

**ECOWAS PEER REVIEW OF CHILD LABOUR ELIMINATION ACTIVITIES IN  
MEMBER STATES**

**Self-assessment of the Child Labour Unit (CLU) of interventions in  
Ghana to eliminate child labour**

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## List of acronyms

CBO	Community-Based Organization
CCP	Cocoa Communities Project
CIDA	Canadian International Development Agency
CL	Child Labour
CLU	Child Labour Unit
COCOBOD	Ghana Cocoa Board
DANIDA	Danish Agency for International Development
DFID	Department for International Development
ECOWAS	Economic Community of West African States
GAWU	General Agricultural Workers Union
GCLMS	Ghana Child Labour Monitoring System
GCLS	Ghana Child Labour Survey
GEA	Ghana Employers Association
HAF	Hazardous Activity Framework
ICI	International Cocoa Initiative
ILO	International Labour Organization
IOM	International Organization on Migration
IPEC	International Program on Elimination of Child Labour
JICA	Japanese International Cooperation Agency
LEAP	Livelihood Empowerment Against Poverty
LI	Legislative Instrument
MDAs	Ministries, Departments and Agencies
MELR	Ministry of Employment and Labour Relations
MICS	Multiple Indicator Cluster Survey
MMDAs	Metropolitan, Municipal and District Assemblies
MOGCSP	Ministry of Gender, Children and Social Protection
NGO	Non-Governmental Organization
NHIA	National Health Insurance Authority
NHIS	National Health Insurance Scheme
NPA	National Plan of Action for the Elimination of Child Labour
NPECLC	National Program for the Elimination of Worst Forms of Child Labour in Cocoa
NSCCL	National Steering Committee on Child Labour
PHC	Population and Housing Census
PPP	Public Private Partnership
RAP	Regional Action Plan
SCREAM	Supporting Children’s Rights through Education, the Arts and Media
SOP	Standard Operating Procedure
TUC	Trade Unions Congress
UNICEF	United Nations Children’s Fund
WFCL	Worst Form of Child Labour
YDK	Yen Daakye (Our Future)

## Summary

As part of implementation of the ECOWAS Regional Action Plan to Elimination Child Labour (RAP), a peer review of ECOWAS states was to be established. Ghana volunteered to be the first country to be assessed. A self-assessment was therefore performed as a first stage of a three-stage process to see how Ghana has performed in eliminating child labour. This assessment was performed by the Child Labour Unit.

Child labour is recognized as a problem in Ghana. A major survey in 2003 revealed the presence of over one million child labourers, with about a quarter of this figure being involved in hazardous child labour. Child labour exists in almost all sectors of the economy but is most prevalent in agriculture, fishing, mining, quarrying, domestic work, commercial sex, portorage of heavy loads and ritual servitude. Over 40 laws exist in Ghana to protect children against child labour. The Government has also put policies and structures in place to support the elimination of child labour. Among them is the Child Labour Unit (CLU) of the Labour Department of the Ministry of Employment and Labour Relations. The National Steering Committee on Child Labour (NSCCL) as well as Child Protection Committees in communities and districts are also key structures in place for elimination of child labour. This shows that child labour elimination has been structured from national through district to community level.

Several programs and projects have been implemented in Ghana to eliminate child labour. While some programs like those of the CLU, ILO and several NGOs have tackled child labour directly, there are government interventions in place that support child development and elimination of child labour. Some of these interventions are the Capitation Grant, Livelihood Empowerment Against Poverty (LEAP), National Health Insurance Scheme and provision of school uniforms to needy children. The National Plan of Action for Elimination of Worst Forms of Child Labour in Ghana (NPA) was instituted and accepted by Cabinet in 2011, and is currently being implemented. Child labour elimination is being approached in several ways including capacity building, community attitudinal change and direct remediation.

There are strengths and weaknesses in Ghana's efforts to eliminate child labour. The legal framework, commitment of Government, international agencies and local institutions as well as the existence of the NPA are strengths of Ghana's effort. Among the weaknesses identified are gaps in the legal framework, lack of enough, consistent and current data on child labour, staffing and logistics available to the Child Labour Unit, skewing of support to elimination of child labour in the cocoa sector which results in insufficient attention for child labour in non-cocoa sectors, and poor coordination of activities.

It is recommended that the NPA is fully implemented, including establishment of the full organogram suggested in the NPA. Costing of the NPA is also recommended as a means of knowing the actual cost of eliminating child labour in Ghana, and using this costing to leverage support from Government, donor partners and corporate bodies. Full implementation of existing laws and punishment of perpetrators of child labour is also recommended. It is expected that this peer review exercise will culminate in regular national assessment of Ghana's performance on child labour, and thereby revise the approaches to eliminating child labour until the goal of reducing child labour to the barest minimum is attained.

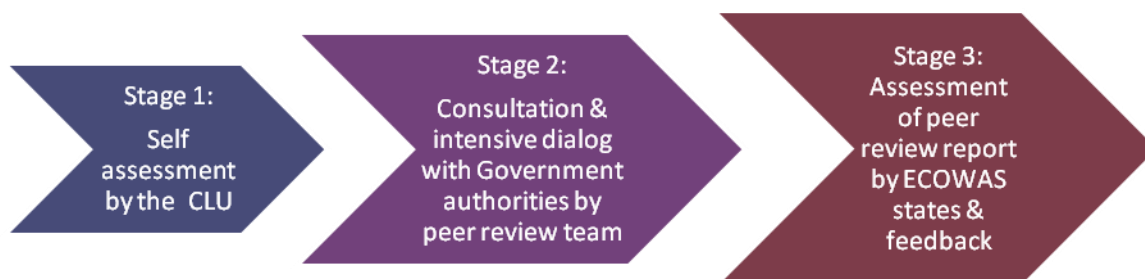
# Chapter 1: Background of the assessment

## 1.1 Introduction

The Economic Community of West African States (ECOWAS) adopted the West Africa Regional Action Plan on Child Labour in 2012. This action plan outlines among other things a peer review mechanism by which ECOWAS states assess themselves and each other with regards to elimination of child labour. Ghana was the first country to submit itself for peer review. The objectives of the peer review were stated as follows:

- 1) To help the reviewed state improve its policy making and implementation, adopt best practices and comply with established standards and principles;
- 2) To provide mutually beneficial exchange of knowledge, based on the systematic assessment of countries' approaches to eliminating child labour;
- 3) To exert peer pressure and the willingness of the state concerned to accept it;
- 4) To make an overall assessment of the country's efforts on those issues that ECOWAS countries consider need to be monitored in order to accelerate progress in eliminating child labour.

A three-stage peer review process was outlined for Ghana as follows:



## 1.2 Objectives of the self-assessment

This process was developed for the CLU to perform a self-assessment of efforts and interventions in the country to eliminate child labour. It was not only to assess the CLU as an institution but rather to assess programs and processes in place towards meeting the target of elimination of child labour in Ghana. The objectives were therefore as follows:

- Preparation of a summary of all the interventions and activities that directly or indirectly address elimination of child labour in the country, whether implemented by Government agencies or otherwise;
- Development of a diagnostic tool against which the self-assessment of performance of the country would be made.
- Preparation of a template (questionnaire/ interview guide) for the self-assessment that will identify strengths and weaknesses;
- Preparation of a draft self-assessment report

### 1.3 Assessment methods

The assessment was done in the following manner:

- A set of tools were developed, discussed with the ILO and CLU, and sharpened.
- The CLU held three meetings to discuss child labour elimination activities. The self-assessment guide (see Annex A) was used to elicit information.
- CLU and NPECLC staffs provided available information about their finances.
- Phone calls and e-mail exchanges were used to elicit further information from the CLU and NPECLC to augment the information obtained through discussions.
- The consultant performed a desk review to obtain additional information which was shared with the CLU.
- A zero draft report was prepared and reviewed by the CLU and Heads of NSCCL sub-committee. Comments were made which guided the review of the draft report.
- The final draft report was submitted to the CLU and ILO.

### 1.4 Limitations of the assessment

This self-assessment was done within less than two weeks. The timing for this assessment clashed with a weeklong joint child labour monitoring activity between Ghana and Cote d'Ivoire, during which time the key persons at the CLU were unavailable for face-to-face discussions. Some of the responses were therefore obtained through a filled questionnaire without the desired direct interaction.

A key activity which the CLU needed to undertake as part of this self-assessment was to interview some selected partners as follows:

- Ministry of Employment & Labour Relations
- Ministry of Gender, Children & Social Protection
- Ministry of Local Government
- Ministry of Finance/ COCOBOD
- Ministry of Education
- Social Services Sub-Committee of Parliament
- Ghana Trade Unions Congress (GTUC)
- Ghana Employers Association (GEA)
- ILO
- UNICEF
- Anti-Human Trafficking Unit of the Ghana Police Service
- At least one male and one female traditional leader
- Ghana NGO Coalition on the Rights of the Child
- ICI
- Mondolez Cocoa Life

The duration available for the assessment did not allow these interviews to be conducted. Information was received from NPECLC which is included in this report, although an in-depth interview could not be organized.

It was also intended that this report would be discussed with the entire membership of the National Steering Committee on Child Labour (NSCCL) before being submitted to the ILO. Due to limitations of time, this meeting could not be convened. Rather, a meeting was convened with heads of Sub-Committees of the NSCCL to discuss the draft report.

### **1.5 How the self-assessment report will be used**

This is the first of a three-stage process. The self-assessment report will therefore serve as a basic working document for the ECOWAS peer review team to perform its in-depth dialog with government institutions. It will feed into the peer review report which will be presented to ECOWAS member states for deliberation. ECOWAS will then provide feedback to Ghana.

This peer review is not intended to find fault and punish the Government, the state or any institution in Ghana. It is rather intended to produce lessons for all ECOWAS states, support the design of an appropriate ECOWAS child labour elimination model, and allow ECOWAS member states to draw synergies in elimination of child labour. With this being the first peer review, the tools, processes and methods used will be shared with other ECOWAS states for further development and application.

## Chapter 2: Findings

The findings of the self-assessment are categorized into five parts as follows:

- Facts about elimination of child labour in Ghana
- Framework for elimination of child labour
- Strengths
- Weaknesses

Recommendations and the way forward are also presented at the end of the discussion.

### 2.1 Facts about child labour in Ghana

#### 2.1.1 Prevalence of child labour

Section 87 of the Children’s Act of Ghana (Act 560, 1998) prohibits exploitative child labour, stating as follows:

- (1) No person shall engage a child in exploitative labour.
- (2) Labour is exploitative of a child if it deprives the child of its health, education or development**

The Children’s Act further prohibits the following as child labour:

- Night work, i.e. work between 8pm and 6am
- Employment before age 15
- Engagement in hazardous work which include:
  - Going to sea;
  - Mining and quarrying;
  - Portering of heavy loads;
  - manufacturing industries where chemicals are produced or used;
  - work in places where machines are used;
  - work in places such as bars, hotels and places of entertainment where a person may be exposed to immoral behaviour.<sup>1</sup>

Child labour is prevalent in almost every economic sector in Ghana. Available data on child labour dates to 2003 when the Ghana Child Labour Survey (GCLS) was completed by the Ghana Statistical Service. Some of the key statistics from the GCLS are the following:

- 6.36 million children between 5 to 17 years were surveyed;
- 2.47 million children were economically active;
- 1.27 million children were involved in child labour;

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<sup>1</sup> Children’s Act of Ghana, 1998 (Act 560) [www.mowacghana.net/download/childrens\\_act.pdf](http://www.mowacghana.net/download/childrens_act.pdf)



- Over 1 million of these children were less than 13 years of age;
- 242,000 were engaged in hazardous child labour.

There are no specific data on the prevalence of the worst forms of child labour.

Since 2003, there have been a number of child labour studies, including the following:

- Cocoa Labour Survey in Ghana (Ministry of Manpower, Youth and Employment 2006 pilot survey)<sup>2</sup>
- Cocoa Labour Survey in Ghana (Ministry of Manpower, Youth and Employment 2008 up-scaled survey)
- Child Labour in the cocoa sector research by the then Ministry of Women and Children's Affairs (MOWAC<sup>3</sup> 2008)
- Status of public and private efforts to eliminate WFCL in the cocoa sectors of Cote d'Ivoire and Ghana (Tulane University 2011)
- Intervention database report on status of the intervention inventory in cocoa growing areas (Tulane University 2009)

Each of these studies provided dimensions of child labour specific to the cocoa sector, including specific activities in which children took part with regards to cocoa production. Since these were not surveys, they did not provide data on the incidence and prevalence of child labour. The most recent survey to gather current statistics on child labour in Ghana was conducted by the Ghana Statistical Service in 2012. The results were under collation at the time of this assessment.

### 2.1.2 Perceptions about child labour

Child labour is not acceptable in Ghana. Existing laws and programs reveal that child labour exists and persists but is gradually and consistently being eliminated. Traditionally, proverbs exist that show that child labour is not accepted. Some projects, e.g. the Yen Daakye Project of the International Cocoa Initiative, stress the local proverbs as part of the community dialog and sensitization process. A few notable Akan proverbs relating to child work and child labour include the following:

- Abofra bɔ̃ nwa, na ɔ̃mmɔ̃ akyekyedee (the child cracks the shell of the snail, and not the shell of the tortoise)
- Aserewa mo tam kɛsee a, etu no hwe (if the little bird wears a big cloth, it trips and falls)
- Hwẽ ntontom nan ho na w'ama no adesoa (watch the legs of a mosquito and give it a load to carry)

These ancient proverbs show that the traditions of Ghana from time immemorial have classified work activities and reserved certain activities for adults only. This is in line with defining child work and child labour. While tradition is not national law *per se*, it has formed the way of life of people. Tradition is very difficult to alter. It is therefore gratifying to note that tradition does not permit or condone child labour. It is traditionally acceptable and actually required for a child to perform some work activities as part of his/her grooming, training and socialization. Some domestic activities such as sweeping, scrubbing, fetching firewood or water, fetching items for an adult while he/she cooks, etc, are all considered child work which children are expected to perform as part of their

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<sup>2</sup> The name of the ministry changed to Ministry of Employment and Social Welfare in 2009. It changed again in 2013 to Ministry of Employment and Labour Relations.

<sup>3</sup> The name of the ministry changed in 2013 to Ministry of Gender, Children and Social Protection.

socialization. Children are expected to undertake as much work as their capacities will permit them to perform and not more.

National laws have been passed which support elimination of child labour. These laws, together with international conventions and covenants which Ghana has signed on to, have made child labour an unacceptable practice. There are however a few differences between how child labour is perceived traditionally and legally. For example, the law describes a child as a person who is less than 18 years of age, while traditional definitions place a child at about 15 or less. This means a person of age 17, for example, is seen as a child by the law, but as a young adult by tradition. In addition, a person of age 16 who has had a child is no longer considered a child.

Despite these differences, the law is supreme and binding on all people in Ghana. Where the law conflicts with tradition, the law is preferred.

### **2.1.3 Child labour practices**

Child labour is prevalent in almost all sectors of work in Ghana. Particular sectors of concern are domestic work, portering of heavy loads, commercial sex, ritual servitude, mining & quarrying, fishing and agriculture. Child domestic work has come up for special stress in the last three years because it takes place in homes where inspection and monitoring do not usually take place or may be difficult. According to the Ghana Child Labour Survey (2001), seven out of ten working children aged 5-14 years are employed in the agricultural sector, 6.4 per cent are employed in the industrial sector and the remaining 22.6 per cent work in services. It is to be noted that girls are more likely than boys to be employed in services (32.5 per cent versus 13.6 per cent) and less likely to work in the agricultural sector (59.5 per cent versus 81.5 per cent)<sup>4</sup>. Children who perform child labour activities in rural areas constituted 39.6%, with 17.6% of urban children being involved in child labour. From these data, the following broad-brush conclusions could be drawn:

- Children in rural Ghana are more likely to perform child labour than those in urban areas;
- Child labour prevails more in the informal sector than in the formal sector;
- Child labour occurs greatly in the agriculture, forestry and fishing sectors;
- Both boys and girls are involved in child labour

Previous interventions have focused on sectors classified as hazardous. There have been specific interventions on elimination of child labour in fishing on the Lake Volta, led by such agencies as the International Organization on Migration (IOM), Free the Slaves and UNICEF, with the participation of several Ghanaian NGOs and CBOs. In the last six years, it has been observed that classifying sectors as hazardous and branding all activities by children in those sectors as child labour is inappropriate. This is because a sector or process may have several steps, some of which may be inappropriate for children. For example, in the agricultural sector, chemical application is inappropriate for children because of the health hazards chemicals pose. A child could however accompany his/her parents or caregivers to the farm on a non-school day to uproot soft weeds under adult supervision. This is deemed harmless. Thus, child labour is defined by the effects of the activity on the child's health, education, safety and morals (Children's Act, 1998). Identifying such permissible activities within the agricultural sector and other sectors helps to declassify these sectors as hazardous. Rather,

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<sup>4</sup> Source: Ghana Child Labour Data Country Brief

individual activities are considered on their own merit and classified as hazardous or not. This concept has led to the development of the Hazardous Child Labour Activity Framework, discussed in section 2.2.5 of this report.

The Children's Act, in conformity with ILO Convention 138, provides for children to be employed from age 15 or when the child has completed basic school (Junior High School), whichever comes first. This requires employers who engage children to ensure that they are given appropriate non-hazardous activities to perform, and that they are carefully supervised. In the informal sector, a lot of child abuse and child labour is observed to take place under the guise of discipline. This is especially the case among young apprentices who are often ill-treated by their employers and senior apprentices, and subjected to some difficult activities and long working hours.

## **2.2 Framework for elimination of child labour**

### **2.2.1 International conventions**

Ghana has signed on to several international conventions on child welfare. They include the following:

- United Nations Convention on the Rights of the Child
- Minimum Age Convention (ILO Convention 138)
- Worst Forms of Child Labour Convention (ILO Convention 182)
- African Charter on the Rights and Welfare of the Child

It is worthy to note that Ghana is a dualist state; this means all international conventions that Ghana signs on to do not automatically become law in the country until domestic laws are passed to reflect the content of these international conventions. Application of such domestic laws implies compliance with the international conventions concerned.

### **2.2.2 National laws**

Ghana has more than forty (40) laws and policies that protect children from child labour and other hazards (see Annex B). Elimination of child labour hinges principally around the following laws:

- Article 28 of the Constitution of Ghana (1992)
- Children's Act, 1998 (Act 560)
- Human Trafficking Act, 2005 (Act 694)
- Domestic Violence Act, 2007 (Act 732)
- Education Act, 2008 (Act 778)

The full list of laws that affect child welfare, including promotion protection of children from child labour, is found in Annex B of this report. The laws mentioned above form part of the information materials used in most child labour project activities and documents; they set a strong legal basis for the elimination of child labour. These laws have legislative instruments (LIs) which provide clear definitions of technical expressions in the laws.

All the national laws reflect key principles concerning elimination of child labour and protection of the child:

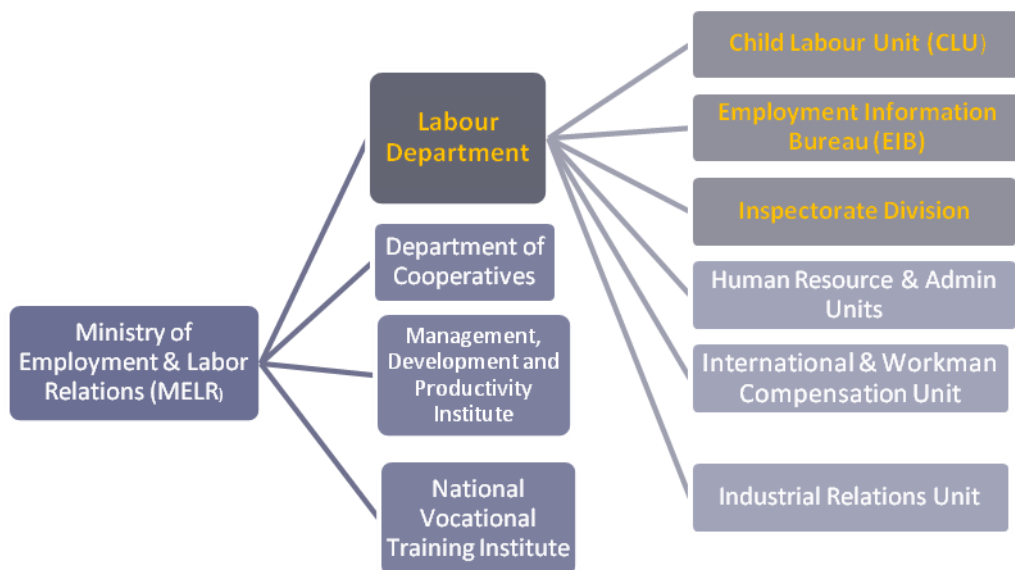
- A child is a person aged less than 18 years
- A child should be enrolled in and attend school until at least basic school is completed (basic school ends at Junior High School level)
- There is a difference between child work and child labour; it is acceptable for a child to participate in child work which helps in his/her development and socialization, and which does not interfere with his/her education, health, safety and morals. Child labour negatively affects a child's education, health, safety and morals, and a child must not participate in such work.

The Free Compulsory Universal Basic Education (F-CUBE) policy augments the Education Act by requiring all children of school-going age to enrol and attend school every school day. This further strengthens the point that children should not be allowed to perform work that affects their education negatively.

### 2.2.3 Structures and institutions

The Ministry of Employment and Labour Relations (MELR) is the lead ministry responsible for child labour programs. Within the MELR is the Labour Department in which the Child Labour Unit is situated. The hierarchy is as in the figure below:

**Fig. 1: Governmental hierarchy in respect of elimination of child labour<sup>5</sup>**



#### (a) The Labour Department

The Labour Department has its own programmes in which child labour interventions have been incorporated. In the setup of the Labour Department, there are Labour Inspectors and Labour Officers posted in all the regions in the country. There are Regional Labour Officers overseeing the regions, and District Labour Officers overseeing the districts. The Labour Department is not fully decentralized in accordance with Ghana's Decentralization Policy. Labour Officers are therefore not

<sup>5</sup> Units and departments written in gold fonts are those with primary duties in elimination of child labour. Those in white fonts play supportive roles.

present in all districts; in some parts of the country, two or three neighboring districts share one labour officer.

The CLU has trained most of the Labour Officers and Labour Inspectors in the country to understand the concepts of child labour in order to monitor and identify cases of child labour for appropriate action to be taken. Realizing that child labour takes place in formal as well as informal sector institutions, Labour Inspectors have added informal establishments such as small-scale palm oil refineries, *gari* processing plants, soap making factories and quarrying sites to their inspection activities.

The Labour Department works closely with the Department of Social Welfare to package appropriate training for their respective agencies. At the Regional and District levels, these two departments worked closely together such as when Labour Inspectors identify children in labour, Social Workers would then engage with such children and their families to provide them with the needed interventions to ensure they are removed from child labour. With the creation of the Ministry of Gender, Children and Social Protection in 2013, the Department of Social Welfare gave way to the Social Protection outfit at the national level. At the district level, the Department of Social Welfare was joined to the Department of Community Development to obtain the new Department of Community Development and Social Protection. The Labour Department therefore works with the Department of Community Development and Social Protection to provide the needed interventions to child labourers who are identified in the district. Working across ministries poses programmatic and logistical challenges which call for increased dialog between the two ministries concerned towards joint programming and sharing of resources to meet the national goal.

#### **(b) The CLU**

The CLU was established in 2000 as an ILO requirement for Ghana's admission onto the International Program on the Elimination of Child Labour (ILO/IPEC). Its mandate includes policy and legislative development, training, advocacy and sensitization, coordination and monitoring of all child labour elimination programs. It is also to foster collaboration and networking among partners/stakeholders, as well as monitoring of the child labour situation in Ghana. The Unit is also to foster collaboration with regional and sub-regional counterparts, as well as international partners for effective partnership building in the global fight to eliminate the canker. A profile of the CLU is in Annex D.

#### **(c) The National Steering Committee on Child Labour (NSCCL)**

This is the body responsible for giving technical guidance to all child labour interventions and activities in Ghana. The CLU acts as the secretariat of the NSCCL. Functions of the NSCCL as stated on the Terms of Reference (2010) are:

1. providing policy guidance for activities aimed at eliminating child labour in the country and integrating IPEC activities into other national efforts to combat child labour;
2. ensuring the achievement by the government and responsible agencies of the objectives and targets set under the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana;
3. playing a leading role in advocacy for the elimination of child labour;
4. monitoring and periodically reviewing and evaluating the implementation of the National Plan of Action to ensure the achievement of targets set under NPA;
5. reviewing and endorsing of Action Programs aimed at addressing child labour in Ghana;
6. advising on human resources and technical needs of key institutions dealing with child labour;

7. providing leadership in resource mobilization;
8. reviewing national GCLMS and National Child Labour Progress Reports;
9. making recommendations for national social policy planning and International Reporting

Membership of the NSCCL is composed of the following institutions as per the Terms of Reference (2010):

- a) MDAs concern with the welfare of children and the elimination child labour;
- b) Employers' Organizations;
- c) Workers' Organizations;
- d) Civil Society Organizations, including NGOs active in the field of child labour;
- e) Research and training institutions

At the beginning of 2013, the NSCCL was made up of 34 members, with membership drawn from institutions stated above, and including representation from Parliament, traditional rulers and donor partners in advisory status. It is currently chaired by the Minister of Employment and Labour Relations. The NSCCL is organized into three sub-committees:

1. Cocoa, quarrying, fisheries and mining sub-committee
2. Advocacy, Social Mobilization and Child Labour Monitoring sub-committee
3. Policy Advisory, Education and Skills Training sub-committee

The NSCCL holds at least four meetings per year and draws its budget largely from the ILO and ICI.

#### **(d) Child Labour Desks**

A number of Ministries, agencies and institutions (public and private) at national, regional and district levels have voluntarily created Child Labour Desks. These are desks charged with the responsibility of advising their Ministries or agencies or institutions on child labour activities in their sectors and suggesting activities to be implemented to eliminate the practice. They collaborate with organizations with primary responsibilities of eliminating child labour.

Creation of Child Labour Desks is purely the decision of the institution and not a legal requirement. These desks are operated by Child Labour Desk Officers who range from permanent staffs to national service personnel and volunteers, some trained in the concepts of child labour and some untrained. Child Labour Desks exist in such agencies as Ghana Cocoa Board; Ministry of Gender, Children and Social Protection; Cargill; and Barry Callebaut Limited.

#### **(e) Child Protection Committees (CPCs)**

There are CPCs at the MMDA level, i.e. District Child Protection Committees (DCPCs), and at community level, i.e. Community Child Protection Committees (CCPCs). These committees have been formed in over 70 districts and 1,000 communities in Ghana as part of various projects. Some communities call their committees the Child Labour Committee, Child Rights Committee or Child Protection Team as prescribed by the project that introduced this concept.

Each DCPC is made up of about 20 members drawn from various institutions within the District, including the media, traditional rulers, district-based NGOs, religious organizations, youth clubs, District Directorates of Education, Health and Agriculture, Social Welfare and Labour Departments among others. The functions of the DCPCs per the G-CLMS framework include:

- overseeing the effective implementation of the District Program for the Elimination of child labour;
- facilitating the mainstreaming of child labour into the District Medium Term Development Plans and advocating for resources for child labour interventions in the MMDA;
- planning and facilitating the setting up of CCPCs in communities;
- supervising data collection, collation, verification and analyses for use in the district and for onward passage to the Labour Department;
- facilitating the establishment and/or enforcement of relevant child labour laws and bye-laws;
- utilizing the GCLMS information in the provision of social services (policy, social planning, education, health, law enforcement, etc.)

CCPCs are made up of 5 – 11 persons, and participation of women and children is strongly emphasized. The key roles of the CPCs are:

- developing and implement Community Child Protection Action Plans;
- creating awareness and sensitizing communities on child labour and the importance of education;
- undertaking community surveillance, identification and assessment of children in labour or at risk of the WFCL;
- collecting and analyzing data on children in labour or at risk of the WFCL;
- referring cases of WFCL for remediation and ensuring that children get the support needed;
- tracking to ensure the sustainability of remediation efforts;
- transmitting child labour data to the MMDA; and
- instituting community rules, regulations and sanctions against child labour.

#### **(f) Inter-Ministerial Forum on Child Labour**

This forum was formed in 2007 as part of implementation of the NPECLC. It was made up of all Ministers of State and Chief Directors and co-chaired by the Minister of Finance and the Head of National Security. It held one meeting in 2007 and a second meeting in 2008. The forum has not been convened since 2008.

#### **2.2.4 Child Labour elimination programs**

Several programs and projects have been implemented in Ghana towards elimination of child labour. Some of the major ones are the following:

- ILO projects
  - LUTRENA – 2001 to 2006
  - West Africa Cocoa and Commercial Agricultural Project (WACAP) – 2002 to 2006
  - Time Bound Project (TBP) – 2002 to 2006
  - ECOWAS 1
  - ECOWAS 2
  - Cocoa Communities Project (CCP)
  - Public Private Partnership (PPP) Project
- Government of Ghana project

- National Program for the Elimination of Worst Forms of Child Labour in Cocoa (NPECLC)
- International Cocoa Initiative projects
  - Yɛn Daakye (YDK)
  - Mars Partnership for African Cocoa Communities of Tomorrow (iMPACT) – 2009 to 2011
- Free the Slaves projects for elimination of child labour in mining and fishing, and commercial sexual exploitation of children
- Plan Ghana, Rescue Foundation and International Needs Network projects for elimination of child labour in quarrying and fishing in coastal areas
- CLU – Minerals Commission collaborative project on elimination of child labour in mining
- World Cocoa Foundation
  - Empowering Cocoa Households with Opportunities and Education Solutions (ECHOES)
- Some projects had elimination of child labour embedded in them although they were not strictly projects towards elimination of child labour. For example, the Cadbury Cocoa Partnership (now called Mondelez Cocoa Life) had elimination of child labour as a cross-cutting component; the Sustainable Tree Crops Project of the International Institute of Tropical Agriculture (IITA/STCP) had elimination of child labour integrated into the manuals developed for training of farmers. Certification models for cocoa, cash crops and minerals (gold and diamonds in particular) forbid child labour as a precondition for certification.

Establishment of the Anti-Human Trafficking Unit (AHTU) of the Ghana Police Service by Government gave a strong boost to monitoring of child labour and trafficking of children. The AHTU has performed planned and emergency raids (upon tip-off) to identify and rescue trafficked children. There are law courts in all districts to prosecute cases including cases of child labour and human trafficking. Within the last six years, about eight cases of child trafficking have been prosecuted and traffickers have been jailed.

There have been several (mostly government) interventions that support elimination of child labour through increasing the opportunities available to children. These include the following among others:

- Introduction of the Capitation Grant which makes public schools tuition-free
- Livelihood Empowerment Against Poverty (LEAP) which provides cash transfers to very poor and vulnerable families provided the children in such families are not subject to child labour
- National Health Insurance Scheme which enables ailing persons to access health care at no immediate cost (including children)
- Provision of free school uniforms for needy children
- Free Metro Mass Transit bus rides for children en route to or from school (this intervention is no longer available)
- Integration of child labour as part of existing surveys by the Ghana Statistical Service
- Institution and gradual expansion of the Ghana Cocoa Board Scholarship Scheme

While such interventions have not directly led to elimination of child labour, they have provided opportunities which reduce the need of children and their caregivers for monies, a key reason why some children undertake child labour activities.



A good number of NGOs (possibly over 100) operating in various districts in Ghana are also implementing projects to eliminate child labour. Many of these NGOs are supported by larger NGOs. For example, ICI supports 8 district-based NGOs to directly implement its projects and program. ILO supports five district-based NGOs to directly implement action programs to eliminate child labour as part of the ILO CCP and PPP Projects. Two coalitions of NGOs involved in elimination of child labour exist, namely the Ghana NGOs Coalition on the Rights of the Child (GNCRC) and the Ghana Anti-Trafficking and Child Protection Coalition.

In addition to the Government, there are activities by member organizations of the tripartite, i.e. Ghana Employers Association (GEA, on behalf of employers) and Trade Unions Congress (TUC, on behalf of employees). The General Agricultural Workers Union (GAWU) of TUC, for example, has organized programs in various parts of the country to eliminate child labour in cotton, oil palm, cocoa and other crops. The GEA has organized sensitization programs for employers in respect of employment of children and the tasks that children are permitted to do. The GEA has also developed a Code of Conduct for Employers to guide them in employing children and assigning them appropriate work according to the provisions in the Children's Act.

It is noted that over the last thirteen years, activities towards elimination of child labour have increased steadily. This is due largely to increasing awareness of child labour through research and surveys. The media has also actively researched and reported on cases of child labour and child trafficking, leading to follow-up action by relevant institutions including the police, NPECLC, District Assemblies and various NGOs.

#### **2.2.5 National Plan of Action for elimination of worst forms of child labour in Ghana (NPA)**

The National Plan of Action (NPA) was formulated by various stakeholders including government Ministries, Departments and Agencies (MDAs) and civil society groups, and adopted in 2009. The overall goal of the NPA is *to reduce the worst forms of child labour to the barest minimum by 2015, while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term.* It received endorsement by Cabinet in 2011 and is currently being implemented. The NPA defines critical sectors in which WFCL occur where efforts need to be concentrated. It also proposes an organogram for the CLU as found in Annex C.

Cabinet has endorsed the NPA, thereby giving its implementation executive backing. While this does not make the NPA a legally binding plan, it is generally accepted as a roadmap for attaining the target of eliminating child labour in Ghana. The NPA provides for various MDAs and civil society organizations to implement aspects of the document according to their mandates and abilities. It is required that each MDA would fit the relevant portions of the NPA into its own activity plans and thereby implement them as an integral part of their mainstream activities. This approach ensures that MDAs initiate and own activities to eliminate child labour. As an example, the Ghana Statistical Service has integrated child labour data capture into its surveys, while the Ministry of Finance has captured elimination of child labour in the national budget (this being largely the case since the 2009 national budget).

Copies of the NPA have been published and disseminated widely. It is intended for stakeholders to identify the roles they could play towards elimination of child labour as part of their mandated activities. Metropolitan, Municipal and District Assemblies in particular have been able to identify activities which they could implement to eliminate child labour.

#### **2.2.6 Guidelines and frameworks on child labour**

### ***(a) The Hazardous Child Labour Activity Framework (HAF)***

To fill some gaps in the available laws on child labour, the Hazardous Child Labour Activity Framework (HAF) has been drafted. This is in accordance with Article 4 of ILO Convention 182. The first HAF was developed by the NPECLC for the cocoa sector. In developing this “cocoa HAF”, the steps in cocoa production were listed; the activities in each step were examined for their effects on children who take part in them. Based on this, the “cocoa HAF” determined which of the steps in cocoa production were hazardous (children cannot take part in them) or safe (children can take part).

With this experience, an expanded HAF has been drafted which takes into account priority sectors of the National Plan of Action for Elimination of Child Labour in Ghana, namely:

- Fishing & fish mongering
- Mining
- Quarrying and sand winning
- Crop agriculture
- Cattle herding
- Domestic work
- Porterage and carting of loads (*kayaye*)
- Street hawking and begging
- Scavenging
- Hospitality
- Textile manufacturing
- Foundries
- Mills and machine operations
- Welding and spraying of vehicles

This HAF has been proofread and will be finalized within 2014 for application.

### ***(b) The Standard Operating Procedure (SOP)***

The NSCCL recognized the varied approaches for identifying, investigating, rescuing and supporting children in labour. To harmonize approaches, the SOP was developed to guide all agencies intervening in elimination of child labour. It provides guidance towards recognizing children in labour, how to perform investigation, actions to take including arrest of abusers and traffickers, and repatriation of child victims. The SOP was at the time of the self-assessment being proofread towards finalization and adoption for use among all partners.

### ***(c) Organizational child labour guidelines***

Some organizations have developed their own guidelines on employment of children. Such guidelines state the activities that children are permitted to perform and those that children are forbidden to perform, i.e. child labour activities. These guidelines are applied internally in such organizations to protect children from performing hazardous work or from working under hazardous conditions.

The Ghana Employers Association has also created guidelines for employers in employing children and assigning them appropriate work as well as providing them with suitable work conditions.

### **2.2.7 Approaches to elimination of child labour**

Elimination of child labour is achieved with a wide range of approaches. The key approaches identified are the following:

#### **(a) Institutional capacity building:**

The CLU, NPECLC and various NGOs have built the capacities of key governmental and non-governmental institutions to understand and appreciate the concepts of child labour and how to incorporate elimination of child labour into their work. In this approach, the capacities of MDAs and MMDAs have been developed. Various organizations have also undertaken to develop the capacities of their staffs on child labour to equip the staffs to continue capacity building among other staffs and partners. Ghana Cocoa Board (COCOBOD) is an example of this, with the capacities of its staffs in all regions having been built to appreciate concepts of child labour and how to eliminate the child labour.

School-based child labour elimination activities are also in place. Various projects have introduced Child Rights Clubs, Child Protection Clubs, Civic Clubs and Anti-Child Labour Clubs in schools to rally the children together, educate them about child labour and relevant national laws, and support them to put in place sensitization activities. The SCREAM methodology has been used in some communities with good result. The children perform drama, music and dance in their communities as a means of reminding the communities (adults and children) about the need to eschew child labour, and encouraging the children to attend school consistently. Some of these clubs perform monitoring of activities of children and report children who perform child labour activities to their teachers and members of the Child Protection Committee for resolution.

#### **(b) Community attitudinal change approaches:**

Dialog, sensitization and action plan development take place at the community level. Community and district-based NGOs and associations hold community meetings to discuss the prevalence of child labour, its causes and effects based on observable situations in the community or nearby communities. Preparation of community action plans (CAPs) is adopted in some communities. CAPs allow communities to analyze their needs, plan their solutions using locally available resources (noting where external support is needed) and drive their own change. This approach has proved to be sustainable because the communities rather than external entities take the lead in implementing activities. In addition, these approaches affect the entire community, challenging its norms and practices and influencing systemic change.

The ILO introduced the Integrated Area-Based Approach (IABA) in which all forms of child labour are considered when community interventions are being developed. This approach is good because it ensures holistic monitoring and elimination of all forms of child labour that exist in a community. It ensures that children do not leave one sector to work in a different sector within the same or different communities. This approach is supported by the activities of the District and Community Child Protection Committees (DCPCs and CCPCs).

#### **(c) Direct remediation**

Using community surveys, information from researchers and child labour monitoring activities in communities, children in labour are identified. Children who are found to be involved in child labour

are interviewed to detect the need which has driven them into child labour. The commonest need that drives children into labour is poverty of parents or caregivers, resulting in their inability to pay for all the needs of the children. The children therefore perform difficult work to augment the household income, often at the expense of their health or education. Some children who have no caregivers, including orphans, work to take care of themselves, i.e. to pay their rent, buy food and clothes, and pay for books and school levies.

For child labourers, direct support is given for three kinds of need:

- **Biological needs:** During rescue missions, children are sometimes identified who need food, medication and hospital care. Immediate needs are catered for as a first step.
- **Educational needs:** Children have typically received school uniforms, shoes, bags, exercise books, pencils and pens to enable them attend school. Those who may be too old to enroll in school have been provided with the needed tools such as sewing machines, hair dryers and fitting tools, and placed in apprenticeships to learn a trade.
- **Livelihood needs:** After immediate needs have been provided, there is need for long-term support to remove the cause of child labour. Families of identified child labourers have been provided with livelihood skills and tools to make them economically sound. Some very poor families have been enrolment on LEAP to prevent the children from continuing in child labour. Projects such as the Farmer Field Schools have also been established for poor households which have cocoa farms to rejuvenate the farm and improve the yield in order to increase household incomes. This enables the families to improve the household income without the children being involved in child labour. This approach has proved very useful but expensive.

It is worth noting that many projects combine these approaches.

## 2.3 Strengths

### 2.3.1 Legal framework

There is a good legal framework for elimination of child labour. The Children's Act alone provides a good elaborate framework within which elimination of child labour is grounded. The laws of Ghana have been widely disseminated in many parts of the country and the citizens are willing to obey the laws once they understand them. The law courts also very active to prosecute cases that are presented before them. The media reported a number of cases in which child traffickers have been arrested, prosecuted and jailed.

### 2.3.2 Commitment of Government, international agencies and local institutions

The Government of Ghana has shown its commitment to eliminating child labour through Cabinet's endorsement of the NPA and provisions made in the national budgets for elimination of child labour (refer Annex E). Establishment and support of structures for eliminating child labour, notably the CLU and NPECLC, reflects the commitment to the cause by Government. Several international donor agencies and technical partners, including ILO, IOM, UNICEF, DANIDA, USAID, DFID, CIDA and JICA

have provided funds for research and interventions to eliminate child labour. This commitment ensures that technical and financial momentum to eliminate child labour is sustained.

The Parliamentary Select Committee on Social Services has played a supervisory role over elimination of child labour. The Committee has paid annual monitoring visits to various sites to observe the efforts at eliminating child labour, and given relevant advice as feedback to the Executive arm of Government. It is noteworthy that Parliament's oversight role over elimination of child labour stems more out of the need to make appropriate laws and policies than to oversee direct implementation of projects.

The commitment of Ghanaian organizations, especially NGOs, has provided an avenue for partnership with Government and international agencies. Local NGOs and CBOs bring local content, including the use of local languages, to interventions to ensure acceptability of the message. Participation of local NGOs and CBOs allow retention of the knowledge and skill for eliminating child labour to sustain the efforts. The work of NGOs is largely monitored by the Department of Social Welfare and the District Assemblies. There is good collaboration between NGOs and state agencies; NGOs are often involved in decision-making and policy review processes, and have the freedom to express their views in all national matters. While the state does not fund NGOs, their work is largely regarded as a major contribution to the efforts of Government.

### **2.3.3 Social support schemes**

There are a number of social support schemes in place to support children who are at risk of, or in, child labour, particularly to support education. Some of these are outlined below:

- Establishment of the Capitation Grant, which currently stands at an amount of GH¢4.50 per child per term, has removed the amount of money that parents and caregivers (and some children themselves) have to pay in school fees. With its establishment, school enrolment increased from 88% in the 2004/2005 academic year to 92.8% in the 2005/2006 academic year (UNICEF 2007)<sup>6</sup>.
- The School Feeding Programme was established in 2005 to provide children one hot, nutritious meal to pupils in public basic schools during school hours. This programme ensures that children are fed and able to concentrate on their studies in school. It also removes the need for the children to go home for meals before the end of the school day since some children are unable to return to school to continue the day's work after meals (because of the distance between school and home). Within the first year, the School Feeding Programme led to an increase in enrolment by about 25%, and increased school attendance by up to 95%. To date, 1.6 million children in 4,920 schools are benefiting from the School Feeding Programme<sup>7</sup>.
- There is a scheme for providing exercise books and school uniforms to needy children in their communities. This is augmented by provision of similar items by various NGOs as part of their projects.
- The Livelihood Empowerment Against Poverty (LEAP) scheme has benefited about 74,000 households in 100 districts. It is gradually being expanded to more households to benefit

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<sup>6</sup> UNICEF (2007), Achieving Universal Primary Education in Ghana by 2015: A Reality or Dream?

[http://www.unicef.org/french/videoaudio/PDFs/Achieving\\_Universal\\_Primary\\_Education\\_in\\_Ghana\\_by\\_2015.pdf](http://www.unicef.org/french/videoaudio/PDFs/Achieving_Universal_Primary_Education_in_Ghana_by_2015.pdf)

<sup>7</sup> School Feeding Programme – 400,000 more to benefit <http://www.ghana.gov.gh/index.php/2012-02-08-08-32-47/features/2289-school-feeding-programme-400-000-more-to-benefit>

more vulnerable households, with one main benefit being that children will be less prone to being involved in child labour.

### 2.3.4 Availability of the NPA

Interventions in the past have been ad hoc and possibly inconsistent with national targets. The NPA gives a planned guide and clear national targets for elimination of child labour. This has made it possible for agencies to identify the roles they could play in eliminating child labour, particularly as concerns the tripartite of Government, employers and employees. Ministries in Ghana are able to identify their roles in eliminating child labour, as indicated in the table below:

**Table 1: Ministries and their roles in eliminating child labour**

Ministry	Role
Employment & Labour Relations	<ul style="list-style-type: none"> <li>• Hosting of the CLU, including providing staffs,</li> <li>• providing policy direction,</li> <li>• supervision and tabling of relevant policies and motions in Cabinet and Parliament</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Curriculum development factoring child labour interventions such as the SCREAM</li> <li>• Monitoring of enrolment and school attendance of children by Circuit Supervisors</li> </ul>
Gender, Children and Social Protection	<ul style="list-style-type: none"> <li>• Provision of social support such as LEAP to poor and needy families where child labourers could be made</li> </ul>
Local Government & Rural Development (working through MMDAs)	<ul style="list-style-type: none"> <li>• Provision of schools and other needed infrastructure</li> <li>• Child labour and school performance monitoring</li> <li>• Support to implementation of Community Action Plans (incorporation of community needs into District Development Plans)</li> </ul>
Finance & Economic Planning	<ul style="list-style-type: none"> <li>• Budget allocation</li> </ul>
Agriculture	<ul style="list-style-type: none"> <li>• Child labour monitoring by Agricultural Extension Officers</li> <li>• Community education and sensitization</li> </ul>
Lands and Forestry	<ul style="list-style-type: none"> <li>• Monitoring of child performance in mining, particularly surface mining (<i>galamsey</i>)</li> </ul>
Tourism and Creative Arts (potential role)	<ul style="list-style-type: none"> <li>• Monitoring of child participation in entertainment industry and prostitution</li> </ul>

## 2.4 Weaknesses

### 2.4.1 Gaps in the legal framework

Available laws define child work and child labour consistently. However, the following gaps were identified:

- The Children’s Act mentions that children are permitted to undertake *light work*. However, the Act does not elaborately state what activities constitute light work. Defining light work or child work is therefore subjective. It sometimes very difficult to tell when an activity

crosses the thin line from light work into child labour. For example, it is acceptable light work for a child to carry a load which he or she is able to comfortably carry. It is unacceptable for a child to carry a heavy load. The challenge is knowing at which stage a light load crosses into the realm of a heavy load and where the line is to be drawn.

- Section 91 of the Children’s Act mentions six categories of activity which constitute child labour. However, this does not cover all the areas in which child labour occurs. Neither does it amply define the details of some categories of child labour. For example, the Children’s Act mentions “going to sea” as a form of child labour, but does not mention fishing in the lake which is highly prevalent. An attempt to rectify this is being made through the development of the National Hazardous Child Labour Activity Framework which specifies child labour activities in critical sectors which have been identified by the Child Labour Unit. The HAF for the cocoa sector was developed in 2008 and gives specific definitions on child labour activities, weights that children can carry or not carry (expressed in terms of basket size of wet or dry cocoa beans for simplicity), and distances that children can walk or should not be made to walk. The National HAF needs to elaborate on child labour activities in a similar manner to what the cocoa HAF has done;
- The laws have not adequately prescribed sanctions against those who engage child labourers. The Human Trafficking Act is the only act that prescribes sanctions against traffickers, including those who traffic in children. This makes sanctioning of cases of child labour difficult.
- It was learned during the assessment that the CLU was *“established in the year 2000 as an ILO requirement for Ghana’s admission onto the International Program on the Elimination of Child Labour (ILO/IPEC). The Unit was created as the government counterpart to the ILO/IPEC and the government focal point for the elimination of child labour in Ghana. It is the oldest agency in Ghana involved in child labour monitoring activities in relation to ILO support programs. It is envisaged that the Unit will understudy the IPEC operational strategies for effective take over and national ownership of the child labour elimination program”* (see Annex D). This presumes that the CLU is the responsibility of ILO rather than the responsibility of the Government of Ghana, which reflects in the fact that the CLU receives more direct financial support from the ILO than from the Government for program implementation, monitoring, supervision and coordination. This situation does not augur well for sustainability of the CLU and national efforts towards elimination of child labour.
- No Child Protection Policy was identified during the assessment. It was noted that the Ministry of Gender, Children and Social Protection, in collaboration with UNICEF, had drafted a Child Protection Policy. This draft policy had not been reviewed by the Ministry of Employment and Labour Relations; it was therefore unclear whether the draft Child Protection Policy had captured the elements of child labour.

#### **2.4.2 Differences between cultural practices and the law**

The Constitution of Ghana, the Children’s Act, the Education Act, Criminal Offenses Act and all other laws consistently define a child to be a person who is less than 18 years of age. However, the cultural definition of “child” is largely inconsistent with this definition. In most traditional areas in Ghana, a

child is a person aged 12 or less. This difference in definition reflects in the attitude of people towards what child labour is.

It has been proposed in the draft Hazardous Child Labour Activity Framework (HAF) that the age at which children can perform light work be reduced from 13 years to 12 years in the Children's Act. This would put the law in conformity with cultural practice and ILO Convention 182.

#### **2.4.3 Measurement of prevalence of child labour**

Prevalence of child labour is not being consistently measured. The Ghana Statistical Service has not released any new data on child labour since 2003. The Ghana Statistical Service did not include indicators on child labour in the Multiple Indicator Cluster Survey (MICS 2011).

Various NGOs implementing activities to eliminate child labour have not performed any surveys or in-depth studies to quantify the prevalence and incidence of child labour. The Ghana Child Labour Monitoring System (G-CLMS) was created in 2011 to provide an avenue for quantifying the number of cases of child labour per community and district. It was piloted in 2012 by the NPECLC in 30 cocoa-growing communities. Its results have so far been inconclusive. Implementation of the G-CLMS has been observed to be rather expensive and difficult during the pilot phase. This has raised questions on whether it will fit the desired purpose of producing regular (quarterly or biannual) data on child labour to inform interventions. Piloting of the G-CLMS is set to continue in more communities for a more solid conclusion to be drawn on its usability and whether it will fit the purpose for its creation.

#### **2.4.4 Lack of enough data**

Apart from the Ghana Statistical Service which performs its surveys including the national census once every 10 years, there appear to be no strong tools for measuring the incidence and prevalence of child labour, let alone providing accurate figures on the numbers of child labourers in specific districts. This is crucial because it is not known where and what kind of intervention is needed most.

There is also not enough data on the number of Child Protection Committees, the number of communities implementing activities to eliminate child labour, the number of children benefiting from interventions, the number of LEAP beneficiary households in which child labour has been averted, number of children who have been enrolled on the NHIS as a result of child labour-elimination projects, etc. This general lack of data makes it difficult to quantify how well institutions and interventions are working and the impact of these interventions.

#### **2.4.5 Staffing, space and equipment**

The CLU was made up of five staffs at the time of the assessment. The number of staffs is too small to cover all the activities that the CLU would like to undertake as per the NPA. Some support is obtained from other units within the Labour Department, including the Employment Information Bureau (EIB). The NPA sets out an appropriate organogram which would enhance the work of the CLU when fully implemented (see Annex C). Putting in place the full complement of staff would introduce the need for more equipment, space and funds to cater for staff costs. The CLU occupies two small rooms in the Labour Department, which space would not be enough when the full complement of staffs is in place. There is one vehicle which is also not enough to perform monitoring and supervisory visits to various parts of the country.

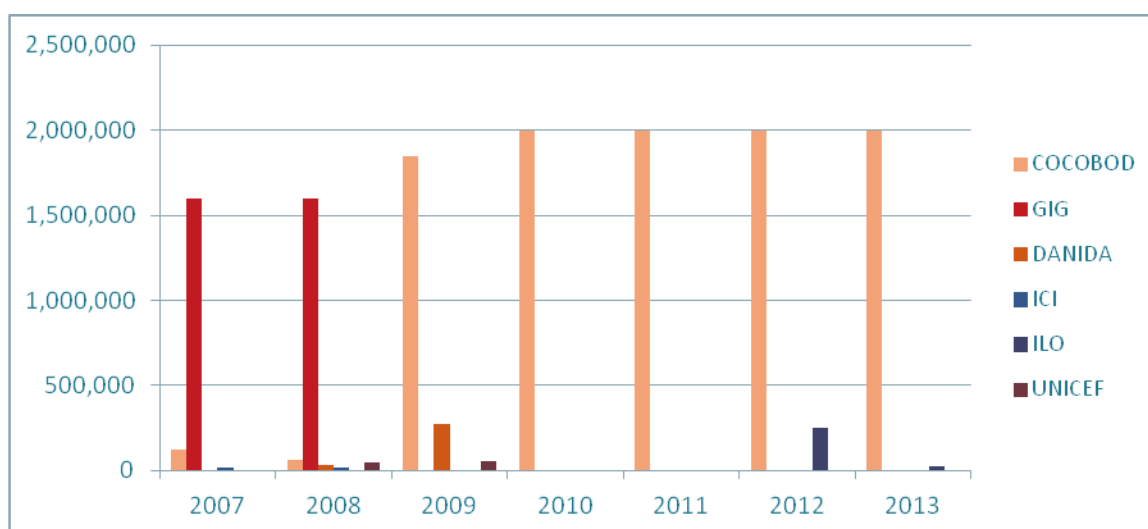
#### **2.4.6 Finances**



The national budget for the year 2009 reflected a state allocation for elimination of child labour. The national budget for 2014 which was presented in November 2013 also reflected allocation of funds for elimination of child labour. This is a clear reflection of the commitment of the state to eliminate child labour. It is however unclear which office receives these funds and how the funds are disbursed. Per the NPA, there are a good number of institutions which have roles to play in elimination of child labour at national, district, community and sector levels. The central point for coordination of child labour activities is the Child Labour Unit. The funds in the budget are not received by the CLU directly for its activities; neither does the CLU know which institution(s) receive these funds.

Donor agencies also provide funds for projects to eliminate child labour. Below is a figure which shows some of the funds that have been received by the NPECLC for its activities in the cocoa sector:

**Fig. 2: Funds and sources for elimination of child labour in cocoa<sup>8</sup>**

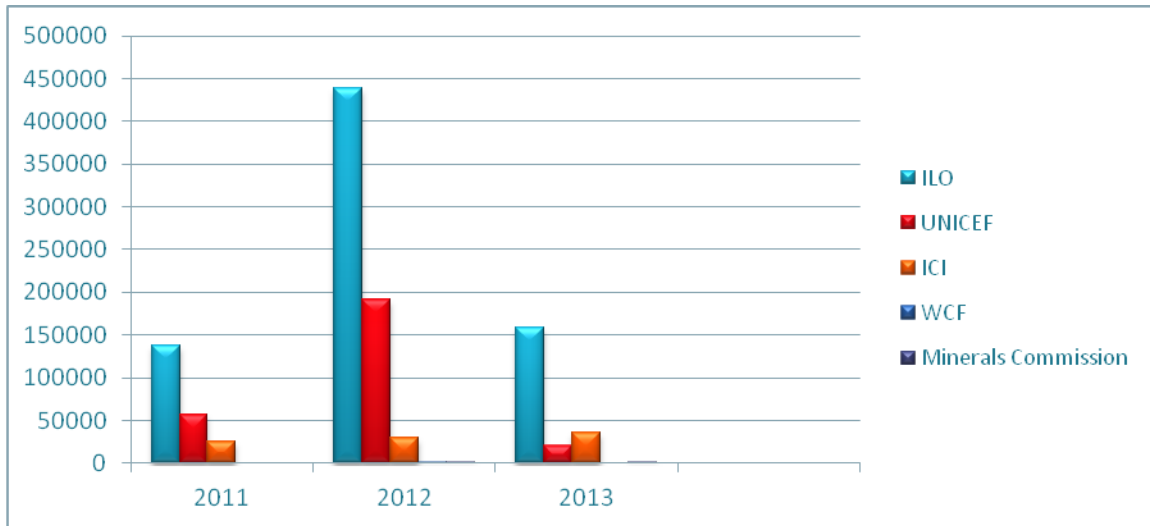


Various organizations also receive funds for activities towards elimination of child labour. While the figure above does not state exact funding of elimination of child labour in Ghana, it shows how funding has dwindled over time from donor sources.

Financial resources of the CLU for elimination of child labour in non-cocoa sectors are inadequate. The figure below shows the sources of funds and amounts available to the CLU over the past three years. It is noteworthy that the CLU is currently implementing two Action Programs of the ILO for which it has received funds. ILO is still largely the primary contributor to CLU activities.

**Fig. 3: Funds and sources of the CLU over the period 2011 to 2013**

<sup>8</sup> COCOBOD represents the Government of Ghana, being a major source of national revenue. The Cocoa Global Issues Group (GIG) was dissolved in 2011, which is why no more funds were received from them. DANIDA and UNICEF responded to proposals from NPECLC; when no proposal was submitted by the NPECLC, UNICEF and DANIDA did not provide any funds.



There is a noted concentration of funds for elimination of child labour in the cocoa sector in Ghana. This is primarily due to the strong dependence of Ghana’s economy on cocoa, deadlines and requirements of the Harkin-Engel Protocol which is based on ILO Convention 182, and availability of financial support from chocolate manufacturing companies in addition to consistent flow of funds from the Government via Ghana Cocoa Board (COCOBOD). It is noted that the NPECLC has received GH¢2 million directly for interventions each year from 2012 through 2014, as per the national budget statement and economic policy (see Annex E); the CLU has not received any funds from Government for direct intervention, although the staffs’ salaries and operational costs are provided from Government allocations to the Labour Department. It is noteworthy that the national budget statement and economic policy for 2012 allocated an amount of GH¢37,928,026 for elimination of child labour in fisheries, cocoa and mining; there was no allocation of funds for child labour interventions in the 2013 budget and economic policy.

The CLU has operated largely on donor and project funds from 2011 to 2013. It is noteworthy that Ghana assumed a middle lower-income economic status in 2012, coupled with the discovery of oil which is a major income-generating resource. For this reason, donor funds have begun to diminish, and this is likely to affect the performance of the CLU within a few years.

For 2014, GH¢38,542,298 has been allocated specifically for implementation of the NPA. The Ministry of Employment and Labour Relations needs to follow up on this amount and ensure that it is released and applied appropriately.

#### 2.4.7 Coordination of programs and projects

There are several child labour elimination interventions being implemented in the country. The NSCCL provides a platform for interactions and feedback from some projects, while the CLU pays monitoring visits to some of the project sites. However, there is no strong coordination system for all the interventions. New interventions and projects are heard of occasionally, which shows that several projects probably exist which are not known to the CLU; the approaches, successes, number of children affected and lessons from such projects are therefore not known.

There are specific weaknesses in the lack of a coordination system:

- Data exists in piecemeal form in various organizations which are not shared and collated into one set of national data.
- There are no national reports on child labour. What exist are reports from various projects which reflect only the work being done by those entities. These are often presented to international organizations, giving an incomplete picture of the child labour situation. Ghana may therefore be under-reporting on its performance on child labour.
- The cost of eliminating child labour is not known. The amount of money spent nationally for elimination of child labour is also not known since such information has not been coordinated.
- The lack of coordination causes partners to view each other as competitors. For this reason, information, resources, approaches and lessons are not consistently shared among partners. As an example, while families that qualify for LEAP support are required to ensure that their children are not involved in child labour, there is no data on how many families have removed their children from labour in order to qualify to receive LEAP support. Additionally, there is no data on the number of child labourers who have been enrolled on the National Health Insurance Scheme (NHIS) through projects. This makes it difficult to quantify the extent to which these social interventions have benefitted children who are in labour.
- The coordination function of the NSCCL has been difficult to perform. One of the reasons for this is that the NSCCL is composed of persons at Director-level or higher, i.e. persons who are in decision-making positions. Such persons are often very busy and unable to personally take part in NSCCL meetings and activities. Those delegated to take part in meetings might not have the decision-making power, which makes it difficult for concrete decisions to be made at the NSCCL level.

In 2011, the CLU designed a reporting format which all partners were required to fill and submit to the CLU. This reporting framework was aimed at gathering and collating information about elimination of child labour, enabling the preparation of national reports on elimination of child labour. The reporting format is yet to be validated and rolled out.

#### **2.4.8 Opportunities to replace child labour**

It is widely accepted that education is the best option to replace child labour. The Education Act, 2008 (Act 778) provides the framework for child enrolment and attendance in school. It places the responsibility of ensuring compulsory enrolment and attendance of all children of school-going age on the parents, communities and district assemblies. However, some children do not have easy access to school. Not all communities have schools within the recommended 5km radius. Children, especially the very young ones, who have to walk up to 8km daily to school and back home sometimes become tired and discouraged and quit school. Secondly, some communities have schools but do not have enough teachers, books or furniture, thereby making participation in school a major challenge. Such children easily drop out of school or become truant as a result of low interest and value attached to education. Some school buildings are also simply unattractive to the children because of the building materials used and the dilapidated state of the buildings (cracks in the walls, leaky roof, broken doors, etc).

Thirdly, some children who are able to complete Junior High School find it difficult to access Senior High School due to distance of available school from home and poverty of parents, coupled with the difficulties associated with accessing scholarships including the COCOBOD Scholarship. Children who

complete Junior High School are permitted by law to be employed. It is very easy for children who are employed in the informal sector to fall into child labour due to poor monitoring and lack of ample regulation of the informal sector.

It is unclear how free school uniforms mentioned in 2.3.3 are distributed. Some children who do not have school uniforms refuse to attend school because they feel odd among their classmates. Again, it is unclear how schools are selected to benefit from the School Feeding Programme.

#### **2.4.9 Social Protection versus Child Labour**

The Ministry of Gender, Children and Social Protection (MoGCSP) in collaboration with UNICEF had established a Social Protection programme. As part of this programme, District and Community Social Protection Committees (DSPCs and CSPCs) were to be formed whose membership is the same as the District and Community Child Protection Committees. The intention is for the DSPCs and CSPCs to subsume the work of the DCPCs and CCPCs. At the time of this assessment, it was unclear how the DSPCs and CSPCs would function. It was also unclear whether child labour would still maintain prominence as an issue of national concern if it is subsumed under the principle of social protection. The fear is that child labour would be forgotten and Ghana might not achieve its targets as set out in the NPA.

It is also unclear the extent of collaboration between the MOGCSP and the MELR, and why parallel interventions are being implemented with support of separate donor agencies without collaboration between the two ministries. A further example of this situation is the observed support of UNICEF to the MOGCSP for the development of another SOP when the same UNICEF has supported the development of the SOP with the CLU. This poses a serious threat to the achievement of the national goals and targets set in the NPA.

## Chapter 3: Way forward and recommendations

In order to further the cause of elimination of child labour in Ghana, the CLU has some expectations as follows:

### 1. Full implementation of the NPA

The NPA is being rolled out gradually by the partners. The rollout needs to be planned to cover the two-year period remaining for full implementation of the NPA. Partners therefore need to include more activities in their action plans to contribute to elimination of child labour. The organizational structure proposed needs to be fully implemented, and the leadership of the Ministry of Employment and Labour Relations is required for this to happen. Increased collaboration between the Ministry of Employment and Labour Relations and the Ministry of Gender, Children and Social Protection would ensure that the social protection measures required for elimination of child labour are firmly put in place.

It is important for the NPA to be costed so that the expected cost of implementing the NPA fully is known. This will inform the Ministry of Finance and Economic Planning and donor agencies when future budgetary allocations for child labour elimination are being prepared. It is expected that the budget allocation for elimination of child labour for 2014 will be appropriately directed such that the CLU could oversee how the funds are expended and assess the impact of these funds towards achieving the targets.

In rolling out the NPA, it is very important for data from surveys, censuses and research to be used to direct interventions where they are needed. For example, with the knowledge that child labour occurs more in rural areas than in urban areas, it is important to direct enough interventions to the rural areas to drastically reduce the number of cases of child labour without neglecting the urban centers.

### 2. Increased coordination of child labour elimination efforts

The reporting format developed by the CLU will be finalized and communicated to all partners in the country who intervene in elimination of child labour. All partners will be encouraged to fill the format regularly and submit the information to the CLU.

Coordination meetings will be set up in which partners will participate and share their approaches, lessons, challenges and successes. Data on child labourers in the districts and communities will be required from all partners, both Governmental and non-Governmental; these data will be collated and used for preparation of reports and designing of relevant interventions. The CLU will share reports and information with partners using its coordination meetings, newsletters and its website [www.labourdepartment.gov.gh](http://www.labourdepartment.gov.gh). The CLU will be able to play its coordination function increasingly when the proposed organogram in the NPA is implemented.

Coordination between the NPECLC and CLU needs to increase to ensure that lessons from eliminating cocoa-related child labour contribute to elimination of child labour in other

sectors; this is specified in the NPECLC framework. This will also ensure that children do not leave the cocoa sector and perform child labour in other sectors.

### **3. Increased support to children in need**

While LEAP and other Government social interventions exist that support child labourers, more support is needed to help such children and their families. Partners, especially corporate bodies (the private sector) will be encouraged to establish scholarship schemes and foundations to support construction of schools and other facilities in communities where child labour is rife as part of their corporate social responsibilities. The GEA needs to lead efforts to gain the support of corporate bodies to eliminate child labor.

### **4. Implementation and augmentation of existing laws**

Increased sensitization about existing laws will be done, particularly with MMDAs taking the lead. Monitoring of compliance with the law will also be increased; those who flout the laws will need to be prosecuted. As an example, those who employ children to perform hazardous work, parents and caregivers who refuse to enroll their children or wards in school, and parents who refuse to cater for the basic needs of their children need to be prosecuted to deter others who might also fail in these duties.

Sanctions need to be prescribed clearly for those who engage child labourers. This could be done either by amending the Children's Act or by including sanctions in the Legislative Instrument (LI). will fill the gap in the Children's Act and make prosecution of cases easier and consistent.

### **5. Increased funding**

It is very necessary that the NPA is costed. This will reveal the amount needed to implement activities to eliminate child labour. Government is expected to increase its funding support to cover all sectors of the economy in which child labour exists or could exist. The cocoa sector remains a vital sector to Ghana's economy and should be given the needed support. However, other sectors need to be supported with ample and consistent funds so that children do not leave the cocoa sector to perform child labour in other sectors where interventions are not strong enough. More donor funding is also needed to support non-cocoa sectors.

Diversification of funding sources needs to be explored. For example, telecom companies, banks and mining companies among others could be approached to support child labour elimination efforts in specific sectors or specific geographical areas.

### **6. Increased support from, and coordination among, MDAs**

All Ministries, Departments and Agencies (MDAs) need to identify the roles they could play towards elimination of child labour in order to contribute to the national goal. The Ministry of Local Government and Rural Development, in particular, needs to support the MMDAs to mainstream elimination of child labour into all of its activities and make the needed budgetary allocation to elimination of child labour. This is critical because MMDAs are the institutions that lead all development at the district level; the Education Act places a strong responsibility on MMDAs to ensure that children compulsorily attend school. Additionally, the national budgetary allocation for elimination of child labour specifically puts District

Assemblies as the lead agencies to implement the NPA. Therefore, there is very high expectation of the Ministry of Local Government and Rural Development in elimination of child labour.

The Inter-Ministerial Forum on Child Labour needs to be re-established. This will give Ministers of State a good forum to discuss Ghana's progress towards elimination of child labour, and make decisions which their respective ministries will implement. Reviving this forum would also enable the NSCCL to interact more closely with the Ministers of State and develop action points to hasten progress on implementation of the NPA.

## **7. Research and data**

The Ghana Statistical Service also has a crucial role to play in providing enough, regular, trustworthy data to inform interventions. Inclusion of children under age 15 when assessing the performance of work in the Population and Housing Census (PHC), Multiple Indicator Cluster Survey (MICS) as well as the Ghana Living Standards Survey (GLSS) might be very useful. In addition to the Ghana Statistical Service, various research institutions and organizations need to share their research methods and findings with the NSCCL, and also disseminate the valid findings widely to inform interventions. Research institutions, particularly the universities in Ghana, need to encourage more child labour-related research to augment the available data.

Other institutions such as the Ghana Education Service (GES), LEAP Secretariat and National Health Insurance Authority (NHIA) need to collect enough data such that the number of children in labour who have benefitted from these schemes could be deduced.

The CLU suggests the following as post-assessment activities:

- As part of the larger ECOWAS peer review activity, discussions need to be held with the institutions which could not be interviewed during the self-assessment (Listed under 1.4). A meeting with the NSCCL also needs to be convened to obtain their perspectives.
- The CLU would like to continue to perform a self-assessment on a regular (annual or semi-annual) basis. This exercise would involve various partners who are involved in elimination of child labour; and it will produce information which will guide activities towards elimination of child labour throughout the country and across sectors. This would enhance coordination of activities, but will be possible if funds would be available for this activity.

# Annexes

## Annex A: Tools employed for the self-assessment

### Tool 1: CLU self assessment guide

<b>PART A: Structure and function of the CLU</b>			
1. How and when was the CLU formed?			
2. Under what legal frame does the CLU operate?			
3. Is there Parliamentary oversight over the CLU?			
4. In the Governmental hierarchy, where does the CLU fall/fit?			
5. Why was the CLU established?			
6. Currently, what activities are the CLU undertaking (state actual activities)?			
7. What are the goals and objectives of the CLU?	Goal & objectives for 2013		
	Goal & objectives for 2014 – 2015		
	Long term goal(s)		
8. Are the goals & objectives in line with the NPA?			
<b>PART B: Capacity of the CLU</b>			
9. Who are the staffs of the CLU? What are their qualifications & roles?			
10. What equipment is available to the CLU?			
11. Does the capacity of the CLU enable it to achieve all its expected objectives?			
12. What else does the CLU need to meet its fullest capacity?			
<b>PART C: Elimination &amp; monitoring of child labour in Ghana</b>			
13. What was the CL prevalence when the CLU was established? How was this figure obtained?			
14. What is the current CL prevalence? How was this figure obtained?			
15. How are the incidence and prevalence of CL measured (data capture and analysis)?			
16. How effective is this method of measuring prevalence and incidence of CL?			
17. How effective is the G-CLMS?			
18. In your estimation, what is the best way to evaluate the incidence and prevalence of CL in Ghana?		How often can this be done?	
		Who is best placed to	



		undertake this evaluation?	
19. Who are allies in eliminating CL?		What are their current roles?	
20. Who pose a threat to the effort to eliminate child labour?		What are their current roles?	
21. What are the existing approaches towards eliminating CL?			
22. Who does what in this approach?	CLU direct		
	Central Gov't		
	Parliament		
	Ministries:	Employment & Labour Relations:	
		Education:	
		Social Protection:	
		Local Government:	
		Health:	
		Agric:	
		Lands & Forestry:	
		Chieftaincy Affairs:	
		Tourism & Creative Arts:	
		Others:	
	UN Agencies		
	LNGOs		
	CBOs		
	Others		
23. How successful are these approaches?			
24. What needs to be improved?			
<b>PART D: Finances</b>			
25. Give figures for the operational budget for eliminating CL for at least the last 3 years, segregated into sources of funds:		26. Give figures for expenditure for at least the last 5 years	
27. What were the budget deficits?		28. How did this affect child labour activities?	
29. How are funding sources coordinated?			
30. In your opinion, what is the cost of eliminating CL?		31. What is the cost of implementing the NPA?	
32. What are the challenges with regards to sourcing funds for CL elimination?			
<b>Part E: Law enforcement</b>			
33. What are the laws that elimination of CL hinge on (legal frame for elimination of CL, including social protection)?			
34. How have the following been performed?	Identification of children in labour		
	Identification of trafficked children		
	Evidence gathering		
	Victim support		
	Judgment against abusers & traffickers		

	Awareness raising and sensitization about CL	
35. Have efforts to eliminate CL increased, reduced or been stable in the last 3 – 5 years? How do you know?		
36. Do social protection systems focus on/support elimination of CL?		
37. Does promotion of education focus on/support elimination of CL?		
<b>Part F: Way forward</b>		
38. What is the CLU's plan for 2014? What are the CLU's objectives for 2014?		
39. How does the CLU plan to:	Source funds?	
	Undertake the planned activities?	
	Meet its target?	
	Build partnerships & support?	
40. What is the laid-down program to meet the NPA targets (by 2015)?		
41. What are the post-NPA plans?		
42. In your estimation, what will it take for CL to be eliminated in Ghana? By when?		
43. How should the CLU be positioned to meet its objectives and <i>raison d'être</i> ?		
44. What should be the roles of key actors in eliminating CL in Ghana?		

## Tool 2: Consultation with key stakeholders in CL elimination

Stakeholders to be interviewed may include:

- Ministry of Employment & Labour Relations
- Ministry of Gender, Children & Social Protection
- Ministry of Local Government
- Ministry of Finance/ COCOBOD
- Ministry of Education
- Social Services Sub-Committee of Parliament
- ILO
- UNICEF
- ICI/ Cocoa Life/ NPECLC
- Anti-Human Trafficking Unit of the Ghana Police Service
- At least one male and one female traditional leader

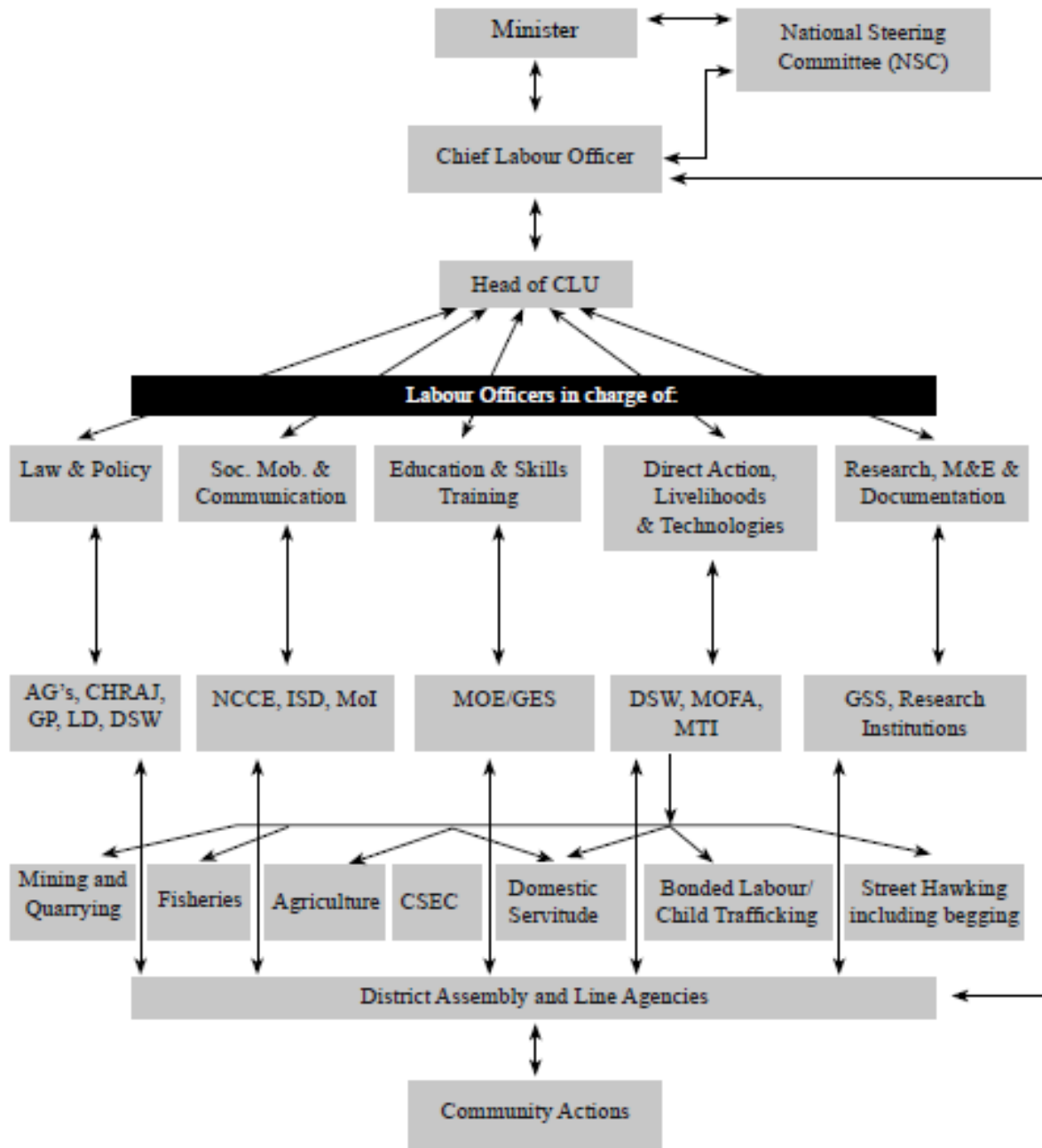
Name of agency	
Name of person(s) interviewed	Date of interview: Start time: Finish time:
1. What is your agency's role in elimination of CL?	
2. Is this role easy to play? Why/not?	
3. Name 2 key successes you have chalked in eliminating CL.	• •
4. Name 2 challenges you face in eliminating CL	• •
5. How does your agency relate with the CLU (e.g. do you supervise/ fund/report to the CLU)?	
6. How effective is this relationship? Explain how this relationship contributes to elimination of CL.	
7. How do you think your role in eliminating CL could be better played?	
8. How do you think you could [better] collaborate with the CLU?	
9. What else do you recommend for elimination of CL?	
10. Do you have any other comments?	

**Annex B: List of local & international laws on child labour & child protection (compiled by the CLU)**

1. Constitution Of Ghana, 1992
2. Criminal And Other Offences (Procedure) Act, 1960 (Act 30)
3. Criminal Offences Act, 1960 (Act 29)
4. Domestic Violence Act, 2007 (Act 732)
5. Human Trafficking Act, 2005 (Act 694)
6. Juvenile Justice Act, 2003 (Act 653)
7. Administration Of Estates Act, 1961 (Act 63)
8. Adoption (High Court) Rules, 1963 (Li 276)
9. Armed Forces Act, 1962 (Act 105)
10. Armed Forces (Revised Pensions Provisions) Act, 1967 (N.L.C.D. 187)
11. Armed Forces (Amendment) Regulations, 2000 (Li 1668)
12. Children’s Act, 19981 (Act 560)
13. Child Rights Regulations, 2002 (Li 1705)
14. Commission On Human Rights And Administrative Justice, 1993 (Act 456)
15. Companies Act, 1963 (Act 179)
16. Courts Act, 1993 (Act 459)
17. Day-Care Centres Regulations, 1979 (Li 1230)
18. District Court Rules, 2009[C.I. 59]
19. Education Act, 2008 (Act 778)
20. Evidence Act, 1975 (N.R.C.D. 323)
21. Factories, Offices And Shops Act, 1970 (Act 328)
22. Getfund Act, 2000(Act 581)
23. Ghana Education Service Act, 1995 (Act 506)
24. High Court (Civil Procedure) Rules, 2004[C.I. 47]
25. Immigration Regulations, 2001 (Li 1691).
26. Internal Revenue Act, 2000 (Act 592)
27. Intestate Succession Act, 1985 (P.N.D.C.L. 111)
28. Labour Act, 2003 (Act 651)
29. Labour Regulations 2007 (Li 1833)
30. Limitation Act, 1972 (N.R.C.D. 54)
31. Marriages Act, 1884-1985 (Cap. 127)
32. Matrimonial Causes Act, 1971 (Act 367)
33. National Health Insurance Regulations, 2004 (Li 1809)

34. National Pensions Act, 2008 (Act 766)
35. National Vocational Training Act, 1970 (Act 351)
36. National Vocational Training Board (Apprentice Training) Regulations, 1978 (L. I. 1151)
37. Probate And Administration Rules, 1991 (Li 1515)
38. Public Trustee Act, 1952 (No. 24)
39. Registration Of Births And Deaths Act, 1965 (Act 301)
40. Registration Of Births And Deaths Regulations, 1970 (Li 653)
41. Refugee Law, 1992 (P.N.D.C.L 305 D)
42. Vaccination Act, 1951 (Cap. 76)
43. Wills Act, 1971 (Act 360)

Annex C: Proposed organogram of the CLU per the NPA



#### **Annex D: Profile of the Child Labour Unit**

The Child Labour Unit of the Labour Department (Under the Ministry of Manpower Development and Employment) was established in the year 2000 as an ILO requirement for Ghana's admission onto the International Program on the Elimination of Child Labour (ILO/IPEC). The Unit was created as the government counterpart to the ILO/IPEC and the government focal point for the elimination of child labour in Ghana. It is the oldest agency in Ghana involved in child labour monitoring activities in relation to ILO support programs. It is envisaged that the Unit will understudy the IPEC operational strategies for effective take over and national ownership of the child labour elimination program.

As the national agency with responsibility for ensuring an effective national program for the elimination of the worst forms of child labour, **its mandate includes policy and legislative development, training, advocacy and sensitization, coordination and monitoring of all child labour elimination programs.** It is also to foster collaboration and networking among partners/stakeholders, as well as monitoring of the child labour situation in Ghana. The Unit is also to foster collaboration with regional and sub-regional counterparts, as well as international partners for an effective partnership in the global fight to eliminate the canker.

The Child Labour Unit has since its inception provided technical support for the training of MDAs, members of employers' and workers' organizations, NGOs and other partners working to fight against child labour.

As part of its responsibilities, the Unit collaborates with all stakeholders, national and international, governmental and non-governmental. It serves as the Secretariat to the National Steering Committee of child labour.

As a unit in the labour department, it has direct links with the District Labour offices. It has played a lead role in the implementation of several ILO/IPEC Child Labour Projects since its inception. It is currently coordinating the implementation of the National Plan of Action (NPA) for the Elimination of the Worst Forms of Child Labour in Ghana (2009 -2015).

**Annex E: List of some organizations implementing projects/programs towards elimination of child labour**

1. Future Resources Development (Central and Greater Accra Regions)
2. Rescue Foundation (Central and Greater Accra Regions)
3. Parent and Child Foundation (Central, Greater Accra, Brong Ahafo and Volta Regions)
4. International Needs Network (Central, Greater Accra and Volta Regions)
5. Royals Health Organization (Volta Region)
6. Community Development Consult Network (Western Region)
7. Support for Community Mobilization Projects Program (SCMPP, Western Region)
8. Projects Management (PROMAG) Network (Western Region)
9. Rural Environmental Care Association (Western and Eastern Regions)
10. General Agricultural Workers Union of the Trades Union Congress (Volta and Eastern Regions)
11. Save Life for All Foundation (Ashanti Region)
12. Center for the Development of People (Ashanti, Western and Upper West Regions)
13. Oasis Foundation (Central Region)
14. Child Rights International (Eastern and Greater Accra Regions)
15. Plan Ghana (Central, Volta and Northern Regions)
16. Development Fortress (Central Region)
17. Global Responses Initiative (Western Region)
18. CAYDNET (Eastern Region)
19. FYSSO (Volta Region)
20. APPLE (Volta Region)
21. RAINS (Northern Region)
22. African Movement for the Prevention of Child Abuse and Neglect (AMPCAN)
23. The Ark Foundation
24. CARE International
25. Catholic Relief Services (CRS)
26. Catholic Action for Street Children (CAS)
27. Child Rights International (CRI)
28. Children Research For Action and Development Agency (CRADA)
29. CRRECENT
30. Hope for Humanity (HfH)
31. IBIS Ghana
32. International Foundation for Education and Self Help (IFESH)
33. Participatory Development Associates (PDA)
34. Rainforest Alliance
35. Voluntary Services Overseas (VSO, Western, Ashanti & Eastern Regions)
36. World Vision International (Western, Ashanti & Eastern Regions)
37. Winrock International (Western, Eastern & Volta Regions)
38. World Cocoa Foundation
39. International Cocoa Initiative
40. Ghana Cocoa Board
41. The Hunger Project
42. Social Mobilization Partners Against Child Labour (SOMOPAC)



43. Curious Minds

44. Ghana NGO Coalition on the Rights of the Child

## **Annex F: National budgetary allocations to elimination of child labour – excerpts from budget speeches**

### ***F1. Budget statement and economic policy for the 2014 financial year***

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402. Government through COCOBOD organized a Stakeholders forum to review all aspects of the cocoa supply chain to ensure efficiency and reduce operational costs. In 2014, the National Programme for the Elimination of Worst Forms of Child Labour in Cocoa growing areas will continue to support the sensitization and educational programme to reduce the incidence of worst forms of child labour in cocoa production.

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689. Mr. Speaker, Ghana is a signatory to international protocols and agreements on ensuring that children are not used for or exploited in the production of goods and services for domestic consumption and for exports. In this regard, Government will collaborate with domestic and external partners to ensure that children are not exploited in economic ventures, particularly in the cocoa, fisheries, quarry and mining segments of the economy. The Ministry will collaborate with MOF and Cocoa Board and other partners, particularly the District Assemblies to implement the National Plan of Action on Elimination of Child Labour.

690. Mr. Speaker, for the implementation of the above programmes, an amount of **GH¢38,542,298** has been allocated. Out of this GoG is GH¢34,917,348 and GH¢3,624,950 is IGF.

### ***F2. Budget statement and economic policy for the 2012 financial year***

303. The National Programme for the Elimination of Worst Forms of Child Labour in Cocoa growing areas (NPECLC) continued to be supported by COCOBOD. The NPECLC was supported with an amount of GH¢2.0 million from COCOBOD.

312. The National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa growing areas (NPECLC) will continue to support the sensitization and educational programme to reduce the incidence of worst forms of child labour in cocoa production. An amount of GH¢2.00 million has been allocated for this programme.

708. Madam Speaker, Ghana's cocoa was under threat of international boycott as a result of the alleged involvement of children in the production chain of cocoa. The joint efforts of the Ministry and Ghana Cocoa Board resolved the issue. A Ghana Child Labour Monitoring system (GCLMS) has been developed to establish a permanent monitoring system on all forms of child labour for appropriate remediation to be carried out.

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716. Madam Speaker, the Ministry will collaborate with the Ghana Statistical Service (GSS) and ILO to conduct a National Labour Survey to provide information on the rate of unemployment for a more effective employment policy implementation. A functional Labour Market Information System (LMIS) will be established to provide labour demand and supply data in all segments of the economy. The survey will also capture children's involvement in unacceptable economic activities (Worst Forms of Child Labour)

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722. Madam Speaker, Government will continue with the protection of the cocoa industry from threats of sanctions and boycott in the international market. To this end, the fisheries, cocoa and mining segments of the economy where Child Labour is alleged to be prevalent will be targeted in the first phase of the implementation of the National Plan of Action to Eliminate the Worst Forms of Child Labour (NPA). By August 2012, it is estimated that 85 per cent communities will each have a community register of children's involvement in economic activities.

723. For the implementation of the above activities, an amount of **GH¢37,928,026** has been allocated. Out of this, GH¢20,793,594 is GoG, GH¢3,981,280 is IGF and GH¢10,000,000 is ABFA and GH¢3,154,152 is donor.

## Annex G: Some useful links

1. ILO/IPEC/WACAP Terminal Review Report  
<http://www.ilo.org/public/english/region/afpro/abuja/download/wacapterminalreport.pdf>
2. ILO Conventions 138, 182, Recommendation 190, African Charter on the Rights and Welfare of the Child, United Nations Convention on the Rights of the Child  
[http://www.ilo.org/wcmsp5/groups/public/---africa/documents/publication/wcms\\_227737.pdf](http://www.ilo.org/wcmsp5/groups/public/---africa/documents/publication/wcms_227737.pdf)
3. [www.labourdepartment.gov.gh](http://www.labourdepartment.gov.gh)
4. <http://www.ilo.org/ipec/Campaignandadvocacy/Scream/lang--en/index.htm>
5. Laws of Ghana <http://ghanalegal.com/?id=3&grp=4&t=ghana-laws>
6. Cocoa Labor Survey in Ghana  
<http://www.npeclc.gov.gh/Downloads/Cocoa%20Labour%20Survey%202007-2008.pdf>
7. Ghana Child Labour Survey  
[http://www.childinfo.org/files/Ghana\\_2011\\_MICS\\_Summary\\_Report.pdf](http://www.childinfo.org/files/Ghana_2011_MICS_Summary_Report.pdf)
8. Cocoa Hazardous Child Labour Activity Framework  
<http://www.npeclc.gov.gh/Downloads/HAF.pdf>
9. Ghana Child Labour Data Country Brief  
<http://www.ilo.org/ipecinfo/product/download.do?type=document&id=7798>
10. Studies on child labor in the cocoa sector in Ghana and Cote d'Ivoire [www.childlabor-payson.org](http://www.childlabor-payson.org)
11. Ghana NGO Coalition on the Rights of the Child  
<http://www.crin.org/organisations/viewOrg.asp?ID=482>
12. UNICEF (2007) Achieving universal basic education by 2015  
[http://www.unicef.org/french/videoaudio/PDFs/Achieving\\_Universal\\_Primary\\_Education\\_in\\_Ghana\\_by\\_2015.pdf](http://www.unicef.org/french/videoaudio/PDFs/Achieving_Universal_Primary_Education_in_Ghana_by_2015.pdf)
13. Ghana Population and Housing Census 2010  
[http://www.statsghana.gov.gh/docfiles/publications/2010\\_PHC\\_demographic\\_social\\_economic\\_housing\\_characteristics.pdf](http://www.statsghana.gov.gh/docfiles/publications/2010_PHC_demographic_social_economic_housing_characteristics.pdf)
14. Ghana Child Labour Survey 2001 <http://www.statsghana.gov.gh/nada/index.php/catalog/10>
15. Budget statement and economic policy for 2014  
[http://www.mofep.gov.gh/sites/default/files/budget/2014\\_Budget\\_Statement\\_0.pdf](http://www.mofep.gov.gh/sites/default/files/budget/2014_Budget_Statement_0.pdf)
16. Budget statement and economic policy for 2013  
[http://www.mofep.gov.gh/sites/default/files/budget/2013\\_Budget\\_Speech.pdf](http://www.mofep.gov.gh/sites/default/files/budget/2013_Budget_Speech.pdf)
17. Ghana Trusts Bill [http://www.posdev.org/library/trust\\_bill\\_2006/trust\\_bill\\_2006\\_eng.html](http://www.posdev.org/library/trust_bill_2006/trust_bill_2006_eng.html);  
[http://www.g-rap.org/docs/NGO\\_legislation/Ghana%20Trust-NGO%20Draft%20Bill%20-%20text%202006.pdf](http://www.g-rap.org/docs/NGO_legislation/Ghana%20Trust-NGO%20Draft%20Bill%20-%20text%202006.pdf)
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