**STAKEHOLDER ENGAGEMENT ON THE MATE MASIE PROJECT**

**REPORT**



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**TO: WINROCK INTERNATIONAL**

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**LIST OF ACRONYMS**

CHRAJ Commission on Human Rights and Administrative Justice

CL Child labour

CLMRS Child Labour Monitoring and Remediation System

CLU Child Labor Unit

CPC Child Protection Committee

CPCCs Community Child Protection Committees

DCPC District Child Protection Committee

FCUBE Free Compulsory Universal Basic Education Programme

GCLMS Ghana Child Labour Monitoring System

ICI International Cocoa Initiative

ILO International Labor Organisation

LBC **Licensed Buying Company**

**LEAP** **Livelihood Empowerment Against Poverty**

MATE MASIEMaking Advances to Eliminate Child Labour in More Areas by Sustainable Integrated Efforts

MELR Ministry of Employment and Labour Relations

MMDA Metropolitan, Municipal, and District Assembly

MOCA Mobilizing Community Action and Promoting Opportunities for Youth in Ghana’s Cocoa-Growing Communities

MOGCSP Ministry of Gender, Children and Social Protection

NBSSI National Board for Small Scale Industries

NGO Non-Governmental Organization.

NPA National Plan of Action for the Elimination of Child labour

NSCCL National Steering Committee on Child Labor

NPECLC National Programme on the Elimination of Child Labour in Cocoa

PPP Public-Private- Partnership

UNICEF United Nations Children’s Fund

USDOLUnited States Department of labour

WFCL Worst Forms of Child Labour

**SECTION 0.0: EXECUTIVE SUMMARY**

The assignment was to identify:

The capacity, resources, and systems of Ashanti region cocoa cooperatives for monitoring and enforcing child labor laws;

The landscape of current relevant programming in the Ashanti region (i.e. existing livelihood, social protection, and child labor remediation services

Gaps in and barriers to accountability mechanisms; child labor monitoring and enforcement; and access to services in the Ashanti region

**Number of Stakeholders Interviewed**

In all, 39 Stakeholders were interviewed comprising representatives of Cocoa Co-operatives, District and Community representatives, NGOs/ Civil Society, representatives of the Department of Co-operatives, representatives from Private Sector Companies, District Labour Officers, and Ghana Cocoa Board (COCOBOD).

**Data Collection Methods:**

We used three ethnographic methods to collect data from participants. These included Key Informant interviews, focus group interviews/discussions, and Desk Review. The semi-structured, open-ended interview guide was used for the interviews.

**Data Analysis:**

We used the data; we used the interpretative phenomenological analysis method to analyze the qualitative data collected. Interview data were transcribed, analyzed and reported.

**Findings:**

The following are the findings of the study:

**Findings on the Capacity, Resources, and Systems of Ashanti Region Cocoa Cooperatives for Monitoring and Enforcing Child Labor Laws;**

In all, 6 Cocoa Co-operatives in the Ashanti region were interviewed, including:

Kuapa Cocoa Farmers’ Co-operative

Offinso Cocoa Farmers’ Co-operative

Amansie-West Cocoa Farmers’ Co-operative

Cocoa Abrabopa Cocoa Farmers’ Association

Cocoa Pa Cocoa Farmers’ Co-operative

Cocoa Mmaa Co-operative

Key indicators used to assess the Cocoa Co-operatives included: Governance structure, Legal status, dedicated trained staff, grant management experience, procedures for documenting Grant disbursement activities, resources, sources of income, membership, areas of operation and systems for child labor monitoring and remediation.

Per these indicators, the study found that out of the six Cocoa Co-operatives interviewed, with the exception of Cocoa Mmaa Co-operative that does not operate in the Ashanti region, and Cocoa Abrabopa that does not have particular end user buyers committed to buying cocoa beans from the Ashanti region and therefore is not committing resources to operating in the Ashanti region, the remaining four Cocoa Co-operatives interviewed have the requisite capacity, resources and systems to be able to implement the MATE MASIE project. There are however, gaps that need to be filled to make them ready to implement the project. These include:

* **Lack of clearly defined remediation systems**

Out of the six Cocoa Co-operatives interviewed, the study found that the Cocoa Mmaa Co-operative does not implement a CLMRS, and the Amansie West Cocoa Co-operative does not implement a CLMRS directly as per the design of the Cocoa Life program which the Co-operative is a part, the CLMRS is implemented by Child Rights International with the support of the Co-operative. The remaining four Co-operatives interviewed had clearly defined remediation systems. When child labour cases are identified by field officers and reported to the leadership of the Co-operative, they do not know where to go for support if they are not in a position to provide remediation. Sometimes individuals in the Co-operative use their own resources to support the victim.

* **Inadequate Funds**

*Allocation of funds for Child Labour Monitoring*

All the Co-operatives interviewed indicated that they allocated funds for Child Labour monitoring and remediation at the beginning of every year. However, the funds are more often than not inadequate. Sometimes the allocated funds have to be re-directed to solve other pressing issues. For example, some Cooperatives allocated funds for Child Labour monitoring, but during the COVID-19 pandemic, the funds had to be re-directed to tackle COVID-19 issues in some of their member communities.

Again, The Co-operatives develop and follow workplans based on timelines allocated. However, there are times when they are not able to follow the plan strictly for reasons including inadequacy of funds.

* **Difficulty in Providing Start-Up Capital after Skills Training,**

Two of the Cocoa Co-operatives interviewed- the Offinso Cocoa Co-operative and the Kokoo Pa Co-operative indicated that they provided micro-enterprise training for their women members so they would be able to provide for the needs of their at-risk children. However, at the end of the training they were not able to provide the trained women with start-up capital.

* **Lack of Funds for Scholarship Scheme**

Similarly, they wanted to institute a scholarship scheme for at-risk children. But they could not do any of these due to lack of funds

* **Inability to Provide Services to Women-Headed Households**

While some of the Co-operatives do not go out their way to identify vulnerable women-headed households and other vulnerable households for support, those who do it lack the financial resources to provide the needed support.

* **Lack of a Formal Communication Plan**

Of all the six Cocoa Co-operatives interviewed, only Kuapa Kokoo had a formal communication plan to provide member households with information on Child Labour. The reasons for the non-existence of communication plans are either the communication plans are included in the Annual Plan, or due to the fact that child labor activities are not directly implemented by the Co-operative.

Where Co-operatives had plans, the only reported hindrance to the implementation of the plan is financial constraints as in the case of Kuapa Kokoo and Kokoo Pa,

**Findings on the Landscape of Current Relevant Programming in the Ashanti Region (i.e., existing livelihood, social protection, and child labor remediation services);**

The study found the following current relevant programming being implemented in the Ashanti region.

1**. Livelihood Programming**

* Village Savings and Loans Associations- Implemented by Optimal Change Partnership in the Offinso Central Municipality, World Vision International in the Sekyere East District, as well as Cocoa Pa Farmers’ Association in the Ahafo Ano North and South, Atwima Mponua, Atwima Nwabiagya, Adansi North and South districts
* The Free Compulsory Universal Basic Education Programme (FCUBE)- Implemented by the Ministry of Education in all districts in the Ashanti region
* The School Feeding Programme of the Ministry of Gender, Children and Social Protection (MOGCSP), in all districts.
* The Pulling Smallholders out of Poverty project**-** Implemented by OLAM Ghana Ltd in all districts where they source cocoa beans from

2. **Existing Social Protection Programming in the Ashanti Region**

* Scholarship Scheme for vulnerable school children- Implemented by OLAM Ghana Ltd
* Provision of Social Infrastructure, Vocational Skills training in farming communities**-** By OLAM Ghana
* The Child Education Support Programme of COCOBOD for Cocoa farmers
* Community Action Planning Development Facilitation- By World Vision International in the Sekyere East district

3. **Existing Child Labour Remediation Programming in the Ashanti Region**

* OLAM Ghana Ltd operates a CLMRS and provides remediation services for all Child Labour cases they identify in their operational areas in the Ashanti region. OLAM Ghana operates an OLAM Farmer Information System (OFIS) system by which they identify and remediate child labor cases in its supply chain.
* World Vision International, operating in the Sekyere East District of the Ashanti Region, establishes Community Child Protection Committees in the communities to monitor, sensitize and remediate Child labour cases.
* Optimal Change Partnership is facilitating the formation of Child Protection Committees (CPCs) in the Akyemansa district of the Eastern region and will soon extend this to the Offinso Central Municipality of the Ashanti Region.
* The Department of Social Welfare collaborates with UNICEF to educate communities on Child Protection in the Offinso municipality. This includes education on Child labour and Teenage Pregnancyin the communities.
* Almost all the Cocoa Co-operatives interviewed have developed and are implementing Child Labour Monitoring and Remediation Systems (CLMRS).

**Findings on Gaps in and Barriers to Accountability Mechanisms; Child Labor Monitoring and Enforcement; and Access to Services in the Ashanti Region.**

The study brought to the fore the following gaps and barriers:

### **Limitations in activities of Cocoa Cooperatives:** Child labour monitoring and remediation, as well as provision of livelihood services provided by Cocoa Co-operatives are limited to their members to the detriment on non-members,

* **Limitations in services provided by Licensed Buying Companies (LBCs)** – Child labour monitoring and remediation services, as well as livelihood services provided by LBCs are supply-chain based which excludes non-members in need.
* **Ineffective co-ordination of child labour monitoring and enforcement:** There is limited coordination between community-level Child Protection Committees, District Child Protection Committees, and regional and national systems. In many districts, the Child Protection Committees are not even existent to coordinate child labor activities in the district
* **Lack of Resources for Institutions Mandated to do Child labour Monitoring, Remediation and Law Enforcement:** The Departments of Social Welfare, CHRAJ, Labour officers are mandated to undertake Child Labour monitoring, remediation and law enforcement activities. However, they are mostly resource-constrained and are therefore not able to deliver on this mandate effectively.
* **Non-Involvement of Key Institutions in Child Labour Monitoring and Enforcement-**The study revealed that key institutions that should form part of Child Labour monitoring and enforcement are not part. For example, Department of Cooperatives Directors interviewed intimated that so far as monitoring and enforcement of Child labour laws are concerned, the Department does not have any specific mandate. There are no Child Labour focal persons in the offices of the Department of Cooperatives
* **Insufficient training on child labour for key institutions:** Training for key institutions that should form part of Child Labour monitoring and law enforcement is inadequate. An example is labour officers who reported that they had not received any training on child labour for over five years.
* **Insufficient field and household inspection-** Field and household inspections that need to be done by labor officers to identify child labor cases for remediation or children at risk of child labor are not done due to resource constraints**.**
* **Lack of motivation for Community Child Protection Committees**

The work of Community Child Protection Committees is purely voluntary and there is no motivation for them. This leads to burn -out with time if their expectations of motivation are not met.

### **Lack of Quality of Child Labour Monitoring Data**

Sometimes enumerators trained to collect data using child labour monitoring tools are not literate and they input data into the App which gives wrong information. These are used because they reside in the communities and it is less expensive to use them.

* **Limitations in Social Protection Programmes like the School Feeding Programme-** Even though the School Feeding programme covers all districts in the Ashanti region, the reality on the ground is that not every needy community is covered

**Recommendations:**

The study makes the following recommendations to address the gaps and challenges identified:

**Recommendation(s) on Addressing the Capacity, Resources, and Systems of Cocoa Cooperatives in the Ashanti Region to Monitor and Enforce Child Labour.**

* It would be helpful for the MATE MASIE project to assist the Cocoa Co-operatives to put in place a clearly defined remediation system so that identified cases of Child Labour can be promptly addressed.
* To address the challenge of the Cocoa Cooperatives not being able to provide start-up support for vulnerable households trained in micro-enterprise development, we recommend that the project makes funds available for start-up support or assist Cocoa Co-operatives to identify external bodies that can provide start-up capital for members trained in entrepreneurship initiatives.
* We recommend that the project makes funds available to Cocoa Co-operatives to assist women-headed households, as well as implement scholarship schemes
* To improve communication on Child Labour monitoring and law enforcement, we recommend that the project supports selected Cocoa Co-operatives to develop and implement communication plans as well as help them get focal persons tasked to oversee the management and implementation of the plan. This will make communication on child labor to households and communities more focused and thus yield the needed results. It will lead to increased awareness on child labor in the communities

**Recommendations on Addressing the Challenges and Gaps Identified in the Report**

* To help strengthen Child labour monitoring, referral and remediation systems, we recommend that the project supports the Municipal and District Assemblies to form the Municipal/ District level Child Protection Committees that include all relevant institutions in the Municipality. District.
* Private Sector institutions and Civil Society working in the districts could be made members of the District Child Protection Committees. These could financially support the operations of the committee.
* We recommend that the district -level Child Protection Committees be linked with the MELR, the MOGCSP, as well as other national Child Protection institutions. By this we mean the creation of central database to be managed by the Child Labor unit of the MELR where all data on child labor from the DCPCs will be sent
* The work that Child Protection Committees do at the community level is purely voluntary. To ensure that they remain committed to what they do, we recommend that the Cocoa Cooperatives find ways of providing some incentives to them to keep them motivated to do the work. This could be done on quarterly basis.
* Child Labour Unit of MELR to create a national database on Child Labour into which all databases from the communities, districts, and regions will flow.

**Findings on Motivations, Relationships, and Roles of Key Stakeholders Interviewed**

**Findings on Motivations**

Many of the Stakeholders interviewed are motivated due to their personal convictions that the fight against child labour is necessary to secure the future of children.

**Findings on Relationships Between Stakeholders Interviewed**

Cocoa Cooperatives had very cordial working relationships with the Department of Social Welfare, and they referred child labor cases to them. However, there were cases where departments within the District Assembly unit did not know what other Departments were doing on child labor. In one of the districts for instance, a labor officer noted that he had never been invited to any meeting on child labor.

Private sector companies working on child labour work independently of District Child Protection Committees where they exist and they are not represented on those committees.

**Findings on Roles of Key Stakeholders Interviewed Regarding Child Labour Monitoring and Enforcement**

* **The Department of Cooperatives**

Charged with the certification and administration of the Cooperatives and is not mandated on Child Labour Issues.

* **The Department of Social Welfare**

Trains CCPCs monitoring, identification and remediation of Child Labour cases. Also does sensitization on Child Labour laws in communities.

**The Municipal/ District Assembly** The Social Services Sub-Committee of the District Assembly plays the role of child protection and handle all other social issues. The composition includes Ghana Education Service (GES), Ghana Health Service (GHS), the Department of Social Welfare (DSW), and some Assembly Members

The major mandate of the Planning Unit regarding Child Labor is to monitor and access the progress of the undertakings of Departments directly engaged in enforcing Child Labor laws and remediating cases. This is usually done during district level meetings or forums, even though they sometimes (on rare occasions) do field visits)

Interviews were conducted in the Offinso South Municipality, Amansie West District, and Tano North District. None of these had District Child Protection Committees

* **CHRAJ**

Collaborates with NGOs and other organizations to do education on child rights in the communities, and to enforce Child Labour laws.

* **LBCs and Cocoa Processors**

Do child labour monitoring and remediation, as well as provision of livelihood services to their supply chain members

* **NGOs/ Civil Society**

Do child labour monitoring and remediation through establishment of CCPCs, as well as provision of livelihood services

* **Ghana Cocoa Board**

Mandated to regulate cocoa production and marketing of cocoa beans by enforcing sound agronomic, labour, marketing and other industry best practices. Sensitizes cocoa farmers through various fora not to use children in the production of cocoa.

# **SECTION I.0: INTRODUCTION**

* 1. **DESCRIPTION OF THE ASSIGNMENT**

Winrock International is a non-profit organization that works with people in the United States and around the world to empower the disadvantaged, increase economic opportunity, and sustain natural resources. Winrock is implementing the four-year, Making Advances to Eliminate Child Labor in More Areas with Sustainable Integrated Efforts (MATE MASIE) project. The project is funded by the United States Department of Labor (USDOL) and will strengthen capacity, connections, and accountability across child labor enforcement and monitoring within cocoa cooperatives in Ghana and will build the capacity of cooperatives tosupport vulnerable member households directly and by linking their members with other service providers.

As part of preparations towards implementation of the project, Winrock has engaged Dr. Theophilus Nkansah as a consultant to conduct consultations and mapping assessments with key stakeholders and cocoa cooperatives within the Ashanti region. The detailed assignment was to:

* Conduct a desk review of existing resources related to the three categories of information mentioned above (cocoa cooperative capacity/resources/systems, landscape of relevant programming, gaps/barriers)
* Develop questions and schedule and lead virtual and/or in-person qualitative data collection sessions with relevant stakeholders within the Ashanti region (cocoa cooperative leadership, staff, and farmers; government officials; NGO staff; private sector representatives). The data collection could involve key informant interviews, focus group discussions, or other methods and will target stakeholders both at the national level and within the Ashanti region. The consultant will need to meet with roughly 20 to 50 stakeholders.
* Develop a 20-40- page report and corresponding PowerPoint presentation that incorporates findings and recommendations from the desk review and qualitative data collection sessions.
	1. **PURPOSE OF THE ASSIGNMENT**

The purpose of the consultations and mappings is to assist the project in identifying:

* The capacity, resources, and systems of Ashanti region cocoa cooperatives for monitoring and enforcing child labor laws;
* The landscape of current relevant programming in the Ashanti region (i.e., existing livelihood, social protection, and child labor remediation services); and
* Gaps in and barriers to accountability mechanisms; child labor monitoring and enforcement; and access to services in the Ashanti region.
	1. **KEY RESEARCH QUESTIONS**

The key research questions for the assignment are:

1. To what extent do Cocoa Cooperatives in the Ashanti region have the capacity, resources and systems for Child Labour monitoring and law enforcement?
2. What is the landscape of current relevant programming in the Ashanti region (i.e., existing livelihood, social protection, and child labor remediation services?
3. What are the Gaps in and barriers to accountability mechanisms; child labor monitoring and enforcement; and access to services in the Ashanti region? (Please see Annex 1 for detailed interview questions).
	1. **SIGNIFICANCE OF THE ASSIGNMENT**

In the design and implementation of the MATE MASIE project, it is very essential that Winrock International understands the context, the capacity, resources and systems of the Cocoa Cooperatives that will lead the implementation. This assignment is meant to gather this information, not only from the perspective of the Cocoa Cooperatives, but also from the perspectives of other stakeholders that are directly or indirectly associated with Child Labour monitoring and enforcement of Child Labour laws.

Armed with the information that this assignment will provide, and the recommendations that will be made, Winrock International will be able to make informed decisions for a successful project design and implementation.

# **SECTION 2.0: DOCUMENT/ DESK REVIEW**

* 1. **INTRODUCTION**

“In 2010, , representatives of the International Chocolate and Cocoa Industry, the Governments of Ghana and Cote D’Ivoire, as well as the United States Department of labour (USDOL) came together to sign an agreement that committed them to jointly fight towards the elimination of worst forms of child labour in cocoa in Africa. The agreement was in compliance with the ILO Convention 182” (Harkin-Engel Protocol). This action was in response to reports of the prevalence of Child Labour in West African Cocoa production. (ICI, 2018).

. As stated in the Harkin-Engel Framework, this objective was to be achieved through joint efforts in the following areas:

 • “provision of education and vocational training services to children as a means to remove children from, or prevent them from entering into the WFCL;

 • application of protective measures to remove workplace hazards from cocoa farming to allow children of legal working age to work under safe conditions;

• promotion of livelihood services for the households of children working in the cocoa sector;

 • establishment and implementation of community-based child labor monitoring systems (CLMS) in cocoa growing areas; and

• conducting of national representative child labor surveys at least every five years” (ICI, 2018:2)

 Since the signing of the 2010 Declaration, the USDOL has committed nearly $24 million to support projects aimed at preventing and reducing child labor, including research on the prevalence and nature of child labor in cocoa growing areas of Côte d’Ivoire and Ghana (ICI, 2018).

The MATE MASIE project, for which this Desk/Document review is being made, is funded by USDOL through Winrock International, in pursuance of the fight towards the elimination of WFCL in the Ashanti region of Ghana, working through Cocoa Cooperatives in the Ashanti region.

There are about 1, 342 identified Cocoa Cooperatives in Ghana. Out of this number, only 512 are legally registered with the Department of Cooperatives (Co-operative News, 2019)

In the Glossary (Page xi) on the Baseline for Assessing the Impact of Fairtrade Certification on Cocoa Farmers and Cooperatives in Ghana, Foundjem-Tita D, et al (2016) define a Cocoa Cooperative Union as a legally established organization in Ghana that represents the interests of primary societies by interacting with government agencies, local governments, and buyers. On behalf of its primary society members, it provides technical assistance to growers, engages with standards systems, and coordinates the disbursement of the Fairtrade Premium. It may also negotiate services to be provided by NGOs and government agencies. It may become engaged in buying cocoa from smallholders (as a licensed buying company, or LBC).

The Primary Societies are the first-tier organization under the umbrella of cocoa cooperatives, whose legal members are individual cocoa farmers. The supreme decision-making body of the primary society is the assembly of members. The primary society is legally registered but does not collect and sell cocoa; it is located in one or several villages. A primary society may facilitate the purchase of inputs for members and may submit funding applications to its cooperative for social projects that benefit the community (e.g. school improvements, drilling boreholes). The primary societies bring members together for trainings and other activities (ICI, 2020)

Cocoa Cooperatives play an essential role in the organisation of cocoa supply chains and in the implementation of Child Labour Monitoring and Implementation Systems. The International Cocoa Initiative works with cooperatives to identify cases of child labour in their supply chain, to raise awareness of the issue among member farmers and to find the best suited solutions to address identified cases (ICI, 2020)

This review assesses the capacity, resources, and systems of Ashanti region Cocoa Cooperatives for monitoring and enforcing child labor laws, the landscape of current relevant programming in the Ashanti region (i.e., existing livelihood, social protection, and child labor remediation services), Gaps in and barriers to accountability mechanisms; Child Labour monitoring and enforcement; and access to services in the Ashanti region.

Even though some of the literature presented here are national in character, they apply to all cocoa growing areas in the country, and for that matter, the Ashanti region. The literature will guide data collection in the Ashanti region and the two will be triangulated to help get the true picture on the ground.

* 1. **THE CAPACITY, RESOURCES, AND SYSTEMS OF ASHANTI REGION COCOA COOPERATIVES FOR MONITORING AND ENFORCING CHILD LABOUR LAWS;**

The consultant’s years of work in the cocoa sector in Ghana, and particularly with cocoa growing communities has led to the observation that cocoa production is labour-intensive. Many cocoa farmers in Ghana, the Ashanti region included, are old. This means that they may not have the needed strength to meet the labor needs on their farms. As they may not also have the funds needed to hire labour, there is the tendency for them to resort to using cheap and accessible labour- children and family members, resulting in Child Labour. The informal nature of cocoa production makes child labour monitoring and law enforcement challenging. This makes the role of Cocoa Co-operatives in monitoring and enforcing child labour laws critical as this can effectively be done among member farmers of Co-operatives. But do Co-operatives in the Ashanti region have the capacity, resources and systems to perform this function?

Child Labor Monitoring is defined as the active process that ensures that such observation is put in place and is coordinated in an appropriate manner (Winrock International, 2008). Child labour monitoring in the cocoa sector involves observing and reporting on a range of indicators related to a child’s work, family, health and education. It can also include indicators related to the child’s school and workplace. As outlined in the Ghana Child Labour Monitoring System developed on September, 2010, Child labour monitoring entails the following activities:

o **Identification and assessment**: Girls and boys at work or in transit to work are identified. A team of child labour monitors who have been trained in monitoring techniques conduct the monitoring to identify such children.

o **Referral:** If children are found, identified as child labourers and assessed to be at serious risk, they are removed and referred to services corresponding to their needs via a network of service providers and agreed procedures.

o **Protection and prevention**: using a common set of tools, the workplace is checked to see what types of work-related hazards exist and to which child labourers may be exposed. Immediate data management and analysis: After the monitoring visit, information is recorded and reported upon for appropriate action.

The monitoring also includes verifying that the children have been removed from hazardous work and are in school, in training, or are benefiting from other alternative development opportunities (ILO, 2007)

There needs to be a follow-up phase which entails the following activities:

o **Tracking**: Girls and boys covered by CLM are tracked to make sure that they are attending school or have been provided other suitable alternatives.

o **Quality control and verification**: The information from CLM is checked to make sure that it is credible and accurate.

o **Providing information for enforcement of laws**: Information about violations of laws related to child labour is made available to law enforcement officials and the judiciary.

o Information dissemination and analysis: Information is actively disseminated to the regional and national levels.

For a Cocoa-Co-operative to have the capacity to effectively monitor and enforce child labour laws, it needs to be properly registered with the Department of Cooperatives, have a well- defined governance structure, have accountability mechanisms in place to ensure compliance to its rules and regulations, have management and staff that have the requisite knowledge and skill in child labour monitoring and law enforcement, as well as have in place action plans to guide implementation of child labour activities.

The literature reveals that Cocoa Co-operatives in Ghana, including those in the Ashanti region, do not lack the capacity to monitor and enforce Child Labour Laws. International Cocoa Initiative (ICI) reports indicate that ICI has set up and manages Child Labour Monitoring and Remediation Systems (CLMRS) that are embedded in the supply chain of chocolate and cocoa companies, including Cocoa Cooperatives. The system aims at identifying and remediating cases of child labour. The system is based on the presence of facilitators within cocoa-growing communities who raise awareness on the issue of child labour, identify cases and request remediation actions that are implemented by ICI together with the chocolate company and cocoa supplier. All the information is collected via smartphones and gathered on a database from which systematic analysis can be conducted and remediation strategies refined. Close to 200 Cocoa Cooperatives in Ghana have been part of this system. ICI also provided training on regular basis to participants in the programme.

With training received from ICI, and having members at the community level who can work as Child Labour Facilitators, Cocoa Cooperatives in the Ashanti region are positioned to be able to monitor and enforce Child labour Laws.

Drawing from a study that Fairtrade conducted on Mondelez International Cocoa Cooperatives in 2017, resources a Cocoa Cooperative would need to be able to effectively monitor and enforce Child labour laws would include: membership- the number and spread of members of the Cooperative, assets and liabilities, sources of revenue- premium and other sources, business activities implemented by the Cooperative, and whether the Cooperative has self-help groups like Village Savings and Loans Associations (VSLAs)

Many Cocoa Cooperatives in the Ashanti Region are already implementing activities among their members aimed at eliminating child labour in cocoa production. This is done using the ICI Child labour Monitoring system. An example is Kuapa Kokoo Cooperative Cocoa Farmers and Marketing Union Limited's (KKFU) which has developed a policy statement on preventing and responding to Hazardous Child Labour and the Worst Forms of Child Labour on members' cocoa farms. Being a Fairtrade Certified Cooperative, they have a system in place by which they make regular internal checks on member farms and community (Homes) to ensure -compliance with Fairtrade production standards. Through this system, they are also able to identify risks and problems proactively and take appropriate action, based on the remediation process they have put in place (KKFU Policy Document).

* 1. **THE LANDSCAPE OF CURRENT RELEVANT PROGRAMMING IN THE ASHANTI REGION (I.E., EXISTING LIVELIHOOD, SOCIAL PROTECTION, AND CHILD LABOR REMEDIATION SERVICES);**

Even the most effective child labour interventions will not be able to solve the challenges if the root causes of child labour – in particular the structural poverty of cocoa growing communities and access to quality education – are not addressed (UNICEF 2018).

Government and Development Agencies have an important role to play in combatting Child labour, especially around access to education, awareness-raising, and rule of law.

In this regard, as was noted by DOL (2020) in the report, “2019 Findings on the Worst Forms of Child Labour: Ghana”, in 2019, the government of Ghana funded and participated in programmes towards the elimination and prevention of Child labour.

 The programmes included:

1. **Industry-funded projects that aimed to increase sustainability in the cocoa sector, improve farmer livelihoods, improve access to education, and combat the worst forms of child labor in cocoa-growing areas**.
* Some projects were in support of the World Cocoa Foundation’s CocoaAction (2014–2020) initiative and the spirit of the 2010 Declaration. The Governments of Ghana and Côte d’Ivoire worked with industry to set a floor price for cocoa in order to reduce the demand for Child Labor. This programme covered the whole of Ghana, including the Ashanti region as industry players like OLAM who signed unto the CocoaAction initiative work in communities in the Ashanti region.
1. **Educational Programmes that aim at increasing access to education. Ministry of Education-funded programs under the Free Compulsory Universal Basic Education aimed to increase school attendance and enrolment**.
* MOGCSP’s Ghana School Feeding Program aims to reduce malnutrition and improve attendance among students; its Capitation Grant Scheme helps defray the cost of basic education for students in public primary schools; and its Ghana Education Service—Girls’ Education Unit places girls’ education officers at the regional and district levels and mobilizes communities to enrol more girls in school. As of September 2019, 16,000 students were newly enrolled under the Ministry of Education’s Right Age Enrolment Campaign, which is active in 19 districts in Ghana The districts include: Assin North, Sefwi Akontombra, Krachi East, Bongo, Tarkwa Nsuaem, Nadowli-Kaleo, Atebubu,, Bosomtwe, ,Bolga Municipal, Bunkpurugu, Kumasi Metro, Sagnarigu ,Adansi Akrofuom, Adansi Asokwa, Ledzokuku-Krowor, Bekwai, and Accra Metro (Ref: https://web.facebook.com/ges.gov.gh/posts/ges-orients-public-relations-officers-on-right-age-enrollment-campaign-the-publi/4264761280)
* The Ghana Cocoa Board’s Child Education Support Program rehabilitates and builds schools in cocoa-growing areas. These educational programmes are implemented in the whole of Ghana, including the Ashanti region.
1. **USDOL-Funded projects that aim to eliminate child labor**. These projects include:
* Mobilizing Community Action and Promoting Opportunities for Youth in Ghana’s Cocoa-Growing Communities (MOCA) (2015–2019), a $4.5 million project implemented by Winrock International; The MOCA project was implemented in 40 cocoa-growing communities in the Ashanti and Western regions of Ghana. The project focused on achieving four main outcomes:

▪ Outcome 1: Increased prioritization of CL by community and external stakeholders

▪ Outcome 2: Increased acceptable work opportunities among beneficiary youth 15 through 17 years of age

▪ Outcome 3: Beneficiary youth knowledge, attitudes, and skills increased to improve employability

▪ Outcome 4: Increased income in beneficiary households

The project successfully mobilized Community Action Plan committees (CAPCs) in all 40 communities, which have overseen implementation of tangible community improvements— including school equipment and improved access to drinking water—as well as awareness-raising activities addressing a variety of CL and occupational safety and health (OSH) issues. These activities brought demonstrated improvements in awareness of acceptable work for youth, as well as infrastructure improvements that helped reduce the risks of CL. The linkage of the CAPCs with the DAs successfully enabled elements of the Community Action Plans (CAPs) to be adopted in the district Medium Term Development Plans (MTDPs).

1. **The CARING Gold Mining Project (2015-2019),** a $5 million project implemented by ILO in Ghana and the Philippines. In Ghana, the CARING Gold Mining Project focused its interventions in two mining communities in the district of Adansi North, Ashanti Region and two mining communities in the municipality of Aowin, Western North Region. The project objective aimed to increase the capacities of global and national actors to reduce child labor (CL) and improve working conditions (WC) in the ASGM sector. Overall, the project’s strategy to link ASGM communities and households to livelihood and social protection services has been effective. In Ghana, the project was most successful at linking project communities to National Health Insurance Scheme (NHIS) and getting large numbers of persons registered for health insurance.

5. **US Government-Funded projects that aim to improve child protection measures in partnership with the host government**. These projects include:

* **LEAP 1000 (2014–2019**), a $12 million USAID-funded project implemented by UNICEF to strengthen the existing LEAP program and fund cash transfers to 6,200 poor households;

The LEAP project was a nationwide project including communities in the Ashanti region.

6. **The Complementary Basic Education Program**, a $40 million joint contribution between USAID and the United Kingdom’s Department for International Development (DFID) to support Ghana’s Ministry of Education’s efforts to educate and re-integrate out-of-school children into the basic school system.

This programme was also nationwide and covered the Ashanti region as well.

* 1. **GAPS IN AND BARRIERS TO ACCOUNTABILITY MECHANISMS; CHILD LABOR MONITORING AND ENFORCEMENT; AND ACCESS TO SERVICES IN THE ASHANTI REGION.**

Since the signing of the Harkin-Engel protocol in September 2010, there have several lots of programmes by the Government of Ghana, Industry, USDOL, International NGOs and many others towards the elimination of child labour in cocoa production, including in the Ashanti region. Whilst significant successes have been chalked in this regard, the literature still reports the presence of child labour in the cocoa supply chain. The National Opinion Research Center at the University of Chicago (NORC 2020), reports that 1.5 million children are working in cocoa production in Côte d’Ivoire and Ghana. 95% of the child labourers are exposed to the worst forms of child labour, such as working with dangerous tools or harmful pesticides.

The government of Ghana has established institutional mechanisms for the enforcement of laws and regulations on child labor. However, gaps exist within the authority of the Ministry of Employment and Labour Relations (MELR) that may hinder adequate enforcement of their child labour laws (DOL, 2020). These include gaps in and barriers to accountability mechanisms, child labour monitoring and enforcement, as well as access to services.

This section explores these gaps with particular reference to the Ashanti region

For effective monitoring and remediation of child labour cases, accountability mechanisms have been put in place from the community level, through to the district, regional and national levels. The government of Ghana has established mechanisms to coordinate its efforts to address child labor. However, gaps exist that hinder the effective coordination of efforts to address child labor, including interagency coordination and cooperation with NGOs

 Table 1 below presents key mechanisms for coordinating Government efforts on child labor. (DOL, 2020:6)

**Table 1: Mechanisms for Coordinating Government Efforts on Child Labor**

|  |  |
| --- | --- |
| Coordinating Body | Role Description |
| National Steering Committee on Child Labor (NSCCL) | Coordinate government efforts to combat the worst forms of child labor and oversee implementation of the National Plan of Action Phase II on the Elimination of the Worst Forms of Child Labor (NPA2), which includes implementation of the GCLMS—a monitoring, data collection, and referral mechanism. Led by the MELR’s Child Labor Unit (CLU) and includes representatives from other ministries, employers’ and workers’ organizations, and civil society. In 2019, NSCCL organized sensitization programs through school quizzes and media discussions, and held community-level ceremonies along with a national review of GCLMS, and the creation of Child Labor Free Zones.  |
| Inter-Ministerial Committee to Combat Human Trafficking | Aims to prevent Ghanaian migrants from becoming victims of human trafficking. Met twice in 2017, including with Ambassadors to destination countries in the Middle East, and MELR subsequently prohibited labor migration to these countries for domestic work to combat human trafficking.  |
| MELR’s Child Labor Unit (CLU) | Facilitate the development of policies and laws to combat child labor, coordinate interventions to combat child labor, and oversee child protection committees at the district level. Provide technical support to ministries, departments and agencies, employers’ and workers’ organizations, and international agencies such as the ILO, IOM, and UNICEF. In 2017, organized a National Day Against Child Labor event, continued developing the NPA2, and contributed to the development of the National Plan of Action for the Elimination of Human Trafficking in Ghana (NPA).  |

 However, as was noted by Cocoa Barometer (2020), efforts in child labour monitoring and law enforcement is voluntary and not mandatory, such that non-compliance does not attract any penalties, and this creates a gap in the accountability mechanism.

Per the structure of the Ghana Child Labour Monitoring System (GCLMS), there must be a Community Child Protection Committee (CCPC) at the community level, that feeds into a District Child Protection Committee at the district level, which in turn feeds into the Child labour Unit of the Ministry of Employment and Labour Relations (MELR). Identified cases of child labour which cannot be handled by the CCPC are escalated to the district level for support. The referral system consists of the mechanisms by which children removed from the worst forms of child labour are linked to alternative, satisfactory and sustainable services. These services are usually education, in the form of school or vocational training. Data on child labour are supposed to move up from the community to the district to the national level (GCLMS, 2010). However, in many rural communities in Ghana and in the Ashanti region to be precise, the CCPCs do not exist, and the DCPCs at the district level are not functional in some districts.

Again, the literature reveals gaps in the system as designed. For example, it is noted in the NPA2 document that national implementation of Policy interventions and law enforcement on Child labour are not sufficiently effective, efficient and sustainable. There is insufficient capacity, collaboration, coordination by institutions and agencies responsible for the design and implementation of child development policies and programmes (NPA2).

The literature suggests that there still exist substantial gaps in and barriers to child labour monitoring in Ghana. Even though these are not specific to the Ashanti region, but rather national in nature, in principle they apply to the all-cocoa growing areas in Ghana, including the Ashanti region.

The Labour Department in Ghana is mandated to play the role of preventing, identifying and addressing child and forced labour. However, it faces huge challenges as outlined below.

In its 2019 report on WFCL in Ghana, DOL (2020) reports that labor law enforcement agencies in Ghana took actions to combat child labor. However, gaps exist within the authority of the MELR that may hinder adequate labor law enforcement, including the authority of labor inspectors to assess penalties.

Verite, in the Report on the Ghana Labour Department’s Work on Forced Labour(2020)

 presents a number of gaps which equally apply to child labour monitoring and enforcement. These include:

**Inadequate Number of Labour Inspectors**

National labour inspectorates are mandated to enforce employment and labour-related laws and regulations. However, more often than not labour inspectors are usually too few to adequately carry out this mandate (ILO, 2007). For example, the whole of the Ashanti region, there are only nine labour officers and they are located in the following locations:

Bekwai, DLO

Konongo, DLO

Kumasi, Metro & Regional

Kumasi, PEC

Mampong, DLO

Obuasi, Municipal

Offinso, PEC

Offinso, DLO

Tepa, DLO

**Inadequate Resources**

At the local level, the labour inspector’s role involves inspection, sharing information on safe practices, and recording the results of their worksite visits. Labour inspectors are allowed to enter premises at reasonable times, interview employers and employees, take statements and examine and take copies of records. If necessary, the labour inspectorate investigates complaints and can initiate legal proceedings where there is a breach of the legislation. In short, their role is to enforce child labour law. However, due to resource constraints, they are not able to effectively perform this task. Additionally, labour inspectors lack adequate resources such as vehicles, computers and internet service to carry out their work (Verite, 2020)

**Reporting /Data Collection on Child Labour Cases**

The Child Labour Unit has developed a Child Labour Monitoring Tool for Inspectors to use when child labour is suspected. After each inspection, Inspectors draft a report summarizing their findings. These reports are then summarized in a monthly report which is sent to the Employment Information Branch in Accra which collates the data and generates statistics. However, the lack of an effective database means that the data gathered is not comprehensive, making it difficult to strategize and plan future inspections (Verite, 2020)

**Inadequate Initial Training for New Labour Inspectors**

Verité’s (2020) report on Ghana Labour Department’s Work on Forced Labour reveals that in the past Labour Officers and Inspectors received anywhere from 10 hours to two-weeks of general training upon hire, and regular refresher courses thereafter. However, due to resource constraints Officers and Inspectors are now more likely to receive a one-day orientation upon hire and then learn on-the-job. Even though labour inspectors receive periodic training in the course of their career, these are not regular due to financial constraints **(**Verite, 2020).

Access to child labour remediation is limited, especially in the Ashanti region, due to insufficient Labour Officers in the region, as well as lack of resources which prevents these officers from carrying out regular inspections in communities, households and farms to identify and remediate child labour cases (Verite, 2020).

**Insufficient Number of State Attorneys to Prosecute Child Labour Offences**

Although the Office of the Attorney General is responsible for prosecuting child labour violations, there are an insufficient number of state attorneys designated to prosecute child labour and human trafficking crimes. The majority of cases are handled by the Ghana Police Service (GPS) prosecutors, whose lack of formal legal training impedes their ability to prosecute complex criminal cases. (DOL, 2020).

Provision of services including livelihood interventions, social protection services, child labor remediation systems are ways of ensuring that children and households at risk of child labour are protected. However, there are gaps in and barriers to individuals/households at risk of child labor accessing these services.

Ghana has instituted a number of social assistance and social insurance policies to address exclusion and vulnerability in society, particularly among children, youth and women.

Programmes implemented under these policies include:

● Social assistance programmes, including the education capitation grant a variety of public works programmes, and support for farmers in the form of integrated agriculture input and microfinance programmes.

● Social insurance programmes, centred on the National Health Insurance Scheme (NHIS), which already covers 60 per cent of the population.

● Targeted social service programmes, focusing on school feeding that now reaches nearly 560,000 Ghanaian pupils; supplementary feeding to pregnant and post-partum women, infants, and children; and a community-based rehabilitation programme to integrate persons with disability into their communities.

● The cash-transfer programme LEAP (Livelihood Empowerment Against Poverty), aimed at providing cash to the bottom 20 per cent of Ghana’s poor.

**LEAP**

 Through the LEAP programme, cash payments are made to vulnerable households, aimed at decreasing chronic (or shock-induced) poverty, addressing social risk, and reducing economic vulnerability (UNICEF, 2011)

However, gaps were identified in these programmes. For example, a 2011 World Bank study on the LEAP programme found that coverage remained low, at around 1 per cent of the poor nationally, against 10 per cent as envisaged by the end of 2012; and LEAP was poorly targeted geographically, with the selection of beneficiaries across districts poorly correlated with the actual incidence of poverty in each district

**School Capitation Grant**

Similarly, the Education Capitation Grant is aimed at improving school enrolment and retention rates, this grant is given to school authorities to cover the cost of tuition following the abolition of school fees in 2005. There is evidence that the capitation grant has attracted more children to school (at the appropriate age), especially girls. However, the report revealed that many schools are not receiving their grant monies in a timely manner. This undermines the intent of the scheme to promote better maintenance and equipment, particularly in the rural areas, as an inducement for children to enroll and remain in school (UNICEF, 2011).

**School Feeding**

The school feeding programme aims to use schools as an entry point for interventions designed to reduce malnutrition, food insecurity, and poverty in target communities; and it aims to increase school enrolment and retention rates by providing one meal a day to children in deprived districts. However, while the feeding programme should benefit the poorest schools, problems with targeting reveal that some better off schools are benefiting as well.

# **SECTION 3.0: METHODOLOGY**

## **3.1: AREA OF STUDY**

The selection of the area for consultations with Stakeholders was informed by the locations of the Stakeholders given by Winrock to be interviewed, as well those added by the consultant to widen the scope of consultations were spread across these areas.

The stakeholder consultations were undertaken in four Metropolis, Municipalities and Districts in the Ashanti region:

These are:

1. Offinso South Municipality
2. Amansie West District
3. Tano North District
4. Kumasi Metropolis
5. Accra

These districts were selected to be included in the consultations because the proposed Cocoa Co-operatives to be assessed are located in these districts.

The distribution of interviewees per area is shown in Table 1 below:

**Figure 1: Distribution of Stakeholders Per Area**

* 1. **: RESEARCH DESIGN**

In this study, we used the naturalistic/ interpretative phenomenological approach with qualitative methods of data collection as the main methods of enquiry. This approach aligns with the interpretative paradigm which holds an ontological assumption that there is more than one reality and that there are multiple ways of looking at or interpreting an issue. It holds an epistemological assumption that individuals’ characteristics influence how they see the world or interpret their experience, and an axiological assumption that all truth or knowledge is linked to a context (Creswell and Poth, 2018). We used this approach with its associated qualitative methods because of its ability to explore a research phenomenon, examine a complex experience, and highlight unnoticed and sensitive issues – getting to the depth of an experience, a situation or a process- which the positivist paradigm, employing quantitative research approaches, is limited in doing.

To examine the capacity, resources and systems of Cocoa Cooperatives to lead in the monitoring and enforcement of Child Labour laws in Ghana, we spoke with Cocoa Cooperatives that have experienced the phenomenon directly as well as other stakeholders who have directly or indirectly experienced the phenomenon. The views, stories and experiences of these stakeholders which we gathered from open-ended questions asked were data that we analysed, interpreted and reported.

## **3.3: DATA COLLECTION METHODS**

For this assignment, we used three ethnographic methods to collect data from participants. These included Key Informant interviews, focus group interviews/discussions, and Desk Review. The semi-structured, open-ended interview guide was used for the interviews.

Data collected using the Akan and English languages based on the preference of the interviewee. Interviews conducted in the Akan language was transcribed in English. Interviewing in Akan and writing in English was not a challenge because the lead consultant is an Akan and he speaks and writes the language very well. Moreover, we used data collectors who speak both English and Akan. The essence of what interviewed stakeholders said in Akan during interviews were therefore accurately captured without losing information.

## **3.4: DATA ANALYSIS**

We used the interpretative phenomenological Analysis method to analyze the qualitative data collected. Interview data were transcribed and transcripts were reviewed to learn more about the participants’ responses to the interview questions. In transcribing the data, we used a combination of a voice recognition app and manual transcription. Data collectors who collected the data did the transcription themselves. Where the voice recognition app was used, the data collectors reviewed the transcription and made necessary edits. This was to make sure the transcribed data was a true reflection of the content of the audio files.

With the purpose of the study and research questions in mind, we went through the data to identify both explicit and implicit empirical indicators which we coded to represent the relevant information selected. We used the DIP coding method (Description-focused, Interpretation-focused, and Presumption-focused coding method) to code the data. The coded data were categorized under pre-determined themes for the study. These were then interpreted and presented in a report based on the purpose of the study.

3.5 **CONTEXT- DESCRIPTION OF STAKEHOLDERS INTERVIEWED**

In all, twenty- four (24) individual stakeholders were interviewed in addition to two Focus Group Interviews of seven participants each, making a total of thirty-nine stakeholders interviewed. The number of stakeholders interviewed by organizations/ institutions they represent is shown in Table 2 below:

Table 2: Number of Stakeholders interviewed by Organization/ Institution Type

|  |  |
| --- | --- |
| Organization/ Institution | Number Interviewed |
| Cocoa Cooperatives | 24 |
| District and Community Reps | 9 |
| National/ Regional Reps | 2 |
| Private Sector | 3 |
| INGOs/ Civil Society | 1 |
| **Total** | **39** |

Table 3 gives the demographics of the Stakeholders interviewed:

Table 3: Demographics of Stakeholders Interviewed

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| S/N | ID | Sex | Role in Organization | Number of years in Position |
| 1 | 01 | M | Manager- Cocoa Cooperative | 2 |
| 2 | 02 | M | Cooperative President | 5 |
| 3 | 03 | F | Board member. Contributes to decision-making. | 1 |
| 4 | 04 | M | Cooperative President | 7 |
| 5 | 05 | M |  Manager- Cocoa Cooperative | 5 |
| 6 | 06 | F | Chairperson of Co- Operative Child Labour Committee | 7 |
| 7 | 07 | M | Head of Child Department- Cocoa Cooperative | 12 |
| 8 | 08 | F | Founder and Chairperson | 3 |
| 9 | 09 | M | Sustainability Manager- Cocoa Cooperative | 13 |
| 10 | 10 | F | Project Officer- Child Labour | 4 |
| 11 | 11 | M | Planning Officer | 5 |
| 12 | 12 | M | District Labour Officer | 12 |
| 13 | 13 | F | Director of Cooperatives | 13 |
| 14 | 14 | M | Director- Department of Social Welfare | 21 |
| 15 | 15 | M | Director- DOVVSU | 2 |
| 16 | 16 | M | District Planning Officer | 1.6 |
| 17 | 17 | M | District Director- Department of Social Welfare | 8 |
| 18 | 18 | M | District Director-Department of Cooperatives | 2.5 |
| 19 | 19 | M | District Director- CHRAJ | 10 |
| 20 | 20 | M | Registrar of Cooperatives | 30 |
| 21 | 21 | M | Cocoa Sustainability Manager | 10 |
| 22 | 22 | M | Sustainability Manager of a Private Company | 4 |
| 23 | 23 | F | Programme Manager- INGO | 7 |
| 24 | 24 | M | Senior Labour Officer | 12 |

# **SECTION 4.0 FINDINGS AND DISCUSSION**

This section presents findings of the MATE MASIE assignment based on individual and focus group interviews with Cocoa Cooperatives, District and Community representatives, Civil society/ NGOS, as well as the private sector. The findings are organized broadly under the three thematic areas of: Capacity, Resources, and Systems of Ashanti Region Cocoa Cooperatives for Monitoring and Enforcing Child Labor Laws; Landscape of Current Relevant Programming in the Ashanti Region (i.e., existing livelihood, social protection, and child labor remediation services); Gaps in and Barriers to Accountability Mechanisms; Child Labor Monitoring and Enforcement; and Access to Services in the Ashanti Region. There are also findings on Motivations, Relationships, and Roles of Key Stakeholders Interviewed. Under these broad headings, we also create sub-headings under which we report findings from interviews with each of the cocoa cooperatives interviewed. We give voice to stakeholders interviewed by incorporating direct quotes from them. However, to ensure anonymity and confidentiality of stakeholders interviewed, we endeavoured to keep names out of the report. Wherever names are used, they are pseudonyms and not the real names of the speakers.

#  4. 1 **FINDINGS ON THE CAPACITY, RESOURCES, AND SYSTEMS OF ASHANTI REGION COCOA COOPERATIVES FOR MONITORING AND ENFORCING CHILD LABOR LAWS;**

**Introduction:** This section reports on the capacity, resources and systems of Ashanti Region Cocoa Cooperatives as was gathered from the data. We have consciously given substantial voice to participants of the study by quoting some of the statements they made in answer to questions asked. Individual responses to questions asked were triangulated with those of other individuals, as well as with responses in Focus Group Interviews. Names mentioned here and throughout the report are pseudonyms and do not represent the names of the individuals who made those statements. In all, six Cocoa Co-operatives were interviewed. Out of the six, Winrock gave us four to be interviewed. These are: Kuapa Kokoo Farmers’ Cooperative, Cocoa Abrabopa Farmers’ Association, Cocoa Pa Farmers Association, and Mmaa Cocoa Cooperative. The consultant and his team, based on their knowledge of the cocoa landscape, added two more Cocoa Cooperatives to widen the scope of the study. These are: Offinso Fine Flavor Cocoa Farmers’ Cooperative, and Amansie West Cocoa Farmers’ Cooperative. These two were added to be interviewed because the consultant and his team had had a working relationship with them and there were of the opinion that they could potentially be part of the implementation of the MATE MASIE project.

Unofficial information gathered from the Department of Co-operatives indicate that there is a total of 2,729 registered Cocoa Co-operatives in the Ashanti region. Names of the Co-operatives were however, not readily available.

### 4.1.1**Kuapa Kokoo Farmers’ Cooperative**

Kuapa Kokoo is a Farmers’ Cooperative headquartered in Kumasi in the Ashanti region of Ghana. It has a membership of about 75,000 which spans 12 political Municipalities/Districts in the Ashanti Region, namely:

|  |  |
| --- | --- |
| District/ municipality | capital |
| Adansi South | NEW EDUBIASE |
| Ahafo Ano South | MANKRANSO |
| Ahafo-Ano North | TEPA |
| Amansie West | MANSO NKWANTA |
| Asante- Akim South | JUASO |
| Asante-Akim Central Municipal | KONONGO |
| Atwima Mponua | NYINAHIN |
| Atwima Nwabiagya | NKAWIE |
| Ejisu-Juaben Municipal  | EJISU |
| Obuasi Municipal | OBUASI |
| Offinso Municipal | OFFINSO |
| Sekyere South | AGONA ASHANTI |

**Capacity to Implement Child Labor Monitoring and Law Enforcement Project**

***Governance Structure***

Kuapa Kokoo Cooperative has a clearly defined governance structure consisting of Primary Societies which are composed of a number of communities. These societies report to a central union led by a management team. Major decisions are taken at an Annual General Meeting composed of representatives of member societies.

***Legal Status***

Kuapa Kokoo is legally registered with the Department of Cooperatives and has an interest-bearing account with the Agricultural Development Bank. Each of the Primary Societies also have their Bank Accounts into which premiums are paid.

***Dedicated Trained Staff***

The Cooperative has trained, dedicated, full time office-based as well as field staff who are located in the Primary Societies. There are 100 field officers who implement the Co-operative’s work plan among the Primary Societies. In addition to this, they engage volunteers on temporary basis as the need arises. The quote below from an officer of Kuapa Kokoo throws light on the staffing situation of Kuapa Kokoo.

“Yes… we have a department and officers over here and at the field too we have extension officers…. who normally have face to face with the farmers all the time At some point in time, we also fall on volunteers. These volunteers are trained…” **An officer of Kuapa Kokoo.**

The Co-operative provides training for both office-based and field staff annually. They also conduct training for child labor officers as and when the need arises.

***Grant Management Experience***

Kuapa Kokoo has experience in managing Grants. They have received and managed Grants from organizations and companies like ILO, Chocolate Harbour, Guittard Chocolate Company, and USDOL. The Grant amounts were always more than GHS 10,000.00.

***Procedures for Documenting Grant Disbursement Activities***

To ensure accountability in the disbursement of Grants, Kuapa Kokoo has an Accounts department that handles all funding, including Grants and Premiums, as well as handle all expenditure. They have a Chartered Accountant who heads the Accounts Department. They also have written accounting policies and procedures that guide their expenditure. The accounts department ensures that all financial disbursement records are kept. The Co-operative also does annual financial audits.

**Resources**

Kuapa Cocoa has a large membership to aid implementation of the Child Labor monitoring and law enforcement project. They have 75,000 registered across 12 political districts in the Ashanti Region, and 100 Field Officers to carry out project implementation.

***Sources of Revenue***

Kuapa Cocoa generates income from the sale of Cocoa beans to Cocoa Marketing Company (CMC) through the Kuapa Kokoo Licenced Buying Company (LBC), an LBC owned by Co-operative members. Annually member farmers of the Co-operative produce roughly 60,000 MT of Cocoa from the sale of which they get premium.

Another source of revenue for the Co-operative is the shares that members buy. The Co-operative has 75,000 registered members and each member has to buy shares in the Co-operative as well as pay entrance fees.

Apart from these, the Co-operative does not have any other sources of revenue generation.

***LBCs and Processors they Sell Cocoa Beans to***

All members of the Co-operative sell their cocoa beans to the Kuapa Cocoa Ltd, an LBC owned by the Kuapa Cocoa Farmers’ Union.

**Child Labour Monitoring and Remediation System**

Kuapa Kokoo has clearly defined tools for Child Labor monitoring and remediation. Apart from the national CLMRS that they use, they have also adopted the Direct Beneficiary Monitoring and Reporting System (DBMR), a tool developed by ILO. They have Child labor liaison officers in the communities who do monitoring and surveillance and when suspected cases are identified, it is brought to the attention of management through child labor call centers that have been established in the communities, for further needed action and remediation as needed.

Figure 2 overleaf shows Child Labor remediation system of Kuapa Kokoo:

**Figure 2: Child Labor remediation system of Kuapa Kokoo Farmers' Cooperative**



***Communication Plan and Campaigns***

Kuapa Kokoo has developed and is implementing a communication plan which has objectives, timelines and people assigned specific tasks. There is a dedicated staff responsible for the implementation of the plan.

They periodically organize communication campaigns including the use of child labor posters, recorded jingles that are played on FM stations with wider coverage at peak times, use of information centers in the communities.

**Services to Members**

Kuapa Kokoo provides a number of services to its members, including:

* Formation of labor gangs to provide spraying, pruning and other services to members
* Child labor training for farm owners and caretakers
* Remediation services to identified child labor cases
* Free health care, and free health screening
* Micro-enterprise training like soap-making, making of hand sanitizers, bakery and animal rearing, and start-up support for trained members
* Supply of farm tools and inputs like fertilizers

These services are provided for members from the premium that the Co-operative receives.

**Services to Women-Headed Households**

The Co-operative does not intentionally single out women-headed households for support. However, they have liaison officers located in the communities who do surveillance of all households to identify child labor cases that need remediation. If in the process they come across women-headed households that are vulnerable and need support, then they provide the needed support.

**Certification Type and Premium Level**

The Co-operative is Rainforest Alliance and Fairtrade certified. Even though they do not sell all the 60,000 MT on the certified market, they sell a substantial amount as certified cocoa and receive premium for that.

**Linkages to External Service Providers**

Kuapa Kokoo has linkages with a number of external service providers. These include the Seed Production Division (SPD) of COCOBOD which provides cocoa seedlings for their members as well as help them to raise nurseries. They also have linkage with some government hospitals that provide healthcare services for member farmers. They also have linkages with the Department of Social Welfare where they refer identified child labor cases for remediation.

**Challenges**

The main challenge the Co-operative faces is the enormity of needs in the communities in which they work and the inadequate financial resources of the Co-operative to enable them meet the needs of their members.

“…Huge challenges, within these communities, i.e., educational, health. community needs like water. So, if we don't have enough funding, then everything that we are doing will be a course 90 work”- **Kuapa Kokoo Cooperative Staff**

**Recommendations on Districts to Implement Mate Masie Project**

For the MATE MASIE project, Kuapa Kokoo recommends Nkawie, Nyinahin and Offinso.

“Now we have realized that for some time several child labor projects are focusing on the Western region. But what we have realized is that, they don’t have lands. All their new cocoa farms are in the form of rehabilitation, cutting down of cocoa plants so the farmers have been moving to the Brong Ahafo area and the peripherals of Ashanti region (Nkawie, Nyinahin, Offinso, Agogo) …….so personally I will go for the peripherals of Ashanti region (i.e., Nkawie, Nyinahin, Offinso)” **Kuapa Kokoo Cooperative Staff.**

### **4.1.2 Offinso Cocoa Farmers’ Co-operative Union**

The Offinso Fine Flavor Cocoa Farmers’ Cooperative Union is located at Offinso, the capital of the Offinso Central Municipality in the Ashanti Region.

**Capacity to Implement Child labor Monitoring and Law Enforcement Project.**

***Governance Structure***

The Cooperative has 15 Primary Societies that they call clusters and each cluster has a cluster leader. Then there is the management team based at the Co-operative office. Then the Board that is composed of the cluster leaders, the management and some farmer representatives.

***Legal Status***

The Co-operative is formally registered with the Department of Co-operatives and they have interest bearing accounts with the Ghana Commercial Bank and the Nwabiagya Rural Bank.

***Dedicated Trained Staff***

The Offinso Co-operative has management and field staff who are all trained on Child labor issues. The training is done by Fairtrade, Rainforest Alliance, or the Department of Co-operatives. Sometimes the Co-operative manager attends these trainings and conducts the training for field staff once every two months. In the words of the manager:

“For the field officers, oh emmmm. For training, we do some internally. So, for the internal ones, let me say every two months we conduct training. And we also have external ones organized by other institutions on child labor which we are mandated to attend. These external ones are always organized by Fairtrade, RA and then sometimes the departments of cooperative”. – Cocoa Co-operative Manager

***Grant management Experience***

The Co-operative has received Grants above GHS 10,000.00 from Fairtrade and Guittard Chocolate Company to create awareness on COVID-19. As the manager put it:

“Yes, we have received some…. Something from Fairtrade to create awareness COVID 19. Yes, I think so and our buyers too sometimes support us. Guittard supported us during the COVID lock- down period to get nose masks, washing basins and soaps for each farmer’s household”.- Cocoa Co-operative Manager

***Procedures for Documenting Grant Disbursement Activities***

There are no written down accounting procedures for Grant management. However, they keep records of all expenditure and also conduct annual financial audits.

***Resources***

The Offinso Fine Flavor Cocoa Farmers’ Cooperative has 529 members in the Offinso Central Municipality and parts of Barekese, all in the Ashanti Region.

***Sources of Revenue***

The only source of revenue for the Co-operative is the premium they receive from the sale of certified cocoa. Annually, member farmers of the Cooperative produce 400 MT of Fairtrade Certified cocoa from which they get a premium of USD 240 per ton

***LBCs and Processors they Sell Cocoa Beans to***

Members of the LBC sell their cocoa beans to Transroyal Company Ltd.

***Child labor Monitoring and Remediation System***

The Co-operative has in place a Child Labor Monitoring and Remediation System. They have a Child Labor Committee which does awareness creation and child labor monitoring. They also have Purchasing Clerks (PCs) at the community level who serve as child labor liaison officers. When cases of child labor are identified by the PCs, they report to the Child Labor Committee to remediate. The committee reports to the Department of Social Welfare or to the police if the case is more than what they can handle.

“…we have the purchasing clerks who act us child labor liaison officers, so they actually also monitor child labor activities in the communities, and reports to our officers”– **Co-operative staff**

***Communication Plan and Campaigns***

The Co-operative does not have a separate communication plan for Child Labor. Child Labor communication activities are part of the Work Plan they develop. The Child Labor committee is responsible for all child labor activities. As the Co-operative manager explained:

“No, we don't have. We don't have a separate communication plan for Child labor. But usually, as part of our activity, we meet farmers, we train them”- Co-operative Manager

***Services to Members***

As part of the requirements of the Fairtrade certificate, they develop plans to provide services to members from the premium they receive. Services provided include the setting up of a Service Center to provide labor services like weeding, pruning and grafting for farmers, training in soap-making, formation of VSLAs, and a scholarship scheme for the needy but brilliant female students.

***Services to Women-Headed Households***

The Co-operative does not go out of its way to look for women-headed households for support. However, if through their routine household assessments, they identify women-headed households that are vulnerable, they refer them to organizations that can support them.

***Certification Type and Premium Level***

The Co-operative has Fairtrade certification and they produce about 400 MT tons of Fairtrade certified cocoa at USD 240 per ton.

***Linkages to External Service Providers***

The Offinso Fine Flavor Cocoa Co-operative has linkages with Optimal Change Partnership (I am a Co-Founder and Executive Director) that is implementing sustainability and child labor projects in partnership with Guittard Chocolate Company, in the communities where the Co-operative has its members. Also, Agri-terra that is helping the Co-operative with Co-operative development, as well as to the Department of Social Welfare where they report cases of child labor.

They also have links with the Department of Agriculture at the District level (DoA) for mushroom growing and then WAJU and Social Welfare for capacity building.

***Challenges***

A key challenge the Co-operative faces is inability to provide start-up capital for members trained in soap making. Trained members are thus not able to start production after training.

Again, due to inadequate funds, they are not able to extend the scholarship scheme to a lot of children who are in need.

Also, inadequate financial resources in reaching out to the communities for child labor monitoring and for training on child labor.

Another challenge the Co-operative is confronted with has to do with how they motivate the members of the Child labor Committee, as well as the PCs who serve as liaison officers so they will get the most out of them.

**Recommendations on Districts to Implement the MATE MASIE Project**

They recommend the Sekyere East District in the Ashanti Region

When we talk of Ashanti region, I presume Effiduase…. where it is mainly cocoa growing district and so recommend that it should be extended to that area- Cocoa **Co-operative member**

### 4.1.3 **Amansie West Cocoa Cooperative Union**

The Amansie West Cocoa Co-operative Union is located at Antoakrom in the Amansie West District of the Ashanti Region. The Co-operative was formed by Mondelez International which still continues to support it.

**Capacity to Implement Child Labor and Law Enforcement Project**

***Governance Structure***

The Co-operative is made up of Primary Societies based in the communities. These come together to firm the union which has a management team. Then they have a Board composed of representatives of Primary Societies and the Management Team.

***Legal Status***

The Co-operative is registered with the Department of Co-operatives and it has an interest-bearing account with Fidelity Bank.

*Grant Management Experience*

The Co-operative has received and managed Grants from UKAID, Cocoa Life and Fairtrade to the tune of 40,232 Pounds Sterling to implement a Climate Change project.

***Procedures for Documenting Grant Disbursement Activities***

With regards to Grant Disbursements, the Co-operative has by-laws that guide how disbursements are handled. Any amount that comes in is reported and accounted to the Board.

***Resources***

The Amansie West Cocoa Farmers’ Co-operative Union has 3,391 registered members spread across the Amansie West and South Districts.

***Sources of Revenue***

Their source of revenue is from premium they get from the sale of certified cocoa beans. They produce an average of 6,130 tonnes of Fairtrade certified cocoa beans for which they receive premium.

***LBCs and Processors they Sell Cocoa Beans to***

Their cocoa beans are purchased by Olam, Kuapa Kokoo Company Ltd. and Armajaro

***Child Labor Monitoring and Remediation***

With regards to child labor monitoring and remediation, the Co-operative does not directly implement any activities. Per the arrangements put in place by Mondelez Cocoa Life, all child labor activities are led and implemented by Child Rights International. What the Co-operative does is support Child Rights International in this endeavour. Work plans and communication plans are thus developed and implemented by Child Rights International.

“We do not have or develop any annual workplan. The Cooperative relies on the information gathered by Child Rights International…. Every task is spearheaded or led by staff of Child Rights. We are involved by letting our committees work with Child Rights when it is going on its monitoring” – **Cooperative Member.**

***Services to Members***

From the premium it receives, the Co-operative provides Financial Assistance, Capacity Building on Agronomic Practices, livelihood services such as training on Bakery. The training on livelihood services is done by Agro Eco and Business Advisory Center of the National Board for Small Scale Industries (NBSSI), as well as training in Animal Rearing by MoFA. The Cooperative also links members to Community Savings and Loans Associations for access to loans.

The co-operative does not provide any special services to women-headed households.

***Challenges***

The main challenge they identified is inadequate financial resources to provide for the vulnerable among their members, especially women-headed households.

“The much-needed help that can be given to us as a Union is to help us provide for the needy. Most female-headed households do not even have a farm they are working on thereby making feeding difficult”- **Co-operative member**

**Recommended Districts for Implementation of MATE MASIE Project**

The Co-operative recommends Asante Akyem North, and Sekyere East, and Ahafo Ano North districts for the implementation of the MATE MASIE project

### 4.1.4 **Cocoa Abrabopa Farmers’ Association**

Cocoa Abrabopa farmers’ Association is a Farmer-Based Organization (FBO) located in Kumasi in the Ashanti region. However, even though it has a presence in eight districts in the Ashanti region, they are not currenting implementing any child labor interventions in the Ashanti region, because they consider their coverage in Ashanti region comparatively small. The eight districts are:

1. Ahafo Ano South- Mankranso
2. Atwima Nwabiagya- Nkawie
3. Atwima Mponua- Nyinahin
4. Offinso South- Offinso
5. Adansi South- New Edubiase
6. Sekyere East- Agona/ Effiduase
7. Amansie West- Antoakrom
8. Asante-Akim South- Juaso

Cocoa Abrabopa works with a total of 1,177 farmers in these eight districts in the Ashanti region.

 They are currently more focused on working with Mars and ICI in implementing a CLMRS in the Eastern and Western regions. They however, acknowledge that Ashanti Region is an area they could do more with regards to child labor interventions, even though they have no direct end users in the Ashanti region. This means they have no customers dedicated to buy solely from the Ashanti region.

“Currently in Ashanti region. Not yet because in Ashanti region, we don't have a particular buyer… eight cocoa districts in Ashanti region, so it's for us relatively not big but medium sized area in total… So yeah, Ashanti region. This is for us an area where we could do much more with regards to CLMRS or any other activity related to the fight against child labour…. And again, we will be interested even to do something in Ashanti. So, it's not that we don't want it. Yeah. But currently, we have no direct end customers… **Association Management Member**

Per the system they use for CLMR, they have the impression that it would be costly for them if they are to start implementing a child labor intervention in the Ashanti as many of their managers and staff are already engaged in other projects. An Association member expressed this in the words below:

 “Okay, that's what it is. If we move a system like this to Ashanti region, in our case, we need for example child development officers as we call them, could be a little bit less a little bit more depends on the total membership… So it's definitely more field staff needed and capacity needs to be built on training- **Association Management Member**

Cocoa Abrabopa has around 8000 members spread over all regions in Ghana, including Ashanti Eastern, Western, Volta, Brong Ahafo, Western North and Western regions.

Cocoa Abrabopa is Rainforest Alliance Certified and they buy the cocoa beans of their members.

***Dedicated Trained Staff***

The Co-operative has 10 Child Development officers that have been trained on CLMRS by ICI

***LBCs and Processors they Sell Cocoa Beans to***

Members of Cocoa Abrabopa Association sell their cocoa beans to Adwumapa Buyers Ltd. They have a sales representative- ASCOT Amsterdam that sells Rain Forest Alliance certified cocoa beans to Cocoa Abrabopa customers.

**Certification Type**

Cocoa Abrabopa is Rainforest Alliance certified.

*Services to Members*

Services provided by the Co-operative to its members include:

Pension Scheme

Training in Agricultural Practices

Provision of economic shade trees

***Challenges***

Identified challenges include:

* Lack of commitment on the part of cocoa farmers
* Lack of basic infrastructure in cocoa communities
* Difficulty of having linkages with other Stakeholders for CLMRS implementation.
* Inadequate financial resource for child labor remediation

**Recommendations on Districts to Implement the MATE MASIE Project**

They did not give any specific recommendation. Recommends that districts be selected based on the assessment being made.

### 4.1.5 ***Cocoa Pa Farmers’ Association***

Cocoa Pa Farmers’ Co-operative is located in Kumasi in the Ashanti region. They have 10,000 registered members and they operate in six Political Districts in the Ashanti region. These are: Ahafo Ano North and South, Atwima Mponua, Atwima Nwabiagya, Adansi North and South.

**Capacity to Implement Child Labor Monitoring and Law Enforcement Project**

***Legal Status***

The Cocoa Pa Farmers’ Association is legally registered with the Department of Co-operatives.

***Dedicated Trained Staff***

The Association has 14 permanent staff who are all trained on child labor. Training was done by Participatory Development Associates (PDA), and Child Rights International (CRI).

***Grant Management Experience***

The Farmers’ Association has had some Grant experience. They have received Grants from FAO, Solidaridad, and Beyond Beans. Details of these Grants were however, not available at the time of the interview as the officer interviewed did not have those details. The Co-operative has prescribed procedures established to document disbursement of Grant activities. These procedures are captured in the Financial Manual of the Association.

**Procedures for Documenting Grant Disbursement Activities**

The Association has written accounting policies and procedures, all captured in the Financial Manual.

**Sources of Revenue**

Sources of revenue of the Association are premiums from the sale of certified cocoa beans, proceeds from the Association’s input shops, Grants received for project implementation, as well as annual dues from members.

***LBCs and Processors they Sell Cocoa Beans to***

Members of Cocoa Pa Farmers’ Association sell their cocoa beans to Beyond Beans

***Child Labor Monitoring and Remediation System***

The Association does Child labor Monitoring and Remediation. However, they use the Farmer Child Protection Committee (FCPC) model instead of the CLMRS tool because they had challenges working with the latter. They have both a child labor work plan and communication plan which they follow to implement child labor activities.

They do child labor assessments of households to identify households in need of livelihood support or social protection and provide remediation based on type and urgency of identified case. For cases that are beyond them to handle, they refer to the Department of Co-operatives.

***Services to Members***

To address the challenge of lack of access to credit, that is a contributary factor to child labor, the Association has formed VSLAs in their member communities with funding from Beyond Beans. They also provided micro-enterprise training on bread baking, mushroom production and plantain multiplication to their members.

***Services to Women-Headed Households***

The Association does not consciously look for and provide services to women-headed households. However, during their routine household checks, if they come across such households, they provide the needed service.

**Certification Type and premium Level**

Cocoa Pa Association is Rainforest Alliance registered. However, information on premiums was not available during the interview.

**Linkages to External Service Providers**

The Association has linkages to external service providers including: the Department of Social Welfare where they refer cases of child labor, Pan African Savings and Loans that provide loans to VSLA members, and Women in Agricultural Development (WIAD) which has provided a number of services to Kokoo Pa farmers including:

1. Implementation of the Family and Farms Facility (FFF) project with Food and Agriculture Organization (FAO)

Interventions under this project included:

* Business and Marketing Skills training for Kokoo Pa women.
* Financial Literacy training
* Post- Harvest processing/ value addition of products
* Packaging of food items
1. At the time of compiling this report, WIAD was providing training for 120 farmers in three communities on the following topics under the Family farms for Future Food and Improved Quality of Life project:
* Business and Marketing skills
* Business Planning
* Financial Literacy
* Post- Harvest Processing
* Packaging of food items

 Participatory Development Associates (PDA), and Child Rights International (CRI) both provide child labor training for the Association.

**Challenges**

Identified challenges include:

Inadequate financial resources to provide needed start-up capital after micro-enterprise training

Difficulty in getting members to join VSLA groups

Getting banks at the district level to provide credit to VSLA members

**Recommended Districts to Implement the MATE MASIE project**

Cocoa Pa Association recommends the following districts for implementation of the MATE MASIE project:

Ahafo Ano South and North, Atwima Mponua, Atwima Nwabiagya and then Adanse North and South.

### 4.1.6 **Cocoa Mmaa Cooperative**

Cocoa Mmaa is a women’s Cocoa Cooperative, located and operating in the Central region of Ghana. It has a membership of 600 women. It does not operate in the Ashanti region.

**Capacity to Implement Child labor and Law Enforcement Project**

***Governance Structure***

There is the Founder and Chairperson, Patrons who serve as a Board, and at the community level, cocoa societies with their executive committees.

***Legal Status***

The Co-operative is legally registered with the Department of Co-operatives and has an interest-bearing account.

***Dedicated Trained Staff***

Co-Mmaa Co-operative has no permanent dedicated trained staff. They bring in administrators and other professionals to perform specific tasks for them when need on casual basis.

***Grant management Experience***

Cocoa Mmaa has no Grant Management Experience as they have not received any Grant since its establishment in 2018.

***Resources***

The Co-operative has 600 members in the Central region, and an office where they operate from.

***Sources of Revenue***

The sources of Revenue for the Co-operative include membership dues and premium they get from the sale certified cocoa beans through Cocoa Merchants.

***LBCs and Processors they Sell Cocoa Beans to***

Cocoa Mmaa sell their cocoa beans to Cocoa Merchants.

**Certification Type**

The Co-operative is Rainforest Alliance certified.

***Child Labor Monitoring and Remediation***

Mmaa Cocoa is not implementing any Child Labor Monitoring and Remediation interventions.

**Services to Members**

Services the Co-operative provides to members include GAP training, and training on women’s empowerment, and formation of VSLAs.

**Linkages to External Service Providers**

Mmaa Cocoa has links to the following external bodies: Eco Care, Tropenbos SEND Ghana, Solidaridad, MOFA, and COCOBOD. Eco Care and Trppenbos provide training on cocoa production and forestry, SEND Ghana provides training on women empowerment, Solidaridad provides training on climate smart cocoa farming, as well as financial management, MOFA provides training on vegetable farming, while COCOBOD provides training on Good Agronomic Practices in cocoa production.

**Challenges**

One key challenge the Co-operative faces in inadequate financial resources for monitoring and provision of other services to members.

“You see, this is a voluntary work, *sebi*, no one is paying me; I am the one who has taken it upon myself to mentor these female farmers and so, I go as and when capable. Even if I decide to come up with a plan that focuses on child labor, I may not get the means to follow through with it…*ehennnnnnnn*...which makes it quite irrelevant”- **Chairperson and Founder**

**Recommendations on Districts to Implement Mate Masie Project**

Cocoa Mmaa did not recommend any districts in the Ashanti region for the implementation of the MATE MASIE project.

**GAPs and Challenges Identified on Capacity, Resources, and Systems of Cocoa Co-operatives**

* **Lack of clearly defined remediation systems**

Some of the Cocoa Co-operatives do not have clearly defined remediation systems. When child labour cases are identified by field officers and reported to the leadership of the Co-operative, they do not know where to go for support if they are not in a position to provide remediation. Sometimes individuals in the Co-operative use their own resources to support the victim.

* **Inadequate Funds**

*Allocation of funds for Child Labour Monitoring*

All the Co-operatives interviewed indicated that they allocated funds for Child Labour monitoring and remediation at the beginning of every year. However, the funds are more often than not inadequate. Sometimes the allocated funds have to be re-directed to solve other pressing issues. For example, some Cooperatives allocated funds for Child Labour monitoring, but during the COVID-19 pandemic, the funds had to be re-directed to tackle COVID-19 issues in some of their member communities.

The challenge of inadequate funds affects the Cooperatives in other areas of activity implementation as was observed by a Cocoa Co-operative manager.

**…**when we engage the social welfare, there was some costs to the corporative, we wish that we always do it regularly. But then because of lack of funds, we can't do it the way we want. -  **Co-op Manager**

Again, The Co-operatives develop and follow workplans based on timelines allocated. However, there are times when they are not able to follow the plan strictly for reasons including inadequacy of funds. A Co-operative President alluded to this when he said in an interview that:

For most of the periods, we follow the plan strictly. However, there are few exceptions where we are not able to go due to travels, inadequate funds or even illness. –  **Co-op President.**

* **Difficulty in Providing Start-Up Capital after Skills Training, Lack of Funds for Scholarship Scheme**

Some of the Co-operatives provided micro-enterprise training for their women members so they would be able to provide for the needs of their at-risk children. However, at the end of the training they were not able to provide the trained women with start-up capital. Similarly, they wanted to institute a scholarship scheme for at-risk children. But they could not do any of these due to lack of funds. A Cocoa Co-operative Manager expressed this in these words:

“Talking about the soap- making after training them capital to start operation becomes very difficult. That's where we've actually reached. And also, the scholarship scheme, we are not able to reach out to a lot of these kids due to inadequate funds”- **Co-op Manager.**

As was rightly observed by Cocoa Barometer (2020), Cooperatives that are not part of any company programmes may have it difficult to set up CLMRS without support. Given the expressed challenge of inadequate funds, it is clear that the Cooperatives will need financial support if they are to succeed in leading the fight against Child labour.

* **Inability to Provide Services to Women-Headed Households**

While some of the Co-operatives do not go out their way to identify vulnerable women-headed households and other vulnerable households for support, those who do it lack the financial resources to provide the needed support.

* **Lack of a Formal Communication Plan**

The data gathered revealed that many of the Cocoa Cooperatives interviewed do not have formal communication plans to provide member households with information on Child Labour. The reasons for the non-existence of communication plans are varied. In some cases, child labor communication activities are included in the Annual Work Plan as in the case of Offinso, or due to the fact that child labor activities are not directly implemented by the Co-operative as in the case of the Amansie West Cocoa-operative, where the child labor component of the Mondelez Cocoa Life programme is being implemented by Child Rights International and the Co-operative only supports by making their members available. Cocoa Mmaa does not have a communication plan because they are not currently implementing a child labor project.

Where Co-operatives had plans, the only reported hindrance to the implementation of the plan is financial constraints as in the case of Kuapa Kokoo and Kokoo Pa,

## 4.2 **FINDINGS ON THE LANDSCAPE OF CURRENT RELEVANT PROGRAMMING IN THE ASHANTI REGION (I.E., EXISTING LIVELIHOOD, SOCIAL PROTECTION, AND CHILD LABOR REMEDIATION SERVICES);**

This section reports on existing livelihood, social protection, and child labour remediation services in the Ashanti region. The findings for this section are from interviews with Cocoa-Cooperatives, NGOs/Civil Society, Private Sector actors, as well as District and Community representatives. The section is not able to provide a comprehensive list of all programming in the Ashanti as findings are limited to what we gathered from speaking with Stakeholders that participated in the study.

A number of organizations implement child labor interventions in the Ashanti region. This section brings to the fore available services, which organization implements them and where in the Ashanti region. These include:

### 4.2.1 **Existing Livelihood Programming in the Ashanti Region**

* **Village Savings and Loans Associations**

**Optimal Change Partnership (OCP**), a local NGO based in Kumasi, for which I am a Co-Founder and Executive Director, is partnering Guittard Chocolate Company, based in San Francisco to implement the Cultivate Better Cocoa project in the Offinso Central district of the Ashanti Region. The project establishes Village Savings and Loans Associations (VSLAs) in cocoa communities to help farmers achieve financial inclusion, as well as have ready access to credit.

**World Vision International** also implements the Mondelez Cocoa Life programme in the Ahafo Ano North and Sekyere East districts of the Ashanti Region. They form VSLAs in the communities to provide easy and ready access to parents and guardians so they can attend to the needs of their children.

* **The Free Compulsory Universal Basic Education Programme (FCUBE)**

This programme is implemented by the Ministry of Education and it is aimed at increasing school enrolment and retention. The programme is implemented in all districts in the Ashanti region. The programme provides a Capitation Grant Scheme that helps defray the cost of basic education for students in public primary schools. Through this programme, the Girls’ Education Unit of the Ghana Education Service places girls’ education officers at the regional and district levels and mobilizes communities to enrol more girls in school.

* **The School Feeding Programme of the Ministry of Gender, Children and Social Protection (MOGCSP)**

This programme aims to reduce malnutrition and improve attendance among students. The programme provides one meal a day to pupils in schools in deprived communities. The programme covers all districts in the Ashanti Region.

* **Pulling Smallholders out of Poverty**

**OLAM Cocoa** provides a range of interventions that help farmers sustainably increase their productivity from coaching in Good Agricultural Practices to providing access to agricultural inputs and finance. Diversification of income is also key to improving total household income and Olam works with youth associations and women’s groups in activities such as beekeeping, intercropping and the development of community pruning teams.

### 4.2.2 **Existing Social Protection Programming in the Ashanti Region**

* **Scholarship Scheme for vulnerable school children**

**OLAM Ghana Ltd,** a Licenced Cocoa Buying Company,is implementing the Tony Fofie Scholarship Scheme in the in the Atwima Mponua district of the Ashanti region**.** The scheme gives out exercise books, note books, school uniforms, and bags to school children to encourage them to stay in school

* **Provision of Social Infrastructure**

**OLAM Cocoa** works with local farming cooperatives to not only pay sustainability premiums to farmers but also channels investment into social infrastructure projects that help prevent child labour, such as building local schools and hiring teachers.

* The Child Education Support Programme of COCOBOD for Cocoa farmers

The programme rehabilitates and builds schools in cocoa-growing areas. These educational programmes are implemented in the whole of Ghana, including the Ashanti region.

* **Vocational Skills Training**

**. OLAM Ghana Ltd** also supports vulnerable children to learn vocational skills in the Atwima Mponua district of the Ashanti region.

* **Community Action Planning Development Facilitation**

World Vision International supports communities where they work in the Sekyere East District of the Ashanti region to develop Community Action Plans (CAPs) through which communities are able to mobilize resources and get support for the basic infrastructural needs. Through this process, communities are able to identify and prioritize their development needs and mobilize resources both internally and externally to meet those needs. Copies of the CAPs are given to the Planning Unit of the Municipal/ District Assemblies for possible inclusion into the Medium-Term Development Plans of the Assembly.

**4.2.3** **Existing Child Labour Remediation Programming in the Ashanti Region**

The study brought to the fore a couple of Child Labour remediation services being implemented in the Ashanti region. These include:

**Child Labour Monitoring and Remediation in the Ashanti Region**

* OLAM Ghana Ltd operates a CLMRS and provides remediation services for all Child Labour cases they identify in their operational areas in the Ashanti region. OLAM Ghana operates an OFIS system by which they identify and remediate child labor cases in its supply chain.
* World Vision International, operating in the Sekyere East District of the Ashanti Region, establishes Community Child Protection Committees in the communities to monitor, sensitize and remediate Child labour cases.
* Similarly, Optimal Change Partnership is facilitating the formation of Child Protection Committees (CPCs) in the Akyemansa district of the Eastern region and will soon extend this to the Offinso South Municipality of the Ashanti Region. The Community level CPCs will be linked to the to the Department of Social Welfare for remediation services to identified child labour cases.
* Almost all the Cocoa Co-operatives interviewed have developed and are implementing Child Labour Monitoring and Remediation Systems (CLMRS).

**Education on Child Labor, Child Protection, and Teenage Pregnancy**

* The Department of Social Welfare collaborates with UNICEF to educate communities on Child Protection in the Offinso municipality. This includes education on Child labour and Teenage Pregnancyin the communities.

So, we go to the communities, engage them, educate them on effects of child abuse, child...... things that would harm the child- **Social Welfare Officer**

**Successes and Challenges of the Interventions**

* The Cocoa Co-operatives have developed Workplans and Communication Plans which guide the implementation of the CLMRS. The Workplans have specific activities assigned to particular people who make sure the activities are implemented**.**
* The Co-operatives also have in place Child Labour committees that are mandated to create awareness and monitor child labour incidences among Co-operative member communities for remediation.
* The formation of the Child Labour committee and the presence of Cocoa Cooperative representatives at the community level to monitor, remediate or report on Child Labour issues aligns with the working of the CLMRS as elaborated by Cocoa Barometer (2020).
* The Co-operatives organize communication campaigns in the communities in which they operate. These campaigns include education on work that children can do. They go to the homes of their members, to the schools, as well as undertaking public campaigns, including use of Child Labour posters, information centers, and recorded jingles that are played on local FM stations. This was confirmed by a member of a Cocoa Cooperative during a Focus Group interview.

…truly the cooperative does that. Errr…. sometimes, the child labour committee even goes to information centers to share the information with everyone, with the notion that, some households may have been missed during the house-to-house. Sometimes even non-members gain some knowledge about child labour through this means- **Co-operative Member**

**Collaboration**

In the implementation of the CLMRS, the Co-operatives work in collaboration with Government Departments including Social Welfare, Community Development, and CHRAJ.

**Coordination and Referral Mechanism**

There exists a coordination and referral mechanism in the implementation of the CLMRS. Identified cases of Child Labour are reported to the Child Labour Committee, escalated to the management and the Board if the committee is not able to handle. It is further escalated to the Department of Social Welfare or the police if the Board fails to handle it.

“We have a committee. So whatever case we have, the committee will handle it. If it cannot be solved, then the Management and the Board will come in but if it's above us, then we will report it to the Social Welfare or the Police” – **Co-operative Manager.**

**Law Enforcement**

Some Co-operatives have put in place law enforcement mechanisms. They have some sanction procedures. For instance, if a member engages in Child Labour, the Co-operative will not buy the cocoa beans of that farmer as part of certified cocoa beans. That means that the farmer loses all incentives that come with the sale of certified beans. The farmer can also be reported to the Police or the Department of Social Welfare for appropriate action to be taken.

**Services to Women-Headed Households**

Some of the Co-operatives interviewed indicated that the Child Labour Committees conduct assessment to identify women- headed households with challenges and present the report to the Board for support. The Board then reaches out to organizations operating in the district for support in remediation.

However, the provision of this service is fraught with many **challenges**. These include:

***Insufficient Field and Household Inspection***

 The study found that field and household inspections that need to be done by labor officers for instance, to identify child labor cases for remediation or children at risk of child labor are not done due to resource constraints.

**Ineffective Referral system**

Even though per the structure of the GCLMRS, identified child labor cases by CCPCs/ Child Labor Committees can be reported to the District Child Protection Committees, in some of the districts and municipalities like Offinso and Amansie West, the DCPC does not exist to provide this support. Referral cases are thus limited to the Department of Social Welfare. Sometimes it is even difficult to Community Child Protection Committees to reach out to Department of Social Welfare officers, or to DOVVSU, CHRAJ or other institutions to look for support for child labor remediation cases.

This challenge was alluded to by one Cocoa Co-operative Manager in these words.

“But it's one thing to get linkages to all those organization in Ghana. It’s hard to find something on the internet or working phone number. If you go for particular systems in a district, for example, Child Protection officer is not as you walk inside and you review and introduce yourself. It's a whole process. And that bureaucratic part that might become a challenge”- **Cocoa Co-operative Manager**

**Limited Coverage of the School Feeding Programme**

Even though the School Feeding programme covers all districts in the Ashanti region, the reality on the ground is that not every needy community is covered. This means that there could be schools in needy deprived communities that will still not benefit from this programme.

**Limitations in Programme Coverage by Private Sector**

There are limitations in some of the livelihood, social protection and child labor monitoring and remediation services provided. For example, even though OLAM Ghana provides services in these areas, these services are limited to OLAM’s supply chain. This way, only farmers who sell cocoa beans to OLAM can benefit from these services. It is same with all services provided by LBCs, the services are limited to their supply chains, and are not open to entire communities.

The existence of these livelihood, social protection, and Child Labour remediation services in the Ashanti region provides a ray of hope in the fight against Child Labour. UNICEF (2018) observed that without addressing the root causes of Child Labour, even the most effective Child Labour interventions will not be able to solve the challenges. With this mind, it is expected that in the implementation of the MATE MASIE project, conscious efforts would be made to network the Cocoa Cooperatives with these programmes and others that may be identified in the Ashanti region.

**Non-Involvement of Key Institutions in Child Labour Monitoring and Enforcement-**The study revealed that key institutions that should form part of Child Labour monitoring and enforcement are not part. For example, Department of Cooperatives Directors interviewed intimated that so far as monitoring and enforcement of Child labour laws are concerned, the Department does not have any specific mandate. There are no Child Labour focal persons in the offices of the Department of Cooperatives

# 4.3 **FINDINGS ON GAPS IN AND BARRIERS TO ACCOUNTABILITY MECHANISMS; CHILD LABOR MONITORING AND ENFORCEMENT; AND ACCESS TO SERVICES IN THE ASHANTI REGION.**

### 4.3. 1**Limitations in activities of Cocoa Cooperatives**

Child Labour monitoring and prevention, as well as livelihood interventions provided by the Cocoa Co-operatives are limited to their members, and non-members are left out. The reason for this is that Cocoa Co-operatives provide these services to its members using premiums they receive from the sale of certified cocoa beans produced by their members. Using the premium to provide services for non-members will be questioned by members. Child labor is a community-wide challenge and not limited to a particular supply chain. Limiting interventions to people in the community who are members of the Co-operative means that other vulnerable households in the community that are not members of the Co-operative which are vulnerable, or have children in child labor or at risk of child labor will not receive the support they need.

###  4.3.2 **Limitations in** **Services Provided by Licensed Buying Companies (LBCs)**

Some LBCs that purchase cocoa beans from Cocoa Co-operatives and farmers groups provide livelihood, social protection, and Child Labor remediation services to those Co-operatives. However, more often than not, this is supply-chain based and non-members who may need the service do not benefit.

 4.3.3 **Ineffective Coordination of Child Labour Monitoring and Enforcement**

What the study gathered from the Co-operatives, Private Sector and the Civil Society actors that we spoke with point to the fact that the system for coordinating Child Labour monitoring, referral, remediation, or enforcement of Child labour laws are not as effective as they need to be. There is limited coordination between community-level Child Protection Committees, District Child Protection Committees, and regional and national systems. In many districts, the Child Protection Committees are not even existent to coordinate child labor activities in the district. Per the structure of the GCLMRS, child labor monitoring and remediation goes beyond the community level. Child labor cases identified at the community level are to be reported to the district level through the DCPC which is to be coordinated by the District or Municipal Assembly. If this body does not exist at the district level because it has not been formed or has become dysfunctional, the chain is broken. NGOs, Cocoa Co-operatives, and other bodies that implement child labor projects thus work on their own with no DCPCs to report cases to.

From the interviews conducted, it came out that there are no DCPCs in all the districts and municipalities where consultations were undertaken. .

This lack of coordination does not reflect the characteristics and principal activities of the Child Labour Monitoring process as set up in the Ghana Child Labour Monitoring System (2010).

4.3.4 **Lack of Resources for Institutions Mandated to do Child labour Monitoring, Remediation and Law Enforcement**

It came out from the study that even though the Department of Social Welfare is very much aware of their mandate to monitor and enforce Child Labour Laws, they are not able to do so due to resource constraint.

“But mostly we are supposed to monitor so that it doesn't happen. And if it is happening, the law must work. But mostly, I'm being frank with you, I am being frank with you. We don't do it. We don't do it”- **Department of Social Welfare Staff Member.**

Similarly, the Department of Social Welfare is mandated to form Child Protection Committees in the communities. However, due to inadequate funding, they are unable to form the committees in all communities.

Again, due to the poverty levels of perpetrators of Child Labour, some Department of Welfare Directors are not able to prosecute them.

“We're supposed to arraign them before court. But when you arraign them, the parent cannot even afford three square meals and you are fining him. So, it's very difficult for the fine” **– Department of Social Welfare Staff Member.**

CHRAJ is mandated to project the rights of all persons including children. However, due to resource constraints, they collaborate with NGOs and other organizations to be able to fulfill that mandate.

“As I said, we don't generate any revenue. We don't have any money just now... if there's a complaint and we have to move and there's no fuel in the car, then it means you have to fall on somebody to assist us for it to move”**- CHRAJ Officer.**

Labour Officers do nothing on Child labour monitoring and remediation. The Public Employment Center in which the Labour Officers are located does not have any source of funding.

“Resource! Erhmm, I’m the only resource here. Apart from myself, we don’t have any other resources in this agency”**- Labour Officer**

“We don’t have any source of funding apart from funding we received from Cocoa Board 10 years ago. As I sit today, I use my own pocket money in funding activities of this agency”**- Labour Officer**

In the whole of the Ashanti region, there are only seven labour officers who are located at Tepa, Offinso, Bekwai, Obuasi, Konongo, Mampong and Kumasi.

The Department of Cooperatives is mandated to provide training for registered Cooperatives. However, the Department is under- resourced and therefore not able to deliver on this mandate.

### 4.3.5**Non-Involvement of Key Institutions in Child Labour Monitoring and Enforcement**

The study revealed that key institutions that should form part of Child Labour monitoring and enforcement are not part. Department of Cooperatives Directors interviewed intimated that so far as monitoring and enforcement of Child labour laws are concerned, the Department does not have any specific mandate, except for the fact that they are not required to employ any member below 18years of age.

There are no Child Labour focal persons in the offices of the Department of Cooperatives. The DOC does not have any mandate under NPA-2 and some Directors had not even heard of it. The Department is not part of the district level CPC. The Department is not resourced and as such would not be able to undertake Child Labour monitoring and enforcement if they had to. Likewise, in all the districts, the study revealed that the DOVVSU Directors are not part of the district level CPC, and some have not even heard of the NPA and NPA-2. Furthermore, Cocoa Cooperatives do not have mandates in NPA-2.

We believe that it is important for the Department of Cooperatives, as an administrator of the Cooperatives, to be a member of the district level CPC so they can provide support and monitor the Cooperatives on Child Labour issues.

### 4.3.6 **Insufficient Training on Child Labour for Key Institutions**

Training for key institutions that should form part of Child Labour monitoring and law enforcement is also lacking. An example is labour officers who reported that they had not received any training on Child Labour for over five years.

### **4.3.7** **Lack of Motivation for Community Child Protection Committees**

The work of Community Child Protection Committees is purely voluntary and there is no motivation for them. This leads to burn -out with time if their expectations of motivation are not met.

### 4.3.8 **Lack of Quality of Child Labour Monitoring Data**

Sometimes enumerators trained to collect data using child labour monitoring tools are not literate and they input data into the App which gives wrong information. These are used because they reside in the communities and it is less expensive to use them.

They need to really understand how to collect the exact data they have been asked to collect. ... Because sometimes they collect the data. Okay, and then you can see that a child who is 1 year old has been flagged to be in child labour- **Cocoa Sustainability Manager**

4.3.9 **Limitations in Social Protection Programmes like the School Feeding Programme-**

Even though the School Feeding programme covers all districts in the Ashanti region, the reality on the ground is that not every needy community is covered

All of these identified gaps corroborate the gaps identified by DOL (2020). These are:

1. Inadequate number of labour inspectors

2. Inadequate resources, including funding, transportation, office space, and office supplies

3. Hindered formal referral mechanisms as a result of lack of funding, shelter space, and transportation for victims

4. Inadequate initial training for new labour inspectors

5. Insufficient training on new laws related to child labour

6. Inadequate provision of refresher courses.

7. Inadequate Complaint mechanisms (DOL, 2020).

For the successful implementation of the MATE MASIE project, there would be the need to pay attention to these gaps and address them.

# **4.4 FINDINGS ON MOTIVATIONS, RELATIONSHIPS, AND ROLES OF KEY STAKEHOLDERS INTERVIEWED**

### 4.4.1 **Findings on Motivations of Stakeholders Interviewed**

For many of the Stakeholders interviewed, the study shows that there exists substantial motivation to work on Child Labour monitoring and enforcement. This motivation stemmed mainly from their personal convictions that the fight against child labor is necessary to secure the future of children.

### 4.4.2 **Findings on Relationships Between Stakeholders Interviewed**

The study found that in many of the districts, Cocoa Cooperatives had very cordial working relationships with the Department of Social Welfare, and they referred child labor cases to them. However, there were cases where departments within the District Assembly unit did not know what other Departments were doing on child labor. In one of the districts for instance, a labor officer noted that he had never been invited to any meeting on child labor.

As a Social Welfare Director remarked:

“But it's like most agencies, everybody's doing what he or she wants to do. There is no... Mostly there's no collaboration between most agencies that is what I will say there is no collaboration. Everybody's working apart”- **Social Welfare Director**.

Similarly, Labour Officers do not participate in Child Labour activities in the district.

“Please I’m not aware of any existing action plan on child labor. I’m saying this because, the district does not involve me in any of their activities concerning child labor”- **Labour Officer.**

Private sector companies working on child labour work independently of District Child Protection Committees where they exist and they are not represented on those committees.

### **4.4.3** **Findings on Roles of Key Stakeholders Interviewed Regarding Child Labour Monitoring and Enforcement**

* **The Department of Cooperatives**

The Department of Cooperatives is charged with the certification and administration of the Cooperatives and is not mandated on Child Labour Issues.

* **The Department of Social Welfare**

In communities where there are Child Protection Committees, the Department of Social Welfare trains them on how to monitor, identify and remediate Child Labour cases. For identified cases that the committee cannot handle at that level, they are directed to refer them to the Department of Social Welfare. The Department also does sensitization on Child Labour laws in communities.

The mandate of the Department of Social Welfare in the NPA 2 is to set up Child Protection Committees at the community level to sensitize community members and identify cases; and at the district level to initiate programs aimed at addressing Child Labour

* **The Municipal/ District Assembly**

The Social Services Sub-Committee of the District Assembly plays the role of child protection and handle all other social issues. The composition includes Ghana Education Service (GES), Ghana Health Service (GHS), the Department of Social Welfare (DSW), and some Assembly Members

The major mandate of the Planning Unit regarding Child Labor is to monitor and access the progress of the undertakings of Departments directly engaged in enforcing Child Labor laws and remediating cases. This is usually done during district level meetings or forums, even though they sometimes (on rare occasions) do field visits)

Interviews were conducted in the Offinso South Municipality, Amansie West District, and Tano North District. None of these had District Child Protection Committees.

* **CHRAJ**

CHRAJ collaborates with NGOs and other organizations to do education on child rights in the communities, and to enforce Child Labour laws.

* **LBCs and Cocoa Processors**

Do child labour monitoring and remediation, as well as provision of livelihood services to their supply chain members

* **NGOs/ Civil Society**

Do child labour monitoring and remediation through establishment of CCPCs, as well as provision of livelihood services

* **Ghana Cocoa Board**

COCOBOD as a regulator of the cocoa sector is mandated to regulate cocoa production and marketing of cocoa beans by enforcing sound agronomic, labour, marketing and other industry best practices. We therefore sensitize cocoa farmers through various fora not to use children in the production of cocoa. The various laws are explained to them to know the repercussions.

COCOBOD has a child labour desk at the Research, Monitoring and Evaluation Department of COCOBOD and Mr. Paul Ntim, Research Manager, is the current focal person. The role of the focal person includes:

• Coordination of COCOBOD 's institutionally engaged child labour activities with relevant Ministries, Department and Agencies.

• Participation in child labour activities of stakeholders and partners where COCO BOD is invited and engaged.

• Planning and coordination of child labour programmes and projects of COCOBOD.

• Providing data and reports on COCO BOD 's child labour activities

• Serving on child labour and its related Committees and Sub-committees set-up by stakeholders and partners.

• Attending/responding to enquiries and requests of stakeholders and interested entities on child labour in cocoa matters

Other Stakeholders interviewed including Cargill, OLAM, Sucden, and World Vision that were interviewed indicated that they do not have a specific mandate on child labor monitoring and remediation. However, as a service to the farmers they buy cocoa from, they do child labor monitoring and remediation.

COCOBOD has mainstreamed child labour education and sensitization into its extension service delivery. The Cocoa Health and Extension Division (CHED) of COCOBOD has trained and continue to train its extension officers to sensitize farmers about child labour. The farmer-education and sensitization take varied forms such as rallies, durbars, group meetings, home visits, farm visits, radio programmes, TV among others.

# **SECTION 5.0: CONCLUSION AND RECOMMENDATIONS**

* 1. **GENERAL CONCLUSION**

The idea to work with Cocoa Cooperatives to achieve effective Child Labour monitoring and law enforcement is a laudable one. From interactions with some Cocoa Cooperatives operating in the Ahanti region, the study can attest to the fact that Cocoa Cooperatives have the capacity to lead in the fight against Child Labour. However, issues of financial inadequacy and lack of functional systems to aid Child Labour monitoring, referral, remediation and law enforcement need to be addressed.

The study brings to light weak coordination among institutions mandated to fight against Child Labour as they appear to be working in silos. There is no clear linkage between community level Child Protection Committees, District level Child Protection Committees, and national level institutions responsible for the elimination of Child Labour. In many districts and municipalities, the Child Protection Committees do not exist, and where they do exist, they are not very functional.

In the Ashanti region, there are not many livelihood support interventions that could contribute to the elimination of Child Labour and the few that exist are not directly linked to Child Labour monitoring and law enforcement.

This said, we see high levels of motivation among Stakeholders towards the elimination of Child Labour, and if this is harnessed, there will lots of successes in this worthy venture.

## **5.2 RECOMMENDATION(S) ON ADDRESSING THE CAPACITY, RESOURCES, AND SYSTEMS OF COCOA COOPERATIVES IN THE ASHANTI REGION TO MONITOR AND ENFORCE CHILD LABOUR.**

Based on the data gathered by the study, we make the following recommendations:

* It would be helpful for the MATE MASIE project to assist the Cocoa Co-operatives to put in place a clearly defined remediation system so that identified cases of Child Labour can be promptly addressed.
* To address the challenge of the Cocoa Cooperatives not being able to provide start-up support for vulnerable households trained in micro-enterprise development, we recommend that the project makes funds available for start-up support or assist Cocoa Co-operatives to identify external bodies that can provide start-up capital for members trained in entrepreneurship initiatives.
* We recommend that the project makes funds available to Cocoa Co-operatives to assist women-headed households, as well as implement scholarship schemes
* To improve communication on Child Labour monitoring and law enforcement, we recommend that the project supports selected Cocoa Co-operatives to develop and implement communication plans as well as help them get focal persons tasked to oversee the management and implementation of the plan. This will make communication on child labor to households and communities more focused and thus yield the needed results. It will lead to increased awareness on child labor in the communities.

## **5.3** **RECOMMENDATIONS ON ADDRESSING THE CHALLENGES AND GAPS IDENTIFIED IN THE REPORT.**

* To help strengthen Child labour monitoring, referral and remediation systems, we recommend that the project supports the Municipal and District Assembliesto form the Municipal/ District level Child Protection Committees that include all relevant institutions in the Municipality. District.
* Private Sector institutions and Civil Society working in the districts could be made members of the District Child Protection Committees. These could financially support the operations of the committee.
* We recommend that the district -level Child Protection Committees be linked with the MELR, the MOGCSP, as well as other national Child Protection institutions. By this we mean the creation of central database to be managed by the Child Labor unit of the MELR where all data on child labor from the DCPCs will be sent
* The work that Child Protection Committees do at the community level is purely voluntary. To ensure that they remain committed to what they do, we recommend that the Cocoa Cooperatives find ways of providing some incentives to them to keep them motivated to do the work. This could be done on quarterly basis.
* Child Labour Unit of MELRto create a national database on Child Labour into which all databases from the communities, districts, and regions will flow.

## **5.4 RECOMMENDATIONS ON DISTRICTS AND COMMUNITIES THE PROJECT SHOULD TARGET BASED ON FINDINGS**

From the findings of the study, and based on the recommendations Stakeholders consulted, we make the following recommendations on where the project should be located.

Recommendations on Districts to Implement MATE MASIE Project

Table 5 below presents recommendations from Co-operatives and other Stakeholders Interviewed

Table 4: Recommendations on Districts to Implement MATE MASIE Project

|  |  |  |
| --- | --- | --- |
| **Cocoa Co-operative/ Other Stakeholder** | **Recommended Districts** | **Reason for Recommendation** |
| Kuapa Kokoo Farmers’ Co-operative | Atwima Nwabiagya, Atwima Mponua, Offinso | Most cocoa farmers are moving from the western region to these areas which are the peripherals of the Ashanti region |
| Offinso Fine Flavor Farmers’ Co-operative | Sekyere East. | It is mainly a cocoa growing district |
| Amansie West Cocoa Farmers’ Co-operative | Asante Akyem North, Sekyere East, Ahafo Ano North | They have Co-operatives and need training and financial help |
| Cocoa Pa Farmers’ Association | Ahafo Ano South, Ahafo Ano North, Atwima Mponua, Atwima Nwabiagya, Adansi North, Adansi South | High incidence of child labour |
| Cocoa Abrabopa Farmers’ Association | No specific district recommended | Recommends that Winrock rather looks for stronger Co-operatives that have the right structures in the areas the project will be operating, to work with. |
| Cocoa Mmaa Co-operative | No specific district recommended | Did not have any district in the Ashanti region in mind. |
| OLAM Ghana Ltd | No specific district recommended | Recommends that Winrock does its own assessment to identify districts that will be more committed to the project |
| Sucden | No specific descript recommended | Recommended Western North region. High volumes of cocoa production and high level of Child labour |
| Social Welfare | Amansie West, Offinso | Amansie West is predominantly a farming area with low- income levels, while Offinso farmers are very serious and Co-operative |
| CHRAJ | Amansie West | There is Galamsey in the district, which puts a lot of children at risk of Child labour |
| Labor Officers | Offinso North, Afigya Kwabre, Ahafo Ano South, Ahafo Ano West, Atwima Nwabiagya | No labour officers in Offinso North and Afigya Kwabre., Children engage in galamsey and cocoa farming in these areas  |
| COCOBOD | Recommends all districts in Ashanti region | No reason given |
| Cargill | Atwima Mponua, Adansi South, Bekwai Municipal | They are receptive to interventions |
| District/ Municipal Assemblies | Offinso, Amansie West | There are a lot of cocoa growing areas in Offinso and children are beginning to work on the cocoa farms.in Amansie West, a lot of children engage in galamsey and “Okada business |
| Department of Co-operatives | Offinso | Farmers are cooperative |
| World Vision | No specific district recommended | The project should look for districts where there child labour interventions are low. |

Frequency of Mention

|  |  |  |
| --- | --- | --- |
| District  | Frequency of Mention |  |
| Atwima Nwabiagya | 3 |  |
| Atwima Mponua | 3 |  |
| Offinso | 5 |  |
| Sekyere East | 2 |  |
| Amansie West | 3 |  |
| Asante Akyem North | 1 |  |
| Ahafo Ano North | 2 |  |
| Ahafo Ano South | 2 |  |
| Adansi North | 1 |  |
| Adansi South | 2 |  |
| Bekwai Municipal | 1 |  |
| Afigya Kwabre | 1 |  |
| Ahafo Ano West | 1 |  |
|  |  |  |

Going by the frequency of mention as shown in table above, the following districts are recommended for implementation of the MATE MASIE project:

1. Offinso Municipal
2. Atwima Nwabiagya
3. Atwima Mponua
4. Amansie West

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**APPENDICES**

**Appendix 1: Interview Questions (Please find attached)**

**Appendix 2: Updated Interview Schedule (**Please find attached)

**Appendix 3: Coded Transcripts (**Please find attached)

**Appendix 4: Categories (**Please find attached)

**Appendix 5: Unitized Data (**Please find attached).