extent, addresses the elimination of the worst form of child labor in Liberia; References to this effort is tied to: The United Nations Development Assistance Framework for Liberia (2008-2012), The Agenda for Transformation (AfT) (2012-2017), Liberia's National Social Welfare Policy (2013), Liberia Youth Act, which was formerly a policy called the National Youth Policy, The Rubber Industry Master Plan (2010-2040), National Policy on Girl's Education (2013), The Standard Operating procedures, Liberia National Gender Policy (2009), and The National HIV and AIDS Workplace Policy (2008).

Further recognizing that the National Commission on Child Labor has a key role and mandate to coordinate the National Action Plan for the Elimination of Child Labor (NAP);

Acknowledging the partnerships with trade unions, employers, organizations and cooperatives; companies and enterprises; international and non-governmental organizations and civil society towards elimination of child labor;

Recognizing international commitments to the elimination of child labor which include ILO Conventions and other international instruments and the Roadmap for Achieving the Elimination of the Worst Forms of Child Labor by 2030 as enshrined in the NAP in Liberia

Acknowledging the enactment of the Decent work Act of 2015 that prohibits and protects children from the worst forms of child labor including all forms of slavery, prostitution, pornographic performances, trafficking of drugs etc. which is another indication of the government of Liberia effort against the fight of child labor/worst form of child labor.

Taking into account the fact that there is much need to be done in eliminating child labor and its worst forms in the agriculture sector and other sectors;

Acknowledging the continued need to effectively implement the National Action Plan for the elimination of child labor and its worst forms;

**Now therefore, the conference calls upon:**

**1. *Government of Liberia***

- I. To mainstream child labor issues into national development frameworks, sectoral policies and programs such as agricultural policies
- II. To strengthen the capacity of MOL and NSC to facilitate the coordination, implementation and dissemination of the NAP.
- III. To strengthen the coordination and monitoring System of the Child Labor amongst all protection agencies, NGOs and INGOs.
- IV. To strengthen the Public Awareness and knowledge at all levels.
- V. To build greater collaboration and partnership with international organizations, Development Partners, non-governmental organizations, cooperatives, trade unions, and companies to design and support the implementation of initiatives to eliminate child labor
- VI. To institutionalize, in collaboration with MOL, MOE, MOA and MIA established Model Farm Schools systems to all Districts and strengthening existing model farmers aiming to teach youth modern agriculture and spur their interest and decent work opportunities in rural areas
- VII. To ensure the inclusion of child labor issues in the National curriculum and Teacher training programs
- VIII. To build capacity of existing Child Labor Monitoring Committees/Child Welfare Committees at the local levels, for effective identification and monitoring of incidence and violations of child rights.
- IX. To strengthen Labor administration and Inspection services to adequately address child labor situations in agriculture sectors and other sectors.
- X. To build the capacity of extension officers to monitor child labor situations in their respective areas.
- XI. To ensure increased collaboration among the Ministries of Education, Internal Affairs and Gender, Children and Social Protection and all other relevant Government Agencies to address child labor issues.
- XII. To extend social protection systems for the effective and sustainable reduction of child labor incidences.
- XIII. Government to include child labor issues in criminal procedure laws of Liberia to enhance the prosecution of violations
- XIV. To provide budgetary support for the eradication of Child Labor
- XV. To collaborate and build the capacity of local and traditional leaders

- XVI. To ensure access to soft loans for economic empowerment
- XVII. To develop local action planning guidelines and manuals at county level for a coordinated and expanded multi-sectorial response

## **2. Trade Unions, Employers Organizations, and Cooperatives**

- I. Strengthening efforts to collaborate with corporations to ensure that companies are enforcing anti-child labor policies throughout their supply chains. When necessary, trade unions will include measures to eliminate child labor in collective bargaining agreements or contracts and in their organizing strategies;
- II. Supporting greater linkages for families with children of legal working age to local vocational training programs or providing apprenticeships within the cooperative, trade union or company;
- III. Ensuring that employers comply with Minimum Wage order and encourage the use of CBA to uplift the payments a living wage to workers in order to reduce child labor
- IV. Ensuring the implementation of social protection floors and social mobilization efforts at the national and international levels.
- V. Strengthen capacity of trade unionist/Employers association officials to educate and train employees and Employers on Labor laws in collaboration with Labor Inspectors on labor laws enforcement
- VI. Strengthening Social Dialogue Systems;
- VII. Implement activities under National Action Plan to eliminate child labor and monitor its implementation through child labor monitoring system
- VIII. Actively participate in the National Steering Committee (NSC)
- IX. Provide youth with skills training and employment opportunities.

## **3. Private Sector, Companies and Enterprises**

- i. Ensuring that the appropriate protective gear is provided for employees
- ii. Ensuring the provision of training for all employees and farmer suppliers on the labor laws of Liberia and internal human resource policies, regulations, and sanctions. Regulations should be readily available for employees and farmers, or posted in places that are accessible and can serve as a preventative measure
- iii. Actively monitor incidences of child labor in their operations and/or throughout the supply chain. Collaborate with the Government of Liberia to monitor their operations within a common community-based child labor monitoring system
- iv. Considering the provision of incentives to farmers and agricultural workers who actively monitor and comply with child labor policies; and supporting community initiatives and programs, such as day care and pre-primary centers with nutrition programs; formal schools, vocational training centers, to help disincentive incidents of child labor in agriculture

- v. Ensuring that children of legal working age have access to Occupational Safety and Health (OSH) and other vocational training experiences
- vi. Ensure that proof of age is established
- vii. Support school improvement plans together with PTAs to help increase the quality of education
- viii. Support school feeding programs and development of school gardens
- ix. Support internships for young people in coordination with school authorities

#### **4. *Non-governmental organizations/Civil Society***

- I. Setting up a platform for NGOs to better share information and tools related to child protection under an agreed upon existing structure
- II. Increasing advocacy efforts and coordination support for all children in Liberia to attend school and build awareness that the Government of Liberia has a compulsory education system
- III. Mainstreaming child labor monitoring systems into program activities
- IV. Increasing advocacy and coordination efforts for implementing evidence-based programs aimed at reducing poverty in rural communities
- V. Child support program to encourage nutrition of children especially at school;
- VI. Collaboration with governmental structures and others in the implementation of child labor monitoring systems at community and district level; and remediation.
- VII. Complementing government's effort in the construction and equipping of schools
- VIII. Develop outreach and public education materials for awareness raising at multiple levels including remote communities
- IX. Participate in local action planning and mobilization efforts

#### **5. *Volunteers and other Anti-Child Labor Advocates including the Media:***

- I. Training teachers, children, and community members in child labor issues through school workshops, student forums, religious programs;
- II. Sensitizing parents on the dangers of exploitative child labor and the importance of education through community meetings;
- III. Advocating for support from the local government when they encounter child labor instances situations beyond their capacity.
- IV. Advocating for and contributing to a strengthened referral system; v. Organizing an association of volunteers that meets regularly to exchange information on the child labor monitoring system, and plan larger community events for child labor awareness and the importance of education;
- V. Create radio and television programs on child labor issues

#### **6. *Communities, Parents, Families, and Children***

- I. Communities to develop and implement local/community action plans aligned to District (medium term or development) plans with a focus on education, apprenticeships and livelihoods, health and sanitation;
- II. Parents and Families to reinforce community watch programs to monitor child labor cases at the local levels;
- III. Parents and Families to participate actively on awareness raising activities on child labor prevention and the importance of education;
- IV. Parents and Families who were trained in Model Farm Schools and Junior Field Farmers School (JFFS), to join a cooperative where their agricultural skills can be put to use
- V. Parents and Families to seek out existing resources and programs designed to support vulnerable families through a mapping of existing government sponsored and NGO operated programs.
- VI. Children to raise awareness on child labor through programs such as agricultural clubs children's council and After School Programs.
- VII. Keep children out of the street and encourage them to go to school
- VIII. Develop community action plans to tackle the issues of child labor