
ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION
PLAN

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List of Abbreviations

ASGM	Artisanal and Small-Scale Mining
CBO	Community Based Organisation
CCPC	Community Child Protection Committee
CL	Child Labour
CLU	Child Labour Unit
CSO	Civil Society Organisation
CSR	Corporate Social Responsibility
DA	District Assembly
DACF	District Assembly Common Fund
DCE	District Chief Executive
DEO	District Education Office
DMTDP	District Medium Term Development Plan
DPs	Development Partners
FBO	Faith Based Organization
GES	Ghana Education Service
GLSS	Ghana Living Standards Survey
GNASSM	Ghana National Association of Small Scale Miners
GoG	Government of Ghana
ID	Identity
IGF	Internally Generated Fund
ILO	International Labour Organization
KAP	Knowledge, Attitude and Practice
MCE	Municipal Chief Executive
MC	Minerals Commission
MDA	Ministry Department and Agencies
MDF	Minerals Development Fund
M&E	Monitoring and Evaluation
MELR	Ministry of Employment and Labour Relations
MLNR	Ministry of Lands and Natural Resources
MMDA	Metropolitan, Municipal and District Chief Executives
MMIP	Multi-Sectorial Mining Integrated Project
MoGCSP	Ministry of Gender Children and Social Protection
NGO	Non-Governmental Organization
OSH	Occupational Safety and Health
USDOL	United States Department of Labour
WB	World Bank

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1. Introduction

1.1 Background

The artisanal and small-scale gold mining (ASGM) sub-sector is economically significant, accounting for 15 – 20 percent of annual global gold production. ASGM provides employment and income for an estimated 10-15 million miners globally. Despite the potential of ASGM to contribute to the well-being of its workers in Ghana, the sector is plagued with a bad image due to the dangerous nature of the work, poor working conditions and other decent work deficits including child labour. According to the 2014 national child labour report, a key challenge in the informal economy is the inappropriate participation of children. GLSS 7, 2016/17 also reports a population of 7,117,979 children aged 5-14 of which 12.6 percent (896,865) are in the labour force. As much as 88.6 percent of this number is employed in some form of economic activity.¹

As a result of the high number of children engaged in some form of economic activity the United States Department of Labor (USDOL) is supporting the International Labour Organization (ILO) in implementing the Project ‘Convening Actors to Reduce Child Labour and Improve Working conditions in artisanal and small-scale gold mining (CARING Gold Mining Project)’. The project sought to mobilize different stakeholders to address the issues of child labour and poor working conditions in ASGM. It has four complementary outcomes to be pursued in parallel as follows:

- Laws, policies, and action plans to address child labour and working conditions in ASGM are strengthened, enforced, and/or implemented;
- Access of vulnerable households living in ASGM communities to relevant social protection and livelihoods programs is improved in Ghana;
- Mechanisms to increase monitoring of child labour and working conditions in gold mining supply chains, particularly ASGM, are developed and implemented in Ghana; and
- Global networks to reduce child labour and improve working conditions in ASGM are operational.

The project implementation started from June 2016 and carried out various activities such as:

- Awareness creation on child labour and ASGM working conditions at national and local level.
- Capacity building for technical staff of key government agencies, community opinion leaders and members, miners, teachers, children, media, civil society organisations (CSOs) and non-governmental organisations (NGOs) etc.

¹ As provided in the ToR

- Capacity building on concepts, definition, and consequences of child labour, monitoring mechanisms, Occupational Safety and Health (OSH), ASGM work place management, improving working conditions, child labour and ASGM laws and policies, entrepreneurial development, etc.
- Development of child labour and ASGM monitoring, enforcement, workplace management tools and mechanisms.

The sustainability plan for the CARING Gold Project is therefore to provide a frame for evolving a long-term strategy that will be used as guidance for key stakeholders to sustain the achievements of the project. To ensure ownership and commitment to the plan, this one-day workshop was organised on December 4, 2019 at the Best Western Premier Hotel in Accra. A total of 61 (44 males and 17 females) participants, comprising key stakeholders in the sector participated in the planning workshop. This report documents the processes and outcomes of the sustainability plan workshop.

2. Methodology and Approach to the Development of the Sustainability Work Plan

A participatory approach involving consultations with the project team and participation of key stakeholders in the planning workshop was employed by the consultant in designing the sustainability plan. The design included:

- i. comprehensive desk review of relevant documents of the CARING Gold Mining Project
- ii. working directly with staff to obtain the necessary information; and
- iii. a participatory workshop session and interview with relevant stakeholders.

Following conclusion of contractual arrangements for the assignment, the consultant undertook consultations with the ILO CARING Gold project implementation team to share perspectives on the tenets of the project, clarified pertinent issues and to understand the project context, institutional and implementation arrangements, processes, procedures, the sustainability strategy and requirements. The consultant then developed a work plan for the assignment following the initial consultations with the CARING Gold Project team and agreed on the timelines for the deliverable with the assignment holders.

The consultant undertook a review of all the relevant documents on the project to facilitate understanding and appreciation of the tenets of the project, the sustainability strategy and requirements, as well as provide the context and framework for identifying the nexus of the work plan for the sustainability strategy. The mechanisms in place for operationalizing the strategy was established as part of the document review and reinforced by consultations with the project team. Documents reviewed included a) the CARING Gold Mining Project document and the attendant sustainability strategy; b) Project progress reports; c) endline evaluation recommendations and d) the monitoring and evaluation (M&E) Framework etc.

As part of the document review and consultations, a stakeholder mapping was done for the sustainability strategy in order to establish the key actors and their alignment with the strategy, their roles and responsibilities, needs and expectations, and responsiveness of the strategy to these requirements as basis for establishing the enabling and constraining factors for operationalizing the

sustainability strategy. The knowledge, skills, attitudes and behavioural needs of the stakeholders at the various levels in operationalizing the strategy was also assessed in order to establish the gaps and strategies to address them. The support systems and resource mobilisation mechanisms in place and their responsiveness to the sustainability strategy operationalisation requirements across the ASGM system at the national and local levels was also assessed.

Based on the above, gaps in the sustainability strategy was determined and suggestions for addressing them outlined and incorporated in the formulation of the plan for operationalizing the strategy.

The meetings and desk reviews provided a basis for agreeing on the scope of work, sample template, key issues to be addressed (in relation to the sustainability plan), expected outputs as well as coverage of the partners. It also enabled the consultant and CARING Gold Project team to agree on responsibilities for the workshop and in-process review of the outputs at each stage of the assignment.

To ensure stakeholder participation in the formulation of the plan, a framework for the plan was developed and shared with the CARING Gold Mining Project implementation team for their review and input which was eventually presented at a workshop at which inputs for consolidating the plan was elicited. In addition, stakeholder perspectives on what would work and what would not work and strategies for optimising implementation of the plan was elicited. The stakeholders were grouped into ASGM sector at national, district and community levels as well as the civil society and non-governmental (CSO/NGO) level. This process resulted in a sustainability plan that outlined roles, responsibilities, risk and mitigation and resource mobilization strategy that would be required to implement the sustainability plan. Lessons learned from the project's implementation phase as well as feedback from the project key stakeholders was incorporated within the plan.

The consultant's participation in the Knowledge sharing workshop on December 4, 2019 at the Best Western Premier Hotel in Accra enabled him to obtain first-hand information and appropriate feedback from both project staff and key stakeholders. The sustainability plan will be critical for establishing effective linkages with a range of relevant stakeholders and engage users, government institutions, practitioners, service providers, and others in the AGSM sector in discussions on sustaining and replicating the best practices of the CARING Gold Mining Project.

3. Rationale for the Sustainability Plan

The rationale for developing sustainability plan for the CARING Gold Mining Project is to profile a long-term strategy that will be used as guidance for key stakeholders to map the long-term sustainability of the achievements of the CARING Gold Project and also to roll out the sustainability strategy. The CARING Gold Mining Project, mindful of the need to sustain project achievements as well as to scale up project activities after closure, took the bold step of developing a sustainability strategy, as part of its internal processes to guide future rollouts. This served as a useful document in the development of the sustainability action plan. The sustainability strategy highlights key themes and corresponding measures required to ensure sustainability as illustrated in Table 1.

Table 1: Sustainability Strategy

Elements	Sustainability Measures
Source of Resources	<ul style="list-style-type: none"> • Will work with government units at the national and local levels to ensure that ASGM concerns, especially those of targeted areas, will be covered by existing programs • Will also ensure that government support for initiatives and models will be provided by allocating budgets for these and for replication in other areas • Will build capacity of partners to mobilize resources
Technical and Managerial Capacity	<ul style="list-style-type: none"> • Will continuously build capacity of beneficiaries, target institutions and implementation partners to enable them to address child labour and working conditions issues and other development issues in ASGM • Will also build their capacity in the process to effectively manage the interventions designed.
Motivation of Beneficiaries and Service Providers	<ul style="list-style-type: none"> • Will work within the existing mandates of target agencies and implementing partners so they own the partnership with the project and see this as some kind of support strengthening for eventual independent and sustained action • Will always take a community development approach in dealing with players at the community level so they own the process of addressing key development issues in their areas
Linkages to government and non-government entities	<ul style="list-style-type: none"> • Will work with existing intergovernmental structures and networks of miners and CSOs to ensure that their collaborative work is strengthened • Will also strengthen the linkages of communities with providers of services from the government and non-government

4. Achievements of the CARING Gold Mining Project

Results from the pre and post Knowledge, Attitude and Practices (KAP) studies of the CARING Gold Mining Project shows some significant achievements. Placing the findings in context, it is important to mention that the ban the Government of Ghana (GoG) imposed on small scale mining, limited social protection resources to meet demand, lack of resources for agencies to carry out their mandates, changes in leadership of institutions partnering the project amongst others were some of the challenges faced by the project. Nonetheless, the findings from the pre and post surveys showed significant improvements as societal acceptance of children working in the mines declined from 89 percent to 76 percent, and parents' awareness of minimum age of work for children increased by 13 percentage points. Child deniers also dropped from 36 percent to 28 percent. However, children exposed to mercury as well as non- use of protective clothing among children shot from 62 percent to 72 percent and from 58 percent to 74 percent respectively due to the increase in illegal activities after the lifting of the ban. Below is a summary in Table 2.

Table 2: Results of Knowledge, Attitude and Practices (KAP) Surveys

Some Findings	Pre KAP (%)	Post KAP (%)
High societal acceptance of children working	89.0	76.0
Awareness of parents on minimum age of work	76.5	89.5
Reason why children work-to support family	20.0	47.0
Poorest children who are most likely to work are also likely to deny there is a problem with their engagement with work	36.0	28.0
About half of the miners come from the community	56.0	47.0
Children are exposed to mercury	62.0	72.0
Non-use of protective clothing among children	58.0	74.0

5. Key Achievements of the Workshop

The workshop activities included putting the event into context through a welcome statement by the Country Director that provided an overview and purpose of the workshop, self-introduction of participants and the facilitators, experience sharing, presentations as well as questions and answers. The key achievements include:

- i. Empowered and energised participants from the national, district, community and CSO/NGOs levels who will be able to take forward the lessons in a productive way. There was visible readiness of the participants, especially the Municipal and District level actors for sustaining the best practices from

the intervention activities. This was evidenced by the insights and experiences they shared about the project implementation and the implications for leading their people for successful sustenance of the interventions.

- ii. Stakeholder involvement in the entire process of the implementation as evidenced by the insights shared and the various ways and forms in which they articulated their readiness for sustaining the CARING Gold Mining Project practices in the districts and replication in other districts and communities was commendable.
- iii. Participants' contributions, readiness and transparency towards the process of sustaining the project as exhibited at the workshop will be the driving force to sustaining this work plan.

6. Step by Step Approach to Development of the Sustainability Workplan

6.1 Sustainability Action plan Framework

- A template was developed for the formulation of the sustainability action plan. It elicits the themes/issues, activities/action steps, expected output, responsibility, risk and mitigation and remarks
- Three discussion groups were formed to formulate the action plan, namely: National level stakeholders; district and community level stakeholders; and Ghana National Association of Small Scale Miners (GNASSM)-CSOs/NGOs

7. The Sustainability Plan

The CARING Gold Mining Project, besides its goal and objectives is seeking to ensure the sustainability of the achievements since inception by eliciting inputs from key stakeholders/partners. The December 4, 2019 knowledge-sharing workshop at the Premier Best Western Hotel in Accra, thus offered various stakeholders the opportunity to offer their inputs.

The CARING Gold Mining project worked towards reducing Child labour and improving working conditions in ASGM mines through awareness creation, capacity building of staff of key partners, empowering communities, linking beneficiaries to social protection and alternative livelihood support systems amongst others without giving any direct financial support.

The three groups formed (*national, district and community and the CSO/NGO*) discussed key thematic issues in the project sustainability strategy including funding sources, technical and managerial capacity building, motivation of beneficiaries and service providers, and linkages to government and non-governmental entities. The results of the group outputs are presented as follows:

7.1 National level stakeholders

The discourse was to find out how national level stakeholders intend to carry on their activities without future project support. The key conclusions were as follows:

Funding: The group was of the view that the World Bank planned support for the Multi-Sectorial Mining Integrated Project (MMIP) will come on stream to fund/support ASGM best practices. It was also envisaged that GoG funding will be accessed. The main activities to be undertaken include formulation,

review and amendment of laws and mainstreaming child labour (CL) into the National Development Framework. MMIP will lead in these activities with the support of Ministry of Lands and Natural Resources (MLNR) and other institutions.

Technical and Managerial Capacity building: In terms of technical and managerial capacity, the group suggested the continuous institutional capacity building of national institutions, with funding from GoG, Development Partners (DPs) and CSOs/NGOs. The group also sees the mainstreaming of the school clubs and the SCREAM methodology into the school curriculum and the Ghana Educational System as sustainable and critical

Motivation of Beneficiaries and Service Providers: The group was of the opinion that passing of the Social Protection bill into law will be the game changer in motivating beneficiaries and service providers and the responsibility of seeing this through lies in the bosom of Ministry of Gender Children and Social Protection (MoGCSP)

Linkages to government and non-governmental entities: With respect to linkages to government and non-governmental entities, the group recommended the streamlining of coordination and collaboration to reduce bureaucratic bottlenecks; the establishment of a technical working group; increased capacity and establishment of a national steering committee on ASGM. The funding sources identified include MMIP, Minerals Development fund (MDF) and World Bank (WB).

7.2 District and community level stakeholders

This group comprised the Municipal Chief Executive (MCE) and District Chief Executive (DCE) of two partner districts and project implementers including community child protection committee (CCPC) members, Ghana Education Service (GES) staff, basic schoolteachers, school clubs using the SCREAM methodology and other district level representatives. The key conclusions focused on:

Funding: Funding for most activities will be provided by the district assemblies to sustain the CARING Gold Mining Project. The districts earmark a total of GHC 40,000.00 annually in this regard. Additionally, they will undertake a mapping exercise to identify all potential donors and follow that with a resource mobilization drive. Funding would also be sourced from the District Assemblies' Common Fund (DACF) and the Child Labour Fund.

Technical and Managerial Capacity building: The districts and communities see project sustainability attainable as they plan to form and organize training for CCPC in other communities using their own resources. The group also intends getting a child labour unit established in the districts and will continue holding stakeholders' workshops to share knowledge and experiences from their activities with Metropolitan, Municipal and District Chief Executives (MMDCEs) being responsible to ensure it receives the attention that is required for effective implementation.

Motivation of Beneficiaries and Service Providers: Discussions on Motivation of beneficiaries and service providers were interesting as suggestions ranged from what is currently being done and others to be added. Clothing of school clubs and their participation in public wide district level activities. Additionally, the districts will provide logistics to CCPC, honorarium for CCPCs and to facilitate the process of ensuring that rescued child labourers attend school on a regular basis once they are

integrated back into school. This will promote retention and generate interest of children in school and minimize the possibility of going back to the mining site.

Linkages to government and non-governmental entities will be enhanced through quarterly multi sectoral meetings, establishment of WhatsApp platform for stakeholders and establishment of District child labour monitoring teams.

7.3 GNASSM/CSO/NGO stakeholders

The key conclusions focused on:

Funding: According to the CSO/NGO/GNASSM funding for activities leading to reduction in child labour and improvement in working conditions in ASGM mines could be sustained through the development of resource mobilization strategy and other activities. Main sources of funding include internally generated fund (IGF), donors, Ministries, Departments and Agencies (MDAs) Metropolitan, Municipal and District Assemblies (MMDAs), Social Protection Private sector; Corporate Social Responsibility (CSR); Volunteering resources (e.g. office space); and pro bono service systems

Technical and Managerial Capacity: The group will achieve this through the establishment or strengthening of appropriate linkages/networking; training and retraining; knowledge sharing; and sourcing of appropriate human resources

Motivation of Beneficiaries and Service Providers: Link identified victims to social protection systems and reducing bottlenecks to acquiring licenses.

Linkages to government and non-governmental entities: Streamline licensing processes; strengthen linkages and organizing networking events. The group identified the GNASSM; CSOs (NGOs; Community Based Organisations and Faith Based Organisations (CBOs/FBOs etc.) as entities that will be responsible for seeing to the implementation of the activities.

8. Way forward

The following are provided to guide the way forward for the ownership and sustainability of the CARING Gold Mining Project:

- The sustainability plan should be handed over to the respective Municipal/District Assemblies and the Municipal/District Chief Executives made directly responsible as suggested by stakeholders during the development process.
- There should be inter-sectoral body from the community level through to the national level and coordinated by the District Assembly.
- Good database is required to implement, manage and monitor projects like the CARING Gold Mining. Stakeholders must ensure there is a dedicated source of funding for Monitoring and evaluation alongside project implementation.
- Regular or frequent stakeholder engagement and knowledge sharing is critical to sustain coordination and collaboration efforts started by the project.

9. Conclusion

To a very large extent, strategies that would ensure sustainability of the CARING Gold Mining Project should place more emphasis on activities at the community and district level to maintain the ownership and commitment as the districts and communities are the direct implementers and beneficiaries of the project. Such activities should include the active participation of communities in planning, implementation and monitoring to ensure ownership; using administrative structures already in place and building on them, providing, and making resources readily available at all times. Above all, coordination and collaboration amongst stakeholders should be strengthened, as they are key success drivers for sustainability.

10. Sustainability Action Plan

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
National Level							
Funding	- Multi-Sectorial Mining Integrated Project (MMIP) continues to pursue and fund/support ASGM best practices	- World Bank - GoG	Fund for MMIP and other ASGM projects disbursed	- MMIP (Lead) - MLNR	- Lack of commitment of government to commit resources	-Continuous engagement with government and participation of stakeholders in the planning, implementation, management and decision-making process -Continuous engagement of government to integrate the process in the existing government structures and systems	- Funding will be dependent on the flow of funds from the World Bank and the commitment of government to mainstream the activities into existing systems
Technical and Managerial	- Build institutional capacities on Child labour and improved	- GoG/DPs/C SOs	- Institutional capacities on	- MLNR - MoE/GES/M	- Lack of commitment of	- Mainstream into existing structures	- Mainstream of technical and capacity building

ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION PLAN

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
Capacity	<p>working conditions.</p> <ul style="list-style-type: none"> - Build capacities of relevant actors on SCREAM methodology. - Main stream the SCREAM methodology into the Basic school curriculum/Educational System - Formulate, review and amend laws on children and minerals and mining acts. 	- GES	<ul style="list-style-type: none"> CL and WC built. - Capacities on SCREAM methodology built. - SCREAM methodology mainstreamed into educational system. 	LNR	government to provide required resources		into existing structures at the district and national levels will be dependent on the readiness and willingness of the agencies concerned. Stakeholders may require intense advocacy
Motivation of Beneficiaries and Service Providers	<ul style="list-style-type: none"> - Pass of Social Protection bill into law -Provide social support to vulnerable families to increase livelihoods. 	- GoG/DPs/C SOs	<ul style="list-style-type: none"> - Social Protection Law passed - Complementary and Alternative livelihood support 	<ul style="list-style-type: none"> - MoGCSP - Department of Community Development 	- Inadequate enforcement of the law	-A continuous awareness creation on the law and advocate by Civil Society for enforcement	- A continuous engagement with the state and law enforcement agencies and advocacy will be required

ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION PLAN

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
			developed.				
Linkages to government and non-governmental entities	<ul style="list-style-type: none"> - Streamline coordination and collaboration between government and private sector - Establish National Steering Committee on ASGM - Dissemination and Utilization of child labour monitoring tools 	<ul style="list-style-type: none"> - MMIP - Minerals Development Fund - World Bank - GoG/DPs 	<ul style="list-style-type: none"> - Coordination and collaboration among key actors established. - A functional National Steering Committee on ASGM established - Child labour monitoring tool disseminated and utilised 	<ul style="list-style-type: none"> - MMIP - MLNR - Minerals Commission - MELR (CLU)/MLNR (Minerals Commission) 	-Lack of commitment on the part of the key stakeholders to the process	<ul style="list-style-type: none"> - Clear roles and responsibility spelt out - Continuous education and sensitization 	<ul style="list-style-type: none"> - Provide membership criteria and clear terms of reference of the steering committee

ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION PLAN

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
District/Community Level							
Funding	<ul style="list-style-type: none"> - Local level fund raising - Mapping of all potential donors both local and international - Submit financial proposals to donors 	<ul style="list-style-type: none"> - The District Assemblies' common fund - Donor funds - Funding proposal developed 	<ul style="list-style-type: none"> - Budgeted funds sourced as planned annually. 	<ul style="list-style-type: none"> - MMDCE's 	<ul style="list-style-type: none"> - Commitment to and delays in release of the Common Fund 	<ul style="list-style-type: none"> - Alternative financial arrangements should be made to address the challenges of delays and non-release of funds 	<ul style="list-style-type: none"> - Budgetary recognition and provision for ASGM activities in the District Assembly's medium-term development plan (MTDP)
Technical and Managerial Capacity	<ul style="list-style-type: none"> - Form and train CCPC in other communities - Establish a child labour unit at the district level - Organize child labour awareness workshop for stakeholders 	<ul style="list-style-type: none"> - DACF - Child labour fund 	<ul style="list-style-type: none"> - 15 CCPCs in other communities established and trained annually. - A functional child labour unit established 	<ul style="list-style-type: none"> - MMDCEs 	<ul style="list-style-type: none"> - Lack of commitment and delays in release of the Common Fund 	<ul style="list-style-type: none"> - Alternative financial arrangements should be made to address the challenges of delays and non-release of funds - Mainstreaming of technical and capacity building into existing structures at the 	<ul style="list-style-type: none"> - The sustenance and effectiveness of the CCPCs and the CLU will depend on the level of resources available

ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION PLAN

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
						district level	
Motivation of Beneficiaries and Service Providers	<ul style="list-style-type: none"> - Provide Logistics to CCPC - Provide Honorarium for CCPC - Promote retention in school 	- Child labour fund	<ul style="list-style-type: none"> - Overcoats and ID cards for CCPCs provided. - Honorarium paid to CCPC annually - Rescued child labourers are retained in school 	<ul style="list-style-type: none"> - GoG - DP (World Bank) - District Assemblies - District Education Office 	- Lack of continuous and sustained provision of resources	- CCPCs are provided with all the technical, legal and material support to rescue children from child labour activities	- The sustenance and effectiveness of the CCPCs and the CLU will depend on the level of resources available
Linkages to government and non-governmental entities	<ul style="list-style-type: none"> - Carry out a quarterly multi sectoral meetings. - Establish whatsapp platform for stakeholders - Establish a multi-sectoral District child labour 	- Child labour fund	<ul style="list-style-type: none"> - Four quarterly meetings for stake holders organized. - WhatsApp platform established. - Multi 	- MMDCE's	- Lack of commitment of members	<ul style="list-style-type: none"> - Assign clear roles and responsibility of members - Strong network built to promote child labour free in the respective districts of the intervention 	-The higher-level monitoring of child labour and ASGM activities would enrich the understanding and also enhance the commitment of the leadership of the District Assembly

ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION PLAN

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
	monitoring team		sectoral monitoring team established.				
CSO/NGO level							
Funding	-Develop resource mobilization strategy including writing of proposals	-IGF -Donor(s) -MDAs & MMDAs Private sector -Donation	-Resource mobilization strategy map developed. -Funding proposals developed. -funding resource map developed - Organization s providing funding documented.	- GNASSM; - CSOs (NGOs, CBOs/FBOs etc.)	- Lack of capacity of members to develop quality fund raising strategy	- Build capacity of GNASSM/CSOs and NGOs to develop quality proposal for funding	-This process would require high quality resource mobilisation skills to get support from funding agencies, companies, individuals and government
Technical and Managerial	-Establish an appropriate linkages	-IGF;	-Appropriate linkages and	-GNASSM;	-Lack of continuous	- Facilitate effective	-A strong networking and

ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION PLAN

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
Capacity	and network -Provide training and refresher trainings and Knowledge sharing events among stakeholders	-Donor(s); -MDAs & MMDAs; -Private sector; -CSR; Volunteering resources - Pro bono services	network established -Training and knowledge sharing events held	-CSOs (NGOs; CBOs/FBOs etc.)	and sustained provision of resources for training and lesson learning events	networking and collaboration to ensure the mainstreaming of all training and lesson learning events into existing structures at the national and district levels	collaboration between state and non-state actors would ensure the sustenance of the activities
Motivation of Beneficiaries and Service Providers	-Link identified victims to Social Protection systems -Reduce bottlenecks to license acquisition	-IGF -Donor(s); -MDAs & MMDAs; -Private sector; -CSR; Volunteering resources (e.g. office space);	-Social Protection Systems identified -bottlenecks removed from licensing processes	-GNASSM; -CSOs (NGOs; CBOs/FBOs etc.)	-Bureaucratic processes and lack of commitment to create awareness of social protection systems in communities	-Continuous awareness creation social protection systems and removal of bottlenecks in the acquisition of obtaining licence as a small-scale miner	-Awareness creation and transparency are key to reducing child labour and promote good working conditions in the ASGM sector

ILO CARING GOLD MINING PROJECT SUSTAINABILITY ACTION PLAN

Strategic Issues/ Elements	Activities/Action steps	Source of funding	Expected Output	Responsibility	Risk	Mitigation	Remarks
Linkages to government and non-governmental entities	-Streamline licensing processes through decentralization of processes; - Organize networking events	-IGF; -Donor(s); -MDAs & MMDAs; -Private sector; -CSR;	-Licensing processes made simple and affordable; -Networking events held.	-GNASSM; -CSOs (NGOs; -CBOs/FBOs etc.)	-Resistance of actors in the bureaucratic process	-Continuous engagement between the CSOs and the Minerals Commission as well as effective advocacy	-A strong networking and collaboration between state and non-state actors would ensure the sustenance of the activities

10.1 Summarize framework

National Level

OUTCOMES	EXPECTED OUTPUTS	INDICATORS	TARGETS
1. Laws, policies, and action plans to address child labour and working conditions in ASGM are strengthened, enforced, and/or implemented	1.1 Fund for MMIP and other ASGM projects disbursed. 1.2 institutional capacities on CL and WC built 1.3 SP Law passed 1.4 Coordination and collaboration among key actors increased 1.5 A functional National Steering Committee on ASGM established	-Amount of funds disbursed for MMIP activities - Amount of funds disbursed from district assemblies -National steering committee on ASGM established.	Per documented budget Per national budget allocation
2. Access of vulnerable households living in ASGM communities to relevant social protection and livelihoods programs is improved in Ghana	2.1 Complementary and Alternative livelihood support developed	-Number of livelihood support programmes -Number of skills training to support livelihoods carried out.	Per proposal document or DMTD plans
3. Mechanisms to increase monitoring of child labour and working conditions in gold mining supply chains, particularly ASGM, are developed and implemented in Ghana.	3.1 Capacities on SCREAM methodology increased. 3.2 SCREAM methodology mainstreamed into educational system. 3.3 Child labour monitoring tool disseminated and utilised	-Number of stakeholders trained on SCREAM methodology. -Number of SCREAM clubs established. -Number of child labour tools utilized	Per the Annual District Education Operational Plan (ADEOP) Per national budget allocation

District/Community Level

OUTCOMES	EXPECTED OUTPUTS	INDICATORS	TARGETS
<p>1. Laws, policies, and action plans to address child labour and working conditions in ASGM are strengthened, enforced, and/or implemented</p>	<p>1.1 Budgeted funds sourced as planned 1.2 CCPCs in 15 other communities established and trained 1.3 A functional child labour unit established at the district assembly</p>	<p>Percent of budgeted funds disbursed from district assemblies Number of CCPCs established and trained Number of child labour and working children cases recorded</p>	<p>Per proposal document or DMTD plans</p>
<p>2. Access of vulnerable households living in ASGM communities to relevant social protection and livelihoods programs is improved in Ghana</p>	<p>1.1 CCPCs are provided with materials and financial support 1.2 Child labourers integrated back in school.</p>	<p>Number of CCPC members that receive honorarium annually Number of integrated child labourers retained in school</p>	<p>Per proposal document or DMTD plans</p>
<p>3. Mechanisms to increase monitoring of child labour and working conditions in gold mining supply chains, particularly ASGM, are developed and implemented in Ghana.</p>	<p>1.1 A multi sectorial monitoring team established</p>	<p>Number of monitoring visits conducted in a quarter</p>	<p>Per proposal document or DMTD plans</p>

GNASSM/CSO/NGO

OUTCOMES	EXPECTED OUTPUTS	INDICATORS	TARGETS
1. Laws, policies, and action plans to address child labour and working conditions in ASGM are strengthened, enforced, and/or implemented	1.1 Resource mobilisation strategy developed 1.2 Appropriate linkages and network established	Number of proposals developed Number of networks established	Per proposal document or DMTD plans
2. Access of vulnerable households living in ASGM communities to relevant social protection and livelihoods programs is improved in Ghana	1.1 Social Protection Systems identified	Number of Social Protection systems identified	Per national budget allocation
3. Mechanisms to increase monitoring of child labour and working conditions in gold mining supply chains, particularly ASGM, are developed and implemented in Ghana.	3.3 Child labour monitoring tool disseminated and utilised	Number of child labour tools utilized	Per national budget allocation