



2018

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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ACE	Action against Child Exploitation
ANADER	National Agency for Rural Development Support/l'Agence Nationale d'Appui au Développement Rural
AHTU	Anti-Trafficking Unit of the Ghana Police Service
CAP	Community Action Plan
CARE	Cooperative for Relief and Assistance Everywhere Inc.
CCP	Toward Child Labor Free Cocoa Growing Communities in Côte d'Ivoire and Ghana through an Integrated Area Base Approach (Cocoa Communities Project)
CCPC	Community Child Protection Committee
CIM	Inter-ministerial Committee against 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/Groupe de Coordination des Actions de lutte contre le Travail des Enfants dans la Cacaoculture
CLFZ	Child Labor Free Zone
CLMS	Child Labor Monitoring System
CLMRS	Child Labor Monitoring and Remediation System
CLU	Child Labor Unit
CNS	National Oversight Committee for the Fight against Child Trafficking, Exploitation and Child Labor/ le Comité National de Lutte Contre la Traite, l'Exploitation et le Travail des Enfants
COCOBOD	Ghana Cocoa Board
CPC	Child Protection Committee
CSO	Civil Society Organization
DCPC	District Child Protection Committee
Declaration	Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol
DPJEJ	Directorate of Judicial Protection of Childhood and Youth/Direction de la Protection Judiciaire de l'Enfance et de la Jeunesse
ECLIC	Eliminating Child Labor in Cocoa
FCFA	Financial Community of Africa Franc/Franc Communauté Financière Africaine
FLIP	Forced Labor Indicator Project
Framework	Framework of Action to Support the Implementation of the Harkin-Engel Protocol
GCLMS	Ghana Child Labor Monitoring System
GEA	Ghana Employer's Association
GNCRC	Ghana NGO Coalition on the Rights of the Child
GNHR	Ghana National Household Registry

GSGDA	Ghana Shared Growth and Development Agenda
Harkin-Engel Protocol	Protocol for the Growing and Processing of Cocoa Beans and their Derivative Products
ICI	International Cocoa Initiative
IDH	Sustainable Trade Initiative
ILAB	Bureau of International Labor Affairs
ILO/BIT	International Labor Organization/Bureau International du Travail/
ILO-IPEC	International Labor Organization, International Program on the Elimination of Child Labor
Industry	International Chocolate and Cocoa Industry
M&E	Monitoring and Evaluation
MELR	Ministry of Employment and Labour Relations
MMDAs	Metropolitan, Municipal and District Assemblies
MOCA	Mobilizing Community Action and Promoting Opportunities for Youth in Ghana’s Cocoa Growing Communities
NGO/ONG	Non-Governmental Organization/Organisation Non Gouvernementale
N.O.R.C.	Formerly known as the National Opinion Research Center at the University of Chicago
NPA	National Plan of Action for the Elimination of the Worst Forms of Child Labor
NPA1	Ghana’s National Plan of Action Phase I
NPA2	Ghana’s National Plan of Action Phase II
NPECLC	Ghana’s National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa
NPECLC II	Ghana’s National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa, Phase II
NSC	National Steering Committee
NSCCL	National Steering Committee on Child Labor
OSH	Occupational Safety and Health
PPP	Combatting Child Labour in Cocoa Growing Communities in Ghana and Côte d’Ivoire, a public-private partnership between ILO-IPEC and Industry
SDG/ODD	Sustainable Development Goals/Objectifs de Développement Durable
SDLTEDJ	The Police Branch Responsible for Combatting Trafficking in Children and Juvenile Delinquency/la Sous-Direction de la Police Criminelle Chargée de la Lutte Contre la Traite d’Enfants et la Délinquance Juvénile

ACRONYMS

SOSTECI	System of Observation and Monitoring of Child Labor in Côte d'Ivoire/le Système d'Observation et de Suivi du Travail des enfants en Côte d'Ivoire
SSTE	Système de Suivi du Travail des Enfants
UNICEF	United Nations International Children's Emergency Fund
USD	United States Dollar
USDOL	U.S. Department of Labor
VSLA	Village Savings and Loans Association
WCF	World Cocoa Foundation
WFCL	Worst Forms of Child Labor
WDACL	World Day Against Child Labor

With assistance from the international cocoa industry, the governments of Côte d'Ivoire, Ghana, and the United States have worked together for several years to significantly reduce the worst forms of child labor in the cocoa sector. This report documents the progress made as a result of our combined commitment to the Declaration of Joint Action to Support the Implementation of the Harkin-Engel Protocol. As we look towards 2020, the final year of our plan to reach a 70 percent reduction in child labor in the cocoa sector, we can see measured successes. Major companies have pledged to sustainably source 100 percent of the cocoa in their supply chains, and new rules are in place to prohibit hazardous work for children under the age of 18 and regulate light work for children between the ages of 13 and 16. These are important benchmarks to ensure that American products are free from the worst forms of child labor. Momentum has been built through both congressional legislation and changes to the labor code; it is now time to focus on implementing and sustaining programs that are already in place. I look forward to the year ahead and urge the governments of Côte d'Ivoire and Ghana to continue working to ensure that no child is exploited or placed in harm's way. – **U.S. Representative Eliot Engel**

BACKGROUND

In 2001, in response to reports of child labor in West African cocoa production, representatives of the International Chocolate and Cocoa Industry (Industry)¹ entered into a voluntary commitment entitled the “Protocol for the Growing and Processing of Cocoa Beans and their Derivative Products in a Manner that Complies with ILO Convention 182” (Harkin-Engel Protocol). The Protocol served as a call to action for public and private sector actors, leading to collaborative efforts to eliminate the worst forms of child labor (WFCL) in West African cocoa production. By the end of the decade there was recognition by the parties of a need for more coordinated action to address the issue.

With that realization, in September 2010, the Governments of Côte d’Ivoire and Ghana, the U.S. Department of Labor (USDOL), and representatives of Industry came together to sign the Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol (Declaration), committing the signatories to join together in the fight against child labor in the production of cocoa. The Declaration, which was witnessed by Senator Tom Harkin, Representative Eliot Engel, and the International Labor Organization (ILO), was accompanied by the Framework of Action to Support Implementation of the Harkin-Engel Protocol (Framework), which spelled out key actions needed to achieve the goals of the Harkin-Engel Protocol, including the formation of the Child Labor Cocoa Coordinating Group (CLCCG).²

Signatories to the Declaration committed to the goal of reducing the WFCL in cocoa growing areas of Côte d’Ivoire and Ghana 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 covering the 2018 calendar year to inform interested stakeholders and the general public of the actions taken as part of this endeavor, and the

1 The Chocolate Manufacturers Association and the World Cocoa Foundation signed the Protocol. ADM, Barry Callebaut, Cargill, Ferrero, The Hershey Company, Kraft Foods, Mars, Incorporated, and Nestlé formed the Cocoa Global Issues Group to implement activities under the Protocol.

2 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.

progress made during 2018 towards achievement of the goals of the Declaration and Framework. 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 and which are intended to contribute to a reduction in the WFCL in cocoa growing areas of Côte d'Ivoire and Ghana.

OVERVIEW OF 2010–2017

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

In follow-up to the signing of the Declaration, USDOL committed \$11.9 million to efforts under the Framework:

- In 2010, the Bureau of International Labor Affairs (ILAB) allocated \$10 million in funding to implement the Toward Child Labor Free Cocoa Growing Communities in Côte d'Ivoire and Ghana through an Integrated Area Base Approach (CCP) project, implemented by the ILO. The CCP project withdrew or prevented over 5,400 children from WFCL through education and training services and economically empowered 2,200 households, through training on income generating activities, financial management skills development, and improved access to micro-credit, which helped support families to keep their children in school and out of WFCL. In addition, the project worked with both governments to strengthen and expand child labor monitoring systems (CLMS) for the cocoa sector.
- In 2012, ILAB provided \$1.5 million to Tulane University to support the collection of nationally representative survey data on child labor in the cocoa growing areas of Côte d'Ivoire and Ghana during the 2013-2014 harvest season. In 2014, an additional \$424,560 was provided to the project.

In 2015, USDOL increased its commitment to efforts to address child labor in West African cocoa growing areas through three new projects, totaling \$12 million in funding:

- \$3 million to NORC (formerly known as the National Opinion Research Center) at the University of Chicago to evaluate and measure progress to reduce child labor in the cocoa growing areas of Côte d'Ivoire and Ghana. In 2018, NORC began conducting a survey to assess the prevalence of the WFCL in agriculture, including the cocoa sector, in cocoa growing areas of Côte d'Ivoire and Ghana and commenced gathering information on interventions to address child labor in the cocoa growing areas that have taken place since the signing of the Declaration.
- \$4.5 million to the International Cocoa Initiative (ICI) to implement the Eliminating Child Labor in Cocoa (ECLIC) project in Côte d'Ivoire, which set a life of project target to provide 5,450

vulnerable children engaged in or at risk of child labor with education services and 1,500 vulnerable households for sustainable livelihoods promotion. Both the ECLIC and the Mobilizing Community Action and Promoting Opportunities for Youth in Ghana's Cocoa Growing Communities (MOCA) projects include a specific focus on community action and empowering communities through the creation of Community Action Plans (CAPs) and CAP committees. The project is supporting 50 community-level committees to develop and implement CAPs, visit households and farms to collect data on child laborers and those at risk, and refer child protection cases to the appropriate authorities.

- \$4.5 million to Winrock International to implement the MOCA project, which is targeting 3,200 youth ages 15–17 for vocational/non-formal education services and 1,600 adult female household members for sustainable livelihoods promotion. The project is supporting 40 community-level committees to develop and implement CAPs and support community led efforts to address child labor and promote acceptable working conditions for youth.

Between 2010 and 2016, Industry committed a total of \$10.1 million to Framework activities, including providing funding to the public-private partnership, Combating Child Labor in Cocoa Growing Communities in Ghana and Côte d'Ivoire (PPP) project, implemented by the ILO. Barry Callebaut; Ferrero; The Hershey Company; Mars, Incorporated; Mondelez International; and Nestlé also each implemented their own projects under and in support of the Framework.

In 2014, as individual company projects were approaching their final reporting commitments under the Framework, Industry partners committed to continue to support Framework priorities through participation in the World Cocoa Foundation's (WCF) CocoaAction platform. In 2018, these Industry partners included Barry Callebaut; Blommer; Cargill; Ferrero; The Hershey Company; Mars, Incorporated; Mondelez International; Nestlé; and Olam. 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, Industry anticipates that there will be an estimated \$400 million in total investments in support of the CocoaAction program for the period between 2015 and 2020. These investments support a combination of efforts under a productivity package and a community package of services, which includes efforts to address the WFCL in cocoa growing areas. Figures are not currently available regarding the amount of CocoaAction funding going specifically to address the WFCL in cocoa growing areas.

Since signing the Declaration, the Government of Côte d'Ivoire had made significant strides in adopting legislation relevant to addressing child labor in cocoa production. Between 2015–2016, the Government adopted a Constitution that prohibits child labor and enshrines the right to education for both boys and girls, a revised Labor Code that raised the minimum working age from 14 to 16, and a law that established compulsory education through age 16. The Government has utilized its National Plan of Action for the Elimination of the Worst Forms of Child Labor (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. 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 its CLMS, the System of Observation and Monitoring of Child Labor in Côte d'Ivoire – *le Système d'Observation et de Suivi du Travail des enfants en Côte d'Ivoire* (SOSTECI). Between 2015 and 2017, the Government of Côte d'Ivoire implemented the NPA, with an overall budget of approximately \$24 million. In 2017 the Government adopted a revised list of hazardous work prohibited for children under age 18, as well as new regulations on light work for children ages 13–16.

From 2010 to 2014, the Government of Ghana implemented the Ghana Child Labor Monitoring System (GCLMS), improved economic livelihoods for women in cocoa growing communities, assisted law enforcement, conducted community awareness raising programs, and taught farmers labor saving techniques. The Ghana Cocoa Board (COCOBOD) also committed \$1.1 million in 2015 to its Child Education Support Program and committed to fund annually towards building more schools to expand infrastructure in selected cocoa growing communities in Ghana. The program constructed six new schools during the 2016/2017 school year. In 2017 the Government of Ghana prepared for the second phase of the National Plan of Action Phase II (NPA2) for the Elimination of the Worst Forms of Child Labour (2017–2021) and the National Programme for the Elimination of Child Labour in Cocoa II (NPECLC II).

KEY HIGHLIGHTS OF 2018

In 2018, the partners to the Declaration continued to carry out activities to help reduce the WFCL in West African cocoa growing communities:

- The Government of Côte d'Ivoire conducted an evaluation and assessment of the NPA 2015-2017 and prepared for the next phase of the NPA for 2019-2021. In June 2018, the First Lady of Cote d'Ivoire opened a new shelter for vulnerable children in Soubré. The Government also continued its work with SOSTECI in cocoa growing communities. In 2018, the Government provided direct assistance to 448 victims of the WFCL. In addition, the Government continued to expand access to education by building new classrooms and supporting the distribution of school kits to 60,000 vulnerable children.
- The Government of Ghana launched the National Plan of Action Phase II (NPA2) for the Elimination of the Worst Forms of Child Labour (2017–2021) and continued to support preparations for the second phase of the National Programme for the Elimination of Child Labour in Cocoa II (NPECLC II). The Government also continued a number of efforts, including a child education support program, implemented by COCOBOD, and hosting several important meetings on child labor issues with key stakeholders in Ghana. COCOBOD also established a child labor desk to help monitor and coordinate efforts on child labor in cocoa.
- The USDOL-funded ECLIC and MOCA projects continued implementation of key activities, including providing direct education and livelihood services, and working with CAP committees to design and implement CAPs. In 2018, ECLIC provided education services to 7,302 children engaged in or at risk of the WFCL and assisted 1,475 households through the provision of livelihood services. In 2018, MOCA provided vocational training services to

1,928 youth ages 15–17 and assisted 1,442 women in households with children engaged in or at risk of WFCL through the provision of livelihood services. The USDOL-funded NORC project continued to make progress in all three objectives of its project, including preparing for the assessment of relative effectiveness of different types of interventions, and working on the sampling and listing plan for the 2018/2019 prevalence survey.

- Industry actions in support of CocoaAction continued with full implementation continuing in 2018. CocoaAction companies implemented community development activities in their supply chains, including conducting community needs assessments, establishing CCPCs and CAPs, implementing CLMRS, and providing educational services. Progress continued with on-the-ground projects that will lead to reportable quantitative metrics, including on the number of children identified in child labor, the number of identified children receiving follow-up, and the number of remedial actions taken with respect to these children. In addition, Industry members worked together on a broad sustainability strategy and provided funding to ICI to strengthen efforts to identify and address forced labor risk in cocoa growing communities.

In July 2018, the First Lady of Côte d’Ivoire hosted the CLCCG Annual Principals Meeting and Stakeholder Dialogue in Abidjan. The commitment of the Governments of Côte d’Ivoire and Ghana to the Declaration was clearly demonstrated by the personal participation of the First Lady of Cote d’Ivoire and the Ministers of Employment from both countries. During the meeting, members discussed their current efforts in combatting child labor in cocoa and the importance of bringing new partners and allies to the table, as we look towards 2020 and beyond.

BEYOND 2020

This year is one of transition. Nearly a decade 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 Côte d’Ivoire and Ghana. While important progress has been made, too many children still work in hazardous conditions on cocoa farms. 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.

Recognizing the need for reliable and actionable data, we look forward to using the knowledge gained from the research being conducted by NORC to measure change over time in cocoa growing areas and to better understand what kinds of interventions or combination of interventions have the greatest impact, so that actors can better target their resources and efforts. There is an urgent need to find new ways for accelerating, scaling up, and sustaining progress. We must critically evaluate our actions of the past decade to build upon successes and capitalize on lessons learned.

As we look toward the future, meeting the goals for reducing the WFCL will continue to require both a sharing of responsibility and the leveraging of resources amongst all partners and stakeholders. While the Governments of Côte d’Ivoire and Ghana and Industry remain at the forefront of this fight; other governments and civil society all have crucial roles to play. Promoting transparency and accountability within cocoa supply chains represents a critical step toward ending child labor in this sector. Empowering local communities is also essential. We renew our call to action to all committed to reducing the WFCL in cocoa production, encouraging these stakeholders to join us in working toward our

shared goal of improving the lives of vulnerable children and families in cocoa growing areas in West Africa.

**GOVERNMENT AND INDUSTRY EFFORTS AND
PROJECTS IMPLEMENTED BETWEEN
DECEMBER 2017 AND DECEMBER 2018**

RAPPORT 2018 DE LA CÔTE D'IVOIRE

Nom de l'activité	Lutte contre la traite, l'exploitation et le travail des enfants
Partenaires financiers	CNS, CIM, Le Conseil du Café-Cacao
Partenaires d'exécution	CNS, CIM, Le Conseil du Café-Cacao
Fonds engagés par le CNS, le CIM et Le Conseil du Café-Cacao dans la lutte contre les pires formes de travail des enfants en 2018	4.585.091.058 FCFA (7,853,197.97 USD*)
Pays cible	Côte d'Ivoire
Période de mise en œuvre de l'activité	2018

1 FCFA = 584.525 USD*

RESUMÉ DU RAPPORT DE PROGRÈS

En Côte d'Ivoire, en matière de lutte contre la traite et les pires formes de travail des enfants, l'année 2018 a été une année d'évaluation, de bilan et de planification stratégique de la réponse nationale face aux défis encore existants. A ce titre, les principales activités réalisées ont consisté entre autre en :

- L'évaluation et le bilan de la mise en œuvre du Plan d'Action National 2015-2017 de lutte contre la traite, l'exploitation et le travail des enfants ;
- L'évaluation de la pertinence et de l'efficacité de la stratégie nationale de lutte contre la traite, l'exploitation et le travail des enfants ;
- L'évaluation des outils techniques du Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire (SOSTECI) ;
- L'examen de la méthodologie et des outils de collecte de données de NORC de l'Université de Chicago dans le cadre de l'enquête de 2018-2019 sur le travail des enfants dans la cacaoculture ;
- Le suivi et l'évaluation de la mise en œuvre du cadre d'action du protocole de Harkin-Engel à travers l'organisation de la 8^{ème} réunion annuelle du Groupe de Coordination des Actions de lutte contre le Travail des Enfants dans la Cacaoculture (CLCCG) ;
- L'élaboration du Plan d'Action National 2019-2021 de lutte contre la traite, l'exploitation et le travail des enfants.

Toutefois, bien que l'essentielle des activités menées en 2018 soient relatif à l'évaluation et au bilan des actions réalisées, le CNS, le CIM et le Conseil du Café-Cacao qui représentent les principales structures nationales engagées dans la lutte contre la traite et les pires formes de travail des enfants, ont continué de mener sur le terrain, leurs activités traditionnelles dans le domaine de la prévention du phénomène, de l'assistance et de la protection des enfants et de la poursuite des contrevenants aux lois nationales interdisant la traite et les pires formes de travail des enfants. A ce titre se sont **448 enfants victimes de traite et d'exploitation** qui ont été retirés et pris en charge au cours de l'année 2018.

Par ailleurs, l'ensemble des activités réalisées et capitalisées au titre de l'année 2018 est évalué à **4 585 091 058 FCFA soit 7,853,197.97 USD.**

CIBLES

Tous les enfants de 5 à 17 ans impliqués dans les Pires Formes de Travail des Enfants dans les zones de production de cacao en Côte d'Ivoire;

Nombre d'enfants bénéficiaires réels des mesures d'assistance et de prise en charge pendant l'année 2018: **448 enfants** victimes de traite et de pires formes de travail des enfants.

OBJECTIFS DE L'ACTIVITÉ

Les activités réalisées en 2018 visaient d'une part à examiner les progrès réalisés par la Côte d'Ivoire et évaluer l'ensemble des interventions entreprises, en mettant l'accent sur les points suivants :

- La cohérence et pertinence des interventions réalisées;
- L'efficacité des interventions;
- La durabilité des interventions et des effets constatés ;
- Le niveau d'engagement du gouvernement et des autres parties prenantes ;
- Les leçons apprises et les bonnes pratiques ;
- L'incidence et la pertinence de la méthodologie et du cadre de mesure du travail des enfants en Côte d'Ivoire.

D'autre part, à poursuivre et renforcer les mécanismes et les structures de protection et de prise en charge des enfants, de même que l'accès des enfants à une éducation de base gratuite et de qualité.

RESUMÉ DES ACTIVITÉS

Introduction

La lutte contre les pires formes de travail des enfants en Côte d'Ivoire se mène à travers une approche holistique et inclusive. Ce combat s'inscrit dans le cadre de la mise en œuvre du Protocol Harkin-Engel signé en septembre 2001 et de son cadre d'action de 2010 dont l'objectif primordial est le suivant :

« En 2020, les pires formes de travail des enfants tel que définies par la convention 182 de l'OIT dans les secteurs du cacao de la Côte d'Ivoire et le Ghana seront réduits de 70 pour cent dans l'ensemble grâce aux efforts conjoints des parties prenantes clés ».

Pour atteindre cet objectif, la Côte d'Ivoire se conforme aux principes directeurs et au cadre d'action de cet engagement international à savoir :

- a) Créer et soutenir les services de prise en charge pour les enfants retirés des pires formes de travail des enfants, y compris l'accès des enfants à l'éducation et à la formation professionnelle ;
- b) Prendre des mesures de protection pour traiter les questions de sécurité et de santé liés à la production de cacao ;
- c) Améliorer les services et les moyens de subsistance des ménages et des communautés de cacaoculteurs;
- d) Etablir et mettre en œuvre un système de surveillance crédible et transparent sectorielle dans toutes les régions productrices de cacao du pays;

- e) Faire la promotion du respect des normes fondamentales du travail.

Le respect de ces principes directeurs passe entre autre par :

- Le retrait des enfants des pires formes de travail des enfants, y compris le travail dangereux, dans la cacaoculture ;
- L'élimination des risques en milieu de travail et d'autres mesures nécessaires pour mettre les conditions de travail en conformité avec les lois nationales et les normes internationales du travail;
- La prévention de l'implication des enfants dans les pires formes de travail des enfants, y compris par un accès accru à l'éducation et à la formation professionnelle et à l'amélioration de la qualité et la pertinence de l'éducation;
- La promotion des moyens d'existence durables pour les ménages et les communautés dans les zones de culture du cacao;
- La création et la mise en œuvre d'un système de suivi du travail des enfants à base communautaire (SSTE) dans les régions productrices de cacao ;
- La réalisation d'enquêtes périodiques (au moins tous les 5 ans) sur le travail des enfants au niveau national.

Les activités présentées dans le présent rapport ne sont pas exhaustives, mais s'inscrivent dans la mise en œuvre du cadre ci-dessus défini par le cadre d'action du Protocole de Harkin-Engel.

LES ACTIVITÉS MAJEURES REALISÉES EN 2018

I. Dans le domaine de la prévention

1.1. La sensibilisation des populations sur la lutte contre les pires formes de travail des enfants

- 12 juin 2018 à Yopougon, dans la banlieue d'Abidjan : Sensibilisation de plus de 300 personnes (populations) sur la lutte contre les pires formes de travail des enfants, à l'occasion de la Journée Mondiale contre le Travail des Enfants. Coût de l'activité, environ 7 000 000 FCFA (11,984.34 USD)
- 27 juin 2018 à Abidjan : Sensibilisation de 150 Employeurs sur la lutte contre les pires formes de travail des enfants, à l'occasion de la Journée Mondiale contre le Travail des Enfants. Coût de l'activité, 3 504 500 F CFA (5,999.87 USD)
- 29 juillet 2018 à Abidjan : Sensibilisation de 350 leaders politiques, religieux et communautaires, membres de la Société civile et responsables administratifs sur la lutte contre les pires formes de travail des enfants, à l'occasion de la Journée Mondiale contre le Travail des Enfants. Coût de l'activité, 7 740 000 FCFA (13,251.25 USD)

1.2. Le renforcement des capacités des acteurs de la lutte contre les pires formes de travail des enfants

- Du 7 au 11 mai 2018 à San Pedro : Formation de 48 membres des unités opérationnelles du Département de San Pedro dans le cadre de la mise en œuvre du SOSTECI (Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire). Activité réalisée par la

Direction de la lutte contre le travail des enfants pour un coup de 16 487 500 FCFA (28,227.39 USD)

- Du 14 au 18 mai 2018 à San Pedro : Formation de 54 membres des comités de protection des enfants du Département de San Pedro dans le cadre de la mise en œuvre du SOSTECI (Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire). Activité réalisée par la Direction de la lutte contre le travail des enfants pour un coup de 11 534 500 FCFA (19,747.62 USD)
- Du 29 janvier au 1^{er} février 2018 à M'batto : Formation de 12 membres des Unités Opérationnelles de M'batto dans le cadre de la mise en œuvre du SOSTECI (Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire). Activité réalisée par la Direction de la lutte contre le travail des enfants.
- Du 7 au 10 mars 2018 à M'batto : Encadrement sur le terrain de 12 Membres des Unités Opérationnelles dans le cadre de la mise en œuvre du SOSTECI à M'batto.
- 25 mai 2018 à San Pedro: Remise de matériel de travail d'une valeur de 29 044 770 FCFA (46,301.95 USD) à 48 acteurs de mise en œuvre du SOSTECI dans le département de San Pedro.

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

2.1. Le retrait et la prise en charge des enfants en situation de vulnérabilité

- 101 enfants non déclarés à l'état civil et/ou déscolarisés ont été assistés et réinsérés dans le circuit scolaire par le Centre social de M'batto.
- 42 enfants âgés de 6 à 16 ans victimes de traite et d'exploitation pris en charge par le Centre d'accueil de Soubré d'août à novembre 2018 pour un coût de 19 173 000 FCFA (32,838.90 USD)
- 305 enfants victimes de traite et d'exploitation retirés par la Sous-direction de la police criminelle chargée de la lutte contre la traite d'enfants et la délinquance juvénile et pris en charge par les Services sociaux de l'Etat et les ONG.
- La mise en service en juin 2018 du Centre d'Accueil pour Enfants en détresse de Soubré.

2.2. L'amélioration des conditions de vie des familles et des communautés vulnérables de cacaoculteurs

- 64 forages réalisés pour un coût de 408 112 320 FCFA (698,707.96 USD) et 123 pompes posées pour un coût de 325 950 000 FCFA (558,042.11 USD) dans 123 villages des Départements suivants : Abengourou, Koun-Fao, Bondoukou, Agnibilekrou, Man, Gagnoa, Sinfra, Ouragahio, Aboisso, Seguéla, San Pedro, Fresco et Grand Béréby.
- 8 centres de santé et 8 logements d'infirmiers ou sage femmes construits pour un coût total de 417 587 645 FCFA (714,930.18 USD) dans les localités suivantes : Vavoua, Daloa, Toumodi, Soubré, Méagui et Buyo.
- 30 ambulances offerts aux centres de santés dans les localités de Transua, Gagnoa, Kouibly, Bangolo, Divo, Oumé, Zouan Hounien, Zoukougbeu, Aboisso, Sikensi, Sassandra, Touba, Didiévi et Guiglo pour un coût total de 900 000 000 FCFA (1,540,843.38 USD)

- Don de matériels agricoles pour l'appui à l'autonomisation des femmes productrices de cacao de la société coopérative agricole CAYAT de Yakassé Attobrou, en juillet 2018 à Adzopé.
- Don d'une ambulance à l'hôpital de Gonaté, en janvier 2018 pour un coût de 30 000 000 FCFA (51,361.45 USD).

2.3. L'amélioration de l'accès des enfants à l'éducation

- 60.000 kits scolaires distribués aux enfants des familles vulnérables dans les localités d'Abengourou, Agnibilekrou, Bondoukou, Dabou, Grand Lahou, Sikensi, Alépé, Aboisso, Adiaké, Agboville, Adzopé, Yakassé Attobrou, Akoupé, Bougouanou, Daloa, Vavoua, Issia, Divo, Guitry, Duékoué, Bangolo, Gagnoa, Man, Touba, San Pédro, Sassandra, Soubré, Gueyo, Méagui, Buyo, Yamoussoukro et Didiévi, pour un cout de 535 908 114 FCFA (917,500.52 USD)
- 9 écoles de 3 classes, soit 27 salles de classe, 42 logements d'enseignants, 6 cantines scolaires et 56 cabines de latrines construits pour un coût total de 583 487 620 FCFA (997,985.77 USD) dans les localités d'Oupoyo, Gabiadi, Tiébissou, Bécédi Brignan, Kononfla, Divo, Guitry, Zouan Hounien, Toumodi, Soubré, San Pedro et Soubré.
- 14 écoles primaires de 3 classes soit 42 salles de classe avec bureau du Directeur, 7 cantines scolaires, 42 logements d'enseignants et 56 cabines de latrines construits dans les localites de Tehiri, Amanzi, Galea 3, Kouaméziankro, N'drikoffikro, Datta, Toklokro, Aboutou, Gitry, Petit boundiali, Bécédi brignan, Bossematié, John et N'djakro dans la zone cacaoyère, pour un cout de 1 003 045 589 FCFA (1,715,589.48 USD).

2.4. Le renforcement des mécanismes et des structures de protection et de prise en charge des enfants

- Le démarrage des travaux de construction des Centre d'Accueil pour enfants de Bouake et de Ferkessédougou.

III. Dans le domaine des poursuites et de la répression

3.1. Les actions de police

- 191 enquêtes réalisées par la Sous-direction de la Police criminelle chargée de la lutte contre la traite d'enfants et la délinquance juvénile.
- 187 personnes interpellées.
- 87 poursuites judiciaires lancées.
- 79 présumés trafiquants arrêtés par la police et déférés devant la justice.

3.2. Les contrôles de l'inspection du travail

- 1 574 inspections de travail réalisées par la direction Générale du Travail pour un coût total de 238 050 000 francs CFA (407,156.05 USD).

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

4.1. Les réunions de coordination et de suivi-évaluation

- Du 14 au 15 février 2018 à l'Ivoire golf club d'Abidjan: Atelier de validation de la méthodologie de

l'enquête 2018-2019 de NORC de l'Université de Chicago sur le travail des enfants dans les zones de production de cacao en Côte d'Ivoire.

- Du 5 au 7 septembre 2018 : Atelier de validation du questionnaire de l'enquête 2018-2019 de NORC de l'Université de Chicago sur la prévalence du travail des enfants dans la cacaoculture en Côte d'Ivoire.
- Du 17 au 18 juillet 2018 à Abidjan : 8^{ème} réunion annuelle du Groupe de Coordination des actions de lutte contre le Travail des Enfants dans la Cacaoculture (CLCCG). Coût estimatif : 50 000 000 FCFA (85,519.02 USD)
- Du 27 au 30 mars 2018 : Atelier d'évaluation de la mise en œuvre du Plan d'Action National 2015-2017 de lutte contre la traite, l'exploitation et le travail des enfants, suivi de l'élaboration du Plan d'Action National 2018-2020 de lutte contre la traite, l'exploitation et le travail des enfants. Coût estimatif : 10 000 000 FCFA (17,103.80 USD).
- Du 8 au 9 octobre 2018 : Mission d'évaluation du fonctionnement du Centre d'Accueil pour Enfants en détresse de Soubré.

4.2. Le suivi de la coopération sous-régionale

- 22 mai 2018, au Cabinet de la Première Dame : Rencontre d'échanges et de partages d'expériences avec la cellule de lutte contre le travail des enfants du Mali, dans le cadre du suivi de la mise en œuvre de l'accord de coopération entre la Côte d'Ivoire et la Mali en matière de lutte contre la traite transfrontalière des enfants.

V. Stratégie de coordination et de durabilité

La coordination et le suivi-évaluation des actions au niveau national sont assurés par le Comité National de Surveillance des actions de lutte contre la traite, l'exploitation et le travail des enfants (CNS), en étroite collaboration avec le Comité Interministériel de lutte contre la traite, l'exploitation et le travail des enfants (CIM).

La stratégie de coordination au niveau national consiste principalement d'une part en la validation préalable des projets en matière de lutte contre la traite et les pires formes de travail des enfants par le CNS et le CIM, l'organisation de réunions de coordination et de suivi-évaluation, et d'autre part en la réalisation de visites de terrain et élaboration de rapports périodiques.

Au niveau local, cette même stratégie est opérationnalisée par les Préfets, les Sous-Préfets et les Directeurs régionaux des Ministères en charge du Travail et de la protection de l'Enfant.

VI. Leçons apprises et bonnes pratiques

Le l'évaluation de la stratégie nationale de lutte contre la traite, l'exploitation et le travail des enfants en Côte d'Ivoire a été une expérience positive pour tous les acteurs intervenant dans la chaîne de remédiation.

En effet, cet exercice de diagnostic collectif et intégré a permis d'une part, de relever les forces et les faiblesses des stratégies développées sur le terrain par les acteurs pour adresser la question de la traite

et des pires formes de travail des enfants, et d'autre part, d'apporter les ajustements nécessaires pour améliorer l'efficacité des interventions.

De ce point de vue, définir préalablement des indicateurs de résultats et d'efficacité avant toute intervention sur le terrain, constitue une bonne pratique qu'il convient de partager avec l'ensemble des parties prenantes.

CONCLUSION

En 2018, les objectifs prioritaires définis en matière de lutte contre la traite et les pires formes de travail des enfants peuvent se résumer de la façon suivante :

- Faire le point des avancées réalisées ;
- Évaluer l'efficacité et la pertinence de la stratégie nationale ;
- Adapter la réponse nationale aux nouveaux défis et ceux encore existant ;
- Consolider les acquis obtenus et pérenniser le fonctionnement des mécanismes mise en place.

Ainsi, la Côte d'Ivoire, ayant placé l'année 2018 sous le sceau du bilan et de l'évaluation, entend poursuivre et intensifier ses efforts en vue d'accélérer le rythme de ses progrès vers l'élimination durable de la traite et des pires formes de travail des enfants, à travers la mise en œuvre rigoureuse du Plan d'Action National 2019-2021.

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PHOTOS

- 1) Agent collecteur du SOSTECI à M'batto : Mars 2018



- 2) Visite de terrain du CLCCG au champ-école de la coopérative CAYAT à Adzopé : Juillet 2018



- 3) Remise de matériel de travail au comité local du SOSTECI à San Pedro : Mai 2018



- 4) Collecte de données du SOSTECI à M'batto : Mars 2018



- 5) Rencontre de la Première Dame, **Madame Dominique OUATTARA** avec les femmes productrices de cacao à



- 6) 8^{ème} réunion annuelle du CLCCG à Abidjan : Juillet 2018



INTRODUCTION

The National Plan of Action for the elimination of Child Labour Phase II (NPA2) for Ghana was approved by Cabinet under the able leadership of the Minister of Employment and Labour Relations (MELR) in February 2018. The time frame for the implementation of NPA2 is from 2017 to 2021. The NPA2 underscores government's commitment to pursue the elimination of the Worst Forms of Child Labour (WFCL) and consolidates the gains made under NPA1 by reinforcing the linkages between the various child development policies and provides a vehicle for the continued enforcement of relevant laws.

The implementation of this NPA2 is driven by Government, with the support of other stakeholders such as Government Agencies, the Social Partners, Civil Society Organizations (CSOs), including the Media, NGOs and Religious Groups, the private sector (industry) and Development Partners.

The Ministry of Employment and Labour Relations (MELR), through the National Steering Committee on Child Labour (NSCCL), is responsible for the overall coordination and supervision of the NPA2. The Child Labour Unit (CLU) of the Labour Department will work closely with all partners in all sectors, and provide technical support to the various partners to ensure an effective and coordinated implementation of the interventions.

A successful implementation of NPA2, would spur the country towards achieving the Sustainable Development Goals (SDGs), particularly Target 8.7 on child labour elimination; for which there is a global engagement, "Alliance 8.7",

To start its implementation, NPA2 was launched at Okonam, a suburb of Suhum Municipality. The choice of the venue was informed by the fact that Parents and residents of the place had been well sensitized to send their children to school through series of programmes on anti-child labour programmes that had been organized there and thus had reduced the incidence rate of child labour to the barest minimum in the community.

ACTIVITIES CARRIED OUT IN 2018 TOWARDS THE ELIMINATION OF CHILD LABOUR

1. DEVELOPMENT OF AN IMPLEMENTATION PLAN FOR THE ROLL OUT OF NPA2:

The National Plan of Action II (NPA2) for the Elimination of Worst Forms of Child Labour is a cross-sectoral intervention strategy designed to guide institutional actions for the elimination of child labour, particularly the worst forms. A road map for the roll out of the plan was one of the first things necessary to direct the implementation of NPA2.

The purpose of the implementation plan was as outlined below:

1. The implementation Plan is the generic road map detailing steps or actions needed to translate intentions or objectives into measurable outcomes.
2. It sets the Programme of work
3. It precedes annualized work plans of agencies

4. Sets out clear responsibilities and areas of collaboration
5. Provides the frame of reference and
6. Facilitates Monitoring and Evaluation



Implementing Agencies developing the road map for implementation

The implementation plan was developed by Lead Agencies that has roles and responsibilities under NPA2 in a two-day workshop.

Recommendations during the workshop:

1. The Ministry of Employment and Labour Relations was advised to liaise with the Ministry of Local Government and Rural Development to make issues of child labour elimination part of the criteria in assessing the performance of the MMDAs.
2. CLU should take steps to put in place a 'Live Ghana Map' showing all the child labour endemic areas.
3. The need to create a new column for Lead agencies that will lead the execution of each activity in the implementation plan.
4. CLU should ensure that in order to expedite action on the child labour elimination process, the SOP should be linked to the GCLMS to be reviewed.
5. CLU to compile the 2018 work plans for all the Lead Agencies

2. NATIONAL LAUNCH OF THE NATIONAL PLAN OF ACTION FOR THE ELIMINATION OF CHILD LABOUR PHASE II (NPA2)

The development of the NPA2 was structured to consolidate the gains made under NPA1 to replicate the good practices and lessons learnt over the years. The launch of the NPA2 was to present it and to sensitize the general public to be aware of the strategy.



The Minister of Gender in the middle, Deputy Minister of Employment to her right and Child Labour Ambassador to her left with the Chief Labour Officer behind the Deputy Minister.

Dignitaries present at the launch included the Minister of Gender, Children and Social Protection, The Eastern Regional Minister, The Deputy Minister of Employment and Labor Relations, The Deputy Secretary General of TUC-GHANA, The Chief of Okonam, Baffour Teinor IV, The representative of the Suhum Municipal Assembly, Representatives of the Ministry of Employment and Labour Relations (MERL), Representatives of Ministry of Gender Children and Social Protection, Ag. Chief Labour Officer, The National Coordinator of International Cocoa Initiative (ICI), The representative of Ghana Employer's Association (GEA), The representative of Ministry of Education (GES), Ghana NGO Coalition on the Rights of the Child (GNCRC), The Anti- Child labor Ambassador; Ms, Sefakor Yaa Mawuanyo Dotse.

The launch brought together all stakeholders including Politicians, Civil Society Organizations, Chiefs and elders of the Suhum Municipality, the Diplomatic corps, civil servants, school children and residents of the adjoining villages.



Dignitaries at the National Launch

The Diplomatic Corps present were: The Second Secretary in charge of Child Protection; Canadian High Commission, Darren Brazeau, Representative of the US Embassy; William J. Brencick, The representatives of the Netherlands Embassy, UNICEF; Ms. Angle Winfrey and the International Labour Organization (ILO).

Others participants present were; The Elders and people of Okonam, the School Children of Okonam and Rising Sun Montessori School in Ashiama, Accra, Curious Minds, and the Anidaso Cultural Troupe from Okonam, Organizers; Staff of CLU supported by representatives of the Ministry of Employment and Labour Relations

PICTURE GALLERY OF CROSS SECTIONS OF PARTICIPANTS



A cross section of participants



Chairman of PSC and Chief of Okonam



NSCCL members



School chn- Rising Sun Montessori Sch.
Ashiama, Tema



Cross section of NSCCL Members



Sch chn. – Okonam Basic sch.

The event was well celebrated and fully participated by the relevant stakeholders involved in the processes of the elimination of child labour at all levels ie the national, regional and community levels. The program drew the attention of all stakeholders to the birth of NPA2 and exhibited the readiness of the Country, to address the menace of child labour with all the seriousness that it deserved.

3. WORLD DAY AGAINST CHILD LABOUR (WDACL) 2018

The 2018 WDACL was marked under the global theme “GENERATION **SAFE AND HEALTHY**”

Ghana domesticated it to reflect on the prevailing conditions in the country and thus rephrased it to read: “**RESIST CHILD LABOUR!! IMPROVE THE SAFETY AND HEALTH OF YOUNG WORKERS TOWARDS ACHIEVING SDG GOAL 8**”

The overall objective of the event (Media Launch, Media Discussions and a National Durbar) organized in commemoration of the 2018 World Day Against Child Labour was to ensure that the occasion served as a catalyst to reduce the incidence of child labour in all forms in the country as well as aiding the growing worldwide movement against child labour.

The specific objectives were to:

- add the nation’s voice to the global movement that sought to improve the safety and health of young workers to end child labour
- mobilize support for the implementation of NPA2 from all stakeholders in the fight against child labour towards the implementation of NPA2 and
- create awareness and sensitize the populace on the harmful effect of child labour on the child, the family, the community and the nation at large.

The Media Launce highlighted on efforts to fight child labour in cocoa, trafficking and mining.

Highlights in the COCOA sector:

The Deputy Research Manager, representing COCOBOD indicated the following as COCOBOD’s effort towards the implementation of the Harkin-Angel Protocol on the elimination of child labour in the cocoa sector:

- Hosting consultative meetings on child labour to provide a platform for Government, Cocoa Industry, Labour Organizations, NGOs and other stakeholders to discuss and find solutions to child labour issue.
- Putting up institutional arrangements such as child labour desk at COCOBOD, Head Office to monitor and initiate actions on issues of child labour in cocoa.
- Developing a Plan of Action in 2005 with stakeholders to deal with the problem
- Organizing capacity building workshops for key frontline actors on child labour in cocoa namely;
 - Staff of COCOBOD
 - Staff of Licensed Buying Companies
 - Chief Farmers
 - Broadcasters in cocoa growing regions etc.
- Organizing rallies in the farming communities to sensitize them
- Organizing of Radio Sensitization Programs in collaboration with International Cocoa Initiative (ICI)
- Active participation in meetings and workshops on child labour issues
- Providing Financial and Logistic support for NPECLC
- Supporting the development of Hazardous Activities Framework(HAF)
- Provision of scholarships for the wards of cocoa farmers.
- Provision of socio-economic infrastructure such as;
 - Roads, Health and educational facilities,
 - Solar Panel Street lights and Road construction and rehabilitation



CURRENT SITUATION

COCOBOD had mainstreamed the following in its fold;

- Child labour education into its extension works through Cocoa Health and Extension Division
- Constructed educational facilities (classrooms, libraries, etc.) in selected cocoa communities.

Recognizing and collaborating with relevant stakeholders to address outstanding and emerging issues on child labour.

WAY FORWARD

- COCOBOD would effectively engage the media to educate, create awareness, and sensitize the general public on child labour and child protection issues.
- Will continue to build capacity of its frontline staff and relevant stakeholders/partners to stop child labour in Ghana.

- Continue to provide socio-economic infrastructure and social support services in the cocoa farming communities
- Continue to collaborate with all stakeholders to support NPA2 implementation
- Support enforcement of child labour laws
- Support results –based and implementable international Conventions.

Highlights on Trafficking issues:

Efforts by the Anti-Trafficking Unit (AHTU) of the Ghana Police Service in preventing and eliminating child trafficking in Ghana were highlighted as below:

- AHTU was established in 2008 following the promulgation of the Human Trafficking Act in 2005.
- It is under the command and direction of the Director-General/CID at the CID Headquarters.
- There are 11 Regional AHTU Offices (Tema Desk)
- Currently, only 58 personnel are manning AHTU Offices

ACTIVITIES OF POLICE TO PROTECT VICTIMS THROUGH THE 4P'S APPROACH

- PREVENTION
- PROTECTION
- PROSECUTION
- PARTNERSHIP



SUPT. MIKE BAAH

PREVENTION: AHTU engages in awareness creation

- AHTU staff are detailed at the Clearance section of the CID Headquarters and KIA to intercept minors and other potential victims and arrest suspects.
- Gathering of intelligence (using informants/Personnel).

PROTECTION

- The Unit partners with stakeholders like Social Welfare, Marine Police to rescue victims of Child labor and human trafficking.
- Personnel of AHTU with support from social workers build rapport with victims of trafficking after their rescue.
- Provision of medical care at Police Hospital and other Police Clinics across the country for victims.
- Provision of security at shelters for victims.
- Legal reforms to introduce child friendly Policing.-Development of SOP and Training manual for the Training Schools/Academy.

PROSECUTION

- The Unit arrests, detains and interrogates perpetrators of human trafficking.
- Create friendly environment for victims of trafficking especially minors. Minor victims are interviewed in the presence of parents or guardian, or social worker or the next friend.
- Interview of victims and other witnesses.
- Follow-up to help in family tracing and re-integration of victims by the Department of Social Welfare.
- Prosecution of perpetrators of human trafficking deters commission of trafficking and protects victims

PARTNERSHIP

- With both international and local state institutions like INTERPOL, Ghana Immigration Service, Department of Social Development and other NGOs, Labour Department, Financial Intelligence Centre, Intelligence Unit\CID Headquarters among others.
- Both local and international NGOs and agencies such as International Justice Mission, Challenging Heights, UNICEF, IOM etc.
- AHTU collaborates with sister security agencies within the ECOWAS Sub Region and beyond.

4. MONITORING

INTRODUCTION

The National Steering Committee on Child Labour (NSCCL) is mandated to coordinate all child labour interventions in the country. In line with this mandate, the NSCCL periodically monitor the interventions and projects being implemented by partners in the fight against child labour. From 26th August to 1st September, 2018, some members of the NSCCL carried out a monitoring exercise on the Mobilizing Community Action and Promoting Opportunities for Youth in Ghana's Cocoa-Growing Communities (MOCA) project. The exercise was carried out in 4 districts (Atwima Mponua and Atwima Nwabiagya) in the Ashanti Region and (Sefwi Wiawso and Wasa Amenfi West) in the Western.

MOCA is a four-year (2015-2019) USDOL-funded project that seeks to make substantial progress towards reducing the incidence of child and hazardous labour in Ghana. Winrock International and its implementing partner, Community Development Consult Network (CODESULT), in collaboration with Ghanaian government Ministries and Departments and players in the cocoa industry are implementing the project in two regions of Ghana, Ashanti and Western.

The project was implemented in 40 communities; 10 communities per district with the following objectives.

- Increase prioritization of child labor by community and external stakeholders;
- Increase acceptable work opportunities among beneficiary youth 15-17 years of age;

- Increase knowledge and skills of beneficiary youth to improve employability; and
- Increase income in beneficiary households

OBJECTIVES OF THE MONITORING MISSION

The objectives of the monitoring mission is to:-

- (1) To assess the progress of implementation of project in line with the activities under each of the four main project objectives;
- (2) Assess the measures being put in place to ensure sustainability of the project after the project duration;
 - a. Level of collaboration the project has established with relevant institutions, especially, government institutions in the project district
 - b. Strategies at the community level.
- (3) Assess the impact of the intervention in the beneficiary communities; and
- (4) Identify some implementation challenges with the aim of discussing with the Implementing Agencies (IAs) ways of addressing them.

METHODOLOGY

The Team resorted to a number of methodologies and activities in order to achieve the purpose of the study. These included the following;

1. Initial briefing with District Assemblies, District Child Protection Committees (DCPCs) and Implementing Partners on previous and current projects on child labour. The interactions were meant to ascertain the knowledge of the Assembly in the project and the level of involvement and collaboration the Assemblies are providing for the success of the project.
2. Visit to the project communities to observe and interact with school children, families, community leaders Cocoa farmers and Community Child Protection Committees (CCPCs) on the progress of implementation of the project, its impact on child labour and living conditions of families in the communities, sustainability measures being put in place to maintain the project after the donors have exited, and implementation challenges. To achieve this, the Monitoring Team developed checklist based on the specific activities under each of the four main objectives outlined in the project document to guide the discussions. In addition to the checklist, the Team also had some few questions on basic concepts and terminologies to test the communities' understanding on child labour.
3. Debriefing with IA and the DAs. The Team discusses its finding (Good practices and implementing challenges) from the engagement with the communities and the groups with the Implementing Agencies and the Assemblies to enable them replicate good practices and find solutions to implementing challenges

COVERAGE

In all, two communities in each of the project districts were selected for the monitoring exercise.

FINDINGS

This section presents the findings from the monitoring exercise in line with the four (4) main objectives of the study.

- All communities visited had developed and have in place an approved CAP to address CL & HCI in their respective communities and that implementation of the CAPs is being supported by the MOCA in-kind grant in line with the project design;
- MOCA has been organizing District level Quarterly stakeholders meetings to share progress of the project implementation and solicit for their buy-in support
- CAP Committees, CCPCs, Teachers and other community leadership have been trained in CL, HCL, OSH, RM, Advocacy & Lobbying etc to equip them with the necessary skills to support the communities in the project implementation;
- Skills trainings (CVET and MFS) were on-going in all communities visited using MCPs;
- Alternative livelihoods/income generating activities have been introduced to HH women beneficiaries in the communities;
- VSLA groups have been formed and running in the communities to provide access to income for group members

Sustainability measures

A number of communities have benefited from Child Labour Prevention interventions but soon after the interventions' duration have elapsed, the situations in the beneficiary communities return to the state before the project. The NSCCL has observed with great concern that most of these projects and interventions do not put in place sustainability measures to maintain the project after expiration of its duration. The Monitoring Team therefore thought it wise to engage the stakeholders (implementers, Beneficiary Communities and Assemblies) on the crucial need to pay attention to sustainability after the project since the MOCA project is not perpetual but has a 4-year duration.

Knowledge of the project, active involvement in the implementation and ownership by government structures at the district level will play a long way to sustain the intervention after the donors and implementers have exited. In view of this the monitoring team paid a courtesy call on the Chief Executive and the key officials of the Assemble to introduce themselves their mission and further engaged them on the level of involvement in the project implementation. The Team realized that the MOCA Team have actively involved the district level structures in the development and implementation of the project which is very commendable. The Monitoring Team recommended the MOCA Team to involve other officers especially National Commission on Civic Education (NCCE) and Commission on Human Rights and Administrative Justice (CHRAJ). The Team also advised the Assembly to extend the support to the communities and even extend to other communities to maintain the progress gained under the project.

The Team also realized that the Project and the Communities have also put in place some sustainability measures including annual harvest and dues, sale of water from the mechanized boreholes to generate some revenue towards periodic maintenance. The Team also commended the initiatives and brainstormed with them and other sustainability strategies were identified. The Ghana Education was advised to retain the teachers in their communities for some time and use them as resource persons to train other teachers in the district to replicate similar interventions in their communities.

Impact of the intervention in the beneficiary communities

The monitoring team further inquired from the Communities how the intervention had impacted on their lives, families and the communities and the following were some of the impacts shared by the communities;

- i. The communities admitted that they have had a better understanding of child labour and its impact on children, families and communities through the sensitization exercises undertaken as by the project;
- ii. The mechanization of the boreholes have shortened the time children used to spend at the boreholes and subsequently lead to improvement in punctuality at school;
- iii. A relieve to parents of beneficiary children enrolled in the various vocational skills training;
- iv. Reduction in teenage pregnancy;
- v. Additional income to families through the income generating activities and the VSLAs. Members of VSLA can take loans at very low interest rates to improve and expand their businesses or start new businesses;
- vi. Improvement in school infrastructure especially for community that used that first trench of their grant to provide desks and IT equipment.

Some implementation Challenges Recommendations

Notwithstanding the many benefits and positive changes the project had brought to the communities, some implementation challenges were identifies which needed urgent attention to ensure that the full benefits of the project is realized.

- i. It was discovered that there were delays in the supply of training kits and consumables to the MCPs for the training and this was a common challenge in all the communities. It was therefore recommended to the MOCA Team to commence the procurement process well ahead of time and even deliver all materials to the MCPs before the training commences.
- ii. Another challenge that came out was that the six (6) month duration was short for the training and even worse when the training kits and consumables delay. It came to light that almost all the beneficiaries who have passed out in the first phase communities were either still with their MCPs or move to other MCPs to continue the training. It was recommended to the MOCA Team to discuss with the financiers and experts in the various trade areas for possibility of revising the training curricula and the training duration for better outcomes.

- iii. Uneven allocation of beneficiary apprentices among MCPs was another challenge the Monitoring Team identified. Some of the MCPs of same trade area had as many as 10-13 beneficiary apprentices while some have one, two or three. This situation puts pressure on the MCPs with more beneficiaries and eventually impacted negatively on teaching and learning. It was recommended to the MOCA Team to devise workable strategies for allocating beneficiaries rather than allowing them to choose on their own.
- iv. The Monitoring Team also discovered that some of the communities are having challenges with the additional income generating activities especially with the bee keeping and the mushroom cultivation. The MOCA Team was advised to pay more attention to these communities and also collaborate with the Ministry of Food and Agriculture to identify other potentials in the beneficiary communities to expand the income generating activities.

5. REVIEW OF THE GHANA CHILD LABOUR MONITORING SYSTEM (GCLMS)

BACKGROUND

In 2010, Ghana instituted the Ghana Child Labour Monitoring System (GCLMS) as a means of monitoring child labour issues in the country. The GCLMS is a holistic and dynamic process for reducing the Worst Forms of Child Labour and other forms. It demanded the establishment of National, Regional, District and Community structures to serve as interface for the protection and identification of victims of child labour as well as delivery of services to identified vulnerable households and children at all levels.

The GCLMS was piloted by government in Six (6) districts (25 Communities) under the National Programme for the Elimination of Child Labour in Cocoa (NPECLC). The final pilot report identified some challenges and made some recommendations for a review to include the tools and the processes.

Since then, both international and national organisations have used same, other methods or a mixture in their respective project areas to address child labour in the country and have identified some issues that need urgent redress.

The review of the GCLMS was therefore imperative due to various reasons arising out of the pilot and implementation (challenges and changing approaches) of tackling child labour. Consequently, action 1.1.7.1 of NPA2 required the Ministry of Employment and Labour Relations to review the GCLMS and harmonizing it with all other monitoring and remediation systems being used by both the public and private sectors with the view to making the system responsive to national needs as well as the institutional objectives to ensure full utilisation of the system by all stakeholders to protect children from all forms of child labour and abuse.

Action 1.1.7.1 of NPA2 also calls for the revision of the GCLMS to link it to the Common Targeting Mechanism (CTM) through the Ghana National Household Registry (GNHR) and other existing Social Protection Interventions to enhance the identification of families affected by child labour as a result of poverty and to refer them to appropriate remediation services. This, we realized will bring about new

strategies to cure the incoherence in the approach to address child labour in the country thereby, making it less difficult for Ghana to report on its efforts towards the fight against child labour.

So far there was a National Forum where partners presented various systems that are being used and discussed the need for the revision of the system and underscored the challenges in the implementation of the current GCLMS in Ghana and recommends the following:

- i. A single, easy to use, cost-effective and efficient GCLMS for Ghana will be put in place;
- ii. The System would be an Addendum to the NPA II;
- iii. It is hinged on the Overall Approach, Guiding Principles, Strategic Objectives, Major Issues and Expected Outcomes of the NPA II;
- iv. The MELR will lead and collaborate speedily with its partners in the realization of the Recommendations.

A Technical Working Group has also reviewed the framework which is being finalised to inform the design of the software that will be used.

6. ESTABLISHING CHILD LABOUR FREE ZONES IN GHANA TOWARDS ACHIEVING TARGET 8.7 OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The Child Labour Free Zone (CLFZ) concept is based on provisions in the National Plan of Action Phase II (NPA2:2017-2021) towards achieving Target 8.7 of the global Sustainable Development Goals (SDGs). The NPA2 notes the possibility of having some communities where child labour interventions have made significant impact and believes CLFZs may not be far-fetched.

However, to achieve this, Ghana started the process of developing Protocols and Guidelines to facilitate the assessment of the Child Labour Free Zones (CLFZs) in 2018.

Government would have the sole mandate and be accountable to the declaration of any area in Ghana as a CLFZ. All other stakeholders act as collaborating partners, without the right to by themselves declare any area in the country as a CLFZ.

The purpose for establishing CLFZs is to strengthen government effort to uphold the constitutional provision on the fundamental Right of Children in Ghana to be protected from work that constitutes a threat to their health, education and development. It is also to enhance national efforts to achieve the Sustainable Development Goals (SDGs), especially relevant Targets under Goals 8, 5, 16 and 10¹

Development of Protocols and Guidelines for creating Child Labour Free Zones

The Ministry of Employment and Labour Relations with support from Action against Child Exploitation (ACE Japan) and in collaboration with Child Research for Action and Development Agency (CRADA) (both working in Cocoa districts in the Tano Circuit) and General Agricultural Workers Union (GAWU) has

¹ Target 8.7, 5.2, 5.3, 16.2 and 10.7

initiated the process of developing a Framework to provide the guidelines required to create Child Labour Free Zones in fulfilment of *Issue 1.4.1* in the NPA2: 2017 – 2021.

A National Stakeholder Dialogue was organized in Kumasi for partner’s inputs into the zero draft Framework. Subsequently the zero draft has been reviewed with inputs from partners and we are in the process of finalizing the document.



Participants at the National Stakeholder Dialogue

Recommendations during the National Stakeholders Dialogue include:

- All effort should be made to link up with District Assemblies for them to get the concept right because they would be very crucial in the implementing of the CLFZs concept.
- District Annual Plans must include Child Labour and this should be a condition for declaring CLFZ.
- Communities should have community registers and Community Child Protection Committees (CCPCs) as a recommendation for partnership
- The criteria for assessment of CLFZ should be user friendly and not academic.
- The document should be pre-tested before validation.
- Government to compile the feedback at the validation and roll out.

COCOBOD:

CHILD LABOUR PROGRAMMES UNDERTAKEN BY COCOBOD (CHED) IN 2018

	PROGRAMME	ACTIVITY	REGION	No. OF PARTICIPANTS	No. OF COMMUNITIES
January to December	Sensitization and awareness raising	Rallies, Group Meetings, home visits	Western South, Western North, Ashanti, Brong Ahafo, Eastern, Volta, Central	333,059	14,019

July, 2018	International Conference	Participated in the 8 th Annual Meeting of the Child Labour Cocoa Coordinating Group (CLCCG)	Abidjan-Cote d'Ivoire	3	-
October, 2018	Stakeholder meeting	Participation in NORC (University of Chicago)/ Kanter Public review of Child Labour questionnaire for survey	Accra-Greater Accra	-	-
November, 2018	Stakeholders meeting	Participated in a National Stakeholder dialogue on the creation of child labour free zones in Ghana	Kumasi, Ash. Region	1	-

OTHER PARTNERS CONTRIBUTIONS TOWARDS THE ELIMINATION OF CHILD LABOUR (Ministry of Gender, Department of Social Welfare, Ministry of Chieftaincy, Ghana Education Service, International Cocoa Initiatives, World Vision Ghana, International Needs Ghana, Challenging Heights and others)

NO.	Activities	Target Group	No. of Beneficiaries
1.	Capacity Building on: <ul style="list-style-type: none"> • Concepts of child labour • Best farmer practices • Law enforcement • Operationalization of Shelters and the 4 Ps • Child labour/ Trafficking strategy for fishing sector • CLaT issues, standard operational procedures and referral mechanism • Community savings and loans 	<ul style="list-style-type: none"> • Community Child Protection Committees • Child Dignity Clubs • Farmer Business Schools • Border Security • National Service Personnel • Facilitators and School Management Committee • Enumerators and Supervisors 	11,459

	<ul style="list-style-type: none"> Understanding Market strategies, financial literacy, crop farming and livestock rearing and appropriate vocations 		
2.	Sensitization and Awareness creation	<ul style="list-style-type: none"> Parents, School Children and Community members 	108,388
3.	Community Engagement	<ul style="list-style-type: none"> Community members 	16,930
4.	Media Activities	<ul style="list-style-type: none"> Media personnel at the various levels 	50,000
5.	Identification of child victims	<ul style="list-style-type: none"> Child victims 	2,933
6.	Withdrawal/Rescue	<ul style="list-style-type: none"> Child victims 	876
7.	Reintegration/Rehabilitation	<ul style="list-style-type: none"> Withdrawn/Rescued children 	571
8.	Prosecutions/Sanctions	<ul style="list-style-type: none"> Perpetrators 	20

CONCLUSION

The Government of Ghana is confident that with the continuous commitment of its resources towards the elimination of Child Labour and the support from its Partners, the rights and welfare of children will be fully protected in a few years to come.

Funding Partner	US Department of Labor
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Project Title	Implementing Organization	Funding Amount
Eliminating Child Labor in Cocoa (ECLIC)	International Cocoa Initiative	\$4.5 Million
Mobilizing Community Action and Promoting Opportunities for Youth (MOCA)	Winrock International	\$4.5 Million
Assessing Progress in Reducing Child Labor in Cocoa Growing Areas of Côte d'Ivoire and Ghana	NORC, University of Chicago	\$3 Million
Funds Spent During Reporting Period	\$4,321,537	
Target Country(ies)	Côte d'Ivoire / Ghana	

Summary Progress Report

In 2015, USDOL committed \$12 million to the alleviation of child labor in cocoa through three projects. USDOL awarded \$4.5 million to ICI to implement the ECLIC project in Côte d'Ivoire. Winrock International received \$4.5 million to implement the MOCA project in Ghana. In addition, NORC of the University of Chicago received \$3 million to identify various interventions carried out since the signing of the Declaration in 2010, to assess their relative effectiveness, and to measure progress towards the achievement of the various goals and targets outlined in the Declaration and Framework, including the goal of a 70 percent reduction in aggregate of the worst forms of child labor in the cocoa sectors of Côte d'Ivoire and Ghana by 2020.

In 2018, the ECLIC and MOCA projects worked with project communities and participants and implemented direct education services to 9,230 children and livelihood services to 2,917 households through the project activities mentioned below. Both projects worked with project communities and CAP committees to begin designing and implementing CAPs. NORC continued to make progress in all three objectives of the project. NORC finalized and system tested the final iteration of the data visualization tool which has been presented to USDOL for review. The final stages of development include fine tuning the system to meet stakeholder needs and integrating assessment and survey data collected this year. NORC also completed comprehensive listings and conducted subsequent household data collection in both Ghana and Côte d'Ivoire by April 2019, at which time it began data analysis for the final report. Intervention assessment data was collected throughout the year and continues into the current year in order to populate the data visualization tool with current intervention information as well as help contextualize findings in the final report.

During 2018, there were three other USDOL-funded projects that supported efforts to reduce the WFCL in cocoa growing areas. In Côte d’Ivoire, through the ILO-implemented global Safe Youth at Work project USDOL supported communities to equip themselves with the ability to identify workplace risks and hazards affecting young workers in the cocoa sub-sector. In Ghana, USDOL awarded a \$5 million cooperative agreement to Cooperative for Relief and Assistance Everywhere Inc. (CARE) to implement the Empowering Women and Girls in Supply Chains – Adwuma Pa project. This project will work with Olam Ghana Ltd., to reduce the risk of child and forced labor, and other exploitative labor practices by improving the economic participation of women and girls within cocoa-producing communities in Ghana. USDOL is also funding a \$2 million cooperative agreement to Verité to implement the Combatting Forced Labor and Labor Trafficking of Adults and Children in Ghana (FLIP) project. This project works with the government and businesses operating in Ghana to end labor abuses, including labor trafficking, in global cocoa, gold and palm oil supply chains.

Targets

Target Beneficiaries	
# of Children	8,650
# of Households	3,100
# of cocoa farmers	N/A
# of communities	90

The ECLIC project set a life of project target of 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 also is targeting 1,500 vulnerable households for sustainable livelihoods promotion. The MOCA project is using 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 is providing 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 also focus on community action and empowering communities to lead the charge in the fight against the worst forms of child labor in the cocoa sector.

Since the project implemented by NORC will focus on mapping interventions, assessing the effectiveness of these interventions, and child labor research, there are no direct service targets to be counted.

Activity Objectives

The ECLIC project’s overarching objective is to reduce child labor in 50 cocoa growing communities in Côte d’Ivoire by increasing community mobilization in the fight against child labor; increasing the income of households with children engaged in or at risk of child labor; and, improving access to quality education opportunities for children engaged in or at risk of child labor.

The MOCA project seeks to reduce incidences of child and hazardous labor in the project's 40 target cocoa growing communities through increasing engagement on child labor issues by community and external stakeholders; increasing acceptable, non-hazardous work opportunities among beneficiary youth 15-17 years of age; improving the employability of youth through increased knowledge, attitudes, and skills; and, increasing income in beneficiary households.

The objectives and activities to be conducted by NORC can be seen in more detail in the section on Summary of Activities below.

Summary of Activities

ECLIC

- Supported 50 community-level committees to develop and implement CAPs, visit households and farms to collect data on child laborers and those at risk, and refer child protection cases in accordance with existing protection mechanisms.
- Trained children, communities, and committees on child labor, the causes, consequences and solutions (with a focus on education and vocational training) and OSH.
- Provided education services to 7,302 children, by working to increase access and improve quality of educational opportunities for children through formal education services (e.g. birth certificates, provision of scholastic materials), nonformal education services (e.g. vocational training, bridging classes), increased capacity of school management committees and teachers, and reinforcing child protection in schools.
- Provided livelihood services to 1,475 households, by organizing adults and young people into community-based organizations to implement income-generating activities.

MOCA

- Supported 40 community-level committees to develop and implement CAPs, train community members, including youth, on child labor, acceptable work, and occupational safety and health (OSH), and support community led efforts to address child labor and promote acceptable working conditions for youth ages 15-17 at the local and district level.
- Provided education services to 1,928 youth ages 15-17, by working to increase access and improve quality of vocational training opportunities, align the training curriculum with local job market needs, and ensure adequate materials and equipment are made available to support training needs.
- Provided livelihood services to 1,442 adult female household members, by organizing women into community-based organizations to provide livelihood skills training, expand access to microloans and savings, and implement income generating activities.

NORC

- Worked to identify and collect detailed geographical and program information relating to interventions that have taken place since the signing of the Declaration to address child labor in

cocoa growing areas of Côte d'Ivoire and Ghana, and present this information in an interactive, web-based platform.

- Made preparations to evaluate the effectiveness of these interventions based on, 1) information and data collected and catalogued in the mapping platform, 2) qualitative data collected via interviews and focus group discussions, and 3) quantitative data from national representative survey of child labor in the two countries.
- Completed a listing and survey of child labor in cocoa-growing areas of Côte d'Ivoire and Ghana during the 2018/19 harvest season to develop population estimates for the prevalence of working children, child labor, and the worst forms of child labor.

Next Steps

During their final year, the ECLIC and MOCA staff will continue implementing direct services to participants. Both projects will continue to work with project communities to provide grants for implementing CAP activities and work with communities to ensure the sustainability of efforts beyond the life of the project. NORC completed quantitative data collection as part of the 2018/2019 survey in March/April of 2019 and the main qualitative data collection in May of 2019. Ongoing work includes quantitative and qualitative analysis, stakeholder engagement, and report writing for the 2018/2019 survey and associated assessment. NORC will also integrate the survey and assessment data into the data visualization tool and complete final adjustments to the system. NORC will continue stakeholder dialogue in preparation of the release of the final report. In 2019, the ILO project will work closely with the National Rural Development Agency (ANADER) to mainstream occupational safety and health into the agency's training curriculum and teacher training manuals, to be rolled out to cocoa producing communities.

During 2019, the FLIP project will continue to engage with the government and other relevant stakeholders and perform a series of in-person sensitization and formal trainings, while also facilitating the Technical Working Group quarterly meetings. Verité also will continue the development of general and sector-specific resources and develop a plan for a quantitative pilot study of the developed tools. During 2019, the Adwuma Pa project will prioritize project start-up activities including conducting a pre-situational analysis and developing their Comprehensive Monitoring and Evaluation Plan. CARE will work closely with Olam Ghana Ltd., to engage relevant government and private sector stakeholders at both the project site locations, as well as the District and National levels.

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2018 CLCCG CHOCOLATE AND COCOA INDUSTRY REPORT

The World Cocoa Foundation, serving as spokes organization for the chocolate and cocoa industry in the Child Labor Cocoa Coordinating Group (CLCCG), is pleased to submit its 2018 report in support of the original 2001 Harkin-Engel Protocol and the 2010 Framework of Action to reduce the worst forms of child labor in the cocoa growing regions of Côte d'Ivoire and Ghana.

This overview report contains the following sections:

I. Introduction: Our Commitment

II. CocoaAction Community Development Data 2017

III. International Cocoa Initiative 2018 Activities and Results

IV. Information gathered from Individual Chocolate and Cocoa Companies

V. Conclusion

I. Introduction: Our Commitment

Our Commitment

The vision of the World Cocoa Foundation (WCF) is a sustainable and thriving cocoa sector – where industry, producing governments, consuming governments, and other stakeholders work together to ensure that farmers prosper, cocoa growing communities are empowered, human rights are respected, and the environment is conserved. The vision's focus on human rights represents the cocoa and chocolate industry's belief that every child needs a safe and conducive environment to grow and thrive. Child labor has no place in our supply chain. We are committed to eliminating child labor and addressing its root causes – and have spent more than \$150 million since 2001 to strengthen the protection of children. We have seen progress on the ground, with a 50% reduction in child labor where we have worked with communities to implement child labor monitoring and remediation systems.

Tackling the Complex Drivers of Child Labor

Child labor is a widespread and challenging issue in African agriculture, as [documented](#) by the International Labor Organization. An estimated 2.1 million children work on cocoa farms in Côte d'Ivoire and Ghana. According to a [recent report](#) by UNICEF, child labor in the cocoa sector arises from a variety of complex factors. Over 99% of all children working on cocoa farms in West Africa do so within their immediate or extended families, on family farms that average only a few hectares in size. Many of these households live below the poverty line and have few labor alternatives other than their own children, particularly during the harvest season. Limited access to schools, persistent cultural practices, lack of community awareness about the dangers of child labor, and gender inequalities also play a role.

Under the 2001 Harkin Engel Protocol, and the subsequent 2010 Framework of Action, the governments of Côte d'Ivoire and Ghana, in partnership with the U.S. Department of Labor and seven leading chocolate and cocoa companies, jointly committed to reducing the worst forms of child labor in cocoa-growing areas.

The International Cocoa Initiative (ICI), established under the Protocol, works with the industry, governments, NGOs and other development partners to improve the lives of children in cocoa-growing communities and eliminate child labor. It supports the acceleration and scale-up of child-centered community development and responsible supply-chain management.

Progress on the Ground

The industry and governments have made important progress to reduce the worst forms of child labor since the Harkin-Engel Protocol came into effect in 2001. The industry has invested more than \$150 million to address the root causes of child labor and strengthen protection of children's rights, focused on the following priority actions:

- **Awareness raising**, including sensitizing all parents and children to the dangers of child labor and the long-term negative impact it can have on children’s development.
- **Child labor monitoring and remediation**, including setting up community-level Child Protection Committees of trained volunteers, identifying vulnerable children at risk, and remediating identified cases of child labor with the support of local and regional authorities and partner organizations. More than 220,000 farming households are now covered, with expansion ongoing. ICI [analysis](#) confirms that child labor has been reduced by 51% over a three-year period in their programs.
- **Access to quality education**, including promoting school enrollment and attendance, helping families to secure birth certificates for their school-age children, and contributing to educational infrastructure, equipment, and materials in communities where facilities are inadequate.
- **Women’s empowerment**, including strengthening women’s financial independence and decision-making power, which leads to families prioritizing children’s education and well-being.
- **Improved livelihoods**, through increased agricultural productivity, new and diversified income generating activities, expanded financial tools and services, capacity building of farmer organizations, and provision of premium payments for sustainably grown cocoa.

Scaling Up Impact

While we are confident that significant progress has been made, we know more needs to be done.

The cocoa and chocolate industry is accelerating collaboration and investment to help West African governments ensure that children in cocoa-growing communities are safe, learning and succeeding, and are specifically not working in conditions that jeopardize their health, welfare and development. Tackling poverty and strengthening communities are the critical long-term solutions. In the short-term, effective monitoring and remediation systems are being scaled up to cover more households and communities at risk.

WCF and its members are committed to fighting the worst forms of child labor in the cocoa supply chain—a shared responsibility among cocoa growing communities, governments in cocoa-producing and chocolate-consuming, multilateral development partners, and the chocolate and cocoa industry. The report below reinforces the chocolate and cocoa industry’s commitment to both the overarching goal of the Framework, as well as specific activities outlined in the Framework that support the overarching goal.

That said, there is no one mechanism to collate and measure the interventions and progress made by so many individual companies. Not every company working with farm families in Ghana and Côte d’Ivoire is a member of WCF or ICI and the activities of these companies likely escape CLCCG reporting. Not every company measures progress in the same way. Therefore, where possible we have included links to individual company programs in **Section IV** of this report to further an understanding of the breadth of the commitment of chocolate and cocoa industry members.

CocoaAction 2017 Data

Nine of the world’s leading cocoa and chocolate companies – Barry Callebaut; Blommer; Cargill; Ferrero; The Hershey Company; Mars Wrigley; Mondelēz International; Nestlé; and Olam—are partners in CocoaAction. These companies are helping to lead the sector in building an economically viable and sustainable cocoa industry by:

- Aligning on priority issues
- Enabling scale through common interventions, including those that address child labor, and an agreed-upon framework for measuring results
- Employing a holistic focus on the farming household and cocoa-growing communities
- Sharing best practices and failures through ongoing learnings
- Working closely with the governments of cocoa-producing countries and other key stakeholders

WCF facilitates company implementation and measurement of CocoaAction, identifies and mobilizes to fill gaps in policy and resources and generates new insights and learnings to amplify CocoaAction impact.

II. CocoaAction 2017 Community Development Key Takeaways

CocoaAction data from 2017 reveals that most of the nine companies are still in the early stages of implementing the key components of the community development package. Nevertheless, CocoaAction companies have completed 893 community needs assessments in targeted communities and it is anticipated that work will begin in earnest to implement community action plans (CAPs) in these communities in the coming year.

Community Development Observations and Next Steps

Companies are making progress toward reaching the CocoaAction community development target by engaging with communities in conducting Community Needs Assessments. In 2017, nearly 900 of total targeted 1,200 communities were engaged in CNA work. Now that CocoaAction has a wealth of information and insights into communities' needs, implementation in the communities will be accelerated in partnership with local governments and civil society organizations.

Finally, it has been observed that the CocoaAction companies are carrying out a considerable amount of impactful community development work with other development partners that is not reported through the CocoaAction M&E framework. Some of these activities can be found via the links provided in Section IV of this report.

III. The International Cocoa Initiative

Established in 2002 as a result of the Harkin-Engel Protocol, the International Cocoa Initiative (ICI) is supported by and works with the cocoa industry, as well as civil society and national governments in cocoa-producing countries, to ensure a better future for children and contribute to the elimination of child labor. The following information covers the results of work carried out by ICI in 2018 through its own activities as well as in project-partnership with several leading chocolate and cocoa industry members.

Child Labor

Through CocoaAction, chocolate and cocoa companies are working together to protect children within their own supply chains. The supply chain focus, as outlined by the United Nations Guiding Principles on Business and Human Rights, is essential to demonstrating how success can best be achieved. It is where industry has resources and the closest connections to the traders and the farmer cooperatives that supply our cocoa.

CocoaAction companies' "dual approach" to the problem, reviewed by our partners at the International Cocoa Initiative, aims to identify and respond to reported child labor in the cocoa supply chain while tackling its root causes in communities. Through CocoaAction companies' implementation of child labor monitoring and remediation systems (CLMRS), farmers and supply chain members are engaged to monitor for and report instances of child labor. By the end of 2017, nearly all the CocoaAction companies were implementing community development activities in their supply chains, while eight of nine companies reported CLMRS activities within their supply chains or community-based child labor action plans. The reach of CLMRS extended to more than 80,000 farming households in Côte d'Ivoire and Ghana.

Global Conference on Women in Cocoa

Through CocoaAction, WCF convened in Accra, Ghana, the first-ever [Global Conference on Women in Cocoa](#) (GloCo). The event, held in February 2017, engaged more than 80 representatives of CocoaAction and other WCF member companies, West African governments, research institutions, non-governmental organizations and development partners in discussions about challenges and approaches to empowering women in the cocoa sector.

GloCo facilitated the sharing of learnings, innovations, and opportunities across the chocolate and cocoa industry and with key non-industry stakeholders. While women's empowerment is a broad topic, the focus and scope of GloCo was narrowed to the topics that are among the most pivotal to the future sustainability of cocoa: women's economic empowerment, financial inclusion, and land tenure. WCF is working to consolidate best practices and learnings from GloCo into gender guidance to be used by all cocoa stakeholders.

TRECC

WCF continues to partner closely with the Jacobs Foundation and its signature program—[Transforming Education in Cocoa Communities \(TRECC\)](#)—in Côte d'Ivoire. This innovative program, inspired by the alignment of leading chocolate and cocoa companies around CocoaAction, was launched in 2015 at the [Clinton Global Initiative](#) in Morocco and is investing \$52 million in research, policy, and capacity building. CocoaAction companies participate in the program via a matching grant mechanism, through which companies implement projects in education, child protection and women's empowerment. In 2017 the program approved additional matching grants focused on education quality. CocoaAction companies also actively participated in TRECC-organized annual learning and good practices workshops to foster cross-fertilization and joint problem solving.

Since 2007, ICI has worked at community level and through the supply-chain with 742 communities and 149 farmer groups reaching nearly 800,000 children. 2018 was the fourth year of implementation of ICI's 2015-2020 strategy, originally adopted in 2014 and subsequently revised in 2018. ICI's 2015-2020 Strategy has an end-target of "improved child protection for 1 million children by 2020", of which the strategy initially anticipated 200,000 children would be assisted through ICI's direct action. This direct beneficiary target has now been increased to 375,000 children, in line with ICI's operational growth and expanded impact. At end-2018, halfway into the six-year timeframe, ICI estimates that its direct action has so far benefitted 287,762 children, reaching 144% of the original 2020 target and 77% of the revised 2020 target.

ICI's 2018 Community Development results

As part of ICI's "Core Programme", a total of 75 communities continued to benefit from child-centered community development interventions in 2018. In addition, ICI's ECLIC program supported by the U.S. Department of Labor was implemented in 50 communities in Côte d'Ivoire and community development activities, aligned with the CocoaAction community development package, were implemented through company projects in 98 communities in Côte d'Ivoire. Thus, ICI's community development work in 2018 reached 223 communities.

In the 75 ICI Core Programme communities, the following results were achieved in 2018:

- Awareness-raising activities for 40,385 community members.
- Community Action Plans defined and under implementation in all 75 communities with a sustained level of support from local authorities (16% of the total support provided) and from the communities' themselves (33% of the total support provided).
- By end-2018, 1,548 more children were enrolled in school (at all levels) compared to 2017. Between 2015 and 2018 gross enrollment rates across all schooling levels increased by 34% in Côte d'Ivoire, and by 18.6% in Ghana.
- 2,772 households were enrolled in Income Generating Activities.

In the 50 ECLIC communities, the following results have so far been achieved between 2015 and 2018:

- Awareness-raising activities and child rights training for 11,868 community members.
- 8,498 school kits distributed.
- 19 bridging classes built, teaching 579 out-of-school children.
- 626 adults trained in literacy classes.
- 1,389 people benefitting from income generating activities or savings & loan schemes.
- 253 youth enrolled in vocational training.

ICI's 2018 Responsible Supply-Chain Management results

ICI's CLMRS approach was implemented with 8 companies in both Côte d'Ivoire and Ghana. In total, by end-2018, 149 farmer groups / cooperatives were covered (of which 5 were in Ghana) corresponding to 112,840 farmers' households. The following results had been achieved cumulatively by the end of 2018 through ICI-supported CLMRS:

- 15,546 supply-chain actors trained including 1,409 in 2018.
- 131,446 farmers and 542,864 community members were reached with awareness-raising activities including 66,991 farmers and 304,861 community members in 2018.

- A cumulative total of 33,604 children were identified in child labor (including 24,973 children still in the system) representing 19% of all children monitored, out of which 20,436 were followed-up with an interview and/or a household level awareness-raising session.
- 23,666 individual prevention and remediation actions were implemented.

Measuring child labor risk using community-level data

Child labor in cocoa-growing areas is caused by a complex interplay of social, economic and cultural factors. They differ greatly between households, communities and countries. As a result, measuring child labor is complex and costly. In contrast, information on community characteristics is much easier and cheaper to collect. Using data from 258 cocoa-growing communities in Côte d'Ivoire and Ghana, ICI commissioned research to identify which community factors are most associated with child labor and how to use them to assess child labor risk more cost-effectively.

The results show that **a limited set of community characteristics, which can be collected easily and at low cost, provide a powerful predictor of a community's child labor risk.** The research team produced two models – one for Côte d'Ivoire and one for Ghana – which can be used to identify and target the most vulnerable communities for support. By answering a few simple questions, communities can be classified into one of three categories: lower, medium or higher risk. In practice, these models can help actors in cocoa-growing communities to prioritize where further assessments are needed, and to identify and target appropriate interventions.

The study was conducted by the [Understanding Children's Work \(UCW\) Programme](#), a joint initiative by the International Labor Organization (ILO), the United Nations Children's Fund (UNICEF), and the World Bank. It was funded by the [Jacobs Foundation](#), the [Chocoloney Foundation](#), the [Lindt Cocoa Foundation](#), and several ICI Board members.

Understanding the link between education quality and child labor

Improving access to education has long been considered an important means of combating child labor. Much of ICI's work to date has therefore focused on improving access to education, with some promising results (primary school enrolment has increased by 35% in Côte d'Ivoire and 28% in Ghana). There is also strong evidence showing that improving the quality of education increases school enrolment and retention, although there is less evidence to show how improving education quality can contribute to a reduction in child labor.

To strengthen the knowledge base on this important matter, ICI conducted a study based on data from 258 cocoa-growing communities in Côte d'Ivoire and Ghana, looking at how the qualitative aspects of school infrastructure and school management relate to child labor prevalence. In Côte d'Ivoire, we saw a strong relationship between higher education quality and lower rates of child labor (the 20% of communities with the lowest score on quality education have an average child labor prevalence of 29% whereas the 20% of communities with the highest score on the index have a child labor prevalence of 10%). The same trend was observed for Ghana, although the difference was not statistically significant.

The findings of this study provide compelling evidence that as well as ensuring access to school, we should care about the learning environment children experience once enrolled. To understand which aspects of education quality should be prioritised addressed first, other elements such as including teaching methods, learning tools and school safety must be explored further. ICI has therefore launched an innovation pilot project in Côte d'Ivoire that will seek to measure the impact of these quality education dimensions on child labor prevalence and severity.

Child Labor Monitoring and Remediation Systems (CLMRS)

In 2018, Child Labor Monitoring and Remediation Systems (CLMRS) have continued to be rolled out by different actors across the cocoa sector to identify, reduce and manage child labor risks in supply chains and communities. By the end of 2018, eight companies were collaborating with ICI to reach a total 112,840 farmers and their children with CLMRS in Côte d'Ivoire and Ghana. Adding the activities of other companies and actors not working through ICI, the total number of farming households covered by monitoring systems is now estimated to be 220,000 – approximately 10% of cocoa farming households in Côte d'Ivoire and Ghana.

The community- / cooperative-based nature of CLMRS, and its supportive approach to vulnerable children and households, has, in recent years, brought the problem of child labor to the surface in Sub-Saharan small-holder agriculture. The latest draft of the Rainforest Alliance certification requirement and the adopted [CEN-ISO Standard on Sustainable and Traceable Cocoa](#), have integrated CLMRS as key elements in an appropriate sustainability strategy.

However, recognizing that CLMRS can be complex and costly to roll-out, ICI is launching a new innovation workstream to find ways to make CLMRS more cost-effective and more scalable, for instance through risk-based monitoring or by remediating through referral to national social services. Additionally, a second phase of ICI's [CLMRS Effectiveness Review](#) was launched in 2018 to boost learning in this area, helping to define better the strengths and weaknesses of different CLMRS approaches currently used by different actors.

Forced Labor

Cocoa and chocolate companies have been deeply engaged over nearly 20 years in addressing child labor risks in their cocoa supply chains centered in Ghana and Côte d'Ivoire. In more years, an evolving regulatory environment and new research findings have brought the specific dimension of adult and child forced labor higher up on the list of human rights issues most relevant to the cocoa sector.

From 2016 to 2018, ICI collaborated with Verité on research to better understand forced labor risks in the cocoa sector in Côte d'Ivoire. Alongside other surveys, Verité confirmed forced labor to be a real if limited and localized risk in the Ghanaian and Ivorian cocoa sectors (with an estimated 2000 forced child laborers working in cocoa in Côte d'Ivoire and an estimated 14,000 forced child laborers working in cocoa in Ghana, between 2013 and 2017, according to the Walk Free Foundation), and also developed recommendations to help all actors better understand and address forced labor risks.

Since forced labor is often hidden and can be difficult to identify in practice, and since existing mechanisms and current models (CLMRS, community development, certification) are thought to be of limited effectiveness in identifying and addressing incidents of forced labor, ICI has started a third innovation workstream focused specifically on forced labor. Through this, ICI aims to develop, test and build effective prevention, detection, and remediation systems for identifying and addressing forced labor risks in cocoa-growing communities.

Over the next two years, ICI intends to:

- design and pilot-test information/grievance mechanisms for forced labor;
- review and adapt existing policies/bylaws and contract practices in farmers' groups and communities;
- review and adapt existing training and awareness-raising materials to reflect latest findings from research on forced labor risks in cocoa;

- adapt/develop case management standard operating procedures;
- share all outputs and learnings from the pilots with the cocoa-sector stakeholders and wider interested parties.

IV. Information Provided by Individual Chocolate and Cocoa Sector Companies

This section contains summary information provided by 14 companies in March 2019 stating their community development goals and accomplishments. It also contains links to company statements and commitments to achieve community based sustainable supply chains with effective solutions to fight child labor.

Summary Information

Fourteen companies including Mondelez, Cargill, Barry Callebaut, Olam, Ecom, Touton, The Hershey Company, Nestlé, Tony's Chocolonely, Lindt & Sprungli, Morinaga, Produce Buying Company, Blommer and Mars Wrigley provided a snapshot of their supply chain-based community development commitments and results.

Child Labor Monitoring and Remediation Systems

All 14 companies have plans to establish child labor monitoring and remediation systems within their supply chains by 2030. Three of the 14 have already established CLMRS in some portions of their supply chains. One company has established CLMRS across 100% of its cocoa bean purchases in Ghana. Four hundred eight communities with 121,000 community members have a system to:

- Set up Community Child Protection Committees
- Identify children at risk within communities
- Remediate identified cases of child labor with the support of partner NGOs and local authorities. Remediation includes taking out of labor, enrolling in school, distribution of birth certificates, school kits, uniforms, school fees and bicycles.
- Perform unannounced farm inspections

In Côte d'Ivoire, 14,655 households and 160 coops received similar services with 2393 children being taken out of child labor and receiving remediation services.

Community Development is a broader concept than CLMRS and includes capacity building within communities to give communities the tools and skills to prevent child labor and identify at risk children.

Nearly 1750 communities with 142,775 farmers and 200,000 cocoa farming households completed community needs assessments and community action plans. Action plan activities include:

- Sensitizing all parents and children to the dangers of child labor
- Strengthening women's financial independence and decision-making, financial literacy, household savings, income generating activities
- Training young adults in cocoa-related activities
- Providing Educational opportunities and training teachers
- Establishing child right's clubs
- Providing early childhood development services

Further information on individual commitments by some leading chocolate cocoa companies, as well as results, can be found at the following links:

Barry Callebaut: [Forever Chocolate](#)

A structural solution to eradicating child labor from the cocoa supply chain is a combination of cocoa farmer poverty alleviation, access to quality education and awareness raising. Goal: By 2025 eliminate child labor from the company's supply chain.

Blommer: [Grow Cocoa](#)

- A partnership between Blommer Chocolate Company, Olam International, and cocoa farming communities in Côte d'Ivoire and Indonesia.
- A pioneering way of delivering services to cocoa farmers to help them become profitable businesses and successfully compete in the cocoa industry.
- A long-term, open-ended commitment to providing a sustainable supply of cocoa.

Cargill: [The Cargill Cocoa Promise](#)

As described in its [Cocoa Sustainability Report](#), Cargill supports children in cocoa-growing communities to stay healthy, complete their education and fulfill their potential. The company's commitment is to identify, prevent and end child labor in its supply chain by 2025. This begins with ensuring that children are protected from the worst forms of child labor and their consequences, as defined by the ILO. The challenges are complex: child labor is directly linked to rural poverty and, in poor farming communities, children's contribution on farms is often seen as a necessity. Cargill's child labor monitoring and remediation system is at the center of a holistic approach to ending child labor. [This infographic](#) explains how the CLMRS systems fit into the context of Cargill's child labor prevention and community development activities.

Cémoi: [Transparence Cacao](#)

Cémoi's commitment to quality begins at the foundation: with its ingredients. Alongside the company's pursuit of the finest quality cacao products, Cémoi is also committed to sustainability at every stage of its supply chain, and to creating prosperity and opportunity for farmers and their communities.

Ferrero: [Goals for 2020](#)

To safeguard the future of the cocoa sector, Ferrero is committed to supporting and improving cocoa farming sustainability through the implementation of the Ferrero Farming Values Cocoa Program. The program's approach is based on three key pillars: Certification, Institutional Engagement and Project Partnerships. Ferrero has committed to source 100% certified cocoa beans by end of 2020.

The Hershey Company: [Cocoa Sustainability Strategy](#)
[Shared Goodness Report](#)

The Hershey Company is committed to source 100% certified and sustainable cocoa by 2020. Hershey's Cocoa For Good strategy is supporting programs that teach core life and business skills and provide resources to help more young people successfully transition into a thriving adulthood. Through a comprehensive life skills and financial education program, the company is enabling young people to become agents of change in their own neighborhoods. Participants develop their own income-generating activities through training, coaching and establishing savings groups, which ultimately helps change their perception towards farming and working in cocoa supply.

Lindt & Sprüngli: [The Lindt & Sprüngli Farming Program](#)

With its farming program, Lindt & Sprüngli is committed to improving the challenging living and working conditions of the farmers in Ghana and in all the countries where the program has been introduced.

Mondelez: [Cocoa Life](#)

Cocoa Life's approach to eliminating child labor is three-pronged: it focuses on **prevention, monitoring and remediation**, with a heavy emphasis on addressing the root causes of child labor.

MONITORING AND REMEDIATION

Mars Wrigley: [Sustainable in a Generation](#)

Mars Wrigley is taking a new approach to create a pathway for cocoa farmers, their families and their communities to thrive. Cocoa for Generations is the company's contribution and it wants others to join in the development of effective, scalable and innovative solutions. Mars Wrigley is backing up its Cocoa for Generations strategy with an investment of more than \$1 billion over the next 10 years and commit to two pillars of work, through which it will step up efforts to increase smallholder farmer income, protect children and preserve forests today. The company is also working to crack the code on a model for modern sustainable cocoa farming for tomorrow.

Morinaga: [One Chocolate One Smile](#)

This is a project that provides assistance in improving the educational environments for children in cacao-producing countries using chocolate sales. The company's partners, Plan International Japan and the Action Against Child Exploitation (ACE) - Japan, used the donation money to improve the school and hygiene environment, provide technology guidance to farmers, and to raise awareness of authority for children through education in support areas. This activity helped stop child labor, thereby increasing the number of children who can go to school.

Nestlé: [Nestlé Cocoa Plan](#)

Real change cannot be brought about by one organization or company working in isolation. Collaboration is needed. The partnership between Nestlé and the International Cocoa Initiative is changing the way that the cocoa industry tackles the issue of child labor. In 2012 Nestlé became the first company in the industry to establish a comprehensive supply chain approach to child labor – the Child Labor Monitoring and Remediation System or CLMRS.

Olam Group: [Cocoa Sustainability Report](#)

Olam works hand-in-hand with partners, customers, governments, NGOs and through joint initiatives to create the necessary conditions for every person whose life revolves around cocoa production to prosper. Olam was the first agri-business to take the initiative to become a member of the [Fair Labor Association](#) to help strengthen the company's processes and monitoring systems, as well as to provide transparency.

Touton: [SUSTAINABLE SOURCING](#)

The company's first sustainability programs date back to the 1990's, when the company began working on projects to increase cocoa farmers' livelihoods around its own Société Agricole de l'Ouest plantation in Côte d'Ivoire. Touton's cocoa beans are now traceable all along the supply chain, from the origin to the consumer allowing segregation of conventional and certified beans as well as better monitoring and understanding of the communities of farmers with which Touton works.

V. Conclusion

A national level study funded by the Department of Labor milestone survey will be released in early 2020. Its purpose is to measure progress toward achieving, by 2020, a 70% reduction in the worst forms of child labor in

the two countries' cocoa-growing areas. We look forward to the report to help guide the future work of the cocoa and chocolate industry and its partners.

Ending child labor is a shared responsibility among all stakeholders in the cocoa supply chain. Companies and producing governments are stepping up – we urge governments of cocoa consuming countries, international development partners, civil society organizations, and other stakeholders to join us and support long-term solutions to safeguard a bright future for West African children.

THE DECLARATION

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.

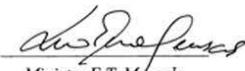
The undersigned support the *Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol* and will work with each other and the other major stakeholders to successfully execute projects in the spirit of the *Declaration* and in accordance with the attached *Framework of Action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



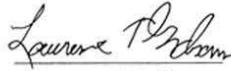
Secretary Hilda L. Solis
United States



Minister Emile Guireoulou
Côte d'Ivoire

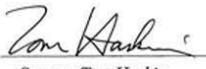


Minister E.T. Mensah
Ghana

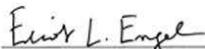


Lawrence T. Graham
President, National Confectioners Association

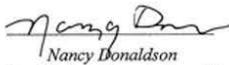
We hereby witness the commitment evidenced on September 13, 2010, through this Declaration and the accompanying *Framework of Action to Support Implementation of the Harkin-Engel Protocol*.



Senator Tom Harkin
U.S. Senate, Iowa



Congressman Eliot Engel
U.S. Congress, New York



Nancy Donaldson
Director, International Labor Organization, Washington Office

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;¹
- 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;²

¹ 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.

² 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-lasting solutions to poverty by empowering their target population and addressing their overall well-being. (http://pdf.usaid.gov/pdf_docs/PNADR399.pdf)

- 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, 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 NGOs):** This group includes among others, the ILO-IPEC, the ICI, the WCF, and other organizations possessing expertise related to the initiatives under 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 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
 - 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 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.
 - 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 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.

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 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
 - 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,¹ 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);
 - 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 WFCL;
 - d. Efforts to promote the development, implementation, and sustainability of the Child Labor Monitoring Systems in Côte d'Ivoire and Ghana;

¹ See Attachment 1: Criteria for Assessing whether New Programming Should Count Toward Industry Commitment.

- 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;
 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 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.
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 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.

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:
 - 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?
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?