



GOVERNMENT OF GHANA

MINISTRY OF EMPLOYMENT AND SOCIAL WELFARE (MESW)

**Government of Ghana's Response to United States Department of Labour's Report on Child /  
Forced Labour in Foreign Countries**

**May 2011**

## Table of Content

List of Acronyms.....	2
<b>1.0 INTRODUCTION.....</b>	<b>5</b>
<b>2.0 SPECIFIC COMMENTS ON USDOL REPORTS.....</b>	<b>5</b>
<b>2.1 Ghana’s Commitment towards the Eliminations of the Worst Forms of Child Labour in the Cocoa Sector.....</b>	<b>5</b>
TVPRA of 2010.....	5
Tulane University’s Third Annual Report.....	7
International Cocoa Verification Board’s Response .....	8
Response of Senator Tom Harkin and Congressman Eliot Engel to Tulane University Third Annual Report.....	8
Conclusions.....	8
<b>3.0 GHANA’S COMMENT TO THE ELIMINATION OF ALL WORST FORMS OF CHILD LABOUR.....</b>	<b>16</b>
Interventions to Address Child Labour in Ghana.....	16
<b>3.1. Policy Framework.....</b>	<b>17</b>
3.1.1 National Development Policy .....	17
3.1.2 Other Policy Interventions.....	17
The National Social Protection Strategy (NSPS).....	17
Education Sector Programmes.....	17
Capitation Grant Scheme (CGS).....	17
Early Childhood Development Policy.....	17
The Ghana School Feeding Programme (GSFP).....	18
Supply of School Uniforms to Children of Public Basic Schools.....	18
3.1.3 Other Interventions.....	18
The National Health Insurance Scheme (NHIS).....	19
<b>3.2 Legal Framework On Child Labour.....</b>	<b>19</b>
3.2.1 International Legal Response .....	18

3.2.2 National Legislation.....	19
<b>3.3 Institutional Arrangements That Contribute To The Eliminations of Child Labour.....</b>	<b>20</b>
3.4 Programmes to Address Child Labour.....	21
3.5 National Programme for the Elimination of the Worst Forms of Child Labour in the Cocoa Sector.....	21
3.6 National Plan of Actions (NPA) for the Elimination of the Worst Forms of Child Labour.....	21
<b>4.0 INTERVENTIONS BY COLLABORATING PARTNERS</b>	
4.1 International Cocoa Initiative (ICI)	
4.2 World Cocoa Foundation (WCF)	
4.3 International Labour Organization (ILO), Ghana Office	
<b>5.0 CONCLUSIONS.....</b>	<b>23</b>
<b>6.0 RECOMMENDATIONS.....</b>	<b>23</b>

## List of Acronyms

CLU	Child Labour Unit
CCLMS	Community Child Labour Monitoring System
CLMS	Child Labour Monitoring System
CGS	Capitation Grant Scheme
CBFMC	Community-Based Fisheries Management Committee
DOVVSU	Domestic Violence and Victims Support Unit
FASDEP	Food and Agricultural Sector Development Policy
FSCBP	Fisheries Sub-Sector Capacity Building
FCUBE	Free Compulsory, Universal Basic Education
GPRS	Growth and Poverty Reduction Strategy
GOG	Government of Ghana
GCLS	Ghana Child Labour Survey
GEA	Ghana Employers' Association
GSFP	Ghana School Feeding Programme
GES	Ghana Education Service
GPS	Ghana Police Service

GJA	Ghana Journalist Association
HAF	Hazardous Child Labour Activity Framework
ICVB	International Cocoa Verification Board
ILAB	Bureau of International Labour Affairs
ILO	International Labour Organization
LEAP	Livelihood Empowerment Against Poverty
MMDA	Metropolitan, Municipal and District Assembly
MTDPF	Medium Term Development Policy Framework
MTDP	Medium Term Development Plan
MOWAC	Ministry of Women and Children Affairs
MESW	Ministry of Employment and Social Welfare
MOU	Memorandum of Understanding
NSPS	National Social Protection Strategy
NHIS	National Health Insurance Scheme
NSC	National Steering Committee
NPECLC	National Programme on the Elimination of the Worst Forms of Child Labour in the Cocoa Sector
NPA	National Plan of Action
OVC	Orphans and Vulnerable Children
SOMOPAC	Social Mobilization Partners Against Child Labour
TVPRA	Trafficking Victims Protection Reauthorization Act
WACAP	West Africa Cocoa and Commercial Agricultural Project
WFCL	Worst Forms of Child Labour
WAJU	Women and Juvenile Unit

## **1.0 INTRODUCTION**

This Report is the Government of Ghana's response to the *List of Goods Produced by Child or Forced Labor* required by the Trafficking Victims Protection Reauthorization Act of 2011 (TVPRA List), issued by the Bureau of International Labor Affairs (ILAB) of the United States Department of Labor (US DOL) in 2010.

We commend the United States Government for her support to eliminate child and forced labour globally by raising public awareness about the incidence of child and forced labour in the production of goods. We would like to state that the Government of Ghana has also been implementing policies and programmes, aimed at eliminating the Worst Forms of Child Labour (WFCL) and Forced Labour.

## **2.0 COMMENTS ON USDOL REPORTS**

### **2.1 GHANA'S COMMITMENT TOWARDS THE ELIMINATION OF THE WORST FORMS OF CHILD LABOUR IN THE COCOA SECTOR**

We note with appreciation the exclusion of cocoa from Ghana from the proposed update to the List of Products Produced by Forced or Indentured Child Labour under the Executive Order 13126 of 1999.

#### **➤ TVPRA of 2005**

Ghana wants to underscore its dissatisfaction over the inclusion of Cocoa from Ghana in the initial List of Goods Produced by Child or Forced Labour required by the Trafficking Victims Protection Reauthorization Act of 2005 (TVPRA List).

Listing cocoa from Ghana alongside products that have not benefited from interventions to eliminate child labour undermines the efforts that government and all stakeholders have put in place to eliminate worst forms of child labour in cocoa production chain in Ghana. Currently the ratification of ILO Convention 138 is under Cabinet consideration.

The Government of Ghana, before the signing of the Harkin-Engel Protocol in 2001 by the chocolate industry, had ratified International Labour Organization (ILO) Convention 182 and signed Memorandum of Understanding with ILO to eliminate the worst forms of child labour in Ghana. On 13<sup>th</sup> September 2010, a new Harkin-Engel protocol declaration was signed in the United States and Ghana yet again showed commitment by signing to the new protocol by the Minister of Employment and Social Welfare Hon. E.T Mensah.

Since the signing of the protocol, more effective and sustainable measures to eliminate the worst forms of child labour have been put in place. These include the following:

- i. The Government of Ghana in collaboration with ILO implemented the West Africa Cocoa Commercial Agriculture Project (WACAP 2002-2006) that aimed at

eliminating the worst forms of child labour in the cocoa sector. This project was funded largely by the US Department of Labour.

- ii. The setting up of the National Programme for the Elimination of Worst Forms of Child Labour in Cocoa (NPECLC) in 2006 to coordinate and implement interventions to eliminate worst forms of child labour in the cocoa sector of Ghana. This is a scale-up on interventions started under WACAP. The conduct of Pilot (2007) and Scale-up (2008) Surveys on Labour Practices in Cocoa Production in Ghana. These surveys culminated in the Ghana Certification Reports of 2007 and 2008 respectively and were independently verified and accepted unconditionally by the International Cocoa Verification Board (ICVB).
- iii. Support to local government structures (Metropolitan/Municipal/District Assemblies (MMDAs) and Civil Society Organizations (CSOs) to undertake aggressive remediation activities. These activities started in 2007 in 122 communities in 11 out of the 69 cocoa producing districts. This was scaled up to 36 more districts and 413 communities in 2009/2010. About 1,300 children were supported in 2008 to attend basic school and skill training and about 6300 are yet to be supported this year (2011). In addition, logistics such as 47 computers and accessories, including 57 motorbikes 30 pen drives and 1410 bicycles have been given to MMDAs in 2010, to enhance the implementation and monitoring of interventions. The expanded 22 MMDAs will receive 22 computers and accessories, 22 motorbikes and 1000 bicycles by the end of 2011.
- iv. The development of Hazardous Child Labour Activity Framework (HAF) that defines hazardous and acceptable work activities and conditions per age of child. A Communication Strategy and an Action Plan to disseminate the HAF have been developed and are being implemented. The Child Labour Unit (CLU) in collaboration with the ILO is in the final process of developing is the Hazardous Child Labour Activity Framework (HAF) for the fishing and mining sectors.
- v. The NPECLC is collaborating with Cocoa Research Institute of Ghana (CRIG) to develop appropriate labour saving tools for cocoa farmers to avoid drudgery associated with cocoa production thereby preventing the use of children. 10 tools have been agreed with all stakeholders to be developed.
- vi. About 174 communities have developed Community Action Plans (CAPs) to address issues bordering on child labour. The CAPs serve as a guide to their development agenda. In the CAPs, communities outline the specific activities they will undertake to ensure the holistic development of their communities with emphasis on the elimination of child labour in cocoa
- vii. GCLMS originated from the harmonization of previous CLM Mechanisms
  - 2001-2003: The Tracking Database of ex-working children
  - 2003-2006: A Mono-sector Decentralised CLMS
  - 2006-2009: Integrated-Child Labour Monitoring System
  - 2008: Community Child Labour Monitoring SystemThe GCLMS is a community based monitoring and remediation tool that will constantly monitor the activities of children in child labour, at risk and in the WFCL

whether in schools, on the farm or in their homes, as is recommended by ILO C182. All necessary arrangements have been put in place to pilot the GCLMS in August 2011. Implementing districts have been given logistical support (10 motorbikes, 10 computers and 410 bicycles). District and community structures have been re – enforced;  
Community Data Collectors (CDCs) have been selected and due for training in July 2011.

This is particularly important in ensuring that credible and reliable data is collected, processed and analyzed to inform decision making. A Training Manual to guide actors and Data Capturing Software are all currently being developed and will be ready for the pilot process in August 2011. The GCLMS with its robust data capturing system will surely track and identify child trafficking cases that previous surveys have all failed to identify.

- viii. Communiqué issued by 47 local government authorities (Municipal/District Assemblies) to commit part of locally generated resources to fight child labour in their respective areas of jurisdiction. They have deepened their commitment by mainstreaming child labour interventions into their Medium Term Development Plans.
- ix. Formation of 100 Child Protection Clubs since 2008 to date to provide peer education against child labour
- viii. Extensive sensitization at all levels – community, district and national levels of Child labour in the cocoa sector and its effects on the children and the nation as a whole. The scale-up survey gives awareness rate of 76%.
- x. Capacity building of various actors including Ministries, Departments and Agencies, Municipal/District Assemblies, the Ghana Cocoa Board, the media, Security Agencies, Ghana Education Service, Civil Society Organisations and Trade Unions. Capacities of over 8000 national, district and community actors have been built to effectively develop and implement interventions to eliminate child labour
- xi. Establishment of a National Partners Forum to coordinate and harmonize efforts and interventions against child labour in the cocoa sector.
- xii. A pilot additional livelihood support scheme has been initiated to enhance the income of cocoa farmers in 60 communities in 30 districts
- xiii. The NPECLC has developed a Monitoring and Evaluation Framework (cocoa-specific) to track and assess implementation progress on the elimination of WFCL in the cocoa sector. This framework when validated and adopted would provide indication on the incidence level of WFCL after remedial interventions. However, structural (process) and input mechanisms have been put in place by NPECLC to facilitate remedial activities. Furthermore, monitoring mechanisms have been instituted at the community through to the district and national levels to continuously track programme implementation and ensure the effectiveness and efficiency of interventions

Also, the programme document would be reviewed to include emerging issues such as Harkin-Engel Protocol II and issues which raised during implementation to enable NPECLC address WFCL in a holistic manner.

In addition to the above, other partner organizations including Civil Society Organizations, Trade Unions and Industry are implementing activities to mitigate child labour and improve the livelihoods of families in cocoa growing communities.

The Government of Ghana (GoG) is still committed to the Harkin-Engel Protocol in the elimination of the worst forms of child labour and this was epitomized by the signing of the new Protocol Declaration on 13<sup>th</sup> September 2010 in Washington, D.C.

#### ➤ **Tulane University’s Third and Fourth Annual Reports**

The efforts of GoG in addressing child labour as stated above have been corroborated by the Third and Fourth Annual Reports of the Tulane University which provides positive remarks about the efforts the Government of Ghana is making to eliminate child labour in the cocoa sector.

The Report:

1. Shows a reduction in child participation in agricultural areas in general and cocoa sector in particular, which were partly attributed to government and industry efforts to reduce child labour.
2. Recognizes Ghana for her *“lead role in addressing at policy level the issues of child labour in cocoa which provides a model for collective action”*.
3. Indicates that most children found from worst forms of child labour in cocoa were residents of the farming communities and they live with their parents or relatives.
4. Indicates that cases of debts and the need to work to pay off debts are very rare.
5. Indicates that *“approximately 90% of children in cocoa growing areas in Ghana are enrolled in school and that reading and writing skills are increasing”*.
6. Commends the Government of Ghana for creating legislation to eliminate worst forms of child labour and the steps taken to implement certification and verification systems. It says that the Government of Ghana *continues to demonstrate appropriate response to combat worst forms of child labour in the cocoa sector”*.

#### ➤ **International Cocoa Verification Board’s Response**

The International Cocoa Verification Board (ICVB), a non-profit, multi-stakeholder organization was set up to ensure that certification efforts to evaluate the occurrence of child or forced adult labor in cocoa producing areas in Ghana and Côte d’Ivoire are independently verified. It issued its comments on the reports on. [www.cocoaverification.org](http://www.cocoaverification.org).



The ICVB expressed regrets over the listing of cocoa from Ghana “*alongside products that have not undertaken multi-year, multi-million dollar initiative engaging all stakeholders (civil society, governments and industry) within the supply chain*”.

In fact, the ICVB argues that the “*current approach or process of listing all products and all countries in the same manner, characterizes each country and products as having been produced in an equivalent fashion*”, can be “*counterproductive*”. This is because the current approach does not recognize specific efforts that have been initiated and that are making a difference for children in the cocoa production chain.

The Government of Ghana agrees with ICVB’s recommendations that the U.S. Department of Labour should introduce a tiered list based on clearly defined criteria that demonstrates the degree of engagement and processes against the issue. As stated by the ICVB, the list could be based on the following criteria:

1. *Countries that violate human rights within a specific supply chain and do not recognize nor address the problem*
2. *Countries that have clearly identified and acknowledged the existence of the problem and are in the very early stages of addressing it.*
3. *Countries that have identified the issue and are making appreciable and clearly defined efforts at addressing it.*

➤ **Response of Senator Tom Harkin and Congressman Eliot Engel to the Tulane University Annual Reports**

We also recognize the statement issued by Senator Tom Harkin and Congressman Eliot Engel after the issuance of its Annual Reports:

- That “*over 1.6 million children in Ghana and Cote d’Ivoire perform potentially hazardous activities*”. The word “*potentially*” is instructive and suggests that the children are not necessarily in hazardous activities. The statement further declared that “*Governments of Ghana and Cote d’Ivoire are taking steps to demonstrate their commitments to working to combating the worst forms of child labour in the cocoa sector*”.

***The weighting of our 2007/8 Scale-up Survey, estimated 186,307 out of 1,846.125 children to be involved in hazardous activities in the cocoa sector.***

➤ **Conclusion**

The Government of Ghana appreciates the exclusion of Ghana’s cocoa from the proposed update to its List of Products Produced by Forced or Indentured Child Labor pursuant to Executive Order 13126 of 1999.

On the basis of all the efforts mentioned above, it is unfortunate and unfair to include cocoa from Ghana on the TVPRA list. The Government therefore is of the view that cocoa from Ghana be expunged from the TVPRA List.

The Government wishes to reiterate that the listing of cocoa from Ghana in the TVPRA List serves to undermine the efforts that it is making to address the issue of the worst forms of child as well as disincentive for other countries to embark on any comprehensive effort.

It is unfortunate the US Department of Labour, the source of these reports has been a major and consistent partner of Ghana since 2000 and is aware of the gains the country is making in our fight against all forms of child labour.

### **3.0 GHANA'S COMMITMENT TO THE ELIMINATION OF ALL WORST FORMS OF CHILD LABOUR**

#### **➤ Interventions to Address Child Labour in Ghana**

The Government of Ghana recognizes the problem of child labour and is committed to addressing the issue in all sectors and has, in collaboration with national and international partners, put in place interventions to address the problem in the areas of policy, legislation and programmes.

### **3.1 POLICY FRAMEWORK**

#### **3.1.1 National Development Policy**

The National Development Policy Framework (Growth and Poverty Reduction Strategy II (GPRS II 2006-2009) has the issue of child labour mainstreamed into it. This provided the guidelines for the development and implementation of programmes to address the issue.

With GPRS II coming to an end, the Government of Ghana in collaboration with Developmental Partners and Civil Society Organizations is working to ensure that Child Labour and its Worst Forms is adequately addressed in the new Medium Term Development Policy Framework (MTDPF) and Guidelines for the preparation of Sectoral Medium-Term Development Plans (MTDPs)

#### **3.1.2 Other Policy Interventions**

##### **➤ The National Social Protection Strategy (NSPS)**

The Government has developed and is implementing the NSPS and its flagship programme the Livelihood Empowerment Against Poverty (LEAP) to enhance the well-being of the poor, vulnerable and excluded. The programme targets orphans, vulnerable children (OVCs) and their

caregivers. The OVCs have the potential to move into the labour force prematurely. The WFCL is both a criteria and conditionality for selecting beneficiary districts and household. A beneficiary household is assisted to withdraw their children from the WFCL and enroll them in school.

### ➤ **Education Sector Programmes**

To ensure that all Ghanaian children of school-going age are provided with quality formal education and training, the Government of Ghana, has made free the distribution of test books, free uniforms and Free Compulsory Universal Basic Education (FCUBE) a constitutional right (1992 Republican Constitution of Ghana). This has been translated into the FCUBE policy. Under the Policy the following programmes are being implemented:

#### ➤ **Capitation Grant Scheme (CGS)**

The Scheme, piloted in 2003/04 in 53 deprived districts, was extended nationwide in 2004/05 to all public basic schools in Ghana. Under the Scheme, all forms of fees/levies being paid at the basic level in public schools by parents were absorbed by the Government. The Grant has since made tremendous impact on school enrolment and retention.

#### ➤ **Early Childhood Development Policy**

The Policy developed in 2004, seeks to address the holistic development of the child and promote inter-sectoral planning for the welfare of children. Under the Policy, kindergarten has been mainstreamed into basic education. This has encouraged parents to take their “at risk” young children to kindergarten instead of their workplaces which exposes them to hazards.

#### ➤ **The Ghana School Feeding Programme (GSFP)**

The aim of the Programme is to increase access to and participation in quality education, retain and improve attendance of children in school and also to reduce hunger and mal-nutrition among school children. The programme covers over 645,000 school children in selected deprived schools across the country with a target of one million (3,000,000) children by 2011.

All the above interventions have contributed to increase in enrolment and retention of children in school. Gross Enrolment Ratio in Pre-school increased from 60.14% in 2004/05 to 83.6 in 2006/07 and to 89.9% in 2007/08. There was also an increase in Gross Enrolment Ratio in Primary from 87.50 in 2004/05 to 93.7 in 2006/07 and further to 95.2% in 2007/08 academic year. The same indicator for JSS increased from 70.3% in 2004/05 to 74.8% in 2006/07 and to 78.8% in 2007/08.

In addition to the above, other interventions being developed include the following:

- i. Complementary Education to provide appropriate, equitable and skillful basic Education opportunities for all out-of-school children, especially girls in hard-to-reach areas of the country. The programme is an intermediary step to mainstream

children who have dropped out of school including those engaged in child labour into the formal education system.

- ii. A Two-Year Apprenticeship for Graduates of Junior High School being introduced in the New Education Reforms to acquire employable skills, in order not to fall prey to the WFCL at that age.

#### ➤ **Supply of School Uniforms to Children of Public Basic Schools**

The current Government provides free test books and school uniforms to children in public basic schools in deprived communities as a complement to efforts by other Civil Society Organisations.

### **3.1.3 Other Interventions**

1. In addition to the above the education sector has adopted ILO's methodology and tools called "Supporting Children's Rights through Education, Arts and Media" (SCREAM) to promote child participation in addressing the issue of child labour.
2. The establishment of the Girl Child education Unit of GES has the potential to reduce child labour since girls drop out from schools and engage in child labour activities.

These programmes are also meant to provide opportunity for children from extreme poor and vulnerable households who are likely to engage in the WFCL to go to schools.

#### ➤ **The National Health Insurance Scheme (NHIS)**

The National Health Insurance Scheme (NHIS), introduced in 2002, seeks to strengthen the health delivery system, to improve access to basic health care services to vulnerable groups, especially children. The Scheme has outlined measures to detach child access to the NHIS services from the registration of parents to enhance the access of children to health care.

## **3.1 LEGAL FRAMEWORK ON CHILD LABOUR**

### **3.2.1 International Legal Response**

Ghana ratified the UN Convention on the Rights of the Child in 1990, in recognition of children's right. This was followed with the development of a National Plan of Action dubbed, 'The Child Cannot Wait', in June 1992, to provide critical policy framework, strategies and programmes, to meet the urgent needs of children. The Government also promptly ratified the ILO Worst Forms of Child Labour Convention (C. No. 182), in June 2000; the African Charter on the Rights and Welfare of the Child.

### **3.1.2 National Legislation**

Ghana has had provisions for the protection of children as far back as 1967 when the Labour Decree, (NLCD 157), was promulgated. The 1992 Constitution guarantees the protection of children from engaging in any work that constitutes a threat to their health, education or development.

The Children's Act, 1998, (Act 560) seeks to protect the rights of children, including the right to education, health and shelter, and proscribes the engagement of children in exploitative labour, in line with Article 28(2) of the Constitution. Section 91 of Act 560, prohibits the engagement of children below 18 years in hazardous work and provides a list of hazardous activities. The Act also sets the minimum age for employment at 15 years, to coincide with the age for completion of basic education.

The other provisions include the Criminal Code Amendment Act 1998 (Act 554); the Juvenile Justice Administration Act, 2003 (Act 653) the Human Trafficking Act 2005 (Act 694), the Whistle Blower's Act, 2006 (Act 720) and the Domestic Violence Act of 2007 (Act 732) have further strengthened the legal framework for protecting children from exploitation.

Section 58 of the Labour Act, 2003 (Act 651), prohibits the engagement of 'Young Persons' '....in any type of employment or work likely to expose the person to physical or moral hazard' Part VII, Section (3) further prohibits the engagement of Young Persons, defined as 'Person above 18 years and below 21 years' in any hazardous undertaking. Sect 58(b) specifically prohibits the engagement of young persons '.....in an underground mine work.'

Section 116 of the Labour Act also prohibits forced labour and defines forced labour as '....service that is exacted from a person under threat of a penalty and for which that person has not offered himself or herself voluntarily....'

Section 83 (b) of the Minerals and Mining Act, 2006 (Act 703), also prohibits granting of licenses to persons below 18 years for the operation of small scale mines.

To ensure the implementation of the above legal provisions the Government in collaboration with Development Partners is building the capacity of the law enforcement agencies to enforce the laws and regulations.

### **3.3 INSTITUTIONAL ARRANGEMENTS THAT CONTRIBUTE TO THE ELIMINATION OF CHILD LABOUR**

The following are a few institutions put in place to ensure the protection of children:

- i. Establishment of the Ghana National Commission on Children (Now Department of Children) and the creation of the Ministry of Women and Children's Affairs to deal with children's issues;
- ii. Establishment of a 34-member multi-sectoral National Steering Committee (NSC) on child labour in 2000, to serve as a policy advisor on child labour: reviewing interventions; and making recommendations to government;

- iii. Creation of the Child Labour Unit (CLU) within the Labour Department in 2000, as the focal and coordinating point for all child labour issues and a Secretariat of the National Steering Committee on Child Labour;
- iv. Establishment of the Programme Secretariat to coordinate the National Programme for the Elimination of the WFCL in Cocoa (NPECLC);
- v. A Child Labour Monitoring System has been established at the Employment and Information Branch of the Labour Department, to collaborate with Metropolitan/Municipal/District Assemblies in the monitoring of child labour and as a tool for social mobilization against child labour;
- vi. Establishment of the Human Trafficking Board to manage trafficking issues to help in the prevention, reduction and the punishment of traffickers and to also provide policy advice under the Human Trafficking Act. The Board has developed a National Plan of Action to Combat Human Trafficking covering 2006 to 2011;
- vii. Establishment of a specialized Domestic Violence and Victim's Support Unit (DOVVSU formally WAJU) within the Ghana Police Service (GPS), to improve law enforcement related to family oriented issues, including child maintenance and care. An Anti-Human Trafficking Unit has also been established within the Service, to handle human trafficking issues. The Ghana Police Service has also developed a Child Labour Training Curriculum for the police administration and Police Training Schools.
- viii. Establishment of the Social Mobilization Partners Against Child labour (SOMOPAC) by the Ghana Journalists Association (GJA). This network has identified and trained selected journalists in both print and electronic media and is actively engaged in media advocacy against child labour and runs a website on child labour.
- ix. Local government institutions, have mainstreamed child labour issues into their District Medium Term Development Plans, as well as developed and managing the Child Labour Monitoring System (CLMS) in selected child labour endemic districts;
- x. Organized Labour and Employers' Organizations have developed sustainable interventions, including, provision of direct support to vulnerable children and families, inclusion of child labour into the Ghana Business Code, development of Codes of Conduct on Child Labour and inclusion of child labour clauses in Collective Bargaining Certificates, among others.
- xi. Establishment of an intervention database on Human Trafficking at MOWAC through Government Civil Society collaboration.

All the above institutions have aggressively developed and implemented various interventions to deal with the issue of child labour.

### **3.4 PROGRAMMES TO ADDRESS CHILD LABOUR**

Since 2000, the Government of Ghana through the ministry of Employment and Social Welfare, and its Child Labour Unit, and Ghanaian Civil Society Organizations with support from ILO/IPEC and other partners in implementing the following programmes:

- i. Country Programme, 2000 to 2003
- ii. LUTRENA, (West Africa Anti-Child Trafficking Project) from 2001 and ongoing
- iii. West African Cocoa and Commercial Agriculture Project, 2003-2006
- iv. Capacity Building Project, 2003-2006:
- v. Vocational Skills Training Project, 2004 to 2006:
- vi. Project of Support to the National Time Bound Programme, 2004 to 2009:

#### **3.4.1 National Programme for the Elimination of the Worst Forms of Child Labour in the Cocoa Sector**

Ghana in collaboration with national and international partners is implementing a National Programme to eliminate the worst forms of child labour in the cocoa sector (NPECLC) since August 2006. It has seven strategic objectives as follows: Enhancement of the knowledge base about WFCL in cocoa

- i. Strengthening of the legal framework for dealing with WFCL
- ii. Community mobilization for action against WFCL
- iii. Development and implementation of interventions to eliminate WFCL in cocoa
- iv. Promotion of universal basic education
- v. Development and implementation of interventions that reduce the need for child labour in cocoa
- vi. Development of institutional and technical capacities to effectively address child labour in the country

#### **3.4.2 National Plan of Action (NPA) for the Elimination of the Worst Forms of Child Labour in Ghana (2009-2015)**

A 7-year National Plan of Action (NPA) for the Elimination of the Worst Forms of Child Labour has developed by the Ministry of Employment and Social Welfare and its stakeholders was approved by Cabinet in October 2010. The NPA is now the national framework to provide the necessary focus and impetus for eliminating all forms of the WFCL in a timely, efficient, effective and sustainable manner.

The overall goal of this National Plan of Action is ‘to reduce the incidence of the WFCL to the barest minimum by 2015, while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term’.

Through stakeholder consultations, Ghana has prioritized the following forms of the WFCL to be tackled as a matter of urgency for its elimination by 2015, under the NPA, in line with the Millennium Development Goals. These are:

- Child trafficking;
- Ritual servitude;
- Domestic servitude;
- Manual handling and transportation of heavy loads;
- Mining and quarrying;
- Agriculture;
- Fisheries;
- Commercial Sexual Exploitation; and
- Street Hawking, including begging

To facilitate the effective implementation of the NPA, the MESW has developed and will be signing Memoranda of Understanding (MOU) with relevant stakeholders, including: MDAs and its Social Partners (Employers and Worker's Organizations) on their roles and responsibilities in its implementation

The following areas will receive priority attention:

- Enforcement of laws;
- Broad-based sensitization and mobilization to promote attitudinal and behavior change;
- Protection of children and their rights;
- Pursuit of universal basic education and generalization of post-basic education;
- Withdrawal of children below age 15 from child labour and protection of working children aged 15 and above from exploitation and hazardous work;
- Establishment of standard procedures and protocols for dealing with cases of child abuse and exploitation;
- Development of institutional capacities at all levels of government and within civil society to ensure the effective application of established procedures and protocols; and
- Extension of social protection measures to provide safety nets for the most vulnerable households and children.

#### **4.0 INTERVENTIONS BY COLLABORATING PARTNERS**

##### **4.1 International Cocoa Initiative (ICI)**

ICI has operated with medium terms strategic plans that help focus our efforts and drive progress towards our long term objective of eliminating child labour from the growing and processing of cocoa. In the first phase spanning 2004 to 2007, we piloted a community based approach towards changing attitudes and reducing the presence of child labour in cocoa growing communities, while at the same time supporting a widespread training programme for our partners, participants in the supply chain, key government officers and others to help create a more informed approach to policy and programme.

- As of December 2010, ICI has active programmes in **157 cocoa producing communities** in Ghana.



- As of December 2010, ICI implementing partners have organized **10,177 meetings** and sensitized directly **331,430 persons** on child labour in cocoa.
- ICI supports the actual implementation of 236 Community Action Plans (CAPs), and the development of 54 new ones.
- As of December 2010, 165 communities benefited from new or rehabilitated classrooms and schools (399 classrooms), benefiting directly **more than 19,950 primary school pupils**. In addition, 187 trained teachers in total have been affected to 80 communities, ensuring better access to quality education for more than 9,300 pupils.
- Up to date, in Ghana, **626 initiatives have been initiated to reduce vulnerability of children** toward child labour, being local authorities supporting communities regarding their CAP implementation, with a focus on education (provision of construction material for new schools, qualified teachers posted, and provision of school kits), or communities implementing themselves local initiatives to reduce the vulnerability of their children vis-à-vis child labour (bye-laws, school rehabilitation, recruitment of teachers, etc).
- As of end of 2010, The ICI's master trainers have **trained more than 1,640 key people** from civil society, the public and private sectors, at 71 training events since 2004. This training not only contributes to changing the perception of child labour, but also provides practical skills to help combat the problem on the ground.

#### 4.2 World Cocoa Foundation (WCF)

The establishment of Literacy Management Committees, Recruitment & Training of literacy facilitates, mobilization of consult literacy classes, and the development of adult and youth literacy manuals and facilitators guides in twelve communities in Ghana.

2. The successful implementation of a pilot leadership programme that trained local teachers to implement the new curriculum for 179 students in Mampong, Ghana. Because of its leadership training initiative, the high school has been designated by the Ministry of Education and GES as a “community resource centre”.

3. Increased participation of out-of –school-youth in livelihoods activities. A new innovation was the out-of- school “training match” component, which requires each youth to train a peer in Agriculture and modern Cocoa- growing techniques in order to graduate. This doubted the programme impact.

4. Increased the ability of local teachers to transmit messages in core subjects such as **Mathematics, English, and Technology, Environmental & Social studies, Science and important social topics such as HIV / AIDS**. Workshops were conducted to improve teacher mastery of teaching and learning materials, questioning techniques, professionalism, classroom management and gender equality.

**Table 1: Progress to date**

	<b>Youth &amp; Adult Trained in Functional Literacy</b>	<b>Teachers &amp; Administrators Training</b>	<b>Teacher Resource Centre Established</b>	<b>ICT enabled Resource Centre Established</b>
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<b>Programme Target (to completed by end of 2011)</b>	<b>8,560</b>	<b>8,785</b>	<b>9</b>	<b>10</b>
<b>Progress to date</b>	<b>4,057</b>	<b>9,165</b>	<b>9</b>	<b>10</b>

5. Additional livelihoods and a comprehensive vocational training for youth and young adults. It includes agriculture and life skills, while highlighting child labour awareness, HIV/AIDS and Malaria prevention.

**Table 2: PROGRESS TO DATE**

	<b>Out- of – School Youth livelihood Training</b>	<b>In School Youth Agriculture &amp; Life skills Programme</b>	<b>In School Youth participation in Agriculture Clubs</b>	<b>Family support Scholarships Awarded</b>	<b>Mothers Trained in small Business Management</b>
<b>Program Target</b>	<b>1,065</b>	<b>10,840</b>	<b>725</b>	<b>1,136</b>	<b>732</b>
<b>Progress to-date</b>	<b>794</b>	<b>8,657</b>	<b>1,826</b>	<b>657</b>	<b>446</b>

#### **4.3 International Labour Organization, Ghana Office – ECOWAS 1 (Cocoa Project)**

Under the ILO ECOWAS 1 project the following efforts were made towards the elimination of worst forms of child labour in the cocoa sector.

- 500 children in Worst Forms of Child Labour and those at risk have been targeted for prevention and withdrawal in three (3) District Assemblies and in 5 communities each.
- Currently, two hundred (200) children have been identified for support. Needs assessment has been carried out on identified children. Children of school going age are enrolled in school and those beyond are provided with apprenticeship training.
- A thousand (1000) more children are expected to be identified for support under the ECOWAS 2 project
- In collaboration with the Cocoa Research Institute of Ghana (CRIG) Additional Livelihoods Schemes have also been identified for affected families.

- A Child Labour Monitoring System has been put in place and functioning in 15 communities to identify children at risk and those in the WFCL and referred to support systems.

Other interventions include the following:

- **Mainstreaming:** This is to ensure that, the fight against WFCL in the cocoa sector is mainstreamed in the Ghana Shared Growth Development Agenda through the National Plan of Action. The ILO is working to integrate it into District Development Plan including budgets and Monitoring and Evaluation systems.
- **Capacity Building:** Capacities are being built through the National Steering Committee, Child Labour Unit, Workers Organizations, Employers Organizations, and the National Commission for Civic Education, Ghana Statistical Service among others. This is to enhance social dialogue.
- Review of the Children's Act (Act 560), 1998 to support its enforcement
- National Level Advocacy through the Media and the celebration of the World Day Against Child Labour.

#### **ILO -ECOWAS II (cocoa project)**

The ECOWAS II project started at the beginning of this year. Currently, recruitment of personnel is been done in Nigeria and Benin and it seeks to scale-up the activities of the ECOWAS II. Under this project, awareness creation, capacity building and child identification and support would be widened.

#### **The Public Private Partnership (PPP):**

To ensure partnership and networking in the effort to eliminate worst forms of child labour in the cocoa sector, Public Private Partnership is been considered in the ECOWAS II project. This is to share information and best practices among partners and avoid duplication of efforts in the attempts to eliminate WFCL in the cocoa sector.

The focus is on the Ghana Child Labour Monitoring System (GCLMS). Specifically, it looks at the training of the functionaries from the community to national level. It is yet to be finalized by stakeholders.

#### **4.4. Ghana Cocoa Board**

Ghana Cocoa Board have developed an Action Plan (2010-2011) to serve as a guide to facilitate efforts at building on previous achievements and to complement efforts by other stakeholders in the fight against child labour in the cocoa sector. The following achievements have been made since the implementation of the Action Plan

##### **a. Capacity Building Programmes**

- 195 COCOBOD Field Staff have received training in both knowledge and skills acquisition in Child Labour issues

- 43 Regional and District Chief Cocoa Farmers have received training in both knowledge and skills based systems in Child Labour
- 21 radio hosts have received training on the dynamics and techniques in combating Child Labour

### **Outlook for the rest of the year**

#### **b. Sensitization and Awareness Creation**

- To implement the 3<sup>rd</sup> phase of the 12-week radio education programme on child labour on 21 selected radio stations in all cocoa producing regions
- To organize at least two farmer rallies with focus on child labour in each of the 69 cocoa growing districts
- Purchase of 6 Cinema Vans to embark on Community Sensitization on child labour issues

## **5.0 CONCLUSION**

The above efforts by the Government of Ghana indicate the seriousness it attaches to the issues of child labour and its commitment to the elimination of the Worst Forms of Child Labour in the cocoa and other sectors.

## **6.0 RECOMMENDATIONS**

The Government of Ghana therefore recommends that:

- The listing of cocoa from Ghana in the TVPRA List serves to undermine the efforts that it is making to address the issue of the worst forms of child as well as disincentive for other countries to embark on any comprehensive effort. Ghana has therefore made tremendous gains in eliminating child labour cocoa and in our objective view Ghana does not deserve to be listed on the TVPRA and urge the USDOL to reconsider expunging Ghana from the TVPRS Listing.