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International Labour Organisation/
International Programme on Elimination of Child Labour (ILO/IPEC)

Analytical Study on Child Labour In Lake Volta Fishing in Ghana



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Consultancy Services on Analytical Study on Child Labour in Fishing
on Lake Volta of Ghana
Final Report
Prepared by Paul Asamoah Kukwaw (Development Consultant)
21 August, 2013

**THE INTERNATIONAL LABOUR ORGANISATION (ILO)
THE INTERNATIONAL PROGRAMME FOR ELIMINATION OF CHILD LABOUR (IPEC)**

ANALYTICAL STUDY ON CHILD LABOUR IN VOLTA LAKE FISHING



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List of Abbreviations and Acronyms

CBOs	-	Community Based Organisations
CBFMCs	-	Community-Based Fisheries Management Committees
CCPCs	-	Community Child Protection Committees
CFC	-	Community Fisheries Centre
CL	-	Child Labour
CLS	-	Conference of Labour Statisticians
CLU	-	Child Labour Unit
CSOs	-	Civil Society Organisations
DAs	-	District Assemblies
DCPCs	-	District Child Protection Committees
DFID	-	Department for International Development
EAs	-	Enumeration Areas
FAO	-	Food and Agriculture Organisation
FBOs	-	Faith Based Organisations
fCUBE	-	Free Compulsory Universal Basic Education
FGDs	-	Focus Group Discussions
GAWU	-	Ghana Agricultural Workers Union
GCFA	-	Ghana Cooperative Fishers Association
GDP	-	Gross Domestic Product
GEA	-	Ghana Employers Association
GEA	-	Ghana Employers Association
GNAFF	-	Ghana National Association of Farmers and Fishermen
GNCC	-	Ghana National Commission on Children
GNCRC	-	Ghana NGO Coalition on the Rights of the Child
GNCFC	-	Ghana National Canoe Fishermen's Council
GSOP	-	Ghana Social Opportunities Project
GSS	-	Ghana Statistical Service
HAF	-	Hazardous Activity Framework
IDAF	-	Integrated Development of Artisanal Fisheries
ILO	-	International Labour Organisation
IPEC	-	International Programme for the Elimination of Child Labour
LEAP	-	Livelihoods Empowerment Against Poverty
LVRDP	-	Lake Volta Research and Development Programme
MDAs	-	Ministries, Departments and Agencies
MESW	-	Ministry of Employment and Social Welfare
MMDAs	-	Metropolitan, Municipal and District Assemblies
MoFA	-	Ministry of Food and Agriculture
MOWAC	-	Ministry of Women and children's Affairs
NFED	-	Non Formal Education Division
NGOs	-	Non-Governmental Organisations
NHIS	-	National Health Insurance Scheme
NICFC	-	National Inland Canoe Fishermen's Council
PACF	-	Parents and Child Foundation
PACODEP	-	Partners on Community Development Programme
PTA	-	Parent and Teacher Association
SIF	-	Social Investment Fund
SOP	-	Social Opportunities Project
STEP	-	Skills, Training and Employment Programme

TUC - Trades Union Congress
WFCL - Worst Forms of Child Labour

Executive Summary

Introduction

The world in recent times has shown deep concern about the issue of child labour, trafficking in children and other forms of slavery and slavery-like practices. It is estimated that over 215 million child labourers are engaged in several economic activities in the world today and that some 60 percent of them work in the agricultural sector including fishing and aquaculture. As child labour continues to occupy the centre-stage in the quest of Governments to secure the future of its children, the Government of Ghana is equally deeply concerned about the plight of several thousands of children who are engaged in child labour in many economic sectors of Ghana. The report about the huge numbers of children involved in fishing, both marine and inland fishing is of grave concern to both Government, development partners, civil society organizations and efforts are continually being made to eliminate the menace and secure the future of these children.

The Volta lake of Ghana, created in 1965 is a valuable asset and has made significant contribution to the economy of Ghana. As well as providing hydroelectric power to facilitate Ghana's socioeconomic development, it also contributes to irrigation, transportation and recreational services. Thus, in a much larger sense, the people of Ghana everywhere have gained tremendous benefits from this important national resource. As much as being a blessing and important asset, the creation of the dam displaced some 88,000 people leading to provision of some resettlement schemes to cater for the thousands of settlers which invariably made large number of inhabitants "refugees" in their own country (coming not as a result of war or natural disaster but as a result of "planned social change"). Original inhabitants lost farmlands and had no food on sustainable basis and no good drinking water.

The creation of the dam created a huge fishing potential for Ghana and its estimated 121 fish species made the Volta Lake contribute to over 90 percent of the total fishery production of Ghana. Some 300,000 people depend on the lake for their livelihoods of which about 80,000 are fishers and 20,000 fish processors and traders. As the lake's fishery activity remains artisanal, several thousands of children are involved in the lakes fishing activities, many of whom are trafficked from other parts of Ghana and elsewhere outside Ghana. There are reports that these children engage in many activities including, among others, paddling canoes, pulling fishing nets, draining canoes of water, diving into deep waters to track fish movements or disentangle fishing nets from tree stumps, picking and sorting fish, cleaning fish, mending nets. In performing these activities, children are exposed to a range of risks – dangers, hazards and injuries – which have serious health implications. Beyond the risks, the hazardousness of the work they do constitute child labour, and coupled with the menace of trafficking, there have been concerns to deal with the problem and find lasting solutions to protect future generations.

Several studies have been carried out on this issue and findings have been put in the public domain. As the circumstances and situations of child labour and trafficking along the lake changes overtime, the need to further investigate into the canker to engender identification of more practical remedies to the growing problem becomes imminent. The International Labour Organisation (ILO) through its in-focus programme, the International for the Elimination of Worst Forms of Child labour (IPEC) has been a key

ally in the quest to fight child labour and trafficking in several sectors of the Ghanaian economy. The ILO/IPEC under the ECOWAS 1 project therefore commissioned this “Analytical study on Child labour in Lake Volta Fishing in Ghana”.

The Study – Scope, Objectives and Methodology

Given that the fight against child labour and trafficking remains a top priority of the Government of Ghana, the study aims at supporting national efforts to eliminate Worst Forms of Child Labour (WFCL) in the fishing sector. The purpose is to create a shared platform for action against child labour and trafficking in that sector. Specifically, the study’s objectives are (i) to examine the scope of the problem of child labour in fishing on Lake Volta (ii) to find out the nature and dimensions of CL in Lake Volta fishing, including the extent of trafficking into the sector especially of children from other regions and countries. (iii) to find out how the marketing and supply chains works and the underlying motive of fishing operators regarding the use of children (iv) to recommend measures to enhance interventions against child labour in the fishing sector in Ghana; and (v) to support the validation of research findings.

The study was carried in 8 fishing districts along the Volta Lake in 3 out of the 4 regions through which the Volta Lake passes (Volta region: Dambai, Kete Krachi, Jasikan, Kpando Districts; Eastern Region: Kwahu North and Afram Plains Districts; Brong Ahafo: Sene and Atebubu Districts) and these are regarded as receiving communities as far as trafficking is concerned. Two other districts, often referred to as sending communities were also included in the sample. These include Greater Accra region: Dangbe East District (Ada) and Central Region: Mfantseman Municipality.

The study methodology revolved around four systems of information gathering namely design and review of field protocols for data collection; information gathering from primary and secondary sources; institutional engagement for information collection and focus group discussions to collect relative perceptions of community level actors. Sampling was based on application of models used by the Ghana Statistical Services (GSS) which is the national body mandated to develop all statistical data in Ghana to enhance study’s credibility. The 2010 population census remained the key indicative statistics and supported with the 2000 population census in instances where current figures are unavailable. In executing the actual fieldwork, the Consultant team combined stratified and purposive sampling techniques. The study approach involved broad indepth consultations with the ILO, especially with the Project Officer to ensure that both the client and the consultant have adequate understanding, appreciation and expectations as far as the outputs and results are concerned.

Literature/Documentation Review

The study made extensive review of literature to inform learning and help build on existing knowledge. The key information was international laws and regulations which basically focused on ILO Conventions and Regulations. The review established the rights of children including conditions under which they could be engaged in acceptable work. Typical of these is the ILO Conventions Nos. 182, 138, work in fishing convention, convention on the rights of the child and ILO declaration on fundamental principles and right at work. Within the national ambient, the review outlines the national fishery policies and its evolution since independence to demonstrate the changing trends in efforts to secure the fisheries sector. The Fisheries Act, Fisheries Regulations and other legislative instruments that seek to uplift the

welfare of children in Ghana were reviewed. Several other key legislative instruments and documents to highlight on national response to child labour and trafficking were gathered and reviewed to show attempts made to ensure that children have a future.

Study Analysis and Discussions

The analysis covered data gathered from both institutional level and communities and examined issues from the perspective of a broad range of actors. The institutional level issues focused on policies, regulations and frameworks in place, either government driven or otherwise, to contribute to the elimination of child labour and trafficking in Volta lake fishing. Community level information were analysed from the perspectives of working children, employers/users of children, parents and community members.

The study reveals that fishing remains a key economic activity and livelihood in fishing communities, followed by farming and other economic ventures. Fishing is done on individual basis and that group or cooperative enterprise is less developed. The skills in fishing are handed down through an informal-like apprenticeship training where young people learnt from adult fishers. There is a high level of migration to the fishing communities as over 67 percent of fisher respondents are not natives of the communities.

Children are engaged in every stage of fishing activity: production and sale of inputs; actual fish catch, fish processing, marketing and distribution, upstream jobs and other related duties. Since fishing activity is globally seen to fall under the worst forms of child labour category, it needs no gainsaying to point out that there is massive child labour on the lake Volta fishing. Working children combine fishing with schooling and this affects learning and performance at school. Many of these fishers therefore have only primary education. Significant number of them dropout of school to engage in full-time fishing with the reason that their parents/guardians are unable to cater for their basic school needs, lucrativeness of the fishing activity or truancy of children. The study has established that working children do not work under any agreement so many of them do not receive remuneration. Children are not provided with safety gears and are therefore exposed to range of risks – dangers, hazards and injuries.

Trafficking has been identified as a major occurrence in fishing and children are trafficked from fishing communities within the same district, outside the district, other parts of Ghana and from beyond Ghana. About 39 percent of respondents indicated that children are trafficked from outside Ghana, 18 percent indicated they were brought from other parts of Ghana, 15 percent from within the district and 17 percent from outlying communities. Trafficked children are largely offered by parents/guardians who are unaware of the environment and conditions that children will be working.

From the institutional perspective, child labour exists because of none pro-activeness of institutions to effectively fight against child labour and trafficking. Even though there are policies and regulations (e.g. the Children's Act, Trafficking Act etc.) their enforcement is ineffective making it difficult to stem the practice.

A key requirement of the study is careful analysis of value addition, marketing and supply chains of the sector. Whilst it is admitted that value addition, marketing and supply chains is a concept to describe

the industry, it is also an important tool for analytical study. The consultant thus employed the concept purely for analytical purposes and specifically to describe the ranges of activities within each link of the chain where child labour and trafficked children are involved in the entire fishing activities. The study identifies child labour occur in at the upstream level (minimally in boat building and repair, sale of inputs, mending of nets etc.). child labour significantly occur within the core fishing activities involving fish catch (where children engage in fishing – paddling boats/canoes, diving into deep waters to observe fish movement or disentangle entrapped fishing nets and related dangerous activities). Other aspects of downstream activities where child labour occurs including fishing sorting, clean, transporting, sale and distribution of fish.

Findings, Recommendations and Strategic Interventions and Action Plan

The study's findings and recommendations are as follows:

Findings

The findings of the study examined issues as it relates to specific segment of responses and these include perspective of working children, employers/users of child labour, parents/guardians and community. In the light of these perspectives, summary of key findings is provided. Generally, the findings of the study are as follows:

- The main livelihood of the people are fishing and farming as well as other economic activities. Fishing remains the mainstay and involves a range of broad activities
- There are more boys than girls involved in fishing activities
- Working children generally attend school but many combine schooling with fishing as indicated by about 80 percent of the respondents and this affects learning and performance at school. The situation is orchestrated by inability of parents/guardians to meet all school supplies and expenses. Very often children need to support their own schooling from the work they do. This, coupled with other constraints, make attending school unattractive leading to increasing school dropout rate to engage in full-time fishing.
- Working children are involved in all the various stages of fishing. As many aspects of the fishing activity could be classified as hazardous, it confirms that children in lake fishing are engaged in WFCL.
- Working children are not provided with appropriate safety gears. Working children are thus exposed to severe risks including dangers, hazards and injuries. Drowning, exposure to cold weather/cold waters, storms, diseases and infections, bites from animals and reptiles, fishing net entanglement are but some of the major dangers children are exposed to.
- Children are also prone to various injuries and health problems. Injuries include bites/stings from fishes, cuts, noise induced injury, fish poisoning, bruises, abrasions, back injuries/muscle injuries, broken bones, blistered hands and feet, head injuries, burns, visual impairment and bone deformities.

- In event of accidents or injuries, a number of victims seek medical attention using NHIS. Sometimes master employers come to their aid or family relatives may help. However, some are unable to meet these medical bills leading to some people staying out of work.
- Majority of working children do not receive wages and do not work according to any agreements. They are therefore not paid regularly. There are also no compensation packages.
- High poverty levels exist as a result several reasons including declining fish catch due to overexploitation of fishery resources on the lake, fishing is artisanal and largely small scale who use simple wooden canoes that can make only small catches, low income etc.
- Weak educational system (poor infrastructure, inadequate school supplies, inability to meet school charges etc.).
- Limited additional and/or alternative livelihoods.

Recommendations

The study's recommendations are as follows:

- Enforcement of policies, laws and institutional frameworks. The Children's Act, Human Trafficking Act and many other laws and plans (including the National Plan of Action on child Labour) should be enforced and/or implemented.
- Conduct of intensive and targeted sensitization and awareness programmes. There is the need to create awareness to assure commitment from the grassroots (employers/users, parents, traditional authority) to appreciate the importance of investing in the children's education; to own up perpetrators of child labour and trafficking; to support enforcement, and to resist all forms of slavery and slavery-like practices.
- Improving the education system in fishing communities to make school going and apprenticeship training attractive. This should include providing school supplies (uniforms, text books, exercise books, sandals, food-for-school etc.) as well as apprenticeship items. School system and learning must also be made "girl-friendly" to enable more girls opt for school rather any other forms of endeavour.
- Support fisher employers to provide appropriate safety gears for working children. This relates to institutionalizing OHS measures and should be applicable to children who attain minimum legal working age.
- Provision of technical support to fisher employers to develop remuneration and compensation packages for working children. Recognising that fishing along the lake falls within the informal sector and that regulations on wages and compensation is often difficult, given the peculiar nature of fishing communities, children who attain the minimum legal working age must be treated fairly. The MESW, GEA and the Labour Department must provide technical support on arrangements to deal with remuneration and compensation packages for working children.

- Promotion of sound entrepreneurial and business principles to enable fishers attain credibility and capital to operate. In this regard, specific interventions suggested include identification and organization of viable fishers and fishing ventures to benefit from training and capacity building relating to entrepreneurial and business principles, group dynamics and cooperative principles; mobilization of fishers to access microcredits as well as monitoring and provision of backstopping services on efficient utilization of credit and repayment.
- Development of economic and livelihood packages for families and households as additional or alternative income-generating ventures for fishers to enable them support their families and desist from using children to work. Specific measures proposed include introduction and adoption of improved technologies to the entire fishing enterprise to replace the traditional and inefficient ways of doing fishing; introduction and support to fishers to engage in farm and non-farm-based livelihoods; and support to fishers to access microcredits to expand both fishing business and other livelihoods.
- Against the backdrop of dealing with child labour in value addition, marketing and supply chains, the need for Ghanaians to act in ways that influence consumption patterns to impose requirements on fish production and processing will promote ethical and responsible commitment to desisting from the use of children in the various segment of the value, marketing and supply chains.

Strategic Intervention and Action Plan for combating the menace

The study acknowledges that many researches and studies have made workable proposals but little outcomes and impacts have been seen because strategies and action plans for their implementation have often been overlooked. On the basis of the recommendations therefore, the study report include a model of Strategic Intervention and Action Plan Framework to address the key findings, particularly negative findings, and to address the child labour menace. The framework identified 13 thematic areas (i.e. engagement of children in hazardous work, children combining schooling with fishing, provision of school supplies, school dropout, exposure to dangers and hazards, exposure to injuries, provision of safety gears, remuneration for working children, prevalence of slavery-like practices, poverty levels, educational system and ignorance, additional and alternative livelihoods and social protection programmes). For each thematic area, key finding is derived, strategic intervention is determined, specific actions are proposed, stakeholders identified for their involvement, timeframe is given and expected outcomes provided.

Conclusion

The child labour and trafficking menace is well known as it occurs in many sectors of the Ghanaian economy. Its prevalence in the fishing sector, especially fishing along the lake Volta has been of concern to government, development partners and civil society. Following the creation of the dam, the livelihoods of communities along the lake have been severely altered leading to child labour becoming a main economic lifestyle and a coping strategy due to increasing levels of poverty.

The study was carried with data gathered from over 40 communities whose key livelihoods is fishing along the Volta Lake and noted with deep concern that child labour and trafficking indeed exist. Children play immeasurable roles in supplementing household incomes, but they are also often exposed to great deal of risks – dangers, hazards and injuries. They combine schooling with fishing and some drop out of school to engage in full-time fishing. As they work, they receive little or no wages and yet safety measures are appalling as employers do not provide any meaningful safety gears. The situation is pretty disturbing that if conscious effort is not made to curb the menace, child labour and trafficking will persist and generational poverty will be entrenched in those communities. It is against the backdrop of these concerns that recommendations, strategic interventions and Action Plan have been proposed by this study. The study concludes that stakeholders, mainly government, development partners and civil society must double their efforts to bring hope to the future of several children trapped in this menace.

CHAPTER ONE - INTRODUCTION

1.1 Background of the Study

All over the world, child labour and trafficking in children have been a matter of grave concern to countries; especially developing and poor countries and it occurs in several economic sectors including agriculture, mining and quarrying, commerce/trading, transportation, construction, and services. Children work in large varieties of work as part of family enterprises, as unpaid family workers, self-employed or employed by others. In the agriculture sector, child labour and trafficking occurs in fisheries, aquaculture, livestock and forestry (ILO, 2010).

The occurrence of child labour and child trafficking are entwined in poverty and social injustices making them a problem that cannot be tackled in isolation. The ILO estimates in 2008 that some 60 percent of the 215 million boys and girls who are in child labour are engaged in the agricultural sector, including fishing, aquaculture, livestock and forestry (ILO, 2010). In this whole fishing enterprise, the work children do interferes with their schooling and are harmful to their personal development. Some work in hazardous activities and environment that often threaten health conditions and affects their lives.

In Ghana, child labour permeates every socioeconomic endeavour. The Ghana Child labour Survey (2003) estimates that nearly 20 percent of children of school-going age are involved in work classified as child labour. Of these, over 242,074 are engaged in worst forms of child labour (WFCL) including hazardous work, thus jeopardising their health, safety or morals. The fisheries sector is known as one key area where daily activities have involved children. Both in the marine and inland fishery activities, children work on board vessels, unloading catches, preparing nets and baits, feeding and harvesting fish in aquaculture ponds, and sorting, processing and selling. At the upstream level, child labour occurs in areas as net-making and boat building.

Box 1.1: Defining and child and Child Labour

According to the 1989 UN Convention on the Rights of the Child, a child is a person under 18 years of age.

The 1999 ILO Convention on Worst Forms of Child Labour (C182) indicates that the term "child" apply to all persons under 18 years

Child labour refers to work that impairs children's wellbeing or hinders their education, development and future livelihoods. Such work is damaging to a child's physical, social, mental, psychological or spiritual livelihoods because it is performed too early an age or otherwise unsuitable for children.

Child work begins to be described as child labour, when the work is likely to interfere with the child's education, health, physical, mental, spiritual, moral or social development; or expose the child to an environment not conducive to his/her development,

--- Dela Afenyadu, April, 2010

In recent past, several organisations and governments have expressed disgust about the child labour and child trafficking situation in fisheries especially for the Volta lake fishing and have thus sought to tackle the problem. However, as information on child labour in fisheries is limited and the fact that the

available data is very much disaggregated; the need to conduct further analytical investigations into the scale of the problem to provide knowledge and platform for redress became necessary. Thus, the Analytical study in child labour in fishing on the Volta Lake has been commissioned by the ILO/IPEC.

1.2 Ghana's Fishery Sector in the context of the Study

Ghana's fishery sector comprises marine and inland fishing and accounts for 5 percent of agricultural Gross Domestic Product (GDP). Fish accounts for 60 percent of the animal protein consumed in Ghana. The fishery sector contributes significantly to the national economy through foreign exchange earnings of about US\$94 million and provides employment to about 1.5 to 2 million people living along the coastal and inland fishing communities (FAO, 2004).

The study focuses typically on fishing along the Volta Lake. The Volta Lake of Ghana with a shoreline of 54,000km remains an important resource for lake transport and for fishing. Along the shoreline lies 1,232 fishing villages inhabited largely by impoverished rural population (including small communities like Jaklai, Kajai, Ezukope, Kido Fanteakwa, and Accra Town, Agbezuge (Pru/Yeji District), Abotoase, Kwamekrom, Kortokorpe, Banini, Gborkpodzi, Odei (Jasikan District) and others in Kpando, Kete-krachie, Donkorkrom and Ada areas) whose main source of livelihood anchors around fishing activities on the Lake. It is estimated that over 80,000 fishers, 20,000 fish processors and traders are involved in the Lake Volta fishing (NAFAG, 2004-2005). Fishing in the Volta Lake contributes about 90 percent of the total inland fishery and an estimated 140 species contributing approximately 20 percent of the total fish catch in Ghana. The most landed species belongs to the Tilapia species such as *Chrysichtys sp.* (34.3 percent), *Synodontis sp.* (11.4 percent), *Mormyrids* (2.0 percent), *Heterotis* (1.5 percent), *Clarias sp.* (1.5 percent), *Schilbeide* (1.4 percent), *Odaxothrissamento* (1.4 percent), *Bagru sp.* (1.35 percent), and *Citharinus sp.* (1.2 percent).

Many trafficked children are used in the fishing industry. According to the Ghana Child Labour Survey Report (2003), over 49,000 children are involved in fishing in Ghana: 87 percent boys, 13 percent girls: 25 percent are children 5-9 years of age, 41 percent are 10-14 years of age, and 34 percent are 15-17 years of age. Of these figures, 20,000 are in the Volta Region and over 15,000 in the Eastern Region. Thus, more than 70 percent of the children in fishing are found in the two regions.

In recent years, several studies and researches have been carried out and the findings are clear on the prevalence of child labour and trafficking in Ghana. Some recommendations have been made and efforts are underway in combating the menace. Although a lot has been put into eradicating the scourge, the menace continues to eat up society. Its dehumanising face calls for more insight into the changing approaches of perpetrators and new ways of combating the menace. As a lead organisation in establishing and monitoring standards in labour and employment around the world, the ILO/IPEC commissioned the study to identify current issues around child labour and trafficking of children in fishing along the Volta lake of Ghana. The Findings will help inform the design of appropriate strategic measures to deal with the scourge.

1.3 Study Objectives and Scope of Work

The Government of Ghana considers the elimination of the worst forms of child labour in Lake Volta fishing as a top priority in the overall fight against child labour. The purpose of this study is to create a shared platform for action against child labour and trafficking in the fishing sector. The study therefore aims at supporting national efforts to eliminate WFCL in the fishing sector. Specifically, the study's objectives are:

- I. To examine the scope of the problem of child labour in fishing on Lake Volta
- II. To find out the, nature and dimensions of CL in Lake Volta fishing, including the extent of trafficking into the sector especially of children from other regions and countries
- III. To find out how the marketing and supply chain works and the underlying motive of fishing operators regarding the use of children.
- IV. To recommend measures to enhance interventions against child labour in the fishing sector in Ghana
- V. Support the validation and dissemination of the research findings

The study has adequate geographical spread and content. Geographically, the study covers 8 fishing districts along the Volta Lake in 3 out of the 4 regions through which the Volta Lake passes which are also described as Destination Communities (namely Volta Region – Dambai District, Kete Krachi District, Jasikan District, Kpando District, South Dayi District; Eastern Region – Kwahu-North District; Brong Ahafo Region – Sene District, Biakoye District). Preliminary literature review also revealed that children migrate (or are trafficked) from other districts and communities described as Source Communities. Two of such key districts noted were Greater Accra Region (Dangbe East District) and Central Region (Mfanstiman Municipality).

Given the importance of the need for precision and reliability, the study focused on both large and small communities in the above districts. In terms of content and level of detail and in line with the specific objectives, the assignment sought to expand and deepen the knowledge base of child labour in the fishing sector, including issues relating to the practice of hazardous work by children living and/or working in the Volta Lake. It builds on previous works to throw more light on how to improve the utility of interventions.

1.4 The Study Information Sources, Approach and Methodology

1.4.1 Study Information Sources

The study has dwelt on a wide variety of information sources and these include, among others, formal national and international literature - different kinds of grey literature and documentation like project reports, unpublished papers (research documents, thesis and dissertations etc.). Others include primary source information gathered through questionnaire administration, interviews and group discussions.

On information from formal national and international literature, grey literature constituted the main source for review of fishing on the Volta Lake and its associated child labour problem. The Consultant gathered information from internet sources, libraries and organisations where the literature have been presented and/or stored. Primary source information which constitutes the main information for the

analysis reflects the situation on the ground. The study approach and methodology describe vividly how information from primary sources has been gathered through the various means.

1.4.2 *The Study Approach*

The ILO/IPEC intends to utilise the findings and recommendations as well as strategies that the report will put forward to contribute to curbing the fishery related child labour and trafficking menace. The need therefore to conduct analytical investigations that capture the realities on the ground; views and relative perceptions of all key stakeholders is paramount. The study approach involved broad preliminary consultations with the ILO, especially with the Project Officer to ensure that both the client and the consultant have adequate understanding, appreciation and expectations as far as the outputs and results are concerned. To enable the client and its allies to appreciate the consultants approach to information gathering, a study methodology was developed as a theoretical framework and this was adequately discussed and reviewed by the two parties. Recognising that the need to have adequate numbers and coverage to influence analysis and outcomes, the sample process was subjected to rigorous discussions leading to the agreement on sample frame and size that will give adequate representation of the survey entities.

1.4.3 *The Study Methodology*

The study methodology anchors around four principal systems (i) design and review of field protocols for data collection (ii) information gathering from primary and secondary sources (iii) institutional engagement for information collection, and (iv) Focus Groups Discussions to collect relative perceptions of community level actors.

(i) Design and review of field protocols for data collection

The study employed various tools to collect and analyse data. At the institutional level, a structured questionnaire and interview checklist were developed to gather information and seek clarifications on several issues bordering on policy and regulation. The research adopted qualitative methods to understand these dynamics and on why and how child labour permeates in fishing on the Volta Lake. The qualitative methods involved the design of participatory instruments for Focus Groups Discussions (FGDs). Quantitative methods (in the form of structured and semi-structures questionnaires) were also designed to gather information from the community level (mainly from community members, working children, employers of children and parents of working children).

(ii) Information gathering from primary and secondary sources

- **Documentation Review:** Over the years, a number of studies have been commissioned and conducted on marine and inland fishing in general and on Volta Lake fishing in particular. These documents serve as important assets for further investigations towards unravelling any unknown issues around involvement of children in fishing on the lake. The consultant gathered many of such relevant documentation from libraries, research institutions, worldwide web (internet sources) and individual researchers and reviewed them for information, knowledge building and lesson learning. They thus constituted valuable and reliable secondary source information to build on.
- **District and Community level engagement:** Below the national level, the District Assemblies and communities are two key entities to gather all relevant information for analysis. The study questionnaires, checklist etc. were administered by field staff who had been given adequate orientation. At the district level, the District Social Welfare Officers were interviewed as well as District Coordinating Directors and other officers who availed themselves for such interactions with the field team. At the community level, 4 main categories of respondents were contacted

namely (i) community members and their opinion leaders (ii) working children (iii) employers and/or users of children and (iv) parents/guardians of working children.

(iii) *Institutional engagement for information collection*

Engaging institutions whose mandate border on fishing and child labour in Ghana was paramount in deriving institutional perspectives of the study. The Consultant's team engaged identified institutions and interest groups with such national, regional and district character for information on several areas of child labour in fishing. Whilst broad areas of child labour and trafficking in fishing were explored, conscious efforts were made to zero in to involvement of children in fishing on the Volta Lake of Ghana.

(iv) *Focus Group Discussions (FGDs) to collect relative perceptions of community level actors.*

Through interviews and discussions substantial information were gathered as input for analysis and to inform the study results. The information gathered represents perspective of individuals on child labour in fishing and other related issues including trafficking, decent work and poverty trends. Undoubtedly, one needs to draw inferences on a wide range of issues from a broader perspective and to represent general ideas of large segment of society. To capture these relative perceptions, the Consultant employed FGDs approach which seeks to gather people with similar characteristics and focus and through guided discussions elicit responses on a wide range of issues. The Consultant conducted a total of 10 FGDs in selected fishing communities (8 in receiving communities and 2 in sending communities).

(v) *Steps in conducting the Value Addition, Marketing and Supply Chain Analysis*

The ToR was emphatic on conducting a value addition, marketing and supply chain to examine, among other things, the motives of various actors in using children in their activities. Beyond this, the Consultant believes that a value chain study will be important in promoting improved livelihoods for the poor and livelihood diversification in lakeside fishing communities. It should be emphasised that the conduct of the value chain was only used in analytical context (as far as fishing and child labour/trafficking is concerned) rather than to describe the fishing industry. In conducting the value chain study and the subsequent mapping of the chain, two main factors were considered: (1) factors which influence the performance and efficiency of the chain including but not limited to policy context, infrastructure and equipment, financial services and enabling environment that also influences the governance of the chain and the performance of the various activities and actors in the chain and (2) actors in the chain (including input suppliers, fishers, fish traders, processors, assemblers', through to consumers). The identified entities were interviewed along the following key points:

- Involvement in lake fishing to identify the respondents relative position in the value chain
- Establishment of relationship/links with other actors
- Governance systems which involved identifying institutions, groups/associations whose actions influences actors roles through rules, regulations and traditional practices; and
- Opportunities and Constraints relative to issues that promote or limit the functioning of the value chain.

Thus, the research team followed the chain from the landing sites to processing sites and the markets whilst at the same time examining through direct contacts the roles and interrelationships with the policy, financial services and other players creating the enabling environment.

Box 1.2 Summary of General Approach and Specific Methodology	
<i>General Approach – Key Components</i>	
<ul style="list-style-type: none"> ▪ Preliminary consultation with ILO Project Officer ▪ Development of theoretical framework for information gathering and review ▪ Development of study methodology for discussions with the client ▪ Determination of criteria for selection of sample frame and size ▪ Identification of target respondents and draw up a schedule for engagement ▪ Selection of team for data collection, analysis and reporting 	
<i>Specific Methodology</i>	
<ul style="list-style-type: none"> ▪ Define the study components and targets populations and institutions ▪ Develop research protocols, discussions and review ▪ Recruitment, training and deployment of field staff ▪ Identify and analyse major issues gathered from secondary source information ▪ Carry out field data collection through questionnaire administration and FGDs ▪ Analysis data and write study report 	

1.4.4 Sampling, Survey Design and Execution

The design of appropriate sample is key given the numbers involved in the fishing in terms of regions, communities and people (including working children). The sampling design conforms to the standard survey processes applied by the Ghana Statistical Services (GSS) which is the national body mandated to develop all statistical data in Ghana. Applying the GSS standards to the study also enhances credibility of the outcomes as it relies on the applicable formats in Ghana. On the basis of the methodological approach, the sampling technique is organised into (i) institutional survey (ii) community level surveys (iii) stakeholder surveys.

i. Sampling for institutional study

The study identified a range of institutions including Ministries, Departments and Agencies at both the national, regional and district levels for engagement as part of the information gathering processes. The approach was to have 100 percent coverage of all relevant institutions. Institutional survey questionnaires, interview guides and checklist were developed to cover identified institutions. Having executed that phase of the exercise, a response rate of 94 percent was recorded which is deemed satisfactory.

ii. Sampling for community-level study

Sampling at the community level represents one of the most critical computations to be carried out. This stems from the fact that the communities involved are many and the segments are varied all of which represent important components in the sampling frame. From both the client and Consultant's perspective, the study required thorough, un-biased investigations into all segments. The sample frame was therefore stratified into homogeneous areas to be consistent with the geographical disaggregation to be used in the survey tables. The Districts therefore represented the Enumeration Areas (EAs) and were first stratified into 10 administrative districts producing a set of stratification. For the household study, as is in the case of all probability sample surveys, each sample unit in the surveyed population should have a known non-zero probability of selection. This is made possible by the availability of an appropriate list or sampling frame of primary units. This produced a set of stratification summarized as follows:

Stratum 1	-	Kpando District
Stratum 2	-	Dambai District
Stratum 3	-	Pru District
Stratum 4	-	Sene District
Stratum 5	-	Kete-Krachi District
Stratum 6	-	Biakoye District
Stratum 7	-	Kwahu North District
Stratum 8	-	South Dayi District
Stratum 9	-	Dangbe East District
Stratum 10	-	Mfanstiman Municipal

◆ Sample Size and Allocation

The determination of sample size depends on the type of estimates to cover for the study and the precision it seeks to achieve vis-a-viz resource constraints. The consultant thus took into consideration both sampling and non-sampling errors. Statistically, an increase in the sample size leads to the attainment of desired reduction in sampling errors. Alternatively, the non-sampling errors usually increase since it becomes quite difficult to control the quality of the various survey activities, particularly the field activities. Consequently, the sampling size must be manageable for effective operation of the study. On the basis of this a sampling size was determined for the stratum as follows:

Table 1.1: Sampling Frame

Stratum No.	Name of Stratum	Sample Size			
		Working children	Employers	Community members	Parents/Guardians
1	Kpando District	40	10	30	40
2	Dambai District	40	10	30	40
3	Pru District	40	10	30	40
4	Sene District	40	10	30	40
5	Kete-Krachi District	40	10	30	40
6	Biakoye District	40	10	30	40
7	Kwahu North District	40	10	30	40
8	South Dayi District	40	10	30	40
9	Dangbe East District	15	5	12	15
10	Mfanstiman Municipal	15	5	12	15
	Total	350	90	264	350
Overall Total		1054			

The Consultant admits that the sample size for each EA could have been bigger to present a wide frame of perspective. Notwithstanding, the selected sample is deemed to give a fair representation of the situation on the ground and would enable generalised but reliable statements to be drawn from the sample. The design of the study is based on available figures from the 2010 population census. Where such figures do not exist, the 2000 population census was used with relevant adjustments through projections and extrapolations to 2010.

In executing the actual fieldwork, the Consultant team combined stratified and purposive sampling techniques which allowed every relevant segment of the target population to be covered in the study.

iii. *Sampling for Stakeholder study*

The preliminary literature review identified several stakeholder institutions, besides the MDAs, with significant interest in fishing and its related child labour and child trafficking in Ghana. These mainly include Civil Society Organisations (CSOs) including the following:

- Ghana Agricultural Workers Union of the Trades Union Congress (GAWU)
- Ghana Employers Association (GEA)
- Parent and Child Foundation (PACF)
- Challenging Heights
- Partners in community Development Programme (PACODEP)

The Consultant's field team engaged officials of the above stakeholder institutions for questionnaire administration and extensive discussions to capture their experiences and position on the current scale of child labour and trafficking in fishing on the Volta Lake.

1.5 Fieldwork/Collection of Primary Data

The fieldwork constitutes an important phase of the assignment following preliminary documentation review and initial consultations. The main instruments for this stage of the assignment were structure questionnaires and interview guides – for collection of information from institutions and community level actors; Interview guides and checklist – for collection of information from key informants and Community-based Organisations; and guidelines for the conduct of FGDs – to facilitate interactions with various groups.

Prior to the conduct of actual fieldwork, the instruments were pretested in Kpando-Tokor and Ada-Foe. Beyond examining the appropriateness of the instruments in terms of content and consistency, it also offered opportunity for explanation of specific phrases in the instruments to give a common understanding to the field team. Following the initial pretest, the questionnaires were refined based on the field experiences.

As part of the field work, field staff were oriented on possible responses that may come up, particularly on collecting and/or recording contradictory and inconsistent views. Field staff were asked to **probe** more on issues that seemed contradictory or inconsistent. This was to allow contextualisation of semi-quantitative responses through the questionnaires.

1.6 Collation, Analysis and Synthesis of Data

The Consultant recognised the need to hold data throughout the different stages of the data collection process. In order not to risk data loss, a computerised data storage system was set up to keep completed questionnaires, interview guides and checklists. Data collation, analysis and synthesis began when 20 percent of field work had been done. The volume of information generated required careful analysis and the use of more scientific tools to provide systematic and logical trace of the assignment. Data analysis and generation of initial report was done using the STATA 11 which is a computerised worksheet programme for statistical analysis. The programme enabled analysis of both quantitative data and qualitative information. It generated a spreadsheet on which basis series of

descriptive graphs were produced according to the issues the data collection instruments sought to gather.

1.7 Challenges and Limitations to the Survey

In conducting the study, particularly the field work, some challenges that could have constrained data collection, FGDs and institutional engagements were encountered. These included, among others, political activities within the second half of the year 2012 which created anxiety among people of all spheres of live; interview fatigue among the general population especially in rural communities resulting from unfulfilled promises in earlier studies; as well as emerging attitude of rural people associating information gathering with political and social investigations which sometimes leads to increase in taxation and finding political inclination of people. Notwithstanding these challenges, the Consultant's team employed strategies to gather valuable data to inform the study.

1.8 Organisation of the Report

The Report is organised in five chapters. Chapter One provides the introduction and highlights on the rationale for the conduct of the assignment, research objectives and scope of work. It also explains in detail the approach and methodology for the conduct of the assignment emphasising the sampling technique/approach as well as the analytical basis for the data. The key challenges have also been indicated.

Chapter Two reviews the policies and regulations on Lake Volta fishing and child labour and trafficking issues around fishing. The review covers the UN Conventions and Recommendations on rights of children; national policies, regulations and initiatives of child welfare and education; national response to child welfare and vulnerability in children. The chapter also highlights the legislative framework on children's vulnerability and some institutional reforms to uplift the welfare of children in Ghana.

Chapter Three dwells on the overview of fishing activities on the Volta Lake and looks at the existing national perspective of child labour. The historical background of the development of the Volta Lake is given. The Chapter also examines the dimensions and determinants of child labour and trafficking in Ghana as far as Ghanaian context is concern.

In Chapter Four, a detailed analysis of field data on child labour and trafficking of children in fishing based on the sample has been made. As analytical as it is intended, the discussions looks at the situation from a combined perspective of working children, parents/guardians, employers/users of children and the community in general. It employs narrative/descriptive analysis with graphical presentation to enhance understanding and appreciation. The Chapter also presents the child labour/trafficking situation in fishing from the community and institutional (national and district level) perspectives. In response to the ToR, the chapter presents analysis on value addition, marketing and supply chains in the lake fisheries.

Chapter Five of the study report focuses on summary of findings, recommendations and strategies for addressing child labour and trafficking in fishing. The key findings are discussed according to the perspectives of the categories of respondents (namely working children, employers/users of children,

parents/guardians and the community). On the basis of the key findings, succinct recommendations have been proposed. To ensure that recommended actions are implemented according to planning, the Chapter presents Strategic Interventions and Action Plan as a model for addressing the key negative findings.

CHAPTER TWO - REVIEW OF SECTOR POLICIES AND REGULATIONS ON VOLTA LAKE FISHING AND CHILD LABOUR AND TRAFFICKING IN GHANA

2.1 Introduction

Fishing, from ancient times has been an important source of food and employment and provide enormous other benefits not only to those who engage in the activity but to the rest of the world. For many decades, experts have thought that this valuable wealth of aquatic resource is unlimited; since it is renewable, humanity can depend on it almost forever. In recent memory however, with increase knowledge, it has become clearer, particularly after the World War II, that this aquatic resource although renewable is indeed not infinite. It thus required that the resources need to be managed properly for purposes of sustainability.

In recent times, issues of child labour and child trafficking, having gained tremendous attention the world over, have led to the need to find ways of instituting regulatory measures to protect children and deal with the systems that put the health and future of children at risk. The International Labour Organisation of the United Nations (ILO) is the lead agency for work, employment legislation, employment generation and labour standards. The ILO has spearheaded these international regulations through development of Conventions and Recommendations setting minimum standards of basic labour rights which several countries have ratified and served as models for development of national level policies and regulations to govern child labour and other related slavery and slavery-like practices. The fishing sector, of which child labour and trafficking have come to be associated with, is described as one of the most dangerous occupations in the world and that the involvement of children represent worst forms of child labour. Whilst instituting measures to conserve and manage the world's fisheries for future generations, the future of children who have been intertwined with the activity must also be protected.

The discussions around child labour will not be complete without a thorough assimilation of the various international conventions and national regulations that govern child labour and child trafficking and in this context as it relates to fishing activities on Volta Lake.

2.2 Review of International Conventions and Recommendations on Worst Forms of Child Labour, Child Trafficking and Work in Fishing

The ILO-IPEC estimates that over 70 percent of all child labour is found in agriculture (mainly fisheries and forestry) accounting for over 173 million children worldwide working from subsistence to commercial level. A large number of these children in agriculture are in hazardous¹ child labour environment which exposes them to greater risks of danger and injuries. In relation to child labour and trafficking of children in fishing, the relevant ILO conventions and recommendations include (i) the Convention of the Rights of the Child (ii) the Worst Forms of Child Labour Convention, 1999 (ILO

¹ Hazardous child labour is defined by Article 3 of ILO Convention on Prohibition and immediate Action on the Worst Forms of Child Labour, 1999 No. 182 as "work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety, or morals of young persons"

Convention 182), the Minimum Age Convention for Admission to Employment, 1973 (ILO Convention 138), the Work in Fishing Convention, 2007 (ILO Convention 188).

1. **The Rights of the Child Convention** was the first legally binding international instrument to incorporate the complete range of human rights for children, including civil, cultural, economic, political and social rights. This convention defines a child as anyone below the age of 18 years and it is the convention that also spelt out more clearly the basic human rights that children everywhere in the world should have including the right to protection from economic exploitation (Article 32) and the right to education (Article 28). The Rights of Child Convention remains the most endorsed human rights treaties in the world.
2. **The Worst Forms of Child Labour Convention, 1999 (No. 182)** calls for immediate and effective measures to secure the prohibition and elimination of WFCL as a matter of urgency. Under the Convention, all forms of slavery or slavery-like practices (i.e. sale and trafficking of children, debt bondage and serfdom, forced or compulsory labour including forced or compulsory recruitment of children for use in armed conflict); the use, procuring or offering of a child for prostitution, in particular for the production of pornography or pomographic performances; the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; work, which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

With respect to agriculture, Convention 182 seeks to promote urgent action by governments and other stakeholders to eliminate all forms of slavery, including debt bondage and serfdom, trafficking and hazardous child labour.

3. **The Minimum Age Convention for Admission to Employment, 1973 (No. 138)** seeks to promote age limits for admission to employment. Recognising that child labour is work that children should not be doing because they are too young to work or – if they have reached minimum age – because it is dangerous or otherwise unsuitable, it requires countries that ratify this convention to undertake a legal promise to stop child labour and make sure that children below a certain “minimum age” are not employed. The conventions framework is as follows:

Table 2.1: ILOs Convention Framework for Minimum Age

	The minimum age at which children can start work	Possible exceptions for developing countries
Hazardous work Any work which is likely to jeopardise children's health, safety or morals should not be done by anyone under the age of 18	18 (16 under strict conditions)	18 (16 under strict conditions)
Basic Minimum Age The minimum age for work should not	15	14

be below the age for finishing compulsory schooling, which is generally 15		
Light work Children between the ages of 13 and 15 years old may do light work, as long as it does not threaten their health and safety, or hinder their education or vocational orientation and training.	13-15	12-14

4. **The Work in Fishing Convention 2007 (ILO Convention 188)** has for its objectives to ensure that fishers have decent conditions of work on board fishing vessels with regard to minimum requirements for work on board, conditions of service, accommodation and food, occupational safety and health protection, medical care and social security. Its subject areas include, among others, minimum age for work on board fishing vessels and for assignment for certain types of activities, manning hours of rest, fisher's work agreements, medical care at sea, protection in the case of work-related sicknesses, injury or death. Although many of these typically apply to bigger fishing vessels at sea, it is equally important for this study given that some of the subject areas address issues confronting working children even for inland lake.
5. **ILO Declaration on Fundamental Principles and Rights at Work (1998)** covers four main areas as follows: (a) freedom of association and the effective recognition of the right to collective bargaining (b) the elimination of all forms of forced or compulsory labour (c) the effective abolition of child labour and (d) the elimination of discrimination in respect of employment and occupation. The Declaration specifies that the ILO Convention Nos. 182 and 138 on child labour are considered as "core conventions" which obliges ILO Member States, even if they have not ratified the Conventions, by the fact of their membership to promote and realise the principles concerning such fundamental rights.

2.3 Review of National Policies, Regulations and Initiatives on Fishing, Child labour and Trafficking

2.3.1 Ghana's National Fishery Policy and Regulations and Child Labour

Ghana's fishery community has been described, since the 1960s as the most knowledgeable fishing communities in the world. For instance a UN report indicated that "the indigenous fishers are among the most rudimentary fishers ever known, even though literacy is practically unknown yet the people are intelligent in a way that makes one to believe that much of their fishing activities are controlled by fetishes and taboos". Several years after this report, the situation has changed primarily because agricultural policy makers have marginalised native knowledge that is inherently Ghanaian. The failure to adjoin traditional knowledge with scientific education in environmental and resource management as well as food production programs has produced socioeconomic delinquencies that are not helpful to a developing economy. The fishery sector has to be proficient and effective but this can only be achieved

if management programmes collaborate with indigenous knowledge and experiences resident in traditional communities. Over the past five decades, the introduction and adoption of intensive capitalism into Ghana's traditional fishery sector has disrupted indigenous ecological initiatives and in the process, exposed local food and agricultural programmes to external cultural influences. For example the open access fish policy of 1963/64–1969/70 introduced by the first republican government of Kwame Nkrumah undermined indigenous control of the fisheries sector because decision making among many things were removed from the native community and put under foreign authority. The policy allowed both domestic and foreign fishers to exploit local fish resources without subjecting fishers to quotas or assessing the quantity of fish stock. This policy allowed influx of foreign factory vessels in Ghana's coastal regions between 1965 and 2002 with the capacity to scoop every available fish causing serious ecological degradation of fish habitat and the overall marine ecosystem.

The failures of those fishery policies led to the promulgation of the Fisheries Law 1991 (PNDCL 256) and the Fisheries Commission Act, 1993 (ACT 457). Whilst these policies brought some modest improvements in the fisheries sector, further holistic improvements were required. Thus, in recent times, key policy and regulatory initiatives have included the Fisheries Act, 2002 (ACT 625) and the Fisheries Regulations, 2010 (L.I. 1968). These policy and regulatory framework govern both marine and inland fishery activities as well as other fishing resources (e.g. aquaculture etc.). The Fisheries Act seeks “to provide for the regulation and management of fisheries; to provide for the development of the fishing industry and the sustainable exploitation of fishery resources and to provide for connected matters” The Act establishes a Fisheries Commission as a body corporate whose functions include, among others, the preparation and continual review of plans for the management and development of fisheries in waters under Ghana's jurisdiction; in collaboration with District Assemblies (DAs) within fishing communities, ensure the enforcement of the fishery laws including bye-laws made by the relevant DAs. Even though the Act does not touch on child labour issues in fishing, several provisions makes it possible for the Commission to deal with issues of child labour and related slavery-like practices in fishing.

The Fisheries Regulations, 2010 (L.I. 1968) set to regulate fishery activities under the Act. The Regulation is equally silent of child labour and trafficking of children into fishing, like the Act, its provisions makes it possible for the Fisheries Commission and Ministry to contribute to the elimination of child labour and trafficking of children in fishing.

2.3.2 National Response to Child Welfare and Reduction in Vulnerability in Children

The Core Welfare Indicators Survey of 1997 estimated that 9.2 percent of children between the ages of 6 and 14 were working and majority are found in rural areas. Many of these children are unpaid and found in family farms and enterprises and as they work, they are seen as means of training into adulthood to take over the mantle of the enterprise. Deteriorating economic conditions have exacerbated the problem making many of these children to continue working to earn a living for themselves or to supplement family incomes. They thus forgo education or combine work with schooling. There have been increasing concerns raised about child labour in inland fishing enterprises, especially in villages around the Volta Lake and the Volta River. It is reported that 10 to 12 year old boys and girls often work for fishermen in exchange for a yearly payment to families. The practice is

reportedly found in about 156 fishing villages along the Afram river and in settlements along the Volta Lake in the Afram Plains. Small children are used to dive down to the riverbeds for oysters, and a number of them have been drowned.

Closely associated with issue of child labour is migration and child trafficking. Girls and boys migrate from rural areas to urban centres to work – serve as porters (*kayayoos*) who carry goods, or work in shops, in the markets, as domestic servants, and in construction sites as labourers. They come to live in deplorable environments (on the streets, in makeshift structures/ghettos). Children are also trafficked from one location to the other to work. Parents/guardians or relatives give out children to traffickers unaware of the type of work these children will engage in or the conditions and environment in which they will find themselves. Many of them are illiterate, school dropouts or primary/JHS leavers who lack the necessary support to continue their education. They are often mistreated – suffer various forms of beatings, rape, molestation and face forced marriages.

The above situation posed serious worry to Government that in 2000, the Government of Ghana (GoG) signed a Memorandum of Understanding (MoU) with the ILO/IPEC to initiate child elimination activities in Ghana. With financial support from the United States Department of Labour (USDOL), and in collaboration with the GoG, the ILO/IPEC Programmes aims at formulating a national policy and plan of action to combat child labour, with a focus on the WFCL and establish a national steering committee. In 1999, Ghana in her quest to deal with child trafficking, joined other countries participating in phase one of a 3-year ILO/IPEC regional project to combat the trafficking of children for labour exploitation in West and Central Africa. The project, with the USDOL financial support, was a follow-up to the July 1998 sub-regional workshop on trafficking in child domestic workers sponsored by the United Nations Children's Fund (UNICEF) and the ILO. From this and many other participation, Ghana has developed measures against child labour, child trafficking which have also included provision of social protection programmes and support services for victims of trafficking.

Ghana has also initiated a number of key policies and programmes to advert vulnerability of children in all its forms and child labour exploitation. Initiatives include the promulgation of the Children's Act, 1998, the Free Compulsory Universal Basic Education (fCUBE) programme, and the Universal Children's Law enacted out of the Constitutional provision on Children's Rights. Various MDAs (e.g. MESW, MOWAC, MoE, GNCC, etc.) and NGOs (e.g. GNCRC, and Civil Society groups) have been part of these initiatives.

2.3.3 *Highlights of Legislative framework on Children Welfare and Vulnerability*

- *The Children's Act, 1998 (ACT 560) and Child Rights Regulation (LI)*

The Children's Act of 1998 is the key policy document that governs children's welfare. Article 87 of the Act specifies that (1) No person shall engage a child in exploitative labour and (2) Labour is exploitative of a child if it deprives the child of its health, education or development. These two provisions conform to the provisions of the ILO Conventions 182 (WFCL Convention) and 138 (Minimum Age Convention) respectively. In fulfilling its obligation under the Conventions, the Children's Act sets as 13 years for light work; 15 years for engagement in non-hazardous work and 18 years for full employment (including engagement in hazardous work). Following the promulgation of the Act, institutions in the formal sector

have complied with these minimum age provisions and have thus been active in efforts to prevent the use of children at work. The situation is different in the informal sector which employs majority of the populace. The sector employs a large chunk of children who work on various activities including hazardous activity. Whiles the sector remains unregulated, the Children's Act mandates the Social Services sub-committee of the DAs and the Social Welfare department to monitor and act accordingly towards prevention of the use of children. In practice, the DAs fall short of the implementation of this mandate allowing the sector to continually engage children.

- *The Human Trafficking Act, 2005 (ACT 694)*

The Human Trafficking Act of 2005 (ACT 694) was promulgated as an "Act for the prevention, reduction and punishment of human trafficking, for the rehabilitation and reintegration of trafficked persons and for related matters". The law defines trafficking as "recruitment, transportation, transfer, harbouring, trading or receipt of persons within and across national borders by (a) use of threats, force or other forms of coercion, abduction, fraud, (b) giving or receiving payments and benefits to achieve consent. The law is emphatic on trafficking of children and prescribes specific punitive sanctions on perpetrators. In recent times, the Human Trafficking Act has been applied in prosecuting cases of trafficking in persons including children who were being trafficked into various economic sectors including fishing, cocoa, commercial sex and for ritual purposes.

- *The Domestic Violence Act, 2006 (ACT 732)*

The Domestic Violence Act, 2006 (ACT 732) was promulgated in response to the increasing reports of domestic violence over the past decade. It seeks to provide opportunities for addressing violence in the home and family arena and also defines in clear terms the range of violence to cover the following: assault (of marriages and within families), deprivation (of food, clothing, health, education, shelter etc.) and abuse (physical, emotional and financial). The broad scope of the Act is the protection of the vulnerable of which women and children are the major victims. This particular tenet put children as part of the key groups that the Act seeks to protect in Ghana.

2.3.3 Other institutional Reforms towards Improving Children's Welfare

Ghana also restructured certain institutions and their systems and structures to give meaning to the national response to child labour and related issues. Some of these include the establishment of the Child Labour Unit of the MESW as a focal point for National Child Labour Elimination Programme, establishment of the National Steering Committee on Child Labour as overall coordinating entity for child labour elimination programmes in Ghana, the institution of Free Compulsory Universal Basic Education (fCUBE), School Feeding Programme, and the Capitation Grant.

- *The Child Labour Unit of the Labour Department of the Ministry of Employment and Labour Relations MELR)*

Child labour issues remain one of the key agenda of the GoG and thus its commitment to eliminate the canker is high. The MELR has been the lead Ministry and to give it the needed impetus, the Child Labour Unit (CLU) was established as the focal point of the National Child Labour Elimination

Programme with the mandate to coordinate the child labour issues of MDAs, Employers and Workers Organisations, International agencies (IOM, ILO, UNICEF etc.), CSOs etc. in the area of policy and legislative formulation. The Unit also spearheaded the development of the National Plan of Action for the Elimination of the WFCL in Ghana by 2015 and it is coordinating its implementation. It also led the development of the of comprehensive hazardous child labour activities framework for Ghana. In all these child labour occupies a critical position and the Unit has been deeply involved in the design, planning and implementation of programmes and projects towards its elimination.

- *The National Steering Committee on Child Labour*

Given that high level consultations is required in efforts to deal with child labour, a National Steering Committee on Child Labour was established in 2000 as a coordinating body for child labour elimination programmes in Ghana. The Committee is composed of the following institutions: MDAs, Employers and Workers Organisations, Research Institutions and CSOs which provide broad policy advice.

- *National Plan of Action for Elimination of Worst Forms of Child Labour in Ghana*

The National Plan of Action is developed as a coordinated framework in the fight against child labour. As Ghana needs to fulfil several international conventions, constitutional obligations and legislative instruments, the NPA provides the guidelines for implementing and achieving the government's commitment to eliminating child labour, child trafficking and other slavery-like practices. The goal of the NPA is to reduce the WFCL to the barest minimum by 2015 and build a platform for dealing critically with all forms child labour in the long run. The Plan was endorsed in October, 2010 by Cabinet and launched by the Chairman of Council of State on 13th June, 2011 as the National Child Labour Policy.

- *Free Compulsory Basic Education (fCUBE), Capitation Grant and the School Feeding Programme*

Education is an important tool for development and the GoG recognises its role in providing free access to education. The 1992 constitution incorporated the Free Compulsory Universal Basic Education (fCUBE) with the view of encouraging school attendance and ensures that children from the age of six years enjoy fee-free formal education. Over the years, several reforms have been made aimed at making education more accessible and affordable. However, the substantial difficulties faced by children along the Volta Lake (including walking long distances to school, studying in dilapidated school blocks, few teachers – sometimes none, remoteness of schools and lack of school amenities, inadequate school supplies – textbooks, copybooks, pens etc.) are just enough to render the fCUBE unattainable. Also in some schools, the payment of PTA dues, payment of development fees (to cover examinations, water, electricity, sports, maintenance, equipment, extra curriculum activities) equally affects the purpose and achievement of the fCUBE.

The Capitation Grant proposed by the Educational Strategic Plan was meant to boost the attainment of universal basic education. The Capitation Grant was introduced and initially piloted in 40 districts with World Bank funding during 2004/2005 academic year and by the beginning of the 2005/2006 academic year, the grant was extended to all basic schools countrywide with Government funding. The Grant is a fee-free policy which covers culture, sports and schools internal development fees. In the first term of

the 2010/2011 academic year, government released GHC8.398 million as Capitation Grant based on the previous year's academic year enrolment of 5,598,133 pupils.

The School Feeding Programme (SFP) was informed by the fact that children going out of the school compound or home to eat during break results in many not returning to school for the rest of the day. To increase school enrolment and make children go and remain in school, especially at basic schools, the SFP was introduced and there have been tremendous improvements as their full concentration and participation led to better studies and performance.

CHAPTER THREE - OVERVIEW OF FISHING ACTIVITIES ON THE VOLTA LAKE AND PERSPECTIVE OF CHILD LABOUR AND TRAFFICKING

3.1 Brief Historical Background of the Lake Volta

The Volta Lake lies within the Volta basin which is the 9th largest basin in Sub-Saharan Africa. The basin covers an approximate area of 400,000km² and stretches from approximately latitude 5^o 30'N in Ghana to 14^o 30'N in Mali. The basins widest stretch is found at approximately longitude 5^o 30'W to 2^o 00E' but narrows towards the coast of the gulf of Guinea. The basin is drained by rivers as Mouhoun (ex-Black Volta) and Nakambé (ex-White Volta). Tributaries and other rivers that drain the basin include the Nazinon (ex-Red Volta), the Oti River and the Lower Volta. The Volta basin spreads over 6 West African countries: 43 percent in Burkina Faso, 42 percent in Ghana, and the remaining 15 percent in Togo, Benin, Cote D'Ivoire and Mali.

Table 3.1: Catchment areas and length of main rivers in the Volta basin

Sub-basins	Total area (km ²)	Length (km)
Mouhoun (ex-Black Volta)	149,015	1,363
Nakambé (ex-White Volta)	104,749	1,136
Oti	72,778	936
Lower Volta	62,651	
Total	400,710	

Source: Barry et al. 2005 as quoted in Diagnostic study of the Volta Basin fisheries (Overview of the Volta Basin fisheries resources), WorldFish Centre, 2007

Table 3.2: Distribution of the Basin among the six riparian countries

Country	Area of Volta River Basin (km ²)	% of basin	% of country in basin
Benin	17,098	4.10	15.2
Burkina Faso	178,000	42.65	63.0
Cote d'Ivoire	12,500	2.99	3.9
Mali	15,392	3.69	1.2
Togo	26,700	6.40	47.3
Ghana	167,692	40.18	70.0
Total	417,382	100%	

Source: Asante 2006 as quoted in Diagnostic study of the Volta Basin fisheries (Overview of the Volta Basin fisheries resources), WorldFish Centre, 2007



Fig. 3.1: Map of Ghana showing Volta Lake

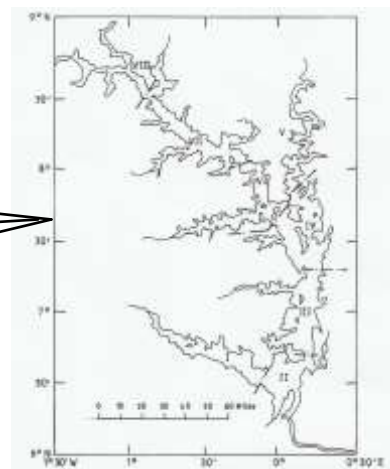


Fig. 3.2: The Volta Lake of Ghana

A major feature of the Volta basin is the Volta Lake covering about 4 percent of the total land area in Ghana. The idea to create the lake, resulting from the creation of the dam was first planned by Mr. A. E. Kitson from England in 1915 to produce cheap hydroelectricity to melt bauxite from the Kwawu mountains in a smelter at a new harbour to be built in Tema. The plan was however abandoned after the World War I. The lake, later created in 1965 as a result of the construction of the Akosombo dam, until recently was the largest man-made lake in the world but still remains the largest in Africa (8700km²) and contributes 90 percent of the total inland fishery production in Ghana on which some 300,000 fisher folk depend for their livelihoods. Of this number, about 80,000 and around 20,000 are fish processors/traders (FAO/DFID, Jan 2003). The Volta Lake with a shoreline of 4880km (stretching from Akosombo dam in the south eastern to the town of Yapei, 520km to the north of Ghana) has about 1,232 fishing communities along its banks (Lilian Agbenya, 2009). Braimah (2001) estimates that the lake has 140 species contributing approximately 20 percent of the total fish catch in Ghana.

3.1.1 The effects of the creation of the Volta Lake

a. Institutional and socioeconomic effects

The Volta Lake was mainly created with obviously good intentions; to provide hydroelectric power to facilitate Ghana's socioeconomic development. As much as being a blessing to national development, the creation of the dam which was thought to possibly displace some 60,000 people eventually displaced over 88,000 people (Quartey, 1969). It however created an enormous fishery potential estimated at 40,000t per year (Vanderpuye, 1986). In its original plan, the GoG provided resettlement schemes for 54 communities which will directly be affected by the creation of the lake. It therefore commissioned the Lake Volta Research and Development Project (LVRDP) as a multi-disciplinary project which operated from 1968 to 1977 with the mandate to help improve the living conditions of the lakeside communities. The project promoted an open access system of management and established the necessary infrastructure as well trained adequate manpower for the exploitation of the abundant fishery resources (Braimah, 2001). Upon the termination of the project in 1977, the open access system

and expansion policies in the fisheries development were bequeathed to successive generations. Soon the government came to the realisation that the objectives of improving socioeconomic and physical life of lakeside communities were not being achieved. Given that the lakeside settlement pattern were dispersed and that the sure way of developing the lakeside fisheries enterprises was through the establishment of fisheries marketing complexes (which are centres with facilities for fish landing, handling, processing and marketing, social services and training) at the major fishing communities along the lake. In 1989 therefore, the Integrated Development of Artisanal Fisheries (IDAF) Project was initiated aimed at improving the living conditions of some 75,000 people in the Yeji side of the Lake through the development of Community Fisheries Centre (CFC). The centre came along with facilities for fish landing, handling, processing, marketing, training workshops and social services. It also provided job opportunities and income generating activities. Whilst the IDAF had been restricted to the Yeji sector of the lake, government has made efforts at expanding it to other sectors of the lake as well (Fabio Pittaluga (ed.), Jan 2003).

b. Socio-cultural effects

The haste with which the Akosombo dam was constructed (being completed in two years instead of the scheduled four years) culminated not only in socioeconomic consequences but also socio-cultural effects. The displacement of the large number of inhabitants made people “refugees” in their own country (coming about not as a result of war or natural disaster but as a result of “planned social change”). Many of the original inhabitants lost farmlands and therefore had no food on sustainable basis and no good drinking water. The resettlement led to overcrowding in homes. Evidence exist to proof that for example if someone owned 6 bedrooms, the resettlement scheme provided a maximum of 2 bedrooms where one room is completed and giving out whiles the landlord had to finish the other himself/herself. The situation culminated in overcrowding in rooms, adversely affecting privacy of people (especially couples). The remedial measures adopted by some of the parents, household heads and families was to send their children to stay with relatives and parents, never even bothered to care or ponder on where these children slept, what they eat, whether they attend school or have any decent living. Thus, the situation created avenues for child labour and child trafficking in the Volta lake fishing.

3.2 Dimensions and Nature of Child Labour and Child Trafficking in Volta Lake Fishing

3.2.1 Dimensions of Child labour and Trafficking of Children in Volta Lake Fishing

The categories of people working around the lake for fishing activities include children of fishermen in the community, children in bonded or forced labour; children in slavery (bought outright with money) and children who are orphans or in the custody of guardians. Boys paddle canoes, pull fishing nets, drains the canoe of water when the boat leaks; carry loads and also run errands and cook for adult fishers. Other activities include diving into deep waters to remove entangled fishing nets and to observe fish movement while their counterparts in the marine sector lay nets. Girls on the otherhand engage in fish picking, sorting, packing, transporting as well as smoking and selling. They also cook, do farm work and run errands for adult fishers. Still some girls also dive into deep waters to remove entangled nets and also pull fishing nets.

Children involved in fishing and related work are exposed to a variety of hazards and abuses including verbal abuse, physical abuse and sexual abuse. A study by Afenyadu (2008a) indicates that an interview among 40 trafficked boys shows 35 percent had scores of scars from injuries resulting from battering they had received from their employers. Other dangers include injuries from fins of fish during handling and processing. Injured trafficked children rarely receive any decent medical attention. Exposure to harsh weather conditions (sun, rainstorms, rain and very cold weather); mosquito bites, attack by snakes and risk of drowning as well as exposure to excess fire and smoke during smoking affects the health and growth of children. Most children are not provided with protective instruments as they embark of the fishing expedition and related work (of fish processing). Trafficked girls suffer sexual harassment with resultant teenage pregnancy. Some children die of the job mainly through drowning, snake bites and/or normal illness when not well treated.

3.2.2 *Nature of Child Labour and Child Trafficking in Volta Lake Fishing*

Global evidence suggests that some 60 percent of child labourers are engaged in the agriculture sector, including fisheries, aquaculture, livestock and forestry. ILO (2010) estimates that one in every five working children is in paid employment whilst majority work as unpaid family workers. Within those in the paid category, they are unfairly paid, exploited or cheated (perhaps due to their obedient nature). Many working children do work as self-employed who work for themselves as they struggle to cater for their basic needs.

The FAO-ILO Good Practice Guide for addressing child Labour in Fisheries and Aquaculture: Policy and Practice, in discussing the determinants of child labour, acknowledges the fact that even though the International Conference of labour statisticians (CLS) standards put the age group of child labour between 5-17, there are children under 5 years who work and that some consideration should be made to this age group of working children. The good practice guidelines broadly outline the following as the key determinants of child labour in fisheries and aquaculture.

Table 3.3: Supply and demand determinants of child labour in fisheries and aquaculture

Supply	Demand factors
Poverty and need to supplement household income	Cheap labour as children are often paid less than adults (or unpaid) and have weaker negotiating power with regard to terms and conditions of work
Lack of access to adequate schools, particularly in remote areas (insufficient number of schools, geographical distance, poor quality and non-relevant curricula) and interruption in education due to migration	Insufficient labour at peak (fishing) Seasons
Inadequate and insufficient information on behalf of parents, e.g. perceived irrelevance of education or low awareness of hazards of certain work	Substitution of adults in household chores and labour when parents are working, sometimes away from home
Lack of financial services that would allow the household to redistribute expenses and income over time	Perception that children's fingers are nimble or their (smaller) bodies better for certain tasks, such as net repairs, diving deep distances to hook/unhook the nets from fishing boats, etc.

Attitudes, values and norms: children's participation in fisheries and aquaculture considered a way of life and necessary to pass on skills (fishing, net making/repair, fish processing and trading)	Children, in particular girls, are considered to be more docile workers
Need to cope with shocks such as a natural disaster and/or the loss of a household breadwinner (accident at sea, HIV/AIDS)	Certain work is considered 'children's work', e.g. herding cattle or fetching water
Cultural perceptions of masculinity and desire to earn income making boys want to go to sea for fishing early. Girls wanting to make money work in fish processing and marketing.	

Source: Adapted from FAO/IFAD/ILO, 2010; ILO/IPEC-SIMPPOC, 2007; ILO, 2002 as quoted in FAO-ILO Good Practice Guidelines, 2011 p.6.

On the basis of the above determinants, there is strong evidence to state that child labour and trafficking in fishing and fishing processing is caused by an intricate interaction between a set of institutional, demographic, cultural, economic, environmental and technological factors. In more specific terms, the factors that promote child labour and trafficking in fishing include high fertility rate, migration of male household heads, high literacy rate, high poverty levels, single parenting and foster parenting, large family sizes, low income levels, limited basic needs, among others.

1. High fertility rate and large household sizes

Families living in rural fishing communities and deprived areas bring forth many children as birth control measures are lacking and social amenities are virtually non-existing. This situation put financial burden on families/parents and as they seek other sources of caring for children consent to their being engaged in child labour and trafficking. Such high fertility rate result in large family sizes and put pressure on the nation's fishery resources often culminating in over exploitation of fish stocks which also result in falling catch per unit of efforts. It thus leads to low profitability and exploitation of children. Thus, resorting to child labour and use of trafficked children becomes the economically adaptive response in a bid to reduce cost.

2. Migration of male households and single/foster parenting

Migration is a key cause of child labour in fishing. The phenomenon arises as fisher household heads migrate, as escape response, due to depressed fish population in a particular area. They migrate to explore other fisheries and in the process leave children with mothers (and in the opposite fathers) and relations who are unable to cater for their basic needs. Children are therefore subjected to child labour (as others are sold to traffickers) to contribute to the survival of the household. Those who are trafficked, go to work in other locations under unpredictable working conditions. In other instances, children from broken homes (or whose parents have migrated) also migrate themselves when they come under intense pressure.

3. High poverty levels and low incomes

In a broader sense, poverty is a cause of child labour, and like in all sectors, the fishery sector is not an exception. The Ghanaian fishery sector is confronted with seasonal fluctuations due to climatic conditions, risks in high waters, high fuel prices etc. all which culminate in high poverty levels. There is also evidence to proof that there is over-exploitation of Volta Lake's fishery resources and this has resulted in the fall in catch per unit of efforts. The consequence has been low profitability in fishing culminating in fisher households sinking deeper into poverty.

Unarguable, poverty is worsened by large family sizes as the already low incomes have to be spread over a large number of people (within the family and household setting) ultimately causing low per capita incomes among the fishery communities.

4. Limited basic needs (especially in rural communities)

Fishing villages along the Volta Lake are described as disadvantaged due to remoteness and absence of socioeconomic infrastructure necessary for self-advancement (Maembe, 1992 and Osei-Bonsu, 1995). Lilian Agbenya (May, 2009) explained that parents bring forth many children because of lack of basic amenities and limited social needs which makes them go to bed early, and coupled with ignorance on birth control measures give birth to large family sizes. The notion of having large families who could serve as work force in fishing and on farms also encourages parents to have large families. Their inability to take care of such large families often results in use of children to work to the detriment of their education, health and morals.

5. Over-exploitation of fishery resources

The over-exploitation of fishery resources has been a factor in child labour (and trafficking) along the Volta Lake. The situation compels fishers (in this case adult fishers) to have alternative and/or additional livelihoods as a coping mechanism towards enhancing their economy power. The reasons for engaging children are three fold: (i) the low catches do not make fishing too attractive as the sole livelihood to enable fishers support households. Adults therefore decide to work on other livelihoods other than fishing whilst children do the fishing, sell and give the money to the parents/adults (ii) the small sizes of fishes caught by the small mesh nets require small hands as that of children and therefore employing children becomes a necessity and (iii) given the over-exploitation of fishes, fishers have resorted to the use of illegal gears known to affect the sustainable regeneration of fish stocks leading to serious depletion which eventually influences catch yield and profitability. The situation thus calls for use of exploitative children as a prudent adaptive response to reducing cost.

6. Single Parenting

Single Parenting, a situation where as a result of the death of a child's father, irresponsibility on the part of the child's father (perhaps due to divorce or separation) or ran-away father, a woman assumes the role of a bread winner for the children. Due to the enormity of the burden that comes on such mothers, they either have to grapple with very meagre household income while majority remains jobless, illiterate, ignorant and vulnerable and their circumstances compel them to do anything including sale of children to perpetrators of child trafficking for which the children ends up in child labour. Adjasi et al (2007) asserts that female headed households are poorer than the male headed households and many institutional studies have confirmed this assertion. For instance, according to a IFADs article on "Feminization of Poverty", female headed households are most susceptible to poverty because they have fewer income earners to provide financial support within the household.

3.3 Highlights of the ILO Hazardous Child Labour Activity Framework (HAF)

The quest for Ghana to deal with the problem of child labour (and child trafficking) has resulted in ratification of a number of ILO Conventions, including among others, ILO Convention 182 (WFCL

Convention) in June 2000, ILO Convention 138 (minimum age on admission into employment) and ILO Convention 184 (occupational safety and health in agriculture) in June 2011. As these conventions obliges countries to enact their own laws on child labour, Ghana has subsequently enacted laws such as the Constitution of Ghana 1992, Children's Act, 1998 (Act 560), the Human Trafficking Act (Act 694), the Domestic Violence Act, 2007 (Act 732) among others.

The ILO Convention ILO 182 obliges any country that ratifies the convention to develop a list of hazardous sectors and activities guided by the ILO recommendations 190. The Children's Act (in section 91) provides for a list of hazardous child labour but this is seen to be limited in scope and not in conformity with ILO Convention 182 and its recommendation. The CLU of the MESW spearheaded the development of the Hazardous Child Labour Activity Framework (HAF) to secure the future of children.

Whiles the entire HAF report is relevant for this study, the key section that is of most relevant is the sections on Ghana Hazardous Child Labour List (GHAHCL) which is made up of 34 work activities or circumstances likely to harm the health, safety and moral of children in whichever occupation/sector they may be in and the section on Priority Occupations which reveals the various work sectors and occupation as priority. For purposes of this study and this discussions, two sectors and occupations are paramount and include (1) Fishing in open waters i.e. sea, river lake and lagoon) and (2) Fish processing and sale – fish mongering (see *Annex 1*). The critical assessment of the impact of the HAF on fishing reveals that there is currently less application of the provisions of the HAF to fishing activities on the Volta Lake.

CHAPTER FOUR - ANALYSIS OF INVESTIGATIONS INTO CHILD LABOUR AND TRAFFICKING OF CHILDREN IN FISHING ON THE VOLTA LAKE

4.1 Introduction

Studies and researches conducted reveal the nature and scale of child labour and trafficking in fishing on the Volta Lake. Earlier chapters of this Report have captured and discussed the dimensions of child labour delving also into the specific related causes of child labour in the Volta Lake. Whilst these revelations provides a clear picture of the child labour situation, it is imperative for a study like this to also conduct further investigations, on the basis of empirical evidence, into child labour in fishing activities on the Volta Lake so as to add knowledge to the various opinions expressed on the subject matter. This chapter analyses the fieldwork carried out as the major step of the study to gather data from the various entities involved and engaged in fishing and of course child labour and trafficking on the Lake. Information were gathered from community members (and their opinion leaders), parents of working and, working children, employers/users of children as well as information from a wide range of institutions (including Ministries, Departments and Agencies, Civil Society Organisations/NGOs) and groups.

4.2 Children's background and Family Information

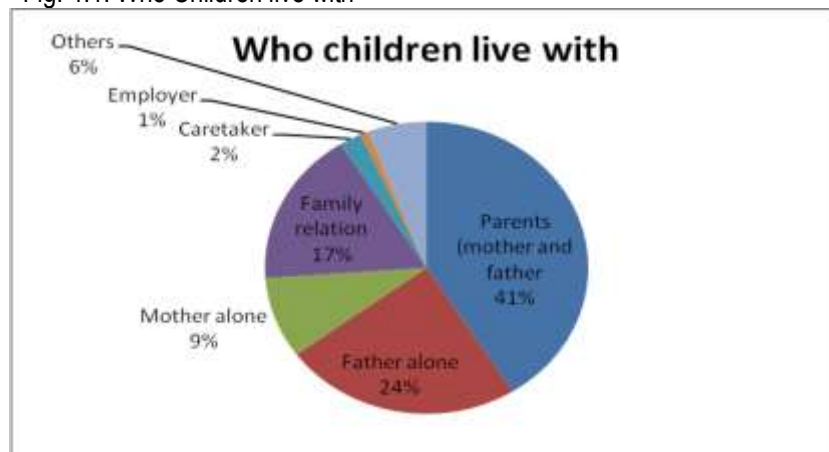
4.2.1 Care/Support to Children and Occupation of Guardians

The background and family characteristics of children was an important feature of the study as it helps in determining the current situation of working children. Many of the children come from the communities where the interviews were conducted and essentially where they engage in fishing activity. Fifty-two (52) percent of child respondents indicated they come from within the community where they were met for the interview whilst 48 percent come from other communities within the district, region and other parts of Ghana.

Of interest to the study was also who children live with. About 41 percent of respondents live with their parents, 24 percent live with their fathers alone, 10 percent live with their mothers alone, 17 percent live with their family relations, 2 percent live with caretakers, one percent live with the employer and 6 percent with others as shown in fig. 4.1. The survey also indicates that 71 percent of respondents are adequately taking care of by their caretakers whilst 29 percent said otherwise.

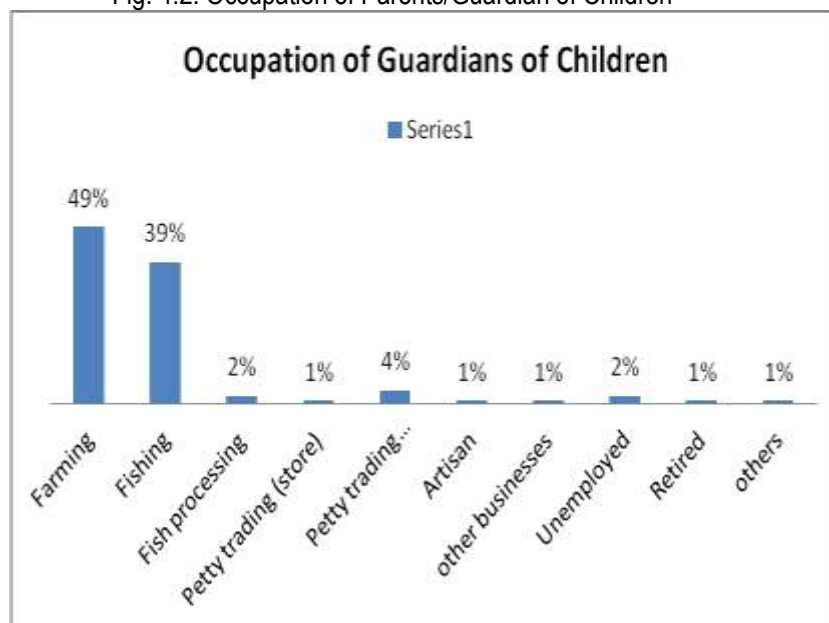
Caretakers of children engage in variety of economic activities which help them to take care of the children. Forty-nine (49) percent of respondents indicated their caretakers do farming, 39 percent do fishing, 4 percent engage in petty trading, 2 percent are fish processors, another 2 percent are unemployed and the rest engage in other numerous economic ventures (fig. 4.2).

Fig. 4.1: Who Children live with



Source: Field Data, Sept/Oct, 2012

Fig. 4.2: Occupation of Parents/Guardian of Children



Source: Field Data, Sept/Oct, 2012

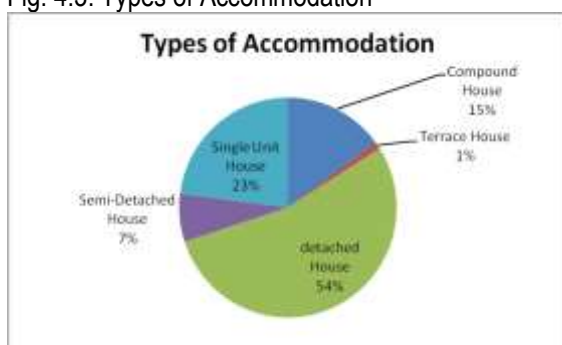
4.2.2 Living Conditions of Children

The type of accommodation in fishing communities include compound, terrace, detached, semi-detached and single unit houses. The morphology of the communal layout in fishing communities presents several units of houses in a family setting equated as detached-like housing. Therefore, majority of children (54 percent) live with families in detached-like houses, 23 percent live in single unit houses, 15 percent live compound houses, 7 percent live in semi-detached houses and only one percent live in terrace houses. In terms of facility or house-make, 28 percent of houses are made of sandcrete, 23 percent made of scrap metal, 22 percent made of wattle and daub, 18 percent made of landcrete and 9 percent made of plywood. The room occupancy shows a dominance of single room

occupancy, 44 percent of children live with parents/guardians in single rooms; 30 percent live in more than two rooms while 26 percent live in chamber and hall. About 96 percent of children share rooms with other family/household members.

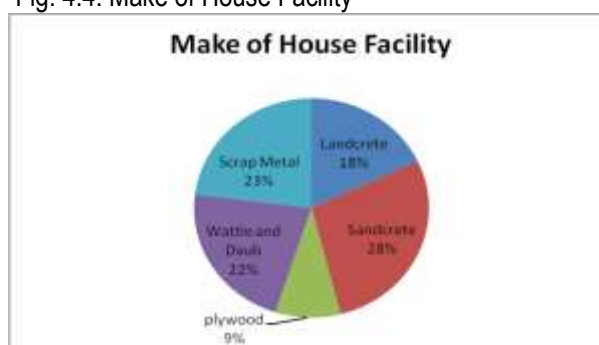
The above demonstrates some acceptable housing standards. However, as they reflect the responses of children, transect walk coupled with observation techniques employed by the field team does not present such a high level of appreciation. There are several children whose living conditions, inspite of the above responses, generally fall short of acceptable standards. Conditions of most houses are bad and deplorable and sanitation conditions are poor. Internal conditions of rooms show crud which could influence the health of children.

Fig. 4.3: Types of Accommodation



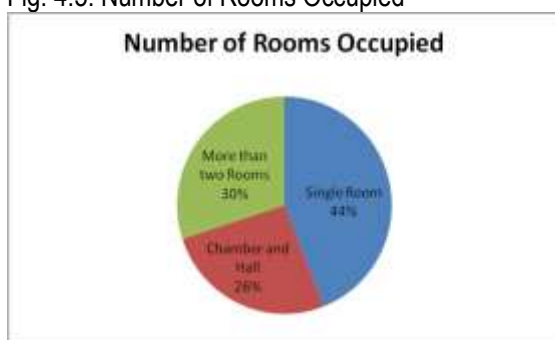
Source: Field Data, Sept/Oct, 2012

Fig. 4.4: Make of House Facility



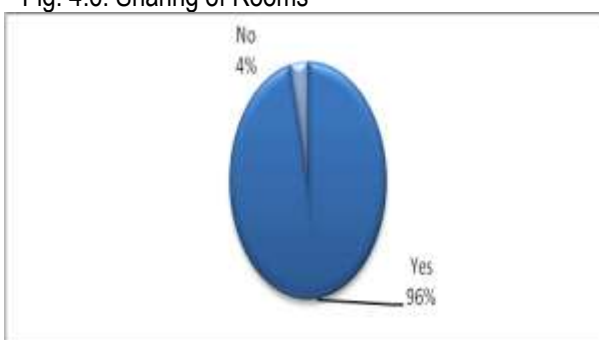
Source: Field Data, Sept/Oct, 2012

Fig. 4.5: Number of Rooms Occupied



Source: Field Data, Sept/Oct, 2012

Fig. 4.6: Sharing of Rooms



Source: Field Data, Sept/Oct, 2012

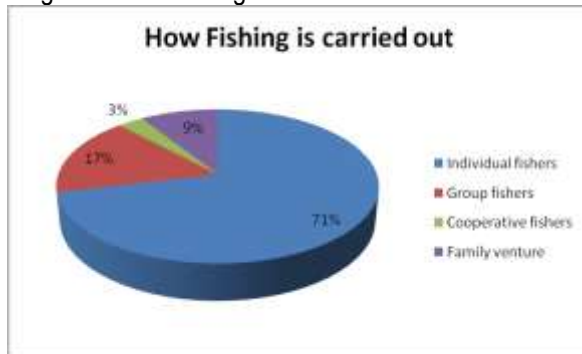
4.3 Involvement of the people in fishing on the Volta Lake

Fishing can be done as a business or past time and both occur in the fishing communities. As a part time, individuals do fishing as the main household protein/meal or to supplement household income. The study however, focussed on examining fishing as a business in the communities. Fishing is mainly done by individuals accounting for 71 percent of the people. People also do fishing as part of a group or cooperative accounting for 17 percent and 3 percent respectively. Others who engage in fishing activity as family business constitute 9 percent. This clearly shows that fishing remains a way of life of the people especially for individuals who depend on the venture to support themselves, household and family. For those in cooperatives, the indications are that it is quite beneficial as they benefit from

financial support, technical support and other social support services which enable them carry out their businesses without serious hindrances.

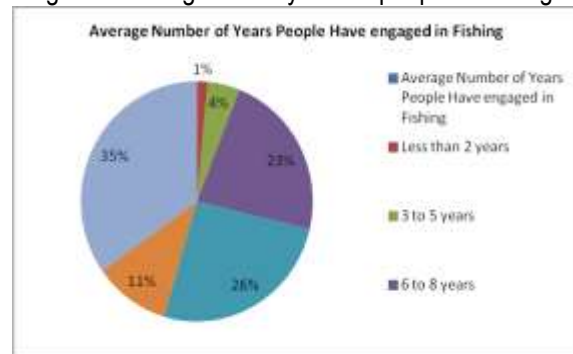
Throughout the communities, fishing has been done by the people for several years. More than a quarter (i.e. 32 percent) has been in fishing for over 15 years, depicting that the fishing activity has been their major economic activity (and obviously a major source of income). About 26 percent and 23 percent have been in fishing for between 9 and 11 years and 6 and 8 years respectively whilst 11 percent have been doing the business for between 12 and 14 years. Only 5 percent and 2 percent have been in the business for 3 to 5 years and less than 2 years respectively, which could be an indication that the local fishing business is dying or losing its attractiveness. The loss of interest may be because many young people are looking forward to do something much better while others are migrating to the major cities in search of better and more lucrative jobs. Formal large scale fishing by fishing boats is also winning the competition from these local fisher folks since the local people can only catch minimal quantities of fish when they go fishing.

Fig. 4.7: How Fishing is carried out



Source: Field data, Sept/Oct. 2012

Fig. 4.8: Average No. of years of people in fishing



Source: Field data, Sept/Oct. 2012

The field survey also revealed clearly that significant numbers of people engaged in fishing are not natives of the communities they reside in. Two thirds of the people, constituting 68 percent are not natives of the communities or at least in the areas where they conduct the fishing expedition. Only 32 percent are natives of the communities. This implies high level of migrant fisher folk. To those who hail from the communities, an approximate 90 percent are indigenes who have lived in the communities almost all their lives.

Of enormous interest to the study is the way skills in fishing is acquired. Close to half of the fisher folks of the community, (i.e. 49 percent), learnt their fishing as apprentices, 39 percent learnt the art of fishing on the job. A thin line however exist between the process of learning as apprentice and learning on the job since in both cases one would be expected to go to fishing from day one. On the other hand 12 percent claim they were formally trained.

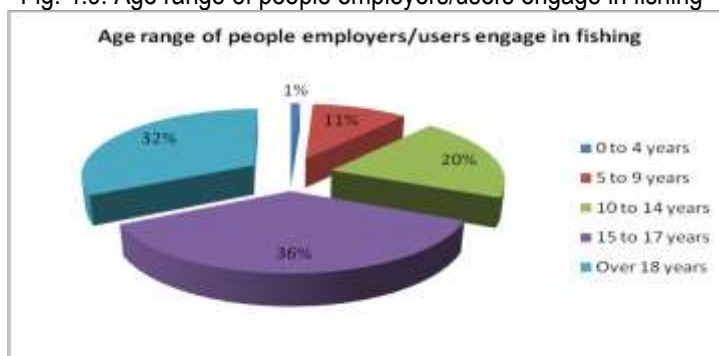
Interviews with users of children reveals that fishing is done on small scale especially when viewed against the number of people they engage. The proportion of fishermen who used the least number of people (i.e. 0 to 5 persons) for fishing is 47 percent. This is followed by 33 percent and 14 percent who use between 6 to 10 people and 11 to 15 people respectively. A few 3 percent and 2 percent of the respondents use 16 to 20 and at least 26 people respectively.

4.3.1 Characteristics of Working People Employers engage in fishing

a. Age range of people Employers/Users engage in fishing

The fishing venture, like in many other economic ventures, engages a wide range of age category of people to perform various activities. As high as 68 percent of people within the age bracket of children (i.e. less than 18 years) are engaged in fishing activities on the lake. Admittedly, there are differences in age range employers/users engage with as low as one percent in the 0 to 4 years, 11 percent within the age bracket of 5 to 9 years, 20 percent in 10 to 14 years and 32 percent within the range of 15 to 17 years. In cumulative terms, the numbers are unacceptably high considering the vulnerability of children and the dangers they are exposed to. The Ghana Child Labour Hazardous Activity Framework (HAF) provides for varied work activities that children may be engaged in but the factors that make it worst forms (including its hazardousness) must be removed and adequate safety precautions put in place. However, revelation from this study, as the foregoing analysis will show, makes the situation too alarming and calls for immediate measures to significantly eliminate the problem. Fig. 4.9 shows the age range of people engaged in fishing activities on the Volta Lake.

Fig. 4.9: Age range of people employers/users engage in fishing



Source: Field data, Sept/Oct. 2012

Within this category of working people, males constitute 83 percent while 17 percent are females. This gives about a ratio of 1:5 (i.e. one female is to 5 males). Of the people below 18 years of age, 85 percent are males compared to 15 females. This goes further to emphasise that fishing is a male dominated sector especially activities outside processing, marketing and distribution.

4.4 Description of type of work done by children in fishing

Fisher folk comprise both children, youth and adults and they are engaged in diverse stages of fishing. As children's involvement is the focus of this study, the survey reveals their involvement in all the stages of fishing activities on the lake namely production and sale of inputs; fish catch; fish processing; transportation and marketing/distribution and other upstream tasks. The depth of children's involvement in the activities is described as follows:

- Production and Sale of Inputs: Production and sale of inputs remains an important activity in the entire fishing enterprise. It is an activity generally performed by both sexes and they are involved in the production and sale of all inputs. However, the areas of children's involvement are production and sale of baits (57 percent), nets (26 percent), gears (10 percent), boats (4

percent) and others gears (2 percent). In terms of gender split, the study reveals that boys are engaged in preparation of baits used in fishing; mending of old nets and making new ones. Girls on the other hand mainly assist in the preparation of baits to be used in fishing.

- *Fish Catch*: In actual fish catch, major activities performed by children include canoe paddling (19 percent), draining canoe of water (18 percent), casting and pulling fishing nets (17 percent), launching of boats (16 percent), diving into water (13 percent), loading of gears (10 percent) and observing fish movements (8 percent). By gender split, boys activities include casting the nets into the water; paddling the canoes; draining the canoes in instances where water drips in; pulling of fishing nets out of the water; loading the canoes with the needed fishing gear and diving into the water either to disentangle nets that are tangled or observe fish movements. Major activities performed by girls include assisting in paddling the canoes; draining the canoes of water; sorting the fish when it arrives on the shore.
- *Fish Processing*: children's response indicates the following levels of involvement in the stages of fish processing: fish sorting (31 percent), fish picking (29 percent), cleaning of fish (16 percent), smoking fish (13 percent), and removing fins (11 percent). The analysis of gender split shows that the main job of the boys include moving fish from the canoes to the shore after fishing; supporting girls and women in sorting of the fish caught and helping in the cleaning of the fish. Girls on the otherhand are mainly responsible for cleaning the fish through the removal of the fins and other unwanted parts when it is brought in; preservation of the fish through drying, smoking and frying.
- *Transportation and Marketing/Distribution*: In fish transportation and marketing/distribution, 48 percent are involved in selling of fish, 31 percent in transporting fish, 20 percent in distribution and one percent other activities. The gender split in marketing and distribution activities shows boys are mainly responsible for transporting the fish to the market place, distributing the fish to their customers, and sometimes selling of the fish. Girls are responsible sometimes in transporting fish and distributing to customers and but mainly selling the fish in the market place.
- *Upstream jobs*: Upstream task mainly involve all activities that are done to facilitate fishing. In this context, children's involvement is assessed as follows: mending nets (38 percent), cleaning net and hull (24 percent), net making (19 percent), boat repairs (14 percent) and boat building (4 percent). By gender split, boys are noted for their active involvement in building new boats, repair of damaged boats, net making, among others. They also help in net making and repairing the damaged nets, and regular cleaning of nets. The girls mainly help the boys in cleaning the nets.

Other subsidiary task performed by children include running errands (80 percent), cooking for adult fishers (18 percent), and other related activities (one percent) and this they do for their masters or for other family members. Boys mainly engage in running errands whiles girls are mainly involved in cooking for the adults.

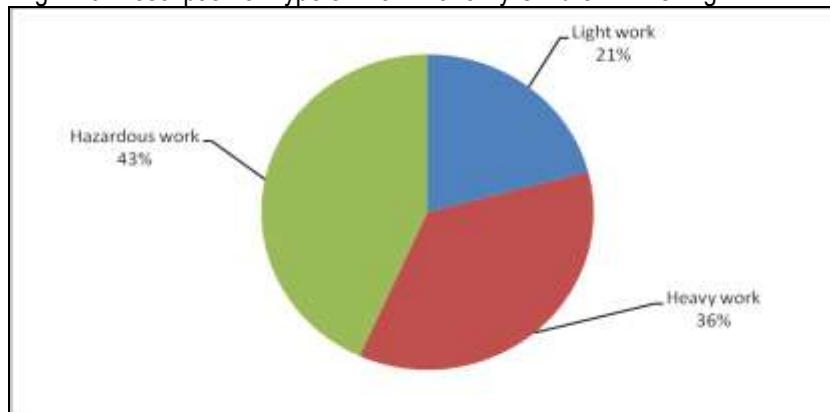
Table 4.1: Level of Children's Involvement in Fishing Activities

Level of Children Involvement	Percentage
Production and Sale of input	
Gears	10
Nets	27
Boats	4
Baits	57
Others	2
Fishing	
Loading of gears	10
Launching of boats	16
Canoe paddling	19
Casting and pulling fishing net	17
Draining canoe of water	18
Diving into water	13
Observing fish movements	8
Fish processing	
Fish picking	30
Fish sorting	31
Removing fins	11
Cleaning fish	16
Smoking fish	13
Fish Marketing	
Transporting fish	31
Distributing fish	20
Selling fish	48
Others	1
Upstream job	
Net making	19
Boat building	4
Boat repairs	14
Mending nets	38
Cleaning net and hull	24
Other jobs	
Cooking for adult fishers	18
Running errands	80
Others	1

Source: Field data, Oct, 2012

These tasks performed by children fall within the broad category of hazardous work, heavy work and light work. In accordance with the work definitions in the HAF, 43 percent of children described their work as hazardous which means they are conscious of the extreme dangers they are exposed to. Thirty-six (36) percent described their work as heavy work while 21 percent perceive their work as light work. The recognition that working children, parents and employers/users have on nature of work children engage in (i.e. hazardous and heavy work) provides opportunity for interventions to be accepted.

Fig.4.10: Description of Type of Work Done By Children in Fishing



Source: Field data, Sept/Oct, 2012

4.5 Child Labour, Child Slavery and Child Trafficking relating to Volta Lake Fishing

4.5.1 Categories of Children Working in Fishing on the Lake

It is common knowledge that there are varied ranges of people working on the Volta Lake and these people are engaged in several work activities. The study investigates into whether or not trafficked children, children in bonded labour, sex, early/forced marriages were involved in fishing. Responses from the field (i.e. communities) were varied on this matter. In investigating into whether or not children have been trafficked to engage in fishing, 46 percent affirm that trafficking into fishing takes place whilst 53 percent respondents did not perceive any trafficking taking place. Investigations into debt bondage reveal that no such act is perpetuated in the communities. As much as 97 percent of the respondents did not believe that there is debt bondage. In reality however, there is strong evidence to suggest that fishing activities involve children in debt bondage. Perhaps respondents were alarmed of external actions and therefore will unwilling to expose the truth.

Evidence also abounds to suggest that some children in fishing are held under forced labour and therefore required thorough investigations to ascertain the reality or otherwise of the issue. In responding to the issue of prevalence of forced labour, 55 percent indicated that no forced labour exist among working children in fishing on the lake whilst 45 percent agreed to the existence of the act. Some respondent did not take sides expressing either that they have no knowledge or simply unwilling to take a definite position on the issue.

The fieldwork did not identify any significant number of children as sex slaves who are in fishing. An overwhelming majority of respondents of 97 percent said no such sex slaves are engaged in fishing. Likewise the investigations into child servitude revealed that no children in servitude (97 percent) are in fishing. Respondents could not also admit the prevalence of children under early/forced marriages being engaged in fishing. A majority of 97 percent of respondents said there are no children in that category engaged in fishing activities on the lake.

However, the issue of child labour comprising children below 18 years working in fishing is prevalent in the communities along the lake and local stakeholders were quick to admit as a menace. A majority of 81 percent of respondents confirmed the prevalence of child labour in fishing with only about 19 percent

declining to its presence. Table 4.2 shows the percentage responses to the different category of children engaged in fishing on the Volta Lake.

Table 4.2 Categories of children working in Fishing

Working Category	Yes	No
	Percentage	Percentage
Trafficking	47	53
Debt Bondage	3	97
Forced Labour	45	55
Sex Slavery	3	97
Child Servitude	3	97
Child Labour	81	19
Early/Forced Marriage	3	97

Source: Field data, Sept/Oct, 2012

4.5.2 Origin of Working Children

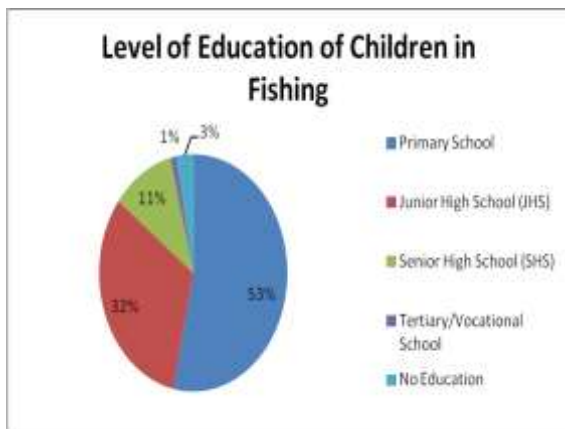
The origin of working children is important in partly determining their vulnerability and the challenges that confront them. Most working children (i.e. 65 percent) come from outside the communities where they engage in the fishing activity and are mainly family members joining relations. About 15 percent of respondents also said these children are family members who come to work for money while 20 percent responded they are children travelling on their own. Majority of the children seem to be supporting their families. The implications of children travelling on their own are obvious: depending upon the age, children traveling to fishing centres on their own shows lack of parental (or guardian) care and exposes the extreme vulnerability of children in this category.

4.6 Educational Information of Working Children

Working children largely have basic education. More than half of working children constituting 52 percent have only primary education, 32 percent have education up to the Junior High School (JHS) level while 11 percent have had education up to the Senior High School (SHS) level. Only one percent has vocational/tertiary education and 3 percent have no education at all.

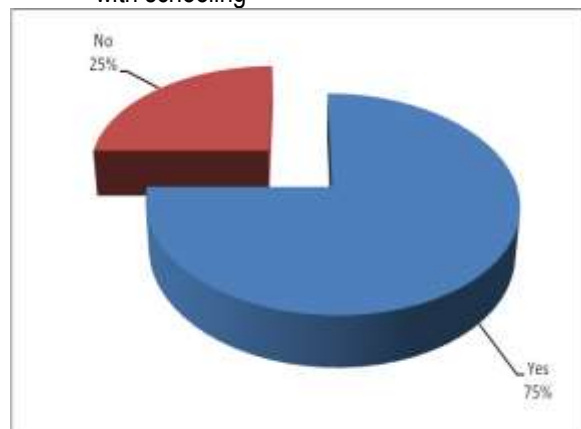
For those working children who also attend school, it was of interest to investigate into how serious they take schooling. The study thus investigated into the proportion of working children who combine schooling with fishing. The idea was to establish the impact of work children do on education and by extension on their future. Most of the children engaged in fishing combine schooling with fishing (i.e. 75 percent) while only about 25 percent of them do only the fishing and do not combine it with schooling.

Fig. 4.11: Level of education of children in fishing



Source: Field data, Sept/Oct, 2012

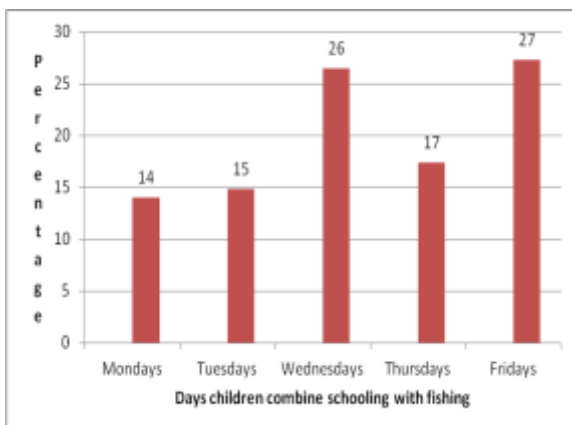
Fig. 4.12: Whether working children combine fishing with schooling



Source: Field data, Sept/Oct, 2012

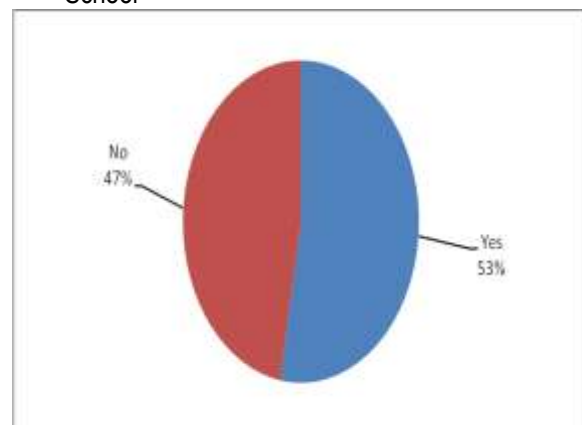
Regarding the days that children combine schooling with fishing, Friday has the highest number of children combining schooling with fishing (27 percent). The next prominent day of the week where children combine schooling and fishing is Wednesday at about 26 percent. Thursday follows with 17 percent. Monday and Tuesday follow in that order respectively as the days with the lowest number of children combining fishing and schooling at around 14 percent each as shown by fig. 4.13. The study also sought to assess relative school drop-out of children and the target respondents was the parent since they are likely to express the actual situation than any other group of respondents. With 53 percent, most of the parents interviewed indicated their children had dropped out of school to engage in fishing while 47 percent of parents said their children had not dropped out of school as illustrated by fig. 4.14.

Fig. 4.13: Days Children Combine Fishing with Schooling



Source: Field data, Sept/Oct, 2012

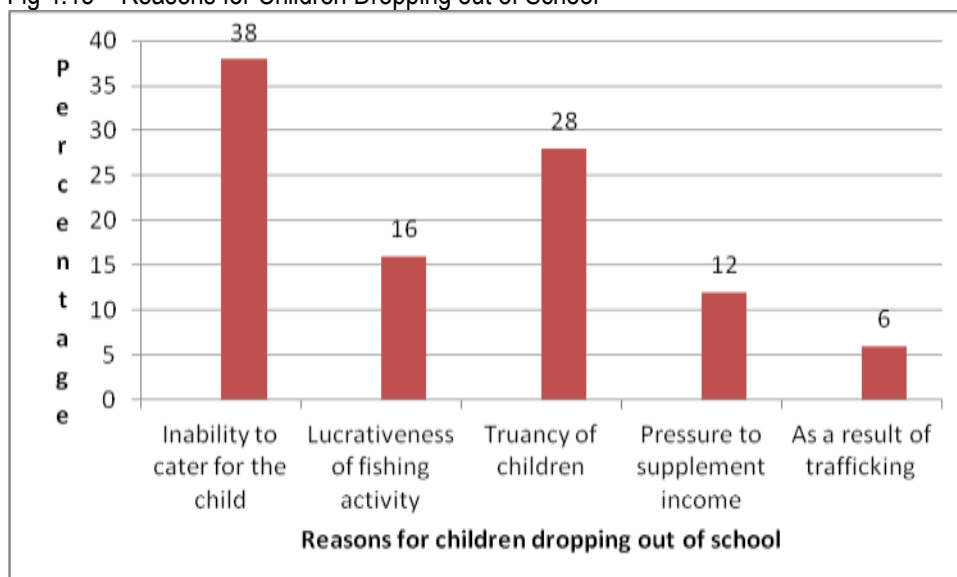
Fig 4.14: Distribution of Children Dropping out of School



Source: Field data, Sept/Oct, 2012

There are varied reasons that orchestrate children dropping out of school. The study shows that 38 percent of the reasons are attributable to inability of parents to cater for the basic needs of the child, 28 percent is attributable to child's own truancy, 16 percent to the lucrateness of the fishing activity while 12 percent is attributable to pressure for the child to supplement family/household income. Trafficking also accounted for school dropout constituting 6 percent of the reasons given.

Fig 4.15 Reasons for Children Dropping out of School



Source: Field Data, Sept/Oct, 2012

Table 4.3: Respondents perceptions on Effects of School drop out	
Effects on Country	<ul style="list-style-type: none"> • Perpetuation of high poverty levels • High levels of unemployment • Increase in social vices • Adverse effects on Ghana's image within the international circles • Limited development
Effects on Community/Society	<ul style="list-style-type: none"> • High poverty levels at community level • Increase in social vices • High teenage pregnancy leading to irresponsible parenting
Effects on children	<ul style="list-style-type: none"> • Children become burden on older generation • High poverty cycle • Bad reputation for affected households/families • Increased conflicts at community and family levels
Effects on immediate family	<ul style="list-style-type: none"> • Increased truancy leads to insecurity within family • High levels of social vices • Increased teenage pregnancy • High ignorance

Acknowledging that some of the challenges confronting children's schooling is inability to meet payment of school charges, the study investigated into who is responsible for catering for children in school. In many rural fishing communities, the key problem that keeps children out of school is meeting school expenses (i.e. payment of school fees, PTA dues, school uniforms, school footwear, sandals,

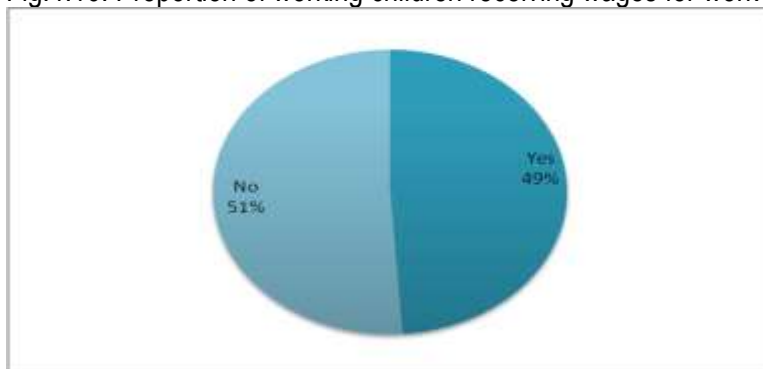
textbooks, etc.). Sixty-seven (67) percent of respondents indicated that school expenses, especially payment of school fees is made by parents/guardians. Twenty-two (22) percent indicated that they pay school expenses on their own and this they claim is met by revenue they make from engaging in the various forms of child labour (in fishing). Three (3) percent of respondents indicated they meet school expenses through external support including remittances from relatives and social support (i.e. from organizations (NGOs/CBOs), community support, philanthropists etc.).

4.7 Working Conditions of Children in Fishing

4.7.1 Remuneration for Working Children

Remuneration for working children is a factor of many indicators including willingness to work, work attractions, school dropout, desires of households/families to get children to work etc. Given also the unwillingness of people to disclose income and issues around remuneration, data on remuneration was collected from both the perspective of working children, parent, employers and community. Responses across board indicated that a significant number of working children receive one form of wages or the other for the work they do. However, the most authentic information in this regard should come from the beneficiaries themselves (i.e. working children). Forty-nine (49) percent of working children indicated they receive wages for the work they do whiles 51 percent indicated they do not receive any wages.

Fig.4.16: Proportion of working children receiving wages for work



Source: Field data, Sept/Oct. 2012

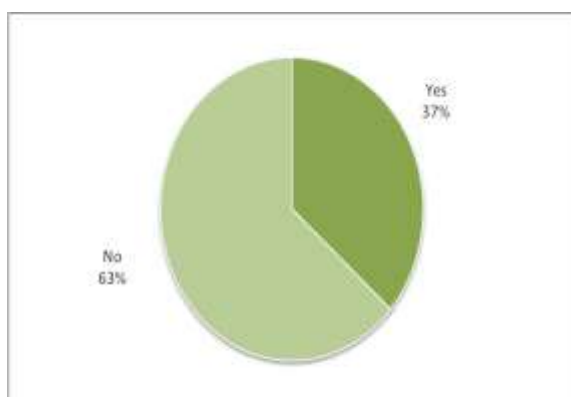
On regularity and period of payment, the field data shows that working children are paid on daily basis (67 percent of children), weekly basis (17 percent of children), bi-weekly basis (5 percent of children), monthly basis (6 percent of children) and yearly basis (5 percent of children)..

Working children who receive daily payment 19 percent of them receive between Ghc 2 and Ghc 15, 16 percent receive between Ghc 20 and Ghc25. Others receive between Ghc30 and Ghc50. . For working children who are paid weekly, they receive between Ghc5 and Ghc20. For working children who receive bi-weekly payments, 75 percent of them receive Ghc 20 with the remaining 25 percent receiving Ghc 30. Children who are paid on yearly basis receive Ghc 100 for a year's work.

On the issue of regularity of payment of wages, there is a general response that working children are not paid regularly. This is because, some of the children work as family members, are in forced labour, are trafficked children or in bonded labour. According to majority of the children they are paid when the

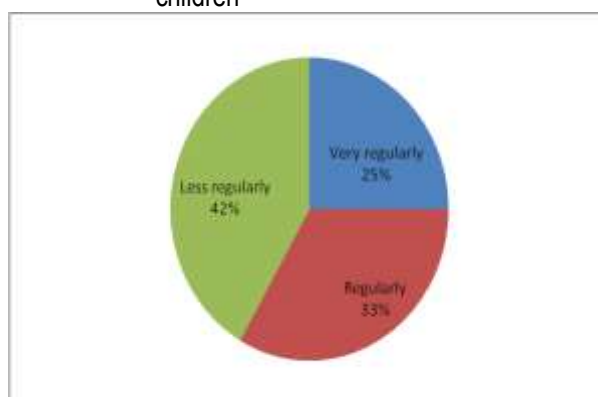
employer/user has money. Besides those receiving some form of wages, are also children who do not receive any wage at all. Payment of remuneration should be based on some mutual agreement in accordance with the Labour laws of Ghana. Only 37 percent of working children indicated that they are paid according to any form of agreement while 63 percent of identified working children are not paid under any agreement. The non-payment of wages to some working children, irregular payment and delays of payment raises issues of coping strategies that enable children to stay on the job and continue to sustain whatever reasons that have pushed them into fishing. About 64 percent of children indicated their coping strategy is that employers/users provide food.

Fig. 4.17: Agreement on children's wages



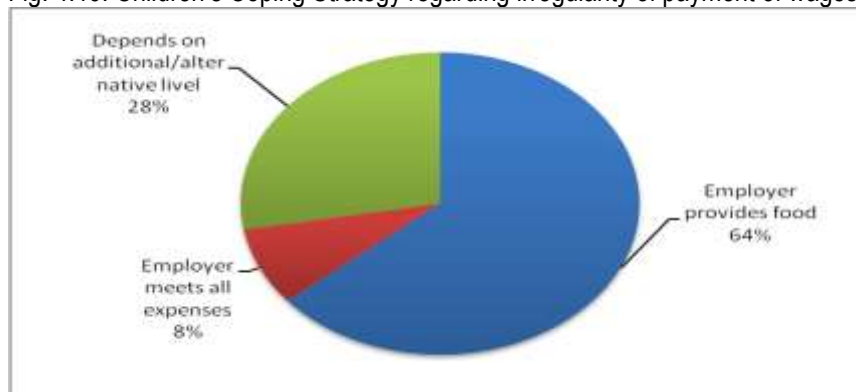
Source: Field data, Sept/Oct, 2012

Fig. 4.18: Regularity of payment of working children



Source: Field data, Sept/Oct, 2012

Fig. 4.19: Children's Coping Strategy regarding irregularity of payment of wages



Source: Field data, Sept/Oct, 2012

4.7.2 Safety of Working Children in fishing

People working in fishing anywhere in the world are exposed to a number of hazards and risk associated with the work but the vulnerability of children makes careful assessment of these hazards and risk critical issue for consideration. Risk assessment is important parameter for identifying and addressing safety and health hazards. It is important to assess what types of activities children engage in and specific tasks that pose risk and require actions to eliminate the risks. Providing and/or adhering to safety therefore becomes the cornerstone to ensuring that working children are protected.

Box 4.1: Hazards, Risks and Safety

“Hazards” and “risk” are two terms that are used frequently in the context of risk assessment and also when talking about Occupational Health and Safety (OHS) and child labour in other respects. A “hazard” is anything with the potential to do harm. A “risk” is the likelihood of potential harm from that hazard being realized. For example, the hazard associated with the fishing at sea in bad weather might be falling overboard and drowning. The risk will be high if the vessel is not built and equipped to the required safety standards for the operations to be carried out and the expected weather conditions. If however, the vessel is fitted with safety equipment and proper safety procedures are used, the risk is likely to be lower.

Using safe work practices, procedures and methods, linked to appropriate information and training can reduce the risk related to certain work by ensuring that dangerous tasks are carried out in a safe – or safer – manner. This would require that the workplace is well organized and that those concerned are properly trained. The ILO Convention on Work in Fishing specifically stipulates the need for countries to establish regulations obliging vessel owners to establish “on-board procedures for the prevention of occupational accidents, injuries and diseases, taking into account the specific hazards and risks on the fishing vessel concerned (Article 32)

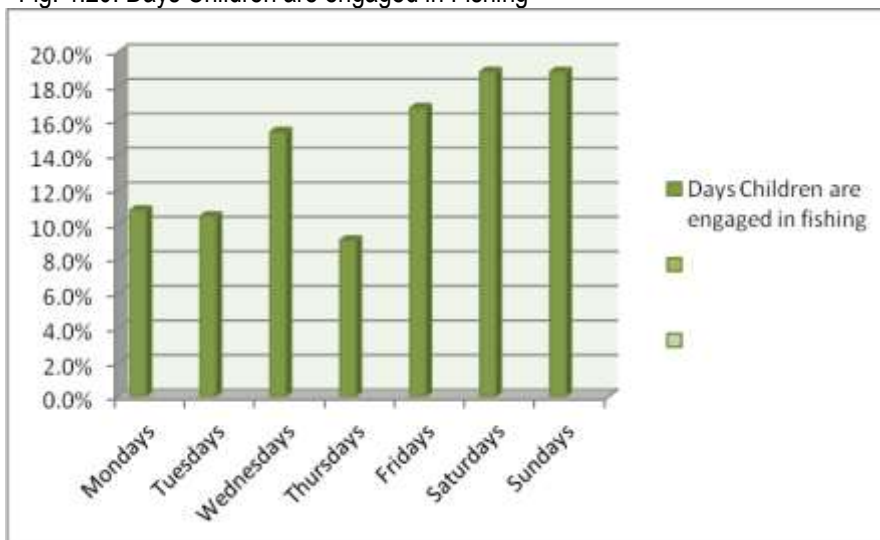
Source: FAO-ILO Good Practice Guide for addressing Child Labour in Fisheries and Aquaculture: Policy and Practice, Dec. 2011

The findings of literature review clearly points to challenges that confront fisher folk on the Lake Volta and particularly for working children, they are prone more to hazards and risks. It thus becomes necessary to identify the hazards, evaluate the risks and introduce health and safety measures. The study therefore sought to investigate into health and safety issues around fishing on the Volta Lake especially where children are involved.

i. Working Days and Hours of Children in Fishing

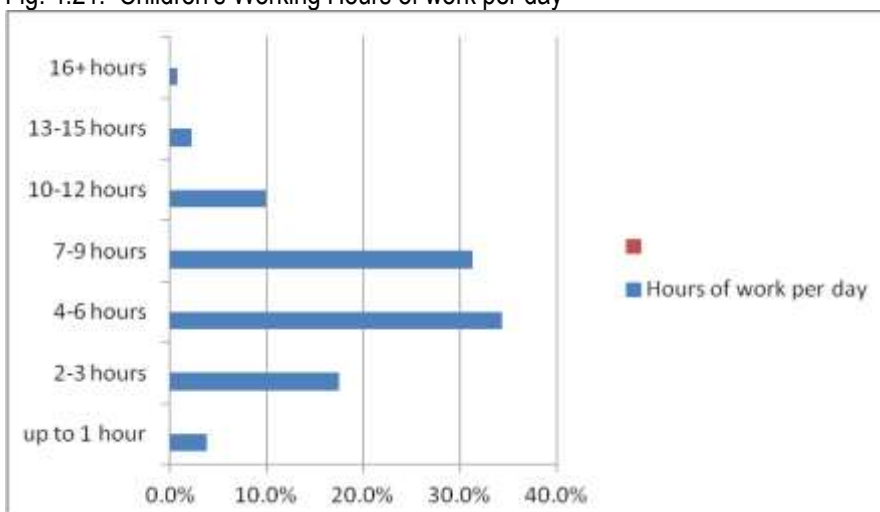
The field survey examined the days children engage in fishing vis-a-viz the hours per day they work and found that children engage in fishing more on weekends (Saturday and Sundays) than the working days. In the working or school-going days, Fridays followed by Wednesdays are the days children engage in fishing. In terms of hours of work per day, most children (34 percent) work between 4 to 6 hours per day followed closely by children working between 7-9 hours (31 percent) per day. This implies that a total of 66 percent of working children work between 4 and 9 hours per day which is unacceptable by ILO standards. The survey also indicates that a total of about 13 percent of working children work between 10 to 16 hours and more per working day.

Fig. 4.20: Days Children are engaged in Fishing



Source: Field data, Sept/Oct, 2012

Fig. 4.21: Children's Working Hours of work per day



Source: Field data, Sept/Oct, 2012

ii. Health and Safety challenges confronting working children

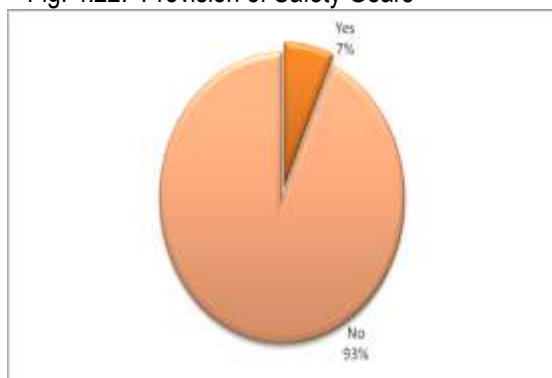
Given the hazards and risks associated with fishing on the Volta lake against the backdrop of child labour and their vulnerability, issues around provision and maintenance of safety gears to protect children from dangers is crucial. For lake fishing, specialized working gears are required to guarantee the safety of fishers (especially children). The range of safety working gears required is as shown in box 4.2. Mainly from parents/guardians and children perspective, apart from some very few immersion suits, life jackets and swimming jackets that some fisher employers provide, all other safety gears are not provided which exposes children to great dangers.

Box 4.2: Range of Safety Working Gears
• Immersion Suits
• Life jacket/Personal flotation devices
• Swimming jackets
• Safety belts
• Wet weather gear/apron
• Protective sleeves/gloves
• Waterproof non slip footwear
• Earmuffs or Earplugs
• Respirator
• Headlights

Interview and FGDs with children shows that 93 percent of working children are not provided with any working gears. For the 7 percent who are provided with safety gears, 14 percent admitted the gears are very appropriate, 57 percent said the gears are just appropriate while 29 percent are inappropriate. On the possible frequent change of old gears with new ones, 75 percent said employers do not change children's working gears, 13 percent said they are changed often and another 12 percent said the gears are changed very frequently.

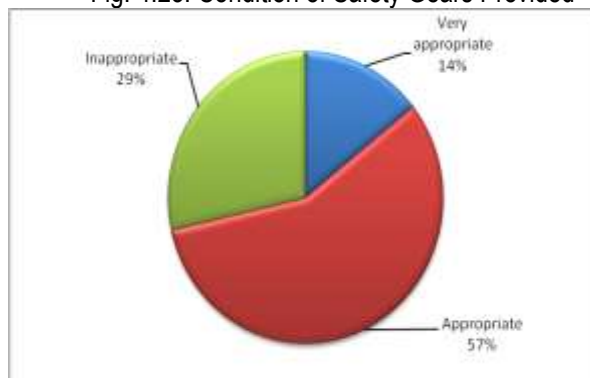
Both employers and working children provided possible reasons why safety gears are not changed overtime. Ignorance among working children that they could demand for gears ranked highest among the reasons as 61 percent of respondents saw it as the major reason. 13 percent think the reason is due to ignorance on the part of employers who should provide the facility. Fifteen (15 percent) hinted that the reason is due to the high cost of safety gears, 3 percent think that because children do not use the gears even if they are provided, it does not encourage employers to make efforts to provide the gears. Eight (8) percent assigned other reasons.

Fig. 4.22: Provision of Safety Gears



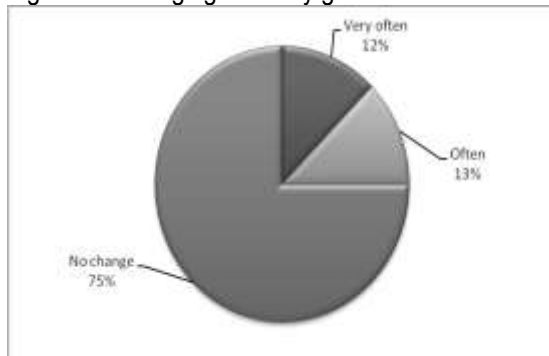
Source: Field data, Sept/Oct, 2012

Fig. 4.23: Condition of Safety Gears Provided



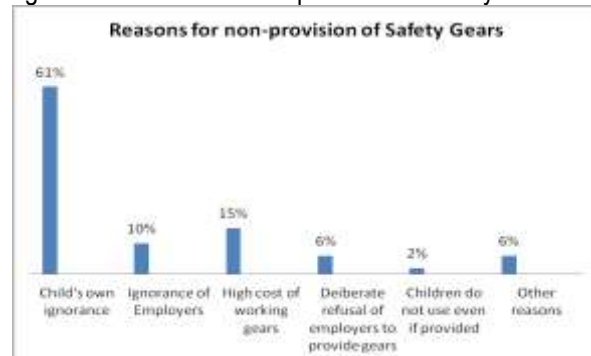
Source: Field data, Sept/Oct, 2012

Fig. 4.24: Changing of safety gears



Source: Field data, Sept/Oct, 2012

Fig. 4.25: Reasons for non-provision of Safety Gears

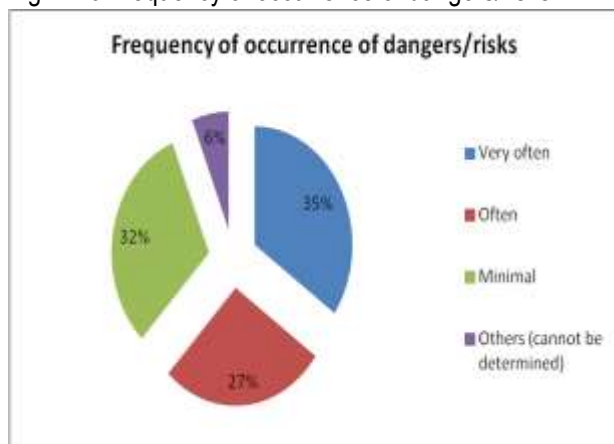


Source: Field data, Sept/Oct, 2012

Following the non-provision and/or non-usage of safety gears for working children in fishing, they are exposed to severe risk and dangers of varied magnitude. About 13 percent of children indicated drowning as a major risk they are exposed to, 11 percent indicated effects of storm, 10 percent indicated physical injuries, 6 percent said propeller accidents (especially for children who dive into waters). Fig. 4.26 shows risk and dangers that confronts children.

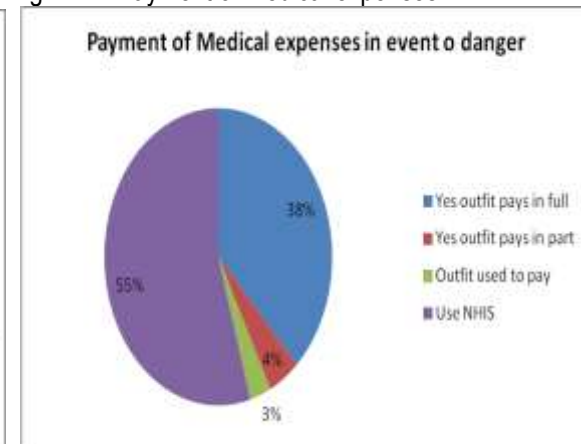
With regards to frequency in occurrence of the dangers/risks about 35 percent of respondents indicated these dangers occur more often, 27 percent indicated it happens often whiles 32 percent said it's minimal. A small percentage of 6 percent were indifferent as they could not measure the frequency of occurrences. As the dangers occur, treatment is eminent that it is necessary to analyse precautions which are taken to curb such occurrences and how medical expenses are met. This information was gathered largely from the perspective of parents, community and employers. About 60 percent of respondents indicated that in the event of dangers, immediate medical attention is sought from nearby health facility of herbal treatment centre. About 18 percent take precautionary measures to forestall such occurrences whiles 12 percent take no major action. Of equal importance is how these medical costs are met (either in part or in full). About 55 percent of children who get exposed to these dangers seek medical attention using the National Health Insurance Scheme (NHIS), 38 percent have their employers or fishing outfit pay medical expenses in full. For those working children who meet medical expenses on their own, they employ various coping strategies. About 18 percent pay on their own whiles 5 percent pay from their wages. About 10 percent said payment of medical expenses is made by their relatives. Subsequent to occasional financial difficulties, 66 percent of respondents sometimes stay out of work due to their inability to seek medical attention. Figures 4.26, 4.27 and 4.28 illustrate this situation.

Fig. 4.26 Frequency of occurrence of dangers/risks



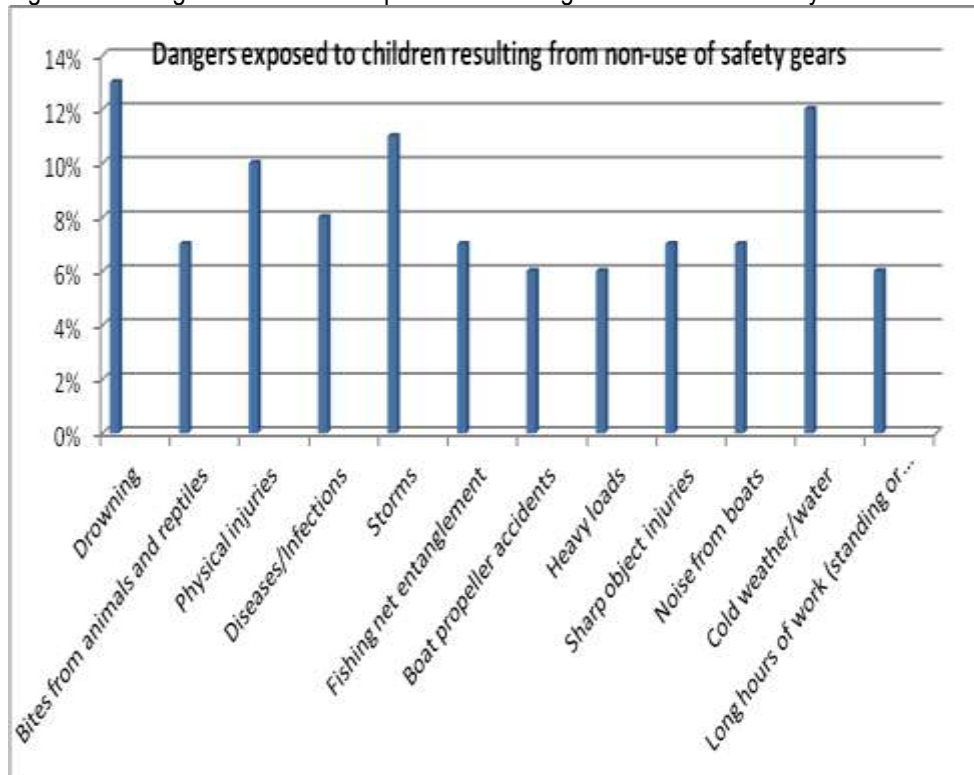
Source: Field data, Sept/Oct, 2012

Fig. 4.27: Payment of medical expenses



Source: Field data, Sept/Oct, 2012

Fig. 4.28: Dangers children are exposed to resulting from non-use of safety Gears



Source: Field data, Sept/Oct, 2012

4.8 Injuries and health consequences on working children in fishing

i. Common Health problems confronting children in Fishing

Fishing is one sector associated with diverse occupational health and safety (OHS) concerns. The study investigates into health risks that confront working children. About 84 percent of respondents made up of parents, community members, child employers/users and working children indicated

malaria or dengue fever as the common health problem faced by boys who are engaged in fishing. For the girls respondents indicated malaria as a common health problem accounting for 51 percent of cases. About 38 percent of respondents said guinea worm was a common health problem for the boys while for the girls; about 28 percent said it was a common health problem for them. Around 81 percent of respondents said headache was a common health problem for boys engaged in fishing. For the girls, close to 51 percent of respondents said headache was a health problem for them. About 11 percent of respondents said respiratory problem was a health problem faced by boys in fishing while for the girls; close to 20 percent of respondents said it was a health problem for them. Around 22 percent of indicated that stomach disorders was a common health problem faced by boys. For the girls, close to 20 percent of respondents said stomach disorder was a common health problem for them. Under skin diseases, about 46 percent of respondents said it was a common health problem for the boys engaged in fishing. For the girls, around 26 percent of respondents said it was a common health problem for them. About 49 percent of respondents said that chest pain was a common health problem for the boys. For the girls, around 23 percent said chest pain was a common health problem for them. Finally for eye problems, close to 34 percent of respondents said it was a common health problem for the boys. About 35 percent of respondents said eye problem was a common health problem for the girls engaged in fishing. Table 4.4 illustrates the common health problems that confront working children.

Table 4.4: Common health problems children in fishing face

Health Problems	Boys	Girls
	<i>Percentage</i>	<i>Percentage</i>
Malaria or Dengue Fever	85	51
Guinea worm	38	28
Headache	82	51
Respiratory Problem	11	20
Stomach Disorders	23	20
Skin Diseases	46	27
Chest pains	49	24
Eye Problems	34	35

Source: Field Data, 2012

ii. *Injuries sustained by working children in fishing*

Fishers encounter bigger risks and this permeates all the different activities from upstream level to marketing/distribution level. In a bid to examine the health and safety concerns, efforts were made to categorise the injuries that working children have sustained over the past six months (i.e. March – August, 2012). This information is collected from parents, working children, community members and employers/users because clinical investigations are unlikely to present more accurate information as many injuries are treated out of the clinics.

The field survey indicates that in March bites/stings from fish or other reptiles was the most occurring injury in that month accounting for 38 percent of all injuries. In the month of April, cuts and bruises were the most occurring injuries accounting for 21 percent. In May, bruises accounted for 13 percent of injuries whiles in the month of June the most occurring injury to children engaged in fishing was abrasions with around 8 percent. In July the most occurring injury children got from fishing was noise

induced hearing loss which had a percentage of close to 10 percent of respondents. Finally in the month of August, the most occurring injury was also the same noise induced hearing loss with around 4 percent.

Table 4.5: Injuries and health consequences children experienced over the six months period (2012)

Type of Injury/Health Problem	Percentage Score (over six months period)	Rank (Most occurred injury/health problem)
Head injuries	28.77	6 th
Broken bones	23.95	8 th
Fish poisoning	28.76	7 th
Cuts	47.89	4 th
Abrasions	28.76	7 th
Burns	39.21	5 th
Bruises	68.57	1 st
Visual impairment	1.41	10 th
Amputation of limbs	1.41	10 th
Blisters hands and feet	19.49	9 th
Back/Muscle injury	23.95	8 th
Noise induced hearing loss	50.7	3 rd
Bites/Stings from fish/reptiles	60.56	2 nd

Note: injuries/health problems including fracture, laceration, dislocation, bone deformities and chemical burn recorded zero (0) responses from respondents

Source: Field Data, 2012

4.9 Child Trafficking in Volta Lake fishing

Human trafficking as a Global phenomenon is criminal and affronts to human dignity. It is considered as the third largest source of revenue for organised crime after drugs and guns and the most target group are women and children who are most vulnerable and marginalised in society. In spite of the global dimensions, the phenomenon occurs mostly in Africa and South Asia. In Ghana, trafficking is known to occur in several economic sectors key among which include agriculture where fishing along the Volta Lake dominates significantly. The study sought to examine the context, nature and dimensions of trafficking of children for fishing on the Lake Volta.

Box 4.3: Trafficking of children for fishing in Ghana

In Ghana, cases of children being traded as commodities for monetary benefits have been reported. They are trafficked through middlemen to faraway destinations, unknown to both parents, to work in fisheries. These children are trafficked, for example, from their home villages to catch *kapenta* (*Limnothrissa spp.*) in Lake Volta. The depletion of fisher resources in the lake is ostensibly the reason attributed to this 'hiring' of children as workers, since they are considered a source of cheap labour. Their smaller fingers are also believed to be efficient in removing *kapenta* from small meshed gillnets. The children often also have to dive to release entangled gillnets from tree stumps in the shallow bottoms of the lake. In the process, they endure high rate of parasitism such as schistosomiasis and guinea worm disease and sometimes even drown. Night fishing involving children also leads to high rates of school drop outs.

Source: Sossou & Yogtiba 2009; UNODC, 2006 (referred to in Mather, 2010) as quoted in FAO-ILO Good Practice Guide for addressing Child Labour in Fisheries and Aquaculture: Policy and Practice, 2011

a. Origin, Acquisition and distribution of Trafficked Children

The field survey indicates clearly the origin of trafficked children. Children are trafficked from within the districts where fishing activities are carried out, from the region as well as from other parts of Ghana. About 39 percent of respondents indicated that trafficked children come from outside Ghana. Around 18 percent said they were from within Ghana but outside the district. Close to 17 percent of respondents said the children were from within the community. Around 15 percent said the children were from within the district but outside the community. About 10 percent of respondents said the children were from within the region but outside the community. Fig 4.30 illustrates the origin of children.

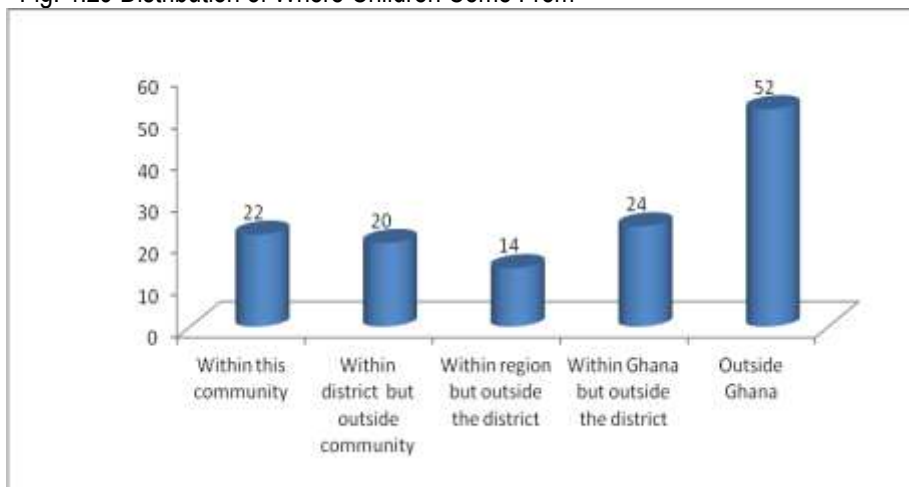
Of utmost importance is also how trafficked children are obtained and how they get into the districts and communities to do fishing. Forty-two (42) percent of respondents indicated trafficked children are obtained from their own parents. These parents more often than not may not be fully aware of where their wards are being sent and the nature of work they would be engaged in. Thirty-seven (37) percent of respondents said children are obtained from relatives other than parents. Seventeen (17) percent indicated that children offer themselves whilst 4 percent said trafficked children are purchased outright.

The survey also investigated how trafficked children are brought to fishing communities and how they get involved in fishing activities. Majority of trafficked children are brought into the communities by employers as indicated by the Forty-one (41) percent of responses whilst 35 percent said trafficked children are brought by their own parents. About 19 percent indicated that trafficked children came on their own. Four (4) percent said that trafficked children were brought to the communities by traffickers who perpetrate the act as a business.

Several reasons account for perpetuation of trafficking as an activity and as a business venture. The key reason for trafficking is to generate money to help one's own family back home. This was pointed out by 54 percent of the respondents. About 21 percent indicated that trafficking is carried out basically as business activity whilst 16 percent said it is done because of the high demand for trafficked children in and around fishing community. A minimum of 8 percent of respondents said trafficking is used to offset family/generational debt.

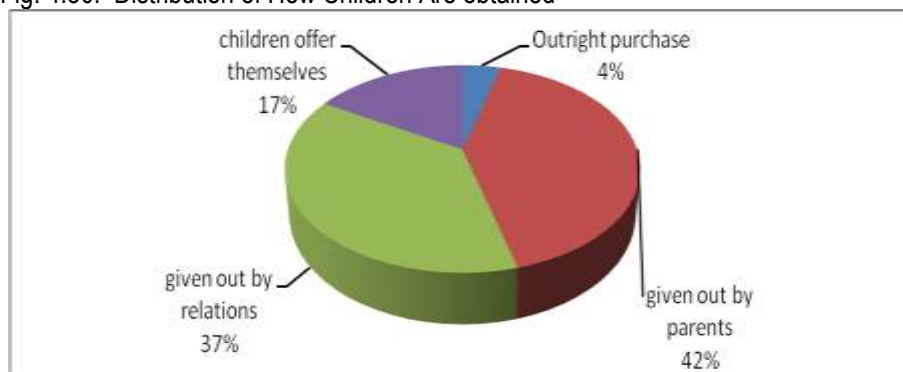
In the community setting, trafficking occurs in fishing, sex slavery, domestic servitude, trading among others. Seventy-one (71) percent of trafficking that occurs in communities is sent into fishing activities which ranges from the upstream activity level through actual fishing activity to processing, marketing/distribution. About 20 percent of trafficking as indicated by respondents occurs in trading ventures whilst 9 percent are trafficked into domestic servitude. Even though it is known that some significant trafficking is made into sex slavery, responses from the sample did not indicate that trafficking occurs in sex slavery.

Fig. 4.29 Distribution of Where Children Come From



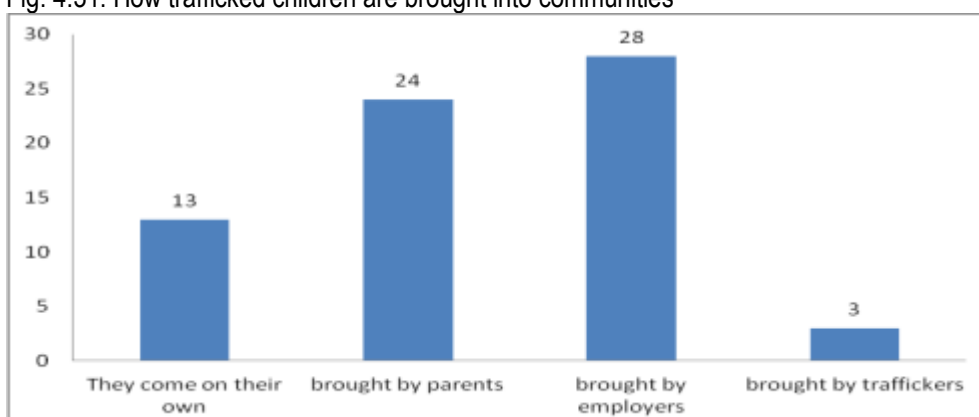
Source: Field data, Sept/Oct, 2012

Fig. 4.30: Distribution of How Children Are obtained



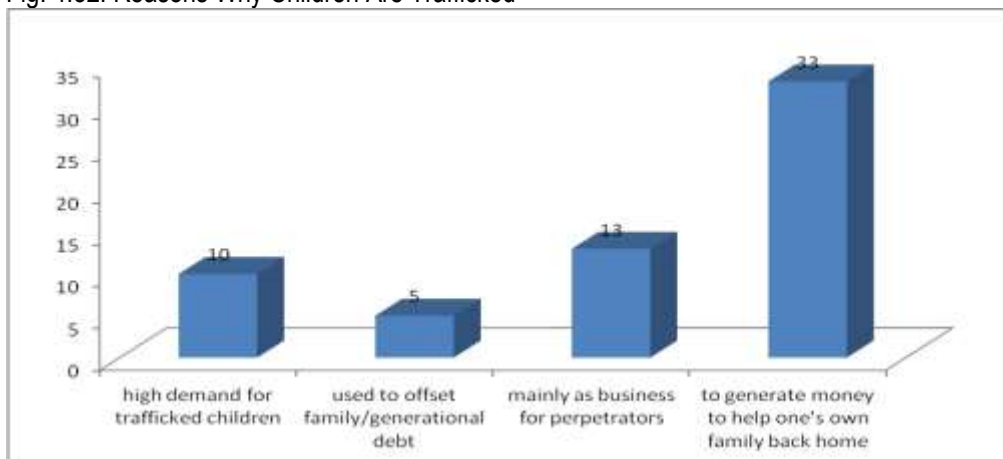
Source: Field data, Sept/Oct, 2012

Fig. 4.31: How trafficked children are brought into communities



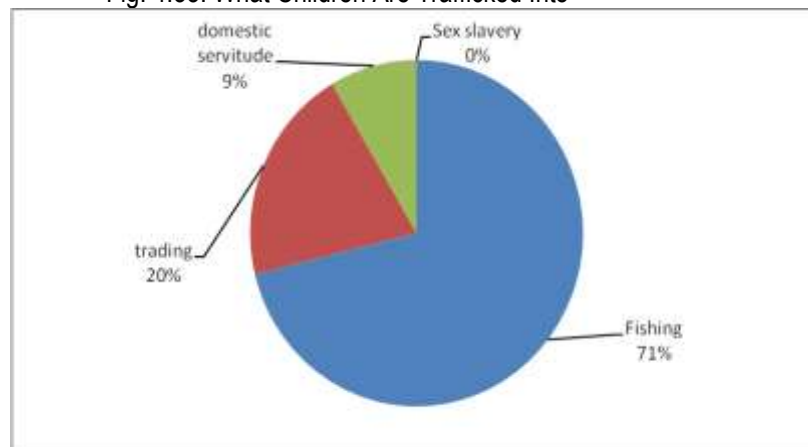
Source: Field data, Sept/Oct, 2012

Fig. 4.32: Reasons Why Children Are Trafficked



Source: Field data, Sept/Oct, 2012

Fig. 4.33: What Children Are Trafficked Into



Source: Field data, Sept/Oct, 2012

4.10 Analysis of motives and perceptions of Operators, Parents and Community on use of Child labour

The objectives of the study include examining the relative motives and perception of operators on the use of child labour. This is critical in understanding the dynamics in the use of children and the approaches to eliminate child labour. Information on the motives was largely gathered through informal interviews and focus group discussions with operators in the sector. In general, there are mixed perceptions regarding the use of children by operators on the lake, parents and community.

- *Motives of Operators:* Operators in fishing admitted the use of children in certain aspects of fishing activities along the lake but this differs according to the scale of operation. For those category of people who do fishing as past time for family consumption and sale of surplus, the use of children is seen as merely an expedition to help provide food on household's table and make some money for household meagre income or for the child's own use. To them it forms part of training for children to support themselves now and in future and that the idea of child labour is not perceived in anyway.

The commercial operators engage children along business lines whether on part or full time basis and they engage in diverse range of activities. Until recently, operators perceive the use of children to derive mutual benefits to them the operators and children and their families. Operators derive benefits as they offer less wages to children, use them in specific activities that require the craftiness of children (e.g. diving into waters, observing fish movements, disentangling fishing nets from tree stumps etc.), and enabling children to supply fish (and money) to support food at household level. Operators held the belief that for children not in-school (or out-of-school), their services constitute an offer of employment and thus helping children and their families to make ends meet. For the in-school children who combine school with fishing activities, operators hold the motive that by engaging children, they are able to make money to support parents cater for their schooling. In recent times however, upon the continuous awareness creation by NGOs, the perceptions are gradually changing as many children in child labour and trafficking are being rescued and being rehabilitated. The use of children in fishing in mainland communities are being perceived as child labour especially if the children are not the operators own children but the attractions in terms of monetary gains do not push them out of being engaged. For smaller island communities and the use of operators own children in fishing, the perception being held is that children are being trained to take over family business – fishing.

- Motives of Parents: Motives of parents are assessed purely as guardians and caretakers of children and that they have responsibility to promote the welfare of children. Parents are confronted with poverty and the difficulty in meeting basic needs and other cost of living makes them resort to several means of living. While appreciating the need for education, the cost involved coupled with their inability to fully use the services of children in economic activities (like going to fishing, farming or selling) deters many from placing their children in school or encouraging them to do so. Parents have long held the notion, especially the very poor, that children are to learn a trade and fishing presents one of the least cost in learning a trade as when children get involved in fishing they learn on the job and at the same time receive support (in the form of wages or fish).
- Motives of Community: Community's perception of child labour is mixed. While a section believes children are to help the household by doing work assigned to them by their parents or guardians at any time, others believe that children are to be supported, trained (through formal school and informal apprenticeship training) and only get engaged in work after school or close of work (for those in apprenticeship). Community members indicated that in recent times there is increasing awareness about the need to have children enrolled in schools following greater awareness about development in general, education and child labour elimination in particular. The quest to enrol children in school is even higher for children of basic school going age (i.e. primary and JHS levels). There is therefore a perception among community members about the unacceptability of using children for difficult work.

4.11 Value Addition, Marketing and Supply Chain Analysis

The study requires that a value chain analysis of fishing on the Volta Lake in respect of child labour and trafficking is carried out. It further requires an analysis of marketing and supply chains; all of which must go to provide basis for dealing with the issue of child labour and trafficking on the lake. Basically, the value addition, marketing and supply chain analysis is being applied in this study as a tool to provide the basis for the analytical study rather than to describe the fishing industry.

4.11.1 Value Chain Analysis

The concept of value chain denotes simple steps in production, processing, and distribution together in which each step is analysed in relation to the preceding steps and the steps that follow. Thus, value chain describes the full range of activities which are required to bring a product or service from conception, through the different phases of production (involving a combination of physical transformation and the input of various producer services), delivery to final consumers as well as final disposal after use.

Studies have established that there are over 100 species of fish in the Lake Volta system of which about 16 are commercially processed and marketed. However, landings are dominated by tilapia species, *Chrysichthy sp.*, *Synodontis*, *Mormyrids*, *Heterotis*, *Clarias sp.*, *Schilbeide*, *Odaxothrissa mento*, *Begrus sp.*, *Citharinus* while some other species in quantities are grouped under others (UNEP, 2009). These fish species are landed from small planked canoes which use mainly gill nets, traps, hook and line as well as canoes fitted with outboard motors. In analysing the value chain of fishing on Volta Lake, three key value chain participants came to play namely **producers, assembling (trading) and processors** and each of these participants demonstrate several activities within the broader value chain. Analyses of activities of these participants denote the following:

Producers: The producers in the value chain identified include input suppliers who though are outside the actual fishing activity, provide the basic and all important ingredients to fishing. They include boat manufacturers, net manufacturers, net menders, other suppliers of fishing gears. Identified producers include manufacturers and suppliers of inputs who contribute significantly to facilitate fishing on the lake. The value of their activities to the lakes fishing is manifested in the actual fish catch as well as other activities that follow that segment. The second level of the producers are fishers themselves who use the inputs to go fishing, catch and bring fishes to the shore of landing sites. Children's involvement in this activity is noticeably high.

Assembling: participants in the Assembling segment include fish collectors, and fish vendors and consumers who buy their daily fish requirements from the numerous landing sites along the shoreline and from nearby markets. Other participants at this stage include small vendors and traders including those who operate fish stalls at market places or roadside locations, basket carriers and head loaders. The Assembling segment is the point where there is intense involvement of children at nearly all activities. The negative tendencies associated with child labour are clearly demonstrated here.

Processors: participants in the processors value chain include fish mongers and the actors who use diverse methods to process and preserve fish prior to marketing and consumption. In the landing sites and communities, actors include processors in villages and small communities who employ mostly

traditional methods like drying, salting and smoking. However, employing these methods depends upon the fish species and consumer preference as well as the stage of the fish. For instance, species like *Heterotis* (and tilapia) can be salted and sundried while majority of other species are smoked. Thus, smoking (mostly by the use of clay/mud ovens, drum ovens etc.) remains the major method for fish preservation accounting for over 80 percent of the lakes fish. The smoked fish, as they are held in small quantities at a time, are gathered together in the ovens, or stores or kitchens awaiting to be in large quantities so that it is economical to transport to lakeside markets through head portage or by outboard motor fitted transport launches to weekly markets and other market centres in the various communities dotted in and along the lake.

4.11.2 Marketing and Supply Chain Analysis

Marketing and supply chains postulate similar concept. A UNEP study notes that a fish supply chain can be generally be described as a set of interdependent fishers, agents, processors, distributors and wholesalers/retailers/food services, who work together to supply a fish derived product to the consumer (Thorpe and Bennett, 2004).

The marketing and supply chains of fishing on the Volta Lake involve a number of segments from the upstream segment through to the downstream segment. At the upstream level, boat builders, net manufactures and input suppliers carry out a number of specific activities of which children are engaged at the various stages. Boat builders use children who may be family members during carving or making the boat. Net manufacturers (including net menders) use children in their activities whiles input sellers engage older children as shop keepers and input sellers. It should however be noted that the magnitude of use of children is very minimal compared to the other stages of the chain.

In the second segment which involves real fish catch activities, it should be emphasized again that the Volta Lake is dominated by many artisanal and small scale fishers, in small boats who catch and sell their catch fish to fish collectors based at the various landing sites along the lake's shoreline or on boats in the fishing grounds. The foregoing analysis has already established that children are actively and visibly involved in fishing on the lake to a high incredible degree.

The third segment of the marketing and supply chain involves processing, transportation and preservation or storage. The existence or reality of these stages depends upon site/ground/community where the fishing activity was carried out and the sale was made. In areas without storage facilities, obviously fish is sold at the landing site to market women, individual buyers or other members of the community. Along the marketing channel, starting from the beach assemblers, all value chain participants maintain a profit margin that accumulates to determine the retail price. At the processing stage, children play significant role in sorting out fishes, removing fins, cleaning fishes and doing many other activities within this stage. Transporting fishes to storage facilities at the landing sites also involve some children who carry the fishes to the facilities. On the otherhand, transportation by means of vehicle does not usually involve children. Fishing preservation takes many forms including salting and drying, use of cold storage facilities, smoking etc. Fish salting and smoking involve a number of children who are also exposed to chemicals and intense heat.

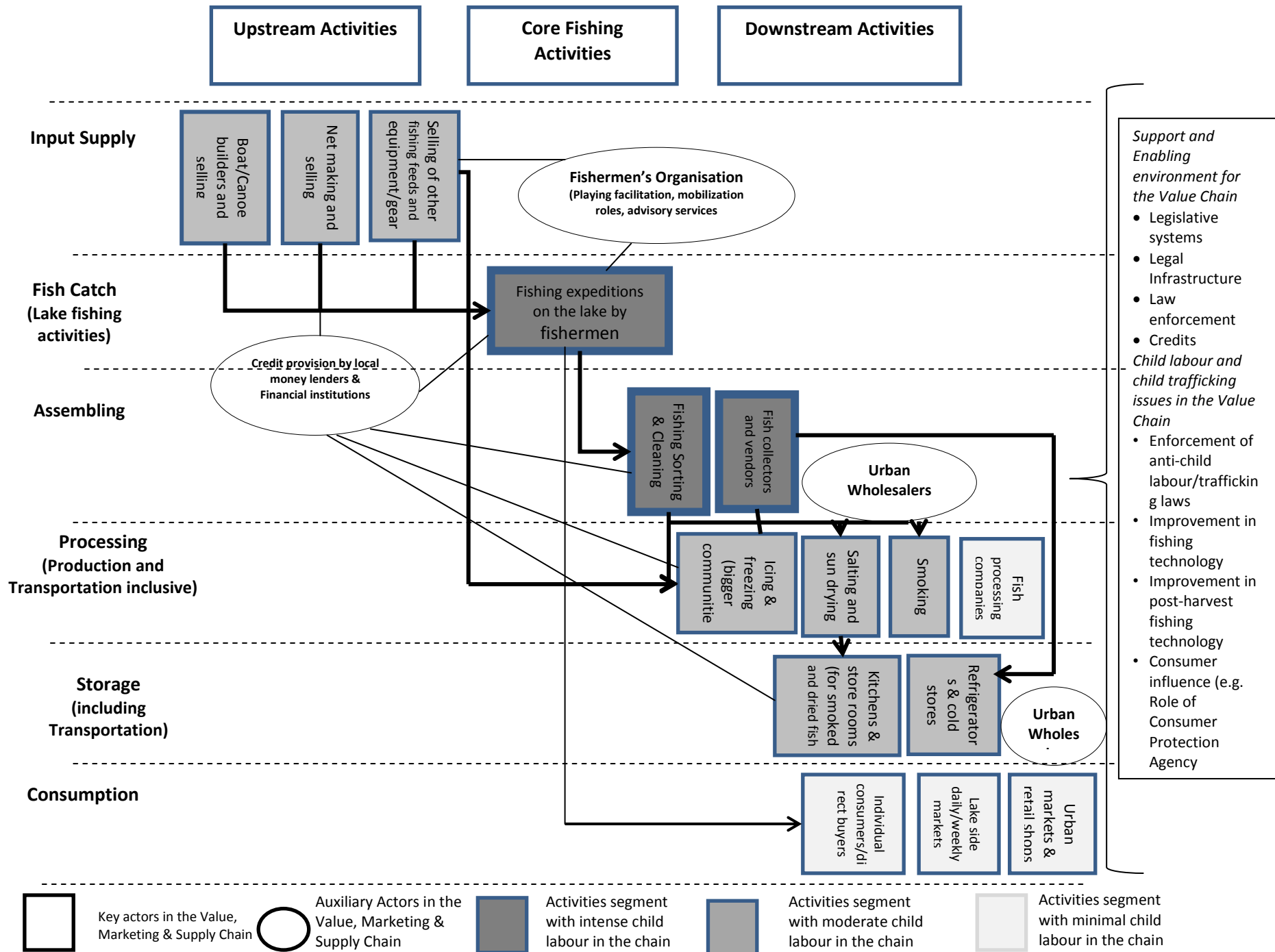
At the end of the marketing and supply chain are buyers of fish and fish products who provide consumers' with different types of fish (sold in markets, smaller cold stores, and other outlets) and fish

products (sold in retail shops, supermarkets or to food service providers including restaurants/cafeterias, hospitals, schools etc.).

Investigations into the motive for use of children in marketing and supply chains reveal the following key issues:

- Most children engaged in the various segments and stages of the marketing and supply chains are family members, trafficked children or employed children. In any of these cases, users are able to make some savings in terms of labour cost.
- Given that fishing on the lake is artisanal and small scale in nature, fishers would like to operate within least cost and therefore using children provides a coping mechanism against high labour cost
- In actual fishing segment, fishers engage children due to their small sizes which enable them to dive deep into the water and study fish movements, disentangle fishing nets etc. The primary motive therefore has to do with convenience and obtaining maximum benefits from labour. Children come in to help fishers derive these optimum benefits.

Fig. 4.34: Lake Volta Fishing Value Addition, Marketing and Supply Chains Map



4.12 Fishery Sector Institutions, Institutional Perspectives on Child Labour and Trafficking in Children and Mapping of Inter-relational Roles of Fishery Institutions

4.12.1 Fishery Sector Institutions

There are several institutions involved in fishery in Ghana. The ensuing profile of fishery institutions is within the context of Volta Lake fishing. The fishery sector involves a number of governmental and non-governmental institutions and they operate from both national and local levels. The Ministry of Water Resources, Works and Housing (MWRWH) is the lead government agency responsible for formulation and coordination of sector policies and programmes related to water resources which is a key resource for fishing. In this regard the Ministry's mandate extends to coordinating and supervising public and private agencies in dam operation. The Ministry of Food and Agriculture (MOFA) is the lead institution that formulates policies and programmes for the fishing sector. The Fisheries Commission Act, 1993 (ACT 457) established a fishing sector institutions as Fisheries Commission and continues to operate under the Fisheries Act, 2002 (ACT 625) with a mandate to ensure efficient and sustainable exploitation of fisheries resources, deal with fisheries related conflicts among operators, provide advisory role and advocate for effective fishing activities. Discussions with the Commission revealed clear resource constraints and that even though strenuous efforts are being made to prosecute its mandate, the constraints are overwhelming and limits effective fight against child labour and trafficking of children on the Volta Lake. The Water Resources Commission (WRC) and the Environmental Protection Agency (EPA) have mandates that also borders on some activities of fishing. Section 12 of the WRC Act, 1996 (ACT 522) vest the property in and control of water resources in the President of Ghana on behalf and in trust for the people of Ghana; thus making water resources management consistent with general natural resource management in Ghana as per the 1992 Constitution. The EPA Act, 1994 (ACT 490) is equally mandated to protect water resources and regulate activities within water catchment areas. The EPA has been performing this mandate amidst resource constraints.

The Ministry of Employment and Labour Relations (MELR) is the lead institution dealing with matters of labour and through the Child Labour Unit (CLU) is responsible for overseeing activities to combat child labour in Ghana. The National Steering Committee on Child Labour is mandated to oversee coordination, implementation and monitoring of programmes targeting worst forms of child labour. Following the reinvigoration and streamlining of the structure of the eight sub-committees to three in 2010, a Cocoa, Fishing and Mining sub-committee oversees efforts of worst forms of child labour in these sectors. In October 2010, the Government of Ghana adopted the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana to provide a comprehensive framework to significantly reduce the worst forms of child labour by 2015. As part of the Plan, GoG signed MOU with 23 government agencies and established the role of each agency in the fight to reduce worst forms of child labour.

The Volta River Authority was established in April 16, 1961 by Act 46 to generate and supply electric power. However, under the Volta River Development (Amendment) Law, 1987, PNDC 171 and the subsequent amendment to the VRA's mandate in 2005, the Authority develops the Volta Lake for fishing and transportation and additionally develops lakeside areas to enhance health and wellbeing of

nearby communities. The Volta Lake Transport Company was incorporated in 1970 as a subsidiary of the VRA and has a mission to promote viable, safe and efficient lake transport services to link the northern and the southern sectors of Ghana for socioeconomic development and to facilitate internal trade as well as sub-regional trade with Ghana's landlocked countries. Among the most important goods transported on the Volta Lake is the fish catch from the lake which is collected from the various landing sites and communities along the shores of the lake. Other institutions within the national context with mandates on the Volta Lake and by extension fisheries include Ghana Irrigation Development Authority, Water Resources Institute of CSIR, Meteorological Services Division, among others.

At the sub-national level, other institutions also play significant roles. The District Assemblies whose territories the Volta lake passes and from which fishing is done have the mandate for planning, coordination and supervision of activities on the lake. As they derive substantial revenues from the fishing activities, the lake and activities that goes on there are of prime importance to them. Investigations into DAs mandate and actions relative to child labour on the lake indicates that some attempts (several of them just feeble efforts) are made to fight against the engagement of children in fishing but much as they try, they are confronted not only by resource constraints but also by the very factors that orchestrate child labour generally – high levels of poverty among the fisher population. At the local landing sites, Community-Based Fisheries Management Committees (CBFMCs), whose structure and form follows existing traditional leadership authority and local government structures also exist and renders valuable services for operators. They operate along the lines of common law and comprise all stakeholders involved in management and development of fishery industry.

4.12.2 Institutional Perspectives on Child Labour in Volta Lake Fishing

Child labour and trafficking in children is a phenomenon that is known to prevail in both urban and rural areas of Ghana and there is common agreement about its negative impact on development of children, communities and the nation at large. Both at the national, district and community levels, the menace pose challenge to officials and institutions. In assessing the level of child labour and trafficking as they occur, information were also gathered from national level institutions as well as District Assemblies, Decentralised Departments and CSOs (particularly the NGOs) operating in the various districts along the Volta lake.

1. Perspectives of National Level Institutions on Child Labour and Trafficking in Children in lake Volta Fishing

The perspectives of key sector players were necessary in appreciating the importance and/or impact of child labour and trafficking of children in fishing particularly fishing along the Lake Volta. Whiles several national level institutions were contacted to draw issues from their perspective, the key ones included the Fisheries Commission, MESW, MOWAC, Ghana Maritime Authority, ILO, GAWU.

Institutional assessment point to prevalence of child labour and trafficking in children in fishing communities along the Volta Lake and the need to act decisively to curb the menace is paramount. Whilst Ghana has ratified various ILO Conventions on protection of the rights of children and child welfare (e.g. Conventions 182, 138, 190 etc.) and these have been translated into various national policies, laws and regulations (e.g. the Children's Act, Human Trafficking Act, Domestic Violence Act

etc.), and most recently the National Plan of Action for the elimination of Worst Forms of Child labour, there are still several issues to deal with. Key institutional actions taken (and related constraints) include the following:

- Enactment of Policies, Laws and Regulations: Given that Child labour occupies central place in GoG's agenda, nearly all institutions contacted have actively been involved in enactment of policies, laws and regulations to govern general issues around child labour and trafficking in children. The Children's Act, 1998 (Act 560), the Human Trafficking Act, 2005 (Act 694) and the Domestic Violence Act, 2006 (Act 732) are among the key policy instruments that govern children's welfare and help deal with their vulnerability. To regulate the fishing sector are two key policy instruments namely the Fisheries Act, 2002 (Act 625) and the Fisheries Regulations, 2010, (L.I. 1968). The Parliament of Ghana is the key institution that enacted these laws with active involvement of key sector institutions (mainly the MDAs whose activities border on child labour, human trafficking and fishing). The National Plan of Action on elimination of WFCL (NPA) and the Hazardous Child Labour Activity Framework (HAF) are also important regulatory framework spearheaded by the MESW.

Admitting that a comprehensive policy framework on both child labour/human trafficking and fisheries is crucially necessary, there is not enough policy framework that comprehensively and exclusively deals with child labour/human trafficking on the Lake Volta and same can be said of issues around Volta Lake fishing. The Fisheries Commission, as the lead institution for both marine and inland fishing does not have a specific framework anchored around fishing and issues of child labour and trafficking on the Volta Lake even though reports of prevalence of the practice and its concomitant problems have widely been put in the public domain. The implications are that there is a huge challenge in applying specific laws and regulations to child labour and trafficking on children in Lake Volta fishing.

- Awareness creation and education of fisher folks: the analysis of field investigations reveal several challenges in fishing on the Volta Lake itself and the engagement of children in fishing on the lake. Clearly, the very act of involving children in fishing is unacceptable and the conditions under which they work, even assuming without admitting that many of the children may have attained the minimum legal age on admission into employment (which is 13 years for light work and 15 years for non-hazardous work), is a huge source of worry. Children do fishing without safety gears, work long hours, exposed to wide range of dangers/hazards and injuries and yet receive little or no remuneration. They also have no compensation packages. They ultimately sacrifice their education, health and self-esteem. These issues require pragmatic measures to secure the future of children.

Whiles the key MDAs with focus on child labour have endeavoured to create awareness and educate the public, the Fisheries Commission has embarked on specific and intensive awareness raising and education among various stakeholders to ensure compliance with national policies and laws. Actions pursued include, among others,

- educating the fisher folks against the use of children in fishing activities,

- encouraging Community-Based Fisheries Management Committees to include in their bye-laws the prohibition of the use of children for fishing as against enrolling them in schools.
- promoting the use of fibre glass canoes and use of life jackets.
- introduction of subsidy on outboard motors and on pre-mixed fuel
- construction of landing sites for marketing centres

Following these actions, compliance among operators is mixed. Some operators agree and comply with provisions in the regulations, others are reluctant with the excuse that children must be catered for and that every means available is worth pursuing. The Commission has also not been able to apply the sanctions attached to the laws and regulations as its still negotiating with operators on several issues. They thus spend unimaginable time at the beach retrieving fishes from these nets to the detriment of their education.

- *Enforcement and compliance:* As relevant as enactment of policies, laws and regulations are to sector development, enforcement of the provisions are hugely important to ensure that sector stakeholders comply and conform to them to derive desired benefits. The Fisheries Commission, working in collaboration with the Ghana Navy of the Ghana Armed Forces patrols the Volta Lake so that perpetrators of child labour and trafficking are brought to book. The Naval Task (NTF) which is a detachment of the Ghana Navy collaborates with the Ghana Maritime Authority (GMA) to ensure adherence of safety measures and checks against practices such as overloading, drunkenness, sailing in bad weather on the lake. Some Naval detachments station on the lake includes Yeji, Dzemeni, Tapa Abotoase, Kete-Krachi, Dambai and Kpando Torkor. The Marine Unit of the Police Service is trained and equipped with capacity to ensure safety and protect properties and lives on the lake. Such f attempt has had some impact on the consciousness of some decent operators and is cited as one of the initiatives contributing to the decline of children who loiter around fishing sites and those who actually are involved in the activity.



Photo: Courtesy of Theodore Kwadjosse

2. *Perspectives of District level institutions on Child Labour and Child Trafficking situation in Lake Volta Fishing*

The pivot of occurrence of child labour and child trafficking, at least for the sake of fishing activities and this study, is the district level and specifically at the community level where fishing activities take place. Key district level institutions contacted for their perspectives are the District Assemblies and NGOs with focus on child labour and trafficking in fishing (e.g. PACF, PACODEP, Challenging Heights, APDO, World Vision, Rural Community Planning Foundation etc.). District Assemblies have respect for the contribution of fishing to the local economy as in many areas the fishing activities have led to establishment of either daily or weekly markets. The influx of sellers, buyers and display of wares all attract substantial revenue which goes a long way to boost the Internally Generated Fund (IGF) of these Assemblies. District level institutions admitted the prevalence of child labour and trafficking in children and traced the causes to include the following:

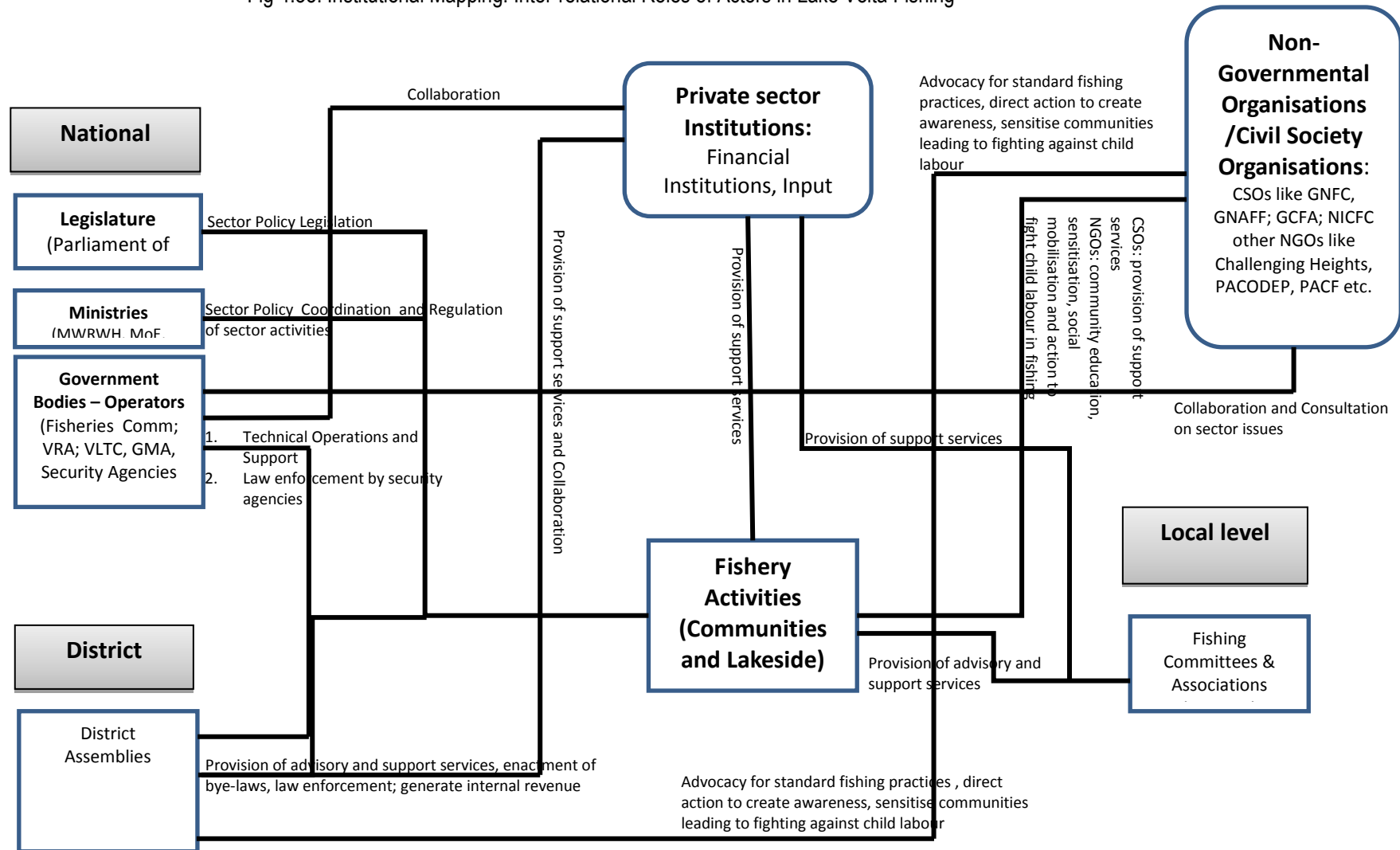
- Poverty
- Illiteracy
- Ignorance
- High birth rate
- High teenage pregnancy
- Single parenting
- Divorce
- Truancy of children
- Trafficking, high school dropout rate
- Limited sustainable additional/alternative livelihoods

Acknowledging that child labour and trafficking exist in fishing communities along the Lake Volta, district level institutions have aggressively initiated and embarked on wide range of activities towards contributing to elimination of the canker. Specific interventions include the following:

- *Awareness raising, education and advocacy:* District Assemblies recognise the enormous challenge child labour and trafficking pose to the present and future generations of children and by extension human resource development of the districts. In line with the quest of GoG to eliminate the canker, DAs have carried out awareness raising campaigns, education and advocacy which appeal to the consciences and sensitivities of people within the districts particularly to parents/guardians but also the operators of fishing activities to have a renewal of mind towards child development, education and investment in viable future of children. In all DAs, Assembly members, local chiefs and elders, Unit Committee members, Area Councillors have become agents of change as they continually engage parents/guardians and monitor children and operators of fishing activities to ensure that children are not unduly exploited. The FM stations and Community Information Centre Broadcast devices have served as the avenues for advocacy and education. DAs have also incorporated child labour issues in the bye-laws. The Assemblies have also, in collaboration with the NGOs operating in the districts; move the child labour and child trafficking agenda forward. However, the manner in which child labour and trafficking in fishing on the lake occur constraints the desired results from the interventions. Accessibility to island communities and those over the banks of the lake is difficult and this limits the reach of interventions. Operators within these communities continue to flout attempts by DAs and NGOs to deal with the issue.

- *Institutional strengthening and capacity building:* community level institutions are seen as effective medium to reach out to fabric of society. In all districts and in many communities, child protection committees (e.g. District and Community Child Protection Committees), have been formed to support actions on child labour elimination. The NGOs operating in the districts have carried out institutional strengthening and capacity building programmes for the DCPCs and CCPCs. In spite of these efforts, the DCPCs and CCPCs still grapple with problems in their quest to fight child labour. They lack the needed support and motivation (logistics, funds and allowances) to operate effectively.
- *Support to fisher folks:* Part of the underlying factors of child labour is inability of operators to secure the full complements of inputs for fishing (e.g. purchase of pre-mix fuel, acquisition of outboard motors, mesh nets, canoes etc.). Operators thus sometimes resort to the use of inappropriate techniques and technologies some of which demand the inclusion of children in the activities for which they are used. For instance the use of small mesh nets leads to catch of small fishes which get entrapped in the small nets and requires children to spend several hours to remove them. The DAs acknowledges the difficulties operators face and provides varied range of support to enable them operate. However, given the inadequate financial resource base of many of the districts, such support do not come regularly and even when they do come, they are inadequate to offset the economic need for the use of children in fishing.
- *Support and improvement in education:* the attractiveness of education (in terms of available infrastructure, materials/school supplies, learning and teaching aids) is crucial in getting children to show interest in schooling. In many areas of the fishing communities, the inadequacies in the educational system makes schooling unattractive serving as a push factor for increasing rates of school non-attendance and school dropout. All Assemblies appreciate these shortfalls and are making efforts at improving the attractiveness of schools. District Assemblies, working in collaboration with the District Offices of Ghana Education Services are tapping into the Government's school improvement programmes like the school feeding programme, supply of free school uniforms, the capitation grant and removal of school under trees project, among others to increase school enrolment and reduce interest of children in fishing. Notwithstanding these efforts, many of the schools in fishing communities remain unattractive as the facilities are in deplorable state and do not have access to these school improvement packages.
- *Implementation of direct action to prevent, withdraw and rehabilitate children in WFCL and empower families:* Awareness raising, education and advocacy are important ingredients to fighting child labour and trafficking and these have been done in many fronts. However, for the current crop of children, it is important that those engaged in the activities are identified, rehabilitated and integrated into society to enable them live meaningful lives. Several NGOs (e.g. PACF, PACODEP, Challenging Heights etc.) operating in the districts with donor support are implementing broad range of direct action interventions which beyond the awareness creation, community education and advocacy is identifying working and at-risk children, providing counselling services, placing them in formal schools and in apprenticeship training, and providing school supplies (school uniforms, bags, footwear, exercise books and other learning materials) and apprenticeship training items to enable children go and remain in school or apprenticeship training.

Fig 4.35: Institutional Mapping: Inter-relational Roles of Actors in Lake Volta Fishing



Source: Author's Construct, April, 2013

Table 4.6: Institutional Mapping: Responsibilities/Mandates and Collaboration in Volta Lake Fishing

Institution	Responsibilities and Mandates (general and relative to fishing on Volta Lake)	Degree of Execution of Responsibilities and Mandates (relative to fishing on Volta Lake)	Resources and Capacity and Gaps (if any)	Mitigating measures towards resource enhancement and Resource Needs	Nature of collaboration and Benefits
Ministries (MOFA, MLGRD, MWRWH, MoE, MGCSP, MELR),	<ul style="list-style-type: none"> • Formulation and coordination of policies and programmes in accordance with respective establishment roles and mandates • Coordinates and supervises by way of monitoring and evaluation of the performance of both public and private agencies responding to and participating in the realization of the policy established for the various sectors 	Institutions have executed responsibilities and mandates including general fishing issues. On issues of child labour and trafficking in fishing, institutions have acted in ways to stem the menace but efforts falls short of the needed response to eradicate the canker	<p>General budgetary constraints to enable holistic development of all sectors including fishing on the Volta Lake</p> <p>Inspite of governments admission of child labour and trafficking in fishing on the lake, real practical efforts have barely gone beyond legislatives</p>	<p>Seek more funding besides government to support water resources management and related issues of fishing activities on Volta lake</p> <p>Very proactive efforts at stemming child labour and trafficking on the lake is needed which should be practical measures beyond legislation to enforcement and action</p>	<ul style="list-style-type: none"> • Collaborates well with all relevant MDAs in water resource and environmental management. Sector institutions with focus on dealing with child welfare (child labour and trafficking inclusive) work jointly and severally to fight the menace.
Ghana Maritime Authority (GMA)	Responsible for the enforcement of safety measures on the inland waterways – through conduct of boat surveys and inspections, assignment of load line marks, boat educational safety programs, enforcement of safety measures among others	Carries out all responsibilities and mandates with the view of ensuring safety of activities on the lake including fishing	<p>Faces resources constraints which limits their activities</p> <p>The Authorities focus on child labour is fishing is limited</p>	Need to deepen collaboration and coordination duties especially with respect to security agencies (e.g. the Ghana Police etc.) especially in dealing with child labour menace in fishing on the lake	<p>Collaborates with all relevant institutions</p> <p>Through its role of coordinating research and rescue operations, the Authority collaborates with the Naval Task Force (NTF) which is a Detachment of the Ghana Navy to ensure adherence of safety measures and checks against illegal practices</p>
Fisheries Commission	Ensure efficient and sustainable exploitation of fisheries resources, deal with fisheries related conflicts among operators, provide advisory role and	Executes responsibilities and mandates appropriately. Greater emphasis lies more on marine fishing as against inland fishing	Maintains human and other resources to execute it work. Requires additional resources to prosecute its agenda	The need to step up efforts led to reconstitution of the commission with a mandate to enforce fisheries laws and institute measures for	Collaborates well with all fishery sector institutions and agencies. There is however minimal collaboration with institutions/agencies fighting child

	advocate for effective fishing activities			monitoring, controlling and surveillance of Ghana's territorial waters. Also charged to develop modalities to manage and develop the fishing industry and collaborates with MMDAs with fishing communities to enforce bye-laws.	labour and trafficking
Volta River Authority and the Volta lake Transport Company Limited	Besides its core mandate of electric power generation, it is also responsible for safeguarding the health and socioeconomic wellbeing of the inhabitants of the communities alongside the lake and any incidental issues including sustainability of the environment	Through its Volta lake Transport Company, the VRA provides transport bulk cargo including fish to and from lakeside communities and markets. Its mandate to ensure safe navigation on the lake also ensures that fishers operate in a safe navigation environment	Mandate does not control over fishing activities and the people involved. Thus, the organisation is limited when it comes to conscious efforts in the fight against child labour	Making issues of child labour and trafficking as part of Authority's social responsibility will give a greater impetus to the fight against the menace	Effective collaboration with upstream institutions (e.g. ministries and agencies including DAs etc.) Less collaboration with other entities involved in fishing on the lake
Water Resources Commission	Planning for water resource development, processing of water rights and permits; monitoring and assessing activities and programmes for the utilization and conservation of water resources	WRC have largely executed mandate in critical areas. There is complete lack of focus on the fight against child labour and trafficking	The issue of child labour and trafficking does not feature prominently in mandates of the Commission	The need to emphasize a mandate that prohibits engagement of children in exploitation of some water resources (fishing on the Volta Lake) will increase the collaborative efforts to fight against the menace	Collaborates with users of water resources. Almost no collaboration with institutions with focus on child labour/trafficking
Environmental Protection Agency	Management of the country's environment; collaborating with institutions to ensure sustainable development of Ghana's natural resources	Ensures compliance with environmental standards including application of safe fishing practices (especially involving the use of chemicals etc.) The department permits on matters of environmental nature on the lake. E.g. Harvesting of tree stumps from the lake paving the way for accident-free	The Agency's mandate does not focus well on children used in fishing even though such a mandate could possibly enhance collective efforts by stakeholders in dealing with menace	The Agency could in the meantime lend support to other stakeholder institutions in fighting the menace	Collaboration is largely kept within the ambit of entities whose activities border on the environment

		navigation on the land and therefore promote public safety			
Meteorological Services Department	Public weather forecasting on daily basis (national weather) on radio and television – a crucial information for navigation for both marine and lake fishing	Provides weather forecast to serve as a guide to boat operators and lake transport in general	The department is confronted with resource constraints that makes pose great challenge to their operations		
Department of Social Welfare	Deals with issues of social welfare systems. Mandated by the Children’s Act, 1998 (ACT 560) to seek and promote the rights of children and further prosecute any contravention to these rights	From the national to the district levels, the department maintains offices and staff who respond to the responsibilities and the mandates	Confronted with immense resource constraints. Inspite of efforts being made to execute responsibilities/mandates, the challenges are visibly enormous that impacts are minimally felt	District Assemblies to provide support to enhance monitoring Given the important role they are required to play, special attention and efforts to resource the department is needed	Collaborates with the Police, CHRAJ and other relevant departments in the face of these limitations
Security Agencies	Law enforcement and protection of properties and people	The Navy patrols the waters in efforts to flush out operators employing unsafe fishing practices as part of its mandate of providing maritime security. The Police Service’s Marine Unit is tasked to handle offences contained in the Fisheries Act 2002 and Fisheries Regulations 2011	More emphasis is placed on marine fishing as against inland fishing. Law enforcement focuses more on illegal fishing as against use of children on the lake	Due attention to be giving to inland fishing and particularly on use of children in fishing in addition to provide security measures for illegal fishing activities	Collaborates with among themselves in dealing with all manner of offences Collaborates with other institutions in handling offences
District Assemblies	Plan, initiate and implement development programmes (as well as enactment of bye-laws to govern fishing and child labour issues on the lake	Maintains a strong hold over the portions of the lake that falls within each DAs jurisdiction Active oversight over fishing activities over the lake as revenue collected from the fishing activities remains an important internally generated fund for the respective Das	DAs have subcommittees and personnel with specific responsibilities over respective sectors of the local economy, fishing along the lake inclusive DAs are still confronted with capacity to enforce laws on child labour and trafficking	DAs need take hold of actions to stem child labour and trafficking The need for stronger collaboration with security agencies in law enforcement is more critical now	As a foci of local development most DAs maintains strong collaboration and linkages with all entities Specifically however, actual collaboration with NGOs is weak

Fisher Associations (including CBFMCs, NICFC, GNCFC, GCFA, GNAFF)	Pursuing various measures to promote sustainable national fisheries resources through co-management	Provision of support services to members and the general fishing community at large	Confronted with the challenge of strict enforcement of anti-child labour and anti-child trafficking laws	Associations and Committees need to be supported technically (through capacity building and resource provision) and financially to perform their roles effectively	Collaboration with key sector institutions is not fully developed and needs to be strengthened
Donor Partners	Provision of advisory, technical and financial support to stakeholders	Donor partners (e.g. IOM, ILO/IPEC etc.) have been of immense support to child labour and trafficking elimination in fishing particularly as regards Volta lake fishing	Partners often have resources to support their activities. The problem though relates to short life of their interventions which makes measurement of impacts difficult	Partners need to have targeted long term interventions to engender effective assessment of project impacts	Partners collaborate well with key institutions and agencies in the fight against child labour and trafficking
Private Sector	Provision of support and advisory services	Private Sector (particularly financial institutions) provides tremendous support to fishing activities.	Limited support in area of child labour and trafficking as this segment is left to government and donor community	Need to create more awareness regarding the need for active Private Sector participation in dealing with elimination of child labour and trafficking in fishing	Minimal collaboration in the fight against child labour and trafficking in fishing on the Volta lake
CSOs/NGOs	Advocacy, community education, sensitization and social mobilization to fight against child labour and trafficking	CSOs/NGOs have largely provided direct support in terms of financial and implementation of interventions to communities. They have been at the forefront of the fight against child labour and trafficking in fishing	For many CSOs/NGOs (especially within the local context) the lack of capacity to attract own funding makes them rely absolutely on donor community. Sometimes the terms and conditions of grants/funding limits CSOs/NGOs ability to deliver in accordance with local context	COSs/NGOs will continue to rely on donor support but they should have the capacity to contribute unimpeded in the design of project interventions. Donors as key providers of funding should be flexible in their terms and conditions for provision of grant.	

4.13 Target Beneficiary and Livelihood Support Analysis

The study established broadly that the socioeconomic status of fishing communities depicts high poverty levels and given that poverty is an underlying factor of child labour and trafficking, the need to examine the interrelationships between poverty and child labour as part of the approaches to deal with the menace becomes necessary. The role of the fishing sector in poverty reduction is crucial as many poor and vulnerable people rely on fisheries sector either directly or indirectly for their livelihoods even though it is still almost impossible to have a distinct line between beneficiaries of harvesting and post-harvesting livelihoods. This is because on a number of occasions, some of the people who engage in fish catch/harvesting also engage in post-harvest fishing activities. Thus, besides the key activity of fish catch (harvesting), post-harvest activities in fisheries also provides one clear response to the issue of poverty reduction as it provides a wide range of full-time and seasonal livelihood opportunities to many lakeside communities and its people. Fishermen, women fish processors and traders who are found at the landing sites, and in urban and rural markets as well as the many other people employed in processing, trading, labourers who pack, store load, unload and transport fresh and processed fisheries products on foot and trolley for short distances all benefit from poverty reduction mechanisms offered by the post-harvest activities. Other beneficiaries include transporters, operators of storage services and the many others in the supply production chain including boat builders, mechanics (e.g. of outboard motors etc.), timber and fuel wood providers, food vendors, drinking bar operators etc. One noticeable post-harvest activity is a critical contributor to the considerable internal migration to the lakeside communities from coastal communities.

The most clearly disadvantaged and poorer groups within the communities are not only the fishing crews and women but also new entrants from coastal communities and they make up the larger majority of the total number of people directly involved in fisheries activities. Women play quite important roles in the post-harvest stage (from processing to trading) and as they become closely associated with fish capture when they become boat owners, their role increases. Their involvement in poverty reduction initiatives is important especially in efforts to reduce intra-household poverty. Thus, fisheries offer a fall-back livelihood strategy for many people.

Communities are also important segment of the target beneficiaries particularly as the livelihoods of many of the fishing communities are dependent on fish stocks, they have direct stake in the sustainability of fisheries based on these stocks. The marginalise poor equally depend on fishing to make the modest living and until the sector is properly managed they are unlikely to lift themselves out of poverty.

In the current situation, there is disconnect in management systems of fisheries and child labour/trafficking. At the community level are Fisheries Management Committees which should be involved in decisions affecting fisheries. At the same community level is the Community Child Protection Committees whose role is also to monitor and protect children. The collective responsibilities of these two entities should help to deal with child labour and trafficking in the fishery sector, at least, at the community level. This however does not happen.

Other groups that depend on fishing and related activities include boat owners, traders, processors, gear producers and boat builders and together with the larger fish consuming population they stand to gain from a more secured fish resource base and improved facilities and services at fish landings in

fisheries communities. Also credit providers and shop-keepers who deal with fisher folks benefit a great deal from secured fishery stock as they stand to benefit from improved borrowing, sales and incomes.

Private industry associated with fish processing and export (entrepreneurs/owners and their workers) stand to gain tremendously from improved fisheries resources management, fish quality and market efficiencies which translate into job security, incomes through remuneration and profits.

Government institutions providing services make critical decisions that affect fisheries. CSOs/NGOs who connect directly with fishing communities and donor community that extend resources to the sector as well as research and training institutions that provide knowledge to sector practitioners are key stakeholders.

CHAPTER FIVE - SUMMARY OF MAJOR FINDINGS, RECOMMENDATIONS, STRATEGIES FOR ADDRESSING CHILD LABOUR, AND CONCLUSION

5.1 Introduction

The foregoing discussions have highlighted on several issues of child labour and trafficking of children into fishing on the Volta Lake of Ghana. Documentation review revealed issues around the creation of the Volta Lake and its resultant effects on communities, its peoples and economic livelihoods. Key discussions have also been made in relation to child labour and trafficking in Ghana as well as related consequences on human and economic development. The analysis of field work has also unravelled critical issues of child labour and trafficking in fishing looking at it from the perspective of working children, employers or users of child labour, perpetrators of trafficking, parents/caretakers and community at large. Several major findings came to the fore upon which basis strategies will be developed towards addressing child labour and recommendations to sustain child labour and child trafficking elimination process provided.

This chapter therefore presents major findings of the study on the basis of documentation review and analysis of field data. Also presented are recommendations and strategies for addressing child labour and trafficking to sustain the interventions.

5.2 Summary of Major Findings

Following documentation review and analysis of field data, major findings identified include the following:

5.2.1 Findings of the Study from Perspective of Stakeholder Respondents

5.2.1.1 *Issues from perspective of working children*

a. Working children's family background, education and socioeconomic issues

- i. Many of the respondents (52 percent) come from the communities where field officers met them and where they also carry out their fishing activities and they live there with either parents/guardians or relations. Forty-one (41) percent of working children live with their parents while 22 percent live with other family members. Other guardians are caretakers and employers.
- ii. Majority of working children (71 percent) indicated they are satisfied with the guardians. They are taken good care of by their caretakers. However, transect walk and observation demonstrate a rather contrary position from children as they lamented on their current situation.
- iii. The major occupation of guardians of working children are farming and fishing as indicated by 49 percent and 39 percent of respondents respectively. Other occupations include fish processing and petty trading.
- iv. Working children live with parents/guardians/caretakers in compound houses, terrace house, detached and semi-detached as well as single unit houses. Many of the respondents live in rural setting family-like detached houses. Houses are generally made of sandcrete which constitutes 28 percent and landcrete 18 percent. Other building materials are plywood and wattle and daub. Single room occupancy constitutes 44 percent, 26 percent occupy chamber and hall while 30 percent occupy more than two rooms. Children generally share rooms with others as indicated by 96 percent of the respondents.

b. Educational background of working children

- i. Many of the working children who were interviewed attend school and this constitutes 77 percent of respondents. Many of such children are in basic school (at the primary level). A higher percentage of working children have school supplies and fees provided for the parents/guardian. Others pay on their own while a minority of them are supported by employers. For those who do not attend school, two main reasons account for the situation (1) there is absolute disinterest of this category of children in school and (2) lack of support to enable them go and remain in school. For those combining schooling with fishing 57 percent indicated that they do not attend school all school days because of inadequate support.
- ii. Some working children combine schooling with fishing as indicated by 80 percent of respondents. Analysis also shows that children drop out of school to engage in full time fishing and other economic activities. As much as 46 percent of respondents indicated that they have ever dropped out of school to engage in one type of work or the other and the key reason still remains as limited support.

c. Type of work and level of engagement

- i. children are involved in all the levels of fishing (i.e. levels include production and sale of inputs, fishing, fish processing, fish marketing, upstream jobs and other related activities). The various percentage levels of working children's involvement are as follows:
 - *Production and sale of input level*: children are involved in the production and sale of types of inputs basically because such inputs are kept in shops and the seller sells almost everything buyers come for. However, respondents indicated that they mostly engage in the production and sale of baits (57 percent) and nets (27 percent).
 - *Fish catch*: analysis shows that children are involved in almost every aspect of fish catch on the Volta Lake. Massive children's involvement are in areas of canoe padding (19 percent), draining canoe of water (18 percent), casting and pulling fishing net (17 percent), launching of boats (16 percent) and diving into water (13 percent).
 - *Fish processing level*: working children are involved in all stages of fish processing. The key areas however include fish sorting (31 percent), fish picking (29 percent), fish cleaning (15 percent) among others.
 - *Fish marketing level*: working children's key involvement at the level of fish marketing include selling fish (48 percent) and transporting fishing from one location to the other (31 percent).
 - *Upstream task level*: key upstream level activities which involve massive working children are at the level of net mending (38 percent), cleaning net and hull (24 percent) net making (19 percent), other key area is boat repairs where children are minimally involved.
 - *other levels*: working children also do several other jobs as part of the entire fishing enterprise and the key areas are running errands for fishers as well as doing some cooking for adult fishers.
- ii. Working children work for varied hours. The average working hours is 7 to 9 hours as indicated by 31 percent of respondents. About 34 percent of working children work for between 4 and 6 hours per day.

d. Dangers and hazards confronting working children, treatment and safety measures

- i. Working children are exposed to a range of dangers and hazards and that the risk children go through in fishing increases by the day. Some dangers and hazards confronting children include, among others, drowning, exposure to cold weather and cold waters, physical injury, storms, diseases and infections, bites from animals and reptiles, fishing net entanglement.

- ii. Children are exposed to several injuries and six months (March – August, 2012) statistics gathered from respondents shows that bites/stings from fishes were the dominant injuries to working children with a reported average case of 79. Cuts recorded 49 cases. Other injuries in order of occurrence include noise induced injury, fish poisoning, bruises, abrasions, back injury/muscle injury, broking bones, blistered hands and feet, head injuries, burns, visual impairment and borne deformities.
 - iii. In case of injury, children seek various remedies. Children mostly seek self-medication by buying drugs from off the counter at drug stores or pharmacies; others seek herbal treatment (such treatment given by untrained family relations). Some few seek treatment from clinics/health centres but some children do not seek any treatment at all.
 - iv. Provision of safety gears² for working children is on a very low side. Ninety-three (93) percent of children indicated they are not provided with safety gears. For the few who indicated that safety gears are provided, they were quick to indicate that though appropriate, they are not changed overtime. For those who indicated that safety gears are not provided, the reasons they assigned to this phenomenon include children's own ignorance as indicated by 61 percent of the respondents. Other reasons are high cost of working gears, ignorance of employers but also some employers deliberately refuse to provide safety gears knowing that children cannot take any action against them. Analysis also showed that some children do not use the safety gears even if employers provide them.
- e. Remuneration and coping mechanism
- i. Majority of working children interviewed indicated that they are not paid any wages as indicated by about 51 percent of respondents. Those who receive wages for their work, 67 percent are given daily wage, 17 percent are paid weekly, 5 percent are paid bi-weekly, 6 percent are paid monthly and 5 percent are paid yearly.
 - ii. Working children are often not paid by agreed terms. This was indicated by about 63 percent of respondents. They are also not paid regularly. On the basis of the irregularity, payment for children is based on a number of factors including employers pay children whenever employer gets money or when employer makes sales.
 - iii. Given that most children do not receive wages regularly, they have devised coping strategies. Such coping mechanisms are that 64 percent of respondents indicated that employer provides food for children who live with them. Others depend on additional/alternative livelihoods whiles still others have the employer meeting all expenses.

5.2.1.2 Issues from perspective of employers/users of working children

- a. Nature of fishing business and entrepreneurial
- i. Many of the fishers are not natives of the communities where they carry out fishing activities. This underscores the prevalence of economic migration from other communities within the district, from adjoining districts and other regions and even from outside Ghana. For the minority who are natives of the communities, about 81 percent have lived in the communities all their lives. The implication is that inspite of high migration into fishing communities; there is high potential for perpetuating a generational economic activity.
 - ii. Fishing remains the mainstay of economic activity in fishing communities as over 80 percent of employer respondents have practiced fishing activity between 6 and 15 years. Fishing business is practiced largely as individual business enterprise. Field investigation reveals that 71 percent of fishing is done on individual basis. Others practice fishing on rather small scale on group

² Safety gears include any of the following: immersion suits, life jacket/personal flotation devices, swimming jackets, safety belts, wet weather gears/aprons, protective sleeves/gloves, waterproof non-slip footwears, earmuffs or earplugs, respirators, headlights etc

basis and as family business. Still a small fraction practice fishing along cooperative principles and as they do so they derive some benefits like financial support (microcredits), technical support (in the form of technical know-how, technology, supply of inputs etc.) and social support (i.e. members attending occasions of other members including bereavement, marriage ceremonies etc.).

- iii. Fishing business has been handed down from one generation to the other through a number of ways. Fishers have had on-the-job training in fishing and the skills acquired through working with family members. This also translates into a kind of apprenticeship training. Forty-four (44) percent of respondents learnt fishing through an informal apprenticeship training, 35 percent learnt from family members (on-the-job training) with only 11 percent obtained formal training in fishing.

b. *Dimensions of child labour, child trafficking and socioeconomic characteristics*

- i. There are more boys than girls involved in fishing business along the Volta Lake. Anecdotal evidence corroborated by the analysis show that children below the age of 5 years are involved in one form of fishing activity or the other. Children who come to do fishing are family members living elsewhere who join relatives. Other children come on their own to work for money.
- ii. Trafficking is prevalent in fishing communities and a significant number (38 percent) come on their own under trafficking conditions. An equal significant number are given out by relations, others are brought by their parents who very often are unaware of what they are being trafficked into and the prevailing conditions they will be exposed to. A small percentage of children are trafficked through the connivance of employers.
- iii. Several reasons account for trafficking of children into fishing activities. These include high demand for trafficked children for fishing activities, the use of trafficked children to offset family/generational debt, to generate enough money to help one's own family and also as business for perpetrators of trafficking.
- iv. Employers indicated that majority of working children (an approximate of 52 percent) involved in fishing have had only primary education and some 32 percent have had education up to JHS level. Another 11 percent have had education up to SHS level and an insignificant number have tertiary level. Some illiterate children are also involved in fishing activities.
- v. Working children combine schooling with fishing and this affects their learning ability and hence their performance in school. Even though children combine school with work almost all the days, Wednesdays and Fridays are school going days that most children combine work with schooling. Working children also drop out of school as indicated by 79 percent of the employer respondents. The basic reasons for this occurrence in order of prevalence are inability of parents/guardians to cater for children, truancy of children, pressure for working children to supplement family/household income, lucrateness of fishing activities to children and effects of slavery or slavery-like practices (including trafficking, debt bondage etc.).

c. *Dangers and hazards confronting working children, treatment and safety measures*

- i. Employers admitted that children fishers are exposed to variety of dangers and hazards and these occur in areas of storms, drowning, exposure to cold weather/cold waters, physical injuries, diseases/infections, bites from animals and reptiles, fishing net entanglements, noise from boats, boat propeller accidents, sharp objects injuries, long hours of work and carrying of heavy loads. Indications are clear from the field data analysis that reports of injuries do occur often.
- ii. In the event of occurrence of injuries, medical attention is immediately sought by the children but mostly by employers and this is paid by either NHIS or employer pays for the cost. Since many of the working children do not have NHIS, they pay medical bills on their own either as direct cash or usually from their wages. The situation often compels working children (and even

adult workers) to stay out of work for sometimes due to inability to promptly meet medical bills. About 65 percent of employer respondents confirmed this assertion that working people stay out of work due medical bills.

- iii. Provision of safety gears remains an important element of fishing activity to save lives and is a key requirement for employers to provide. The field work shows that many employers do not provide adequate safety gears for working children. However the very few who claim to provide indicated that they also change safety gears very often. This clearly contradicts information from the perspective of children who claim that employers do not very often change safety gears. Evidence attest to the fact that statements from the children depicts the true picture of the situation as employers feel that having shack away from their responsibility, they are doing face-saving.

d. Remuneration and coping mechanism

- i. According to employers, children they engage in fishing are duly paid wages and this had a response rate of 69 percent. Two-thirds of the respondents indicated that working children are paid yearly with only one-third saying children are paid wages on monthly basis. Responses also indicate that working children are paid in accordance with established agreement of mutual understanding and very often payments are made when employer has made sales. On irregular payment of wages to children, employers reasons for the situation include such children work as family members or are in forced labour or trafficked children. Many of these assertions from employers are contrary to responses from working children which portrays that majority of working children do not receive wages, and are not paid regularly.
- ii. In spite of regular payments which employers claim they pay working children, a sizeable number of children do not receive any form of wages at all. The coping strategy for those children include dependence on employer to receive food, others depend on additional/alternative livelihoods.

5.2.1.3 *Issues from perspective of Parents/Guardians of working children*

a. Background and family characteristics of Parents/Guardians of working children

- i. Responses from parents/guardians on length of time they have been in fishing enterprise go to confirm that fishing remains the mainstay of many a people in fishing communities along the Volta Lake. About 39 percent of parent/guardian respondents have been involved in fishing for up to 10 years and over 60 percent have been in fishing activity for between 11 and 40 years.
- ii. Many parents/guardians engage in fishing activities within communities where they were encountered during the field investigations said they are not natives of the communities.
- iii. An overwhelming 95 percent of parents who responded in the affirmative to being natives of the communities said they had been living in those communities all their lives.
- iv. Ascertaining the number of one's children engaged in fishing was important to assess the depth of individual families or households engagement in fishing activities. About 28 percent of respondents indicated they have one child in fishing; 36 percent said they have two children involved in fishing; 22 percent had 3 children in fishing; 9 percent has 4 children in fishing while 3 percent have 5 children in fishing activity.

b. Characteristics of working children, type of work for children and levels of engagement

- i. From parents/guardians perspective, most working children (as indicated by 51 percent of respondents) have primary level education. Other levels are JHS and SHS. Children also combine schooling with fishing and this occurs largely on Wednesdays and Fridays. Parents/guardians admitted that such a practice tend to adversely affect their academic performance in school.

- ii. Children also drop out of school as indicated by 53 percent of respondents and they do so in order to be able to engage in fishing. Specific reasons assigned to this phenomenon are inability of parents/guardians to cater for children in school, truancy of children themselves, lucrativeness of fishing activity, pressure to supplement family/household income and as a result of trafficking. These assertions tally closely with responses given by all segments of interviewee groups (namely working children, employers etc.).
 - iii. Parents/guardians expressed great worry over the consequences of the increasing effects and impacts of school drop out on children themselves, on families/households, on society and on the country as a whole. Specific sentiments raised are as follows:
 - *Effects of school drop-out on children:* parents/guardians worry that there will be increased truancy of children, increase in rate of social vices leading to heightening crimes rate, high levels of teenage pregnancy and ultimately perpetuating generational poverty.
 - *Effects of school drop-out on families/households:* parents/guardians sentiments centred on children becoming burden on families/households or parents/guardians, increase conflicts, soiling of family's reputation and retarding general community progress.
 - *Effects of school drop-out on society:* parents/guardians are worried that society or communities will be denied well educated and intellectual people leading to ignorance, increased social vices, development retardation and perpetuation of generational poverty.
 - *Effects of school drop-out on Ghana:* clearly, every child denied of education has consequences for the large Ghanaian society. Parents/guardians sentiments over increasing school drop-out to pursue fishing enterprise will lead to unemployment. Increase in social vices (including crimes like armed robbery etc.), negative effect of the country's international image and high poverty levels.
 - iv. Whilst there is strong evidence on the ground to attest to trafficking and other slavery-like practices, coupled with statements from other stakeholder respondents, parents/guardians were reluctant to either admit the existence of any slavery-like practices (including trafficking, debt bondage, forced labour, sex slavery, child servitude and child labour) in fishing communities along the Volta Lake or to accept that their working children fell under these obnoxious practices. For instance 77 percent of parents/guardians respondents were strong on saying that their children had never been trafficked into fishing, trading, domestic servitude or sex slavery. Only 20 percent admitted that their children had ever been trafficked into fishing and 2 percent indicated that their children had ever been trafficked into sex slavery. The implications of such a position is twofold: (1) it indicates that inter-community trafficking of children to do fishing is minimal and further shows that those children ever trafficked come from other districts and live with relations or employers and (2) the fear and uncertainties surrounding actions that could be taken against trafficking makes disclosure by parents/guardians difficult. In that posture, it becomes extremely difficult to deal with issues of trafficking especially taken action against perpetrators and developing strategies to combat acts of trafficking.
- c. *Dangers and hazards confronting working children, treatment and safety measures*
- i. There were mixed reactions to issues of whether or not working children are exposed to one form of danger/hazard or another. Whilst parents/guardians did not unanimously admit that working children face some of these dangers/hazards, a larger percentage of them overwhelmingly corroborated assertions by other categories of respondents that children face several dangers and hazards in the course of their work. Drowning remains the leading danger that confronts working children. Besides this parents/guardians indicated other dangers and hazards in the order as follows: exposure to storms, exposure to cold weather and cold waters, physical injuries, diseases/infections, bites from animals and reptiles, fishing net entanglement,

long hours of work often involving standing or bending, noise from boats, sharp object injuries, boat propeller accidents, and carrying of heavy loads.

- ii. Besides immersion suits, life jackets/personal flotation devices and swimming jackets where a small fraction of respondents (averaging 2 percent) indicated that they are provided implying a huge 98 percent of respondent indicated they are not provided, there were 100 percent admission that none of the other safety gears are provided for working children. The few safety gears which are provided tend to be inappropriate and are not changed overtime. This tally largely with assertions by other categories of respondents. The implications are that working children are left at the mercies of dangers, hazards and injuries and these pose greater worry to parents/guardians.

f. Remuneration and coping mechanism

- i. The general perception of parents/guardians is that working children do not receive any commensurate wages for the kind of work they do for employers. About 31 percent of parent/guardian respondents said that working children receive daily wage of between GHc2 to Ghc5. Another 44 percent indicated children receive between weekly wage of GHc15 to Ghc25 whilst a third segment of 25 percent claim children receive between bi-weekly/monthly wage of GHc30 to GHc50 daily.
- ii. Among the category of parents/guardians who said working children do not receive wages, the reason given is that such children work as family members or in forced labour or are trafficked.

5.2.1.4 *Issues from perspective of Communities*

a. Child labour and trafficking in fishing: situation and working conditions

- i. From communities' perspective, fishing commands the lead as the economic mainstay and livelihoods of communities along the Volta Lake followed by farming, trading, artisanship, services and construction. In all these activities, community respondents largely admitted that children are involved. Fishing thus contributes to the local economy through provision of employment opportunities, income, as additional/alternative livelihoods, socioeconomic infrastructure development (including functional market).
- ii. In describing the type of work children do, community respondents indicated working children perform hazardous work (43 percent), heavy work (36 percent) and light work (21 percent). The recognition by communities of the nature of work children do has the potential to attract community support in dealing with the menace of child labour and trafficking in fishing.
- iii. Working children engage in fishing activities all days (and very often including nights). For their involvement in work, weekends (Saturdays and Sundays) are the days most children go fishing. On weekdays, Wednesdays and Fridays are the days most children go for fishing. This reinforces assertions by other respondents on the working days.
- iv. There were significant admission that there exist trafficking, forced labour and child labour in fishing. Community respondents did not see as common occurrence other forms of slavery-like practices (debt bondage, sex slavery, child servitude and early/forced marriages). Admitting that child labour and trafficking exist in fishing communities represent a huge step in tackling the problem. The belief is however that majority of trafficked children come from outside Ghana even though quite significant numbers come from in and around the district and region. Trafficked children are mainly given out by parents representing 42 percent of respondents whilst others are offered by other family relations (37 percent), children offering themselves (17 percent) and outright purchase constituting just 4 percent of responses. Also from communities' perspective, trafficked children are brought in by employers, followed by those being brought by parents or children coming on their own. Children who are brought by traffickers represent a small fraction. Trafficking also occurs for many reasons including, the need for children to

generate money to help matters back home, or as business for traffickers and employers. Other reasons are that there is high demand for trafficked children and to offset family/generational debts.

- v. On the issue of what children are trafficked into from communities perspective, 71 percent of respondents indicated children are trafficked into fishing.

5.3 Findings of the Study based on inferences from the Documentation review and Field Investigations

i. High Poverty Levels

Poverty undoubtedly is a key factor of child labour even though many schools of thought hold the belief that it should not necessarily be the basis for child labour and trafficking. The poverty profiles of communities as it reflects in human development reports of Ghana relates poverty to absence or lack of basic capabilities to function such as access to proper health care, education, water and sanitation, transportation and other infrastructure and further involves vulnerability referring to exposure to risks and stress as well as ability to deal with them, lack of political voice and low social status. The cumulative effects of these is low income or lack of reliable income which leads to lack of access to quality and formal education and training influencing empowerment of individuals.

Based on conventional understanding of poverty as it relates to fisheries sector, the basic phenomenon has been due to overexploitation of fishery resources, lack of employment alternatives, low opportunity for generation of incomes, and absence of safety mechanisms for coping with limitations. The study reveals that fishing on the Volta lake comprise small scale fishers who employ simple wooden canoes (which are paddled or empowered by outboard motors) and are only capable of making small catches, hence low incomes. In this regard, poverty levels cannot be attributable to overexploitation but due to limited access to the lakes fishery resources and/or lack of modern equipment and technology.

Besides the direct impact of poverty relating to fisheries, the unavailability of alternative employment opportunities capable of providing sustainable incomes in other sectors of the local economy restricts labour mobility from fishery leading to overdependence on fishing activities.

The poverty levels of communities and its people are also attributable to other dimensions of poverty which relates to institutional and socio-political systems. The effects of these systems have led to low levels of education, inadequate public services, low living conditions, lack of assets (including access to capital assets) and skills including vulnerability and social networks. Fishing communities face limited capital assets (boats, nets, fishing gears, safety gears etc.) financial assets (microcredits, savings and incomes) human and technological assets (skills and knowledge) and social assets (associations and groups e.g. cooperative principles).

Given the above constraints, communities (parents/guardians) depend on their children as last resort to support household incomes. Children are allowed to or offer themselves to work at even very tender ages, some are offered to traffickers while some others are also sold into bonded labour for either lumpsum payments or monthly payments. Parents are often made to believe that their children will be working in congenial atmosphere and will be adequately catered for.

ii. Weak educational systems and High rate of ignorance/illiteracy

Even though the study did not investigate into educational systems in greater detail, it examined generally the systems that improve knowledge. In many communities, access to education is constrained by inadequate school buildings (some of which are in deplorable state and thus unattractive), inadequate school materials and qualified teachers. Parents/guardians do not have reliable source of income to provide school supplies (school uniforms, textbooks, footwear etc.) for children; payment of other supplementary charges (e.g. PTA dues, development fees etc.) equally becomes a problem. Children walk over long distances to and from schools. All these contribute to unattractiveness to schooling often compelling parents/guardians to take their children from school and offer them for slavery-like ventures.

iii. Limited additional/alternative livelihoods

The study identified a number of economic activities in fishing communities including fishing, farming, trading, commerce etc. However, fishing remains the most prominent economic livelihood in the fishing communities along the Volta Lake. Given that communities have largely depended on fishing, other livelihoods remain largely undeveloped making additional/alternative livelihoods limited in the communities.

Related to the issue of limited alternative/additional livelihoods is the issue around coping mechanisms. Generally coping strategies for people that fall within the category of fisher folk include securing other live improving jobs, reduction of quantities of food intake, reduction in diet diversification, buying food on credit, obtaining food from neighbours and relatives, sale of productive assets, capacity to obtain credits and use of children to reduce cost of labour (child labour). The study reveals besides reduction of quantities of food intake and reduction in diet diversification (which they are only able to do in times of severe crisis), fisher folks have very limited control over, and/or opportunities for, the coping mechanisms.

iv. Poor Socioeconomic Infrastructure and Services at Landing Sites and in communities

The social and economic infrastructure in sample communities are few and reflects the general situation in all fishing communities along the lake. Social infrastructure like educational facilities (schools, teachers and teaching/learning aids), potable water, electricity, clinics, markets and recreational facilities are few and really undeveloped. This is partly due to the fact that fisher folks continue to regard their residences as “temporary” dwelling places and are unwilling to construct permanent homes and support infrastructural development. Economic infrastructure like fisheries infrastructure for fish handling, processing and storage are inadequate. All these translate into low educational levels, poor health and poverty.

v. Disconnect in the management systems of fisheries resources and child labour/trafficking

The study identified a disconnect in the management systems as far as fishing and child labour/trafficking is concern. Beyond the various stakeholders and beneficiary targets of the sector, at the community level two key entities are involved namely the Community-based Fisheries Management Committees and the Community Child Protection Committees. It is clear that the collective efforts of these two entities will deal with issues of child labour in fishing in a manner that tackle the menace from the root causes including poverty and empowerment. The current disconnect in the activities of these two entities will only increase the gap in efforts to deal with child labour and trafficking.

5.4 Recommendations on dealing with Child Labour and Trafficking in Fishing on Volta Lake

The study's Terms of Reference (ToR) requires investigations into the scale of the problem of child labour and trafficking in fishing on the Volta Lake. The findings have clearly revealed few position issues but largely several issues have come to the fore that require pragmatic solutions to help deal with the obnoxious practices of child labour, trafficking and other slavery-like activities in all sectors of the national economic and more specifically in relation to Volta lake for which this study is about. The following recommendations are put forward to help address many of the negative findings.

It should be noted that these recommendations are put forward in the light of permissible task that children could perform in accordance with Ghana's Child Labour Hazardous Activity Framework (HAF). That is to say that the recommendations do not seek to provide remedies and/or guidelines on the continuous use of children but in relation to the HAF, suggest what actions are to be taken should children (as permitted by age, sex and nature of task) be allowed to perform a particular task.

i. Enforcement of Policy, Legal and Institutional Frameworks (Ghana's Trafficking and Child labour laws)

Efforts to combat trafficking in humans have been initiated following the promulgation in December 5, 2005 the Human Trafficking Act (ACT 694) as an "Act for the prevention, reduction and punishment of human trafficking, for the rehabilitation and reintegration of trafficked persons and for related matters". Ghana has also promulgated the Children's Act, 1998 (ACT 560) and the Child Rights Regulation (LI). Similarly, other laws including the Domestic Violence Act, 2006 (ACT 732) to regulate and put in place measures on violence which are domestic in nature have been promulgated in Ghana. Other stakeholder institutions have put in place actions and programmes towards combating trafficking and child labour in Ghana (e.g. ILO/IPEC's HAF and the National Plan of Action to elimination Child Labour in Ghana). Whilst the development, enactment or publicising these laws, regulations and action programmes are important, it is absolutely necessary to enforce their implementation. The law enforcement agencies and interested entities must enforce these laws and apply the sanctions to offenders. The Ghana Police Service's Marine Unit set up to oversee security issues along Ghana's coast must be supported to extend their mandate to the Volta Lake. It must collaborate with the Ghana Navy to patrol the Lake and be given additional mandate to enforce anti-child labour laws. These two institutions need logistics particularly patrol boats and fuel as well as incentives to enforce all laws and regulations. It is only in this way that society will benefit from these laws and regulations.

ii. Promotion of code of conduct for responsible fishing along the lake

The analysis reveals clearly that compliance with some laws and fishing codes is problematic among some of the operators. It is known that MDAs (e.g. Fisheries Commission, Ghana Maritime Authority etc.) from time to time issue code of conduct for responsible navigation and fishing on the Lake Volta. Notwithstanding these efforts, fishers continue to use unapproved and inappropriate fishing techniques and technology which depletes the fishery resources and promote child labour. Fishers and communities must be sensitised to comply with the code of conduct. Efforts should focus on behaviour change strategies using multi-media approaches e.g. local FM stations, Community-based information centre broadcast devices, drama, peer education and farmer field school approaches. Other

approaches could include incorporating into the curriculum of NFED to reach specific target groups including women.

iii. Conduct of intensive and targeted sensitisation and awareness programs

Enacting policy, legal and institutional frameworks, and subsequently enforcing its implementation are necessary to address child labour and trafficking but within the society and informal setting much more needs to be done to entrench the positive impacts. This is especially true for areas where poverty is high and educational level is low for which child labour and trafficking have become part of the traditional ways of organising work as children work is seen as helping parents or family members without being employed. The field data and FGDs show that in many communities, there is limited awareness of child labour and the consequences of the continuous use of children to work because to them children have always worked and that has become part and parcel of society's way of growing children. Ignorance on child labour and child trafficking has taken a centre-stage. The likelihood is there for some appreciable level of resistance to any targeted efforts at eliminating child labour and trafficking or implementing some of these policies, laws and frameworks. So while Government is expected to lead the implementation of child labour elimination efforts, securing strong collaboration and commitment from grassroots and communities will facilitate achievements. The need to create awareness on child labour in all fishing communities to ensure that parents, employers/fishers, working children, traditional authority etc. come to appreciate the importance of investing in their children's education and future is paramount.

Other strategic approaches should involve ensuring that required knowledge and competencies are available within existing community organisational structures including entities such as school management committees, fishers associations, traditional authorities etc. Communities must be supported to establish and operate protection networks and community watch systems to identify, address or refer cases of child labour and trafficking to appropriate authorities for urgent action.

At the national and regional levels, training, capacity and organisational development for targeted institutions will help to deepen both awareness and enforcement. National level institutions should revisit policies, programmes, plans and strategies already drawn by Government and development partners to ensure that issues of child labour and trafficking with particular reference to situations as they prevail in fishing communities along the Volta Lake are adequately reflected.

iv. Improving educational systems in fishing communities

Education helps improve knowledge and promotes development. It is an important strategy for poverty alleviation and has the greatest potential for reducing poverty and hence child labour. The challenges that confront fishing communities are noticeable in both sending and receiving communities and thus become critical issues for consideration. Improving educational systems and removing those inadequacies identified will have positive effects on child labour even in the short term. It however requires concerted efforts with commitment from all stakeholders – Government, local authorities, traditional authority, parents and civil society. Stakeholder commitment for improving school infrastructure, particularly improving school buildings and providing school supplies (uniforms, textbooks, exercise books etc.) have to be assured. Already, Government and other stakeholders have

initiated programmes in this direction and the specific needs of fishing communities should be prioritised.

Another key step to make school attractive is conscious efforts to get children to school and support to school expenses. The Constitution of Ghana and other legislative instruments enjoins Government to ensure Free Compulsory Basic Education (fCUBE) which was introduced in 1996 with the aim of ensuring that every school going age has access to basic education to increase literacy rates in the country. Whilst this programme is being implemented largely in Ghana, together with other programmes (school feeding programme, capitation grant etc.) conscious efforts must lead to compulsory, affordable and quality schooling in fishing communities on the Volta Lake.

As much as it is important for every child to attend school, special incentives are needed to promote sending more girl child to school because girl's education is crucial in reducing birth rate, and infant, child and maternal mortality rates. Thus, every educational improvement efforts should consider "making school more girl-friendly".

v. Support to fishers towards providing appropriate and efficient safety gears for working children

It should be noted that children must not be used in fishing unless a particular activity, in relation to recommendations as contained in the HAF, permits so³. With that said the fisheries sector is diverse and involves a wide range of activities. Generally, the environment where fishing takes place is hazardous and the Volta Lake is known to sometimes have bad weather leading to unpredictable violent movements of boats. The human factor is also a contributor to lake accidents involving both passenger and fishing boats. The decline in fishery resources culminates in fishers taken bigger risks: ignoring fatigue, disregarding safety measures (including personal protective equipment, inappropriate tools and weather warnings), non-maintenance of fishing boats, improperly built boats of less construction standards and other least expected accidents like boats hitting tree stumps. These and many other limited safety standards expose fishers (particularly children) to dangers and hazards. Fishers therefore need to be supported to identify, procure and provide efficient safety measures and gears for children who may be engaged to perform fishing activities permitted by the HAF. The collective support of national institutions and civil society organisations is needed to provide safety measures. The Ghana Maritime Authority, Ghana Shippers Authority, Ministry of Transport, Ministry of Employment and Labour Relations, Ministry of Gender, Children and Social Protection, among others, must act to provide financial support (i.e. opportunities for microcredit facilities) and technical support (know-how and applications) to safe guard the lives of working children. Civil Society Organisations (NGOs, FBOs, CBOs) and development partners should lead the provision of such direct support services to fishers and communities. Already institutions like the ILO/IPEC, PACODEP, Challenging Heights, Parent and Child Foundation (PACF) are supporting in diverse ways and this must not only be sustained but improved and expanded.

³ Not all work carried out by children is child labour that needs elimination. Above a certain minimum age (but never less than 12 years), some non-hazardous work can be an acceptable and sometimes beneficial activity for children. Participating in light work, with the family or community, can give children an opportunity to develop skills and also improve their sense of belonging and self-esteem. Children who have reached the legislative minimum age can also work full-time in non-hazardous work. – FAO-ILO Good Practice for addressing Child labour in fisheries and aquaculture: policy and Practice, December 2011 pp. 17

Box 5.1: Protecting children and promoting safety of working children on Volta Lake

The first step in protecting children and promoting safety is withdrawing children identified as engaged in hazardous work. However, there are cases where improved protection can alter the working conditions sufficiently enough so that the conditions and environment will be safe for children. Especially when children get to the legal minimum age for employment under restrictions on the type of work to be done (i.e. 15-17 years). Where children in that category will be permitted to work, protective measures should include appropriate technical and safety training prior to working on fishing boats, in fish processing and storage. Provision of appropriate personal protective equipment (PPE) for children (e.g. properly-fitted personal flotation devices/lifejackets when on boats or ear protection etc.) is required together with know-how on proper usage and basic maintenance. Strategies and measures to protect children should closely be linked to general efforts to improve Occupational Health and Safety (OHS) in the workplace with the view of eliminating or at least diminishing the risks for injuries or illness at work.

Information gathered from FAO Good Practice Guide, Dec 2011

vi. *Technical support towards development of Remuneration and Compensation packages for working children*

The Children's Act establishes clearly the age limit for various category of work involving children. Thirteen years is given as legal minimum age for light work while 15 years for legal minimum age for non-hazardous work. The basic philosophy is that children could perform certain aspects of fishing activities when dangers and hazards are adequately removed or when the work environment and conditions have sufficiently been made safe. The other worrying situation as established by the analysis is arrangements surrounding remuneration and compensation for working children. All stakeholder respondents with exception of employers or users of children expressed grave concerns regarding the fact that children work often not based on any agreements; children are not paid regularly; children are exploited and not paid adequately and above all there is virtually no compensation package for working children in the event of injuries. These situations flout the labour laws and employment regulations of Ghana and it is about time that action is taken to bring sanity into the system. The problem is exacerbated by the informal nature of the lake fishing as is the case for the general informal sector enterprises. In any case the basic labour and employment regulations must apply to fishing on the Volta Lake especially when children are involved. The MESW, Ghana Employers Association, the labour Department and other stakeholder institutions must provide technical support on arrangements to deal with remuneration and compensation packages for working children in the Volta Lake.

vii. *Promotion of sound entrepreneurial and business principles for fishers*

The study reveals that many fishing activities are organised on individual basis and are not based on any sound entrepreneurial or business principles. The implication of such a phenomenon is obvious – limited profits, limited savings and no access to credits. While it is true that the traditional banking system and institutions are cautious in lending to fishers because they are not well organised and seems to lack business standards, some have however developed innovative schemes to capitalise the fishing industry. The non-bank financial institutions (i.e. savings and loans companies, microfinance institutions, money lenders, susu-collectors and financial NGOs) are willing to offer flexible microcredits

to operators. In both cases, some sound entrepreneurial and business practices must prevail. It is believed that fishers require these credit resources to purchase inputs and employ people and thereby reduce or eventually eliminate child labour in fishing. It is in this light that the need to support fishers organise their ventures and run as business becomes important. It requires efforts by relevant MDAs, development partners and Civil Society to provide technical support to enable fishers better organise themselves. Specific interventions could include the following:

- Identification and organisation of viable fishers and fishing ventures at community level
- Training and capacity building on entrepreneurial and business principles. Training should also cover cooperative principles and group dynamics
- Mobilisation of fisher entities towards accessing credits
- Monitoring and provision of backstopping services to ensure efficient utilisation of credit and repayments

viii. *Development of economic and livelihood packages for families and households*

Field investigations and FGDs revealed that working children provide enormous support to household incomes and help parents/guardians or family relations to meet other crucial expenses. As this situation persists, parents/guardians will continue to encourage children to do fishing. The field investigations and FGDs also revealed community's heavy dependence of fishery resources leading to overexploitation and culminating in depletion of fisheries resources and lakeside environment. Thus, the promise of uplifting majority of fisher folk out of poverty is quite remote. In other parts of Africa, many rural households have been able to integrate activities such as farming to provide a coherent livelihood strategy. For example, recent research projects in the floodplain wetlands of the River Niger in Mali, and the lakeside wetlands of Lake Chad, have shown that households fish and farm in different seasons in a well-established activity pattern which helps to reduce risk - through livelihood diversification (*Inland Fisheries in Africa, August 2005*). The need for urgent pragmatic measures to expand and improve the livelihood opportunities of fishing communities along the Volta Lake in the same vein is crucial. Some specific measures to achieve such improvements include:

- Introduction and adoption of improved technologies to fish catch, fish processing, storage and marketing must come to replace the traditional, inefficient methods of doing these things;
- Introduction and support to fisher folks to engage in other livelihood ventures. Some of these areas could include farming based on improved methods (including dry season irrigation), livestock rearing, snail rearing, bee-keeping, grass-cutter farming, improved poultry breeds, agro-forestry; etc.
- Introduction and support in the form of microcredits to engage in non-farm livelihoods e.g. food processing, aquaculture, batik tie and dye, soap and parazone making.

viii. *Development of sustainable Coping Mechanisms*

Given the current conditions of fishery resources and limited additional/alternative livelihoods, the surest mid-term measure has to be exploring diverse coping mechanisms to mitigate harsh economic impacts on families. Literature review presents a range of such coping mechanisms to include the following:

- Obtaining credit in kind (say as food)
- Obtaining credit from neighbours and relatives
- Obtaining credit from moneylenders, susu collectors
- Sale of fish at reduced prices than the prevailing market price

- Sale of productive assets
- Sale of livestock
- Sale valuable properties including jewels and ornaments
- Migration of families to areas of intense livelihood options

Box 5.2: Caution Note

It should be emphasised that under no circumstance should child labour and/or child trafficking be made a coping mechanism. There should indeed be “a zero tolerance for child labour and child trafficking as a coping strategy”.

---By the Author, 2012

The above coping mechanisms can be developed individually or collectively by people in fishing communities. However, because coping mechanisms indicator measures the capacity of community people to respond to shocks and crisis, it borders on behaviours of individuals. It thus requires that external entities carefully expose the people to the different shades of these coping mechanisms and based on the environment and the exigencies of the times which mechanisms will be appropriate for adoption.

ix. *Improving Socioeconomic Infrastructure and Services at Landing Sites and in communities*

The poor social and economic infrastructure needs to be addressed with a strong sense of urgency. It requires efforts by Government, CSOs/NGOs, donor support and the fisher folks themselves. Provision of major social infrastructure falls within the purview of the Government, donors and CSOs/NGOs (including churches and social network groups). District Assemblies should be supported through development of comprehensive development plans and marketable proposals to attract support from bilateral and multi-lateral agencies to enable them provide infrastructure. The notion held by fisher folks that their residences are temporary should change. Fisher folk should be sensitised to change that perception and begin to construct permanent buildings. Such improved housing facilities could serve as collateral to enable them attract credit from financial institutions. The improvement in infrastructure will help attract children to school and apprenticeship training and ultimately change the mindset of both children and parents. When fisher folks are able to attract credits, they could pay for labour, invest in children’s education and generally improve working and living conditions of fisheries communities through improved infrastructure. All these will lead to reduction and eventually to elimination of child labour.

x. *Improving the Management Systems for fishery and Child labour /Trafficking in fishing at the Community level*

Recognising that poverty is a key cause of child labour and that the current economic profile of fishery communities depicts diverse poverty traits, it is important to holistically deal with poverty, fisheries management, child labour and trafficking. The institutionalisation of co-management system in which all community-based fisheries management and child protection units join efforts to tackle the problem is recommended. The co-management approach focuses on the development of institutional and legal mechanisms to improve fisheries governance to ensure that poverty is reduced as child labour/trafficking is eliminated. Thus, the co-management approach offers new hope to effectively address increasing threats of child labour and child trafficking in Volta Lake fisheries.

xi. *Dealing with Child Labour in the Value Addition, Marketing and Supply Chain*

One of the key drivers of fish business is consumption therefore the indications are clear that influencing consumption patterns either at the level of consumers or at the level of retailers, food services and wholesalers could have a major impact on production and processing practices along the supply chains through their procurement policies. Similar actions have worked in other sectors like agriculture (e.g. cocoa) of which Ghana is affected as well as other sectors like forestry, textiles etc. in other countries. Such acts to impose requirements on fish production and processing will promote ethical and responsible commitment to desisting from the use of children in the various segment of the chain. Two clear gains will be achieved namely ensuring that fishers meet the expectations of their clients and secondly, making their supply chain safe and without involvement of children.

5.5 Strategic Interventions and Action Plan for addressing key negative findings

The findings to the study have been made clear and on the basis of that, some succinct recommendations have been made to address issues of child labour and trafficking of children in fishing along the Volta Lake. The recommendations also align themselves to the core issues of poverty, attitudes and behaviours and systems that fuel child labour and trafficking and seek to provide ways to stem the situation. Beyond proposals that recommend measures to improve the system, it is necessary to demonstrate what interventions are required and how to strategically implement such interventions as well as determine a framework to push the interventions towards achievable path. On the basis of these expectations, a simple model that proposes strategic interventions and Action Plan as a framework for addressing the findings, particularly the negative findings identified as part of the study. Table 5.1 shows a model on implementable strategy for action.

Table 5.1: Strategic Interventions and Action Framework for addressing issues of child Labour and Trafficking in Fishing on the Volta lake of Ghana

Thematic Area	Key Finding	Strategic Intervention	Specific Actions/Implementation Strategy	Stakeholder Involvement	Timeframe	Expected Outcomes
Engagement of children in hazardous work	The very nature of many of the fishing activities (e.g. Diving into deep waters, launching boats, paddling canoes, disentangling fishing nets, etc.) explains the hazardousness of the work children do in fishing	Identification and immediate withdrawal of children in hazardous work	Direct action to withdraw victims of child labour and slavery	Development Partners, NGOs/CSOs/CBS/FBOs	Jan 2013 – Dec 2014	5700 children in hazardous work in the fishing along the Volta lake withdrawn and rehabilitated and integrated into families/society
		Enforcement of policies, laws, regulations and institutional frameworks	Law enforcement agencies, governmental and NGOs to enforce laws like the Children’s Act, Child’s Right Regulations, Trafficking Act etc. Also implement programmes like the National Plan of Action on child labour	MDAs, development partners, public service institutions (e.g. Police, CHRAJ, NCCE, Judiciary etc.)	Beginning Jan 2013 (for 3 years)	Actions to enforce policies, laws. Regulations etc. initiated with participation of key agencies
		Conduct of intensive and targeted awareness programmes in fishing communities for grassroots support (awareness raising and actions should be carried out using participatory assessments, analysis and monitoring)	Governmental agencies and development partners to work with NGOs/CSOs to conduct awareness raising campaigns in fishing communities to engender grassroots participation and reduce resistance to interventions (awareness strategies should include the use of local community-based information centre broadcast systems,	Development Partners, NGOs/CSOs/CBS/FBOs. Others shall include traditional authorities, District Assemblies, and community-based interest groups	Beginning Jan 2013 (for 3 years)	Communities and grassroots sensitised and awareness created and have resulted in attitudinal and behavioural change towards child labour and trafficking

			public/village meetings and theatre for development ⁴)			
Children combine schooling with fishing	Children combine schooling with fishing activities making them absent from class. This affects learning	Relevant educational institutions and stakeholders to make school attending attractive Parents and Teachers to be involved in actions to stem the practice	Institute incentive package for children who attend school regularly and other school supply programmes for schools to help children go and remain in schools Organise awareness programmes for Parents and Teachers and design actions for their active involvement	GES, MOWAC, MESW, School Feeding Programme etc. GES, CSOs and development partners to collaborate	3 year programme beginning March 2013 Beginning second quarter 2013	Working children change attitude and behaviour and show interest in schooling Parents and Teachers become active partners in the fight against children's poor attitude towards schooling
Provision of school supplies	Parents/guardians are often unable to meet provision of school and apprenticeship supplies. Children have to work to meet school supplies or supplement provision by parents/guardians	Direct action to provide school and apprenticeship supplies to withdrawn children Parents/guardians empowered to be able to support children acquire relevant school supplies and pay for charges	Provide withdrawn children with school supplies and apprenticeship item enable them attend school or learn a trade Organise livelihood empowered and skills training programmes for parents/guardians to enable them support their families	Development partners, MDAs, CSOs Development partners, MDAs, CSOs	3 year programme beginning March 2013 3 year programme beginning March 2013	Withdrawn children obtain school supplies to attend school and apprenticeship items to learn a trade Parents have livelihoods and skills and are supporting children
School dropout	Increase in school dropout among children who go to	Relevant institutions to design programmes that	Targeted programmes instituted (e.g. school feeding,	MDAs (GES, MESW, MOWAC, School Feeding	3 year programme beginning March 2013	Children find interest in school

⁴ Theatre for development can be used for passing messages, education, participatory analysis and other processes when participation is desired but the issues are complicated and delicate or the social setting does not allow for talking about them openly. Source FAO-ILO Practice Guide....Dec, 2011

	engage in full-time fishing	make school attractive to children Relevant institutions to engage employers/users of children to desist from using children	capitation grant, provision of school/apprenticeship supplies etc.) Hold regular meetings with employers/users towards reaching a common agenda Institute stricter punitive measures against employers/users, parents/guardians to safety use of children in fishing	Program etc.) MDAs (GES, MESW, MOWAC, School Feeding Program etc.), District and Municipal Assemblies	3 year programme beginning March 2013	and desire to attend regularly
Exposure to dangers and hazards	Working children are exposed to a range of dangers and hazards leading to ill-health	Identification and immediate withdrawal of working children below the legal minimum working age Enforcement of policies, laws, regulations and institutional frameworks Institute measures that compel employers/users of children to provide OHS measures for working children	Direct action to withdraw victims in worse forms of exposure to dangers and hazards Law enforcement agencies, governmental and NGOs to enforce laws like the Children's Act, Child's Right Regulations, Trafficking Act etc. Also implement programmes like the National Plan of Action on child labour Organise regular meetings with employers/users of children on safety issues Support employers/users to provide OHS measures in workplaces	Development Partners, NGOs/CSOs/CBS/FBOs MDAs, development partners, public service institutions (e.g. Police, CHRAJ, NCCE, Judiciary etc.) Development Partners, NGOs/CSOs/CBS/FBOs. Others shall include traditional authorities, District Assemblies, and community-based interest groups	Jan – Dec 2013 Beginning Jan 2013 (for 3 years) Beginning Jan 2013 (for 3 years)	Unprotected working children removed from danger and hazards Law enforcement lead to provision of safety standards to safeguard exposure to danger and hazards OHS measures instituted in workplaces (fishing areas/sites)

Exposure to injuries	Children are exposed to a range of injuries. Meeting the cost of injuries is a burden on working children, employers, parents/guardians	Work with relevant agencies to support employers/users design and implement OHS measures in workplaces with respect to fishing on the Volta lake	Work with district and local based health institutions to sensitise working children, employers/users of children on OHS	Development Partners, NGOs/CSOs/CBS/FBOs	Jan – Dec 2013	Injuries at workplaces are reduced to the barest minimum
Provision of safety gears	Full complete of safety gears are not provided exposing working children to risks	Work with relevant agencies to support employers/users design and implement OHS measures in workplaces with respect to fishing on the Volta lake	Work with district and local based health institutions to sensitise working children, employers/users of children on OHS Support employers/users with micro-credits to procure safety equipment and implement safety measures	Development Partners, NGOs/CSOs/CBS/FBOs	3 year programme	Safety at workplaces in improved Accidents, dangers, hazards and injuries are reduced and eventually eliminated
Remuneration for working children	Many working children are not paid wages. Children who receive wages are not paid commensurate wages Children are not employed or paid according to any agreed terms resulting in irregular payment of wages, no compensations made in case of injuries	Relevant institutions to support employers/users design remuneration and compensation packages for working children	The Labour Dept. to hold meetings, durbars etc. in communities to sensitise people Labour Dept., District Assemblies to hold meetings with employers/users to address remuneration and compensation issues for children who have reached the minimum legal working age and who find decent work in fishing	MESW, GEA, Labour Dept.	Jan – Dec, 2013	Working children receive regular commensurate wages for work done.

Prevalence of slavery-like practices (trafficking, debt bondage, child labour etc.)	Child labour in fishing is most prevalent. Other forms of slavery-like practices (i.e. trafficking, debt bondage, sex slavery) also occur	<p>Implement drastic measures to eliminate child labour and trafficking (the National Plan of Action to serve as a guide)</p> <p>Enforcement of policies, laws, regulations and institutional frameworks</p> <p>Conduct of intensive and targeted awareness programmes in fishing communities for grassroots support (awareness raising and actions should be carried out using participatory assessments, analysis and monitoring)</p>	<p>Direct action to withdraw victims of child labour and slavery</p> <p>Law enforcement agencies, governmental and NGOs to enforce laws like the Children's Act, Child's Right Regulations, Trafficking Act etc. Also implement programmes like the National Plan of Action on child labour</p> <p>Governmental agencies and development partners to work with NGOs/CSOs to conduct awareness raising campaigns in fishing communities to engender grassroots participation in child labour and trafficking elimination (awareness strategies should include the use of local community-based information centre broadcast systems, public/village meetings and theatre for development)</p>	<p>Development Partners, NGOs/CSOs/CBS/FBOs</p> <p>MDAs, development partners, public service institutions (e.g. Police, CHRAJ, NCCE, Judiciary etc.)</p> <p>Development Partners, NGOs/CSOs/CBS/FBOs. Others shall include traditional authorities, District Assemblies, and community-based interest groups</p>	<p>Jan 2013 – Dec 2014</p> <p>Beginning Jan 2013 (for 3 years)</p> <p>Beginning Jan 2013 (for 3 years)</p>	<p>Child labour and trafficking in children into fishing eliminated</p> <p>Actions to enforce policies, laws. Regulations etc. initiated with participation of key agencies</p> <p>Communities and grassroots sensitised and awareness created and have resulted in attitudinal and behavioural change towards child labour and trafficking</p>
Poverty levels	Poverty levels are high due to decline in fish catch resulting also from	Implement government's on-going poverty reduction strategies in fishing communities to uplift fisher	Relevant institutions to collaborate with District Assemblies to work with community members and	District/Municipal Assemblies, MESW, development partners,	3 year programme beginning March 2013	Reduction in poverty levels among fishing communities and that fishers are able to

	<p>overexploitation</p> <p>Limited alternative employment opportunities results in unsustainable incomes</p> <p>Families/households depend on working children to supplement household incomes</p>	<p>folks and community members out of poverty</p> <p>Implement on-going government's livelihood programmes in fishing communities</p> <p>Support local communities to design and implement livelihoods that help families or households to improve incomes and remove the burden off children in supplementing incomes</p>	<p>fisher folk on various poverty reduction projects</p> <p>District Assemblies, development partners and CSOs to identify relevant livelihood interventions that benefits local people</p> <p>Implement social inclusion transfer mechanisms (e.g. food-for-school, LEAP etc.) to reduce burden on children</p>	<p>MOWAC</p> <p>District/Municipal Assemblies, MESW, development partners, MOWAC</p> <p>Social Investment Fund (SIF), MESW, MOWAC, District Assemblies</p>	<p>3 year programme beginning March 2013</p> <p>3 year programme beginning March 2013</p>	<p>live improved lives</p> <p>Communities and fishers benefit from additional and alternative livelihoods</p> <p>Working children are removed from work and burden to support household income removed entirely</p>
Educational system and ignorance	Weak educational system, long walking distance to schools make schooling unattractive to children who tend to go for fishing	<p>Government to extend programmes that improve educational infrastructure to fishing communities along the Volta lake</p> <p>Make schooling and apprenticeship skills training attractive</p>	<p>Relevant government institutions and development partners implement projects that upgrades school buildings; posting of teachers to communities with attractive incentives</p> <p>Implement programmes that make school going and apprenticeship skills training attractive (e.g. provision of school supplies, food-for-school, and apprenticeship training items etc.)</p>	<p>MoE, GES, Religious Institutions, District/Municipal Assemblies</p> <p>Design programmes to make schools and apprenticeship training "girl-friendly".</p> <p>Development partners, relevant institutions</p>	3 year programme beginning from second quarter 2013	Educational infrastructure and systems (including apprenticeship training) improved leading to making schools and apprenticeship attractive to children
Additional and	There is high dependence	Introduction and adoption of improved technologies for	MDAs, development partners, CSOs to support introduction	MDAs, District/Municipal	3 year programme	Fishers adopt improved fishing techniques and

alternative livelihoods	on fishing. Limited additional/alternative livelihoods exist.	fishing, fish processing, storage and marketing Introduce additional and alternative livelihoods in fishing communities along the Volta lake Support fishers to attract microcredits to fishers	of improved fishing techniques and technologies Implement additional/alternative livelihoods to improve lives Work financial and non-financial institutions to extend microcredits to fishers to procure fishing gears etc.	Assemblies MESW, MOWAC, SIF, etc. Banking institutions, Savings and Loans Companies, Micro-finance institutions, Money Leading companies, Susu groups/agencies		technologies to increase incomes Fishing communities and fishers adopt additional and alternative livelihoods leading to improve and sustainable incomes Fishers are able to access microcredits leading to reducing child labour and trafficking
Social protection programmes	Lack of community-based social protection programmes affects	Introduce in fishing communities community-based social protection programmes that seeks to improve socioeconomic status of fishers and people living in fishing communities	MDAs and development partners, social protection agencies (e.g. SIF, GSOP etc.) and District/Municipal Assemblies to introduce social protection programmes in communities	Social Investment Fund (SIF), Ghana Social Opportunities Project (GSOP), MOWAC, MESW,	3 year programme	Fishers and general community members access social opportunities benefits culminating in improved incomes and elimination of child labour and child trafficking in fishing

5.6 Framework for Dissemination of Study Findings

The ToR requires the Consultant to identify and list stakeholders to whom the study findings will be disseminated. Besides being a contractual requirement, the Consultant could not agree more to this requirements on the basis that knowledge and access to information influence power. Following the analysis of characteristics of the fishing sector, several stakeholders are identified at political, institutional, community levels and within the arena of empowerment. The study's findings need to be disseminated at political level because of the balance of control within the government administration. The benefits of such dissemination of findings will reduce the resistance and remove the blocks that hinder policy from influencing the very people it ultimately need to benefit.

At institutional level, the need to have interdisciplinary and multidisciplinary approaches that originate from diversity of institutions as it has the potential to create a more enabling environment for fishing as paramount. The findings, apart from contributing knowledge and information to the institutions, will bridge the philosophical divides among various sector institutions.

Identifying community level stakeholders for dissemination of findings has enormous benefits. Knowledge may define access to fishing resources or markets and sharing study findings with these categories of people could affect their livelihoods or social status. Involving fishing communities in dissemination of research findings could remove the erroneous impressions often held by community people and fisher folks that authorities will use findings for purposes which are to their disadvantage (e.g. to assess taxes or to remove subsidies etc.).

Note of Caution

The data acquired through this study could have depended on information which is confidential and to give rise to descriptions and explanations which may have important policy implications. Thus, the needs of all the stakeholders should be considered carefully to assess what information should be made available, to which audience and in what format.

5.6.1 Dissemination Strategy

The main stakeholders include artisanal fishers, officers in-charge of fishery at the district and community levels, fish traders, boat builders/repairers, net menders, community-based fishery organisations, Ministries, Departments and Agencies whose activities border on fishery and child labour/trafficking, donor community, private sector institutions and civil society groups. Disseminating fishery research findings require well-coordinated and managed dissemination strategies. Capacity building is critical to an effective dissemination strategy and should be based on Multi-Stakeholder Participatory Learning Approach. The ILO and NSC should target four general audiences for its dissemination strategy each requiring different levels of investment and approaches for effective communication.

- a. **End-Users:** End-users include fishers, fish collectors, market women. It also includes input suppliers and providers of residual services. To these groups, informal training, mainly through workshops remains the most effective approach for information dissemination. The ILO and

NSC will provide a broad range of workshops targeting specific end-users to widely disseminate results. Fisher cooperatives will be engaged to increase participation in these workshops. The trainers will develop appropriate training materials, including manuals in the predominant native language of participants and other learning guides like comic books etc. for less literate end-users. All such training materials should undergo rigorous external peer-review to ensure the material is both technically credible and presented in a manner that is appropriate for training applications. Feedback loops will be developed to assess and improve dissemination process.

At the 'village' level, employing local broadcast devices at the community information centres and use of Information Service Department/National Commission Civic Education broadcast equipment to inform communities will be a sure way of getting study findings to the local people.

- b. **Policy makers, decision makers, and extension agents:** these categories of stakeholders will be engaged to incorporate findings in policy issues, design administrative and legislative instruments or implement findings. Specific individuals/officers will be invited to participate in local stakeholder meetings. The ILO/NSC will sponsor conference/workshop sessions to disseminate study findings. Effective dissemination should also consider extension needs.
- c. **Donors, private sector and civil society groups:** individuals/officers from donor community, private sector institutions and civil society groups will be invited to thematic stakeholder conference/workshop sessions and they will be required to note specific finding issues for the attention of their respective institutions. The ILO/NSC must develop fact sheets to keep Missions, management of private sector institutions and CSOs properly informed of the study findings.
- d. **Local level stakeholders:** at the local level, target stakeholders include artisanal fishing groups, fisheries district officers, NGOs and CBOs working in fisheries at the district and community levels. The means of communication should be workshop proceedings in English and local languages where relevant.

Table 5.2: Stakeholders relevant for dissemination of Study Findings

Sector Stakeholder Institutions	Specific Stakeholder Institution	Relevant contact Information
Ministry, Departments and Agencies	Ministry of Food and Agriculture (MOFA) – Fisheries Directorate	The Chief Director, Ministries, Accra (Tel: 0302 687205/687203; Email: info@mofa.gov.gh) District Agricultural Officers (relevant landside District Assemblies)
	Ministry of Water Resources, Works and Housing	The Chief Director, Ministries, Accra (Tel: 0302 665940; Fax: 0302 685503)
	Ministry of Gender, Children and Social Protection	The Chief Director, Ministries, Accra (Tel: 0302 688183)
	Ministry of Employment and Labour Relations	The Chief Director, Ministries Accra (Tel: 0302 684532; Fax: 0302 663615)

	Ministry of Education	The Chief Director, Ministries, Accra (Tel: 0302 662772; Fax: 0302 664067)
	Ministry of Local Government and Rural Development (MLGRD)	The Deputy Director, Ministries, Accra - (Tel: 0208164864)
	Ministry of Trade and Industry (MOTI)	The Chief Director, Ministries, Accra (Tel: 0302 686563; Fax: 0302 662428; Email: info@moti.gov.gh)
	Ministry of Justice and Attorney Generals Department	The Public Relations Manager (Tel: 0205580742)
	Ghana Education Service (GES)	The Director-General, Ministries, Accra (Tel: 0244187763)
	Volta River Authority/Volta Lake Transport Company Limited	The Chief Executive Officer, Electro-Volta House, 28 th February Road, Accra (Tel: +233 30-266491-9; Email: corpcomm@vra.com)
	Ghana Police Service (Also the Domestic Violence Victims Support Unit (DOVVSU))	Police HQ, Ring Road East Cantonments, Accra (Tel: 0302 2761250, 0302 2776672)
	Commission for Human Rights and Administrative Justice (CHRAJ)	Old Parliament House, High Street, Accra (Tel: 0302 668839 / 664267; Email: chraj@ighmail.com)
	Municipal and District Assemblies which border on the Volta Lake where fishing is carried out	Information to be channeled through the Ministry of Local Government and Rural Development (MLGRD)
Development Partners	International Organisation for Migration (IOM)	The Country Representative, No. 17 Ridge Rd. Street, Roman Ridge, Opposite Medlab (Tel: 0307 012051, 0307 012003)
	United Nations Development Program (UNDP)	UN Resident Coordinator and UNDP Resident Representative/UNDP Country Director UN House, No. 7 Ring Road East, Near Fire Service HQ (Tel: +233 0302 215670-83; Fax +233 0302 773899)
	International Labour Organisation/International Programme for Elimination of Child Labour (ILO/IPEC)	The Chief Technical Advisor, Ministries Annex, Accra (Tel: 0302-912890)
Private Sector Stakeholders and Civil Society Organisations	Financial Institutions	<i>Many Financial Institutions that offer wide range of support to the fishing sector noted here is:</i> Agricultural Development Bank (ADB) Head Office, 37 Independence Avenue, Accra (Tel: 0302 770403, 762104, 224043; Email: customercare@agricbank.com) Other District Branches in relevant Districts
	Free The Slaves (FTS)	Country Director (Tel: 0208384644)
	Challenging Heights	
	Parent and Child Foundation (PACF)	Elizabeth Danquah, Director (Email: pacf1@yahoo.com)
	Participatory Community Development Project (PACODEP)	George Achibra (0242202629; Email: pacodepgh@yahoo.com)
	International Needs	Cromwell Awadey (Tel:0277451988; Email crowell@internationalneedgh.org)
	General Agricultural Workers Union (GAWU)	Andrews Tagoe (0244985059)

	Mercy Project	Chris Field (Tel: 0246736732; Email: chris@mercyproject.net)
	National Fisheries Association of Ghana (NAFAG)	The President (Tel/Fax: 0307 210806; Email: info@nafagfish.org)
The Media	Ghana News Agency (GNA)	The News Editor (Tel: 0302-665135-7, 0302-662381)

5.7 Conclusion

The issue of child labour and trafficking in several sectors of the Ghanaian economy is well known. In many commercial ventures (medium scale trading, petty sellers etc.), manufacturing and industry (microenterprises, small scale manufacturing enterprises etc.), mining (illegal mining and galamsey activities) and in agriculture (crop production, fishing, livestock, other agro-based livelihood units) child labour and trafficking occurs. Typically, the fishing and cocoa growing sectors, being part of the broader agricultural sector, is noted for increasing prevalence of child labour and trafficking. The situation has attracted international attention and particularly in the cocoa sector, global condemnation on the use of children has led to several governmental and non-governmental initiatives aimed at stemming the canker. In Ghana and elsewhere in Africa, the use of children in marine and inland fishing have also attracted attention and Governments, in their quest to deal with issues of slavery and slavery-like practices, have sought to deal also with child labour and trafficking in children for the sake of fishing.

In Ghana, the Volta Lake has been an important resource and the creation of the dam in 1965 has brought enormous national benefits but also considerable challenges. The lake has for many years been a source of electricity and continues to be the mainstay of Ghana's energy. It has also been a resource for irrigation and water transport. It contributes about 90 percent of the total inland fishery production on which some 300,000 fisher folk depend for their livelihoods. Thus, the lake is a source of employment for several categories of people who engage in fishery activities. Among those whose livelihoods depend on the lake are many children (including girls) who work as child labourers including children trafficked from various parts of Ghana and beyond. The situation has been reported as alarming and requires indepth investigations to unravel the scope and scale of the problem. Several studies and researches have been conducted around many topical issues on the Volta Lake and the findings have been put in the public domain. However, given that circumstances and issues that generate child labour and trafficking in fishing in communities along the Volta lake change overtime, it is necessary to continually assess the situation, and especially from diverse perspectives, in order to recommend and implement measures that will contribute to the elimination of child labour and trafficking of children for lake fishing.

The ILO/IPEC as a key ally in the quest to eliminate child labour and trafficking in virtually every sector commissioned this study under the ECOWAS 1 project to investigate the issue of child labour and trafficking on the Volta Lake. The purpose of this study is to support national efforts to eliminate WFCL in the fishing sector and aims at examining the scope, nature and dimensions of child labour in Lake Volta fishing, including the extent of trafficking into the sector; find out how the marketing and supply chain works and the underlying motive of fishing operators regarding the use of children and recommend measures to enhance interventions against child labour in the fishing sector in Ghana.

The study was carried with data gathered from over 40 communities whose key livelihoods are fishing along the Volta Lake. The study noted that child labour and trafficking indeed exist in fishing on the lake. Children play active roles in fishing often supporting household incomes. They are exposed to a range of dangers and hazards and face various degrees of injuries. Children combine fishing with schooling and some ultimately drop out of school to engage in full-time fishing activities. While they work, children receive low remuneration, others do not receive wages at all yet they are not provided with safety gears which expose them to health risks of physical, economic and social dimensions. As they do not have people to talk on their behalf and parents/guardians or community members are unable to come to their aid, the tendency is that poverty will be perpetuated and generations upon generations are likely to sink deep into extreme poverty.

On the basis of the findings, the study has made succinct recommendations to improve the educational system and make school and apprenticeship training attractive to children. It recommends for provision of safety gears, for technical support towards design of remuneration and compensation packages, for development of economic livelihood packages as well as support to enable fishers operate on sound business and entrepreneurial principles. Admittedly, the recommendations should serve to improve lives of fishers and ultimately contribute to the elimination of child labour and trafficking on the Volta Lake. While this holds, many good recommendations have not yielded the desired results because implementation have often fallen short of plan. To deal with this situation, a simple model of strategic intervention and Action plan has been developed as a framework to addressing the negative findings of the study. The model represents implementable system that should produce specific outcomes which unarguable should contribute significantly to elimination of child labour in fishing.

The child labour and trafficking issue in fishing is huge especially in the face of the risks – dangers, hazards and injuries – that confront working children. Beyond the health consequences, the economic and social implications are enormous that if nothing concrete is done, child labour and child trafficking will persist and deepen leading to worsening generational poverty. Stakeholders, mainly government, development partners and civil society must double their efforts to bring hope to the future of several children trapped in this menace.

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Annex 1: Relevant Section of the Ghana Hazardous Activity Framework on Lake Fishing

Table 3.4: Summary of HAF
<p>Preparation and travel to fishing site</p> <ul style="list-style-type: none"> • Packing of working tools into canoe (calabash, anchor, fishing net outboard motor, sail paddle, etc.) • Canoe is pushed into lake • Paddling or spark motor or set sail according to wind direction • Directing canoe to avoid tree stump or direct to destination • Scooping water from the canoe • Stopping canoe with a long paddle/ remove sail (<i>abala</i>) • Stabilizing canoe at a point
<p>Fishing process</p> <ul style="list-style-type: none"> • Starting point is identified using anchor or tree stump • Net or other fish catching instrument is laid from starting point (e.g. hooks and traps such as bamboo, basket or under water wood pile) from this point • Area is marked with a cork e.g yellow gallon • Trapped fish is removed into canoe • Travel back and pull canoe to shore • Sale of fish
<p>Post fishing</p> <ul style="list-style-type: none"> • Mending nets/trap for next day's work • Mending canoe • Scrubbing of canoe with a mesh.
<p>Fishing Methods</p>
<p>Net Fishing</p> <ul style="list-style-type: none"> • Laying the net from starting point • Net floats by cork and underside sinks by the lead sink • Fish is trapped in the net • Pull the net into the canoe • Dive into water to disentangle net from tree stumps • Remove fish from net • Re-cast or pull net to get more fish(if necessary)
<p>Other types of net fishing</p> <ul style="list-style-type: none"> • <i>Nkyae: when the lake overflows, the fish goes under the net because the net is hanging, so someone has to go down to make sure that the net is not hanging to entrap all fishes.)</i> • <i>Abro: (normally done by laying the net in the water in the afternoon, then at night when the fishes are asleep, you hit the lake/river with a big stick so when they are running away they go straight to the net)</i> • <i>Sieve fishing in lake/ocean: deep sea or lake fishing</i> • <i>Dragnet (Twui) fishing</i> • <i>Otseii fishing- During flooding using net to scoop the edges of bank</i> • <i>Mpatoaboa (Asabu) fishing/cast net</i> • <i>One other method in both lake and ocean fishing where the net is cast and children hold the 2 ends to trap the fishes. Emphasis should be on the children diving into the water</i>
<p>Bamboo Fishing</p> <ul style="list-style-type: none"> • 200 pieces of bamboo traps (arranged in line on a rope) is laid from starting point • The bamboo trap is kept afloat by cork. • Fish enters the bamboo and it is trapped • The bamboo with fish is pulled and emptied one after the other whilst the canoe is controlled • Bamboo trap is re-arranged at bottom of lake • Water is scooped from canoe
<p>Basket Trap Fishing</p>

<p>A trap is basket with a narrow neck. The basket is either made of wire netting or palm branches</p> <ul style="list-style-type: none"> • Feed is prepared • Feed (<i>akple/ tekū,</i>) is put into the trap • A stone is put in trap to serve as sink • The basket trap is lowered into the lake by rope • Surface end of rope is kept afloat by cock • Go later to harvest trapped fish and reset trap one after the other
<p>Hook and Line Fishing</p> <ul style="list-style-type: none"> • Earthworms and termites (<i>babar</i>) are hunted • Earthworm is fixed on hook as bait • Earthworm lowered hook with earthworm in lake • Rope is pulled when fish eats bait • Fish is then removed from hook
<p>Wood Pile Fishing</p> <ul style="list-style-type: none"> • Pieces of wood log is cut • Wood log is then transported to fishing site in canoe • The wood pile is arranged at the bottom of the water by divers • Leave for about a month • Net is cast around the wood pile • Wood pile is removed • The underside of the net is tied • Net is pulled into canoe to remove fish <p>There also illegal fishing methods which practices in fishing communities such as forms Use of chemicals kill fish and: use light to attract fish into net <i>i.e. Disco/Light fishing</i></p>
<p>Dangers/ Hazards Associated with Lake fishing</p> <ul style="list-style-type: none"> • Violent wind or storms • Canoe hits a tree stump and causes accident or disintegrates the canoe • Drowning from diving <ul style="list-style-type: none"> ○ Children getting trapped by the net when disentangling from tree stumps ○ Wounds from tree stumps ○ Encounter with dangerous fishes like <i>the 'odor'</i> and electric fish • Slip and fall on the edge of canoe and hurt ribs (sometimes resulting in death) • Snake bites • Stunted growth of children from excessive work • Bloody urination/bilharzia • Hearing impairment • Nose bleeding • Children beaten by master with ropes, wires, paddles, etc.
<p>1. FISH MONGERING</p>
<p>Basic Essential Job Steps</p> <ul style="list-style-type: none"> • Get firewood and wire net ready • Fish is obtained from the shore and conveyed to house or smoking shed • Fish is descaled • Cut big fish into smaller pieces • Fish is washed • Fish is bent (depending of type of fish) • Bigger fishes is cut into pieces • Arrangement of fish on wire net • Set fire and control it under fish • Fish is turned intermittently till it is well smoked • Fish is sort by sizes • Fish is packed into baskets • Sending to market for sale • Making account to know if there was profit or a loss

<ul style="list-style-type: none">• Fish can also be salted, fried or sold fresh
Dangers/Difficulties
<ul style="list-style-type: none">• Knife cuts• Pricked by fish fins especially in the fish bending process• Exposure to heat from fire• Exposure to smoke• Fire outbreaks leading to the burning of fish and the whole smoking shed• Motor accidents when transporting fish to the market• Carrying heavy loads from the shore to the house and after smoking to the market

HAF FOR LAKE FISHING

Hazardous Activity in Lake Fishing	Non Hazardous Activity	Light Work
<ul style="list-style-type: none"> • Going on fishing expedition at night after 6pm and before 6am • Going on long fishing expeditions exceeding 4hours per day • Pushing or pulling large canoe to or from shore before or after fishing expedition • Laying net, laying bamboo or basket traps • Pulling net into canoe during fishing • Marking fishing area with a cork • Controlling canoe when fishing • Paddling canoe for long distances exceeding 3km • Operating and controlling outboard motors • Directing canoe to avoid tree stump or to destination when travelling on the water • Stopping canoe with a long paddle or anchor throwing to stabilise the canoe • Diving into deep water to disentangle net from tree stumps or for any other purpose • Scoop water from the canoe on water • Assisting in minor work in canoe as apprentice in the course of fishing • Engaging in the following types fishing method; hook and line, wood pile or large <i>Asabu</i> , <i>NkyaeAbro</i> or <i>disco</i> fishing • Using chemicals in fishing • Casting nets or dragging/pulling huge nets • Carrying heavy load e.g. fish load, fishing net, outboard motor beyond 30kgs of body weight 	<ul style="list-style-type: none"> • Moving light working tools (not more than 30kgs) from home to canoe for fishing expedition • Assisting adults in pushing or pulling canoe back to or from the shore in the course of fishing expedition • Checking and removing fish from net on shore • Mending or adapting the net • Scrubbing of the canoe with a mesh • Carrying age acceptable fish load from river bank to home/market 	<ul style="list-style-type: none"> • Moving light working tools from home into canoe during day time fishing expedition e.g. calabash, anchor, fishing net, paddle, etc. • Obtaining feed/bait for basket trap or hook and line fishing • Cook and run errands for adult fishers Assisting in washing the canoe

HAF FOR FISHMONGERING

Hazardous Activities	Non Hazardous Work	Light Work
<ul style="list-style-type: none"> • Carrying heavy fish loads above 20-30 kg from shores to the house and after smoking to the market. • Descaling fish with sharp knife • Bending fish 	<ul style="list-style-type: none"> • Carrying permissible fish load from the shore to the house or to the market within town • Obtaining firewood for smoking or frying fish • Descaling very small fishes under adult supervision 	<ul style="list-style-type: none"> • Accompanying adult to buy/obtain fish from the shore • Carrying permissible fish load • Washing fish after descaling • Assisting to look for fire wood

<ul style="list-style-type: none">• Cutting the huge fish with sharp knife• Smoking/frying fish• Working in a smoking shed with inadequate ventilation• Travelling long distances or by boat to sell fish	<ul style="list-style-type: none">• Arranging of fish on wire net before setting fire• Setting up the fire• Sorting of fish by sizes• Packing of fish into baskets• Salting of fish• Selling fish in the community	<ul style="list-style-type: none">• Assisting to arrange fish on mesh• Sorting of fish by sizes• Drying of salted fish
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Annex 2: Terms of Reference (ToR)

International Labour Organisation (ILO)

International Programme on the Elimination of Child Labour (IPEC)

TERMS OF REFERENCE

Analytical Studies on Child Labour in Lake Volta Fishing in Ghana

Project Title:

'Eliminating the Worst Forms of Child Labour in West Africa and Strengthening Sub-Regional Cooperation through ECOWAS'

Project Number: Project RAF/09/51P/USA

April 2012

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Context and Background

The 2001 Ghana Child Labour Survey (GCLS) estimated that nearly 40 per cent of Ghana's 6.36 million children were economically active, with about 1.27 million in activities classified as child labour. Over one million child labourers were younger than 13 years of age. The GCLS estimated that more than 242,000 children are engaged in hazardous child labour, the principle sectors being child domestic work, portering, commercial sexual exploitation, customary or ritual servitude (trokosi), small-scale mining (galamsey) and quarrying, fishing, and commercial agriculture

Children engaged in Lake Volta Fishing, Ghana

Lake Volta is one of the world's largest artificial lakes created by the construction of the Akosombo dam in the early 1960's. It has a shoreline of 54,000 kilometers along which lie 1,232 fishing villages inhabited largely by impoverished rural population whose main source of livelihood revolve around fishing activities on the Lake. Over 70,000 fishers have gained their source of livelihood here for many years. Some of the villages/communities affected include Jaklai, Kajai, Ezukope, Kido Fanteakwa, and Accra Town. Agbezuge (Pru/Yeji District), Abotoase, Kwamekrom, Kortokorpe, Banini, Gborkpodzi, Odei (Jasikan District) and others in Kpando, Kete-krachie, Donkorkrom and Ada areas. Many trafficked children are used in the fishing industry. According to the Ghana Child Labour Survey report (2003), over 49,000 children are involved in fishing in Ghana: 87% boys, 13% girls: 25% are children 5-9 years of age, 41% are 10-14 years of age, and 34% are 15-17 years of age. Of these figures, 20,000 are in the Volta Region and over 15,000 in the Eastern Region. Thus, more than 70% of the children in fishing are found in the two regions, fishing on the Lake Volta.

According to the International Organization for Migration (IOM), which has been engaged in combating child labour in Lake Volta Fishing since 2002, the depletion of fish stocks has contributed to an increase in the number of children engaged in fishing on the Lake. Children represent cheap labour, and fishers believe their small fingers are useful in releasing the fish from the ever smaller nets.⁵

1. There are five categories of child labourers in the fishing industry on Lake Volta: children of fishermen in the community, children in bonded or forced labour; children in slavery (bought outright with money) and children who are orphans or in the custody of guardians and Children who are either trafficked or lured away from their families.. Children engaged in the fishing sector are mostly boys but there are also girls who smoke or fry fish in commercial quantities. Lake Volta fishing is very hazardous because of the methods used. ILO Recommendation 190 lists work underwater as hazardous work not to be performed by children under the age of 18. Yet, in Lake Volta, children are forced to dive over 20m under water to disentangle nets from tree stumps. Many drown. Children are also exposed to water-

⁵ "Combating Child Trafficking and Freeing the Fishing Children of Ghana" IOM Newsletter, Issue 1, January 2001.

borne diseases such as bilharzia and guinea worm. Fishing can also cause deafness, pneumonia, and other ophthalmic disorders besides bilharzia.

Trafficking and forced labour in the Lake Volta fishing industry has been documented by the IOM. The organization works in approximately 22 fishing villages around Lake Volta. In its initial survey, 1,002 trafficked children were identified by focus group discussions, brief questionnaires and in-depth interviews.⁶

The situation of children engaged in fishing varies with respect to their relation to their employers. Generally, there are five (5) categories:

2. children of fishermen in the community;
3. children in bonded or forced labour;
4. children in slavery (bought outright with money);
5. children who are orphans or in the custody of guardians as well as,
6. Children who are either trafficked or lured away from their families.

Apart from the fact that many of these children miss out on effective schooling and education, the nature and circumstance of the task they perform do actual harm their health, safety and morals. Some of these activities are

- launching the heavy canoes unto the lake in the early hours of the morning
- manually moving the canoe over the lake through peddling
- casting and dragging fishing nets
- removing nets cast the previous day
- diving under the water to disentangle nets
- scooping water from the canoe
- removing fish from the net
- fish processing (usually done by girls)
- performing other work assigned by their master

Such work exposes the children to the physical elements of harsh weather: the biting cold of rainy dawns and the scorching heat of sunny days. Their physical strength, being much less than what can normally push a canoe, use a peddle, cast the wide net, stay breathlessly under water, almost ceaselessly scooping water from the canoe, *inter alia*, is stretched, stressed and strained. Their bodies already deprived of inadequate nutrition increase in frailty through continual exhaustion and exposure to skin infections and water-borne diseases such as bilharzias, guinea worm, and other health hazards such as pneumonia and ophthalmic disorders also affect their development. The denial of their basic rights to education, freedom of movement and expression, is very challenging for these children who live far from their families and in misery. Psychologically, they are abused by the vulgar language and behavior of their adult workmates. Their innocent consciences are defiled incessantly

⁶ IOM Newsletter, Issue 1, January 2001.

by the negative social experiences they inescapably forbear while at work. Not in a few cases, they are physically beaten and sexually harassed. They bear this not for just a few hours of the day, but from dusk to dawn having neither time nor space to be *children*. Although the experiences of these children often leave them traumatized and hinder efforts to readapt to ordinary life, many of the parents are not interested in taking these children back, as they have no means of taking care of them; while others see them as a source of income, so therefore if the children were to return home they would often be sold again. Girls also become vulnerable to sexual exploitation, leading to early pregnancy and marriage.

Purpose and objective

The Government of Ghana considers the elimination of the worst forms of child labour in Lake Volta fishing as a top priority in the overall fight against child labour. The purpose of this study therefore is to support national efforts to eliminate WFCL in the fishing sector. Specifically, the study aims at the following objectives:

- VI. To examine the scope of the problem of child labour in fishing on Lake Volta
- VII. To find out the, nature and dimensions of CL in Lake Volta fishing, including the extent of trafficking into the sector especially of children from other regions and countries
- VIII. To find out how the marketing and supply chain works and the underlying motive of fishing operators regarding the use of children.
- IX. To recommend measures to enhance interventions against child labour in the fishing sector in Ghana
- X. Support the validation and of the research findings

Scope of Work

In line with the specific objectives, the assignment will seek to expand and deepen the knowledge base of child labour in the fishing sector, especially inland fishing, including issues relating to the practice of hazardous work by children living and/or working in the vicinity of the Volta Lake. It will build on previous works to throw more light on how to improve the utility of interventions.

- Examining the scope of the problem of child labour in fishing on Lake Volta: this will include, *inter alia*, analyzing both primary and secondary data on the extent to which child labour occurs in Volta Lake fishing. Issues such as the incidence (including disaggregated data on sex, age etc.), coverage (including locations and spread) of the menace will be investigated to provide credible, comprehensive and cohesive information for knowledge enhancement.
- Finding out the, nature and dimensions of CL in Lake Volta fishing, including the extent of trafficking into the sector especially of children from other regions and countries: in this regard, the study will investigate the types and forms of the specific activities carried out by child labourers (girls and boys), the relationship between child labourers and their employers and the posture of the community regarding the engagement of children in hazardous fishing. It will also find out the hazardousness of the task performed by the children (with reference to ILO recommendation 190 and the national Hazardous Activity Framework (HAF)). Also, work will be done in relation to the exploitative movement of children. Child trafficking in fishing is commonly reported and this assignment will seek to collect and process credible data into information

respecting the extent to which both internal and external trafficking of children occurs in Lake Volta fishing.

- Recommend measures to enhance interventions: The assignment will recommend measures to enhance the relevance, effectiveness, efficiency and sustainability of interventions against child labour in the fishing sector in Ghana.
- Support the dissemination of the research findings: upon a successful validation of the output of the work, the data, analysis, findings and recommendations from the work will be widely disseminated to partners at international, regional national and sub-national levels. Partners will be clearly identified, categorised and provided with hard and/or soft copies of the final report appropriately. Particular efforts will be geared towards engaging the media to publish the outcome of the study to the general public.

Methodology

The work will use both quantitative and qualitative approaches to arrive at objectives and verifiable findings. At the start of the assignment, the assignee will present and discuss a comprehensive methodology with the ILO and/or the relevant sub-committee of the National Steering on Child Labour for approval. The methodology will include a work plan and may have a logical framework analysis with an accompanying matrix.

Major Outputs

The following are the key outputs expected from the assignee

1. An agreed methodology, including a work plan, for the conduct of the assignment
2. An inception meeting with the relevant sub-committee of the National Steering Committee on child (i.e. the sub-committee on cocoa, fishing and mining, to validate the methodology and tools for the study
3. A report on outcome of initial meetings with key partners and findings from desk reviews including analysis of secondary data.
4. A complete draft report containing the full findings and recommendation of the study as well as a categorized list of specified partners and other relevant agencies to whom the findings would be disseminated, including the contacts and designations of their respective focal persons/offices.
5. A workshop for experts and key stakeholders to validate the final draft reportA final report endorsed by the National Steering Committee on Child Labour

Key Activities

The study will undertake many activities, as required to produce the desired outputs. These activities may be determined by the consultant and his team, and will be clearly documented in the reports. Some of the activities are listed below:

1. Preparation of methodology and Study design: including development of questionnaires, focus group synopsis, checklists, initial identification of study areas and key stakeholders, et.c
2. Study design: including development of questionnaires, focus group synopsis, checklists

3. Desk review: identification and analysis of secondary data
4. Identification of study areas
5. Consultations with key partners including National Steering Committee/relevant sub-committee, International Organisation for Migration (IOM)
6. Field work: data collection and other documentations
7. Data analysis and identification of findings
8. Report generation
9. Validation of study findings
10. Presentation and submission of report.

Time Frame: the work is expected to span not more than 60 working days, from 16th July to 22nd October 2012

Item	Key activities	Number of days
1.	Preparation of methodology and study design: Study design: showing how a robust evidence-base outcome will be achieved for the study including development of questionnaires, focus group synopsis, checklists, identification of study areas and key stakeholders	4
2.	Inception meeting with NSCCL Sub-Committee on cocoa, fishing and Mining.	1
3.	Desk review: identification and analysis of secondary data	3
4.	Consultations with key partners including National Steering Committee/relevant sub-committee, International Organisation for Migration (IOM)	3
5.	Field work: data collection and other documentations	30
6.	Data analysis and identification of findings	8
7.	Report generation	6
8.	Validation of study findings (excluding cost for organization of validation workshop)	2
9.	Finalization and submission of report to ILO.	1
10.	Organizational cost of inception meeting with NSCCL Sub-Committee on fishing	2
11.	Total number of days	60

Annex 3: Study’s Data Gathering Protocols (Questionnaires, Interview Checklist, FGDs Protocols)

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

WORKING CHILDREN EMPLOYER QUESTIONNAIRE

The ILO/IPEC is implementing child labour elimination intervention in Ghana under "ECOWAS 1 program" funded by United States Dept. of Labour (USDOL). This current study aims at eliminating child labour in fishing in communities along the Volta Lake. To obtain independent outcomes based on field investigations, you are kindly entreated to respond to this questionnaire and other inputs we humbly ask of you. Your invaluable contributions will help enrich the research and we assure you that you response/inputs will be treated with the confidentiality it deserves.

Questionnaire Number:	Code of community+no.											
Date:												
Name of Interviewer:												
Signature of Interviewer:												
Child Employer/User Interviewed	Surname:											
	First Name:											
Sex:	Male:		Female:									
Contact Phone Number:												
1. How do you operate as a business?	Individual fisher											
	Group											
	Cooperative											
	Family											
2. For how long have you been in the fishing business?	0-2 yrs		3-5 yrs		6-8 yrs		9-11yrs		12-14 yrs		15 + yrs	
3. Within which portion of the lake Volta do you operate? (specify)												
4. Are you a native of this community?	Yes		No									
5. If yes to Ques 4, have you lived here all your life?	Yes		No									

6. If no to Ques 4, where do you come from? (state community and district)														
7. How did you acquire your skill in fishing?	learnt as apprentice													
	learnt on the job (from family member)													
	formally trained													
	Others (specify)													
8. Do you belong to any Association or cooperative	Yes		No											
9. If yes to Ques 8, name the Association/cooperative?														
10. What benefits do you derive from this Association/cooperative? (Explain how)	Financial support													
	Technical support													
	Social support													
	Others (specify)													
11. Are these supports adequate (ie does it meet your expectation, needs and work requirement?)	Yes (Explain)													
	No (Explain)													
12. If no Ques 11, why do you still belong to the group?														
13. How many people do you use in your fishing business? (indicate exact numbers)	0-5		6-10		11-15		16-20		21-25		26+			
14. What is the age range of people you use in your work?	0-4 yrs		5-9 yrs		10-14 yrs		15-17 yrs		18+ yrs					
15. What is the number of females against males?	females			Males										
	Boys			Girls... ..										
16. What number of people you use are below 18 years old?														
17. What percentage of people you use come from:	Within this community:.....%			Within the District but outside the community:.....%			Within the Region but outside the community:.....%							
	Outside Ghana:.....%													

18. How will you classify those children you work with that come from outside	family members coming to work for money					family members joining relations				children travel on their own		tafficked children	
19. How will you rate the living conditions of these category of children in terms of: (rate as good, average, worse. Also Explain your answer)	Accommodation												
	Feeding												
	Work												
	Health												
	Education												
	Social life												
Educational Status of Working Children													
20. What is the educational level of children you do fishing with?	Primary level: No.....			JHS: No... ..		SHS: No.....		Tertiary/Techn/Voc. No.....					
	No Education: No.....												
21. What percentage of working children combine schooling and working?	0-10%		11-20%		21-30%		31-40%		41-50%		51-60%		
	61-70%		71-80%		81-90%		91-100%						
22. On what days do children usually combine fishing with school most?	Mondays		Tuesdays		Wednes days		Thursdays		Fridays				
	Yes		No										
23. Do children drop out of school to engage in fishing?	Inability of parents/guardians to cater for the child												
	Lucrativeness of fishing activity												
	Truancy of children												
	Pressure to supplement family/household income												
	As a result of trafficking												
	As a result of debt bondage												
	others (specify)												
24. If yes Ques 23, what could be the reason(s) for this?	On children themselves												
25. Please describe the effects of school drop out?													

41. What are they trafficked into?	Fishing							
	Trading							
	domestic servitude							
	sex slavery							
	Others, specify							
Safety of Working Children								
42. Which safety gears do you provide for children you engage in fishing? (name and describe)	Immersion suits							
	Life jackets/personal flotation device							
	swimming jackets							
	Safety belts							
	Wet weather gear/apron							
	protective sleeve/gloves							
	Waterproof non slip footwear							
	Earmuffs or earplugs							
	Respirator							
	Head lights							
	others (specify)							
	None							
	43. Are these safety gears appropriate and adequate?	<i>Appropriateness</i>			<i>adequacy</i>			
Very appropriate				Very adequate				
Appropriate				Adequate				
Inappropriate				Inadequate				
44. How often do you change these safety gears?	Very often (specify)							
	often (specify)							

	No change			
45. If none is provided, what dangers and hazards are children exposed to?	Drowning			
	Bites from animals and reptiles			
	Physical injuries			
	Diseases/infections			
	Storms			
	Fishing net entanglement			
	Boat propellor accidents			
	Heavy loads			
	Sharp objects injuries			
	Noise from boats			
	Cold weather/water			
	Long hours of work (standing or bending)			
46. How often do you experience or have reports of these dangers?	Very often (<i>specify</i>)			
	often (<i>specify</i>)			
	minimal (<i>specify</i>)			
47. In case of reports of dangers, what measures do you take to deal with the problem?	seek immediate medical attention			
	take precaution to forestall future occurrences			
	no action			
48. Please indicate and describe the level/stages of fishing that children under 18 yrs are involved	Production & sale of inputs (fishing gears, nets, boats, baits etc.)	Boys		
		Girls		
	Fishing (loading gears, launching boat, canoe paddling, casting nets, draining of canoe of water, diving into water, observing fish movement etc.)	Boys		
		Girls		
	Fish processing (fish picking, fish sorting, removing fins, cleaning fish, smoking Fish etc.)	Boys		
		Girls		
Marketing (transporting fish, distributing fish, selling fish etc.)	Boys			

		Girls					
	Up stream jobs (net making/mending, boat building, boat repairs, cleaning net and hull etc.)	Boys					
		Girls					
	Any other jobs (cooking for adults, running errands etc.)	Boys					
		Girls					
49. What are some of the common health problems of workers in fishing? (rate as more frequent, frequent, or less frequent)		As reported by Adults		As reported by children (below 18yrs)			
	<i>frequency</i>	Men	Women	Boys	Girls		
	Malaria or dengue fever						
	Guinea worm infections/other parasitic infections						
	headache						
	Respiratory problems						
	stomach disorders						
	Skin diseases						
	Chest pains						
	Eye problems						
50. What injuries and health consequences do children experience in fishing over the past 6 months? (please tick as applicable)		March	April	May	June	July	August
	Head injuries						
	Broken bones						
	Fish poisoning						
	Cuts						
	Abrasions						
	Burns						
	Bruises						
	Visual impairment						
	Chemical burn/pesticides						
Fracture							

	Laceration						
	Dislocation						
	Amputation of fingers, toes, limbs)						
	Borne deformites						
	Blistered hands and feet						
	Back injury/muscle injury						
	Nose induced hearing loss						
	Bites/stings from fish and other reptiles						
	Nose induced hearing loss						
	Bites/stings from fish and other reptiles						
51. Does your outfit pay for (in full or partly) the medical expenses of people you work with (including children)	Yes in full						
	Yes in part (<i>indicate percentage paid</i>)						
	Used to pay but ceased paying (give reason)						
	Never paid before						
52. If answer to Ques 51 is no or never paid before, how do workers meet this cost?	Pay on their own						
	Pay from wages						
	Pay by relations						
	Use NHIS						
	Don't know						
53. Do workers stay out of work because of medical attention?	Yes		No				
	54. If yes to Ques 53 how does this affect production. Explain						
Prevention of Child Labour and Interventions from employers/users of children							
55. What measures have been put in place to address child labour							
56. What interventions can	Advocate for by-laws						

4. If yes to Ques 3, please estimate the percentage numbers involved?	Trading	0-4 yrs		5-9yrs		10-14yrs		15-17 yrs		18+ yrs		Don't know					
	Farming	0-4 yrs		5-9yrs		10-14yrs		15-17 yrs		18+ yrs		Don't know					
	Fishing	0-4 yrs		5-9yrs		10-14yrs		15-17 yrs		18+ yrs		Don't know					
	Artisans	0-4 yrs		5-9yrs		10-14yrs		15-17 yrs		18+ yrs		Don't know					
	Services	0-4 yrs		5-9yrs		10-14yrs		15-17 yrs		18+ yrs		Don't know					
5. What is the contribution of fishing to the local economy? (please tick)	Employment			Functiona l market				Income		Alternative /Additional livelihoods							
	Dev't of social infrastructure				others (specify)												
Child Labour in fishing: situation and working conditions																	
6. What in your opinion are the number of children engaged in fishing activities in this community?	Total No.		0-4 yrs		5-9 yrs		10-14yrs		15-17 yrs		18+ yrs		Don't know				
7. What percentage of children engaged in fishing are boys or girls?	Boys only%	Girls only%													
8. What type of work do these children do in fishing in general? (please tick the answer against each category)	Production & sale of inputs	Boys	Fishing gears		nets		boats		baits		others (specify)						
		Girls															
	Fishing	Boys	loading gears		Launching boat		canoe paddling		casting & pulling fishing nets		draining canoe of water		Diving into water		observing fish movements		others (specify)
		Girls															
	Fish processing	Boys	fish picking		fish sorting		removing fins		cleaning fish		smoking fish						
		Girls															
	Marketing	Boys	Transporting fish		distributin g fish		selling fish		others (specify)								
		Girls															
	Up stream jobs	Boys	Net making		boat building		boat repairs		mending nets		cleaning net and hull		others (specif y)				
		Girls															
other jobs	Boys	cooking for adult fishers		running errands		others (specify)											

		Girls																
9. How do you describe the type of work children do in fishing?	Light work																	
	Heavy work																	
	Hazardous work																	
10. Please estimate the average number of hours children are engaged in fishing in a day?	Boys	1-3 hrs		4-6 hrs		7-9 hrs		10-12 hrs		13-16 hrs		others (specify)						
	Girls																	
11. what times are children engaged in fishing?	All day		All night		All day & night			Every other day			Weekly		Bi-weekly					
	monthly		others (specify)															
12. What days are children engaged in fishing?	Mondays		Tuesdays		Wednesdays		Thursdays		Fridays		Saturdays		Sundays					
13. How would you describe the working condition in fishing as far as children are concerned?	Production & sale of inputs																	
	Fishing																	
	Fish processing																	
	Marketing																	
	Up stream jobs																	
	other jobs																	
14. Which safety gears are provided to children in fishing? (name and describe)	Immersion suits																	
	Life jackets/personal flotation device																	
	swimming jackets																	
	Safety belts																	
	Wet weather gear/apron																	
	protective sleeve/glooves																	
	Waterproof non slip footwear																	
	Earmuffs or earplugs																	
	Respirators																	
	Head lights																	
	others (specify)																	
None																		
15. How appropriate are	Very appropriate																	

these safety gears?	Appropriate													
	Inappropriate													
16. How often are these changed overtime?	Very often (specify)													
	often (specify)													
	No change (explain)													
17. If none is provided, what could be the reason for not providing?	ignorance of employers					ignorance of child workers					high cost of working gears			
	deliberate refusal to provide gears						children do not use even if provided							
18. If none is provided, what dangers are children exposed to?	Drowning													
	Bites from animals and reptiles													
	Physical injuries													
	Diseases/infections													
	Storms													
	Fishing net entanglement													
	Boat propellor accidents													
	Heavy loads													
	Sharp objects injuries													
	Noise from boats													
	Cold weather/water													
Long hours of work (standing or bending)														
19. What are some of the common health problems of children in fishing? (rate as more frequent, frequent, or less frequent)	As reported by children (below 18 years)													
		frequency	Boys				Girls							
	Malaria or dengue fever													
	Guinea worm infections/other parasitic infections													
	headache													
	Respiratory problems													
	stomach disorders													
	Skin diseases													

25. Are there children in the following categories working in fishing here?	Trafficking		Yes		No								
	Debt Bondage		Yes		No								
	Forced Labour		Yes		No								
	Sex Slavery		Yes		No								
	Child Servitude		Yes		No								
	Child labour		Yes		No								
	Early/Forced Marriages		Yes		No								
26. Where do these children come from?	Within this community		Within district but outside the community				Within Region but outside district		Within Ghana but outside the district		Outside Ghana		
27. Please list some of the known communities these children are brought from?	i	vii					xiii						
	ii	viii					xiv						
	iii	ix					xv						
	iv	x					xvi						
	v	xi					xvii						
	vi	xii					xviii						
28. How are they obtained?	Outright purchase			given out by parents					given out by relations		children offer themselves		others (specify)
29. Who brings them?	They come on their own		brought by parents			brought by employers		brought by traffickers		Others (specify)			
30. What reasons account for them being trafficked	high demand for trafficked children						used to offset family/generational debt						
	mainly as business for perpetrators						to generate money to help one's own family back home						
	other reasons (specify)												
31. What are they trafficked into?	Fishing												
	Trading												
	domestic servitude												
	sex slavery												

	Others, specify		
Prevention of Child Labour and Interventions from employers/users of children			
32. What measures have been put in place to address child labour			
33. What interventions can help address child labour in your area and business?	Advocate for by-laws		
	strictly adhere to by-laws		
	Stop using children under 18 yrs		
	Stop other fishers from engaging children		
	Parents to send their children to school		
	others (<i>specify</i>)		
34. What measures have been put in place to address child labour			

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

PARENT/GUARDIAN QUESTIONNAIRE

The ILO/IPEC is implementing child labour elimination intervention in Ghana under "ECOWAS 1 program" funded by United States Dept. of Labour (USDOL). This current study aims at eliminating child labour in fishing in communities along the Volta Lake. To obtain independent outcomes based on field investigations, you are kindly entreated to respond to this questionnaire and other inputs we humbly ask of you. Your invaluable contributions will help enrich the research and we assure you that you response/inputs will be treated with the confidentiality it deserves.

Questionnaire Number:	Code of community+no.	
Date:		
Name of Interviewer:		
Signature of Interviewer:		
Name of Parent/Guardian	Surname:	
	First Name:	

	On immediate family/household												
	On society/community												
	On Ghana												
12. What in your opinion can be done to stop children from dropping out of school for fishing? (explain your answer)	Enact appropriate national laws												
	Enforce appropriate national laws												
	Enact by-laws												
	Enforce by-laws												
	Create awareness and do sensitisation												
	Do intensive education												
	Provide incentives/motivations/attractions												
	others (specify)												
Remuneration for Working Children													
13. Does your child/children receive wages?	Yes		No										
14. If yes to Ques 13, how regular is he/she/they paid? (please indicate the amount paid)	Daily (Ghc.....)		Weekly (Ghc.....)		Bi-weekly (Ghc.....)		Monthly (Ghc.....)				Yearly (Ghc.....)		
15. If no to Ques 13, what could be the reason(s)?	Work as family member				Bonded Labour		Forced labour				Trafficked		
16. Is your child/children paid according to any agreed terms?	Yes		No										
17. If yes to Ques 16, how regular is he/she/ they paid?	Very regularly (specify)				Regularly (specify)				Less regularly (specify)				
18. If no to Ques 16 how are children paid?	When employer has money				When employer has made sales						No reason for this		

19. In relation to Ques 17, how does your child/children cope with such irregular payments?	Employer provides food				Employer meets all expenses					Depends on additional/alternative livelihood		
20. What does your child/children use their wages for?	Paying own bills (specify what)											
	Paying bills of relations (specify what)											
	Supporting household income (specify what)											
Information on slave Children in Fishing (Trafficking, Debt bondage, Forced Labour, etc.)												
21. Does your child/children fall in any of the following categories?	Trafficking		Yes		No							
	Debt Bondage		Yes		No							
	Forced Labour		Yes		No							
	Sex Slavery		Yes		No							
	Child Servitude		Yes		No							
	Child labour		Yes		No							
	Early/Forced Marriages		Yes		No							
22. Which of these sectors has your child/children ever been trafficked into?	Fishing											
	Trading											
	domestic servitude											
	sex slavery											
	Others, specify											
	none											
Safety of Working Children												
23. Which safety gears are provided to your child/children engage in fishing? (name and describe)	Immersion suits											
	Live jackets/personal flotation device											
	swimming jackets											
	Safety belts											
	Wet weather gear/apron											
	protective sleeve/gloves											
	Waterproof non slip footwear											

	Earmuffs or earplugs			
	Respirator			
	Head lights			
	others (specify)			
	None			
24. Are these safety gears appropriate and adequate?	<i>Appropriateness</i>			<i>adequacy</i>
	Very appropriate			Very adequate
	Appropriate			Adequate
	Inappropriate			Inadequate
25. What dangers and hazards is/are your child/children exposed to?	Drowning			
	Bites from animals and reptiles			
	Physical injuries			
	Diseases/infections			
	Storms			
	Fishing net entanglement			
	Boat propellor accidents			
	Heavy loads			
	Sharp objects injuries			
	Noise from boats			
	Cold weather/water			
Long hours of work (standing or bending)				
26. How often does your child/children experience or reports these dangers?	Very often <i>(specify)</i>			
	often <i>(specify)</i>			
	minimal <i>(specify)</i>			
27. In case of reports of dangers, what measures do you take to deal with the problem?	seek immediate medical attention			
	take precaution to forestall future occurrences			
	no action			
28. Please indicate and describe the level/stages of fishing that your	Production & sale of inputs (fishing gears, nets, boats, baits etc.)	Boys		

child/children under 18 yrs are involved

Fishing (loading gears, launching boat, canoe paddling, casting nets, draining of canoe of water, diving into water, observing fish movement etc.)	Girls	
	Boys	
	Girls	
	Boys	
	Girls	
	Boys	
Fish processing (fish picking, fish sorting, removing fins, cleaning fish, smoking Fish etc.)	Boys	
	Girls	
Marketing (transporting fish, distributing fish, selling fish etc.)	Boys	
	Girls	
Up stream jobs (net making/mending, boat building, boat repairs, cleaning net and hull etc.)	Boys	
	Girls	
Any other jobs (cooking for adults, running errands etc.)	Boys	
	Girls	

29. What are some of the common health problems that child/children infishing faces ? (rate as more frequent, frequent, or less frequent)	As reported by children below 18						
	frequency	boys	girls				
	Malaria or dengue fever						
	Guinea worm infections/other parasitic infections						
	headache						
	Respiratory problems						
	stomach disorders						
	Skin diseases						
	Chest pains						
	Eye problems						
30. What injuries and health consequences does your child/children experience in fishing over the past 6 months? (please tick as applicable)		March	April	May	June	July	August
	Head injuries						
	Broken bones						

33. What measures have been put in place to address child labour

--

34. What interventions can help address child labour?

Advocate for by-laws			
strictly adhere to by-laws			
Stop using children under 18 yrs			
Stop other fishers from engaging children			
Parents to send their children to school			
others (<i>specify</i>)			

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

INTERVIEW WITH THE FISHERIES COMMISSION AND MINISTRY OF FOOD AND AGRICULTURE

INTERVIEW WITH THE FISHERIES COMMISSION AND MINISTRY OF FOOD AND AGRICULTURE		
Questionnaire Number:	Code of Inst+no.	
Date:		
Name of Interviewer:		
Signature of Interviewer:		
Name of Institution:		
Name of Interviewee:	Surname:	First Name:
Designation		
Contact Phone Number:		
1.What information are available the on volume of fish catch from the Volta Lake over the past five years?		
2.Please indicate the policies and regulations that govern the fisheries sector in Ghana?		
3.What specific policy is available on fishing in the Volta lake of Ghana?		
4.How has the policy been implemented?		
5. How are operators in fishing complying with fishing regulations and laws?		

6. Does the Commission sanction fishing operators when they flout the regulations/laws? Please explain.

7. What has been the impact of such a policy on Volta lake fishing?

8. What is the Commission's assessment of child labour in fishing in the Volta Lake?

9. What statistics exist on injuries to children involved in Volta Lake fishing over the past three (3) years?

Type of Injury	2011	2010	2009
Head Injuries			
Broken Bones			
Fishing Piosining			
Cuts			
Abrasions			
Burns			
Bruises			
Visual Impairment			
Chemicals			
Fractures			
Lacerations			
Dislocation			
Bone Deformaties			
Heads and Feet			
Injuries/Muscle Injury			
Noise Induced Hearing Loss			
Bites/Strings from fish and reptiles			

10. How is the commission dealing with child labour in fishing on the Volta lake?

11. What threats currently confront Ghana's inland lake fishing if nothing is done about engagement of children in Volta lake fishing?

12. What programmes are being undertaken either solely or in collaboration with other institutions towards eliminating child labour and child trafficking in fishing?

13. What is the nature of the relationship between the Commission and fishing operators who use child labour? Please explain your answer.

Type of Relationship	Explanation
Legal	
Regulatory	

15. What intervention is the commission implementing or intends to implement in the following areas:

Area	Description
Safety Measures	
child Labour Elimination in fishing	
Social Benefits	
Others	

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

INTERVIEW WITH THE MINISTRY OF EDUCATION (MOE)/GHANA EDUCATION SERVICE (GES)

Questionnaire Number:	Code of Inst+no.	
Date:		
Name of Interviewer:		
Signature of Interviewer:		
Name of Institution:		
Name of Interviewee:	Surname:	First Name:
Designation		
Contact Phone Number:		

1. What general policies do you have concerning the welfare of children in Ghana?

2. Does the Ministry have laws governing child labour and child trafficking? If yes, list these laws?

3. How effective has the enforcement of these laws on child labour and trafficking been?

Law	Description
4. What is the extent of the prevalence of child labour and child trafficking in fishing on the Volta Lake?	
5. What is the child drop out rate in fishing communities along the Volta Lake?	
6. To what extent does child labour contribute to school dropout in fishing communities along the Volta Lake?	
7. How many children have dropped out of school over the past three years?	
Year	Number
2011	
2010	

2009	
8. What are the consequences of children dropping out of school in to do fishing?	
9. As far as the use of children is concerned, what is the social, economic and demographic characteristics of children who drop out of school?	
Effect	Description
Social	
Economic	
Demographic	
10. What interventions are being implemented by your Ministry to contribute to the elimination of child labour in fishing?	

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

INTERVIEW WITH THE MINISTRY OF EMPLOYMENT AND SOCIAL WELFARE (MESW)/CHILD LABOUR UNIT (CLU)

Questionnaire Number:	Code of Inst+no.	
Date:		
Name of Interviewer:		
Signature of Interviewer:		
Name of Institution:	Surname:	First Name:
Name of Interviewee:		
Designation		
Contact Phone Number:		

1. What general policies do you have concerning the welfare of children in Ghana?

2. Does the Ministry have laws governing child labour and child trafficking? If yes, list these laws?

3. How effective has the enforcement of these laws on child labour and trafficking been?

4. What is the extent of the prevalence of child labour and child trafficking in Ghana?

5. What is the extent of child labour and trafficking in fishing communities on the Volta Lake?

6. What reasons account for child labour and child trafficking in Ghana?

7. How many children are involved in child labour and child trafficking over the past three years?

Year	Number of Children		
2012			
2011			
2010			
2009			

8. What is the effect of fishing on children engaged in fishing on the Volta Lake in the following areas:

Area	Effect
Education	
Health	
Social life of child	

9. What is the effect of child labour and child trafficking on the national economy?

10. What is the social, economic and demographic characteristics of trafficked children and children engaged in child labour?

Characteristics	Description
Social	
Economic	
Demographic	

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

INTERVIEW WITH THE MINISTRY OF WOMEN AND CHILDREN'S AFFAIRS (MOWAC)

Questionnaire Number:			Code of Inst+no.		
Date:					
Name of Interviewer:					
Signature of Interviewer:					
Name of Institution:			Surname:		First Name:
Name of Interviewee:					
Designation					
Contact Phone Number:					
2. Does the Ministry have laws governing child labour and child trafficking? If yes, list these laws?					

3. How effective has the enforcement of these laws on child labour and trafficking been?

4. What is the extent of the prevalence of child labour and child trafficking in fishing on the Volta lake?	
5. What reasons account for child labour and child trafficking to fishing communities on the Volta Lake?	
6. What is the effect of fishing on children in the following areas:	
Area	Effect
Social life of child	
Education	
Health	

7. What is the socio-economic and demographic characteristics of trafficked children and children engaged in child labour?

Characteristics	Description
Social	
Economic	
Demographic	

8. What specific support mechanisms are available to assist children withdrawn from fishing activities?

9. What programmes are being undertaken either solely or in collaboration with other institutions towards eliminating child labour and child trafficking in fishing?

10. What interventions are being implemented by your Ministry to contribute to elimination of child labour and child trafficking in fishing on the Volta Lake?

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

INTERVIEW WITH THE MINISTRY OF TRANSPORT (MOT)/GHANA MARITIME AUTHORITY

Questionnaire Number:	Code of Inst+no.	
Date:		
Name of Interviewer:		
Signature of Interviewer:		
Name of Institution:	Surname:	First Name:
Name of Interviewee:		
Designation		
Contact Phone Number:		

1. What laws or regulations do you have on Volta Lake transport?

2. Do boat owners on the Volta Lake comply with these regulations or laws. *(Explain to include proportion of those who comply and those who do not?)*

3. What sanctions do you apply when boat owners flout the regulations or laws?

4. What safety measures do you have for boat transport operators?

5. How many accidents have been recorded on the Volta Lake over the past four years?

Year	Number of Accidents		
2012			
2011			
2010			
2009			

6. What effects do victims suffer when accidents occur on the Volta Lake? Please tick.

Effect	Tick
Death	
Cuts	
Abrasions	
Unconsciousness	
Others	

7. What is your institution's position on child labour and trafficking?

8. How is your institution involved in eliminating child labour and child trafficking in fishing on the Volta Lake?

9. What measures do you propose for eliminating child labour and trafficking on the Volta Lake?

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Questionnaire Number:	Code of Inst+no.	
Date:		
Name of Interviewer:		
Signature of Interviewer:		
Name of MMDA:		
Name of Interviewee:	Surname:	First Name:
Designation:		
Contact Phone Number:		
1.For how long has fishing activities been operated in this District?		
2.Please describe the contribution of fishing activities to the District?		
3.Is there any support that the District provides to fishing activities (explain)?		
4.In the estimation of the District Assembly, how many children are involved in fishing activities within your district's jurisdiction? (state number and gender split)		
5.Please indicate (describe) the extent of general child labour problem in this District?		
6.Please describe the extent of the problem of child labour in fishing District?		
7.To what extent does fishing activities affect children's schooling in this District?		
8.What is the prevalence of child trafficking in the District?		
9.What is the prevalence of child trafficking into fishing in the District?		
10.Where do the children trafficked into fishing come from?		

11.What are the commonly reported health issues of child labourers in fishing in the District? (include injuries)	
12.What practical measures has the Assembly put in place to eliminate child labour in fishing?	
13.How are stakeholders (i.e fisherfolk, working children, community members) embracing these measures?	

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

INTERVIEW WITH CIVIL SOCIETY ORGANISATIONS (CSOs)/NON-GOVERNMENTAL ORGANISATIONS (NGOs)

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Date:		
Name of Interviewer:		
Signature of Interviewer:		
Name of Institution:		
Name of Interviewee:	Surname:	First Name:
Designation		
Contact Phone Number:		
1. What is your organisational mandate? (i.e, advocacy, awareness creation, direct engagement, project implementation: please provide brochure)		
2. To what extent is child labour a challenge in fishing in Ghana?		
3. What are some of your organization's policies in the fishing sector?		
4. Indicate your child labour interventions and how you implement them?		

5. How does your intervention influence Child labour elimination in fishing?
6. How does your intervention improve socio-economic conditions of children in fishing communities along the Volta Lake?
7. How does your intervention contribute to the Ghana Decent Work Programme agenda?
8. What livelihood programmes are introduced in fishing communities to eliminate Child Labour?
9. How do you assess your interventions with children in eliminating Child Labour in the fishing communities along the Volta Lake? (Please explain)
10. How are Children and their families embracing these interventions?
11. What gaps exist that need to be taken care of concerning Child Labour in fishing?
12. How does child labour problem affect Ghana's rating on the international mineral market? (Please explain)
13. What recommendations can you give for elimination of child labour in fishing?

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

FOCUS GROUP DISCUSSIONS - WORKING CHILDREN

The ILO/IPEC is implementing child labour elimination intervention in Ghana under "ECOWAS 1 program" funded by United States Dept. of Labour (USDOL). This current study aims at eliminating child labour in fishing in communities along the Volta Lake. To obtain independent outcomes based on field investigations, you are kindly entreated to respond to this questionnaire and other inputs we humbly ask of you. Your invaluable contributions will help enrich the research and we assure you that your response/inputs will be treated with the confidentiality it deserves.

Questionnaire Number:	Code of community+no.			
Date:				
Name of lead Discussant:				
Signature of lead Discussant:				
Name of Focus Group Leader:	Surname:			
	First Name:			
Number of Participants	Male:		Female:	
FDG Venue:				
Contact Phone Number (Leader of Focus Group)				
1. What is the main occupation of people within this community?				
2. Is fishing a major economic activity? (elaborate)				
3. How does fishing contribute to the local economy?				
4. Where do children involved in fishing come from?				
5. What motivates children to engage in fishing?				
6. Are working children trafficked into this community for fishing? (probe to find from where they come from)				
7. At what levels/stages are children involved in fishing?				
8. Are children engaged in fishing adequately paid? (probe to find the amount paid per period, regularity of payment and adequacy of wages)				
9. What do children use wages paid to them for?				
10. Do children combine schooling with fishing? (probe to find out how it is done, effects on education, health; etc.)				
11. Do children drop out of school to engage in fishing? (probe for indepth information to explain)				
12. What is the effect of children dropping out of school or combining fishing and schooling?				
13. What dangers are children engaged in fishing exposed to?				

14. What injuries do children engaged in fishing experience?	
15. What do employers of working children do in events of injuries or dangers?	
16. Are children engaged in any of the following and how: sex slavery, forced labour, debt bondage etc.? <i>(provide more information)</i>	
17. How do children want child labour to be dealt with?	
18. How would any action to stem child labour affect children themselves and their household?	

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

FOCUS GROUP DISCUSSIONS - EMPLOYERS OF WORKING CHILDREN

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Questionnaire Number:	Code of community+no.				
Date:					
Name of lead Discussant:					
Signature of lead Discussant:					
Name of Focus Group Leader:	Surname:				
	First Name:				
Number of Participants	Male:		Female:		
FDG Venue:					
Contact Phone Number (Leader of Focus Group)					
1. What is the main occupation of people within this community?					
2. Is fishing a major economic activity? <i>(elaborate)</i>					
3. How does fishing contribute to the local economy?					
4. Are children engaged in fishing activities?					
5. What is the age range of children you engage in fishing?					

6. Where do these children you engage in fishing come from?	
7. What motivates you to engage children in fishing?	...
8. What motivates children to also agree to engage in fishing?	
9. Are working children trafficked into this community for fishing and by whom? (<i>probe to find from where they come from</i>)	
10. At what levels/stages are children involved in fishing?	
11. Do you have formalised agreement with children you work with in terms of payment of wages? If there is please briefly describe the content of the agreement (<i>if possible obtain a sample</i>)	
12. If there is no agreement, how are children paid their wages? (<i>how regular and in what way</i>)	
13. What do children use wages paid to them for? (<i>probe to find the amount paid per period, regularity of payment and adequacy of wages</i>)	
14. Do children combine schooling with fishing?	
15. Do children drop out of school to engage in fishing? (<i>probe to find out how it is done, effects on children's education, health etc.</i>)	
16. What is the effect of children dropping out of school or combining fishing and schooling? (<i>Discuss from the perspective of the child, community, parents, etc.</i>)	
17. What dangers are children engaged in fishing exposed to?	
18. What injuries do children engaged in fishing experience?	
19. What do employers of working children do in events of injuries or dangers?	

20. Are children engaged in any of the following and how: sex slavery, forced labour, debt bondage (provide more information)	
21. How do employers want child labour to be dealt with?	
22. How would any action to stem child labour affect employers work?	

ANALYTICAL STUDY IN FISHING ON THE LAKE VOLTA OF GHANA

FOCUS GROUP DISCUSSIONS - COMMUNITY LEADERS

The ILO/PEC is implementing child labour elimination intervention in Ghana under "ECOWAS 1 program" funded by United States Dept. of Labour (USDOL). This current study aims at eliminating child labour in fishing in communities along the Volta Lake. To obtain independent outcomes based on field investigations, you are kindly entreated to respond to this questionnaire and other inputs we humbly ask of you. Your invaluable contributions will help enrich the research and we assure you that your response/inputs will be treated with the confidentiality it deserves.

Questionnaire Number:	Code of community+no.				
Date:					
Name of lead Discussant:					
Signature of lead Discussant:					
Name of Focus Group Leader:	Surname:				
	First Name:				
Number of Participants	Male:		Female:		
FGD Venue:					
1. What is the main occupation of people within this community?					
2. Is fishing a major economic activity? (elaborate)					
3. How does fishing contribute to the local economy?					
4. Are children engaged in fishing activities? (elaborate)					
5. What is the age range of children engaged in fishing? (probe for specifics)					
6. Where do these children employers engage in fishing come from?					
7. What motivates employers to engage children in fishing?					
8. What motivates children to also agree to engage in fishing?					

9. Are working children trafficked into this community for fishing and by whom? (<i>probe to find where they come from</i>)	
10. At what levels/stages of fishing activity are children involved?	
11. Do employers have formalised agreement with children in fishing in terms of payment of wages? If there is please briefly describe the content of the agreement (<i>if possible obtain a sample</i>)	
12. If there is no agreement, how are children paid their wages? (<i>how regular and in what way</i>)	
13. What do children use wages paid to them for? (<i>probe to find the amount paid per period, regularity of payment and adequacy of wages</i>)	
14. Do children combine schooling with fishing? (provide examples like quotes from some children etc.)	
15. Do children drop out of school to engage in fishing? (<i>probe to find how it is done, effects on children's education, health etc.</i>)	
16. What is the effect of children dropping out of school or combining fishing and schooling?	
17. What dangers are children engaged in fishing exposed to?	
18. What injuries do children engaged in fishing experience?	
19. What do employers of working children do in events of injuries or dangers?	
20. Are children engaged in any of the following and how: sex slavery, forced labour, debt bondage etc.	
21. How does the community want child labour to be dealt with?	
22. How would any action to stem child labour affect children themselves, their households and community?	