

# 2015

## CLCCG ANNUAL REPORT



U.S. Representative Eliot Engel

U.S. Department of Labor

Government of Côte d'Ivoire

Government of Ghana

International Chocolate and Cocoa Industry

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## ACRONYMS

AGEPE	Agency of Studies and Employment Promotion/Agence d'Etudes et de Promotion de l'Emploi
ANADER	National Extension Service for Rural Development/L'Agence Nationale d'Appui au Développement Rurale
CAP	Community Action Plan
CCP	<i>Towards Child Labor Free Cocoa Growing Communities in Côte d'Ivoire and Ghana through an Integrated Area Based Approach</i> , also called the Cocoa Communities Project
CCPC	Community Child Protection Committee
CIM	Interministerial Committee to Combat Trafficking, Exploitation and Child Labor/le Comité Interministériel de lutte contre la traite, l'exploitation et le travail des enfants
CLCCG	Child Labor Cocoa Coordinating Group
CLMS	Child Labor Monitoring System
CMES	Comprehensive Monitoring and Evaluation System
CNS	National Committee to Combat Trafficking, Exploitation and Child Labor/ le Comité National de lutte contre la traite, l'exploitation et le travail des enfants
COCOBOD	Ghana Cocoa Board
DBMR	Direct Beneficiary Monitoring and Reporting system
Declaration	<i>Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol</i>
ECLIC	<i>Eliminating Child Labor in Cocoa</i>
ECOWAS I	<i>Eliminating the Worst Forms of Child Labor in West Africa and Strengthening Sub-Regional Cooperation through ECOWAS, Phase I</i>
ECOWAS II	<i>Eliminating the Worst Forms of Child Labor in West Africa and Strengthening Sub-Regional Cooperation through ECOWAS, Phase II</i>
ENSEA	National Higher School of Applied Statistics and Economics/Ecole Nationale Supérieure de Statistique et d'Economie Appliquée
Framework	<i>Framework of Action to Support the Implementation of the Harkin-Engel Protocol</i>
GAP	Good Agricultural Practices
GCLMS	Ghana Child Labor Monitoring System
GIG	Global Issues Group
Harkin-Engel Protocol	<i>Protocol for the Growing and Processing of Cocoa Beans and their Derivative Products</i>
ICI	International Cocoa Initiative
ICT	Information Communication Technology
ILO-IPEC	International Labor Organization, International Program on the Elimination of Child Labor
Industry	International Chocolate and Cocoa Industry
M&E	Monitoring and Evaluation
MOCA	<i>Mobilizing Community Action and Promoting Opportunities for Youth in Ghana's Cocoa Growing Communities</i>
MOU	Memorandum of Understanding

## ACRONYMS

NGO	Non-Governmental Organization
NORC	National Opinion Research Center, University of Chicago
NPA	<i>National Plan of Action for the Elimination of the Worst Forms of Child Labor</i>
NPECLC	Ghana's National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa
NSC	National Steering Committee
PPP	<i>Combatting Child Labour in Cocoa Growing Communities in Ghana and Côte d'Ivoire</i> , a public-private partnership between ILO-IPEC and Industry
SMC	School Management Committee
SOSTECI	Côte d'Ivoire's Child Labor Monitoring System/ <i>le Système d'Observation et de Suivi du Travail des enfants en Côte d'Ivoire</i>
Tulane	Tulane University's Payson Center for International Development
UNICEF	United Nations International Children's Emergency Fund
USDOL	U.S. Department of Labor
WACAP	<i>West Africa Cocoa and Commercial Agriculture Project to Combat Hazardous and Exploitive Child Labour</i>
WCF	World Cocoa Foundation
WFCL	Worst Forms of Child Labor

## STATEMENT OF U.S. REPRESENTATIVE ELIOT ENGEL

For nearly 15 years, the U.S. government, the governments of Côte d'Ivoire and Ghana, and the international cocoa industry have worked together to take concrete steps to eliminate child labor in the cocoa sector. As this report demonstrates, much has been accomplished in the five years since the Declaration (*Declaration of Joint Action to Support the Implementation of the Harkin-Engel Protocol*). The Department of Labor and private industry have committed \$11.9 million and \$10.1 million, respectively, towards activities ranging from the construction of schools to surveys that provide data on the number of children subjected to the worst forms of child labor in Ghana and Côte d'Ivoire. Because we have been able to monitor and evaluate our progress, we also know what else needs to be accomplished in order to reduce child labor in the cocoa sector by 70% by the year 2020. I echo the report's call to action for the five remaining years of the Declaration. We must do even more to promote greater certification and verification efforts across a wide range of industries to ensure that the products we consume at home are not tainted by child labor. We need to redouble our efforts to ensure that children in Ghana and Côte d'Ivoire have the opportunity to go to school, and are not forced to do hazardous work. – **U.S. Representative Eliot Engel**

# INTRODUCTION

## Background

In September 2010, the Government of Côte d'Ivoire, the Government of Ghana, the U.S. Department of Labor (USDOL), U.S. Senator Tom Harkin, U.S. Representative Eliot Engel, and the International Chocolate and Cocoa Industry (Industry) agreed to work together under the *Declaration of Joint Action to Support the Implementation of the Harkin-Engel Protocol* (Declaration) and the accompanying *Framework of Action to Support the Implementation of the Harkin-Engel Protocol* (Framework) to address the worst forms of child labor (WFCL) in cocoa growing areas of Côte d'Ivoire and Ghana. All committed to the goal of reducing the WFCL in the cocoa sectors of the two countries by 70 percent in aggregate by the year 2020. As stated in the Framework, this objective is 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.

The partners have joined together to release this report to inform interested stakeholders and the broader public of the actions taken as part of this endeavor and the progress made during the past year towards the stated goal. In particular, this report highlights notable efforts being undertaken by the partners in one or more of the five bulleted areas above, including the implementation of nationally-representative child labor surveys in the cocoa growing areas of both countries. Additionally, this report highlights a number of key efforts by the partners, which go beyond the original commitments of the Declaration and accompanying Framework, but which are intended to contribute to a reduction in the WFCL in cocoa growing areas of Côte d'Ivoire and Ghana. Finally, this report includes a call to action for the remaining five years of the Declaration, in pursuit of the goal of improving the lives of vulnerable children and families in cocoa growing areas of Côte d'Ivoire and Ghana.

## Key Highlights of 2015

Between October 2014 and December 2015, the partners carried out a number of activities related to their commitments under the Declaration and accompanying Framework. The U.S. Department of Labor and certain Industry partners also conducted activities that went beyond their original commitment under the Declaration and Framework but which aim to help reduce the WFCL in West African cocoa growing communities. The Government of Côte d'Ivoire continued its work with its CLMS program (*SOSTECI*) and also began implementation of a new law for free and compulsory education up to the age of 16. The commitment of the government of Côte d'Ivoire to the Declaration was clearly demonstrated in 2015 by the personal participation of the First Lady of Côte d'Ivoire, Madame Dominique Ouattara, along with a delegation of Ivorian officials, at the CLCCG Annual Principals' Meeting in Washington, D.C. in May 2015. The Government of Ghana also continued its efforts. For

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example, during 2015, the Ghana Cocoa Board (COCOBOD) implemented a child education support program.

The Industry-funded projects aligned with the Framework also had notable accomplishments during the year. Mondelez International's Cocoa Life Ambassador program helped educate over 1,000 children on child labor issues through a youth mentorship program, school reading clubs, and summer camps. Ferrero Trading Lux S.A. established three new Village Resource Centers through its F3C project. Nestlé S.A. completed the construction of four more schools, thereby meeting its commitment of building 40 primary schools in Côte d'Ivoire.

In May 2014, ten Industry partners committed to support the World Cocoa Foundation's (WCF) CocoaAction program: Barry Callebaut AG; Blommer; Cargill; ECOM Agrotrade Limited; Ferrero Trading Lux S.A.; The Hershey Company; Mars, Incorporated; Mondelez International; Nestlé S.A.; and Olam International. By 2020, this umbrella program intends to train and deliver improved planting material and fertilizer to 300,000 cocoa farmers and empower communities through education, child labor monitoring, and women's empowerment. Overall, projected Industry investments in CocoaAction for the period between 2015 and 2020 are anticipated to be around \$400 million. However, it is still unclear how much of this funding will go specifically to child labor alleviation in cocoa growing areas.

Also notable was the retirement of Senator Tom Harkin of Iowa from the U.S. Senate in January 2015. For the past two decades, Senator Harkin was a driving force in reducing child labor in the West African cocoa sector and a champion of the right of children around the world to be free from the WFCL. Together with Representative Eliot Engel, he spearheaded the signing of the Harkin-Engel Protocol in 2001, and in 2010, he helped secure the commitments needed to form a partnership under the Declaration to expand actions to address child labor in the production of cocoa. While he is no longer a participating member of the CLCCG,<sup>1</sup> Senator Harkin has demonstrated his continuing commitment to this important issue.

## OVERVIEW OF 2010-2015

As part of the 2010 Declaration, the USDOL committed to allocate \$10 million and the Industry committed to allocate \$7 million in new funding towards the remediation initiatives identified in the Framework. The Industry also pledged to explore the possibility of committing an additional \$3 million to the Framework programs. The Governments of Côte d'Ivoire and Ghana committed to "ensure adequate human, financial and organizational resources" would go to support their national programs.

Between 2010 and 2015, the USDOL committed \$11.9 million to efforts under the Framework:

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<sup>1</sup> The Framework established the CLCCG to function as a steering committee and a working task force. With Senator Harkin's retirement, the CLCCG is now comprised of representatives of USDOL, the Government of Côte d'Ivoire, the Government of Ghana, Industry, and U.S. Representative Eliot Engel. The role of the CLCCG is to promote more effective coordination of action under the Framework, avoid duplication of remediation efforts, monitor and assess the progress of programs, and support the goal of a more rapid reduction in the WFCL in cocoa growing areas of Côte d'Ivoire and Ghana.

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- \$10 million over four years to the International Labor Organization’s International Program on the Elimination of Child Labor (ILO-IPEC) for the regional CCP project. The CCP project ended in March 2015 and withdrew or prevented 5,403 children from engaging in hazardous and exploitative labor in the cocoa growing areas of Côte d’Ivoire and Ghana by providing education and/or vocational skills training to them. Some 2,200 families in cocoa growing areas also received livelihood services. In addition, the project also worked with cocoa growing communities to develop Community Action Plans (CAPs) to sustainably reduce child labor and assisted the Government of Côte d’Ivoire in developing and piloting SOSTECI.
- \$1.9 million to Tulane University’s Payson Center for International Development (Tulane) through March 2016 to support the collection of nationally-representative survey data on child labor in the cocoa growing areas of Côte d’Ivoire and Ghana. The project has developed a baseline estimate of the number of children working in the WFCL in the cocoa growing areas of the two countries based on analysis of data from the 2008/09 Tulane survey. The project has also assessed the prevalence of the WFCL in the cocoa growing areas of Côte d’Ivoire and Ghana during the 2013/14 harvest season, as called for under the 2010 Framework. Tulane’s report, *2013/14 Survey Research on Child Labor in West African Cocoa Growing Areas*, was published in July 2015.<sup>2</sup> Tulane has also entered into the second phase of its project, starting in October 2015 and running through August 2016, with a focus on capacity building of government officials in both Côte d’Ivoire and Ghana in surveying, data collection, and data analysis methodologies and processes.

During the same time period, Industry committed \$10.1 million to Framework activities:

- \$2 million towards an ILO-IPEC Public-Private Partnership, *Combating Child Labor in Cocoa Growing Communities in Ghana and Côte d’Ivoire* (PPP), from the eight companies that previously comprised the Global Issues Group (GIG). The project assisted in the development and expansion of community-based CLMS; strengthened the capacity of government, social partners, and cocoa farmers to combat the WFCL in cocoa growing communities; and enhanced the role of tripartite national child labor steering committees. The PPP project ended in December 2014.
- \$1.6 million under the *Cocoa Life* program funded by Mondelez International, Inc. The program works to increase both the incomes of households with children who are at risk of the WFCL and educational access for the children in those farming families. *Cocoa Life* now operates in 446 communities in Ghana. Mondelez has also commissioned Embode, a human rights consulting agency, to assess the situation of child labor in Ghana and will use recommendations to enhance their action plan. *Cocoa Life* activities run through 2018.
- \$600,000 under the *CocoaLink Project* supported by The Hershey Company. *CocoaLink* delivered agricultural and social information via text messages to rural cocoa farmers in Ghana,

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<sup>2</sup>[http://childlaborcocoa.org/images/Payson\\_Reports/Tulane%20University%20%20Survey%20Research%20on%20Child%20Labor%20in%20the%20Cocoa%20Sector%20-%2030%20July%202015.pdf](http://childlaborcocoa.org/images/Payson_Reports/Tulane%20University%20%20Survey%20Research%20on%20Child%20Labor%20in%20the%20Cocoa%20Sector%20-%2030%20July%202015.pdf)

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providing an interactive platform that enabled farmers to ask questions and provide and receive real-time feedback. The project ended in 2014.

- \$1.5 million under the *Cocoa Plan Schools Project* supported by Nestlé SA. The project had constructed 36 of the 40 planned schools in Côte d'Ivoire as of the end of the project in March 2015. The project also provided support services for these schools and communities, including a baseline educational assessment in each community and school gardens. Nestlé committed a further \$300,000 outside of the Framework to construct four more schools completing its public commitment of 40 schools in four years.
- \$300,000 under the *Quality Partner Program Rural Schools & Community Learning Centers Project* supported by Barry Callebaut AG. Ending in December 2014, the project supported the construction of two new primary schools in Côte d'Ivoire, benefiting two cocoa growing communities in the country. The project included the construction of teacher housing, the drilling of a bore hole, provision of a water pump on school premises, and the installation of solar panels for the school and teacher housing.
- \$1.1 million under the *Cocoa Community Commitment* project supported by Ferrero Trading Lux S.A. The project has built village resource centers, which are used to teach information communication technology (ICT) skills to school students and ICT skills and livelihood training to farmers, in eight communities. The project also worked with the Government of Ghana's National Program for the Elimination of the Worst Forms of Child Labor in Cocoa (NPECLC) to assess an expansion of the Ghana Child Labor Monitoring System (GCLMS). The project ended in December 2015.
- \$2.7 million under the *Vision for Change Program* supported by Mars, Incorporated. The project has supported the improvement of the livelihoods of cocoa farmers and the reduction of child labor in farming families by raising awareness on child labor, building community capacity, and working to increase the incomes of households with at risk children. Activities under the Framework ended in 2013, but the *Vision for Change Program* remains active.
- \$250,000 to the International Cocoa Initiative (ICI) from the former GIG. This funding allowed the ICI to expand its work in new cocoa growing communities in both Côte d'Ivoire and Ghana. Activities included the implementation of CAPs, training of community child protection committees (CCPCs), and the building of classrooms. The activities supported through this contribution to ICI ended in 2012.

Since signing the Declaration, the Government of Côte d'Ivoire has utilized its National Action Plan (NPA) to implement Framework-related activities. The NPA had an overall budget of approximately \$28 million from 2012-2014, funded from a number of sources, including the Government, non-governmental organizations (NGOs), and other private donors. In 2014-2015, the Government reported a further \$17.6 million to address child labor in cocoa. Activities included strengthening the legislative and regulatory framework and institutional mechanisms for child protection, raising awareness, improving access to education, and the consolidation and expansion of SOSTECI. During

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the time period, the Government of Côte d'Ivoire also drafted the new NPA, which is being implemented between 2015 and 2017.

From 2010 to 2014, the Government of Ghana implemented the GCLMS, improved economic livelihoods for women in cocoa growing communities, assisted law enforcement, conducted community awareness raising programs, and taught farmers labor saving techniques. COCOBOD also committed \$1.1 million in 2015 to its Child Education Support Program and will commit funds annually towards building more schools to expand infrastructure in selected cocoa growing communities in Ghana. COCOBOD initiated two other interventions, including raising awareness and providing training on farming cocoa to youth in order to address youth unemployment and to support the Government of Ghana's efforts.

### Call to Action for 2016-2020

Five years after the Declaration was signed, we find ourselves at a pivotal point in our continued efforts to reduce child labor in cocoa growing areas of West Africa. Most projects launched under the Framework beginning in 2010 and 2011, whether USDOL or Industry-funded, have ended or are coming to an end. Despite our unified efforts, too many children still work in hazardous conditions on cocoa farms in Côte d'Ivoire and Ghana. Some children remain unable to attend school in cocoa growing communities due to the high cost of associated school fees or because their families depend on the income generated from the children's work on the farm. Other children have no choice but to combine school and work.

This year is one of transition. This drives us toward renewed efforts to reduce the WFCL in West African cocoa. Under the Framework, the USDOL is committing an additional \$12 million to the alleviation of child labor in cocoa through three projects.

First, the ICI received \$4.5 million to implement a project in Côte d'Ivoire, entitled *Eliminating Child Labor in Cocoa* (ECLIC). The ECLIC project will target 5,450 vulnerable children engaged in or at risk of child labor in Côte d'Ivoire, with a focus on child labor in cocoa production. The project will also target 1,500 vulnerable households for sustainable livelihoods promotion.

Second, Winrock International received \$4.5 million to implement a project in Ghana, entitled *Mobilizing Community Action and Promoting Opportunities for Youth in Ghana's Cocoa Growing Communities* (MOCA). The MOCA project will use an integrated area-based approach to target 3,200 youth ages 15-17, who are engaged in or at risk of entering hazardous child labor in Ghana, with a focus on child labor in the cocoa sector. In addition, the project will provide livelihood services to approximately 1,600 adult female household members as a strategy for reducing household reliance on child labor.

These two USDOL-funded country-specific projects will focus on community action and empowering communities to lead the charge in the fight against the WFCL in the cocoa sector.

Finally, the USDOL is committing \$3 million to a four-year project, which will undertake activities to evaluate and measure progress to reduce child labor in the cocoa sectors of Côte d'Ivoire and Ghana,

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including a mapping of stakeholder interventions to reduce child labor in the cocoa sector, an assessment of the effectiveness of funded efforts in reducing child labor, and a survey of incidence of child labor in cocoa-growing areas of Côte d'Ivoire and Ghana in the 2018-2019 growing season. This is the third and final survey on child labor in cocoa growing areas of Ghana and Côte d'Ivoire called for under the Framework. It will be implemented by NORC of the University of Chicago. The previous surveys were carried out by Tulane University in the 2008/09 and 2013/14 harvest seasons.

WCF's program, CocoaAction, represents Industry's primary coordinated commitment to support a broader "sustainable communities" approach, which consists of a Productivity Package and a Community Package. Under the Productivity Package, WCF will implement activities to increase the number of farmers employing good agricultural practices (GAP), using recommended planting materials to rehabilitate their old or non-productive cocoa trees, and adopting recommended fertilizer and soil fertility practices on their farms. Under the Community Package, WCF will implement activities to decrease the number of children participating in the WFCL as defined by ILO Convention 182, increase the number of women in leadership positions in farmer organizations, and increase the percentage of school-age children regularly attending school.

Meeting the goals for reducing the WFCL will require both a sharing of responsibility and the leveraging of resources amongst all partners and stakeholders. There is an urgent need to find new ways for accelerating, scaling up, and sustaining progress, rather than solely reflecting on past actions. We must critically evaluate our actions of the last five years to build upon past successes and capitalize on lessons learned. Looking forward, the partners' approach must be holistic and better integrated into existing governmental systems in order to be sustainable. As the governments of Côte d'Ivoire and Ghana lead the fight against the WFCL, all of our programs and projects must build off of their actions. Through these collaborative efforts, we will strive to create a sustainable strategy to reduce the WFCL in West African cocoa.

Furthermore, we need to seek out new partners and allies in this effort. The parties to the Declaration and Framework must do whatever they can to ensure that the resources necessary to meet their shared goals are secured over the next five years. While the USDOL, Industry, and civil society will continue to supplement existing efforts to combat child labor, the Governments of Côte d'Ivoire and Ghana are at the forefront of the fight. Most importantly, champions and advocates for children's rights must lead the charge in the fight against the WFCL in the cocoa sector from the grassroots to the national level.

As we enter the next five years of our cooperation and joint action, there is a clear need for a renewed call to action by all those committed to reducing the WFCL in cocoa production. We encourage other stakeholders to join us in this mission to significantly reduce the WFCL in the cocoa sectors of Côte d'Ivoire and Ghana and, by doing so, to bring positive change and new hope for children-in-need and their families.

GOVERNMENT EFFORTS AND CLCCG PROJECTS  
IMPLEMENTED BETWEEN OCTOBER 2014 AND  
DECEMBER 2015

## APPENDIX 1: REPORT FOR THE GOVERNMENT OF CÔTE D'IVOIRE

<b>Nom de l'activité</b>	Lutte contre la traite et les pires formes de travail des enfants
<b>Partenaires financiers</b>	Le Comité National de lutte contre la traite, l'exploitation et le travail des enfants (CNS); le Comité Interministériel de lutte contre la traite, l'exploitation et le travail des enfants (CIM); Le Conseil du Café-Cacao; Interpol; et UNICEF.
<b>Partenaires d'exécution</b>	CNS; CIM; Le Conseil du Café-Cacao; Interpol; UNICEF.
<b>Fonds engagée dans le cadre du cadre d'action pour lutter contre le travail des enfants dans le secteur du cacao</b>	
<b>Autres fonds engagés dans la lutte contre le travail des enfants dans le secteur du cacao</b>	
<b>Fonds déboursés au cours de la période de référence</b>	<b>8.782.188.065 FCFA, soit USD \$17.564.377,00*</b>
<b>Pays cible</b>	Côte d'Ivoire
<b>Période de mise en oeuvre de l'activité</b>	2014-2015

\*1USD = 500 FCFA

### Résumé du rapport de progrès

De 2014 à 2015, le CNS, le CIM et le Conseil du Café-Cacao, en collaboration avec certains de leurs partenaires, notamment Interpol et UNICEF, ont consenti un effort financier de **8.782.188.065 FCFA**, soit **USD \$ 17.564.377,00\*** pour la lutte contre la traite et les pires formes de travail des enfants dans les zones de production de cacao en Côte d'Ivoire.

Les interventions ont couvert un vaste champ d'action à savoir :

- le renforcement du cadre législatif et réglementaire,
- la sensibilisation des populations,
- le renforcement des mécanismes institutionnels de protection des enfants,
- l'amélioration de l'accès des enfants à l'éducation,
- l'appui à la réalisation d'activités génératrices de revenus,
- la construction, la réhabilitation et l'équipement d'infrastructures sociales de base,
- l'amélioration de la productivité du cacao,
- la réalisation d'opérations de police contre les trafiquants,
- la consolidation et l'extension du SOSTECI.

Les principales activités réalisées au cours de cette période (2014-2015), sont présentées à travers les pages qui suivent.

## APPENDIX 1: REPORT FOR THE GOVERNMENT OF CÔTE D'IVOIRE

Cette dynamique d'action va s'intensifier au cours des trois prochaines années par la mise en œuvre du Plan d'Action National 2015-2017 de lutte contre les pires formes de travail des enfants. Comme activités importantes, ce Plan d'Action National prévoit entre autres de :

- ratifier la Convention n°189 de l'OIT sur les travailleurs et travailleuses domestiques,
- réviser la liste des travaux dangereux interdits aux enfants de moins de 18 ans,
- construire et équiper 4 510 salles de classe primaires et préscolaires sur l'ensemble du territoire,
- national, y compris dans les zones de production du cacao, ainsi que 37 Collèges,
- organiser un sommet des Premières Dames de la Sous-région Ouest-Africaine sur la traite transfrontalière des enfants,
- signer un accord de coopération avec le Ghana pour lutter contre la traite transfrontalière des enfants,
- soutenir les Activités Génératrices de Revenus de 1 500 associations de femmes,
- créer et financer des Activités Génératrices de Revenus au profit de 1 500 ménages vulnérables dans les zones cacaoyères,
- apporter un appui pour l'établissement de jugements supplétifs en faveur de 5 000 enfants non déclarés à l'état civil,
- retirer, prendre en charge et réintégrer les enfants victimes des pires formes de travail des enfants,
- construire 03 maisons d'accueil des enfants victimes de traite et des pires formes de travail des enfants à Soubré, Bouaké et Ferké,
- organiser 3 opérations de police dans les zones à risque,
- mettre en place une plateforme opérationnelle de collaboration des agents chargés de l'application de la loi, pour la protection judiciaire des enfants victimes des pires formes de travail des enfants,
- réaliser une enquête nationale multisectorielle sur la traite et les pires formes de travail des enfants en 2016-2017, et
- Etendre le SOSTECI à 50 nouveaux départements.

La Côte d'Ivoire entend soutenir et accélérer le rythme de ses actions avec l'appui de ses partenaires, pour prendre définitivement l'ascendance sur le fléau de la traite et des pires formes de travail des enfants dans tous les secteurs d'activité économique, spécifiquement dans la chaîne de valeur du cacao.

### Cibles

Les cibles		Les bénéficiaires reels pendant la période de référence
# Enfants	Tous les enfants de moins de 18 ans impliqués dans les travaux dangereux et les Pires Formes de Travail des Enfants dans les zones de production du cacao.	
# Ménages	Tous les ménages vulnérables dans les	

## APPENDIX 1: REPORT FOR THE GOVERNMENT OF CÔTE D'IVOIRE

	communautés productrices de cacao.	
# Producteurs de cacao	Tous les producteurs de cacao	
# Communautés de planteurs de cacao	Toutes les communautés productrices de cacao	

### Objectifs de l'activité

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Les activités réalisées ont pour objectif de créer un environnement institutionnel, social et juridique plus protecteur de l'enfant, pour prévenir et réduire de façon significative les pires formes de travail des enfants en Côte d'Ivoire.

### Résumé des activités

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#### 1. Dans le domaine de la prévention du phénomène

##### 1.1. Le renforcement du cadre législatif et règlementaire

- **Adoption de la Loi N°2015-635 du 17 septembre 2015** portant modification de la loi N°95-696 du 7 septembre 1995 relative à l'enseignement, qui rend la scolarisation obligatoire pour tous les enfants de 6 à 16 ans en Côte d'Ivoire. Cette loi est en vigueur depuis la rentrée scolaire 2015-2016.
- **Adoption du Décret N° 2014-290 du 21 mai 2014** portant modalités d'application de la Loi N° 2010-272 du 30 septembre 2010 portant interdiction de la traite et des pires formes de travail des enfants. Ce Décret a pour objet de déterminer les conditions d'entrée ou de sortie d'un enfant du territoire national en vue de lutter contre la traite transfrontalière d'enfants.

##### 1.2. La sensibilisation des populations

- Grande rencontre d'échanges et de sensibilisation de la Première Dame, **Madame Dominique OUATTARA**, Présidente du CNS, avec plus de **1000 Producteurs** de café et de cacao, le **17 mai 2014** à San Pedro. Cette rencontre avait pour objectif de sensibiliser et de susciter l'implication des producteurs de cacao dans la lutte contre les pires formes de travail des enfants dans les plantations de cacao en Côte d'Ivoire. Coût de réalisation, **20.000.000 FCFA**, soit environ **USD \$ 40.000,00**.
- Célébration de la semaine de l'enfant, du **10 au 16 juin 2014**, marquant la commémoration combinée de la journée mondiale contre le travail des enfants, célébrée le 12 juin de chaque année et de la journée de l'enfant africain, célébrée le 16 juin de chaque année. La semaine de l'enfant s'est réalisée à travers l'organisation d'activités de sensibilisation dans plusieurs localités du pays dont Divo, Gagnoa, Soubré, Méagui, Bouaflé et Zuénoula. Plus de **8 000 personnes** ont été sensibilisées.
- D'octobre 2014 à septembre 2015, organisation de campagnes de sensibilisation dans les villages des zones de production de cacao par le Conseil du Café-Cacao à travers l'ANADER, pour un coût de **387.305.000 FCFA**

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- La commémoration de la Journée Mondiale contre le Travail des Enfants s'est déroulée du 12 au 13 juin 2015 à San- Pedro et à Moussadougou, sur le thème suivant : « non au travail des enfants oui à une éducation de qualité ». Au cours de cette activité, plus de **5000 personnes** ont été sensibilisées. Le coût de l'activité est évalué à **41.000.000 FCFA**, soit environ **USD \$ 82.000,00**.

### 2. Dans le domaine de l'assistance et de la protection des enfants

#### 2.1. Le renforcement des mécanismes institutionnels de prise en charge des enfants victimes ou à risque

- Mise en place de **6 mécanismes de coordinations** régionales de mise en œuvre et de suivi de la Politique Nationale de Protection de l'Enfant (Gbèkè, Gontougo, Kabadougou, Poro, San-Pedro et Tonkpi) et de **10 plateformes de protection** de l'enfant, pour un coût de **35.145.900 FCFA**, soit **USD \$ 70.291,8**
- Elaboration du cahier des charges du service enfant des centres de protection spécialisée afin de mieux assurer la prise en charge des enfants victimes, pour un coût de **12.078.060 FCFA**, soit **USD \$ 24.156,12**
- Elaboration du dispositif opérationnel des familles d'accueil afin d'assurer l'accueil et l'hébergement des enfants victimes, pour un coût de **8.805.160 FCFA**, soit **USD \$ 17.610,32**
- Mise en œuvre du programme d'animation communautaire en protection de l'enfant dans le Bas Sassandra qui a permis l'installation dans **54 villages** de mécanismes communautaire dénommé « Forum de l'Enfant ». Ces mécanismes veillent à la prévention, à la détection et au signalement des cas d'abus, de violences et d'exploitation, pour un coût de **172.020.575 FCFA**, soit **USD \$ 70.291,8**
- Formation des **6 travailleurs sociaux** et **5 animateurs** des ONGs dans la région de Bounkani sur l'animation communautaire afin de renforcer leur capacité à identifier les problèmes relatifs aux enfants et apporter la réponse idoine, pour un coût de **1.091.200 FCFA**, soit **USD \$ 2.182,4**
- Formation de **36 correspondants** de presse sur la Protection de l'enfant dans le Bas Sassandra, pour un coût de **1.753.300 FCFA**, soit **USD \$ 3.506,6**
- Etablissement de **7 000 jugements supplétifs** aux enfants dans le Bas Sassandra, pour un coût de **30.903.000 FCFA**, soit **USD \$ 61.806,00**
- Elaboration de plusieurs documents et outils harmonisés en vue de favoriser une prise en charge adéquate et holistique des enfants victimes, d'abus, de violence et d'exploitation, pour un coût de **16.238.500 FCFA**, soit **USD \$ 32.477,00**

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- Mise en service de la ligne 116 « Allo enfant en détresse » : En 2014 : **14 117 appels** entrants, en 2015 : **18 655 appels** entrants.

### 2.2. L'amélioration de l'accès des enfants à l'éducation

- La loi sur la scolarisation obligatoire pour tous les enfants âgés de 6 à 16 ans est en vigueur depuis la rentrée scolaire 2015-2016.
- De novembre 2015 à juin 2016, le Conseil du Café-Cacao a réalisé des infrastructures scolaires complémentaires dans les départements de Guitry, Fresco, Sassandra, Toulepleu, Zouan-Hounien, Danané et Mbatto. Il a construit et équipé 15 classes avec des latrines, **28 logements** pour les enseignants et **6 cantines**. Taux de réalisation 30%. Le projet bénéficie d'un financement de **399.425.377 FCFA** soit **USD \$ 798.851,00**
- De septembre 2015 à janvier 2016, le Conseil du Café-Cacao a distribué **45.000 kits scolaires** dans toute la zone de production du cacao pour un coût de **210.270.503 FCFA**, soit **USD \$ 420.542,00**
- De juin 2015 - décembre 2015, le Conseil du Café-Cacao a équipé des écoles de la zone de production de café-cacao en **2.825 tables bancs** pour un coût de **114.719.010 FCFA**, soit **USD \$ 229.439,00**

### 2.3. L'appui à la réalisation d'activités génératrices de revenus

- La mise en place en 2012 par la Première Dame, **Madame Dominique OUATTARA**, du Fonds d'Appui aux Femmes de Côte d'Ivoire (FAFCI), a permis jusqu'en fin 2014, à plus de **100 000 femmes** à travers tout le territoire national, de bénéficier d'un appui financier sous forme de micro-crédits pour la réalisation d'Activités Génératrices de Revenus (AGR).

### 2.4. La construction, la réhabilitation et l'équipement d'infrastructures sociales de base

- De juin 2014 à décembre 2015, le Conseil du Café-Cacao a réalisé la construction et l'équipement de **2 dispensaires ruraux** et de **2 logements d'infirmiers** dans les zones de production de café et de cacao (Zouan-Hounien et Sassandra), pour un coût de **112.158.657 FCFA**, soit **USD \$ 224.318,00**
- D'octobre 2015 à février 2016, le Conseil du Café-Cacao a distribué **42 ambulances** dans la zone de production de café-cacao pour un coût de **1.306.380.450 F CFA**, soit **USD \$ 2.613,00**. Le Conseil du Café-Cacao a par ailleurs équipé **2 centres de santé** de la zone cacaoyère en ambulances (02), en partenariat avec le CNS pour un coût de **37 000 000 FCFA**, soit **USD \$ 74.000,00**
- De mars 2015 à décembre 2015, le Conseil du Café-Cacao a réalisé **225 forages** et posé **293 pompes** pendant la campagne 2014-2015 pour un coût de **2.022.449.673 FCFA**, soit **USD \$ 4.044.900,00**. Pour la campagne 2015/2016, Le Conseil du Café-Cacao est en train de réaliser

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**07 forages** équipés de pompes hydrauliques à motricité humaine dans 7 localités de la zone cacaoyère.

### 2.5. L'appui à la productivité

- De juillet à août 2015, Le Conseil du Café-Cacao a appuyé les producteurs de café-cacao en produits phytosanitaires et de Septembre 2014 à Janvier 2015, en semences améliorées de cacao pour un coût de **250.000.000 FCFA**, soit **USD \$ 500.000,00**.
- Pour la campagne 2014-2015, Le Conseil du Café-Cacao a distribué des insecticides pour traiter 770.000 ha et des fongicides pour traiter **345.000 ha** de cacao pour un coût de **2.600.000.000 FCFA**, soit **USD \$ 5.200.000,00**.
- Pour la campagne 2014-2015, Le Conseil du Café-Cacao a distribué **37.795 ha** de semences de cacao pour un coût de **800.000.000 FCFA**, soit **USD \$ 1.600.000,00**.

### 3. Dans le domaine de la répression

- Le 27 février 2014, le CNS a remis un important lot de matériel à la sous-direction de la Police criminelle, chargée de la lutte contre la Traite d'Enfants et la délinquance juvénile, en vue de renforcer les capacités opérationnelles de cette unité spécialisée de la Police nationale. Ce don était composé d'un **véhicule 4x4**, de mobilier et **fournitures de bureau** ainsi que de **matériels informatiques** et de communication.
- Dans la région du Bas Sassandra (San Pedro), **100% des Commissariats** de Police et des Brigades de Gendarmerie ont en leur sein 2 Points Focaux formés à la protection des enfants en général et contre le travail des enfants en particulier.
- Un module de formation initiale de **50 heures** sur la protection des enfants est intégré dans les curricula de formation des écoles de police et de gendarmerie. Des modules de formation continue de base et de formation continue spécialisée sur la protection des enfants de **40 heures chacun**, sont disponibles. Au total, **70 formateurs** des écoles de police et de gendarmerie ont été formés.
- L'application de la Loi n°2010-272 du 30 septembre 2010 portant interdiction de la Traite et des Pires Formes de Travail des Enfants en Côte d'Ivoire, permet de condamner les trafiquants d'enfants par les Tribunaux de Justice. Ainsi en 2014, la Sous-direction de la police criminelle chargé de la lutte contre la traite d'enfants et la délinquance juvénile a enregistré **97 cas** de traite et d'exploitation d'enfants dont **30 cas** ont été résolus et **08 personnes** déférés devant les tribunaux.
- **L'opération de police «NAWA»** s'est déroulée du 11 au 15 février 2014 à Soubré, en partenariat avec le Bureau régional d'Interpol. Au cours de cette opération, **5 personnes** ont été interpellées dans la région de Soubré pour faits de traite de personnes et exploitation d'enfants. Ces trafiquants ont été déférés le 18 février 2014 au Tribunal de 1<sup>ère</sup> instance de

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Soubré. Ils ont été condamnés avec sursis. La réalisation de cette opération a coûté **13.000.000 FCFA**, soit environ **USD \$ 26.000,00**.

- **L'opération de police «AKOMA»**, menée dans le cadre du projet INTERPOL /OIM/ s'est déroulée du 1er au 06 juin 2015 à San Pedro. Au cours de cette opération, **22 personnes** soupçonnées de traite d'enfants ont été interpellées dont 12 déférées au Tribunal de Tabou et 10 déférées au Tribunal de Sassandra. La réalisation de cette opération a coûté **12.000.000 FCFA**, soit environ **USD \$ 24.000,00**.

### 4. Dans le domaine de la coordination et du suivi-évaluation

- La Première Dame, Madame Dominique OUATARA, Présidente du CNS, a effectué le 17 mai 2014, une visite du « champ école paysan » de la coopérative agricole de Gabiadji (COOPAGA). L'objectif de cette visite était de s'imprégner des conditions de formation des producteurs sur les pratiques non utilisatrices de la main-d'œuvre enfantine dans la production du cacao. A cette occasion elle a échangé de vive voix avec les producteurs de cacao pour les sensibiliser sur l'interdiction du travail dangereux des enfants dans la production du cacao.
- La mise en œuvre du projet SOSTECI-MARS dans **5 villages** du Département de **Soubré** et **10 villages** du Départements de **MEAGUI** avec l'appui technique et financier du BIT. Le projet s'est réalisé d'août 2014 à septembre 2015 pour un coût de **39.494.400 FCFA**, soit environ **USD \$ 78.988,00**.
- La mise en œuvre du projet de pérennisation et d'extension du **SOSTECI** dans **13 villages** dans les Sous-préfectures d'**Oupoyo**, **Grand Zattri**, **San Pedro** et **Gabiadji** dans la zone cacaoyère, avec l'appui technique et financier de l'UNICEF. Le projet s'est réalisé de mars à décembre 2015 pour un coût de **158.94.9.300 FCFA**, soit environ **USD \$ 317.898,00**.

### Stratégie de coordination et de durabilité

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La coordination et le suivi-évaluation des actions permettent d'une part, de mieux répartir les efforts sur l'ensemble du territoire national et dans les secteurs d'activités concernés par le travail des enfants et d'autre part, de favoriser la collaboration et la coopération entre les acteurs sur le terrain et de mieux capitaliser les résultats des initiatives. Cette coordination se réalise à deux échelles, au niveau national et au niveau local.

- La coordination au niveau nationale est assurée par le Comité Interministériel de lutte contre la traite, l'exploitation et le travail des enfants (CIM) et le Comité National de Surveillance des actions de lutte contre la Traite, l'Exploitation et le Travail des Enfants (CNS). La stratégie de coordination comprend principalement la validation préalable des projets et les réunions de coordination.

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- Au niveau local, la coordination est assurée par le Comité départemental ou sous-préfectoral de lutte contre le travail des enfants, présidés respectivement par le Préfet et le Sous-préfet de la localité. A ce niveau, les projets doivent être préalablement présentés à l'Autorité locale avant leur mise en œuvre.
- Quant au suivi-évaluation il se réalise à travers les rapports périodiques d'activités transmis au CNS; les visites de terrain du CNS et du CIM; les réunions périodiques de suivi ; l'évaluation à mi-parcours du Plan d'Action National ; l'évaluation finale du Plan d'Action National et les enquêtes d'impact.
- Au niveau local, les comités départementaux et sous-préfectoraux de lutte contre les pires formes de travail des enfants sont chargés du suivi des projets et activités mis en œuvre dans les localités de leur circonscription territoriale.

### **Leçons apprises et les bonnes pratiques**

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Dans la mise en oeuvre des projets et activités de lutte contre la traite et les pires formes de travail des enfants, certaines stratégies et pratiques ont permis d'améliorer les résultats et d'atteindre les objectifs escomptés. Ces stratégies et pratiques peuvent à juste titre être considérés comme des bonnes pratiques. Au titre de ces stratégies et pratiques, trois ont été identifiées, à savoir:

- L'adhésion et l'implication effectives des Autorités locales et des communautés bénéficiaires, dans la mise en oeuvre des projets, favorisent l'appropriation du projet par les parties prenantes et constitue un facteur de succès et de durabilité .
- Le partenariat public-privé permet une meilleure synergie d'action, une gestion plus rationnelle des ressources et une capitalisation plus efficace des acquis.

Le SOSTECI, comme mécanisme de suivi du travail des enfants, permet aujourd'hui de disposer d'une base de données et d'une cartographie plus précise du phénomène de la traite et des pires formes de travail des enfants.

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**PPPhoto 1:** Visite de sensibilisation de Madame Dominique OUATTARA dans le champ-école de la cooperative agricole de Gabiadji (COOPAGA), le 17 Mai 2014



**Photo 2:** Opération de police contre la traite et les pires formes de travail des enfants à Soubré (NAWA), du 11 au 15 Février 2014

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**Photo 3 :** Don de matériels agricoles et de micro-crédits par la Première Dame à une coopérative de femmes à travers le Fonds d'Appui aux Femmes de Côte d'Ivoire (FAFCI), 2015



**Photo 4 :** Don de véhicule et divers équipements à la Sous-direction de la Police criminelle chargée de la lutte contre la traite d'enfants et la délinquance juvénile par le CNS, le 27 Février 2014

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**Photo 5:** Enfants retirés des Pires Formes de Travail des Enfants au cours de l'opération de police Nawa à Soubré, du **11 au 15 Février 2014**



**Photo 6:** Séminaire de formation des acteurs nationaux sur le SOSTECI, le **23 Avril 2014**

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## **APPENDIX 2: REPORT FOR THE GOVERNMENT OF GHANA**

### **A REPORT ON THE GHANA COCOA BOARD (COCOBOD) CHILD LABOR INTERVENTION PROGRAMS - 2014/015 SEASON**

Ghana Cocoa Board (COCOBOD) initiated three key interventions to complement the Government of Ghana's efforts at reducing worst forms of child labor in cocoa during the 2014/15 season. The interventions are essential backstops to reinforce the foundation established through the sensitization campaigns, and help elicit farmer cooperation to implement programs designed to address the main triggers of child labor. The projects' main goals include (i.) Continuous sensitization and education on the worst forms of child labor which is a major part of the curriculum of COCOBOD Extension Manual. This manual was used for training Extension staff as well as sensitizing farmers at the community level on the worst form of child labor. (ii.) Providing basic school infrastructure, including kindergarten, in deprived cocoa communities to help enhance basic education delivery, and (iii.) motivating the youth to appreciate the economic benefits of cocoa and develop professional careers in cocoa farming to improve their livelihoods.

#### **COCOBOD Child Education Support Program**

##### **Project Summary**

A principal focus of COCOBOD's child education support program is to provide basic school infrastructure in deprived cocoa communities where children commute long distances to access the nearest schools. Siting of schools in deprived cocoa communities will stimulate interest and encourage children to remain in the classrooms while parents attend to their cocoa farms. The direct beneficiaries of the program include children/wards of cocoa farmers and local residents.

Phase I of the program, involving 14 school buildings in 14 cocoa districts across the six cocoa regions (see table for details), will cost GHC 4.03 million (USD 1.06 million). A school building will consist of 6-unit classrooms, crèche (Kindergarten 1 and 2), and a head teacher's office with a secretariat. The facilities include good drainage, restrooms, and borehole water systems equipped with hand pumps.

COCOBOD has completed the site selection, obtained authorization from the local authority in beneficiary communities, and secured approval from the Public Procurement Authority to award the contracts for Phase I. Currently, the entity tendering processes are ongoing to complete the contract awards for construction to commence.

As part of its commitment towards eliminating the worse forms of child labor, COCOBOD will commit funds annually towards building more schools to expand the infrastructure base in some selected cocoa deprived communities in Ghana.

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### Project location

The table below presents the location for Phase I school projects

PROJECT NAME	LOCATION
<b>Western Region</b>	
Construction of classroom block and crèche	Asafoatse, Aowin District
Construction of classroom block and crèche	Kaase, Bia District
Construction of classroom block and crèche	Brepro, Wassa Akropong District
<b>Ashanti Region</b>	
Construction of classroom block and crèche	Appiahkrom, Juaso District
Construction of classroom block and crèche	Akutireso, Adansi South District
Construction of classroom block and crèche	Sabronum, Atwima Nwabiagya District
<b>Eastern Region</b>	
Construction of classroom block and crèche	Bomponson No. II D/A Basic, New Tafo District
<b>Brong Ahafo Region</b>	
Construction of classroom block and crèche	Nnantinaanse, Sankore District
Construction of classroom block and crèche	Attakrom, Sunyani West District
<b>Volta Region</b>	
Construction of classroom block and crèche	Ampeyo, Nkwanta District
<b>Central Region</b>	
Construction of classroom block and crèche	Nsonnan M/A Primary school, Agona West District
Construction of classroom block and crèche	Senchiem M/A Basic School, Assin Fosu District
Construction of classroom block and crèche	Twifo Heman Presbyterian Basic, Twifo Praso District
Construction of classroom block and crèche	Obosomase Basic School, Agona East District

## **APPENDIX 2: REPORT FOR THE GOVERNMENT OF GHANA**

### **Program Key Milestones**

The child education support program aims at providing a conducive learning environment that can sustain the interest of children to attend and remain in the classroom. The program is an additional support to cocoa farmers, their families, and local dwellers by offering:

- Fee-free basic education to develop academic competencies in children and create opportunities for children that lack access to schools within reasonable distance;
- Schools in deprived cocoa communities, increase school attendance, and help prevent child idleness and vulnerability to engage in worst forms of child labor;
- Avenues for farmers with toddlers to enroll them in schools and concentrate on the farm work to increase productivity;
- Conducive learning environments and office accommodations for head teachers to promote effective supervision of teaching and learning; and,
- Portable water for the schools and communities to ease the burden of children travelling long distances for water interrupting school attendance.

The Ghana Cocoa Board is optimistic that, after the 5-year implementation period, those factors that hinder basic education would be removed to promote education in cocoa communities.

### **Youth-In-Cocoa Program**

#### **Project Summary**

The Youth-in-Cocoa program is an initiative designed to encourage youth to turn to cocoa farming as a livelihood option. It is targeting the unemployed school leavers including university graduates and corporate youth to appreciate the economic benefits of cocoa farming. It is a multi-purpose program focused on solving rural youth unemployment, closing the gap in the cocoa sector labor supply, and developing entrepreneurship to strengthen the cocoa business. In 2012, COCOBOD instituted the Best Young Cocoa Farmer award to motivate more young people to give serious consideration to cocoa farming as a credible employment alternative.

Starting with 2,000 young men and women in 2014, the membership has risen to 14,000 young farmers actively cultivating 17,000 hectares of land. Subsequently, through community advocacy and the personal involvement of his Excellency President Mahama in the campaign, new youth groups have emerged. The current membership is 45,935 of young men and women and number keeps rising.

COCOBOD has been providing technical and material support and aiding the young farmers to form cooperatives so that they can access bank credits. Chiefs and landowners have responded favorably to direct appeals from COCOBOD urging the release of lands to the youth under special financing agreements. The Youth-in-Cocoa initiative is a child labor intervention in that it is addressing youth unemployment and helping families to address the labor needs of cocoa farming. By assisting the youth

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to become gainfully employed in the cocoa business and providing school infrastructure, COCOBOD is using the two interventions concurrently to reduce rural poverty and urban migration. Rural poverty is the principal trigger of the worst forms of child labor.

### Project Goals

- The principal objective of the Youth-in-Cocoa program is to assist youth in developing careers in the cocoa business, improve rural livelihoods, and establish the foundation for a sustainable cocoa supply.
- The young entrepreneurs will benefit from continued technical assistance from COCOBOD in the form of free hybrid cocoa seedlings, fertilizers, extension education in good agricultural practices including child labor, and farmer business school support.
- Ensuring active participation of young women to assist them in gaining economic independence and prepare financially to support their families.

### Key Milestones

- The key milestones include assisting the young cocoa farmers to achieve and sustain farm productivity at 1000 kg/ha.
- Training the young farmers, currently numbering 45,935, and later additions, to become the next generation of cocoa farmers capable of delivering a sustainable supply of cocoa.
- Using the Youth-in-Cocoa initiative to fix the existing gap in cocoa sector labor supply and address the menace of the worst forms of child labor in cocoa.

The locations and identities of working Youth-in-Cocoa groups are detailed in the table below:

Cocoa Region	CHED District	Name of Youth Association	Location
Central	Assin Foso	Assinman Young Cocoa Farmers	Assin Foso
		Assin North Impact Cooperative Cocoa Farmers Association	Assin Foso
	Breman Asikuma	Central Regional Cooperative Cocoa Farmers and Marketing Union	Abeadze Domenase

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	Nyakrom	Agona Nkosuo Cocoa Farmers Association	Nyakrom
<b>Ashanti</b>	New Edubiase	Young Cocoa Farmers Association	New Edubiase
		Adanse Hwidiem Cocoa Farmers Association	Hwidiem
	Konongo	Freedom and Unity Cocoa Farmers Association	Juaso
		Asante Akim Cocoa Farmers Association	Konongo
	Offinso	Offinso North Youth Cocoa Farmers	Akomadan
	Antoakrom	Friends Of Atwere Youth in Cocoa Association	Atwere
		1996 Youth in Cocoa Fun Club	Atwere
	Mampong	Yonso Youth In Cocoa Farming	Yonso

	Tepa	Akwasiworo Young Cocoa Farmers Association	Akwasiworo
		Jacobu Young Cocoa Farmers Association	Akwasiworo
<b>Cocoa Region</b>	<b>CHED District</b>	<b>Name of Youth Association</b>	<b>Location</b>
<b>Eastern</b>	Asamankese	Kyeremase Youth Cocoa Farmers-Adom Fire Kuo	Kyeremase
		Adwuma Ye Youth Cocoa Farmers Association	Akim Nyarinoa
	Oda	Oda Young Cocoa Farmers Association	Oda
	Osino	Atiwa Young Farmers Association	Osino
<b>W/ North</b>	Boinso	Jema Youth Cocoa Farmers Association	Jema
		Boinso Youth Farmers Association	Boinso
	Akontombra	Sefwi Akontombra District Youth Cocoa Farmers Confederation (SADYCOFAC)	Sefwi Akontombra

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	Enchi	Yakasi Young Alliance Cocoa Farmers Association	Enchi
<b>W/South</b>	Elubo	Akuafo Anigye Young Cocoa Farmers Association	Ellembele

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## APPENDIX 3: REPORT ON USDOL-FUNDED COCOA COMMUNITIES PROJECT

<b>Name of Activity</b>	Towards Child Labor Free Cocoa Growing Communities in Côte d'Ivoire and Ghana through an Integrated Area Based Approach (Cocoa Communities Project, CCP)
<b>Funding Partner</b>	USDOL, Bureau of International Labor Affairs
<b>Implementing Partner(s)</b>	ILO-IPEC
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	USD \$10 Million
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	N/A
<b>Funds Spent During Reporting Period</b>	USD \$1,320,000
<b>Target Country(ies)</b>	Côte d'Ivoire / Ghana
<b>Period of Activity Implementation</b>	December 2010 – March 2015 (COMPLETED)

### Summary Progress Report

In Côte d'Ivoire and Ghana, thousands of children are engaged in hazardous activities in cocoa farming, including clearing fields, using machetes, and applying pesticides. While most of the children work alongside their families, others have no family relationship with the farmer and have been recruited through intermediaries or trafficked. Lack of access to education and poverty of the rural families in cocoa producing areas result in a vicious cycle in which children are caught in the WFCL. The project targeted at a minimum 5,000 children to be withdrawn and prevented from the WFCL in the cocoa producing areas of Ghana and Côte d'Ivoire. The project targeted at a minimum 2,000 families for the provision of livelihood services in order to sustainably withdraw and prevent children from the WFCL.

### Targets

	<b>Target Beneficiaries for Reporting Period</b>	<b>Actual Beneficiaries for Reporting Period</b>
<b># of Children</b>	0	0
<b># of Households</b>	0	0
<b># of cocoa farmers</b>	0	0
<b># of communities</b>	0	0

Because the project was in the process of closing out the first two quarters of 2015, there were no targets and therefore, no actuals. However, over the life of the project, education services were provided to 5,403 children and livelihoods services to 2,200 households.

## **APPENDIX 3: REPORT ON USDOL-FUNDED COCOA COMMUNITIES PROJECT**

### **Activity Objectives**

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This project sought to contribute to national initiatives to combat the WFCL in cocoa producing areas in Côte d'Ivoire and Ghana. The CCP had five immediate objectives which underpin the overall strategy to combat the WFCL in the cocoa sector:

- Increase the understanding of child labor and develop and implement action plans to eliminate child labor in project communities;
- Improve access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school;
- Enhance sustainable livelihoods for families in project communities;
- Increase national capacity to deploy an appropriate CLMS framework to measure progress towards the elimination of child labor through an integrated area based approach; and
- Increase the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of National Plans of Action and interventions to combat child labor in cocoa growing communities.

### **Summary of Activities**

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- Rescue and rehabilitate children from hazardous and exploitive labor, and prevent new children entering hazardous or exploitive labor by awareness-raising campaigns among groups at risk and through direct action programs;
- Provide formal and non-formal education, referral to local schools, catch-up classes, or occupational skills training, for children withdrawn or prevented from exploitive child labor;
- Improve the quality of education by working with government officials to improve the curriculum, increase vocational training opportunities, reduce teacher absenteeism, and provide relevant extra-curricular activities;
- Provide livelihood services to families, including income generation training, financial management skills development and improved access to credit. Reinforce efforts related to CLMS; and
- Work with communities in cocoa producing areas to integrate sustainably reducing and preventing WFCL into their community development plans.

### **Coordination & Sustainability Strategy**

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By working through the ILO's tripartite constituents (governments, employer, and worker organizations), communities, partner organizations, and other government institutions, the project sought to build local and national capacity to sustain activities reducing the WFCL after the project ended. The first prerequisite for sustainability was that interventions under the project were nationally owned and were firmly rooted at the community level to respond to their actual needs. As such, the project promoted the integration of participation in CLMS into core government functions at the national and district levels. Another essential element was the enhancement of access to microfinance for smallholder farmers in manners that improve household income without increasing the demand for cheap labor. The core philosophy was that with improved livelihoods in cocoa farming and additional livelihood opportunities in other agricultural and income-generating activities, strengthened education and social protection systems, and a CLMS contributing to decentralized plans to eliminate child labor, sustainability can be achieved.

## APPENDIX 3: REPORT ON USDOL-FUNDED COCOA COMMUNITIES PROJECT

USDOL and ILO-IPEC, in collaboration with Ministries of Labor and national employer and worker organizations, developed a combined, overall strategy for the three USDOL-funded projects that covered child labor in the cocoa sector in Côte d'Ivoire and Ghana. ILO-IPEC implemented all three projects – ECOWAS I, ECOWAS II, and the CCP. ECOWAS II and the CCP built on the ECOWAS I experience by replicating and scaling up ECOWAS I activities. Concerning the CLMS, this project supported national efforts to establish an efficient, affordable, and sustainable CLMS in Côte d'Ivoire and Ghana. It also closely coordinated with the PPP project on using the CLMS to identify children engaged in or at risk of engagement in child labor, withdraw them or prevent their engagement, refer them to appropriate services, and track their progress.

### Lessons Learned and Best Practices

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- While initial planning may not be perfect in eliminating all challenges, it is better to spend time planning the project with the partners than performing ad hoc planning and simply introducing the project to the districts and communities. It is beneficial to budget time and resources for initial community and partner assessment.
- Linking awareness raising with social mobilization yields attitudinal change and responsible behavior. Coupling awareness raising with CAPs is necessary to yield real action against child labor.
- Improving the quality of education improves access and outcomes of schooling.
- Community members should be treated as partners and not just as beneficiaries. They were consulted in every step of the project, including when those who would benefit from interventions were to be selected. It appears that while the selection criteria for the children who were to be supported by the project were very clear, some community members may not have understood these criteria well enough. For this reason, there were a few community members who were unhappy when they learned that other children and not theirs had been selected to receive support. The criteria for benefiting from the project needs to be made clear: **a beneficiary is a child who is engaged in labor or at risk of falling into child labor together with his/her family/caregiver.** Care must be taken to ensure that this qualification is not breached or mistaken.
- Child participation in the implementation of the Project has shown results in the target areas as effective in dealing with child labor. Children are actively participating in awareness raising and social mobilization activities using various media.
- Capacity building is much more effective when it is practical and field-oriented other than through repeated trainings or workshops.
- The Comprehensive Monitoring and Evaluation System (CMES) was introduced since the beginning of the CCP. It involved new indicators and a new framework which had not been used in earlier ILO projects. It was necessary for the CCP staff and implementing partner staff to be trained in the application of the CMES. However, the CMES combined with other ILO reporting requirements proved a very cumbersome system, especially with its accompanying Direct Beneficiaries Monitoring and Reporting (DBMR) system which is IPEC's global standard system for reporting on withdrawal or prevention of children from child labor. There were many indicators for which data had to be collected every reporting period. Generating information for all the indicators required under the CMES was challenging. It must be noted that the implementing agencies did not have officers who were trained as purely Monitoring and Evaluation (M&E) officers/specialists. Project staff combined technical work, field work, data collection, report writing and data analysis. This made it very difficult for data collection to be as effective as desired per the CMES. Learning took place as the project continued, with the M&E

### APPENDIX 3: REPORT ON USDOL-FUNDED COCOA COMMUNITIES PROJECT

Officer having to carefully and patiently guide partners through the data. Although initial difficulties were managed to enhance data collection from the district and national level, this was a very challenging aspect of the project. The CMES therefore needs to be reviewed to make it less cumbersome and yet effective in generating key performance data of high quality. Care must also be taken to provide the requisite training to project staffs and implementing partners on an ongoing basis when a new system is introduced. This training will reduce mistakes when the system is being applied.

- Changes in government administration can affect project delivery downstream.
- The project ended March 2015 and has exceeded both its E1 and L1 life-of-project targets.

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## APPENDIX 4: REPORT ON USDOL-FUNDED CHILD LABOR SURVEY IN THE COCOA SECTOR

<b>Name of Activity</b>	Survey Research on Child Labor in West African Cocoa-Growing Areas
<b>Funding Partner</b>	USDOL, Bureau of International Labor Affairs
<b>Implementing Partner(s)</b>	Tulane University
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	USD \$1.9 Million
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	N/A
<b>Funds Spent During Reporting Period</b>	USD \$423,283
<b>Target Country(ies)</b>	Côte d'Ivoire / Ghana
<b>Period of Activity Implementation</b>	September 2012 – March 2016

### Summary Progress Report

The project developed a baseline estimate of the number of children working in the WFCL in cocoa growing areas of Côte d'Ivoire and Ghana based on analysis of data from the 2008/09 survey conducted by Tulane University. The project also assessed the prevalence of the WFCL in cocoa growing areas of Côte d'Ivoire and Ghana during the 2013/14 harvest season, as called for under the 2010 Framework of Action. The report was published and released to the public July 30, 2015. In addition, the project will assist in increasing the capacity of the national statistical offices of Côte d'Ivoire and Ghana to collect nationally-representative data on the WFCL in agricultural production in cocoa growing areas.

### Targets

	<b>Target Beneficiaries for Reporting Period</b>	<b>Actual Beneficiaries for Reporting Period</b>
<b># of Children</b>	N/A	N/A
<b># of Households</b>	N/A	N/A
<b># of cocoa farmers</b>	N/A	N/A
<b># of communities</b>	N/A	N/A

Because this is a research project and did not involve direct service provision as part of its scope, there were no beneficiary targets.

### Summary of Activities and Objectives

The project carried out activities to support the collection of reliable survey data on child labor in cocoa growing areas of Côte d'Ivoire and Ghana. The project aimed to address the gap of developing an aggregate, representative estimate of children working in cocoa in both countries to serve as a baseline to measure progress in the future. Specifically, the project carried out or will carry out the following activities:

- Development of population estimates for the prevalence of children working in the WFCL in

## **APPENDIX 4: REPORT ON USDOL-FUNDED CHILD LABOR SURVEY IN THE COCOA SECTOR**

agriculture, including the cocoa sector, in the cocoa growing areas of Côte d'Ivoire and Ghana based on data from Tulane's survey in 2009/09;

- Conducting research activities to assess the prevalence of the WFCL in agriculture, including the cocoa sector, in coca growing areas of Côte d'Ivoire and Ghana during the 2013/14 harvest season;
- Measurement of percent changes in the prevalence of the WFCL in agriculture, including the cocoa sector, in these cocoa growing areas of the two countries between the 2008/09 and 2013/14 harvest seasons and publish reports detailing Tulane's research methodology and findings;
- Preperation and publication of data dictionaries and public-use data files;
- Development and submission of step-by-step survey implementation and data analysis manual to allow for the replication of research design and reporting on findings;
- Providing technical support and training to further develop the capacity of the national statistical offices in Côte d'Ivoire and Ghana to collect nationally-representative data on child labor in cocoa growing areas in future years.

### **Coordination & Sustainability Strategy**

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Through its work with the statistical agencies in Côte d'Ivoire and Ghana, Tulane will help increase their capacity so that these governments will be positioned to implement future comparative surveys. To this end, the project developed a survey and data analysis manual that documents each phase of the research process. The project will also conduct three five-day training sessions for both decision makers and technical staff likely to be involved in the design and implementation of future child labor related survey research by the Governments of Côte d'Ivoire and Ghana. The trainings will focus on survey design, survey implementation, data analysis, and monitoring and evaluation during Year 3 of the cooperative agreement. All training materials will be made available on the project website.

In Ghana, Tulane coordinates the project activities with a sub-committee appointed by the NPECLC. A separate, technical peer review committee is responsible for a technical review of the baseline estimates. In Côte d'Ivoire, Tulane collaborates with the CNS and the CIM to facilitate Tulane's work and ensure that problems encountered on the ground are dealt with in an efficient manner. The Ecole Nationale Supérieure de Statistique et d'Economie Appliquée's (ENSEA) role is to implement the project and send progress reports to the Technical Steering Committee and to report back from the Committee's meetings.

### **Lessons Learned and Best Practices**

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The release of the final report of survey research findings was positive. Even though some research results were unexpected, the international stakeholders accepted the results and their implications. The careful briefing of key stakeholders on the survey research findings in advance of the public release of the final report was beneficial. Not only has this process contributed to a coherent stakeholder response, the detailed discussions have highlighted the complexities associated with addressing child labor in the cocoa sector and deepened the collective understanding. The data suggest that the current small to medium-size interventions are not sufficient to addressing child labor and hazardous work in

## APPENDIX 4: REPORT ON USDOL-FUNDED CHILD LABOR SURVEY IN THE COCOA SECTOR

cocoa agriculture and achieving the objectives of the Harkin-Engel Protocol, and that contextual factors (growth in cocoa production, etc.) have to be taken into account.

### Highlight

On July 30, 2015, the final report of the survey research findings was officially released together with a two-page summary, FAQs, and a press release by Tulane University. The information is available on the project website: [www.childlaborcocoa.org](http://www.childlaborcocoa.org).

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## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

<b>Name of Activity</b>	Combating Child Labor in Cocoa Growing Communities in Ghana and Côte d'Ivoire, also known as the Public-Private Partnership (PPP) project
<b>Funding Partner</b>	GIG, including ADM; Barry Callebaut AG; Cargill, Inc.; Ferrero S.A., The Hershey Company, Kraft Foods, Mars Incorporated, and Nestlé S.A.
<b>Implementing Partner(s)</b>	ILO- IPEC
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	The project's total budget amounts to \$2,062,883. Of this amount, \$2 million is "new funding" under the Industry's September 2010 Framework commitment. A further \$62,883 is re-programmed industry funds from the <i>West Africa Cocoa and Commercial Agriculture Project to Combat Hazardous and Exploitive Child Labour</i> (WACAP), which the GIG partially supported through a partnership with ILO-IPEC in 2005.
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	N/A
<b>Funds Spent During Reporting Period</b>	
<b>Target Country(ies)</b>	Côte d'Ivoire / Ghana
<b>Period of Activity Implementation</b>	A Memorandum of Understanding (MOU) was signed between ILO-IPEC and the GIG on 28 February 2011. The development of the Project Document began immediately and was concluded in July 2011. Project implementation began in the fall of 2011, and field interventions began in March 2012. The project was granted an extension and the end date has been moved from 31 <sup>st</sup> August 2014 to 31 <sup>st</sup> December 2014.

### Summary Progress Report

The PPP project became operational in the beginning of 2012 and closed in December 2014. During that time, the project saw remarkable progress in different areas.

This project provided additional support to key activities in Côte d'Ivoire and Ghana towards the progressive elimination of the WFCL in cocoa growing communities. The focus of the project was to assist in the development of a model CLMS and to support each country to scale up the model CLMS beyond the immediate project target sites. It was designed to complement the support provided by ILO-IPEC to Côte d'Ivoire and Ghana to ensure the effective application of ratified International Conventions on child labour with a focus on cocoa growing communities and to complement the goals and activities planned under the CCP project funded by USDOL. Both projects were initiatives which support the September 2010 Framework.

## **APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP**

The project's capacity building and CAP approach coupled with the set-up of local structures in charge of dealing with child labour produced a real impact and results at the community level. This was more evident at the level of child labour prevention and in terms of enrolment and school passing rates.

With regard to direct beneficiaries, the project provided support to an overall figure of 3,127 children in both countries (1,527 in Ghana and 1,600 in Cote d'Ivoire) and formally monitored, through the DBMR system, 2,711 children (1,527 in Ghana and 1,184 in Cote d'Ivoire) as prevented and withdrawn from child labour.

### **Efficiency**

The main accomplishment of the project in ensuring efficiency was to organize effective collaboration with other organizations and projects, most importantly the USDOL-funded CCP project. The efficiencies gained through this collaboration included conducting joint project planning exercises and stakeholder consultations; conducting joint research, most notably the project baseline survey; holding joint capacity building workshops with Ministries of Labour, Education, social partners and NGOs; and collaborating closely in certain target communities where both the CCP and the PPP are operational. Most of the subcontracts established by this project are with implementing agencies (IAs) that are also subcontracted by the CCP. The project benefited by being able to engage with partners who already have received training on child labour, child labour monitoring systems, etc. This project also benefited from IAs' management systems, including financial record keeping and reporting, that strengthened through ongoing work with the CCP and other IPEC projects.

### **Effectiveness**

- Overall, out of the 21 activities of the work plan, all activities have been completed in both countries.
- In respect of immediate objective one, 1) the project provided support to national and district level CLMS operations in both countries (output 1.1) including at the level of the launch and review of the SOSTECI pilot, review of the GCLMS pilot and GCLMS implementation in project communities; 2) piloting and roll-out of CLMS was made effective in target communities and districts and in the case of Ghana for the first time a full cycle of GCLMS has been completed in PPP project communities (output 1.2) and 3) CAPs were developed and implemented, particularly at the level of education and child labour interventions, with strong messages and lessons learnt from the process (output 1.3). More detail on this below.
- Immediate objective 2 was also largely achieved by 1) the work done in conjunction with other IPEC projects on strengthening capacity of national actors to contribute to effective CLMS and the support provided in particular on the occasion of the July 2013 partners' forum on the GCLMS pilot (output 2.1); 2) building the capacity and putting in motion advocacy efforts concerning district authorities and social partners on child labour, CAPs and resource mobilization with clear results achieved at the level of CAPs on community motivation and general well-being and mainstreaming of CAPS and child labour in district medium term development plans (output 2.2) and 3) by raising awareness and building the capacity of community members through door to door interventions by CCPCs and community and district wide awareness raising events by the direct implementing agencies and also through formal training provided to 313 households in the two countries on hazardous child labour (output 2.3). More details on this are provided below.
- Progress under immediate objective 3 was slower to achieve. Nonetheless the project supported the operational activities of the NSCs in the two countries and contributed to the

## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

IPEC-wide effort in making the NSCs better equipped and coordinated (output 1 and 2); and the project provided a link and communication channel between industry and public and semi-public governance structures and initiatives on child labour in cocoa.

- With regard to direct beneficiaries, the project provided support to an overall figure of 3,127 children in both countries (1,527 in Ghana and 1,600 in Cote d'Ivoire) and formally monitored, through the DBMR system, 2,711 children (1,527 in Ghana and 1,184 in Cote d'Ivoire) as prevented and withdrawn from child labour. From observations in the field and looking at the commitment of the different local partners, families and teachers the project believed that those children that were not formally monitored have been prevented and withdrawn from child labour.

### Targets

	Target Beneficiaries for Reporting Period	Actual Beneficiaries for Reporting Period
<b># of Children</b>	Plans to withdraw or prevent 3,000 children (1,600 for Cote d'Ivoire and 1,400 for Ghana) during the life of the project. Out of that overall target, 2,246 are to be achieved in PPP stand-alone communities (778 in Ghana and 1,468 in Cote d'Ivoire) and 754 in CCP-PPP common communities (625 in Ghana and 129 in Cote d'Ivoire) <sup>3</sup> .	As of end of December 2014, 1,527 children have been monitored and reported as having been withdrawn or prevented from child labour in Ghana. In Cote d'Ivoire, a total of 1,184 children have been monitored and reported as having been withdrawn or prevented from child labour. Total number of children prevented or withdrawn by the project by end of December 2014 is 2,711.
<b># of Households</b>	Plans to enhance knowledge in 200 households (during entire project).	As of December 2014, 200 households in Ghana and 140 in Côte d'Ivoire have benefitted from training on hazardous work of children.
<b># of cocoa farmers</b>		
<b># of communities</b>	Plans to impact 19 communities (during entire project).	As of December 2014, there are four stand-alone communities in Côte d'Ivoire and two stand-alone project communities in Ghana. The remaining 13 communities are shared with the CCP.

### Target areas for interventions

<sup>3</sup> The "breakdown" of the project total target for children prevented and withdrawn from child labour was adapted throughout the project to: 1) allow for Cote d'Ivoire to "absorb" more children (there are more project communities in Cote d'Ivoire and therefore more children in need of support) and 2) to address the fact that PPP support in common communities was only necessary and relevant in respect of 129 children (all other relevant and priority needs of children beneficiaries have been covered by the CCP project).

## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

The presence, strength of presence or absence of the following elements guided the NSC's selection of districts and communities for the implementation of this Project, including alignment with the complementary strategy for the CCP project. The order of these criteria does not reflect any hierarchical order, relevance or strength:

- Prevalence of the WFCL in the districts/communities
- Cocoa production area
- Population density
- Existence of basic social infrastructure (schools, vocational training, apprenticeships, etc.)
- Previous or current interventions from ILO-IPEC, ICI, WCF, NPECLC or other institutions
- Presence of social partner organizations
- Accessibility within the district/farm to market roads
- Availability of communication networks in the area
- New districts which have never benefited from project interventions
- Existence of a district plan or CAP and allocated resource against child labour
- Presence of a cooperative
- Proximity to processing plants

Final targets identified in conjunction with the January 2012 work plan included:

### **Côte d'Ivoire:**

<b><u>Département</u></b>	<b><u>Sous-préfectures</u></b>	<b><u>Village-noyau</u></b>	<b><u>Campement</u></b>
M'Batto	M'Batto	Tchekou, Assoumoukro	Koutoukou
Bouafle	Bonon	Iribafila, Bantifla	Krakouakoukro

### **Ghana**

Central Region, Twifo Hemang Lower Denkyra (former Twifo Hemang Lower Denkyra) District  
Communities of Tweapease and Ankaako (including sub-communities and hamlets)

In addition to these "standalone" PPP communities, the Project worked in close coordination with the CCP project in 13 additional CCP communities in the "Departement" of Bouafle in Côte d'Ivoire (3 communities) and the Twifo Hemang Lower Denkyra district/ Twifo Atti Mokwa <sup>4</sup>in Ghana (10 communities).

### **Activity Objectives**

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The project aimed to accelerate progress in the elimination of child labour in cocoa growing communities through interventions at national, district and community levels which focused on strengthening a national CLMS, capacity building and coordination of key actors.

The project's goals were to strengthen the implementation and effectiveness of the CLMS as a whole and in project communities; build technical capacity, notably of the CLMS implementers; and reinforce the coordination mandate and capacity of the NSC in both countries.

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<sup>4</sup> The former Twifo Hemang Lower Denkyra district was divided into the Twifo Hemang Lower Denkyra district (where all the PPP standalone communities were located and some of the CCP) and the Twifo Atti Mokwa district (where CCP communities were also located)

## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

The project focused specifically on accelerating progress on the expansion of the CLMS in both countries and providing support to ensure the long term sustainability of the CLM systems, including improved coordination among all relevant initiatives and agencies through the work of the NSC. These three aims are interconnected and mutually reinforcing.

The project had the following three immediate objectives:

- Immediate Objective 1: By the end of the project, the CLMS' are strengthened and expanded;
- Immediate Objective 2: By the end of the project, the capacity of governments, social partners, cocoa farming families and other pertinent stakeholders to combat the WFCL, in particular through supporting and participating in the CLMS in cocoa growing communities, is strengthened;
- Immediate Objective 3: By the end of the project, NSCs lead improved coordination of efforts to combat the WFCL in cocoa growing communities.

As critical components of their NPA on child labour, both the Ivorian and Ghanaian Governments are committed to developing systems to monitor the occurrence and measure the prevalence of the WFCL in cocoa producing areas, as well as in other areas. CLM systems are community-based systems designed to identify children engaged in or at risk of engagement in child labour, withdraw them or prevent their engagement, refer them to appropriate services, and track their progress. This project supported existing efforts to establish a high functioning, effective, sustainable CLMS in Côte d'Ivoire and Ghana. The project assessed and made proposals to improve CLMS interventions and the scaling up of the system under the aegis of the NSCs to cover strategically selected cocoa growing districts and communities within the cocoa growing regions of the two countries.

The goal was that coordination and capacity strengthening at the national level, especially through support to the Ministries of Labour and the NSCs, would ensure the CLMS links sustainably to necessary public services. Cooperation was established with other relevant Ministries such as education, agriculture and children's affairs, as well as local government. To ensure that the NSC could plan, coordinate and deliver according to its mandate, the project conducted an assessment review of the needs for capacity support among NSC members and institutions. This assessment served as the basis for the design of additional training programs and interventions for NSC members. Any intervention sought to fill the identified capacity gaps and will include a focus on resource mobilization strategies. This was done in conjunction with the other ILO-IPEC projects in both countries.

## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

### Summary of Activities

Immediate Objective 1					
Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
Activity 1.1.1: Refine model CLMS in consultations with key stakeholders including ILO constituents and civil society and in coordination with the ECOWAS I and II and CCP projects across the two countries	Ghana	January 2012	November 2014	Completed	<p>The PPP project provided continuous technical support to the GCLMS process and related tools such as the training manual for data collectors, different NSC meetings on the topic, launch of the GCLMS in 2012, etc.</p> <p>In 2013, the project provided technical advice in respect to the revision of the GCLMS pilot and the organization of a partners' forum. The partners' forum took place in July 2013 and looked at strategies towards the rolling-out of the GCLMS based on the challenges and lessons learned from the GCLMS pilot and partners' experiences.</p> <p>More recently the project launched a national consultancy looking at the effectiveness, scalability and sustainability of GCLMS by looking at the practice, challenges and accomplishments of its implementation in the project communities in Ghana.</p>
	Côte d'Ivoire	February 2012	November 2014	Completed	<p>Technical support was provided. The PPP project took an active part in the workshop organized on February 19th, 2013 by the DLTE for the update and the appropriation of the SOSTECl tools. During this workshop, the main national actors on the fight against the child labour provided inputs to the review of the SOSTECl framework and its various tools. The PPP project as well as the others IPEC projects in RIC provided technical support during the preparatory meetings and the launch of the SOSTECl in June 25th, 2013, acrimony that counted with the presence of the first lady Mrs. Dominique Ouattara.</p> <p>By June/ July 2014, the process of conception and refining the SOSTECl pilot was over. The PPP project contributed actively with other projects of the IPEC to this step. Additional technical support was provided throughout the pilot and the review of it in November 2014. As in the case of Ghana, an independent and technical review of SOSTECl was undertaken that provided the basis of reflection concerning the pilot evaluation and way forward.</p>

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Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<i>Activity 1.1.2: Identify opportunities to strengthen CLMS operations at Ministerial level through capacity assessments and skills training</i>	Ghana	January 2012	June 2013	Completed	PPP project benefited and provided technical inputs to the CCP project “coordination and capacity needs assessment” of ILO constituents, implementing agencies and other key partners. An assessment of capacity of the relevant Ministries to operate the CLMS was done and validated/complemented in February 2012. Subsequently PPP project contributed technically and financially to the CCP training on the GCLMS and labour inspectors. The work and support done at the level of the review of the pilot and on coordination also flowed out of the initial needs assessment.
	Côte d’Ivoire	February 2012	February 2013	Completed	Capacity assessments had already been done by ECOWAS I during a workshop in 2011. A workshop to strengthen the capacities of CIM and CNS on SOSTECI was organised by PPP project from 28 to 30 November 2012 in GRAND-BASSAM. Also, the February 2013 workshop on the SOSTECI’s update and tools appropriation provided a further opportunity for the PPP project as well as the other IPEC projects to strengthen the capacities of actors at Ministerial level.
<i>Activity 1.1.3: Strengthen CLMS components at district level through ongoing training</i>	Ghana	January 2013	July 2014	Completed	Training was provided in January 2013 by NPECLC (through the support of an AP) to district officers on Child Labour and GCLMS concepts, framework and operations. The training reached representatives of the Twifo Attimokoa district but not of the new district Hemang Denkyra as staff members/representatives were not in place at the time of the training. The new district representatives were trained in the beginning of 2013 on GCLMS, CAP implementation and mainstreaming, resource mobilization and related themes. A district GCLMS implementation plan was developed by the district child protection committees that were put in place.
	Côte d’Ivoire	January 2013	March 2014	Completed	Training on SOSTECI process was provided through workshops of capacity building for labour inspectors, law enforcers, primary school teachers, district level directors, social workers, cooperative leaders. In this period, PPP organized in M’BATTO a training of school teachers on SOSTECI tools (March 2014). In common with other IPEC projects, PPP organized local and general counselors training on SOSTECI process also in March 2014 in Grand-Bassam

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Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<i>Activity 1.1.4: Development and sharing of knowledge and good practices on CLMS capacity building</i>	Ghana	October 2012	December 2014	Completed	This was built into the wider agreements with OFI and ICI. Some good practices were identified. The project also developed an initiative for collection of good practices by CCPC members and children.
	Côte d'Ivoire	October 2012	December 2014	Completed	This was built into the direct implementing agencies and SOSTECI APs. The project also developed an initiative for collection of good practices by CCPC members and children.
<i>Activity 1.2.1: Provide technical assistance to support implementation of strategic plans to roll out CLMS in target communities</i>	Ghana	May 2012	November 2014	Completed	<p>Through the different implementation agreements with NPECLC the PPP project has managed to:</p> <ul style="list-style-type: none"> <li>- Form and train the main GCLMS teachers at district and community level</li> <li>- Provide logistical and financial support to the administration of the tools</li> <li>- Completed the administration of tool 2 of the GCLMS</li> </ul> <p>Before the end of November 2014, tool nr. 3 (1st tool of GCLMS) was administered so that a complete cycle of GCLMS was applied in the common communities. This was the first time that is being done in Ghana and allowed for important lessons to be taken which was done in the framework of the above mentioned national review of GCLMS.</p>
	Côte d'Ivoire	June 2012	November 2014	Completed	<p>Jointly with other IPEC's projects, PPP project trained each set of actors on its role in SOSTECI process according to the context. Technical support was provided during workshop (law enforcers, labour inspectors, primary school teachers) and supervisory mission on the fields. SOSTECI was implemented in its pilot phase in 4 communities of PPP and a mission of supervision on the field from 14<sup>th</sup> to 19<sup>th</sup> May and from 20<sup>th</sup> to 26<sup>th</sup> that permitted to bring technical support and to refine some aspects of the implementation of the system. Committees were installed and equipped in all the zones targeted at the multiple levels: community/village, sub-prefecture and department.</p> <p>The pre-testing of the tools of the SOSTECI on the ground ended and a report of this important stage is available. This pretest allowed to specify or to correct certain questions and to strengthen the capacities of the collectors.</p> <p>The data collection actually started in April 2014 on 6 tools of collection of the system. The main database was elaborated. It was then validated by the CIM and the CNS. It has been lodged at DLTE and is available and functional</p>

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Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<i>Activity 1.2.2: Support target communities to implement or strengthen CLMS</i>	Ghana	June 2012	November 2014	Completed	Community level work (community entry and sensitisation and introduction of the GCLMS) started in June 2012 through a mini-programme entered into with OFI. In the meantime, OFI and NPECLC laid down the structures for the GCLMS at community level (i.e. creation of CCPCs, sensitization and training) and applied tool nr. 1 and 2. The implementation of tool nr. 3 was finalized by November 2014. Logistical and financial support (stipends for data collectors and data entry clerks) was provided by the project.
	Côte d'Ivoire	June 2012	August 2014	Completed	With the support of ICI, the Social Center of M' BATTU and the DRSFFE of BOUAFLE, facilitated the process for the development by the target communities of four CAPs centred on question of child labour. This process was led by local committees of vigilance who have been prepared for the effective implementation of SOSTECL.  Local committees had been already set up through direct AP at community level. Members of these committees' especially operational units were trained on SOSTECL process. Committee had been also equipped with bicycle (district and communities), motorbike (district) and computer (district).  Support to communities to implement SOSTECL was provided.
<i>Activity 1.3.1: Support local communities and partners in developing CAPs that focus on the elimination of child labour in cocoa growing communities</i>	Ghana	June 2012	May 2013	Completed	As planned the two target communities developed their own CAPs and started implementing some of the action proposed. OFI with some support by ICI have facilitated this process.
	Côte d'Ivoire	June 2012	May 2013	Completed	With the support of ICI, the Social Center of M'BATTO and the DRSFFE of BOUAFLE, 4 CAPs centered on the question of child labor were developed by the 4 target villages of the project. Of paramount importance was the training on CAP development / process (and its importance) provided by ICI to the local authorities and community leaders.

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Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<p><i>Activity 1.3.2: Support target communities to implement and monitor CAPs in conjunction with CLMS work through ongoing training, including on the identification of hazardous child labour</i></p>	Ghana	June 2012	November 2014	Completed	<p>The 2 CAPs began to be implemented even before financial support by PPP was made effective. Also, the Tweapease CAP was submitted to the area MP (member of parliament) and one of the main concerns expressed – lack of electrified power – saw some advancement with electricity posts having been set to the community for installation. Communities were also supported through training to submit and mainstream their CAPs before district authorities. Training of resource mobilization was also provided and the implementation of CAPs was followed closely by the project. To date, the child labour section of the CAPs is largely covered with physical project such as the sholl renovation and teachers' quarters in Tweapease completed as well as the construction of an ICT centre in Ankaako. These were projects designed by the communities that benefited from the community own resources and efforts (e.g communal labour) and that were also supported financially by the project on a co-financing basis. 200 households have been specifically trained on hazardous child labour.</p>
	Côte d'Ivoire	June 2012	September 2014	Completed	<p>During school annual holidays (2014), 2 nursery schools and a canteen were under construction in Assoumoukro and Tchékou, a class of CP1 (elementary) was created at the start of the school year 2013-2014 in Assoumoukro and a school was rehabilitated by communities in Bantifla. In the 4 villages of PPP, i.e. Assoumoukro, Tchékou, Iribafila, Bantifla 100 households were trained on hazardous work and security and health measures. More than 200 households had also been sensitized on child labour.</p> <p>Both ICI and PPP staff made mission of monitoring of CAPs. These missions led to the organization of the workshop on resources mobilization and management for committee's members in late January and early February.</p>

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Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<i>Activity 1.3.3:Support communities in their resource mobilization for the implementation of their CAPs</i>	Ghana	March 2013	June2014	Completed	Resource mobilization was one of the strategies introduced by the CAP process. From July 2013 onwards intensified efforts on building the communities' capacity to fund raise was put in place with the support of ICI. PPP also worked together with the direct IA, district authorities and ICI in identifying different sources of support and in training communities and district authorities in resource mobilization.
	Côte d'Ivoire	March 2013	June2014	Completed	PPP and CCP jointly organized a workshop on resources mobilisation focus on micro-finance institutions and domestic budget management for committee members and cooperatives leaders. 4 leaders of PPP's communities took part to this workshop in Issia from 16 <sup>th</sup> to 19 December 2013. As an activity of the AP with ICI, a workshop on resources mobilization and management were organized for committee members. And further with the support of ICI and IAs, local committees presented their CPAs to local authorities, Private sector representatives and NGOs looking for funding. In the case of Assoumoukro, the community received the financial support of the native living in Abidjan. This support permitted to go ahead with the project of construction of the nursery.
<i>Activity 1.3.4:Support for child labour remediation efforts, targeted as needed in project communities</i>	Ghana	June 2013	September2014	Completed	Remediation "services" were provided to children, in the form of school uniforms, sandals, school bags and bicycles. This followed a certain method and occurred only after the baseline list has been validated and needs assessment (by children and their families) has been concluded in the target communities.
	Côte d'Ivoire	November 2012	November 2014	Completed	Overall, 1257 were provided support by September/ October 2014, with the remaining 343 children receiving birth certificates in November and thereby reaching 1,600 children by direct support. The overall majority of these children were recipients of PPP indirect support to schools (renovation, provision of school materials, etc) and the community through awareness rising/ training/ advocacy interventions.

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Immediate objective No. 2					
Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<p><u>Activity 2.1.1: Conduct technical meetings and trainings with key national agencies and institutions to promote more effective contribution to CLMS</u></p>	Ghana	January 2012	December 2014	Completed	<p>A lot of this was done under existing APs with the NSC and CLU by ECOWAS I. Also, an AP was signed between the CCP project and NPECLC to cover most of these activities. PPP project co-finances parts of this AP and provide technical advice. In addition, PPP worked closely with NPECLC on the review of the GCLMS pilot and the system rolling-out.</p> <p>PPP supported the following activities by the NSC during May-June 2014:</p> <ul style="list-style-type: none"> <li>- NSC meeting to review the GCLMS implementation plan for 2014, be informed about the Youth Employment model, activities of Free the Slaves and others</li> <li>- World Day against Child Labour (WDACL) celebrations: media launch and preparation meetings</li> </ul> <p>A total of 117 participants were covered by this events and PPP support to them.</p> <p>Lastly, the independent review of GCLMS that PPP financed (see above) contributed greatly to the achievement of this objective. An NSC meeting was organized at the beginning of December to share the results of such review and was technically and financially supported by the PPP and CPP projects.</p>
	Côte d'Ivoire	January 2012	November 2014	Completed	<p>2 important workshops were organized by PPP with other IPEC's projects in RCI to strengthen the capacities of several actors in fighting child labour with a focus on SOSTECI and a third one was organized by PPP only:</p> <ol style="list-style-type: none"> <li>1. Labour Inspectors in grand – Bassam from 19<sup>th</sup> to 22<sup>nd</sup> august (IPEC projects)</li> <li>2. Law enforcers (police, gendarmerie) from 24<sup>th</sup> to 27<sup>th</sup> September (IPEC projects)</li> <li>3. Primary school Teachers from 5<sup>th</sup> to 7<sup>th</sup> December (PPP)</li> </ol> <p>2 workshops were organized by PPP at district and at national level on building capacities on SOSTECI.</p> <ol style="list-style-type: none"> <li>1. School teachers in M'BATTO from 11<sup>th</sup> to 13<sup>th</sup> march</li> <li>2. Local and general councillors from 06<sup>th</sup> to 8<sup>th</sup> march in Grand-Bassam</li> </ol> <p>A national workshop on SOSTECI tools were organized by the CNS for CIM's and CNS's members. A final evaluation of the SOSTECI pilot workshop will take place at the end of November 2014 and will be financially and technically supported by the PPP and CPP projects.</p>

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Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<i>Activity 2.1.2: Create or adapt training materials on child labour, in particular on the identification of hazardous child labour</i>	Ghana	May 2012	September 2014 (	Completed	The development of training materials on hazardous child labour with GAWU (Ghana General Agricultural Workers Union) and the CCP project was finalized and published.
	Côte d'Ivoire	July 2012	September 2014	Completed	OSH training materials were initially developed by the PPP project in Ghana. The manual was translated into French and adapted to RCI and used as training manual for Child labour and hazardous child labour. The adaptation of the OSH manual was validated by national stakeholders in a workshop in August 2014. The manual was published. .
<i>Activity 2.1.3: Design and carry out joint trainings, including for the social partners, on the identification of hazardous child labour and anti-trafficking measures.</i>	Ghana	May 2012	January 2013	Completed	The PPP project has supported financially and technically a number of meetings and work on hazardous child labour together with social partners in Ghana.
	Côte d'Ivoire	January 2013 (planned)	December 2013)	Completed	A service contract was developed with CTLTE (trade union). This contract covered the sensitization and training of partners on hazardous work and anti-trafficking in the 4 communities.
<i>Activity 2.1.4: Create and adapt training materials on child labour in cocoa growing communities for teachers on the basis of a gap analysis.</i>	Ghana	September 2012	August 2014	Completed	After a reflection of the opportunities at this level the PPP project decided to support on-going efforts by the CCP project on developing/ adapting complementary education materials to cocoa communities with a child labour centered approach. A service contract was signed with the relevant government agency and the materials were finalized in August 2014.
	Côte d'Ivoire	December 2012	November 2014	Completed	PPP supported CCP initiative in this area to make more communication around the existing comic strip and posters
<i>Activity 2.1.5: Using these materials, integrate of child labour training into pre-service and in-service teacher training programmes</i>	Ghana	November 2012	August 2014	Completed	See comment re 2.1.4 above.
	Côte d'Ivoire	December 2012	November 2014(planned)	Ongoing	See comment re 2.1.4 above.
<i>Activity 2.2.1: Organize workshops to assess and support the budgeting and planning capacity needs of the stakeholders in the intervention areas, including strategies to mobilize resources to fund CLMS</i>	Ghana	June 2013	June 2014	Completed	Please see remarks under activity 1.2.1, 1.2.2 above.
	Côte d'Ivoire	June 2013	June 2014	Completed	Please see remarks under activity 1.2.1, 1.2.2 above.
<i>Activity 2.2.2: Provide ongoing training and technical assistance with a focus on CLMS to district level authorities and social partners</i>	Ghana	January 2013	June 2014	Completed	Please see remarks under activity 1.2.1, 1.2.2 above.
	Côte d'Ivoire	January 2013	June 2014	Completed	Please see remarks under activity 1.2.1, 1.2.2 above.
<i>Activity 2.3.1: In cooperation with ILO constituents and other relevant stakeholders, design and implement awareness raising campaigns in target communities, including on the identification of hazardous child labour in target communities</i>	Ghana	June 2012	September 2014	Completed	A number of campaigns and events were put in place and thousands of people (an estimate of 690 households) were reached by these).
	Côte d'Ivoire	March 2012	September 2014	Completed	A number of campaigns and events were put in place and thousands of people (an estimate of 1073) households) were reached by these).

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Immediate objective No. 3					
Objectives/Outputs/Activities	Country	Start Dates	Finish Dates	Status	Remarks
<i>Activity 3.1.1: Identify opportunities to strengthen the NSCs, including by promoting greater coordination between other national level organisations charged with the elimination of child labour in cocoa growing communities</i>	Ghana	January 2012	December 2014	Completed	Please see 2.1.1 comments.
	Côte d'Ivoire	February 2012	November 2014	Completed	The CIM and the CNS handled the coordination of the activities against the child labour in RCI. The visit of the director of IPEC in RCI allowed agreement within the team IPEC that some members of the CNS would benefit from training in the center of TURIN. The aim was a better understanding of the problem of the child labour according to ILO and the development of capacities for a better coordination of actions against child labour.  The workshop organized to strengthen capacities of local and general counsellors was a tribune where different actors from the CIM and local authorities were trained on resources mobilization and budgeting actions against child labour. Please also see 2.1.1 comments.
<i>Activity 3.2.1: Review capacity needs among NSC members</i>	Ghana	February 2012	February 2013	Completed	Done through the consultant's work and coordination workshop conclusions and report.
	Côte d'Ivoire	February 2012	February 2013	Completed	The question of coordination remained a great challenge and had the attention of all IPEC projects. Some recommendations were made at the workshop organized on SOSTECI for the CIM and the CNS that were acted upon (see remarks on 3.1.1).
<i>Activity 3.2.2: Provide training and other technical assistance to NSCs, including on resource mobilization strategies and coordination of CLMS</i>	Ghana	April 2012	December 2014	Ongoing	Please see remarks under activity 2.1.1 and 3.1.1 above. Training and technical assistance on resource mobilization and CLMS was extensively provided for by the APs that the ECOWAS I and II projects had with the CLU and NSC. A meeting was also organized by the project aiming at improving coordination between the different private and public governance platforms dealing with child labour issues in cocoa.
	Côte d'Ivoire	September 2012	November 2014 (planned)	Ongoing	Please see remarks under activity 2.1.1 and 3.1.1 above

### **Monitoring and Evaluation**

A baseline assessment of target communities was conducted in both countries. The final baseline reports were completed in both Côte d'Ivoire and Ghana. An implementation review was carried out in July 2013, and an independent final evaluation was conducted in end of October/ beginning of November 2014. Using established ILO-IPEC Project Monitoring System methodologies, the project monitored service delivery during the course of project implementation, as well as the number of children successfully withdrawn or prevented from child labour as a result of project interventions.

In parallel and additionally to the final evaluation, a review of the CLMS was conducted that focused on how CLMS was applied in practice in PPP and CCP selected communities in both countries. The review covered the administrative, technical, timeline and financial aspects of that implementation and made recommendations on how CLMS could be made more sustainable and scalable. This was one additional

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effort by the PPP and CCP projects to feed information into the national discussion and work on GCLMS effectiveness and scalability.

### **Coordination & Sustainability Strategy**

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#### **Coordination Strategy**

A CLMS/Coordination Officer, Maria Vasquez, based in Accra, Ghana worked closely with the Chief Technical Advisor responsible for oversight of the four projects currently being implemented by ILO-IPEC with the governments of the two countries and with the senior officers of the ECOWAS I and II and CCP projects. Her main responsibility was to oversee this project's activities in Côte d'Ivoire and Ghana, including the development of action programmes and monitoring of progress. In addition, she promoted coordination and complementarity of efforts between ILO-IPEC and the appropriate Ministries in each country in its CLMS work, as well as other stakeholders at national and district level and in cocoa growing communities. This included the consolidation and sharing of knowledge about good practices and the development of a clear advocacy strategy to involve other partners and actors in CLMS interventions.

The PPP project worked in close coordination with relevant West Africa ILO-IPEC projects and in particular with the CCP project. Efficiencies were achieved through this collaboration by conducting joint project planning exercises and stakeholder consultations; conducting joint research, most notably the project baseline survey; holding joint capacity building workshops with Ministries of Labour, Education, social partners and NGOs; and collaborating closely in certain target communities where both the CCP and the PPP are operational.

The project pursued synergies with the CCP project in the district/department and communities in both countries where both projects operate. The PPP project worked in a total of 19 communities across Côte d'Ivoire and Ghana; 13 of these were shared with the CCP and six were PPP-specific. In these common districts and communities, the project provided support in the areas of: district level advocacy and capacity building on child labour, CLMS and CAP implementation and direct support to remediation. In terms of remediation services and direct support to children, the PPP project supported 754 children from CCP-PPP common communities with birth certificates in Côte d'Ivoire, and ICT books, assorted reading books, vests and compliments to school uniforms and school renovation in Ghana.

Most of the subcontracts established by this project were with implementing agencies that were also subcontracted by the CCP. The PPP benefited from this arrangement by being able to engage with partners who already have received training on child labour, CLMS, etc. This project also benefited from implementing agencies' management systems, including financial record keeping and reporting, that were strengthened through work with the CCP and other IPEC projects.

In addition to its sister IPEC projects in the region, the PPP project strove to establish a close link and coordination with its donor partners. During 2012, individual contacts with donor companies represented at country level were established and the donor companies' representative visited the project in Accra. The July 2013 project implementation review (PIR) workshop benefited from company participation and donor companies were kept informed of the process and its outcomes.

Following the PIR, the PPP project organized a productive meeting in Accra in October 2013 to brief donor partners on the project and ILO-IPEC strategies, share ideas and approaches to child labour elimination and to foster an exchange on industry partners' initiatives. All donor companies with a

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physical presence in Ghana attended. The donor companies agreed that the meeting offered a valuable opportunity to be updated on the PPP project, as well as to share ideas and good practices to meet common challenges. A similar meeting took place in July 2014 and provided the opportunity for a further update on the PPP project. Other topics under discussion were the work being done at national level concerning GCLMS and also coordination issues. A last meeting took place in September 2014 and was organized by the ILO-IPEC on the request of the donor companies looking at coordination issues. These covered the relationship between the different governance structures in Ghana dealing with child labour issues in cocoa. The meeting was called out of a need to streamline collaboration, avoid duplication and have a more comprehensive and coherent framework of action nationwide.

On April 2014, a meeting with PPP's donors was organized in Abidjan. The objective of this meeting was to provide an up-date of the project to the representatives of donors in RCI by presenting the activities of the project, the results, the perspectives and also to know the activities led by each of them individually regarding the fight against child labour. The exchanges were enriching with those present. The meeting was a real opportunity of engagement allowing for future bilateral meeting to occur. ILO-IPEC in Abidjan worked with a wider group of private sector actors that go beyond the original program funders.

In any community where the CLMS is carried out, the project sought to ensure sustainable sources of support for the activity, both financial and in-kind. A central goal of the advocacy and technical support at the district level conducted in pursuance of Immediate Objective 2 was to secure such support for the CLMS in targeted communities at the district level.

### **Sustainability Strategy**

Active participation of national counterparts in the project actions was essential to promote national ownership to lead to the sustainability of the project outcomes and was expected through in-kind contributions. In those communities where the CLMS was established, the project engaged community leaders, teachers, parents, members of cooperatives, smallholders' organizations and rural workers' organizations, local authorities and labour inspectors to identify children involved in child labour and its worst forms, refer them to publicly and privately provided service providers and track them to ensure that they have appropriate alternatives.

- The mainstreaming of interventions in the district, sectorial and local plans (CAPs) was crucial. As part of the project support to CAPs implementation, focus was placed on community empowerment, mainstreaming of child labour issues on district planning and budgets, local resource mobilisation (communities, district assembly and other partners present in the district) and advocacy for extension of Government social interventions including access to education services; the promotion of birth registration of children; electricity and water access to address some of the basic issues that perpetuate child labour, etc.
- Moreover, in Côte d'Ivoire, the direct action programmes were implemented directly in communities by government structures at department level, i.e., the "Centre Social de M'BATTO" and "Direction de la Famille de la Femme et de l'Enfant de BOUAFLE". The purpose was to enhance government structures' capacities in the implementation of this kind of project and in particular SOSTECI. The objective was that after the project these structures would be able to work directly with communities to manage questions related to child labour and keep SOSTECI running.
- In Ghana, at the district/ community level sustainability was being promoted by working closely with the (new) district authorities and especially mainstreaming child labour into district

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planning and budgeting that was supposed to be made effective in 2015 (new cycle of district development plan implementation).

### Lessons Learned and Best Practices

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Some lessons have been drawn on what seems to be working best and what still needs to be further addressed going forward. The following is a collection of those lessons or “take-aways” presented in no particular order:

- *CLMS systems in both countries have been tested and progressed* during the period of PPP, with the Ghana CLMS (GCLMS) simplified as a result of the experiences and lessons from the 2012 pilot and the implementation done in ILO-IPEC communities from 2012 to 2014. The implementation of GCLMS was the object of an independent review that looked into the effectiveness, scalability and sustainability of the system. In Cote d’Ivoire, the implementation of SOSTECI (Système d’Observation et de Suivi du Travail des Enfants en Côte d’Ivoire) was finalized in ILO-IPEC communities and a review was done in November 2014. In respect of both systems, there is a need to further simplify, reduce costs and connect them to existing national data systems, school registers and government efforts in targeting beneficiaries of social programmes. The results of the reviews document and confirm some of these perceptions but also provide recommendations so that CLMS in both countries becomes a genuinely effective system covering all cocoa and non-cocoa growing communities.
- *Community based approaches and action plans* that rely on the target communities’ engagement and resources have had real results and impact. It has been verified that a non-substantial financial input by the project leveraged significant resources from the communities and local authorities, resulting in real change and ultimately increases in levels of school enrolment, attendance and success. Supporting children’s ability to continue schooling (e.g. provision of birth certificates in Cote d’Ivoire, support to children presented to exam to access secondary school), investing in nurseries, classroom renovation, etc. not only improves access to school but also motivates parents and authorities to support their children’s education as they start seeing school as a place worth sending their children to. CAPs are also important empowering tools for communities as they increase their capacity to advocate and interact with local authorities.
- *Working with local authorities* is a winning strategy generating important synergies and collaborations and ensuring project sustainability. This works better when local authorities and communities are engaged and have some resources to channel to the communities or social/ infrastructure programmes are in place. The issue of the local structures financial sustainability is key.
- *Sensitization and capacity building* are still important tools to generate change. In a number of cases lack of knowledge on the laws and regulations concerning CL as well as the consequences of hazardous work to children’s health and development are major reasons for their engagement in CL. These are also important tools to empower children. It is crucial nonetheless that sufficient time is allocated for such support. The PPP project was effectively present in project communities for almost 2 years and a half. From the discussions held during the project evaluation it was clear that further presence of the project in the project communities would be beneficial to further sustain project achievements. Some experts and project partners have said that an average of 5 years of sensitization is required to achieve attitudinal change.
- Despite advancements in *improving the coordination of national actors* on CL, there are still challenges to the operational modality of the National Steering Committees (NSCs) of both

## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

countries. Issues of coordination are still lingering and a new strategy that involves all child labour (sectoral or cross-sectoral) governance structures has been initiated but needs to be further developed and implemented.

- *Advocacy with national institutions* with a mandate to influence national budget and programming is an important strategy to pursue as it was recently seen in Ghana with the National Development Planning Commission (NDPC). The advocacy work done by ILO-IPEC with the NDPC was key to raise the profile of CL in the national development policy and tools and subsequent inclusion of CL matters in the national medium term development plan alongside its planned inclusion into the district medium term development plans.
- *Community by-laws or informal referral systems* were developed by project communities on their own initiative and were real deterrents of abuse and child labour situations. Some of these included (for example) a community wide agreed cap on spending on funerals or preventing children in the community to visit video game shops after school. Both examples refer to ways of households having more income available to support education and also the promotion of children study after school. Such by-laws are enforced by the community leaders and community child protection members and penalties are imposed for not abiding by these.
- *Development of locally based and simplified birth certification mechanisms* was one of the most successful strategies of the project in preventing child labour in Cote d'Ivoire. Without a birth certificate children cannot progress in school and in life. The system put in place was born out of a negotiated agreement with local authorities that lowered the costs and administrative requirement on families, is community based, and used capacity building and the provision of some basic equipment as leverage for the continuing registration of children in the future. The system has been piloted in PPP communities and is now being applied in non-PPP communities in Côte d'Ivoire.

### Highlight

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During the period in question, the PPP project finalized almost all of its activities and consolidated results and worked towards the sustainability of the project. The project worked at the community level since June 2012, and the three immediate objectives remain: 1) strengthen and expand national CLMS; 2) build capacity to combat child labour with a focus on supporting and participating in CLMS activities; and 3) support the NSCs to lead improved coordination of efforts to combat child labour in cocoa growing communities.

### Ghana

During the life of the project, the following marks the major achievements of the project:

- Support to review of the GCLMS pilot (workshop and final report).
- Start-up of implementation agreement with CIM and CNS, concerning the implementation of SOSTECI.
- Capacity building efforts were geared towards national stakeholders such as labour inspectors, law enforcement agencies and primary school teachers on child labour, SOSTECI, coordination and education.
- IEC materials on hazardous work of children completed and were distributed in Ghana.
- Mid-term review of the project (project implementation review) was completed.
- Donor meeting and exchange occurred in Ghana.
- GCLMS: tool 1 and 2 completed; equipment provided to community child labour protection committees (CCPCs).

## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

- SOSTECI implemented at the district level and community level: district committees were set up, trained and provided with equipment; local committees were trained on SOSTECI and provided with equipment.
- Awareness raising and social mobilization were completed.
- CAP implementation undertaken: nurseries and extra classroom completed (RCI), one school renovation completed (Ghana).
- Child labour and CAPs included in the district medium term development plans (Ghana).
- Advocacy efforts with district authorities was completed in Ghana and RCI.
- Training on hazardous work to farmers was completed in Ghana and RCI.
- Training on resource mobilization to CCPCs and district officials was completed in Ghana.
- The project continued providing support to the operation of the NSC through the finalizing of meetings the WDACL celebrations, etc.
- The projects launched a national review looking at how GCLMS has been applied in practice in the two PPP communities and selected CCP project communities. It covered administrative, technical, timeline and financial aspects of that implementation and made recommendations on how GCLMS could be made more sustainable and scalable. This was one additional effort by the PPP and CCP projects to feed information into the national discussion and work on GCLMS effectiveness and scalability. The report resulting from this was presented to national stakeholders and the NSCCL in November 2014.
- A total of 1,527 have been provided with support and have been monitored as being prevented or withdrawn from child labour in Ghana.
- GCLMS: tool 1 and 2 completed; equipment provided to community child labour protection committees (CCPCs); data entry at district level finalized in respect of the first 2 tools. A full GCLMS cycle was completed and a review of the implementation of the system in project communities. Child labour and CAPs were included in the district medium term development plans in Ghana and advocacy efforts (some with real results such as the appointment of teachers by the Ghana Education Service (GES) and provision of school material in some of the project communities)
- CAP implementation (child labour section) finalized: school renovation, teachers' quarters and ICT centre completed.
- Complementary Basic Education (CBE) materials were revised to incorporate child labour considerations in cocoa communities with the project's support in Ghana.
- The project, together with CCP, finalized the joint training package on hazardous child labour and Occupational Safety and Health (OSH) with Ghana's General Agricultural Workers Union (GAWU). This is currently used as a tool for training and sensitization and can be found at [http://www.ilo.org/ipec/Informationresources/WCMS\\_IPEC\\_PUB\\_25275/lang--en/index.htm](http://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_25275/lang--en/index.htm).
- Training on hazardous work to farmers was completed.
- Training on resource mobilization to CCPCs and district officials was completed.
- Awareness raising occurred at community level and included cocoa producers.
- Certain measures were put in place to further consolidate the project results and sustainability such as the registration of more than 600 children in the National Health Insurance Scheme, provision of skills training to selected youth and women, etc.

## APPENDIX 5: REPORT ON INDUSTRY-FUNDED PUBLIC PRIVATE PARTNERSHIP

### Côte d'Ivoire

- Capacity building efforts geared towards national stakeholders such as labour inspectors, law enforcement agencies and primary school teachers on child labour, SOSTECI, coordination and education
- SOSTECI district committees were set up, trained and provided with equipment; local committees were trained on SOSTECI and provided with equipment.
- SOSTECI being implemented at the district level and community level: data collection (data base) at community level was finalized; approval of SOSTECI data base at national level was given by the CIM and the CNS.
- PPP supported the review of the SOSTECI pilot and supported workshop aiming at discussing the main conclusion of the review and promote the uptake of recommendations.
- A total of 1,184 children have been provided with support and have been monitored as being prevented or withdrawn from child labour.
- CAP implementation (child labour section finalized): nursery and extra classrooms completed.
- Training on hazardous work to farmers was completed.
- Training on resource mobilization to CCPCs and district officials completed.
- Awareness raising occurred at community level and included cocoa producers.
- Certain measures were put in place to further consolidate the project results and sustainability such as the development of a birth registration system that significantly reduced costs and admin hurdles and that was already being successfully implemented in non-project communities based on the PPP experience, etc.

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## APPENDIX 6: REPORT FROM MONDELEZ INTERNATIONAL

<b>Name of Activity</b>	Mondelēz International Cocoa Life, Ghana
<b>Funding Partner</b>	Mondelēz International
<b>Implementing Partner(s)</b>	World Vision International Ghana, Voluntary Service Overseas, Ghana, CARE Ghana, Right to Play, Ghana, Child Rights International, Cocoa Life Ambassadors, Ghana, the Ghana Cocoa Board (COCOBOD), and Abantu for Development.
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	Mondelēz International has committed \$400 million over 10 years to Cocoa Life, a holistic approach to cocoa sustainability, which includes combating child labor and its root causes. Of this number, \$100 million will be invested in its Ghana programme.
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	
<b>Funds Spent During Reporting Period</b>	95,837 USD (directly); and 1,905,000USD (indirectly)
<b>Target Country(ies)</b>	Ghana
<b>Period of Activity Implementation</b>	January – December 2015

### Summary Progress Report

As part of the strategy to help eliminate all forms of child labour and worst forms of child labour in *Cocoa Life* operational areas, *Cocoa Life* in collaboration with its implementing partners (including state agencies) continued community sensitization and awareness creation at the community level and refresher training for Community Child Protection and Gender Committees. *Cocoa Life's* approach to tackling child labour takes a child development perspective. This is in line with *Cocoa Life's* holistic approach, which aims to create win-win relationships with farming communities, and we believe represents our best opportunity to address the root causes of child labour.

In the last quarter of 2015, *Cocoa Life* was extended to 237 additional communities in 7 districts of Ghana bringing the total number of communities in which *Cocoa Life* operates to 446. This presents a good opportunity to reach a critical mass of cocoa communities with interventions that ensure the development of the child, promote the child's rights and protect the child from violations such as child labour.

As part of our continuing efforts, in 2015, Mondelēz International has commissioned Embode, a human rights consulting agency, to assess the situation of child labor in three key cocoa origins, including Ghana. As part of this work they will analyze the environment and national child protection infrastructure in the regions where we source cocoa in order to identify additional measures we can take in our efforts to tackle child labor. Based on Embode's recommendations, we will enhance action plans in each country to most effectively help to eliminate child labor.

## APPENDIX 6: REPORT FROM MONDELEZ INTERNATIONAL

### Objectives

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The vision of *Cocoa Life* is “empowered thriving cocoa communities as the essential foundation for sustainable cocoa”. Addressing child labor is a cross-cutting theme of its holistic, farmer-centric approach. The programme’s strategic response and Plan of Action on child labour is to support community, district and national child labour elimination activities within the communities in which the programme is implemented as well as surrounding communities to ensure that the worst forms of child labour are dealt with sustainably and systematically at the community level. Objectives of the child labour response are:

- To promote dialogue in communities for better understanding of child labor, appropriate work for children and other child protection and promotion issues;
- To contribute to the elimination of child labor through holistic farmer support that ensures sustainable incomes from cocoa and additional livelihoods for farmers;
- To facilitate stakeholders’ acquisition of skills for undertaking effective child labor elimination activities; and improve knowledge and understanding about related child protection and promotion issues;
- To support the strengthening of systems and structures at community, district and national levels for the psychosocial protection of children; and
- To support the universal right to education for all children.

This strategic approach was built under the Cadbury Cocoa Partnership, which served as the foundations to the *Cocoa Life* programme launched in 2012, backed by a \$400 million investment over 10 years (\$100 million of which will be invested in Ghana).

Building on this approach, Mondelēz International published in 2013 its [guidance document](#) on Cocoa Life, including its new approach to child labor within the program. This new approach does not change but guides the activities submitted as part of the Framework and drive more engagement on the issue in key cocoa origins.

We have worked with experts in the field, including the leading anti-slavery organization, Anti-Slavery International, to develop this enhanced approach based around five principles:

- Active – we will seek out occurrences of child labor rather than wait to discover them and respond humanely and responsibly
- Transparent – we will be open about what we find
- Local – we will tailor our approach to the particular circumstances in each origin community
- Adaptable – our program will evolve as we learn from our experience and best practice
- Collaborative - we will work with partners internally and externally to maximize our impact

Our priority is to identify and address child labor in our own supply chain. That’s why in 2015, we hired Embode, a human rights consulting agency, to run situation assessments in three key origin countries (Ghana, Cote d’Ivoire and Indonesia). As part of this work Embode will analyze the environment and national child protection infrastructure in the regions where we source cocoa in order to identify additional measures we can take in our efforts to tackle child labor. Based on their recommendations, we will enhance action plans in all three countries to most effectively help to eliminate child labor.

## APPENDIX 6: REPORT FROM MONDELEZ INTERNATIONAL

Child Labor is also one of the tracked program *Key Performance Indicators* within Cocoa Life as we will track reduction in child labor and forced child labor within the program.

Progress towards the program goals (including child labor) will be third-party verified as announced in June 2014.

### Summary of Activities

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#### a. Capacity Building and Training

1. Refresher Training programmes on child labour, trafficking, Gender and Child Protection were organized for 218 Community Gender and Child Protection Committee (CGCPC) members from cohort 2 communities in collaboration with Commission on Human Rights and Administrative Justice; and the Department of Social Welfare. Topics discussed included national child labour laws, International Labour Organizations' (ILO) Conventions on Child Labour as well as key human rights laws. These training interventions are to embolden and enhance the capacity of the committees to sensitize households and community groups on legal implications of child labour. In all, 218 community members including 109 women and 109 men benefited from the training.
2. A needs assessment was commissioned to gather accurate data to facilitate the preparation of relevant training content for targeted trainers within the *Cocoa Life* communities on CL/WFCL and child development. The needs assessment identified key themes for training. The key areas were incorporated into the planning and implementation of the gender dialogues and sensitization training organized for targeted 330 communities.
3. Farmer training; community sensitization and education on child labour were carried out in 209 communities.
4. Training of Trainers (TOT) workshop was organized for key Implementing Partners and farmers. The workshop equipped participants with relevant knowledge and skills on the WFCL and child development. An innovation in the TOT programme was the integration of discussions on gender issues in all the presentations.
5. Meetings were organized in Asunafo North and Wassa East with Community leaders, SMC and PTA leaders, and GES to assess the status of SMCs, PTAs and discuss how they can be supported to be more effective in the performance of their duties. In all 64 communities were reached.

#### b. Community Sensitization and Awareness Creation

1. **Reading Clubs:** There is a potential risk linked to Ghana's ageing farmer population, whereby farmers may prioritize their efforts to improve their cocoa yield and the resulting income, over their children's education. To prevent this, *Cocoa Life* continues to focus on activities that promote increased school enrolment and retention. This includes sensitization activities aimed at reducing child labour within the schools. Additional 22 child development initiatives known as Reading Clubs were formed in 22 schools in the Wassa East District, Western Region.

## APPENDIX 6: REPORT FROM MONDELEZ INTERNATIONAL

2. **Cocoa Life Ambassadors Program:** University students volunteer as Cocoa Life ambassadors to coach school children in their academic endeavors and raise awareness around child labor. This activity was carried out in the first two weeks of school reopening, because low teacher turnout has been observed during this period. The ambassadors engaged pupils in the following activities:

- Coaching of school children to read and write with reading competitions;
- Story telling through drawing;
- Discussions on child labour, cocoa related issues, teenage pregnancy, rural urban migration, the academic hierarchy, careers; and
- Visiting farms of some parents to have practical lessons on cocoa and its prospect

Twenty volunteers from the University of Cape Coast including three ambassadors of the Wassa East district were deployed into 10 Cocoa Life selected communities. The learning areas included, English; Mathematics; Science; and ICT. Children directly reached in the 10 communities were 1179 (590 males and 589 females).

School children in Wassa were also trained as peer educators on child labour. The program directly and indirectly reached 3562 children in the communities as follows:

- c. **Mainstreaming of child labour into farming activities by Cocoa Life Field Officers:** During periodic visits to community groups, Cocoa Life Field Staff educated group members on Child Labour issues when facilitating meetings with Community Action Committees; Cooperative Societies; Women Extension Volunteers; Plantain Enterprise Groups; and Village Savings and Loans Associations. In addition, the District Gender and Child Protection Committees periodically embarked on sensitisation campaigns in selected communities, radio education and unannounced market visits to educate community members on effects of child labour and its implication to the society and the nation as a whole.
- d. **Sexual and Reproductive Health Education** events were organized through football matches for 16 partner community schools reaching 2500 community members, including 1800 youth and 1420 girls. This aimed at reducing incidence of teenage pregnancy and its resulting effect such as school dropouts (including working on cocoa farms during school hours) and sexually transmitted diseases.
- e. In order to **increase school enrolment and attendance**, *Cocoa Life* in 2015 facilitated the establishment of three community pre-schools to enable children who cannot travel long distances to school to access education at the community level (rather than accompany their parents to the farm).

### Targets

	Target Beneficiaries for Reporting Period	Actual Beneficiaries for Reporting Period
# of Children	67,000	56,430
# of Households	18,500	18,500

## APPENDIX 6: REPORT FROM MONDELEZ INTERNATIONAL

# of cocoa farmers	37,500	22,500
# of communities	446	209

446 communities were targeted during the year expecting to work with 37,500 farmers and their 67,000 children in about 18,500 households. However, the program was able to reach all 18,500 households in only 209 communities and thus all effort were concentrated on the number of households. The fact that community mobilization efforts in the other 237 communities have not reached the level of trust where we can introduce emotive conversations such as gender and child labour also compelled us to revise our target and plan for 2016. The plan for 2016 is as follows:

### 2016 Targets

Region	District	#of communities	#of households	#of children
Ashanti	Ahafo Ano North 1	20	1407	5979
	Ahafo North 2	44	3321	11590
	Amansie West	36	2596	5503
	Atwima Mponua	29	2206	7676
	Sekyere East	25	1735	7946
Brong Ahafo	Asunafo North	40	3298	12387
	Asunafo South	43	2915	7517
Central	Awutu Senya	21	1583	4514
Eastern	Ayensuano	14	998	2185
	Fanteakwa	15	1085	4481
	New Juaben	8	875	2446
	Suhum	31	2334	8740
	Upper West Akim	8	391	996
	West Akim	17	1120	2514
Western	Bia West	31	1401	4483
	Juabeso	20	1419	3344
	Wassa East	44	2964	12715
		446	31648	105016

### Coordination & Sustainability Strategy

*Cocoa Life* is already working closely with the Ministry of Gender, Children and Social Protection and its departments at the district level to lead the development of the Ghana Plan of Action on child labor. This coordination with the Ministry ensures that common framework indicators are integrated into the activities being implemented under *Cocoa Life*.

*Cocoa Life* also teams up with COCOBOD in the deployment of radio shows to sensitize and educate cocoa farmers and farming communities on child labour.

In addressing the WFCL, *Cocoa Life* is represented on the NSC on Child Labour to ensure coordination of activities with relevant Government agencies and ILO to promote implementation of the CLMS in cocoa-growing areas (core program).

## APPENDIX 6: REPORT FROM MONDELEZ INTERNATIONAL

*Cocoa Life* further collaborates with ICI to share information and good practices of CL methodologies. This helps to reduce duplication of information and leads to maximizing resources to cover more communities.

### Lessons Learned and Best Practices

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1. The TOT (training of trainers workshop) was found to be enriching from the point of view of participants as they gained specific knowledge and skills on child labour issues.
2. Clearer understanding of child labour issues generally and within the context of Ghana.
3. The kinds of gender issues involved in child labour and their implications for cocoa production in the communities.
4. The specific manifestations of child labour issues in the cocoa value chain and its embedded gender issues. Field experience show that when women are socially and economically empowered, they are more receptive to addressing the developmental needs of their children such as ensuring children are enrolled and retained in school. This is particularly important as societies in the cocoa belt are mostly matriarchal.
5. Communities when empowered are able to take care of their own development. An example being the three communities which through their own initiative have established community nursery schools.
6. When children are empowered, they are able to sensitize their peers using language that they understand. Children in *Cocoa Life* communities are now using drawings to tell educative stories.

### Highlights

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#### Community Initiated Projects:

*Cocoa Life* undertook four key activities contributing to elimination of child labour in the Wassa East District.

Most children below ages of eight were not in school because they could not walk long distance to access a nearby school. Through *Cocoa Life* intervention, these communities, through their own initiative have been able to establish nursery schools. These children now have access to primary education at the community level. The school at Nyamedae began with enrollment of 40 and within a period of four months has recorded an increase to 73 pupils (42 girls and 31boys).

## APPENDIX 6: REPORT FROM MONDELEZ INTERNATIONAL



*Pictures - Snack break at Nyamedae Community Kindergarten*

### **Using drama to sensitize communities on child labour:**

To make the school environment a lively place for learning, drama groups have been formed in some schools in Cocoa Life operational areas. This tool, apart from making the pupils happy in school, also serves as a medium for carrying messages to the wider community. Through this, 1,845 males and 2044 female have been sensitized on the impact of child and its effects on the child; and society. It is a pilot with 17 communities in the Wassa East district participating.



*Pictures – Sensitisation using drama*

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## APPENDIX 7: REPORT FROM NESTLE S.A.

<b>Name of Activity</b>	Nestlé Schools Project Côte d'Ivoire School Construction & Renovation
<b>Funding Partner</b>	Nestlé
<b>Implementing Partner(s)</b>	WCF and Winrock International
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	USD \$1,500,000
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	
<b>Funds Spent During Reporting Period</b>	USD \$1,805,000
<b>Target Country(ies)</b>	Côte d'Ivoire
<b>Period of Activity Implementation</b>	Oct 2011 – March 2015 (COMPLETED)

### Summary Progress Report

The Nestlé Schools Project in Côte d'Ivoire was designed to build and renovate schools in the most vulnerable cocoa-growing areas. Implemented by Winrock International in partnership with the WCF, the project complemented education and livelihoods activities taking place in cocoa growing communities through the Empowering Cocoa Households with Opportunities and Education Solutions (ECHOES) project, implemented by Winrock and funded by USAID, WCF, and its cocoa industry members.

The primary objectives of the Nestlé Schools Project were to:

- Make education more accessible to children in selected communities,
- Improve classroom space, and
- Support a reduction in the incidence of the WFCL.

Nestlé's investment was for the infrastructure of education as a whole by adding classrooms and making schools more attractive and accessible with the aim of increasing the number of students. The ECHOES programme contributed to ancillary activities such as school gardens and out of school youth training until its premature closure. All funding from Nestlé contributed to alleviating the WFCL by increasing children's access to quality education opportunities and raising the number of children returning to school in cocoa growing communities.

By March 2015, the project was closed out with the completion of the 36 schools. Outside of this project, Nestlé completed a further 4 schools to complete its public commitment of 40 schools in 4 years.

### Targets

	<b>Target Beneficiaries for Reporting Period</b>	<b>Actual Beneficiaries for Reporting Period</b>
<b># of Children</b>	12,000	11,663
<b># of Households</b>	n/a	n/a
<b># of cocoa farmers</b>	n/a	n/a
<b># of communities</b>	20	36

## APPENDIX 7: REPORT FROM NESTLE S.A.

The areas covered were Gagnoa, Lakota, Duékoué, Bangolo, Sinfra and Guitry. The number of beneficiaries is calculated by the number of children enrolled in the school in early 2015. Clearly as each year passes there will be more beneficiaries (approx. 1400 per year) as children enrol in the first class of primary school.

### Activity Objectives

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The primary goal of this project is to create a workable, sustainable education program in the cocoa-growing community so that children will always have access to a quality education, as an alternative to WFCL. To assure long term sustainability, Nestlé chose to partner with the WCF ECHOES program, which will augment the construction activities with school management committee (SMC) development, teacher training, literacy and livelihoods programs as well as community based child labor awareness programs that are integrated into the national CLMS.

Objectives include:

- Building of 120 classrooms;
- Training of SMCs; and
- Livelihoods programmes for youth and women.

### Summary of Activities

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- To ensure community involvement in the school construction process, Winrock trained 339 community leaders (292 men and 47 women) on minimal construction norms and mobilized communities to contribute to and participate in the school construction process. The communities' contributions included water, sand, gravel, storage facilities, teacher housing, and lodging and food for construction workers. Community leaders also contributed to the Nestlé Schools Project by offering communal labor to support the construction company and supervising work on the school. The outcome of the training for the SMCs was ownership of the school construction process and the skills to facilitate, follow up, and control the work of construction companies in coordination with local Winrock staff. Community involvement extended beyond school construction to mobilize resources for the construction of teacher lodging and promote children's enrollment in school, including sensitization on the importance of acquiring birth certificates.
- Throughout the life of the project, a total of 36 schools were built in 36 communities in the regions of Bangolo, Duékoué, Gagnoa, Guitry, Lakota, and Sinfra. A total of 8 construction companies were selected to perform the work through a competitive bidding process. In total, 33 new primary schools in the villages were constructed and 3 existing primary schools were renovated. Most primary schools were composed of 3 classrooms, an office and storage room, and another building with 4 latrines. Exceptions were schools in which an office and storage room already existed in an adjacent school building. In the last phase of the project, as part of efforts to contribute to hygiene promotion strategies, the project added a rainwater-fed hand-washing station to the school latrines. This add-on was accompanied by training in its use by the school population.
- The 254 community leaders (218 men and 36 women) who formed part of community-based SMCs and Comités de Gestion Scolaire (COGES) were trained in child labor prevention. As a result of the training, participants were able to recognize dangerous work for children and

## APPENDIX 7: REPORT FROM NESTLE S.A.

increase their understanding of international and national prevention actions and community and individual roles in the fight against child labor. The sessions emphasized the needs and rights of children and explained the difference between socializing work and dangerous work, as well as the implications of dangerous work for children's health and education opportunities. Following the training, participants could identify the differences between the types of child labor classification and define socializing vs. dangerous work for a child.

- With the introduction of hand-washing stations in the schools built in 2014, Winrock needed to design a training program for both staff and community stakeholders on key health and hygiene issues linked to the hand-washing stations. Winrock contracted with the Red Cross to strengthen the capacity of its staff to introduce hygiene promotion at schools and in the community. During the training, field staff shared observations about communities' water sources and storage methods and used them as examples in sensitizing the community on these issues and supporting the community and school in preparing adequate hygiene promotion plans. Winrock conducted 16 sessions on hygiene promotion at each school and supported the school hygiene committees in developing school hygiene promotion plans and training sessions for the school community. The training sessions enabled communities and schools to grasp key information on water-borne and water-related disease prevention, in addition to serving as hands-on demonstration opportunities for the rainwater-fed hand washing station.
- Between 2012 and 2014, a total of 17 School Demonstration Farms (SDFs) were established as a means to provide livelihoods training for youth and farmers through 110 out-of-school youth (OSY) from 11 communities trained in applying the modern cocoa growing techniques as demonstrated on the SDFs. The aim of the livelihoods training was to help community farmers to increase their cocoa yields and thus improve their income. Emphasis was placed on modules related to farm maintenance for improved yields, cocoa nursery preparation, vegetable gardening, and cocoa diseases. Existing farms were selected for the SDFs, which provide a hands-on learning opportunity for the community and will allow the school to generate revenues from the yields sold at market prices. The revenues will be used for school maintenance in the long term, therefore reducing school fees.
- Throughout the life of the project, capacity building sessions for 49 Shadow Teachers (STs) and 16 Youth Master Trainers (YMTs) were held. These sessions focused on improving participants' teaching skills for the classroom, as well as for SDFs and school vegetable gardens, where 637 pupils benefitted from agriculture training sessions. The training focused on providing an overview of the curriculum, technical guidance for YMTs and STs, and practical teaching methods. The opportunity for exchange between STs, who have a formal education degree, and YMTs, who are agricultural technical experts, challenged more traditional training settings and allowed for a rich exchange between these two groups. YMTs, who do not possess formal school training, were given the opportunity to acquire pedagogical skills to improve their delivery of the curriculum content. In addition, school teachers could witness and learn from passionate YMTs about real situations on cocoa farms and how they could put theory into practice to ensure good cocoa production.
- Additional livelihoods training was offered to women, with the establishment of 11 school vegetable gardens and 191 women trained on improved vegetable gardening techniques to ensure proper maintenance and production of the gardens. The community gardens produced a

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mix of vegetables such as okra, pepper, eggplant, and corn. The vegetables are expected to be used in school canteens or sold at markets, with profits going towards school teaching materials or maintenance costs. The women in the villages demonstrated their capacity to organize and work toward the common cause of improving educational opportunities for their children.

- In the last quarter of the life project, Winrock focused on the sustainability of the women's groups in 4 communities to help them better manage their income generating activities and advocate for their needs. A total of 121 women in the 4 communities of Djibofla and Zongodougou in the Sinfra area and Koffikro and Sehidrou in the Bangolo area were trained to manage income generating activities. In addition, small associations were supported to instill new skills in the women and ensure good management of funds generated by the vegetable gardens. The trained women voiced their satisfaction as they acquired new skills such as the separation of spending, savings, and investment; bookkeeping; and profit calculation.
- Monitoring and evaluation: Statistics have been collected on school enrolment and teacher recruitment – see later in this report.

### Coordination & Sustainability Strategy

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Schools are only constructed in places where the State has identified the need and has agreed to take over the school once completed. The number of full time teachers employed at the schools (163) is testament to its success.

Construction of the school is co-ordinated with the villages itself, local District authorities, and the associated Farmers' cooperative.

### Lessons Learned and Best Practices

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Although the communities demonstrated full support for the Nestlé Schools Project during the school construction process, mobilizing community funds for teacher lodging remained challenging. The estimated cost to construct a 3- or 4-room house for a teacher is around 5 to 8 million FCFA when using modern materials. Because this cost is not within the means of local communities, they used local materials and traditional, less costly building techniques. Communities struggled to provide even this lodging for school teachers. Due to the rural nature of these communities, community members have limited financial means and only have liquidity available during the cocoa harvest season, making it difficult to contribute to lodging construction at other times during the year. To address this issue, Winrock restructured the timeline for construction to begin in February of each year to allow communities ample time to fulfill their contributions prior to the start of the school year. Additionally, the project assumed responsibility for providing school furniture to free up liquidity for teacher lodging, and field staff worked closely with SMCs to develop a fundraising and implementation plan closer to the cocoa harvest. Despite these efforts, some communities struggled to complete teacher lodging, which resulted in teachers sharing rooms or staying with families.

A continued challenge faced by the project was the national teacher shortage, making it difficult to fully staff schools with government teachers. Nevertheless, staff members at the regional levels, as well as staff within Abidjan, continued to liaise with the Ministry of Education to secure government teachers, which resulted in an increased number of teachers being sent to schools. In addition, communities continued to rely on community volunteer teachers paid by the community.

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The low participation of women in SMCs continued to be a challenge throughout the project. Women are not traditionally considered to be village leaders, nor are they traditionally involved in construction activities, although they contribute to construction efforts by bringing water to sites. Since the SMCs were a new “formal” body designated by the community, community social norms discouraged participation of women in these groups. Future projects could better integrate women by including gender sensitive training and leadership training for women at the community level as well as tailored activities for women to better support women’s involvement.

During community entry in Bangolo in the last semester of the project, the Winrock vehicle broke down on the flooded road to one of the communities during the rainy seasons. When the vehicle fell into a large flooded ditch, its engine was severely affected. To address this issue, Winrock hired vehicles for use in conducting monitoring visits for the remainder of the project.

### **Lessons Learned**

To further promote community self-empowerment and ownership of school construction, Winrock found it beneficial to train SMCs on school construction monitoring. This training provided the SMCs with the opportunity to understand their role in the construction process and also to facilitate, follow up, and oversee the work of construction companies in coordination with local Winrock staff. They were also responsible for liaising with the community to mobilize local resources, construct teacher lodging, and promote children’s enrollment in schools, including sensitization on the importance of acquiring birth certificates. With the training and experience offered under this project, the community will be able to use their skills to monitor construction activities of future projects.

Community size needs to be taken into account when determining community contributions. Often village leadership is stronger in small communities where leaders have more influence and where the sense of community is stronger. It is preferable to work with communities to identify a feasible set of contributions so communities are able to meet their obligations.

To avoid delays in construction, mandatory site visits by all contractors bidding on school construction are critical so that they are aware of site and road conditions prior to submitting their bids. In addition, to ensure timely and realistic completion of schools in challenging weather conditions, the delivery completion time was extended from 60 to 78 days for a 3-classroom school with 4 latrines and a hand-washing station.

To address the challenge of women’s involvement in Nestlé school activities, the project introduced agricultural activities specifically geared towards women during the last year. During the agricultural livelihoods training that Winrock delivered, male farmers and OSY were more interested in modules on cocoa growing than vegetable gardening, which is traditionally managed by women. This provided an opportunity for the project to train women in vegetable gardening that could also support the school. Women were enthusiastic and mobilized each of the ethnic groups to come together as one for this common interest: the education of their children. Attendance rates were high and the women felt honored to be given the specific responsibility of the vegetable garden. This new experience is one step toward integrating female participation through tailored activities and should be complemented with additional training to ensure good management of funds generated by the vegetable gardens.

Regarding the timing of parents’ payments of school fees, many parents are late in registering children in school. For future projects it is important for the project to support a “caisse communautaire” managed by parents with contributions by community members to secure money and ensure that

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children are enrolled on time; this process can start at the same time as school construction. Additionally, to increase school enrolment, the project should advocate earlier to the Ministry of Education for the authorization of new schools to open more than one classroom. Distance plays a role in discouraging some parents to let their children, especially adolescent girls, go to school.

### Highlights

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**Figure 1:** A child in Koffikro community attends class in his newly built school funded by Nestlé (Winrock photo).

### School Construction

Since construction began in 2012, the project has completed the construction and renovation of 36 schools. All schools have undergone at least three inspections, including a final inspection by an engineer. This final inspection by the engineer is one of the quality assurance measures in place during a period of three to six months after construction to ensure the structural integrity of the schools. After any problems had been corrected, the companies were paid the final 10 percent of their contracted amounts. All schools have been registered in the *carte scolaire* to facilitate local government support in the form of teachers, training, and supplies for the school. The project provided the school furniture for each of the schools. Each classroom was equipped with 25 student desks, 1 cupboard, 1 teacher's table and chair, as well as furnishings for the director's office and the reception area. All furniture was manufactured locally. The cooperatives provided their trucks for the transport of school furniture, with fuel paid by the project.

Communities contributed to the school construction efforts through provision of construction materials such as sand, gravel, wood, and water; services rendered to the construction company in the form of food and lodging for the construction workers; manual labor; clearing of the construction site; and storage of construction materials, as well as construction of teacher lodging as described below. The total contributions from the 36 communities to the Nestlé Schools Project totaled 91,385,800 FCFA,<sup>5</sup> representing an average of 2,538,494 FCFA<sup>6</sup> per community.

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<sup>5</sup> Approximately \$169,342 (as of January 1, 2015 on [www.oanda.com](http://www.oanda.com))

<sup>6</sup> Approximately \$4,704 (as of January 1, 2015 on [www.oanda.com](http://www.oanda.com))

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### Teacher placement

The table below indicates the number of teachers posted for all 6 class levels in the 36 schools. Of the 211 teachers posted 163 were assigned by the government through liaison with local education officials.

Community name	Government teachers		Community teachers	
	M	F	M	F
Tié-iné	03	05	03	00
Koulouan	08	00	02	00
Sehidrou	04	00	01	00
Koffikro	01	00	03	00
Sioville	04	00	02	00
Kranzadougou	04	02	00	00
Fouedougou	05	01	00	00
Bleufor	04	00	03	01
Keitadougou	04	00	02	00
Yaokro	06	00	00	00
Hamdoulaye	03	00	03	00
Zoba-Carrefour	01	00	03	01
Telably	03	00	01	00
Gbapleu	04	01	01	00
Zibouyaokro	01	00	02	00
Tehiri	05	02	00	00
Kouamekro	02	00	04	01
Joachimkro	02	00	03	02
Allakro	04	00	00	00
Paulkro	01	00	00	00
Amanikro (Sérihio)	01	00	03	00
Yaokouassikro	03	00	00	00
Jbkro	04	00	00	00
Kouta	00	02	00	00
Tiegba	04	02	00	00
Gnambouasso	04	02	00	00
Petit Korhogo	05	01	00	00
Kazérébery	06	05	01	00
Adamakouamekro	04	01	01	01
Goboué	01	01	00	00
Gbahiri	07	04	00	00
Gnakpalalié	01	03	01	00
Gragbadogolilié	04	05	02	00
Yaokro	05	01	00	01
Zongodougou	01	00	00	00
Djibofla	04	02	00	00
<b>Total</b>	<b>123</b>	<b>40</b>	<b>41</b>	<b>07</b>

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### Child Enrollment

A total of 11,663 pupils have enrolled to date in these schools, of which 5,359 are girls.

Community name	Boys	Girls	Total
Tié-iné	277	280	557
Koulouan	301	249	550
Sehidrou	140	125	265
Koffikro	97	75	172
Sioville	91	54	145
Kranzadougou	179	115	294
Fouedougou	158	133	291
Bleufor	155	120	275
Keitadougou	68	74	142
Yaokro	84	60	144
Hamdoulaye	128	84	212
Zoba-Carrefour	352	289	641
Telably	222	210	432
Gbapleu	309	298	607
Zibouyaokro	70	33	103
Tehiri	142	109	251
Kouamekro	128	123	251
Joachimkro	107	88	195
Allakro	126	94	220
Paulkro	14	15	29
Amanikro (Sérihio)	252	233	485
Yaokouassikro	197	193	390
Jbkro	220	207	427
Kouta	43	44	87
Tiegba	158	125	283
Gnambouasso	278	257	535
Petit Korhogo	320	275	595
Kazérébery	386	315	701
Adamakouamekro	122	145	267
Goboué	60	44	104
Gbahiri	349	272	621
Gnakpalalié	143	107	250
Gragbadogolilié	210	174	384
Yaokro	207	186	393
Zongodougou	38	23	61
Djibofla	173	131	304
<b>Total</b>	<b>6,304</b>	<b>5,359</b>	<b>11,663</b>

### Health and Hygiene

With the introduction of hand-washing stations next to the latrines at Nestlé project schools, health and hygiene were incorporated into the program as critical sensitization topics, especially where the water-borne Buruli Ulcer was common. To address this need, Winrock organized health and hygiene training

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focused on the following objectives: 1) encourage proper use and maintenance of the school latrines and hand-washing stations, 2) promote positive hygiene behaviors among students and teachers, 3) ensure the cleanliness of the school compound and foster a healthy learning environment, and 4) increase awareness of proper hygiene and sanitation practices at the household and community levels. Health and hygiene sensitization campaigns were organized in Nestlé communities by SMC and school representatives previously trained by Winrock field agents. In communities where a village nurse was present, the nurse was invited to provide support. Sketches on the topic of oral-fecal transmission and domestic hygiene were presented by school children and SMC members. Following the training, participants committed to acting as “soldiers” of cleanliness for their communities. In particular, participants stressed their desire to provide safe drinking water for their families. Some immediate impacts of the training included the establishment of a community hygiene brigade in several communities. This brigade is responsible for sensitizing households and ensuring that the village follows the new hygiene practices learned. In other communities, a place was designated as a rubbish dump where each family would dispose of waste.

### **School demonstration farm (SDF) and out-of-school youth (OSY) vocational training**



**An OSY from Sioville community shows off the cocoa nursery, which was developed under the guidance of Winrock field staff for the Nestlé Schools Project (photo: Winrock).**

To support the education needs of the cocoa growing communities, Winrock established SDFs using modern techniques for growing cocoa, the local cash crop. The SDFs served both as a practical training ground for children, youth, and adults in the community as well as a source of income to support the schools’ needs. Two YMTs were selected to support the Winrock field agents (FA) in each community, based on their active involvement and demonstrated leadership skills as well as their capacity to understand and apply their knowledge of cocoa growing techniques. They provided support to the OSY by transmitting lessons in local languages during the training sessions and monitoring the work of the OSY when the FA was not present.

To support the establishment and maintenance of the SDF, OSY were identified by community members in each community. OSY were responsible for the SDF and received targeted training to act as community agricultural leaders, serving as reference points and support to community farmers interested in learning more about new cocoa growing methods. Lessons were based on a 9-month agricultural livelihoods program developed under the ECHOES project. A total of 110 OSY were trained (10 per community), with an 80-90% attendance rate at each session. The weekly sessions were interactive and made use of visual aids summarizing teaching modules from the

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curriculum. During this learning timeframe, an emphasis was placed on modules related to farm maintenance for improved yields, cocoa nursery preparation, vegetable gardening, and identification, prevention, and treatment of cocoa diseases. The benefits of leguminous trees that provide nutrients to the soil and shade for the cocoa plants were emphasized, and the OSY planted them 6 X 6 meters apart along with cocoa plants and banana trees 3 X 3 meters apart, according to best practices. All the practices were applied on the SDF, and OSY replicated these techniques with their peers on their own cocoa plots. In some cases, existing cocoa farms were used to demonstrate the lessons.

### **Income generating activity training for women**

To meet the challenge of women's participation in Nestlé School Project activities, the project introduced agricultural activities targeting women in communities that have traditionally managed the family garden.

Winrock used this opportunity to build the technical skills of women in vegetable gardening to support the activities of the school and to better manage the activities. Trainings in small business development and management were organized for women to help them work together as a group to plan, implement, and manage their income generating activities. One tangible outcome of the training sessions was that women's groups identified specific responsibilities for members in their group to serve in different roles. For example, women within the groups were designated to lead the preparation, planting, and maintenance of specific crops such as beans, plantains, and maize. Empowering individual women leaders within the group by giving them ownership of one activity helped to build their confidence.



**A woman proudly looks over the school garden in the Amanikro community (photo: Winrock).**

### **Child Labour Monitoring and Remediation System**

Outside of this project, Nestlé has been building a Child Labour Monitoring and Remediation System (CLMRS) in its supply chain in Cote d'Ivoire.

Achievements include:

- 22 coops in the system
- Awareness raising for over 35,000 community members
- 332 community liaison people selected and trained
- Remediation activities for 2200 children (as at Oct 2015)

Please see: <http://www.nestle.com/media/newsandfeatures/child-labour-cocoa-supply-chain-infographic>.

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<b>Name of Activity</b>	Quality Partner Program (QPP) Rural Schools & Community Learning Centers Project in Cocoa Growing Communities in Côte d'Ivoire
<b>Funding Partner</b>	Barry Callebaut
<b>Implementing Partner(s)</b>	Société Africaine de Cacao SACO SA; ICI; Agence d'Etudes et de Promotion de l'Emploi (AGEPE)
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	USD 300,000 committed for 3-year project in 2 communities
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	Please see reference to CHF 40 million 10-year Cocoa Horizons sustainability initiative launched by Barry Callebaut in 2012
<b>Funds Spent During Reporting Period</b>	See total figure
<b>Target Country(ies)</b>	Côte d'Ivoire
<b>Period of Activity Implementation</b>	August 2012 – December 2014 (COMPLETED)

### Summary Progress Report

The project, started in August 2012 and ended December 2014, has contributed to meeting an urgent need for primary school education facilities in two cocoa growing communities. It combined the provision of new infrastructure to enable children to enroll in school (Phase 1) with the development of community-oriented training curriculum for food production and the establishment of a school food program run by women, and community awareness raising and training on child labor (Phase 2). The project aimed to solidify the role of the schools as focal points or learning hubs in their respective communities.

The availability of primary school facilities where none previously existed or where facilities were inadequate means that more children are able to enroll in school and receive an education instead of working. The construction of the buildings according to national standards for primary schools ensures more children are attending school in safe structures. The project was based on Barry Callebaut's model for primary school infrastructure projects in rural cocoa farming communities in Côte d'Ivoire. The model comprises classrooms and a school office; furniture (desks and benches, chalkboards, teacher desks and chairs); solar powered lighting; separate latrines for girls and for boys; a canteen (cooking area, equipment, dishes and utensils, and tables and benches); a bore hole and water pump installed on or near school premises; and a teacher housing block consisting of three three-room apartments, also equipped with solar panels, on or near the school premises.

The second phase of the project included child labor awareness raising in the target communities and organizing and training women in food production, business skills and the operation of a school canteen. The food production component of the project was evaluated in February 2015. The findings from the evaluation highlighted the unsustainably high cost of the poultry rearing element, although it was highly appreciated by the participating women. The evaluation also highlighted the importance of economic assessments of development project activities.

The project, ended December 2014, was part of Barry Callebaut's global cocoa sustainability program that comprises farmer training and measures to improve productivity, and community development

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interventions in the areas of education, child protection, women’s empowerment and health. Learning from the project has been applied to Barry Callebaut’s subsequent community development activities to help improve child protection, education and women’s empowerment in cocoa growing communities.

### Targets

	Target Beneficiaries for Reporting Period	Actual Beneficiaries for Reporting Period
# of Children	Detailed below	Detailed below
# of Households	“	“
# of cocoa farmers	“	“
# of communities	“	“

### Target locations

#### Infrastructure

The rural primary schools/community learning centers built in 2012 were built in partnership with two cooperatives. They serve the following communities and hamlets:

- *Coopérative Agricole Allakabo de Gly* (CAAG) in Guitry in the Divo district, in the community of Mossi-Carrefour (serving hamlets of Allakouassikro, Assekonankro, Totokro, Mossi Carrefour).
- *Coopérative Agricole de Gueyo-Gueyo* (COOPAGG) in Mossadougou in the San Pedro district, in the community of Djahakro.

#### Child labor awareness raising and training

The target areas of the interventions conducted in 2014 were:

- *Coopérative Agricole Allakabo de Gly* (CAAG) in Guitry in the Divo district, in the cooperative sections of Kakahakro, Yaokouassikro, Kouakoukro, N’zuekro, Oussoukouadikro, Honorekro, Alakro, Theodorekro.
- *Coopérative Agricole de Gueyo-Gueyo* (COOPAGG) in Mossadougou in the San Pedro district, covering the cooperative sections of Konankro, Djahakro, N’guessankro, , Moussadougou.

#### Agriculture, food production and business skills training

The target areas of the interventions conducted in 2012-2014 were:

- *Coopérative Agricole Allakabo de Gly* (CAAG) in Guitry in the Divo district, covering the community Mossi-Carrefour (hamlets of Allakouassikro, Assiekonankro, Totokro, Mossi Carrefour, Gly, Kouassikonankro).
- *Coopérative Agricole de Gueyo-Gueyo* (COOPAGG) in Mossadougou in the San Pedro district, covering the communities of Konankro, Ninigo and Djahakro.

#### Target beneficiaries

##### Infrastructure – School facilities inaugurated March, 2013

**# of Children:** 300 (150 per school) planned, 300 reached

**# of Teachers:** 6 (3 per school) planned, 6 reached

**# of Households:** Not specifically targeted. We estimate approximately 900 households in the target have access to school facilities for their children now or in the future.

**# of Cocoa farmers:** Not specifically targeted. We estimate 906 farmers (representing the combined membership of target coops) have access to school facilities for their children now or in the future.

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**# of Communities:** 2 planned, 2 reached (broadly defined here using the respective cooperative as a proxy for “community;” please see target areas of intervention, including hamlets served)  
All figures are for direct beneficiaries, except # of Households and # of Cocoa Farmers which are indirect beneficiaries.

### **Child labor awareness raising and training – 2014**

**# of Children:** Not specifically targeted, 57 reached

**# of Households:** Not specifically targeted, 89 males and 36 females through awareness raising sessions in 6 communities

**# of Cocoa farmers:** 73 child protection committee members

**# of Communities:** 6 planned, 6 reached

All figures are for direct beneficiaries.

### **Agriculture, food production and business skills training – 2014**

**# of Children:** Not applicable

**# of Women targeted:** 40 planned (20 per school community), 140 reached (50 in Djahakro/San Pedro and 90 in Mossi Carrefour/Divo)

**# of Women’s groups formed:** 0 planned, 2 reached (1 per school community)

**# of Women trained:** 40 planned (20 per school community), 140 reached (50 in Djahakro/San Pedro and 90 in Mossi Carrefour/Divo)

**# of Households:** Not specifically targeted. We estimate 140 reached (50 in Djahakro/San Pedro and 90 in Mossi Carrefour/Divo)

**# of Cocoa farmers:** Not specifically targeted. We estimate 140 reached (50 in Djahakro/San Pedro and 90 in Mossi Carrefour/Divo)

**# of Communities:** 2 planned, 2 reached (please see target areas of intervention)

All figures are for direct beneficiaries.

## **Activity Objectives**

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### **Infrastructure**

- The project met an urgent need for primary school classrooms and teachers, as articulated by the cooperatives on behalf of their farmer members. The availability of school facilities where none previously existed or where facilities were inadequate will mean that more children will be able to receive an education instead of working.
- The construction of teacher housing units, outfitted with solar panels for electrification, on the school premises, addressed the very prevalent challenge of how to attract and retain qualified teachers in remote rural communities.
- The construction of a canteen, equipped and furnished, on the school premises, provides cooking and dining facilities for the preparation of meals, bolstering children’s daily diets
- The construction of a bore hole and water pump on the school premises makes water readily available to children during the school day and serves to make the school a community focal point.

### **Child labor awareness raising and training**

- The goal of these activities in 2014 was to build the capacity of community child labor committees to understand, identify and address child labor through training and awareness-raising sessions for community members.

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### **Agriculture, food production and business skills training**

- The goal of these activities was to support the education of children by contributing to their basic food needs at school. The project aimed to establish a sustainable, community run and managed school food program (as an alternative to sole reliance on a government-sponsored school feeding program) by organizing local women and providing training in food crop production, poultry rearing for egg production, meal preparation, hygiene and sanitation, and business skills in order to run and manage a food program at the school canteen.

### **Summary of Activities**

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#### Phase 1, Construction – 2012-2013

##### **Infrastructure**

- August 2012 – Start of dialogue with community and Education Ministry officials, land clearing and start of construction activities
- January-February 2013 - Completed (with the exception of one planned borehole in Djahakro) of school buildings and related infrastructure, including teacher housing. M&E mechanism: A school committee was established in each community to monitor the construction of the school infrastructure and to oversee and manage the maintenance and upkeep of facilities.
- March 13, 2013 – Inauguration and handover event in Mossi-Carrefour; classes commenced in September 2013 (start of new school year).
- April 9, 2013 – Inauguration and handover event in Djahakro; classes commenced in April 2013.

#### Phase 2, Community-oriented Curriculum Development – 2013-2014

##### **Child labor awareness raising and training**

- May 2013 – Start of ICI training activities for board members and management of cooperatives, liaison producers, teachers and members of SMCs. ICI also organized sessions for producers and community members to raise awareness about child labor issues.
- September 2014 – Training activities for community members to set up child protection committees (CPCs). M&E mechanism: follow up by ICI with trained target groups and committees on child labor awareness.
- December 2014 – Project end
- 2015 – Periodic monitoring and evaluation activities to continue after project end in December 2014

### **Agriculture, food production and business skills training**

- October 2012 – Start of community outreach activities to inform women in the target communities and coop representatives about the project.
- 2013-2014 – Project activities including formation of women’s associations, training in food production and poultry rearing, acquisition of input materials, and set up of food crop nurseries and poultry pens; training in business skills and canteen management, including hygiene and menu planning, set up of school food programs

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- 2014-2015 –
  - Women’s groups plant approx. 4 hectares of food crops in Djahakro and 3.64 in Mossi Carrefour; vegetables (including yams, eggplant, corn) from the women’s food gardens supplied to canteens.
  - Additional poultry farms started, 1 each in Djahakro and Mossi Carrefour, to ensure continuity of egg production; the poultry rearing activities expanded to include roosters (cockerels) as well as hens; eggs from poultry farms supplied to canteens.
  - These foods were supplemented with staples provided by the national school feeding program to provide canteen meals for school children (Djahakro, 170 children; Mossi Carrefour – 125 children)
- December 2014 – Project end
- February 2015 – Project evaluation and rapid economic assessment of food production and canteen program conducted at Mossi-Carrefour.

### **Coordination & Sustainability Strategy**

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#### **Infrastructure**

A school committee has been established in each community to oversee and manage the maintenance and upkeep of the facilities. As these are public schools, issues related to school enrollment, student performance, teacher performance and quality, and curriculum must be raised with and addressed by the Ministry of Education. Barry Callebaut assisted in the development of a data form to enable systematic collection of information from the school directors on the number of enrolled students, the students’ performance, and maintenance of school facilities. This data is collected at the end of each term.

#### **Child labor awareness raising and training**

The sustainability strategy of this element of the project is ensured through the building of the capacities of the different target groups to undertake child labor awareness raising as well as through the provision of specific child labor awareness raising tools developed by ICI.

#### **Agriculture, food production and business skills training**

The sustainability strategy of this element of the project is ensured through the formation of women’s associations, including training in governance and roles and responsibilities, and the building of the capacities of interested women in food crop production, poultry rearing, food preparation, hygiene and sanitation, and business skills. A strong motivational component is the shared objective to apply the knowledge gained to provide a school food program for the children of the community.

### **Lessons Learned and Best Practices**

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#### **Infrastructure**

- In recognition of the project, Mrs. Kandia Camara, Minister of National Education and Technical Education in Côte d’Ivoire said, “The construction of new primary classrooms to meet the needs of rural communities, in particular in cocoa growing areas, is of great importance to the Ministry of Education in Côte d’Ivoire. Making quality schools available is one of the most effective ways to combat the issue of child labor, and we are grateful for the contribution to this effort made by Barry Callebaut.”

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- The planned bore hole at the Djahakro school could not be installed as scheduled due to the weak and unstable condition of the access bridge leading into the village. It was determined that the bridge in its present state could not bear the weight of the truck carrying drilling equipment. The issue was raised with local authorities and a request made to replace the bridge in 2013. The matter is pending.
- The arrival of assigned teachers to the Mossi Carrefour school was delayed. Only one of the three teachers assigned by the Ministry of Education had arrived by September 2013. Assigned teachers were serving in their functions in 2014.

### **Child labor awareness raising and training**

- Good participation from target groups to the trainings and awareness raising activities was reported
- A growing understanding at community level of the need to protect children from child labor (demonstration of changes in traditional social practices) was observed
- A positive impact from the use of the awareness raising tools was observed

### **Agriculture, food production and business skills training**

#### *Community engagement*

- An existing spirit of community cohesion, as well as strong endorsement of the project activity by the village chiefs and the local population, are very desirable and can speed considerably the implementation of the project. Similarly, when a strong local leader does not immediately emerge to champion the project, progress will be slower and possibly thwarted.

#### *Organization of women's groups*

- The illiteracy rate among the participants is high and poses challenges for the formation and functioning of the women's associations, particularly for the secretarial and treasury functions.
- The registration of the women's associations as formal cooperatives took longer than anticipated. (It was initially expected that the process would be completed by December 2013.) The delay was due to the time needed to discuss the requirements and for the preparation of the documents necessary for the application process. The process undertaken was in accordance with the procedures in force since May 2011 under the uniform act of OHADA (*Organisation pour l'Harmonisation en Afrique du Droit des Affaires/Organization for the Harmonization of Business Law in Africa*) on the rights of cooperative societies.

#### *Training activities*

- Training methodology and approaches must be adapted for adult learners. Trainers must also take into account local culture and practices, as well as the degree of expressed interest in specific topics, when setting up, scheduling and conducting training activities.
- For optimal understanding and learning, training materials should be offered in local languages.
- The training module on management of the school canteens must also include training on menu planning and hygiene.
- In 2014 we observed that the participation of women in training activities declined. At Mossi Carrefour, for example, participation dropped to about 40 women from 100 women at the start of the project. Among the reasons identified by the implementing partner were: the

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coop membership fee requirement, the labor requirement, and internal conflicts within the coop related to ethnic group affiliation. To address the latter issue, a module on conflict management and social cohesion was integrated into the training curriculum.

### *Poultry rearing*

- In September 2013, an outbreak of Gumboro Disease killed almost 80% of the poultry stock (198 of 250 chicks) provided to Mossi Carrefour. Gumboro Disease is a highly contagious disease of young chickens caused by infectious bursal disease virus. The factors attributed to causing the outbreak include poor hygiene conditions, late arrival of vaccines, and the lack of timely technical assistance. Information about how to prevent the disease and procedures for managing an outbreak must be integrated into training activities
- Strategy for selling hens once egg laying capacity has peaked can contribute to income; however strategy to replenish poultry farms with chicks must be defined.
- Cost of feed for chickens was determined to be a critical factor to ensure sustainable operations.



Figure 2: Children in cocoa growing communities are now in school as a result of our project efforts.

### Our approach to cocoa sustainability

Barry Callebaut believes that cocoa production is sustainable when farmers:

- earn an equitable income;
- engage in responsible labor practices;
- safeguard the environment; and
- can provide for the basic health and education needs and well-being of their families.

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Our Cocoa Sustainability activities comprise three parallel workstreams: the program to provide HORIZONS cocoa in collaboration with the Cocoa Horizons Foundation; the certification program to provide certified cocoa; and bespoke programs to support specific customer needs.

### **Cocoa Horizons**

In 2012, Barry Callebaut launched a 10-year, CHF 40 million initiative to improve farm productivity and farmer livelihoods. The initiative quickly grew into a significant operation, implementing cocoa sustainability initiatives across Côte d'Ivoire and beyond.

In order to further grow its impact and drive change, Barry Callebaut launched the Cocoa Horizons Foundation (p. 22) in February 2015. This independent nonprofit organization will allow customers and donors to join our efforts.

The premiums from the sale of our HORIZONS products flow to the Foundation to fund cocoa sustainability activities. Combined with donations and Barry Callebaut's contributions, the Foundation will target funds toward those activities that are most impactful, pool its resources and help to drive consumer demand for sustainable cocoa.

### **Community development**

Rural communities often lack basic infrastructure and services, including access to water, basic healthcare, and schools. Alongside our work to improve cocoa farming, we work with communities and farmer groups to ascertain needs and contribute solutions in four key areas: education, child protection, women's empowerment, and health.

Our approach to community development is aligned with the industry's CocoaAction strategy. In 2014/15 we conducted a community needs inventory with 60 cooperatives in Côte d'Ivoire to gain a better understanding of education and health infrastructure and service requirements.

### **Education**

Education is the cornerstone of development. We promote school enrolment and attendance, helping families to secure birth certificates for their school-age children and providing school kits at the start of the academic year to children of cocoa farmers. In addition, we contribute to educational infrastructure in communities where facilities are inadequate. This includes building and furnishing classrooms and school canteens, constructing separate latrines for boys and girls, providing solar panels for lighting, and building teacher housing to attract and retain qualified teaching staff. In total, 3,750 children are benefitting from our education initiatives.

Since 2011 we have funded school infrastructure projects in several cocoa-growing regions of Côte d'Ivoire in cooperation with 10 different farmer organizations, benefitting 1800 children. In fiscal year 2014/15, we built two fully equipped and furnished primary schools to benefit 600 children annually. Each new primary school has six classrooms, solar-powered lighting, a furnished and equipped canteen, latrines and hand washing stations, and a bore hole and pump on the school premises. We also funded the construction of four additional classrooms and additional latrines at Akoupé College, bringing to 16 the number of classrooms we have built at this secondary school in Côte d'Ivoire which had a 2014/15 enrollment of 1,200 students.

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In Ghana, we funded the construction of a primary school library. In a joint project with our customer Chocolate Design of Japan, we built and furnished a kindergarten comprising three classrooms, an office, and a dining room. We also funded the construction of two separate six-unit latrines, with hand washing stations, for boys and girls at a Primary School and Junior High School.

### **Child protection**

Our vision for prospering cocoa communities is one in which all children can attend school and are protected from harmful work. We believe this is a shared responsibility. We therefore promote the importance of schooling in our farmer training, and work with communities to raise awareness about child labor, better understand its causes, and set up appropriate responses.

In 2014/15, we provided training to raise awareness about child labor issues to 46 cooperative administrators, as well as farmers and community members. In consultation with national administrative authorities, we initiated a process to provide birth certificates for school-age children, without which they cannot enroll in school. In addition, the Cocoa Horizons Truck has brought child labor sensitization to 37,200 villagers.

In alignment with our CocoaAction commitment, in 2015/16 we will work on implementation of a child labor monitoring and remediation approach with the aim to increase awareness, build knowledge and improve capacity for child labor risk management in cocoa farming communities. Barry Callebaut has been an active member of the ICI since its inception in 2002. ICI is a unique partnership between civil society organizations and companies that aims to improve the lives of children and contribute to the elimination of child labor in cocoa growing communities and the cocoa supply chain. We work with ICI field experts in Côte d'Ivoire to provide training and raise awareness about child labor issues among Barry Callebaut personnel, as well as management and administrative staff at farmer organizations. ICI has also conducted household surveys in select communities to assess awareness levels and child labor risks.

### **Women's empowerment**

Women in rural West Africa contribute to farm labor and manage family needs and household responsibilities, yet often have limited opportunities for education, land ownership, and income generation.

We are working to encourage and enable women's active participation in farmer training activities and in farmer group administration and management. In addition, we support literacy and business skills training, and work with women and community-based women's groups to create income-generation opportunities.

In fiscal year 2014/15, we continued our women's agroforestry training program through our Biopartenaire subsidiary in Côte d'Ivoire in collaboration with IDH. We welcomed another 20 women into the three-year program that comprises a training curriculum; assistance in clearing and planting a plot of land with cocoa, food crops and other plants; and regular coaching and advice. In addition to what they harvest, the women also have the opportunity to earn additional income as agroforestry trainers in their own communities. A total of 34 women are now participating in the program (see story).

Through a joint program with the WCF, 54 women from 54 cooperatives from whom we source cocoa participated in leadership training in 2014/15. In addition, 200 women from two cooperatives

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are participating in a three-year agricultural and entrepreneurship training program for female farmers launched in June 2015. The program is being implemented by ANADER, the national rural development agency of Côte d'Ivoire.

### Health

Farmers, families and communities need easy access to clean, safe water. However, this basic life necessity is often elusive in rural communities. We work with communities to provide boreholes and pumps in schools, and distribute water filters to households, schools, and medical clinics in remote areas. We also build school latrines and promote WASH (WATER-SANITATION-HYGIENE) training. In addition, we help improve farmer access to basic healthcare, including health insurance, vaccination campaigns, and free medical check-ups.

In fiscal year 2014/15, we distributed 1,276 LifeStraw® Family water filters to cocoa farmer households and 75 LifeStraw Community filters to schools, clinics, and cocoa warehouses to benefit more than 12,000 people. We provided WASH training to each recipient of a water filter, including cocoa farmers, family members, teachers, and health workers in Côte d'Ivoire and Cameroon. The Cocoa Horizons truck provided medical attention to 5554 villagers.

We have implemented a health insurance scheme for farmers with whom we work directly and their families, in cooperation with the aid agency CIDR (Centre International de Développement et de Recherche) and GIZ (Gesellschaft für Internationale Zusammenarbeit). The scheme was launched last year in Côte d'Ivoire and now covers 3,200 people.

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<b>Name of Activity</b>	Fererro Cocoa Community Commitment (F3C) in Ghana
<b>Funding Partner</b>	Ferrero Trading LUX S.A.
<b>Implementing Partner(s)</b>	Sourcetrust Ghana
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	USD \$1,141,643 over 4 years
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	Not available
<b>Funds Spent During Reporting Period</b>	USD \$ 637,567
<b>Target Country(ies)</b>	Ghana
<b>Period of Activity Implementation</b>	June 2012 – December 2015 (COMPLETED)

### Summary Progress Report

#### Background

The **Ferrero Cocoa Community Commitment (F3C)** program was designed in consultation with the Government of Ghana to achieve the following goals:

1. To reach 176 cocoa-farming communities identified by NPECLC to be prevalent to the WFCL, but have not yet received GCLMS assistance.
2. To provide essential GCLMS training and sensitization to NPECLC-identified communities. The training includes but is not limited to the understanding of national WFCL laws, warning signs, actions to take if WFCL is suspected or witnessed, formation of CCPCs and GCLMS, and support for appropriate remediation services.
3. To train 8,800 farmers in better farming practices to improve farm yield and income, while clarifying the appropriate role of children on a cocoa farm, including how to designate age-appropriate tasks to family members during off-school hours.
4. To assist the GES to implement their current education policy to train students in IT skills. Currently, the majority of schools in cocoa-growing communities do not have computer facilities, despite having IT on the GES curriculum. This means that school children learn about computers in theory only without having practical experience utilizing computers and how they function. It is this gap in the teaching and learning of IT that the VRC concept seeks to address.

The F3C project also has a comprehensive livelihoods training component which focuses on Good Social Practices linked to reducing the WFCL. The direct beneficiaries of this component will be 8,800 farmers over nearly a four-year period. The training equips farmers with better farming practices to improve farm yield and income, and it clarifies the appropriate role of children on a cocoa farm. Such training will raise awareness of farmers and farmer communities about the hazards of child labour and will educate them on ways of preventing their children from being involved in the WFCL. This means 26,400 children will be the indirect beneficiaries of such training (assumes 3 children per 8,800 farmers).

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### Project Implementation & Farmer Participation

The F3C project experienced a slightly different timeline than other CLCCG programs due to the later approval date and to some ‘hiccups’ experienced during implementation.

- **Year I: 2012** (June-December)
- **Year II: 2013**
- **Year III: 2014**
- **Year IV: 2015**

The **Ferrero Cocoa Community Commitment (F3C)** project commenced slightly later than the approved period of implementation (June 2012). Field work could only commence in early 2013, when Source Trust and NPECLC agreed upon a common plan of action. This delay was partially due to political developments in Ghana at the end of 2012 and financial constraints of NPECLC in the first half of 2013.

Because of this initial delay, it was difficult to reach the original YEAR I target of 3,800 farmers. But by the end of **YEAR II** in 2013, a total of **1,868** registered farmers were undergoing livelihoods training in Good Social Practices, GAP, and Good Environmental Practices.

To ensure that the original number of targeted farmers will have been achieved by the end of the project (8,800 by end of 2015), significant efforts were made to sensitize and register new farmers in **existing** program districts (increase farmer participation) AND new farmer recruitment in the **new** districts. The results are as follows:

<u>YEAR</u>	<u>TOTAL # FARMERS</u>	<u>AGGREGATED # FARMERS</u>
YEARS I & II	1,868	--
YEAR III	5,244 <sup>1</sup>	7,112
YEAR IV	1,687 <sup>2</sup>	8,800

<sup>1</sup> 4,751 from NEW districts; 493 from YEAR I districts

<sup>2</sup> 1,322 from NEW district [Manso Amenfi]; 366 from existing districts

By end of December 2015, all F3C program farmers underwent *at least* one year of livelihoods training in Good Social Practices, GAP, and Good Environmental Practices. Farmer training was designed to help farmers achieve improved cocoa yields, and hence a potential of increasing family livelihoods, thereby decreasing the need for children to work on family farms. The training also explained the Ghana Hazardous Framework specific to child labor in cocoa. The F3C training program included clarification of critical elements under this framework, so that farmers were better aware of activities children can assist with, along with those they should never undertake.

In addition to training activities, F3C farmers benefited from distribution of shade trees (to improve their cocoa farms), improved access to hybrid planting material (through establishment of community-based seedling nurseries), through field visits that our agronomists made to every farmers’ fields (at least once a year), and detailed GPS mapping of the farms to inform farmers of correct size of their land holdings.

### Discussion of Achievement of Objectives

Only **Objective 3** was able to be achieved without issue. *Objectives 1, 2, 4* all experienced some form of setback over the timeline, described below.

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**Objectives 1 & 2:** For these we hoped to assist NPECLC in establishing the *Ghana Child Labour Monitoring System* (GCLMS). Despite all efforts to expand our work on this beyond the initial 48 communities, frequent funding constraints within NPECLC did not allow us to scale up child labour sensitization and GCLMS efforts, for example, the formation of *Community-based Child Protection Committees* (CPC) and data collection on child labour cases and remediation efforts. While we were able to intergrate child labour sensitisation into the livelihoods training (Good Social Practices) for all farmers in the program, GCLMS tools were not implemented. **(It is the aim of Ferrero and Source Trust to pursue further collaboration under the *Cocoa Action* framework to implement a Child Labour Monitoring and Remediation System beyond the timeframe of this original CLCCG program).**

**Objective 4:** By the end of YEAR IV in 2015, we assisted the GES in implementing their current education policy to train students in IT skills in **five** out of the **eight** targeted Junior High Schools.

As the majority of schools in cocoa-growing communities do not have computer facilities, despite having IT on the GES curriculum, this means that children have to learn about computers in theory only, without having the benefit of practical and functional experience on computers. F3C attempted to address this gap by establishing pre-fabricated, fully functional IT centers--*Village Resource Centers* (VRCs)--at the designated schools. This intervention ensured that on average 918 Junior High School students could acquire IT skills in the equipped VRCs.

F3C's original numeric goal was to establish eight VRCs by end of 2015. However, logistical challenges created by the contractor resulted in our inability to deploy the final three by the end of last year. We have identified three new schools to benefit from this intervention and will establish new Village Resource Centres by end of *March 2016*.

### Targets

	Target Beneficiaries for Reporting Period	Actual Beneficiaries for Reporting Period
# of Children	26,400	26,400
# of Households	8,800 (each farmer is the head of one household)	8,800
# of cocoa farmers	8,800	8,800 farmers (of which 29% are female)
# of communities	176	266 across 8 districts

This project targets the Wassa Amenfi West and Adanse South administrative districts of Ghana. This includes New Edubiase A, New Edubiase B, Asankragwa A, Samreboi A, Samreboi B, Samreboi C and Samreboi D and Manso Amenfi, which are Sourcetrust Ghana project operational districts.

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### Activity Objectives

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Ferrero Cocoa Community Commitment (F3C) aims to increase the well-being of cocoa-farming families and their children through a measurable reduction in the WFCL and a measurable increase in household income in the target households. The project partners with NPECLC to establish the GCLMS in conjunction with Sourcetrust Ghana's innovative community-based farmer organization (FO) model, in 162 communities of the 176 communities included in the project.

Working with NPECLC, the F3C program is aligned to Ghana's 2009-2015 NPA in Ghana through four project elements:

1. Assist NPECLC to establish GCLMS in 162 new communities identified as prevalent to the WFCL, while strengthening 14 communities already participating in NPECLC's GCLMS pilot. (NPA Major Issue 2; Action 2.1.1.2)
2. Support the Department of Social Welfare's community sensitization and mobilization program to promote understanding of children's rights including the effects and consequences of child labor. (NPA Major Issue 2; Action 2.1.1.1)
3. Introduce comprehensive livelihoods training for community-based FOs to provide as a training service to their farmer members. The key training component will center on Good Social Practices linked to reducing the WFCL. (NPA Major Issue 5; Action 5.1.2.1)
4. Establish eight Village Resource Centers (VRC) at schools to make teaching and learning more effective. (NPA Major Issue 3; Action 3.1.5.1)

### Summary of Activities

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#### Livelihoods Training

- **Training of Trainers for Field Officers:** For this reporting cycle, in March 2015 “*field officers*” were trained on the revised training curriculum modules, which they then cascaded to “*lead farmers*” and subsequently to “*farmers*” beginning April 2015. Importantly, farmers were gradually expressing lack of interest in the repetitive nature of trainings, i.e., the same topics were being taught every year. The training curriculum had, therefore, been revised and upgraded to include topics on gender, the Spraying Service Providers concept (SSP), food crops, and the rapid plantain multiplication technique. The new topics added to the curriculum resurrected the farmers’ motivation to continue to participate in the trainings throughout the year. From January to March 2015 field officers also carried out a head count of active farmers in the program in order to update the farmer database and add new farmers as required.
- **Training of Trainers (ToTs) for Lead Farmers (LFs):** The role of “lead farmers” in the program is vital to the successful execution of the training programs and other activities, as they have direct responsibility for cascading training down to the farmers as well as supporting them in the implementation of these learnings. Lead farmers are part of the farmer groups and live within the cocoa communities. They are selected by the farmer groups and are usually farmers with the ability to read and write. Three ‘Training of Trainers’ sessions were conducted between April and October 2015 for lead farmers. In all, 287 lead farmers and purchasing clerks (265 male and 22 female) have been trained to further cascade training to farmers.
- **Farmer training:** After lead farmer trainings in April 2015, farmer trainings resumed fully in all

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the districts, and lead farmers conducted farmer training on the topics which they, themselves, were trained.

- ***Distribution of Personal Protective Equipment:*** Training emphasised the need to protect the environment and farmers' health during the spraying of agro-chemicals. To ensure that farmers adhere and adopt the training standards on agro-chemical application, we supplied them with various inputs on credit and also provided farmers with a set of Personal Protective Equipment (PPE). In October 2015, farmers in New Edubiase 'A' and New Edubiase 'B' received Personal Protective Equipment (PPE) at the start of the season. With this equipment they also received a knapsack sprayer and a motorised sprayer for each farm association within a society. A total of 59 motorised sprayers and 59 knapsack sprayers were distributed to farmers in the two districts.

### Demonstration plots and Soil Fertility

- It is believed that a main constraint to productivity in Ghana cocoa belts lies in the soil, namely depleted soil fertility, low organic matter content of soil, limited and inefficient use of mineral fertilizer and soil erosion. To address these issues, one component of the F3C project was to demonstrate to cocoa farmers the kinds of yield benefits and profitability of plots they could achieve with well-managed soil fertility. In 2015 we completed the set up and application of various treatments, and now we have begun to collect data for the plots we established under the *Integrated Soil Fertility Management* (ISFM) methodology. This data will help us understand the constraints to productivity and the successes of the integrated treatments.
- Data collection is done by the technical officer who is in charge of the demo farm management and monitoring.
- At a plot level (one acre demarcation), a two 5m x 5m quadrat is made on each subplot, making it a total harvested area of 50 m<sup>2</sup> where data is collected. Lay out of the 5m x 5m quadrat is done such as to be representative of crop performance on the subplot. The technical officer uses a standard questionnaire to collect information on the various plots. On each treatment plot, trees are selected and marked; data will only be collected from these trees during every harvest.
- During harvest, mature pods from the selected trees are counted and sorted into the following categories:
  - Small pods
  - Healthy pods
  - Diseased and pest damaged pods
  - Malformed and others
- The weight of each category is taken using a hanging scale. Fresh beans are extracted from five healthy pods from each treatment approach, and during the major and minor seasons, to determine the true bean dry-weight to pod-weight ratio that serves as conversion factor for each treatment. At the end of each crop season, we analyse the data.
- To date, our findings indicate that combining treatments of organic matter and mineral fertiliser with anti-erosive land preparation measures are vital to improving yield. More detail and

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conclusions will be provided in 2016.

- As part of the *Integrated Soil Fertility Management Methodology* program, farmers are encouraged to conduct soil survey/soil mapping on their fields to better understand the various types of soils, their limitations and recommend solutions.
- The soil testing is not a complex laboratory analysis but rather a simple moisture test technique done by farmers themselves. Once the soil type is known it is easier to make recommendations for GAP practices which will be beneficial to the farm and help improve soil fertility and increase productivity.

### **Access to High Yielding Hybrid Planting Material**

- During 2014/15 crop year, Source Trust initiated a new model of community-based seedling nurseries to replace and address the challenges associated with the larger district-based nurseries. Based on this new model, sites were selected in four communities across all F3C districts and subsequently prepared for establishing the nurseries. Despite these initial preparations, the community-based seedling nursery model could not be successfully implemented during 2014/15 year due to our inability to secure seed pods from the *Seed Production Units* (SPUs) across our districts.
- The government was implementing a national rehabilitation program for cocoa farmers which require the SPUs nationwide to produce 50 million seedlings. Due to this intervention from the government, the SPUs could not produce enough pods to supply to private companies. However, we made sure that our farmers could benefit from the government program. During the following 2015/16 crop year have successfully accessed more than 7,000 pods for the program farmers. This will allow farmers to generate at least 180,000 seedlings to replant a total of 180 hectares of old cocoa land.

### **Food Crop (Plantain Sucker Multiplication) Chambers**

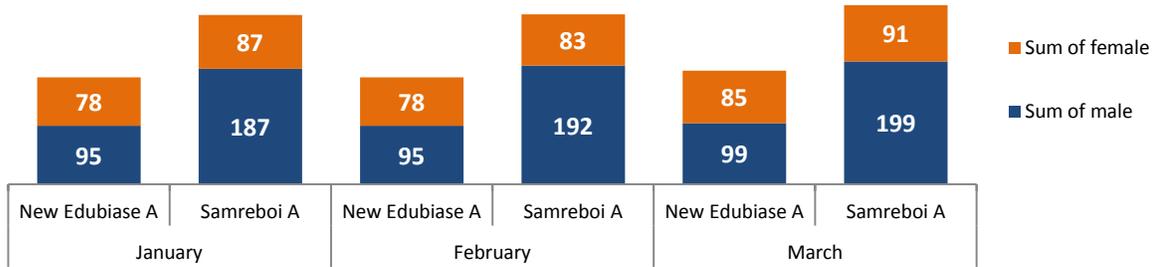
- As result of the government intervention in the 2014/15 crop year, our selected and prepared nursery sites were left idle. In order not to disappoint farmers, we carried out a needs assessment to determine the next best alternative use of the sites. Most farmers expressed interest in growing other food crops, especially plantain, to generate supplementary income during the cocoa lean season. Additionally, plantains are being used on the newly established cocoa farms for temporal shade, while matured plantain leaves are used in covering the cocoa during the fermentation process. We thought that conversion of seedling nursery sites into the humid chambers to raise plantain suckers using the bud manipulation technique was a good complement to the government program. Also, it offers our farmers an alternative source of livelihood. Field officers have been equipped with the technical expertise and trained lead farmers to supervise the bud manipulation and planting exercise for the farmers.
- Distribution was first based on farmer contribution in terms of labour, and there was some consideration for the size of the farm that needed to be replanted with new cocoa seedlings. Because most of the farmers did not receive cocoa seedlings from the free government distribution campaign, the plantain suckers were planted separately or at the peripherals of the

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cocoa farm for food and additional income.

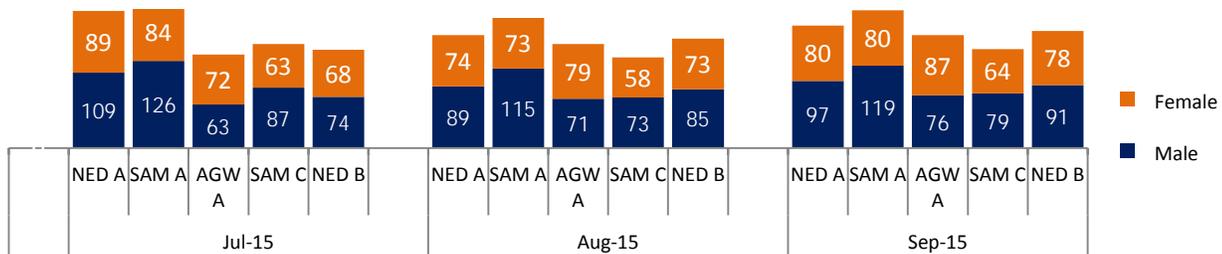
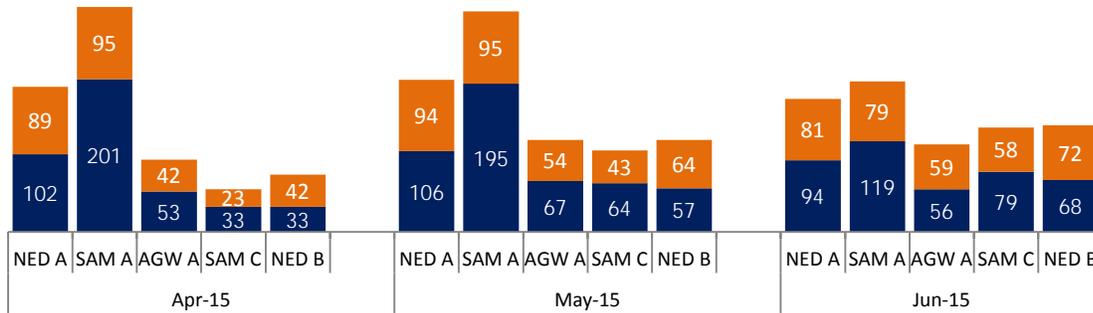
### Village Resource Centers

- The two initial VRCs that were installed in New Edubiase 'A' (NED A), Samreboi 'A' (SAM A) are continuously being utilized by students for their IT classes and have proven to be very popular.

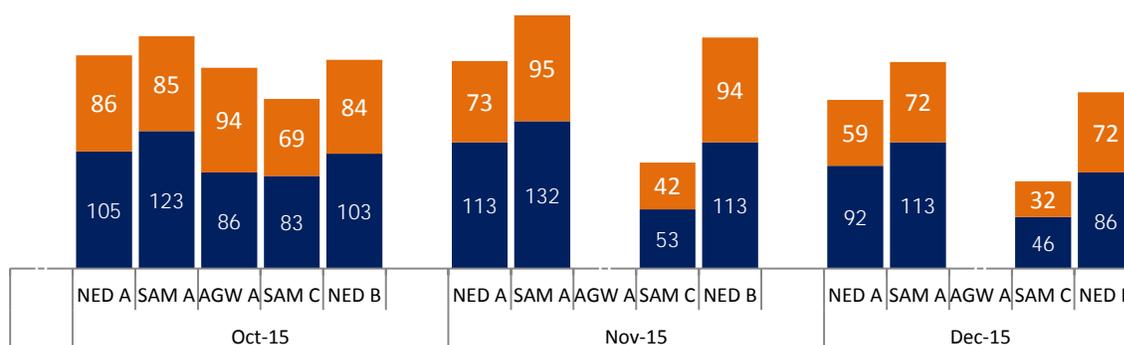


Class rotation is quite frequent, e.g., every :15, to ensure that all appropriately-aged students get a chance to be at the computers daily.

- In March 2015, three new VRCs were installed. Students were able to use them in April 2015.



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- The successful usage of the VRCs, however, is also subject to environmental considerations. For example, in November and December of 2015, Yirase D/A JHS could not utilize their VRC due to technical fault with electricity in the entire community.
- Another purpose of the VRC was to offer training opportunities to farmers in the evening. This usage has not proven as popular as originally intended. It's hypothesized that, due to the long distances and poor roads the farmers have to travel to get to/from the farms and the schools—and at night, after having worked all day in the fields—is a deterrent to this access for training.

### Coordination & Sustainability Strategy

Long-term sustainability will be attained through F3C's model approach to establish and maintain three critical self-sustaining systems:

1. GCLMS is sustainably employed in each community. By directly partnering with NPECLC to address action items outlined in Ghana's NPA, the program assists NPECLC to train and empower cocoa-farming communities to understand children's rights and WFCL, with a particular focus on children's well-being, data collection, and remediation.
2. Market linkages provide long-term viable business relationships between Ferrero and farmer organizations. In conjunction with the government, the Source Trust model develops standardized training materials for FO leaders and lead farmers and provides auxiliary services such as financing, farm inputs, and direct market links.
3. School-operated Village Resource Centers. VRCs will have been installed in eight junior high schools selected in consultation with NPECLC and district assemblies. This intervention is aimed at improving the teaching and learning environment in order to attract and retain children in school.

F3C collaborates with all relevant national and local partners including NPECLC, GES, and community-based FOs to collectively contribute to the Ghana NPA. NPECLC, GES and ILO-IPEC are updated on F3C activities' progress at stakeholder meetings, in which Source Trust also participates. Discussions also include lessons learned and ideas for addressing child labour issues within the cocoa supply chain. In

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2014, Ferrero also attended the GLMS Partners' Forum as well as the ILO-IPEC meeting, both of which were held in Accra.

### Lessons Learned and Best Practices

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- 1. Implementaiton of Child Labour Monitoring and Remediation System.** This *cannot* be the responsibility of the private sector alone. It must be embedded within the policy and processes of the local Government for it to be sustainable in the long run. However, it is also difficult to anticipate budgetary constraints of the Government which can disrupt implementation of the system.
- 2. Low attendance of farmer trainings and low commitment levels.** It has been observed that to ensure a high-level of enthusiasm and interest amongst farmers to regularly attend meetings, a more dynamic and progressive training manual with a wide range of areas aligned with farmer's interests and needs should be adopted. In view of this, our farmer training has been reviewed and some additional topics on Gender, Food crops, SSPs are being added to achieve this goal. We are also reviewing our methodology and tools and are planning to carry out more practical trainings linked with a higher number of demonstration sites and to test a coaching approach to training by visiting more of farmers' farms.
- 3. The most effective educational element that farmers are adopting is the handling of agro-chemicals and the use of Personal Protective Equipment.** Most farmers have decided not to spray their farms themselves, but rather, to employ the services of a trained spray group or person. Training on farm sanitation and integrated pest management are also much appreciated by farmers. Most farmers during internal inspections and certification audits had clean farms and were adapting the Integrated Pest Control Management practices.
- 4. The use of seedlings from unapproved sources has reduced** when farmers want to replant or expand their farms. The GAP trainings have also reduced this risk to a minimum as farmers under the project now know where to go for proper seedlings for replanting and expansion of farms.



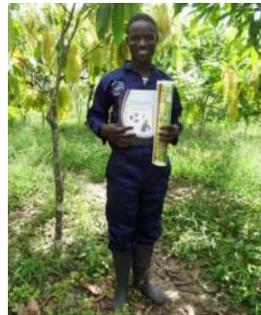
Field Officers training on upgraded curriculum

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Lead farmer training in Asankragwa and New Edubiase A

- In all 287 Lead farmers and purchasing clerks (265 male and 22 female) have been trained to further cascade training to farmers.
- To encourage Lead Farmers' commitment to carrying out farmer training as well as active involvement in other components of the project, we have implemented a new Lead Farmer incentive package. They will receive a start-up pack: Personal Protective Equipment, a company branded T-shirt and a pair of wellington boots.



Lead farmer training in Samreboi district and Lead Farmer dressed in his new overall



Farmer Training in Samreboi C and Asankragwa

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In New Edubiase A staff from Department of Social Welfare as well as Ghana Health Service were invited for a talk on child labour and working conditions and also on health and safety. The training was open to all community members. The training was to sensitize farmers on the dangers of child labour and general working conditions of farmers who hired either temporal or permanent laborers on their farms and how to treat them. The Health and Safety team also introduced farmers to the first aid treatment when farmers encounter accidents on the farms or after exposure to chemicals.



Personal Protective Equipment distribution in New Edubiase B and New Edubiase A districts

- As part of our training to farmers, demonstration farms are established in selected project districts to introduce and show practical on-farm application techniques to farmers. The newly developed and approved Integrated Soil Fertility Management (ISFM) technique by the International Fertilizer Development Center (IFDC) is currently being adopted on the selected demonstration plots. The ISFM model uses a judicious combination of mineral fertilizer, organic inputs, improved planting materials and local adaptation as four different treatment combinations to improve the fertility of the soil. This introduces farmers to different forms of soil development approaches to increase productivity of

## APPENDIX 9: REPORT FROM FERRERO TRADING LUX S.A.



Difference in the amount of pods (during the same time) on difference quadrants of the demonstration plots: Treatment Centre 1 vs Treatment Centre 2



An acre plot divided into 4 quadrants



Farmers on a demo farm in Ned Edubiase observing activities in a quadrant.

their farms.

- As part of the Integrated Soil Fertility Management methodology program, farmers are encouraged to conduct soil survey/soil mapping on their fields to better understand the various types of soils, their limitations and recommend solutions.
- The procedure involves doing a transect walk on the farm by a group of farmers. Some of the farmers draw a topography of the section of land where they do the walk (called 'drawers'), 'pacers' who keep time of distances between locations where soil samples are picked, and 'diggers' who are responsible for digging the soil samples.

## APPENDIX 9: REPORT FROM FERRERO TRADING LUX S.A.



Photo 1: Farmers doing the transect walk. Photo 2: digging of soil samples. Photo 3: testing the soil sample

- Once the samples are collected, they are analysed using the simple soil moisture technique. The analysis is done by adding a bit of water to each soil sample inside the palm of the hand (not too wet but moist) and by moulding it into the various shapes to identify the soil type.  
The explanation to the soil moisture technique is that:
  - SANDY SOIL cannot form good ball when moulded
  - SILKY SOIL can make good ball but not good flat cake
  - SANDY CLAY SOIL makes good ball, good flat cake, but not good hoop.
  - CLAY SOIL makes good ball, good flat cake, and good hoop.
- The analysis is done together with the farmers in their communities after which they identify the limitations of the soil and propose solutions to the constraints identified. The approach used is the Participatory Learning and Research approach (PLAR). The constraints and proposed solutions are then documented into the CAPs and farmers identify for each month a practical adoptable solution to control or eliminate the limitations identified.
- Some of the proposed solutions for each of the soil type identified include:
  - Applying compost to sandy soil to hold to the loose pores, before applying mineral fertilizer. Planting shade trees and allowing cocoa leaves to cover the soil surface as mulch
  - Application of compost and/or manure to silky soil, planting shade trees is also recommended
  - Creating gutters to control water run-off on sandy clay soil and compost application is also recommended
  - Compost application as well as shade trees and cocoa leaves for clay soil will help prevent such soils from caking .
- Example of the soil resource map from New Edubiase district.

## APPENDIX 9: REPORT FROM FERRERO TRADING LUX S.A.



- Institutional collaboration played a vital role in 2015/16 crop year in securing pods for raising seedling nurseries. Through the collaboration with the WCF we were able to secure more than 7,000 pods, which will produce at least 180,000 seedlings to replant 180 hectares.



Set up of nursery in Samreboi D



Germinated seedlings in New Edubiase B



Transforming seedling nursery sites to preparation of humid chambers for plantain sucker multiplication

- Farmers' contribution to the humid chamber establishment was to provide labor for the construction of the chambers under the supervision of the Field Officer who also trained and assisted them in the preparation and planting of the plantain cums. Set-up of humid chambers and planting of plantain

## APPENDIX 9: REPORT FROM FERRERO TRADING LUX S.A.

cums is completed in all the five societies.



Initial set up of humid chambers (photo 1), completed humid chamber (photo 2) and demonstration of techniques to other farmers (photo 3).

- Establishment of the humid chambers will be extended to different locations this year to supply farmers with planting material and shade for the seedling nurseries which is being raised.



- The F3C project also has a comprehensive livelihoods training component which focuses on Good Social Practices linked to reducing the WFCL. The direct beneficiaries of this The three new VRCs were installed in March 2015. Students started to use the facilities for their IT classes in April.



Completed VRC in Samreboi C



Completed VRC in Asankragwa A



Completed VRC in New Edubiase B

## APPENDIX 9: REPORT FROM FERRERO TRADING LUX S.A.



Students using new VRC's in Samreboi

Contact Information	
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### Appendix 1: Timeframe for Framework Activity

Activities and Timeframe for Year 1 districts (New Edubiase A and Asankragwa A)

Date	Activity
October – December 2013	Visit to all farms to inspect adoption of GAP
January 2014	Compilation of corrective actions per society to improve application of recommended GAP
February 2014	Preparations for Year 2 farmer livelihoods training activities
March – July 2014	Year 2 farmer livelihoods training activities in all project societies
August 2014	Shade tree distribution for farmers
September 2014	Visit to all farms to inspect adoption of GAP

Activities and Timeframe for the five new additional districts during Year 2 (New Edubiase B, Samreboi A, Samreboi B, Samreboi C and Samreboi D)

Date	Activity
October 2013	Community entry and sensitization
November 2013 - March 2014	Farmer registration
April 2014	Internal Control System office set up (field base of Field Staff)
May – August 2014	Year 1 farmer livelihoods training activities in all project societies

## APPENDIX 9: REPORT FROM FERRERO TRADING LUX S.A.

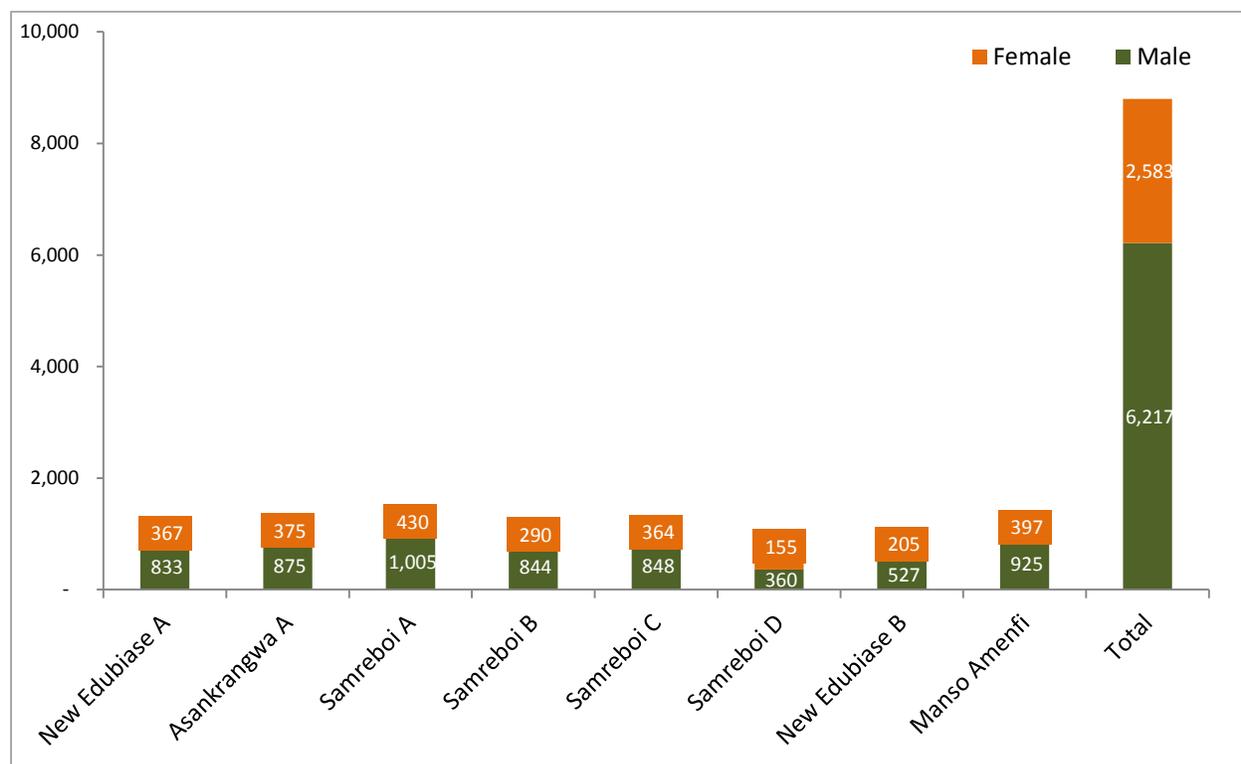
September 2014	Shade tree distribution
September 2014	Preparation for farm visits to monitor adoption of GAP

Activities and Timeframe for all districts (New Edubiase A, New Edubiase B, Asankragwa, Samreboi A, Samreboi B, Samreboi C and Samreboi D and Manso Amenfi)

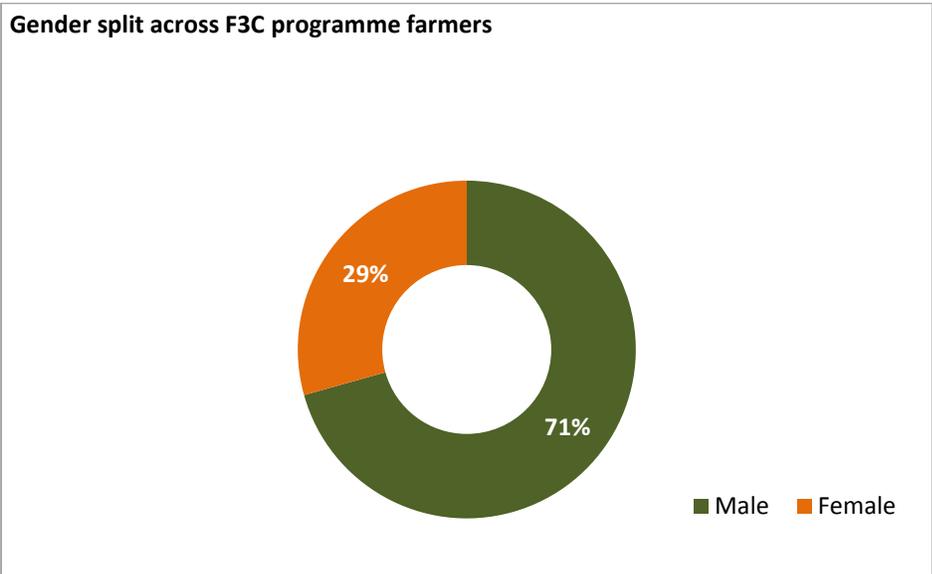
Date	Activity
October – November 2014	Compilation of corrective actions per society to improve application of recommended GAP
December 2015 – January 2015	Farmer registration, headcount and re-sensitization
February 2015	Training of Field Officers on the livelihoods training curriculum
March – April 2015	Training of Lead Farmers on the livelihoods training curriculum
April 2015 – October 2015	Training of farmers on the livelihoods training curriculum
October – November 2015	Request to COCOBOD for seed pods to establish community nurseries
December 2015	Preparation of community nurseries and seeding of polybags
December 2015	Monitoring of programme activities, assessment of training attendance, training on the seedling nursery management and upkeep

### Appendix 2: Farmer Registration

Registered farmers in the five project districts by gender



**APPENDIX 9: REPORT FROM FERRERO TRADING LUX S.A.**



## APPENDIX 9: REPORT FROM FROM FERRERO TRADING LUX S.A.

### Appendix 3: Farmer Livelihood Training Curriculum

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MODULE I	GOOD AGRICULTURAL PRACTICES
	Topic II.1: Farm Establishment
	Topic II.2.1: Soil Erosion
	Topic II.2.2: Soil Fertility
	Topic II.3: Fertiliser Application
	Topic II.4: Integrated Crop and Pest Management
	Topic II.5: Harvest and Postharvest
	Topic II 6: Productivity Enhancement
	Topic II 7: Quality Enhancement
	GCLMS modules
MODULE II	GOOD ENVIRONMENTAL PRACTICES
	Topic III.1: Water
	Topic III.2: Use of Agrochemicals
	Topic III.3: Ecosystem Protection
	Topic III.4: Wildlife Protection
	Topic III.5: Waste Management
	GCLMS modules
MODULE III	GOOD SOCIAL PRACTICES
	Topic IV.1 Health & Safety (incl First Aid, Malaria, HIV/AIDS)
	Topic IV.2a: Child Labour
	Topic IV.2b: Working Conditions
	Topic IV.3: Community Relations
	GCLMS modules

# 2015 ACTIVITIES OF COMPANIES WHO COMPLETED PROJECTS BEFORE OCTOBER 2014

## APPENDIX 10: REPORT FROM THE HERSHEY COMPANY

<b>Name of Activity</b>	Hershey Learn To Grow
<b>Funding Partner</b>	The Hershey Company
<b>Implementing Partner(s)</b>	Barry Callebaut, Blommer/Olam, Cargill, ECOM
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	USD \$3,750,000 over 5 years
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	USD \$780,000
<b>Funds Spent During Reporting Period (January – December 2015)</b>	USD \$201,045
<b>Target Country(ies)</b>	Côte d’Ivoire / Ghana
<b>Period of Activity Implementation</b>	January 2015 – January 2020 (CocoaAction timeframe)

### Summary Progress Report

In 2012, The Hershey Company (Hershey) began its Learn to Grow (LTG) farmer training program with the objective of improving cocoa farm productivity and farmer livelihoods promoting greater farmer incomes and resulting investments in farming families. In 2015, LTG impacted 31,102 farmers across 464 cocoa communities—15% of those farmers being women.

The program provides training across various agricultural practices and community development topics. This training is executed in a train-the-trainer format: each community choosing a lead farmer who is responsible for being educated on the above topics and is the educator for their respective communities. In 2015, 2,608 trainings were conducted across Cote d’Ivoire and Ghana.

Also in 2015, LTG made investments in cocoa communities that included helping to build and rehabilitate schools and providing children access to education and educational and literacy training to women. Many of these investments are accomplished with community involvement and input (e.g., education, building/rehabilitation efforts) and are chosen for implementation based on consideration that the most impactful interventions are made.

To ensure complete participation and adoption of the good agricultural, social, and environmental practices in which farmers are educated, LTG, through Barry Callebaut, Blommer/Olam, Cargill, and ECOM (hereinafter referred to as “implementing partners”), has trained internal inspectors with the goal of inspecting each farm once per year. In 2015, 37,741 farms were inspected.

Regarding child labor, LTG has training components directly focused on identifying and mitigating the WFCL as defined by the International Labour Organization Convention No. 182. These trainings are delivered to all farmers in the LTG program as part of the yearly training agenda. Further, LTG partnered with the ICI to implement ICI’s protocol and child labor measuring and remediation system (CLMRS) in five communities in 2015. ICI’s programs are broadly considered best in class by the industry at addressing the root causes of child labor; we are learning from ICI’s program to address program scalability across LTG communities between January 2015 and January 2020.

## APPENDIX 10: REPORT FROM THE HERSHEY COMPANY

### Targets

	Target Beneficiaries for Reporting Period	Actual Beneficiaries for Reporting Period
# of Children	120,000 (estimated at 4 per HH <sup>1</sup> )	124,408 (estimated at 4 per HH <sup>7</sup> )
# of Households	30,000 (each farmer is head of one HH)	31,102
# of cocoa farmers	30,000	31,102 (of which 15% are women)
# of communities	n/a (goals are based on number of farmers)	464

### Activity Objectives

Hershey is investing in cocoa farming and cocoa farmers through various programs and projects to help create a virtuous cycle of investment into the overall economies of cocoa-growing countries. Hershey's LTG program seeks to increase the income of partner farmer households, invest in the communities surrounding these households, and have a measurable impact on the reduction of WFCL. Hershey has partnered with ICI specifically to address community education on child labor, including measuring and remediation systems to address the issue at community and farmer levels. These programs have the overall objectives of:

- **Increase farmer production.** By investing in education on farming best practices and providing quality inputs to farmers, LTG can improve the production of cocoa farms and thereby increase farmer incomes.
- **Invest in community development.** The health and well-being of farmers and their families are essential for the overall viability of the cocoa industry. This can take the form of investment in community infrastructure, such as clean water sources or building/rehabilitation of schools and community health centers, and training and opportunity creation for women. These investments are all predicated on the belief that a virtuous cycle of healthy farmers tend to healthy trees and build a healthy cocoa economy.
- **Actively engage in systems to reduce child labor.** Through LTG, we are working with farmers and communities to educate on the harm to children that inappropriate labor can cause and what work is acceptable, as determined by International Labour Organization Convention No. 182, as many of the child labor concerns are affected thru education. Also, we are building the monitoring structures (e.g., CLMRS) necessary to identify, report, and remediate child labor matters that may currently exist or arise in the future.

Finally, LTG will be adopting the strategies, frameworks, and KPIs of CocoaAction – the WCF partnership across industry suppliers and manufacturers – to accelerate sustainability and improve the livelihoods of cocoa farmers.

### Summary of Activities

- Farmer training: 2015 has been a year focusing on farmer training across both productivity and community development
  - o Productivity – GAP, farm rehabilitation, and soil fertility

<sup>7</sup> 2014 Global Health Facts Henry J. Kaiser Foundation and 2015 World Fact Book, Central Intelligence Agency

## APPENDIX 10: REPORT FROM THE HERSHEY COMPANY

- o Community Development – importance of women’s empowerment and raising awareness of inappropriate child labor and WFCL

To date, 2,608 trainings were completed across the above topics. This is mostly accomplished in a train-the-trainer format with 268 lead farmer trainers in Côte d’Ivoire (CDI) and 177 lead farmer trainers in Ghana; these farmer trainers cascade the education they receive to their fellow community members that are supplemented with trainings led by supplier community officers.

- Inspection: Additional trainings have been completed for new inspectors recruited in 2015. These individuals and supplier commercial officers conducted inspections on 37,741 farms over the course of the year. These inspections strive to ensure that farmers are ready for upcoming certification inspections, following GAP, monitor progress toward gender equality actions, and look for potential cases of child labor with a goal that farms are adhering to training on CLMRS.
- Environmental Impact: Various programs exist to positively impact cocoa growing and the environment. One of which is striving to ensure farmers have access to planting materials and knowledge of rehabilitation practices, as well as processes around (and the purpose for) removal of old, non-productive trees replaced with new ones. (In many communities these cocoa seedlings are planted alongside faster growing seedlings that provide shade to promote cocoa seedling growth.)
  - o Ghana: 95,583 cocoa seedlings were distributed across 18 cocoa communities
  - o CDI: 1,174,250 cocoa seedlings were distributed across 75 communities
- Community Development: Numerous projects occurred in 2015 to positively impact cocoa farming communities, including training opportunities and construction and rehabilitation projects on community infrastructure. In particular, in CDI a health center was constructed that supports 1,700 families from five villages; gender equality and business skill training impacting 300 women; and construction/rehabilitation of six schools helping to provide access to education for children.

Additionally, resource assessments were completed for numerous communities, which will help frame 2016 activities including helping determine communities’ cocoa premium funds investment in access to water, education, and health care facilities, among others.

- ICI test communities – Through LTG’s partnership with ICI, , five communities are participating in the ICI Core Program implementation. This program was introduced to community leaders along with training that aligns with the CAPs, which addresses the need for the elimination of inappropriate child labor and WFCL. This training for community leaders focused on the characteristics of and actions to help eliminate child labor (e.g., definitions of child labor, how to identify, support techniques, how to report).

Finally, the establishment of a CCPC occurred, which is comprised of youth and elder representatives that are given the responsibility and authority to monitor and remediate child labor for their communities. This community-focused program combined with ICI inspections represents a holistic CLMRS approach. We are evaluating this approach for further expansion with our partners across the broader cocoa communities.

## APPENDIX 10: REPORT FROM THE HERSHEY COMPANY

### Coordination & Sustainability Strategy

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Sustainability of these efforts to improve cocoa farming and communities can be made viable through LTG's long-term focus, including:

1. **Linkage to strong business practices.** Striving to ensure that the activities benefit farmers and build strong linkages between cocoa producers and manufactures will help support a strong cocoa economy, which in turn will build a long-term and prosperous future for both cocoa farms and farmers.
2. **Co-ownership of activities.** The most sustainable activities are partnerships when multiple stakeholders invest in the success of an endeavor. LTG and ICI have shown that co-investment in community development projects between industry, government, and community groups leads to greater impact and ownership.
3. **Investing in both cocoa trees and cocoa farmers.** While historically the majority of cocoa farming investment has been production focused on increasing yields, the industry has shifted to a balanced approach that not only takes care of the farm, but also concentrates on the health and well-being of the farmer and their broader community. Only through ensuring healthy farming communities can we ensure healthy trees and the long-term sustainability of cocoa farming.
4. **Coordination and cooperation.** LTG focuses on collaborating across stakeholders for the betterment of cocoa farming and the cocoa industry. LTG works across key suppliers (i.e., Barry Callebaut, Blommer, Cargill, ECOM) governmental stakeholders (i.e., COCOBOD, CCC, NPECLC, MGCSP), and key NGOs (i.e., ICI, ILO).

### Lessons Learned and Best Practices

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In regards to focusing on reducing and eliminating the WFCL, we are considering the ICI programming to be a best practice and one that we can leverage to further the success of our LTG programs and initiatives. In 2015, five LTG farms began implementing the ICI protocols and CLMRS, which we are using as a means to better understand the steps necessary to evaluate the effectiveness of a child labor reduction program and what it will take to scale the program across LTG farms.



Women's Productivity & Business Training in Coopaama, Cote d'Ivoire – Blommer/OLAM. Training conducted for ~100 women to begin a series of support activities – GAP training and other training modules, access to seedlings, literacy workshops and classes

## APPENDIX 10: REPORT FROM THE HERSHEY COMPANY



Lead farmer and farmer training in Ghana – ECOM. Working to train lead farmers who can help to amplify and disseminate learning across their communities is essential to impacting the large numbers of farmers involved in cocoa.



Inspectory Training – Ghana, ECOM. Inspectors are trained to help monitor the adoption of good farming practices, as well as how to recognize child labor and WFCL.

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## APPENDIX 11: REPORT FROM MARS, INCORPORATED

<b>Name of Activity</b>	Mars Vision for Change and Related Partnerships
<b>Funding Partner</b>	Mars, Incorporated
<b>Implementing Partner(s)</b>	World Agroforestry Centre, ILO and ICI
<b>Funds Committed Under the Framework to Combat Child Labor in the Cocoa Sector</b>	Not applicable for this time period
<b>Other Funds Committed to Combat Child Labor in the Cocoa Sector</b>	ILO work: Additional \$1 Million
<b>Funds Spent During Reporting Period</b>	Not applicable for this time period
<b>Target Country(ies)</b>	Côte d'Ivoire
<b>Period of Activity Implementation</b>	01/2015 to 12/2015

### Summary Progress Report

The activities of MARS in 2015 on combating child labor in Côte d'Ivoire (CDI) have primarily been implemented by two partners: the International Labor Organisation (ILO) and ICI with the continued support of the World Agroforestry Centre (ICRAF). It is important to note that, for the partnership with the ILO, 2015 was the last year of a 2 year project (extended to 3 years), and for the partnership with ICI, 2015 was the initial year of a 3 year project. This brief report describes the activities and results achieved in 2015 through these partnerships.

The ILO has intervened in 15 communities of the cocoa growing Nawa Region, in Central-West CDI. The ICI has selected 7 communities for its initial interventions in the same Region. So in total, Mars has provided the needed funds to work in combating WFCL in 22 cocoa growing communities.

Additionally, through its partnership with the World Agroforestry Center, who is managing the Mars Vision for Change program, Mars has funded micro projects related to education in 7 communities, 4 of which are not included in the intervention area of the ILO and ICI projects: construction of 5 classrooms, 2 school canteens, 2 blocks of school latrines and one teacher home. These infrastructure projects are contributing to creating a better and more protective environment for children.

The activities funded by Mars are designed to reduce child labor in CDI and to create a protective environment for children in cocoa growing communities. Specifically, the interventions have focused on sharing knowledge on WFCL, creating awareness and increasing the commitment of parents, teachers, leaders and other community members as well as government officials to combat child labor in their communities and on strengthening community and institutional mechanisms to identify children engaged in child labor, to orientate them to the relevant social and educational services and to provide support for remediation.

22 CCPCs have been set up. They are volunteer-based groups who conduct awareness raising activities in their communities and who have been trained to collect data and identify cases of child labor or of children who are at risk of being asked to participate in hazardous labour. 22 communities have been assisted with drafting their CAPs on child protection and support has been provided to fund priorities listed in those plans. Additionally, support has been given to strengthen the national CLMS (called SOSTECI).

## APPENDIX 11: REPORT FROM MARS, INCORPORATED

The above mentioned interventions are very valuable to Mars: not only have we been able to support the communities in creating a more protective environment for their children, but we have also learned that it takes a significant effort to conduct child protection interventions and to monitor child labor through volunteer committees that are not linked directly to a supply chain. Our work with ICI appears to indicate that monitoring children living on cocoa farms can be more effective if it is tied into a supply chain/organized farmer system that compensates those individuals responsible for the monitoring.

### Targets

	Target Beneficiaries for Reporting Period	Actual Beneficiaries for Reporting Period
# of Children	See note below	See note below
# of Households	See note below	See note below
# of cocoa farmers	See note below	See note below
# of communities	15 (ILO) and 7 (ICI)	15 (ILO) and 7 (ICI)

The target beneficiaries of the interventions are living in the cocoa growing Nawa Region, in Central-West CDI, more specifically in 22 communities located around the city of Soubré.

NOTE: As of this reporting period we have not determined the total numbers of beneficiaries of the program.

### Activity Objectives

Both the ILO and ICI activities funded by MARS sought to contribute to addressing child labor in CDI and to create a protective environment for children in cocoa growing communities.

Specifically, the objectives were to:

- Share knowledge, create awareness and commitment of parents, teachers, leaders and other community members as well as government officials to combat child labor in their communities;
- Contribute to strengthening the SOSTECCI; and
- Strengthen community and institutional mechanisms to identify children engaged in child labor, to orientate them to the relevant social and educational services and provide support for remediation.

### Summary of Activities

The following activities have been implemented by the ILO:

- Supported the implementation of SOSTECCI:
  - Set up and trained local community committees who are responsible for collecting community data on child labor
  - Rehabilitated a social protection center and equipment and support of the social services of the Ministry of Solidarity, Family, Women and Children
  - Developed a national protocol (manual) on the steps to take when a case of child labor is identified
- Supported 15 communities in drafting their CAPs for the protection of children, as well as the provision of support to different priorities identified by the communities: e.g. construction and equipment of 3 classrooms in 2 communities, support in obtaining birth certificates for 400 children, support provided to 06 women's groups in setting up an income generating activity.
- Conducted awareness raising sessions in 15 communities through different means: theatre, radio, door-to-door.

## APPENDIX 11: REPORT FROM MARS, INCORPORATED

The following activities have been implemented by the ICI:

- Conducted a participatory situational analysis in 18 communities with a tool developed by ICI called “Protective Cocoa Communities Framework” (PCCF). The analysis describes the existence (or not) of infrastructure as well as community structures and initiatives that provide a protective environment for children in the community. Following the situational analysis, ICI selected 7 communities in total, where children are thought to be most at risk of being used for labor.
- In each of the 7 selected communities, a CCPC has been set up and equipped (with bicycles, backpacks, notebooks, etc). Together with the CCPC members, community leaders have been trained to identify child labor and CAPs have been drafted by each community. The CAPs have been drafted to address child labor in each community and identify priority actions to be taken.

The main tasks of the CCPCs are to conduct awareness raising activities and collect data on children at risk or who are working hazardous labor. Those data are integrated in a database by ICI and serve as a tool to guide decision making on remediation activities (this has yet to be started). As an example of remediation, ICI will assist children with vocational training, literacy, insertion in the educational system, among others.

- In 2 out of the 7 selected communities, ICI has assisted women’s groups to set up their income generating activity (training and equipment). The same will be done in the 5 remaining communities in 2016. This is linked to remediation because it is known that increased income in the family, especially when it is provided by women, will often go toward improved education for children.
- Finally, ICI has set up and equipped community service groups in the selected communities to assist farmers in providing labor at their farms. For example with pesticide spraying on the farm, in order to avoid asking their children to do this work on their farms, farmers are able to ask trained adults to carry out the effort for a reasonable cost. These community service groups make contracts with farmers to do specific tasks on the farms, and are paid by the farmers for this work. The money earned by the groups can be kept for the workers, but they are obliged to also provide assistance to the school in the community (e.g. buy school supplies).

### Coordination & Sustainability Strategy

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- The work has indicated that relying on volunteers to do the monitoring of child labor cases and to raise awareness of their communities on child labor is not always easy in a context where people have very little time and resources to do volunteer activities. Therefore, the ILO preferred to pay a small financial incentive to members of the child protection committees to do their work. This strategy, even if justifiable, does not contribute to the sustainability of the interventions, as the members of the committees may not continue their work if the payments stop.
- As opposed to the ILO approach, ICI does not pay any of the members of the CPCs or any other community member to do the work. To make sure the CPCs do their work and will continue to do so after the project ends, from the start, they sensitize the communities on the importance of the project for the well-being of the children, and they count on the engagement and commitment of the community to work in favor of its children. They equip the committee members with the basic tools to do their work, and they support women’s groups to set up IGAs. And the community service groups are set up and trained to offer their services to the farmers in exchange for a payment (so their work is not for free). This strategy is important to ensure the sustainability of the work done by the community members.

## APPENDIX 11: REPORT FROM MARS, INCORPORATED

### Lessons Learned and Best Practices

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- The interventions implemented by our partners have been very valuable to Mars: we have been able to support the communities in creating a more protective environment for their children, through improved knowledge and awareness of the community members. The trainings and awareness raising sessions have increased the attention of community members to child labor issues, shown by the information that has been brought to the committees' attention when cases of child labor have been identified.
- We have also learned that it takes a significant effort to conduct child protection interventions and to monitor child labor through volunteer committees not linked to a supply chain. The work with ICI appear to indicate that monitoring can be more effective if it is tied into a supply chain/organized farmer system that compensates those individuals responsible for the monitoring.
- Finally, we have seen that strategies for remediation (access to education and vocational training, access to opportunities for improving livelihoods, among others) need to be well defined as soon as cases of child labor are identified. It is indicative that the Government services do not appear to have the needed resources to engage fully on this and still rely significantly on donor support.

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# COCOA ACTION: INDUSTRY'S COMMITMENT BETWEEN 2015 AND 2020

## **APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION**

### **Introduction**

#### CocoaAction CLCCG Reporting

In past Child Labor Cocoa Coordinating Group (CLCCG) reports, participating companies (Barry Callebaut, Ferrero, The Hershey Company, Mars, Incorporated, Mondelēz International and Nestlé) have submitted annual reports on company-specific program activities that work to reduce the WFCL which have been accepted by CLCCG under the Framework of Action. Four of these companies are submitting individual reports in conjunction with the completion of project activities. Going forward, the WCF will submit an annual CocoaAction CLCCG report on behalf of all CocoaAction companies, six of whom had projects or programs acknowledged by CLCCG, using key indicators that represent the industry overall. From 2016 forward, the CocoaAction companies (Barry Callebaut, Blommer, Cargill, Ecom, Ferrero, The Hershey Company, Mars, Incorporated, Mondelēz International, Nestlé and Olam) will provide aggregated reports through the CocoaAction framework.

Before turning to an overview of the core child labor interventions and related activities that are the focus of this submission, it will be useful to ground the reader in an overview of CocoaAction to provide a brief history and context.

#### Overview of CocoaAction

The WCF's CocoaAction strategy, launched in May 2014, brings the world's leading cocoa and chocolate companies together to accelerate sustainability and improve the livelihoods of cocoa farmers. CocoaAction will develop meaningful partnerships between governments, cocoa farmers, international and local NGO's and the cocoa industry to boost farmer productivity and strengthen community development in Côte d'Ivoire and Ghana – the leading cocoa producing countries in the world. CocoaAction intends to train and deliver improved planting material and fertilizer to 300,000 cocoa farmers and empower communities through education, child labor monitoring, and women's empowerment. The success of the CocoaAction strategy will be self-measured by a common set of Key Performance Indicators (KPIs) used by all participating companies, and the industry's progress will be publically reported on a regular basis.

CocoaAction is organized around six different work streams, or thematic areas, that focus on the greatest needs of the cocoa sector in the two countries: 1) Planting Material; 2) Fertilizer and Soil Fertility; 3) Community Development; 4) Government and Donor Alignment; 5) Innovations/Future Forms of Extensions; and 6) Shared Commitment to Measuring Progress and Impacts. These work streams are led by experts from CocoaAction-member companies and are carried out in partnership with relevant national institutions and public/private partnerships. Together, the two main focus of areas of CocoaAction can be summarized as the Productivity and Community Development packages.

#### 2015 Accomplishments

Considering the complexities of coordinating a comprehensive industry-wide strategy to improve sustainability of the cocoa sector, CocoaAction members are committed to the long-term. Yet, since CocoaAction's inception in 2014, encouraging and demonstrable progress has been made while adjustments to the approach have been incorporated.

## APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION

This report conveys the progress toward alignment. Alignment means industry working together on a broad sustainability strategy and then working with government and other stakeholders so that all parties have a shared perspective on what is needed to accelerate sustainability in the cocoa sector. Together, these entities will work to improve farmer productivity and community development in Côte d'Ivoire and Ghana. Over the past several months, alignment in three particular areas – with government, in measurement standards, and across the work stream charged with improving planting materials – holds great promise.

There has been rich, multi-stakeholder and collaborative communication in multiple forums. In May 2014, senior executives from the leading cocoa and chocolate companies (the WCF Board of Directors, comprising executives from the ten CocoaAction participating companies) signed joint agreements with the governments of both Côte d'Ivoire and Ghana recognizing CocoaAction as an unprecedented strategy to accelerate actions to make cocoa farming more sustainable. Six months later, multiple parties including governments, relevant ministries, NGOs, and private sector partners came together for in-depth workshops about KPIs in both Côte d'Ivoire and Ghana.



The WCF Board of Directors with Ivorian President Ouattara



The WCF Board of Directors with Ghanaian President Mahama



Participants at the February 2015 workshop in Ghana

In 2015, WCF, through the CocoaAction strategy, hosted community development workshops in Côte d'Ivoire and Ghana. Participants included le Conseil du Café-Cacao, COCOBOD, the ICI, NGO implementing partners, ministries involved in education, agriculture, and gender, trade unions, and private sector partners, among others, for a series of conversations and working sessions to share best practices and lessons learned related to inclusive community development.

## APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION

In March 2015 and in October 2015, WCF, through the CocoaAction strategy, hosted two workshops in London, United Kingdom and Brussels, Belgium, respectively, to finalize the CocoaAction Results Framework. Participants included CocoaAction member company M&E experts, the Committee on Sustainability Assessment (COSA), Fairtrade International, UN Food and Agricultural Organization (FAO), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), ICI, International Rescue Committee (IRC), Jacobs Foundation, Save the Children, Sustainable Food Labs, UNICEF, Utz, Winrock, and World Education.

### I. CocoaAction and the Prevention of Child Labor

#### Child Labor Focus

Reducing the number of children participating in child labor is a shared responsibility of industry, governments, NGOs, civil society, communities and families, among others, and is a top priority for WCF and CocoaAction. Child labor is both a symptom of and contributing factor to poverty, and any approach that aims to eliminate child labor must include a focus on alleviating poverty. CocoaAction's strength lies in combining community development and farmer productivity with the intention of raising farm level and household incomes, an approach that's an important driver for change in cocoa-growing communities.

To dramatically accelerate progress toward achieving reductions in child labor, CocoaAction is actively advancing programs in each of the following intervention areas:

- Increasing effectively functioning primary education for all children
- Establishing child labor monitoring and remediation systems in the cocoa supply chain
- Improving farmer incomes, especially considering the vast majority of cocoa in West Africa is grown on small, family-owned farms
- Involving local communities in the effort, including awareness-raising and training of farmers and communities in child labor sensitization
- Improving labor efficiency and developing a more formalized adult labor market in cocoa-growing communities that are reinforced by strong regulatory and legal systems

#### Shared Work and Commitments

To achieve reductions in child labor it will take a sustained collaborative effort by public and private stakeholders, including through multi-stakeholder platforms such as the ICI that has accrued world-class expertise in addressing child labor in the cocoa sector. For example, in Côte d'Ivoire and Ghana, government ministries have recognized the ICI child labor training materials as the national standard. WCF is confident that continued close collaboration among those who share responsibility in reducing child labor in West Africa, including the governments of cocoa-producing countries and continued involvement by USDOL as well as Congressional participation, will lead to necessary reductions in child labor and increased sustainability in the cocoa sector.

WCF and its members are investing in a variety of formal and informal education initiatives. It is widely accepted that when access to education increases, there are reductions in child labor. In addition to substantial obligations made by the Ivorian and Ghanaian governments, the cocoa and chocolate industry is investing more than \$500 million in cocoa sustainability. Industry is determined to accelerate its efforts to achieve reductions in child labor in a number of ways.

The CocoaAction strategy, existing WCF programs, other industry-led initiatives, and ICI-led interventions seek to reduce the occurrence of farm-level practices that, in the past, have involved the use of children. These efforts, focused on the areas of farmer productivity and community development, include:

## APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION

### *Productivity*

- Helping to train nearly 400,000 farmers in Côte d'Ivoire and Ghana, with external studies showing that children of trained farmers attend school 30 percent more than children of farmers who are not trained
- Organizing farmer field schools and increasing farmers' awareness about the issue of child labor, demonstrating best practices regarding pesticide spraying, reaching 24 cooperatives and 11,000 farmers
- Training teams of professionals to safely apply agrochemicals to cocoa farms in areas where children have previously been involved in this task
- Training cocoa farmers to open cocoa pods with wooden mallets rather than machetes, a practice that is not only safer for the farmer but improves cocoa quality and yields

### *Community Development*

- Programs to support education activities in Côte d'Ivoire that are reaching tens of thousands of children in cocoa-growing areas
- Programs to strengthen child protection in cocoa-growing communities, such as those implemented by ICI, whose work in more than 500 communities since 2007 has led to improved access to quality education for more than 50,000 children
- Leading informational child labor awareness sessions, which, in 2014 alone, were attended by more than 12,000 farmers and 35,000 community members

## II. CocoaAction Child Labor Core Interventions and Amplifiers

Addressing child labor and educational opportunity are themes running strongly throughout the CocoaAction strategy. Children that do not attend school are at risk of being engaged as child laborers. Concurrently, child laborers do not always get the opportunity – through education – to develop the skills and capabilities they need to strengthen their future employability, both within and outside the cocoa sector. Today's children are the cocoa farmers of tomorrow, and they will need the opportunity to gain the requisite skills and knowledge to become the entrepreneurial, professional, highly productive farmers of the future. Addressing the issue of child labor is crucial not only to supporting other CocoaAction interventions but also in allowing children, and thus the next generation of cocoa farmers and cocoa growing communities, to break out of the cycle of poverty.

In addition, a continued focus on reducing child labor is crucial in light of expected CocoaAction productivity improvements. Additional labor demand that will arise from having more productive farms cannot and should not be met by relying on child labor if the sector is to be sustainable. A recent study by ICI, [Researching the Impact of Increased Cocoa Production on the Labour Market and Child Labour Risk in Ghana and Côte d'Ivoire](#), showed that adult labor is available but not affordable in communities surveyed. The challenge is to increase household income to enable farmers to hire adult labor as their farm yields increase. The child labor interventions thus complement the CocoaAction productivity interventions by contributing to child protection systems designed to ensure that any improvements in productivity do not come at the expense, either immediately or in the future, of children.

### Core Interventions

The CocoaAction core interventions are actions that companies commit to implementing or supporting in communities where they are putting in place the CocoaAction package, and which contribute directly to the CocoaAction outcomes. This includes a commitment by the companies to monitor the CocoaAction indicators corresponding to the core interventions.

CocoaAction community development activities cover three interrelated areas: child protection, education and women's empowerment for a holistic approach to community development. Many of the interventions will overlap and create synergies, for example, activities under education and

## APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION

women's empowerment will also contribute to child protection. The CocoaAction core interventions related to child protection are:

- Raise awareness in community on child labor
- Form and/or train Child Protection Committees (CPC) or other community-based structure or person
- Build and operationalize Child Labor Monitoring and Remediation Systems (CLMRS)

### *Raise awareness in community on child labor*

A key element in ensuring local buy-in and engagement on the topic of child labor is conducting awareness-raising within the community. This awareness-raising and sensitization should start from the initial engagement with the community and with multiple relevant community leaders, committees, associations and other structures and persons. This may mean scheduling training interventions using pre-existing training materials.

### *Form and/or train CPC or other community-based structure or person*

CPCs (or other community-based structures or persons) can play a key role in the area of child labor. Where these structures do not yet exist in a community, companies may support in the formation of such committees. In addition, companies can provide training and support to these entities to help them fulfill their activities.

### *Build and operationalize CLMRS*

A CLMRS is a supply chain-based structure. CocoaAction companies have committed to implementing a CLMRS to cover all farmers participating in the productivity package. Companies that decide to use this approach can build on existing relations within their supply chains through either a coop or farmer group structure, or through a CPC-type structure. The approved "effectiveness criteria" for the CLMRS and the KPIs are the same regardless of approach.

### Amplifiers

As part of their own sustainability strategies, companies may decide to conduct activities that go beyond the CocoaAction core requirements and further contribute to the CocoaAction objectives. Other stakeholders may also wish to undertake activities. Under CocoaAction, such activities are called "Amplifiers."

Amplifiers are additional actions that can be undertaken by individual companies or other stakeholders (such as governments, communities themselves, donors, etc.) and which have an additional impact on community development and CocoaAction outcomes, either directly or indirectly. These actions however will not be required by individual companies or be undertaken within CocoaAction, but they are recommended.

The primary amplifier activity for child protection (or child labor reduction) is the development or further extension of the national CLMRS, including referral and remediation structures, processes, and capabilities. Where such national systems exist, community-level CPCs (or equivalent structures or persons) can link to these systems and refer identified child labor cases for remediation. Companies should therefore ensure that community-level child labor interventions and capabilities are aligned with and linked to national CLMRS, where relevant.

### Implementation

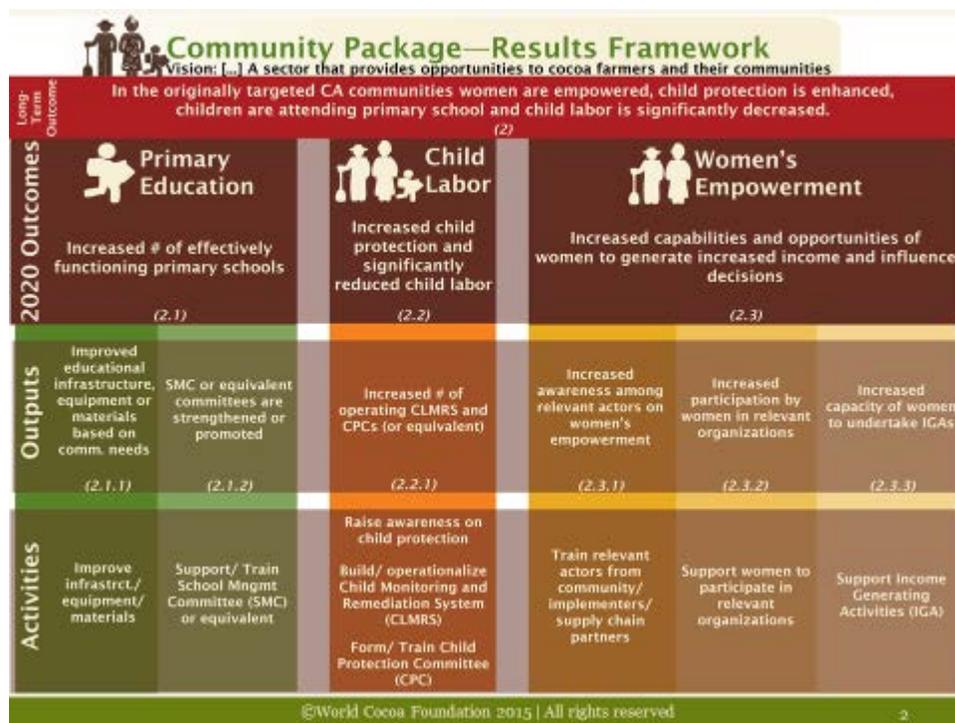
All core interventions will be implemented by the CocoaAction companies independently, rather than as a group. The CocoaAction strategy is meant to serve as a guiding framework, and how companies choose to implement and which partners they choose to work with will be individual decisions.

## III. The Role of M&E in CocoaAction

## APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION

Essential to CocoaAction’s success – sustaining the cocoa industry and improving the quality of life of farmers and communities in the focus countries – is the creation of and adherence to benchmarks and measurable goals. Since the inception of CocoaAction, demonstrable progress has been made among CocoaAction members regarding alignment in measuring and tracking progress toward sustainability in the cocoa value chain.

In October 2014, at the WCF’s annual partnership meeting in Copenhagen, Denmark, members agreed upon a common Results Framework. At the end of 2015, a set of KPIs that will underpin all CocoaAction activities in Côte d’Ivoire and Ghana were finalized. The KPIs were developed with input from the governments of Côte d’Ivoire and Ghana, and others with expertise in measurement systems including NGO implementing partners, ministries involved in education, agriculture, and gender, trade unions, and private sector partners. Below are the desired results for CocoaAction’s Community Development package:



### Child Labor Indicators

As seen in the above table, the CocoaAction target outcome for child labor is: “Increased child protection in CocoaAction communities and significantly reduced child labor in CocoaAction farming households and CocoaAction communities”. The indicators that will be used to measure progress against this outcome are:

- Number / percentage of CocoaAction communities with a CPC or similar structure demonstrating effectiveness
- Number / percentage of children living in CocoaAction farmers' households participating in child labor (cocoa-related or other) as defined per ILO 138 and ILO 182
- Number / percentage of children living in non-CocoaAction farmers' households participating in child labor (cocoa-related or other) as defined by ILO 138 or ILO 182 of assisted child labor

## APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION

- Number / percentage of assisted child labor cases found that are no longer in child labor (cocoa-related or other) after the assistance
- Number / percentage of CocoaAction farmers' households covered by an effectively functioning child labor monitoring and remediation systems (CLMRS)

### Effectiveness Criteria

Specifically related to CLMRS, companies must measure and report on the effective functioning of these systems. The following effectiveness criteria will be used to determine whether CLMRS function effectively:

- Average number of hours of child labor awareness-raising per year / per community delivered by the system.
- Average number of hours of training undergone by those responsible for monitoring and remediation.
- Percentage of farmers (coop-members or community members) covered by the system.
- Average number of monitoring visits/contacts per farmer covered, per year.
- Number of child labor cases identified as a percentage of children monitored (compared to known local baselines).
- Percentage of identified child labor cases followed-up.
- Percentage of identified child labor cases assisted (through remediation or referral).
- Percentage of assisted child labor cases no longer in child labor (cocoa-related or other) after the assistance.

### **IV. CocoaAction Reporting Plan for 2016 and Beyond**

The CocoaAction CLCCG report is expected to evolve over the next several years as the CocoaAction strategy is implemented and begins to produce results. This year's report (i.e., the 2015 report) lays out the CocoaAction strategy and alignment that has occurred to date. The 2016 report will focus on CocoaAction activities and outputs, and the 2017 report will present CocoaAction activities, outputs and outcomes. Throughout the reporting process and beginning in 2016, CocoaAction companies will measure and self-report individually, submitting verified data to WCF. WCF will then consolidate the information received into the aggregated CocoaAction reports.

## APPENDIX 12: REPORT FROM WORLD COCOA FOUNDATION ON COCOA ACTION

**Report Overview:**  
*What kinds of questions can we answer with the monitoring data?*

<b>2015 Annual Report</b> <i>(published in 2016)</i>	<b>2016 Annual Report*</b> <i>(published in 2017)</i>	<b>2017 Annual Report*</b> <i>(published in 2018)</i>
<b><u>Alignment</u></b>	<b><u>Activities &amp; Output</u></b>	<b><u>Activities, Output &amp; Outcome</u></b>
<p>Sample questions: <i>This report will not depend on monitoring data, but rather will be qualitative</i></p> <ul style="list-style-type: none"> <li>• What is the final set of agreed upon aligned interventions?</li> <li>• How has CocoaAction collaborated with and promoted alignment with partners?</li> <li>• What are the aligned indicators that CocoaAction will be using for reporting?</li> </ul>	<p>Sample questions:</p> <ul style="list-style-type: none"> <li>• How many farmers have been reached with the productivity package and its components?</li> <li>• How many CocoaAction farmers have been covered with soil mapping?</li> <li>• What practices do we observe on the farm?</li> <li>• What is current yield?</li> <li>• How many individuals have been trained in gender awareness?</li> <li>• How many SMCs or equivalent have received support?</li> <li>• How many CocoaAction communities have a CPC or similar structure?</li> </ul>	<p>Sample questions: (Same questions as prior year PLUS:)</p> <ul style="list-style-type: none"> <li>• Are farmers adopting the whole productivity package? Which practices? Where are the gaps? Is yield changing over time?</li> <li>• Is the CPC and CLMRS affectivity functioning? Is the incidence of child labor increasing or decreasing?</li> <li>• How many children are enrolled in school and has this number changed?</li> </ul>

\*Data verified at company by 3<sup>rd</sup> party company-level verifier and consolidated data verified by a CocoaAction 3<sup>rd</sup> party verifier  
NOTE: 2018 and 2019 Annual Report will answer similar questions to 2017 Annual Report

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# Declaration, Framework, and By-laws

## APPENDIX 13: DECLARATION

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# THE DECLARATION

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### Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol

The United States Department of Labor, Senator Tom Harkin, Representative Eliot Engel, the Government of the Republic of Côte d'Ivoire, the Government of the Republic of Ghana, and representative of the International Chocolate and Cocoa Industry (hereinafter collectively referred to as the "Participants") do hereby:

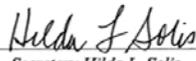
**RECALL** the pledge made to achieve the goals of the *Protocol for the Growing and Processing of Cocoa Beans and Their Derivative Products in a Manner that Complies with ILO Convention 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor* (hereinafter referred to as the *Harkin-Engel Protocol*) and the related Joint Statements of 2005 and 2008; and

**REAFFIRM** their commitment to financially support efforts and work in a collaborative and transparent manner to eliminate the worst forms of child labor in cocoa growing areas of Côte d'Ivoire and Ghana, including through the collection of data, provision of education and other remediation services for children, and support for sustainable improvements in the livelihoods of the households of such children; and

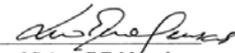
**DECLARE** that, in order to accelerate work to achieve these goals and outcomes, the United States Department of Labor will commit \$10 million in FY 2010 appropriated funds, the International Chocolate and Cocoa Industry commits \$7 million in new funding over 5 years and further pledges to explore the possibility of committing an additional \$3 million for remediation activities that further these goals, and the Governments of Côte d'Ivoire and Ghana will allocate the necessary human and financial resources to support this effort.

This Joint Declaration, and the accompanying *Framework of Action to Support Implementation of the Harkin-Engel Protocol*, hereby takes effect as of this 13th day of September, 2010.

The undersigned support the *Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol* and will work with each other and the other major stakeholders to successfully execute projects in the spirit of the *Declaration* and in accordance with the attached *Framework of Action to Support Implementation of the Harkin-Engel Protocol*.

  
Secretary Hilda L. Solis  
United States

  
Minister Emile Guireoulou  
Côte d'Ivoire

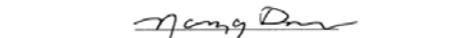
  
Minister E.T. Mensah  
Ghana

  
Lawrence T. Graham  
President, National Confectioners Association

We hereby witness the commitment evidenced on September 13, 2010, through this Declaration and the accompanying *Framework of Action to Support Implementation of the Harkin-Engel Protocol*.

  
Senator Tom Harkin  
U.S. Senate, Iowa

  
Congressman Eliot Engel  
U.S. Congress, New York

  
Nancy Donaldson  
Director, International Labor Organization, Washington Office

## APPENDIX 14: FRAMEWORK

### Framework of Action to Support Implementation of the Harkin-Engel Protocol

The following is a Framework of Action for efforts aimed at a significant reduction in the worst forms of child labor in cocoa producing areas of Côte d'Ivoire and Ghana. The Framework is intended to support the further implementation and realization of the goals of the Harkin-Engel Protocol.

1. **Purpose:** The overarching goal of the Framework is:

*By 2020, the worst forms of child labor as defined by ILO Convention 182 in the cocoa sectors of Côte d'Ivoire and Ghana will be reduced by 70 percent in aggregate through joint efforts by key stakeholders to provide and support remediation services for children removed from the worst forms of child labor, including education and vocational training, protective measures to address issues of occupational safety and health related to cocoa production, and livelihood services for the households of children in cocoa growing communities; the establishment and implementation of a credible and transparent sector-wide monitoring system across cocoa growing regions in the two countries; and the promotion of respect for core labor standards.*

To reach this overarching goal, the Framework will support the development of thriving cocoa communities fostering safe, healthy, and productive environments for children and families through coordinated support for new or expanded initiatives in Côte d'Ivoire and Ghana in the following areas:

- a. Removal of children from the worst forms of child labor, including hazardous labor, in cocoa growing areas and provision of appropriate remediation services, including education or vocational training; or in the case of children/youth of legal working age, removal of workplace hazards and other steps necessary to bring labor conditions into conformity with national laws and international labor standards;<sup>8</sup>
- b. Prevention of children's involvement in the worst forms of child labor, including through increased access to schooling and vocational training and improvement in the quality and relevance of education;
- c. Promotion of sustainable livelihoods for the households of children in cocoa growing areas;<sup>9</sup>

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<sup>8</sup> For the purpose of this document, remediation services are defined as removing children from hazardous or exploitative labor through the provision of direct services. This includes education and livelihood services, protective measures to address issues of occupational safety and health related to cocoa production, and social protection services for trafficking victims. Education services may take the form of formal or non-formal education and vocational training. Livelihood services improve the ability of the family to care for the child and protect the child from the WFCL. By providing protective measures to address issues of occupational safety and health related to cocoa production, youth of legal working age who are engaged in hazardous labor could be withdrawn by transitioning them into safe, acceptable work that is in conformity with both national laws and international labor standards. Children who are victims of trafficking may need to receive social protection services, including rehabilitation and repatriation services.

<sup>9</sup> For the purpose of this document, livelihood is defined as a means of living and the capabilities, assets, and activities required for it. A livelihood encompasses income, as well as social institutions, gender relations, and property rights required to support and sustain a certain standard of living. It also includes access to and benefits derived from social and public services provided by the state, such as education, health services, and other infrastructure. In turn, sustainable livelihood programs seek to create long-

## APPENDIX 14: FRAMEWORK

- d. Establishment and implementation of community-based CLMS in cocoa growing areas, linked to the provision of remediation for children identified as engaged in the worst forms of child labor; and
  - e. Continuation of nationally representative child labor surveys, recurring at least every 5 years. Nationally representative baseline data is established as the most recent data coming out of the 2008-2009 Tulane field surveys. The next nationally representative surveys in both countries will be in the field during the 2013-2014 harvest season, with a report made in 2014, and again in the field in 2018-2019, with a report in 2019. These surveys will provide comparable data for ongoing assessment of child labor prevalence in cocoa growing areas and a commitment to make publicly available the related survey methodologies, all raw data, and reports based on the findings of such surveys. In addition to such nationally representative surveys, efforts should also be made to incorporate a child labor component into existing national household surveys to support efforts to combat the worst forms of child labor nationally in each country.
2. **Key Stakeholders:** Stakeholders under this Framework are defined as follows:
- a. **Cocoa growing communities:** This group includes children in cocoa growing areas and the households of these children where efforts to promote sustainable livelihoods will address root causes of child labor.
  - b. **Producer Governments:** This group includes the national, district, and local government agencies of Côte d'Ivoire and Ghana.
  - c. **International Chocolate and Cocoa Industry:** This group includes companies participating in this Framework which are engaged in the growing of cocoa, processing of cocoa, and/or production and sale of its derivative products.
  - d. **Foreign Donors:** This group includes the U.S. Government (the U.S. Department of Labor, the U.S. Department of State, the U.S. Agency for International Development, and key Congressional Offices—Senator Tom Harkin and Representative Eliot Engel). Other donor entities, such as the European Union and other international donors, are encouraged to fund projects that will support the goals of this Framework.
  - e. **Social Partners and Civil Society:** This group includes employer and worker organizations, non-governmental organizations (NGOs), and community-based organizations in both Côte d'Ivoire and Ghana, as well the international counterparts of these groups.
  - f. **Implementing Organizations (including International Organizations and other Nongovernmental Organizations):** This group includes among others, the International Labor Organization's International Program on the Elimination of Child Labor (ILO/PEC), the ICI, the WCF, and other organizations possessing expertise related to the initiatives under

## APPENDIX 14: FRAMEWORK

this Framework and whose projects or other inputs are integrated and supportive of achievement of the Framework's goals.

3. **Financial Partners:** The key stakeholders defined above include a subset of partners, including the U.S. Government and the International Chocolate and Cocoa Industry, that have committed to provide new financial support for new or expanded interventions to achieve a significant and sustainable reduction in the worst forms of child labor in the cocoa sector of Côte d'Ivoire and Ghana and whose actions are supportive of achievement of this Framework's goals. This subset also includes the Governments of Côte d'Ivoire and Ghana, who will transparently communicate their financial and human resource commitments under this Framework to the Child Labor Cocoa Coordination Group (CLCCG) and its Principals. (See Section 6.)

It is further noted that the group of financial partners may be expanded over the life of the Framework to include other partners, such as other private sector entities, NGOs or international organizations. In order to ensure that new initiatives are supportive of the Framework's goals, proposals for new partners and their programs will be subject to review by the CLCCG and its Principals.

4. **Roles, Responsibilities and Commitments under this Framework:** This framework considers the roles, responsibilities and contributions of financial partners as noted below:
  - a. **Producer Governments:** The Producer Governments play critical roles in planning, implementing and monitoring progress toward achievement of their respective national plans that are the foundation for reducing the worst forms of child labor. The Producer Governments must ensure coherence between project efforts under this Framework and the national plans for the purposes of national and local ownership and sustainability. Producer Governments also will ensure adequate human, financial, and organizational (e.g., decision making and internal advocacy) resource capacity in appropriate government agencies, as well as working in partnership with financial partners and other key stakeholders, to provide the following services:
    - Data collection and monitoring at the community and national level through supporting a nation-wide, community-based CLMS and by developing, funding and conducting nationally representative surveys as described in this Framework;
    - Remediation for the children removed from the worst forms of child labor through the provision of education, vocational training, and by increased support for programs to improve livelihoods for the households of children in cocoa growing communities;
    - Prevention of other children from involvement in the worst forms of child labor in cocoa growing communities through the provision of education, vocational training, and increased support for programs to improve livelihoods for the households of children in cocoa growing communities;
    - Development of physical and social infrastructure, including roads, wells and schools in cocoa growing areas; and

## APPENDIX 14: FRAMEWORK

- Enforcement of laws intended to protect children from the worst forms of child labor.
- b. **International Chocolate and Cocoa Industry:** The Harkin-Engel Protocol and accompanying Joint Statements of 2005 and 2008 serve as a commitment by the representatives of the International Chocolate and Cocoa Industry to carry out the industry’s responsibilities to ensure that cocoa beans and their derivative products are grown and processed in a manner compliant with internationally-recognized standards on child labor. Specifically, in the Joint Statement of 2008, the International Chocolate and Cocoa Industry committed itself to “continue to support efforts to eliminate the worst forms of child labor and forced adult labor on cocoa farms and to help cocoa farmers, their families and communities by continuing to work with the national governments to ensure that the certification process, including remediation and verification are fully implemented.” It is further noted in the Joint Statement of 2008 that the International Chocolate and Cocoa Industry will work with the governments of Côte d’Ivoire and Ghana to have a sector-wide certification process “fully in place across each country’s cocoa growing sector.”

Within this Framework of Action, the International Chocolate and Cocoa Industry, in partnership with financial partners and other key stakeholders, will:

- Continue to support data collection and monitoring at the community and national level through a credible community-based CLMS.
- Through relevant local institutions and stakeholders, support the provision of appropriate remediation services for children based on the CLMS data, national survey data, and other credible sources of information, with the goal of protecting children from the worst forms of child labor in the cocoa growing areas of Ghana and Côte d’Ivoire.
- Provide sustainable livelihoods for the households of children in cocoa growing communities in order to protect children from the worst forms of child labor and ensure thriving cocoa communities.
- Provide technical advice to assist in the refinement and implementation of the ILO-IPEC project referenced as: “Towards Child Labor Free Cocoa Growing Communities through an Integrated Area Based Approach.”
- Strive to ensure their cocoa supply chains use safe and responsible labor practices, including combating the worst forms of child labor. Individual companies will inform their employees who buy or sell cocoa and its derivative products of the relevant ILO Conventions, the International Cocoa Agreement, relevant labor legislation in the two countries, the Harkin-Engel Protocol and the Framework of Action.

Reflecting their commitment to the production of cocoa and its derivative products without the involvement of the worst forms of child labor, and as an immediate pledge, the International Chocolate and Cocoa Industry is committing \$7 million to further the goals of

## APPENDIX 14: FRAMEWORK

the Harkin-Engel Protocol and the Framework of Action, of which \$2 million will support an ILO-IPEC Public-Private Partnership and \$5 million that includes the expansion of significant current industry work on cocoa which has demonstrated the value of partnerships of this nature. This funding will be spread out over a five-year period, and the amount and timing of outlays will be discussed during CLCCG consultations. The Industry is making a further pledge to explore the possibility of committing an additional \$3 million for remediation activities that further these goals.

- c. **U.S. Department of Labor:** The U.S. Department of Labor will play an active role as a donor supporting projects that reduce the worst forms of child labor in the cocoa sector in West Africa, committing \$10 million in 2010 for a new, multi-year program to be implemented by ILO-IPEC that supports the efforts described in this Framework. The U.S. Department of Labor will continue to report on progress being made to address the goals of the Harkin-Engel Protocol and the goals and objectives of this Framework, with a specific emphasis on the progress made by the ILO in the program noted here. As a donor, the U.S. Department of Labor will have substantial involvement in the design and development of the project and will work in partnership with financial partners and other key stakeholders.
5. **Benefits:** By promoting improved coordination and more integrated planning, implementation, and assessment of interventions, this Framework offers a number of important benefits:
- a. For cocoa growing communities, this approach can lead to thriving cocoa communities fostering safe, healthy, and productive environments for children and families.
  - b. For Producer Governments, the approach helps to focus and coordinate assistance on meeting national goals related to the elimination of the worst forms of child labor, provision of universal basic education, poverty reduction, and employment creation. National capacity will be built in data collection, including nationally representative surveys; monitoring, including CLMS; impact assessment; and remediation.
  - c. For Financial Partners, the Framework offers a coordinated approach that will help maximize impact in target areas. Moreover, by demonstrating an effective model of cooperation, the Framework can serve as a platform for attracting increased funding from other donors, including other chocolate and cocoa companies, other manufacturers who purchase or use cocoa, chocolate and their derivative ingredients, and other international agencies with an interest in tackling the worst forms of child labor.
  - d. For the International Chocolate and Cocoa Industry, the Framework provides an integrated approach to enable the sustainable supply of cocoa in a manner consistent with the commitments made under the Harkin-Engel Protocol.
  - e. For social partners and civil society, the Framework provides opportunities for the involvement of social partners and civil society in dialogue on how best to support sustainable change.

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- f. For all stakeholders, the Framework provides mechanisms for promoting greater transparency and accountability for all parties.
6. **Governance:** In order to meet the objectives of this Framework, the participants will operate within a well designed and articulated structure of governance.
    - a. Within the context of governance, it is noted that there is a significant difference between “key stakeholders” (those with an interest in the issue) and “financial partners” (those assuming a direct responsibility for the management and ultimate success of the Framework of Action). The development of governance structures will include mechanisms for stakeholders to be informed of and to comment on the governance structures, while reserving direct and strategic decision making to the financial partners.
    - b. The CLCCG will serve as the initial coordination and steering group for the implementation of this Framework. The CLCCG is currently composed of (1) Principals representing the U.S. Department of Labor, the Harkin and Engel offices, the Governments of Ghana and Côte d’Ivoire, and the International Chocolate and Cocoa industry and (2) a larger working group of representatives from these organizations. It is envisaged that the CLCCG could be
  7. **Monitoring of Progress:** Progress under the Framework will be monitored as follows:
    - a. The nationally-representative surveys on child labor in cocoa will provide standardized information about the situation of the worst forms of child labor in cocoa in each country and be used to measure progress on reducing the number of children in the worst forms of child labor in the cocoa sectors of Côte d’Ivoire and Ghana.
    - b. The CLCCG, in consultation with technical experts, will discuss and come to agreement on a monitoring and evaluation design for use by all participants in this Framework.
    - c. The CLCCG, in consultation with technical experts, will discuss and come to agreement on a set of common indicators that clearly track interim progress towards the goal of a 70 percent reduction in the worst forms of child labor in Ghana and Côte d’Ivoire, and other key parameters that will be reported on a regular basis.
    - d. In the periods between the national surveys, information from the CLMS will provide ongoing information on the child labor situation in specific communities.
    - e. Individual projects launched under the Framework will measure progress towards the specific goals of the project, report on an appropriate subset of common indicators, and include transparent impact evaluations. Where feasible, the integration of randomized control trials or other rigorous evaluation methods will be used to identify interventions that are both effective and cost efficient so that they may be promoted for future replication and scaling-up.
    - f. A series of milestones, or performance goals, will be developed to assess the progress being made to significantly reduce the worst forms of child labor in the cocoa sector of Côte

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d'Ivoire and Ghana. The benchmarks will be unique for each country and will be based on the commitments of specific action on an annual basis.

- g. A process evaluation of the Framework itself will be conducted two years after implementation of the Framework begins, and an annual review will be carried out every twelve months subsequently.

### **8. Timeline to Launch the Framework**

- a. A Meeting of Principals will be held on September 13 to issue a Declaration of Joint Action, including this Framework, and a joint public and media announcement will be made.
- b. The Principals will deposit copies of key national plans (in the case of the Governments of Côte d'Ivoire and Ghana), identify Framework points of contact, and agree on a schedule of meetings (the next to be held by December 31, 2010) to begin implementing this Framework.
- c. Meetings of the CLCCG will be held in Washington, DC and in Côte d'Ivoire and Ghana on a rotating basis. These meetings will be organized around concrete agendas to address program design, financing, governance, and other matters necessary to fully implement this Framework.

## APPENDIX 15: BY-LAWS

### By-laws for Governance of the Child Labor Cocoa Coordinating Group (CLCCG)

October 24, 2011

#### I. Purpose of the CLCCG

Recalling that the Framework of Action to Support Implementation of the Harkin-Engel Protocol is working to achieve the overarching goal:

*By 2020, the worst forms of child labor as defined by ILO Convention 182 in the cocoa sectors of Côte d'Ivoire and Ghana will be reduced by 70 percent in aggregate through joint efforts by key stakeholders to provide and support remediation services for children removed from the worst forms of child labor, including education and vocational training, protective measures to address issues of occupational safety and health related to cocoa production, and livelihood services for the households of children in cocoa growing communities; the establishment and implementation of a credible and transparent sector-wide monitoring system across cocoa growing regions in the two countries; and the promotion of respect for core labor standards.*

*And that in order to reach this overarching goal, the Framework will support the development of thriving cocoa communities fostering safe, healthy, and productive environments for children and families through coordinated support for new or expanded initiatives in Côte d'Ivoire and Ghana.*

The purpose of the CLCCG is to support the effective implementation of the Framework of Action and the Joint Declaration to Support Implementation of the Harkin-Engel Protocol in Ghana.

#### II. Areas of Activity and Responsibility

The CLCCG, with input from the Ivorian and Ghanaian NSCs on Child Labor and technical experts as appropriate, is responsible for the following:

1. Assessing areas of need for additional action, taking into consideration the following priority factors:
  - a. The nature, extent and geographical location of the worst forms of child labor (WFCL) in cocoa growing areas;
  - b. Past, current and planned efforts to combat the WFCL, to promote education and training opportunities and sustainable livelihoods for households, and to establish and implement child labor monitoring systems in both countries; and

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- c. Existing gaps in current interventions or programming as identified through consultation of CLCCG members and other implementing institutions.
2. Assessing and prioritizing new investments to address these areas of need.
3. Determining, based on an established criteria,<sup>10</sup> whether funding for new or increases to existing activities or programs in Côte d'Ivoire and Ghana, as proposed by the International Chocolate and Cocoa Industry (Industry) shall be assessed:
  - a. As new resources committed by Industry under the Declaration signed on September 13, 2010;
  - b. As supportive of the overall goals or certain elements of the Framework, but not part of Industry's commitment of new resources under the Declaration signed on September 13, 2010; or
  - c. As not related to the overall Framework and therefore not part of Industry's monetary commitment under the Framework.
4. Encouraging and contributing to coordination across projects that come under the Framework, ensuring that projects under the Framework are linked to relevant national plans; and fostering coordination, to the extent possible, with projects that fall outside of the Framework but also have the potential to contribute towards the achievements of its goal. The CLCCG may develop a coordination mechanism to facilitate this effort.
5. Establishing credible **milestones** for measuring commitment and progress toward the achievement of the overarching goal of the Declaration and its accompanying Framework. The benchmarks will be unique for each country and will be based on the commitments of specific action on an annual basis.
6. Establishing in consultation with technical experts, including the ILO, a **common set of indicators**. These indicators will enable the CLCCG to both monitor specific types of interventions and track interim progress towards the Framework's overarching goal. This will include indicators for at least the following types of interventions:
  - a. Remediation services for children under the age of 18 years withdrawn from the Worst Forms of Child Labor (as defined under ILO 182);

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<sup>10</sup> See Attachment 1: Criteria for Assessing whether New Programming Should Count Toward Industry Commitment.

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- b. Sustainable education and training services provided to children under the age of 18 years as a means of preventing their involvement in the Worst Forms of Child Labor;
  - c. Efforts that raise awareness or provide ongoing sensitization, including for communities, on the Worst Forms of Child Labor (WFCL);
  - d. Efforts to promote the development, implementation, and sustainability of the Child Labor Monitoring Systems in Côte d'Ivoire and Ghana;
  - e. Supporting efforts to address workplace hazards and improve workplace safety in a sustainable manner; and
  - f. Sustainable livelihood services provided to households of children under the age of 18 years with the intent of supporting the withdrawal or prevention of children from involvement in the WFCL. Such livelihood services may include support for improvement in household income, provision of social protection services, or improvement of community infrastructure that either reduces reliance on the labor of children or supports a potential opportunity for increased income of the aforementioned households.
7. **Monitoring progress** being made toward achieving milestones.
  8. **Monitoring and assessing the effectiveness and impact** of programs implemented under the Framework to combat the WFCL. The CLCCG will review progress reports from projects included under the Framework and may provide feedback as appropriate.
  9. **Convening an annual briefing** to inform representatives of civil society and other key stakeholders about the status of efforts under the Framework.

### III. CLCCG Membership

1. The membership of the CLCCG shall serve without remuneration, fees or honorariums.
2. The CLCCG shall consist of the two types of Members: Principals and Working Group Members. The CLCCG shall also recognize Key Stakeholders. (See Section III, 2, C)
  - a. The **Principals** of the CLCCG shall consist of the Minister responsible for Labor for the Governments of Côte d'Ivoire and Ghana, and, at a minimum, the following entities:
    1. The Secretary of Labor for the U.S. Department of Labor;
    2. Senator Tom Harkin;

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3. Congressman Eliot Engel; and
    4. A representative of the International Chocolate and Cocoa Industry.
  - b. A Principal may designate a representative to act on their behalf, including for decision-making purposes.
  - c. **Working Group Members** shall conduct the day-to-day business of the CLCCG, engaging in discussions that lead to decisions by the Principals. Working Group Members shall be made up of representatives of Financial Partners as defined within the Framework. Each Working Group entity may include up to 7 members in its delegation, consisting of those parties necessary for it to consistently and effectively engage in the day-to-day business of the CLCCG, with the membership of each delegation determined by its Principal.
3. Point of Contact: Each of the aforementioned CLCCG entities shall designate a Point of Contact (POC) for efforts under the Framework. If any entity changes its designated POC, it must send the name and contact information to the Secretariat. See Section IV(3).
    - a. The POC will be available to coordinate with the Secretariat on matters related to the CLCCG, the Declaration and the Framework.
    - b. The POC will update the Principals and other CLCCG Working Group Members on relevant initiatives and maintain official records of relevant CLCCG documents, including notes of previous meetings and shared foundation documents, including the national plans of action against the worst forms of child labor.
    - c. In order to inform the CLCCG's discussion of areas outlined in Section II(1), the POC shall be responsible for conveying pertinent information and assessments to the CLCCG.
  4. Decisions concerning the **inclusion of additional entities** on CLCCG must be approved by a consensus of the Principals of the CLCCG as outlined in section 2.a. above. In order to consider a motion to expand the CLCCG, the entity offering a new organization for membership must provide the name and relevant background information about the proposed new entity(s) to each Principal of the CLCCG at least 30 calendar days prior to a scheduled meeting. All Principals of the CLCCG must have the opportunity to provide their feedback on the proposal before consensus can be reached.

### IV. Structure of the CLCCG

1. Meetings of the CLCCG will be chaired by a representative of the host government when the meeting takes place in Côte d'Ivoire or Ghana. Other meetings will be chaired on a rotating

## APPENDIX 15: BY-LAWS

- basis by the other Principals of the CLCCG or as otherwise determined by the members.
2. The host for a given meeting shall be responsible for providing interpretation services as needed and a venue for the meeting. Each entity of the CLCCG is responsible for its own expenses, such as travel, accommodation and per diem, if applicable.
  3. The CLCCG may also decide to select one of the Financial Partners to serve as a Secretariat to facilitate operations and regular meetings. The Secretariat would serve a term of one year, unless extended by an agreement reached through consensus of the Principals and have the following responsibilities:
    - a. The Secretariat shall work with the Chair to facilitate a given meeting, including reviewing summary notes from the preceding meeting, reviewing the meeting agenda, monitoring time and movement of the group through a given agenda.
    - b. In the absence of the Chair, the Principals may appoint from among the membership a person to assume duties of the chair.
    - c. The Secretariat shall be responsible for developing and maintaining summary notes of the meetings and distributing copies of summary notes to CLCCG members.
    - d. The Secretariat shall seek input from members to determine the date, time and agenda for meetings.

### V. Meetings

1. CLCCG Working Group Members shall hold regular meetings, in person or via video conference or teleconference, on at least a quarterly basis.
2. Meetings where attendance in person is preferred will be hosted on a rotating basis in the United States, Côte d'Ivoire and Ghana or in another mutually agreed upon location.
3. Special meetings or teleconference calls of either the Principals or the Working Group Members may be held at any time as determined necessary by the Principals or the Working Group Members.
4. The Secretariat shall distribute meeting agendas at least 10 calendar days prior to a scheduled quarterly meeting or 3 calendar days prior to interim meetings should such meetings be determined as necessary by the members. Issues which require decisions will be clearly noted in the agenda.

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5. Translations and maintenance of documents are the responsibility of each entity. The function of maintaining relevant records is the role of the POC for each entity.
  6. For meetings of the principals or working group that make decisions regarding CLCCG Areas of Activity and Responsibility (Section II) in either Côte d'Ivoire or Ghana, a representative of that government at the appropriate level must be present.
- VI. Committees and Technical Meetings
1. The Principals of the CLCCG may appoint standing and ad hoc committees as needed and include outside experts as warranted. The role of such committees and ad hoc experts shall be advisory in nature and shall not be a constraint or a mandate on the Principals of the CLCCG.
  2. The Principals and/or Working Group Members of the CLCCG may request meetings on technical matters that include outside experts. Principals of the CLCCG will seek to reach consensus on such meeting requests, with clarity on meeting objectives. In the case that consensus can not be reached at least 2/3s of Principals must agree for a meeting to be held. Such meetings shall be organized and may include outside experts to discuss methods for evaluation of project interventions which may include discussions of emerging methodologies or assessing impact on hard-to-reach populations.
- VII. Decision-making
1. The CLCCG will endeavor to be a consensus-based group. In the event that a consensus on a particular issue cannot be reached within the allotted time scheduled for discussions on the matter, a vote may be called for.
  2. If a vote is called for, the following will apply:
    - a. Passage of a motion requires a 2/3 vote of the Principals of the CLCCG.
    - b. Any Principal of the CLCCG who is unable to attend a meeting in person or participate in a conference call may designate another Principal of the CLCCG to serve as their proxy. To do so, they need to inform the Secretariat and all other Principals of the CLCCG prior to the meeting. Given that all entities will have 10 calendar days notice of an issue coming before the CLCCG for consideration at a quarterly meeting or 3 calendar days notice prior to interim meetings, it is the responsibility of each entity to ensure that they can attend meetings or designate a proxy. If the appropriate notice has been given and a Principal fails to attend a meeting or designate a proxy, the group may choose to consider an issue in the absence of the Principal.
    - c. Determinations by the CLCCG on whether to consider individual investments or proposed investments in programming as part of the new resources committed by

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the International Chocolate and Cocoa Industry under the Declaration must be based on a decision of the Principals as described for in this section.

### VIII. Conflict of Interest

Any member of the CLCCG who has a financial, personal, or official interest in, or conflict (or appearance of a conflict) with any matter pending before the CLCCG, of such nature that it prevents or may prevent that member from acting on the matter in an impartial manner, must offer to voluntarily excuse him/herself and refrain from participating in the discussion and voting on said item.

### IX. Confidential Treatment of Business Proprietary Information

CLCCG Principals and Working Group Members must comply with applicable national laws governing the release of confidential information. The CLCCG will establish procedures to protect the confidentiality of any business proprietary information presented or discussed during the course of its activities. CLCCG members shall not retain copies of business proprietary information that they may have reviewed, nor disclose proprietary information to any person. Notwithstanding the foregoing sentence, CLCCG Principals and Working Group members may discuss such information with their immediate project team, provided that the project team adheres to the same restrictions concerning proprietary information.

### X. Communications

The CLCCG will establish communication procedures regarding the public dissemination of information related to the work of the CLCCG, including, but not limited to, criteria utilized in program evaluation, statements regarding progress toward agreed upon milestones, distribution of meeting summaries and decisions taken by the CLCCG.

### XI. Amendments

These by-laws may be amended by a consensus of the Principals of the CLCCG at any meeting (in person or via telephone/teleconference), provided that each Principal of the CLCCG is present and is provided a copy of the proposed amendment(s) at least 10 calendar days prior to said meeting.

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### ATTACHMENT 1

#### Criteria for Assessing whether New Programming Should Count Toward Industry Commitment

Funding committed to the ILO-IPEC Program, as specified in the Framework of Action which accompanies the signed Declaration, is considered to be within the Framework and does not require further review described in this section. Notwithstanding, the ILO-IPEC Program should provide its final project document to the CLCCG, indicating how it will promote a coordinated strategy for combating the WFCL in cocoa growing areas.

Before any determination may be made by the CLCCG on whether to consider individual company investments in company specific projects or investments made by companies in support of relevant Trade Association or Foundation programming as part of the new resources committed to by the International Chocolate and Cocoa Industry under the Declaration, the following criteria must be met:

1. As a general principle, given funding commitments must **not** have been undertaken prior to the signing of the Declaration on September 13, 2010. However, each company working within the Framework of Action will be given the opportunity to discuss specific circumstances of programming that were planned after discussion began on the Concept Paper issued by USDOL in June 2010. A company must have notified the CLCCG of its intent to bring it forward such a proposal by December 31, 2010. The CLCCG will review such projects intended to be implemented under the Framework and issue a determination on whether such projects meet the timing exception.
2. The funding must represent an increase in industry's overall commitment for a given program; and
3. The funding must represent an increase in a given company's commitment over the previous calendar year's baseline funding of the identified program.

Once the factors above have been confirmed, the CLCCG shall use the following questions to help guide their determination as to whether an individual investment or proposed investment in programming will be considered part of the new resources committed to by the International Chocolate and Cocoa Industry under the Declaration:

1. Would a proposed new program or a proposed new investment in an ongoing program support the goals outlined in the Framework, including promoting a coordinated strategy for combating the WFCL in cocoa growing areas? This should be demonstrated by addressing at least the following for one or more of the identified categories:

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- a. For livelihood, education, and social protection projects: Would the given program target the withdrawal from, or prevention of, children in the WFCL?
  - b. For livelihood, education, and social protection projects: Would the program target households of working children or children at risk of the WFCL?
  - c. For livelihood, education, and social protection projects: Would the program direct resources to remediation for households of children withdrawn from the WFCL, including as a result of CLMS referral efforts?
  - d. For capacity building projects: Would the program work with the relevant Government agencies and ILO to promote implementation of the CLMS in cocoa-growing areas?
  - e. Would the program direct resources to raise awareness or provide sensitization on the worst forms of child labor, including for social partners?
  - f. For infrastructure projects: Would the program direct resources for infrastructure improvements, which would improve the situation of children so as to promote access to schooling or otherwise contribute to the reduction of the worst forms of child labor?
  - g. For education projects: Would the program assess impact on children in terms of educational participation and work status?
  - h. For livelihood projects: Would the program assess impact on children's households in terms of income and sustainable livelihoods?
2. Would a given program target specific gaps in current services and support relevant national plans in the country where the interventions would take place?
  3. Would a given program prioritize target areas to consider one or all of the following:
    - a. based on areas of greatest need for remediation of children in WFCL? (For example, areas selected based on the results of surveys or information collected by the GCLMS or child protection committees.)
    - b. based on support national plans that will contribute to a reduction of the WFCL in cocoa growing areas?
    - c. in a way that supports the coordinated approach to combating the WFCL in cocoa growing areas outlined in the Framework?
  4. Would a given program be sustainable?

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5. Would the project promote and sustain good practices linked to reducing the worst forms of child labor, including by the assessment of impact and the scaling-up of efforts?
6. Would a given program seek to coordinate with other efforts under the Framework (including the relevant IPEC projects: (1) *Eliminating the Worst Forms of Child Labour in West Africa and Strengthening Sub-Regional Cooperation through ECOWAS*; (2) *Towards Child Labour Free Cocoa Growing Communities through an Integrated Area Based Approach*; and (3) the designated Industry-IPEC Private-Public Partnership Program) in order to leverage resources and enhance short term and long term impact of these efforts?
7. Would a given program be willing to work with the CLCCG to incorporate common indicators into its monitoring, evaluation and reporting framework?
8. Would a given program make available to the CLCCG and the public information, on funds allocated for the project, project target areas, regular progress reports, updates on funding expenditures, and evaluation reports?