

Child Labour Strategic Plan for

Agricultural EXTENSION SERVICES

(2013-2020)



Republic of Ghana



MOFA

Child Labour Strategic Plan for Agricultural Extension Services (2013-2020)

Ministry of Food and Agriculture

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FOREWORD

The agriculture sector is key to overall economic growth and development of Ghana. In the national development agenda, agriculture is expected to lead the growth and structural transformation of the economy and maximize the benefits of accelerated growth. Significant improvements in the productivity of the agriculture sector are required to raise the average real incomes of Ghanaians as a whole. The food and agriculture sector also has direct impact on the attainment of at least five of the Millennium Development Goals (MDGs).

A myriad of challenges affect the sector. One of such challenge is child labour. Most child labourers recorded globally, aged 5-17 years (59 per cent), are found in the agriculture sector (most dangerous sector, alongside mining and construction); the main form of employment in rural areas is agriculture, with nine out of ten working children involved in agriculture or related activity. In Sub-Sahara Africa 30.3 per cent of children (5-17years) are in employment, 21.6 per cent are in child labour and 10.4 per cent are in hazardous work. (Reference; Global estimate and trends 2000-2012. Ghana has about 57 per cent of child labourers employed in the agriculture, hunting and forestry sectors. Approximately, 31 per cent of these child labourers are engaged in hazardous works.

In Ghana, the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana (NPA 2009-2015) is being implemented with agriculture as one of the main targeted sectors. The Ministry of Food and Agriculture (MOFA) is the lead agency responsible for the agricultural sector within the context of a coordinated Government Programme. To carry out its function, plans and programmes are coordinated through policy and strategy frameworks. Currently, the Ministry has a Food and Agriculture Sector Development Policy (FASDEP II). Regarding child labour issues, the Directorate of Agricultural Extension Services (DAES) of the Ministry of Food and Agriculture with support from the International Labour Organization (ILO) facilitated the preparation of a Child Labour Strategic Plan which will complement the FASDEP II and METASIP. This will serve as a means of mainstreaming child labour issues into extension service delivery.

The Strategic Plan provides a framework for MOFA's child labour intervention in the context of the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana (NPA 2009-2015). It is a seven (7) year rolling plan with details of the activities that DAES of MOFA would perform to contribute to reducing the worst forms of child labour in the agriculture sector to the barest minimum by 2020.

The strategic plan, a result of a consultative and technical process, identifies results, resources required and roles that the stakeholders in the agricultural sector will play in its implementation. It takes into account the normal functions of the DAES and on-going projects and will adopt a sector-wide consultative approach in its implementation, bringing on board sector stakeholders in effective coordination and participation.



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ABBREVIATIONS

AEAs	Agricultural Extension Agents
CCPCs	Community Child Protection Committees
CEA	Community Empowerment Associates
CL	Child Labour
CLSP	Child Labour Strategic Plan
CLU	Child Labour Unit
COCOBOD	Ghana Cocoa Board
CSOs	Civil Society Organisations
CSSVDCU	Cocoa Swollen Shoot Virus Disease Control Unit
CHED	Cocoa Health and Extension Division
DAES	Directorate for Agricultural Extension Services
DCPCs	District Child Protection Committees
DI	Development Institute
FASDEP II	Food and Agriculture Sector Development Policy II
GCLMS	Ghana Child Labour Monitoring System
GDP	Gross Domestic Product
GSGDA	Ghana Shared Growth Development Agenda
GPRS II	Growth and Poverty Reduction Strategy II
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome
IITA	International Institute of Tropical Agriculture
ILO/IPEC	International Labour Organisation/International Programme on the Elimination of Child Labour
LGSS	Local Government Service Secretariat
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
ME&LR	Ministry of Employment and Labour Relations
METASIP	Medium-Term Agriculture Sector Investment Plan
MESW	Ministry of Employment and Social Welfare
MIFAD	Ministry of Fisheries and Aquaculture Development

MIS	Management and Information Systems
MLGRD	Ministry of Local Government and Rural Development
MMDAs	Metropolitan, Municipal and District Assemblies
MOD	Ministry of Defence
MOFA	Ministry of Food and Agriculture
MOWAC	Ministry of Women and Children Affairs
NPA	National Plan of Action
NPECLC	National Programme for the Elimination of Worst Forms of Child Labour in Cocoa
NSCCL	National Steering Committee on Child Labour
OSH&E	Occupational Safety, Health and Environment
SMC/PTA	School Management Committee/Parent-Teacher Association
WFCL	Worst Forms of Child Labour

1. BACKGROUND

1.1 Introduction

An estimated 1.1 to 1.2 billion people i.e., over 50 per cent of the global workforce is engaged in agriculture. The number of aged agricultural workers is growing in most regions of the world even though the agricultural workforce as a whole is shrinking and there is an increasing use of migrant labour in many countries. Agricultural employment and conditions of work are becoming increasingly casualised with many small farmers regularly working on a farm or plantation for a greater part of the year to supplement their meagre earnings.¹

Agriculture plays an important role in Ghana's economy, providing 55 per cent of foreign exchange, over 70 per cent of employment, and also contributing to 45 per cent of Gross Domestic Product (GDP). Key activities in the sector are food crops and livestock, cocoa production and marketing, forestry and logging and fishing, with the distribution of the sub-sectors as follows:

- Crops other than cocoa (66.2 per cent of GDP);
- Cocoa (8.2 per cent of GDP);
- Forestry (12.2 per cent of GDP);
- Livestock and poultry (6.1 per cent of GDP); and
- Fisheries (7.2 per cent of GDP).²

Other food and industrial crops cultivated include maize, cassava, yam, cocoyam, pineapple, banana, and plantain, rubber, oil palm and citrus.

Agriculture is predominantly practiced on a smallholder basis in Ghana. About 90 per cent of farm holdings are less than 2 hectares in size,³ although there are some large farms and plantations, particularly for rubber, oil palm and coconut and to a lesser extent, rice, maize

¹ 2008 Global Child Labour Report (ILO)

² Facts and Figures on Agriculture, Statistics, Research and Information Directorate (SRID) Ministry of Food and Agriculture, May 2011

³ Facts and Figures on Agriculture, Statistics, Research and Information Directorate (SRID) Ministry of Food and Agriculture, May 2011

and pineapples. The main system of farming is traditional with the hoe and cutlass as the main farming tools. There is very little mechanized farming, with bullock farming practiced in some parts of the northern part of the country. The sector is therefore characterized by low productivity and income, uncompetitiveness in production, processing and distribution. The cocoa sector alone employs over 800,000 small farm families, constituting about 60 per cent of the national agricultural labour force. A combination of family, hired and communal labour (nnoboa), including a general engagement of children is therefore used by farmers.⁴

1.2 Child Labour and Agricultural Development

While children should be nurtured in a balanced manner, including their engagement in activities that enhance their proper integration in society and development of life skills that promote their growth into resourceful adulthood, it is necessary to ensure that children are not made to do work that is detrimental to their wellbeing.

Child labour has become a challenging phenomenon facing the world, especially in the agricultural sector in developing countries. According to the Constitution of the Republic of Ghana, children have the right to be protected from work that threatens their health, education and development (Article 28 (2)). Thus child labour is an abuse of the fundamental human rights of children.

Child labour refers to work that is unacceptable for a child because:

- a. s/he is too young to enter work or employment;
- b. the work prevents the child from attending school regularly or impedes the child's ability to learn; or
- c. the conditions under which the child works and the safety, health, and environmental hazards to which the child is exposed as well as the duration of work is of detrimental effects to his or her development.

This definition is consistent with the Children's Act, 1998 (Act 560) as well as the specifications provided by the International Labour Organisation (ILO) Convention No. 138 on the Minimum Age for Admission to Employment and No. 182 on the Elimination of the Worst Forms of Child Labour. The two Conventions target the following categories of labour for abolition:

- Labour that is performed by a child who is under the minimum age for that kind of work (as defined by national legislation, in accordance with accepted international standards), and that is thus likely to impede the child's education and full development (Convention No. 138);

⁴ COCOBOD, 2011(Baseline Survey of CSSVDCU Cocoa farmers in Ghana)

- Labour that jeopardizes the physical, mental or moral well-being of a child, either because of its nature or because of the conditions under which it is carried out, known as hazardous work (Convention No. 182); and
- The unconditional worst forms of child labour, which are internationally defined as slavery, trafficking, debt bondage and other forms of forced labour, forced recruitment of children for use in armed conflict, prostitution and pornography, and illicit activities (Convention No. 182).

According to the last ILO Global Report on Child Labour Sub-Saharan Africa continues to be the region with the highest incidence of child labour even though some decline has been recorded from 65m to 59m for children 5-17 years between 2008 and 2012. With the current picture, there are more than one in every five children in the 15-17 years age group in child labour with the highest incidence of 21.4 percent in 2012.

Child labour across West Africa is concentrated in the informal economy. Most child labourers recorded globally, aged 5-17 years (59%), are found in the agriculture sector (most dangerous sector, alongside mining and construction); the main form of employment in rural areas.

The Ghana Child Labour Survey (2003) reports that 57 per cent of child labourers are employed in the agriculture, hunting and forestry sectors. An estimate of over 242,000 out of the over 1.27 million (31 per cent of Ghana's population 5-17 years) engaged in child labour are working under hazardous conditions. The rural areas recorded more children (39 per cent) more likely than urban children (17.6 per cent) engaged in economic activities. The two cocoa national surveys by the sector Ministry, that of Tulane University and other studies by the General Agricultural Workers Union and in four (4) West African countries (Ghana, Cameroun, Cote d'Ivoire and Nigeria) by the International Institute of Tropical Agriculture (IITA) have all confirmed the involvement of children in cocoa activities and exposure to hazardous farm work. A quarter (23.3 per cent) of the total number of children in the cocoa sector (1,846,126) are reported to be engaged in at least one hazardous activity with 10 per cent engaged in at least one cocoa specific hazardous activity. The findings include: 21.3 per cent of children below the minimum legal age for economic activity (i.e. 13 years) are engaged in cocoa farm work, with 1.7 per cent not in school.⁵

The 2012/2013 six round of the Ghana Living Standards and Labour Force Survey estimates 1.9m children aged 5-17 years out of a population of 8.7m in child labour, representing 22 per cent while 1.2m, representing 14 per cent were involved in hazardous work. The prevalence of child labour in Ghana at one-in-five children has hardly changed since 2003. This means that the total number of child labourers has increased over the last decade by half a million children.

⁵ *The Report on Weighted Data on Cocoa Labour Survey in Ghana (Scale-Up Study, 2007/2008) by the National Programme for the Elimination of Worst Forms of Child Labour in Cocoa (NPECLEC), August 2009*

The main types of child labour in agriculture include child labour on family farms, child labour on commercial farms and plantations, labour contracted to commercial farms (involving migrant family work units and children hired as individual labourers), bonded child labour, and trafficking and forced labour/slavery. Much of the work done by children is harmful and hazardous agricultural work with devastating consequences for children's health, development and prospects.⁶

⁶ *IPEC Rooting out child labour from cocoa farms – Paper No.1: A synthesis report of five rapid assessments, Geneva, International labour Office, 2007*

1.3. Causes and Consequences of Child Labour in Agriculture

Some of the factors influencing the supply of child labour in agriculture are poverty, the significance of child workers' contributions to household economies, lack of accessible rural-urban education and low educational standards for child workers in agriculture, unavailability of vocational training, skills training and apprenticeships, cultural or family traditions and the HIV/AIDS pandemic. Factors influencing the demand for child labour in agriculture include lack or non-enforcement of laws, children as a cheap source of labour, rural development and urban employment, fair globalisation and access to international markets, the global agri-food industry and the role of consumers.

Specific hazards and risks to child labourers in agriculture, including cocoa are related to the following: cutting tools as a result of manual labour (farm machinery including tractor accidents, pesticides and other chemicals, strenuous labour, heavy loads and musculoskeletal disorders, long hours of work, fatigue and sleep needs of adolescents); diseases (respiratory diseases, skin diseases, diseases transmitted by animals to humans and HIV/AIDS); drug addiction; and environmental conditions such as dusts, ergonomic hazards, extreme temperatures and climatic conditions, falling objects, falls, venomous/wild animals, and noise. Other social factors include lack of child care facilities, malnutrition due to poverty, poor sanitation and hygiene and psychosocial hazards (stress and violence).

Child labour breeds another cycle of people who most likely will be less well off or end up in poverty later. Communities with high incidence of child labour slow their development as less number of children are developed to become employable and skilled adults. Levels of poverty, ignorance, and the cycle of child labour further results in diseases, school dropouts, upsurge of crime, and weakens community cohesion.

Both the United National (UN) and the ILO have agreed that child labour is a major problem internationally. Most of the issues of child poverty, diseases, and conflicts are attributable to lack of opportunities for the development of children who then grow up into less useful adults. Child labour is an abuse of the rights of children. It therefore violates international conventions and protocols ratified by the countries involved.

1.4. Key Interventions to Address Child Labour in Ghana

Ghana has ratified a number of key international conventions that protect children from exploitative child labour. These include the UN Convention on the Rights of the Child, the ILO Convention on the Worst Forms of Child Labour (Convention No. 182) and the African Charter on the Rights and Welfare of the Child. The reinforcement of the commitment made in the UN Convention on the Rights of the Child, gave birth to the enactment of the Children's Act 560 in 1998. The 1992 Constitution of Ghana protects children from engaging in any work that is considered injurious to their health, education and development. Section No. 88 of the Children's Act states that no person shall engage a child in exploitative labour. Subsection 2 of the Act states that labour is exploitative of a child if it deprives the child of its health, education or development.

Over the years, government Ministries, Departments and Agencies (MDAs) and Civil Society Organizations (CSOs) with the mandate for the protection and promotion of children's welfare in line with the relevant conventions and laws have undertaken various interventions for the purpose. On the platform of the National Steering Committee on Child Labour (NSCCL), the Ministry of Employment and Social Welfare in 2009, coordinated the development of a multi-sectoral integrated National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana (NPA 2009-2015), with the active involvement of the key agencies, including the Ministry of Food and Agriculture and its Directorate of Agricultural Extension Services. The goal of the National Plan of Action is to mainstream child labour into the national development agenda and budget, consolidate gains made in the implementation of interventions and to effectively and efficiently coordinate the various interventions in order to reduce the worst forms of child labour to the barest minimum by 2015. This will also contribute to the laying of strong social policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term. Areas of specific focus include:

- Legislation;
- Social mobilization (Advocacy, awareness raising and sensitization);
- Education and skills training;
- Direct support for affected children and families;
- Livelihood empowerment;
- Improving labour technology;
- Improving Labour Market Information System;
- Institutional and technical capacity building; and
- Enhancing the knowledge and database.

Accordingly, the NPA is rooted in the Ghana Shared Growth Development Agenda (GSGDA 2010-2013) and other sectoral policies which are relevant for ensuring the welfare of children. They include the policies relating to agriculture, education, women and children, health, social protection, youth and culture. The NPA is to be implemented through its translation into detailed agency and Metropolitan, Municipal and District Assemblies (MMDA) action plans by these organisations. There are nine sectors/thematics which have been prioritised under the NPA for elimination by 2015. They include:

1. Child trafficking
2. Fisheries
3. Mining and quarrying (galamsey)
4. Ritual servitude
5. Commercial sexual exploitation of children
6. Child domestic servitude
7. Porterage and carting of heavy loads e.g. kayaye
8. Agriculture (cocoa, cattle herding, oil palm, cotton, crops and vegetable farming)
9. Street hawking

1.5. Role of the Ministry of Food and Agriculture in Addressing Child Labour in Ghana

The Ministry of Food and Agriculture (MOFA) is responsible for developing and executing policies and strategies for the agriculture sector in Ghana. The Ministry's plans and programmes are developed, coordinated and implemented through the Food and Agriculture Sector Development Policy (FASDEP II). The policy is crucial for modernised agriculture, food security, employment opportunities, and reduced poverty through sustainable agriculture and a thriving agri-business.

Of particular relevance is the Agricultural Extension Policy which provides scope for the incorporation of emerging issues, such as child labour, into agricultural extension. This policy has an objective to focus agricultural extension efforts on poverty reduction and client empowerment. To this extent, MOFA's existing policy mandate for extension services covers child labour issues as the latter is an acknowledged cause of perpetual poverty at all levels (individual, family, community and nation) and thus any effort to eliminate it will be a very significant empowerment tool for farmers and their families, who are the basic clients of agricultural extension services.

The Ministry is key in the effective implementation of the NPA, considering that a greater percentage of child labourers (57%) are found in the agriculture sector. For that matter, the Ministry, in 2010 signed a Memorandum of Understanding with the Ministry of Employment and Labour Relations (then Ministry of Employment and Social Welfare) for the implementation of MOFA's role under the NPA. This is to be achieved through the provision of leadership for the development of implementation modalities including Action Plans, designation of Child Labour Focal Persons for the conduct of all actions assigned to it under the NPA as well as mainstreaming its actions into its own Sectoral Plan and Monitoring and Evaluation framework, budget and resource allocation scheme.

The roles of the Ministry in the NPA implementation include:

- building the capacity of staff of the Ministry of Food and Agriculture to create awareness and sensitize clients (farmers, fishermen, etc) on child labour issues and mobilize them to initiate actions against the practice;
- collaborating with other key partners (e.g. MOWAC, MLGRD, LGSS and MMDAs) to develop and implement training modules for on-farm and off-farm season income generating activities;
- collaborating with the MMDAs and other partners to apply the standard procedures and protocols developed by the MESW in collaboration with other partners in the Agriculture sector;
- supporting the Fisheries Commission to apply the standard procedures and protocols developed by the MESW in collaboration with other partners in the fisheries sector (i.e. Implement a Programme for the Elimination of the WFCL in the fisheries sector);

The Directorate of Agricultural Extension Services (DAES) of MOFA has the mandate of ensuring extension services delivery in Ghana. This it does through the unified extension delivery system. Its services to farmers include issues on agronomy; biotechnology and production techniques, technology transfer measures, livelihood improvement measures and issues relating to social ethics. It has direct contact with farmers, farm workers and farmer groups through various approaches including awareness campaigns; training including practical sessions using a combination of demonstration farm and best practices in Farmer Field Schools; as well as facilitation of group formation and monitoring. Providing all these services, the extension officers play an essential role which could help in improving occupational safety and health in agriculture and child labour reduction.

Even though these issues need to be worked on rigorously, much has not been done by extension officers, especially of MOFA, to curtail the issues. Currently, child labour issues are gaining interest in MOFA but there is no plan of action and budget amid knowledge gaps in the capacity of extension officers in these issues.

The Directorate has since 2008 initiated specific interventions to address child labour in the sector. A consultative workshop was organised for the national, regional and district staff to sensitize the key officers on child labour related issues and their roles and responsibilities in addressing the problem. As a result, national, regional and district Child Labour Desk Officers (Focal Persons) were appointed country-wide and trained in August 2009. Another outcome of the workshop was to develop a Child Labour Strategic Plan to mainstream child labour into the operations of the Directorate.

In response to a request from the DAES, ILO/IPEC assisted in mainstreaming child labour issues into extension services delivery by developing this Strategic Plan and trainings. This was to support extension officers in providing relevant support to farmers to improve cocoa and other agriculture production through effective training in Occupational Safety and Health measures, actions against child labour, especially with respect to hazardous work, including their active participation in the Ghana Child Labour Monitoring System (GCLMS).

It is important to recognize the advantage that the Ministry has in terms of her decentralised structures and a total of about 2500 Agricultural Extension Agents (AEAs) across the country. This would go a long way in sustaining child labour interventions in the sector.

2. THE PURPOSE OF THE MOFA CHILD LABOUR STRATEGIC PLAN (CLSP)

The purpose of the Child Labour Strategic Plan is to provide a framework for MOFA's child labour intervention to contribute to the implementation of the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana (NPA 2009-2015). It seeks to provide a set of interventions against child labour which are relevant to the agriculture sector and consistent with the overall mandate of the Directorate of Agricultural Extension Services.

3. THE GOAL OF THE CHILD LABOUR STRATEGIC PLAN

The goal of the Child Labour Strategic Plan is to reduce the worst forms of child labour in the agriculture sector to the barest minimum by 2015. This goal is expressed through the following objectives:

1. To enhance the institutional, technical and logistical capacity of the Directorate of Agriculture Extension Services to support the elimination of child labour in the agriculture sector;
2. To increase awareness of farmers, fishers and communities on the negative impact of child labour and the importance of education;
3. To build the capacity of farmers to be able to address issues of child labour;
4. To improve livelihood opportunities for farmers to support their families;
5. To improve coordination of efforts to address child labour in the agriculture, fisheries and cocoa sub-sectors;
6. To monitor and review the implementation of planned activities.

These objectives would be implemented through activities under a carefully designed set of strategies linked together in a comprehensive and cohesive framework (Strategic Plan) that provides a synergistic approach for an effective, efficient and sustainable intervention by the Directorate of Agricultural Extension Services of the Ministry of Food and Agriculture.

4. OPERATIONALISATION OF THE DAES CLSP

This Strategic Plan would call on the national Directorate, regional and district Departments of Agriculture to include issues on child labour and OSHE in their annual planning and budgeting for their composite plan, hoping to source funding from the Government of Ghana and also through collaborations with development partners and private sector operators such as the CBOs, FBOs and NGOs. Joint programme planning, implementation and monitoring of activities would be carried out by all contributors with the National DAES having an oversight responsibility to ensure effective management of the process.

District Departments of Agriculture would also prepare reports which would be shared with Regional Departments of Agriculture. The Regional Departments would then put the reports into regional reports which would be collated into a national composite overview report on Child Labour and OSHE at the national level. This national report would be shared with the Child Labour Secretariat which would be included in the periodic report prepared by the MELR in respect of what has been done in support of the NPA in the elimination of Child Labour and the inclusion of OSHE in Agriculture.

The Schema below illustrates how the Strategic Plan (Table 1) is intended to work.

Figure 1: General Scheme of DAES CLSP: How it works

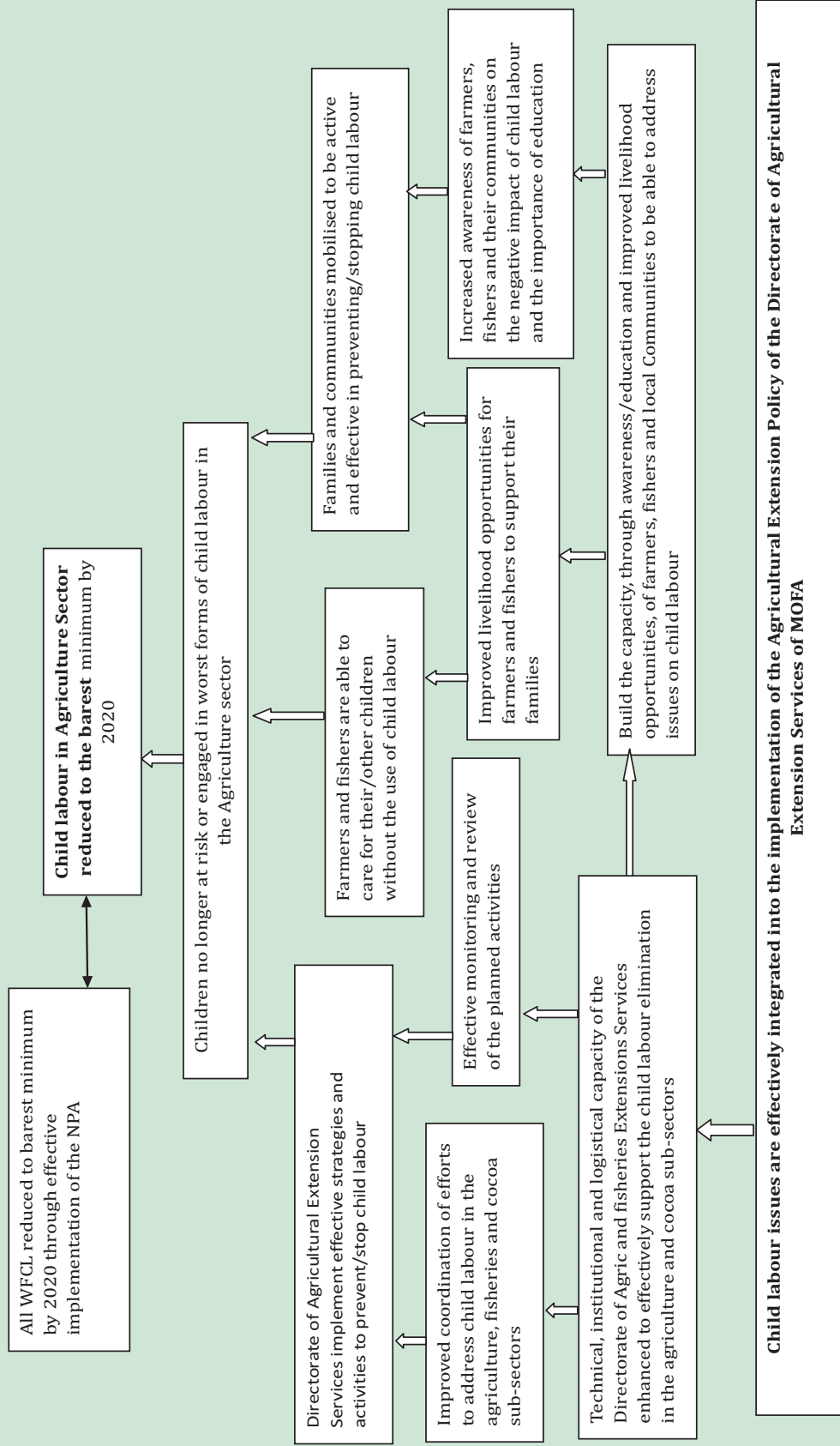


Table 1: 2013 to 2020 DAES Child Labour Strategic Plan (CLSP)

Goal	Objectives	Strategies	Outcomes	Indicators	Responsibility	Timelines		Resources		Collaborators
						Start	End	General	Internal	
The goal of the Child Labour Strategic Plan is to reduce the worst forms of child labour in the agriculture sector to the barest minimum by 2020.	<p>Technical, institutional and logistical capacity of the Directorate of Agricultural Extension Services enhanced to support the child labour elimination in the agriculture and cocoa sub-sectors</p>	<p>i. Institutional Arrangements</p> <ul style="list-style-type: none"> Mainstream child labour into the Agricultural Extension Policy (October, 2003) Appoint national, regional and district CL desk officers (focal persons) to coordinate child labour elimination activities within the Ministry at all levels The National Steering Committee on Child Labour and District Assemblies engage staff to be members of the District and Community Child Protection Committees <p>ii. Technical Capacity</p> <ul style="list-style-type: none"> Mainstream child labour, OSH and GCLMS into the routine trainings⁷ of the Directorates⁸ 	<ul style="list-style-type: none"> Child Labour mainstreamed into the Agricultural Extension Policy Functional child labour desk officers (focal persons) of the Directorate at the national, regional and district level The Directorate represented on the NSCCL, DCPCs and CCPCs 	<ul style="list-style-type: none"> Agricultural Extension Policy document with a CL component CL indicators reflect in the DAES M&E framework No. of regions and districts with child labour focal desk officers each year No. of CL activities carried out by the desk officers No. of DCPCs and CCPCs with representatives of the Directorates No. of farmers extension officers trained on CL, OSH and GCLMS across the country No. of training reports 	<ul style="list-style-type: none"> National DAES/MOFA National DAES/MOFA National DAES The trained trainers of MOFA National DAES Regional Department of Agriculture District Department of Agriculture, The trained trainers of MOFA Regional Department of Agriculture District Department of Agriculture Regional Department of Agriculture 	<ul style="list-style-type: none"> July, 2013 June, 2013 July, 2013 June, 2013 Dec., 2013 Dec., 2014 Dec., 2014 	<ul style="list-style-type: none"> Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) 	<ul style="list-style-type: none"> ME&LR, NSCCL, NPECLC-CLU, COCOBOD, MMDAs, CSOs, DCPCs, MIFAD, MOD Development partners ME&LR, NSCCL, NPECLC-CLU COCOBOD, MMDAs, CSOs, DCPCs, MIFAD, MOD, Development partners MMDAs, DCPCs, MIFAD, MOD CCPCs, Chiefs, Opinion leaders, Assemblies and the unit committees ME&LR, NSCCL, MIFA, D, MOD NPECLC-CLU, COCOBOD, MMDAs, CSOs, DCPCs Development partners MMDAs, MIFAD, MOD Development partners MMDAs, CSOs, MIFAD, MOD DCPCs Development partners 		
									<ul style="list-style-type: none"> Operationalise the implementation of the Child Labour Strategic Plan through the development of national, regional and district Child Labour plans 	<ul style="list-style-type: none"> Capacities of CL focal persons enhanced to mainstream CL, OSH&E, GCLMS into the regional and district plans Regional and District plans reflect CL and OSH&E issues

⁷ All practical training programs must include on -farm demonstration

⁸ facilitated by the Trainers

**Trainers are the pool of MOFA staff who have been trained in CL, OSH&E and GCLMS with support from ILO

	<ul style="list-style-type: none"> Organise refresher trainings on child labour, OSH and GCLMS for all staff across the country 	<ul style="list-style-type: none"> Enhanced capacities of all staff 	<ul style="list-style-type: none"> No. of refresher training programs organised No. of staff trained 	<ul style="list-style-type: none"> National DAES/ Regional Department of Agriculture District Department of Agriculture 	July, 2013	June, 2020	<ul style="list-style-type: none"> Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) 	<ul style="list-style-type: none"> Personnel Funds Office equipments 	<ul style="list-style-type: none"> ME&LR, MIFAD, MOD NSCCL, NPECLC, CLU COCOBOD, MMDAs CSOs, DCPCs Development partners
	<ul style="list-style-type: none"> iii. Logistical Capacity Publish the "Agricultural Extension Policy, Planning and Management Training Guide for Regional and District Directors", together with the new Child Labour, OSH and GCLMS Manual for use by the Directorate Disseminate copies of the Training Manual and the Strategic Plan to all staff of the Directorate across the country Organise development partners conference with key donor institutions to discuss the strategic plan and source for support to implement the plan 	<ul style="list-style-type: none"> All staff in possession of the manual Manual published and distributed to desk officers and other interested organisations Increased awareness of the existence of the DAES CL Strategic Plan Increased logistics for intervention on child labour 	<ul style="list-style-type: none"> No. of trainers who use the manual during trainings No. of training reports reflecting the content of the manual No. of manuals published No. of manuals distributed 	<ul style="list-style-type: none"> National DAES/ Regional Department of Agriculture District Department of Agriculture 	Dec, 2014	April, 2015	<ul style="list-style-type: none"> Funds Logistics (vehicles, etc) 	<ul style="list-style-type: none"> Personnel Funds 	<ul style="list-style-type: none"> ME&LR, NSCCL, NPECLC, CLU, MIFAD, MOD COCOBOD, CSOs Development partners
	<ul style="list-style-type: none"> Create awareness among farmers on the effects of child labour and importance of child education through the various mass media (community radio and FMs, TV, local drama/sketch, documentaries, rallies and farmer meetings, etc) Produce and disseminate IEC materials on child labour and OSH (posters, stickers, documentaries, fliers, planners, calendars, brochures, etc) 	<ul style="list-style-type: none"> Increased understanding of farmers on child labour and education Farmers actively participate in child labour elimination activities Farmers and other community members identify and inform CCPCs on child labour infringements for remedial actions 	<ul style="list-style-type: none"> No. of farmers reached through sensitisation and training on child labour % of districts where farmers actively participate in child labour elimination activities No. of IEC materials produced and disseminated to farmers and fishers 	<ul style="list-style-type: none"> National/ Regional/ District Extensions Officers Local Facilitators 	June, 2013	June, 2020	<ul style="list-style-type: none"> Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc) 	<ul style="list-style-type: none"> Personnel Funds Office equipments 	<ul style="list-style-type: none"> CCFCs, MIFAD, MOD Chiefs, Opinion leaders, MMDAs, the Unit Committees, SMCs
	<ul style="list-style-type: none"> Build the capacity of farmers to be able to address issues on child labour 	<ul style="list-style-type: none"> Chief Farmers (agriculture, fisheries and cocoa) and farmer and fishers group leaders initiate interventions to address child labour Farmer business school training sessions with slot for CL, OSH&E and GCLMS 	<ul style="list-style-type: none"> No. of chief farmers and farm group leaders trained No. of farmer business school training sessions with slots for child 	<ul style="list-style-type: none"> National DAES/ Regional Department of Agriculture District Department of Agriculture MOFA District Department of Agriculture 	Jan, 2015	June, 2020	<ul style="list-style-type: none"> Personnel Funds Logistics (vehicles, etc) 	<ul style="list-style-type: none"> Personnel Funds 	<ul style="list-style-type: none"> ME&LR, NSCCL, MIFAD, MOD NPECLC-CLU, COCOBOD, MMDAs CSOs, Development partners Chief farmers, (agriculture and cocoa), Farmer group leaders, MIFAD and MOD
	<ul style="list-style-type: none"> Train farmers on child labour (CL) concepts/issues, laws, OSH&E and how they can support in 	<ul style="list-style-type: none"> Farmer business school training sessions with slot for CL, OSH&E and GCLMS 	<ul style="list-style-type: none"> No. of farmer business school training sessions with slots for child 	<ul style="list-style-type: none"> District Department of Agriculture 	June, 2013	June, 2020	<ul style="list-style-type: none"> Personnel Funds Logistics (vehicles, etc) 	<ul style="list-style-type: none"> Personnel Funds 	<ul style="list-style-type: none"> Chief farmers (agriculture and cocoa) Farmer group leaders, MIFAD and MOD Farmer group leaders,

		monitoring children in child labour	<ul style="list-style-type: none"> Farmers identify children in child labour and refer them to CCPCs and available social services 	<ul style="list-style-type: none"> No of child labour interventions initiated by chief farmers and farmers group leaders 	District Department of Agriculture	June, 2013	June, 2020	Personnel Funds Logistics (vehicles, etc)	Personnel Funds	CCPC, DCPCs, MIFAD and MOD
	<ul style="list-style-type: none"> Encourage farmer representations on Community Child Protection Committees 	<ul style="list-style-type: none"> Farmers actively participate in identifying and referring children in child labour for remedial services Farmers representatives actively attending CCPC meetings 	<ul style="list-style-type: none"> No. of children identified and referred to social services 	District Department of Agriculture	June, 2013	June, 2020	Personnel Funds Logistics	Personnel Funds	Chief farmers (agriculture and cocoa), Farmer group leaders, CCPCs, MIFAD and MOD	
Improved livelihood opportunities for farmers and fishers to support their families	<ul style="list-style-type: none"> Educate farmers on the benefits of farmer-based organizations and support them to create or strengthen existing organisations (with a focus on farming, processing and marketing) 	<ul style="list-style-type: none"> Capacities of farmers enhanced Formidable farmer-based organisations formed/established 	<ul style="list-style-type: none"> No. of farmer-based organisations established/strengthened 	District Department of Agriculture	June, 2013	June, 2020	Personnel Funds Logistics (vehicles, etc)	Personnel Funds	Chief farmers (agriculture and cocoa), Farmer group leaders, CCPCs, Chiefs, Opinion leaders, District Assemblies and the unit committees SMCs, MIFAD and MOD	
	<ul style="list-style-type: none"> Train farmers on advocacy for extension of social interventions to farmers and their communities 	<ul style="list-style-type: none"> Farmers equipped with basic advocacy skills 	<ul style="list-style-type: none"> No. of advocacy trainings organised No. of farmers trained No. of advocacy activities carried out by farmers 	Regional Department of Agriculture	July, 2013	June, 2020	Resource person Personnel Funds Logistics (vehicles, etc)	Personnel Funds	Chief farmers (agriculture and cocoa), Farmer group leader, CCPCs, development partners, MIFAD and MOD	
	<ul style="list-style-type: none"> Train farmers on the benefits of improved OSH&E in farming and ways to reduce risk exposure to improve productivity and income Sensitise farmers on available additional livelihood opportunities to improve incomes and economic situation of farmers 	<ul style="list-style-type: none"> Improved OSH&E measures in agriculture Decreased incidence of injuries, illness, diseases 	<ul style="list-style-type: none"> % decrease in farming related hazards % increase in farm yields % increase in income 	District Department of Agriculture	July, 2013	June, 2020	Personnel Funds Logistics (vehicles, etc)	Personnel Funds	Chief farmers (agriculture and cocoa), Farmer group leader, development partners	
	<ul style="list-style-type: none"> Train farmers on additional livelihoods, business development and marketing opportunities through the farmer business schools 	<ul style="list-style-type: none"> Farmers in the position to support their families' basic needs, especially their children in school Increased school enrolment and attendance 	<ul style="list-style-type: none"> % increase in school enrolment and attendance No. of farmer-based organisations established/strengthened 	District Department of Agriculture	June, 2013	June, 2020	Resource person Personnel Funds Logistics (vehicles, etc)	Personnel Funds	Chiefs, SMC/PFA, Opinion leaders, development partners, MIFAD and MOD	
			<ul style="list-style-type: none"> Communities' livelihoods improved 	<ul style="list-style-type: none"> No. of farmers engaged in new/additional livelihood opportunities in operational areas 	District Department of Agriculture	June, 2013	June, 2020	Resource person Personnel Funds Logistics (vehicles, etc)	Personnel Funds	MMDAs, Development partners, MIFAD and MOD

	<ul style="list-style-type: none"> Support farmers to establish production units and marketing outlets in collaboration with community leaders. District Assemblies and other partners 	<ul style="list-style-type: none"> Farmer organisations strengthened to advocate for improved social interventions and marketing in agriculture sector 	<ul style="list-style-type: none"> No. of production units and marketing outlets established 	<ul style="list-style-type: none"> District Department of Agriculture 	June, 2014	June, 2020	Resource person Personnel Funds Logistics (vehicles, etc)	Personnel Funds	MMDAs, Development partners, MIFAD and MOD
<ul style="list-style-type: none"> Improved coordination of efforts to address child labour in the agriculture, sector 	<ul style="list-style-type: none"> Organise information sharing platforms in collaboration with COCOBOD, Associations of Farmers and other key partners to discuss and share lessons and best practices in addressing the WFCL in the sector Collaborate with other key partners including COCOBOD, NCCE, GES and Chief Farmers in planning, implementing and monitoring child labour activities (such as training, sharing of resource and joint activities to reduce financial burden) 	<ul style="list-style-type: none"> Harmonized programs supporting children involved in WFCL in agriculture and preventing new cases Information sharing platform established/strengthened Effective collaboration among partners in the agriculture sector in the execution of child labour elimination activities especially within the communities 	<ul style="list-style-type: none"> No. of coordination meetings held No. of organisations participating in coordination meetings and effectively collaborating and networking in child labour interventions No. of victims properly integrated into society No. of coordination meetings held 	<ul style="list-style-type: none"> National DAES, Regional Department of Agriculture District Department of Agriculture National DAES, Regional Department of Agriculture District Department of Agriculture 	July, 2014	Dec., 2020	Personnel Funds Logistics (vehicles, etc)	Personnel Funds	ME&LR, NSCCL, MIFAD, NPECLC-CLU, COCOBOD, MMDAs CSOs, farmer groups, Development partners
<ul style="list-style-type: none"> Monitoring and reviewing of the planned activities 	<ul style="list-style-type: none"> Develop monitoring template to collect field data and reporting systems Capacity training in data management for staff across national, regional and district levels. 	<ul style="list-style-type: none"> Monitoring template developed and in use National, regional and district MIS officers trained 	<ul style="list-style-type: none"> No. of national, regional and district monitoring reports produced No. of staff trained No. of training sessions organised 	<ul style="list-style-type: none"> National DAES, Regional Department of Agriculture District Department of Agriculture National DAES, Regional Department of Agriculture District Department of Agriculture 	June, 2014	Dec., 2020	Personnel Funds	Personnel Funds	DCPC's, ME&LR, NSCCL, NPECLC-CLU, Development partners, MIFAD and MOD
	<ul style="list-style-type: none"> Planned review meetings 	<ul style="list-style-type: none"> A revised activity plan No. of review meetings organised 	<ul style="list-style-type: none"> No. of review meetings organised 	<ul style="list-style-type: none"> National DAES, Regional Department of Agriculture District Department of Agriculture 	Dec., 2014	Dec., 2020	Personnel Funds Logistics (vehicles, office equipments, workshop materials, etc)	Personnel Funds Office equipments	ME&LR, NSCCL, MIFAD, NPECLC, CLU, COCOBOD, MMDAs, CSOs, DCPC's, Development partners and MOD

