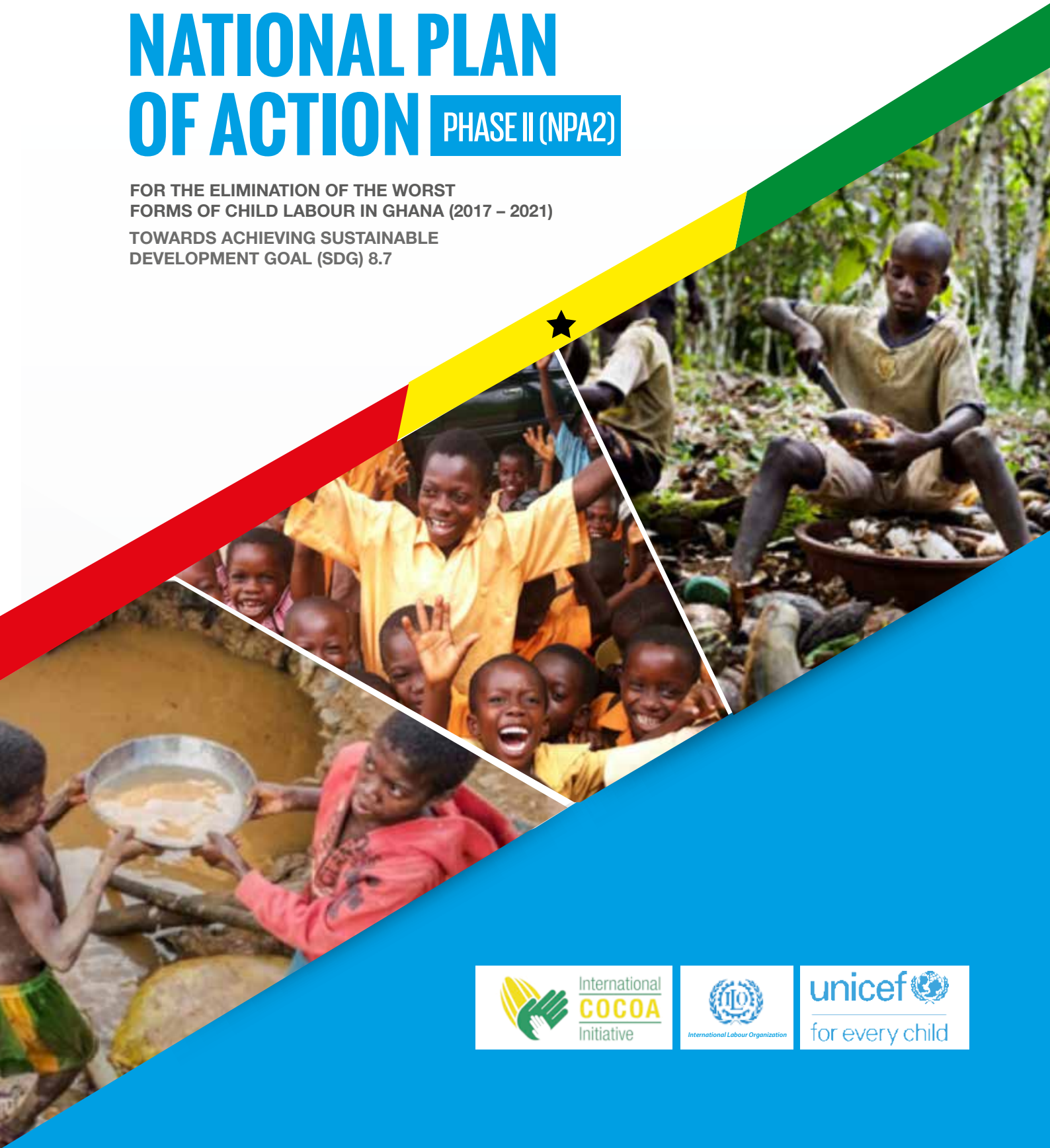




NATIONAL PLAN OF ACTION **PHASE II (NPA2)**

FOR THE ELIMINATION OF THE WORST
FORMS OF CHILD LABOUR IN GHANA (2017 – 2021)

TOWARDS ACHIEVING SUSTAINABLE
DEVELOPMENT GOAL (SDG) 8.7



International
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International Labour Organization

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for every child



Republic of Ghana

NATIONAL PLAN OF ACTION PHASE II (NPA2) FOR THE ELIMINATION OF THE WORST FORMS OF CHILD LABOUR IN GHANA (2017 - 2021)

Towards achieving Sustainable Development Goal (SDG) 8.7



International Labour Organization





TABLE OF CONTENT

Acknowledgement	8
Abbreviations	9
1. Introduction	11
2. Child labour in Ghana	14
2.1. Definition of child labour	14
2.2. Incidence of child labour	16
2.3. Causes of child Labour	17
2.4. Consequences of Child Labour	19
2.5. National stance against child labour	19
3. Summary of national effort against child labour	21
4. Overall Approach and Guiding Principles	24
5. Key Issues to be Addressed, Objectives and Agreed Actions	27

PART 1:

UPSTREAM INTERVENTIONS	29
Strategic Objective 1: Reinforcing public awareness and strengthening advocacy for improved policy programming and implementation of child development interventions	29
Major Issue 1:	31
There is low public awareness on child labour and insufficient advocacy on child development interventions	31
Expected Outcome 1.1: the Ghanaian Society is well-informed on the rights of children and mobilized to support the fight against child labour.	31
Expected Outcome 1.3	37
Expected Outcome 1.4: Policies and Programmes on strengthening the rural economy and promoting the fundamental principles and rights at work using integrated area-based approaches towards Child Labour Free Zones (CLFZ) are designed implemented and promoted.	42
Expected Outcome 1.5.: Implementation modalities for conducting child labour interventions mainstreamed in agricultural policies and programmes, especially agricultural extension services including fisheries and livestock, are in place and functional.	42
Expected Outcome 1.6.: Laws on child labour are enforced and content gaps in the legal framework addressed	44
Outcome 1.7: social protection intervention including the LEAP Programme and other livelihood enhancement interventions are expanded and operational in all child labour endemic Areas	45



Outcome 1.8: Opportunities for youth employment are available for young people including those with children are in WFCL	46
Strategic Objective 2: Improving Capacity, Collaboration, Coordination and Resource Mobilization for effective implementation of child labour interventions	48
Major Issue2:	
Outcome 2.2.: There is effective inter-Agency collaboration and coordination in the development and implementation of national policies and programmes to improve the wellbeing of children.	50
PART 2: DOWNSTREAM INTERVENTIONS	52
Strategic Objective 3: Effective Provision and Monitoring of Social Services and Economic Empowerment Programmes by Local Government Administrations	52
Major Issue 3: Low prioritization and inadequate implementation modalities for child development policies at Regional and District levels	53
Outcome 3.1. Child Development Interventions in the Regions are effectively coordinated and monitored.	53
Outcome 3.2. Metropolitan, Municipal and District Assemblies prioritize the implementation of child development interventions and provide adequate educational and social protection services to child labour endemic communities.	53
Outcome 3.4. Development and Implementation of Community Action Plans (caps) are monitored in all communities in each MMDA	66
Strategic Objective 4: Promoting Community empowerment and sustainable action against child labour	57
Outcome 4.2. All children at risk are identified and prevented from child labour	58
Outcome 4.3.: All children in the local community engaged in WFCL other than hazardous work, Hazardous work and activities detrimental to their education are identified. , rescued and referred to a Social Service providers	59
6.Governance Structure and Management Arrangements	61
Programme Management	62
Annex 1: Performance Measurement: Outcome Indicators and Targets	64
Annex 2: Population distribution of working children 5- 17 years by children in Economic Activity, Child Labour and Hazardous Child Labour	72
Annex 3: National Steering Committee on Child Labour (NSCCL)	73
Annex 4: NPA Technical Working Group:	74
Annex 5: Negotiation Team	74
Annex 6: Lead Agencies under NPA2	75

FOREWORD



The Economy of a country is hinged on the capacity of its human resources. Child labour prevents children from acquiring quality education and is detrimental to their health and proper development. Today, it is estimated that more than one out of every five children in Ghana (21.8%) is involved in child labour. This is both a violation to their constitutional rights and a critical leakage to accelerated national development. Child labour is a decent work deficit. It is not acceptable.

The government of Ghana is committed to the elimination of child labour, especially the worst forms. The country was the first to ratify the UN Convention on the Rights of the Child and has ratified all key Conventions of child labour notably the ILO Conventions on Minimum Age (C138, 1973) and on Worst Forms of Child Labour (C182, 1999). The country also has a comprehensive legal framework including the 1992 Constitution, Children's Act, 1998 (Act 560), Child Rights Regulation, 2002 Human Trafficking Act, 2005 (Act 694) and the Criminal Code (Amendments) Act, 1998 (Act 554) and its Amendments.

The Ministry of Employment and Labour Relations (MELR), together with other national agencies and development partners, is at the forefront of national efforts to address child labour. Since 2000, strenuous efforts have been made to establish a sustainable institutional framework comprising the Child Labour Unit (CLU) in the Labour Department and the National Steering Committee on Child Labour consisting of all key Ministries, Social Partners, Civil Society and Development Partners. The work of these partners has consolidated the visibility of child labour interventions and reinforced government commitment to effectively address the issue.

In 2010 Cabinet approved the first National Plan of Action (NPA1) on the Elimination of the Worst Forms of Child Labour (2009-2015). Significant progress was made in its implementation: the technical capacity of duty bearers was strengthened; public awareness was enhanced; social partners were mobilized for action, local communities were empowered and many affected children received support. Yet child labour persists and is endemic in many communities, especially deprived ones. While the technical skills and experience of the team of partners is improving, mobilizing more resources is imperative, if the country can turn the tides to reduce child labour to its barest minimum.

This second National Plan of Action against Child Labour (NPA2: 2017-2021), is designed to build on the gains made, utilizing good practices and lessons learned to address this challenge in a more effective and sustainable manner. This plan gives attention to the need to mobilize more resources, focus action in local communities and strengthen educational outcomes so that children are enrolled and retained in school. Recommendations from the review of NPA1 and the recent Child Labour Report conducted as part of the Ghana Living Standards Survey Round 6 as well as national policy objectives in the present National Development Policy Framework have informed the design and programming of this Plan. It is envisaged that NPA2 will be implemented with more vigour and within a robust frame of collaboration and coordination among partners, in the context of effective monitoring and accountability.

Many children aspire to be very resourceful to their country but their efforts are threatened by child labour. The effective implementation of this NPA will not only enhance the realization of their dreams but accelerate our collective effort to strengthen the human resource capacity upon which sustainable national development depends. This is why I am confident that all stakeholders, including government institutions, the social partners, civil society organization, development partners and children themselves will give their best push to this renewed effort to eliminate child labour in Ghana.

.....
Hon. Ignatius Baffour Awuah (MP)
Minister of Employment and Labour Relations



ACKNOWLEDGEMENT



The development of this second National Plan of Action (NPA 2) on the Elimination of Worst Forms of Child Labour in Ghana demonstrates the persistent national effort to address the challenge. Many individuals and organizations made immense contributions to this feat. The Government and people of Ghana are indebted to them and thus grateful for all the support and hard work,

The Government of Ghana recognizes the high sense of responsibility shown by the Ministry of Employment and Labour Relations (MELR) in ensuring that a new NPA is ready on time. The commitment and leadership of the Sector Minister, Hon. Ignatius Baffour Awuah (MP) and the Deputy Minister, Hon. Bright Wireko-Brobby (MP) are specially acknowledged. Gratitude is given to the Chief Director of MELR, Mr. Sammy-Longman Attakumah for his guidance and support during the process. Mrs. Emma Ofori Agyemang, Director for Policy Planning, Monitoring and Evaluation (PPME) is acknowledged for her incisive contributions.

A special thanks to the Ag. Chief Labour Officer, Mr. Eugene Korletey for his consistent support throughout the process. Much gratitude is given to Ms. Elizabeth Akanbombire, Head of the Child Labour Unit (CLU) of the Labour Department and the entire staff of the CLU for their dedication in coordinating the process to its successful completion.

Special recognition is given to the National Steering Committee on Child Labour (NSCCL) for providing the technical fulcrum and momentum essential for the design and development of this NPA. Also, the selfless commitment demonstrated by members of the NPA Technical Working Group (refer to Annex 3 for the full list) in taking up the challenge to produce this Document is very much appreciated. Particularly worth mentioning is Mrs. Stella Dzator for her immense facilitation skills. Thanks also goes to Mr. Emmanuel Kwame Mensah, the Consultant who provided technical expertise and guidance to the working group in pulling together the various elements and components required for the formulation of this second National Action Plan. The work of the NPA Negotiation team is also very much appreciated.

The Government of Ghana also wishes to express its profound gratitude to the International Cocoa Initiative (ICI), the United Nation Children's Fund (UNICEF), the International Labour Organization (ILO) and the Government of Canada for providing technical direction and financial support. In this regard, much thanks is given to Ms Avril Kudzi former National Coordinator and Mr. Mike Arthur of the ICI Office in Ghana and Mr. Iddris Abdallah of UNICEF for providing effective coordination between the NSCCL technical working group and their respective organizations.

The Government of Ghana expresses its gratitude to all Ministries, Departments and Agencies (MDAs), Metropolitan/ Municipal/District Assemblies (MMDAs), Social Partners (Ghana Employers' Association and Organized Labour) and Civil Society Organizations (CSO), which ensured that the views of all stakeholders are reflected in the NPA.

Grateful acknowledgement to the editorial support provided by Mr. Joseph Sineka Limange.

ABBREVIATIONS

Acronym	Definition
AG	Attorney-General
ACRWC	Africa Charter on the Rights and Welfare of Children
B&DR	Births and Deaths Registry
CBAs	Collective Bargaining Agreements
CBO	Community-Based Organization
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CHRAJ	Commission for Human Rights and Administrative Justice
CIDA	Canadian International Development Agency
CL	Child Labour
CLM	Child Labour Monitoring
CLMS	Child Labour Monitoring System
CLU	Child Labour Unit
COCOBOD	Ghana Cocoa Board
COTVET	Council for Technical, Vocational and Education Training
CPC	Child Protection Committee
CRDD	Curriculum Research Development Division
CRC	Convention on the Rights of the Child
CRIG	Cocoa Research Institute of Ghana
CSEC	Commercial Sexual Exploitation of Children
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
CWIQ	Core Welfare Indicators Questionnaire
DA	District Assembly
DACF	District Assemblies Common Fund
DANIDA	Danish International Development Agency
DCE	District Chief Executive
DCPCs	District Child Protection Committees
DFI	Department of Factory Inspectorate
DHS	Demographic and Health Surveys
DHMTs	District Health Monitoring Teams
DSD	Department of Social Development
DOC	Department of Children
ECOWAS	Economic Communities of West African States
EFA	Education for All
EMIS	Education Management Information System
FBOs	Faith-Based Organizations
FCUBE	Free and Compulsory Universal Basic Education
GAWU	General Agricultural Workers' Union
GCLS	Ghana Child Labour Survey
GEA	Ghana Employers' Association
GES	Ghana Education Service
GETFUND	Ghana Education Trust Fund
GHS	Ghana Health Service
GJA	Ghana Journalists Association
GLSS	Ghana Living Standards Survey
GMACL	Global Match Against Child Labour
GNAT	Ghana National Association of Teachers
GNCC	Ghana Commission on Children
GNCRC	Ghana NGO Coalition on Child the Rights
GPRS	Ghana Poverty Reduction Strategy
GPRS II	Growth and Poverty Reduction Strategy II
GP	Ghana Police
GPS	Ghana Police Service
GRATIS	Ghana Regional Appropriate Technology Industrial Service
GSS	Ghana Statistical Service
GTUC	Ghana Trades Union Congress
HIV	Human Immunodeficiency Virus
IEC	Information, Education and Communication
ICES	Integrated Community Centre for Employable Skills
ILO	International Labour Organization
IOM	International Organization for Migration
IPEC	International Programme on the Elimination of Child Labour
LAWA	Leadership and Advocacy for Women in Africa
LGSS	Local Government Services Secretariat
LI	Legislative Instrument
LSMS	Living Standards Measurement Survey
ICI	International Cocoa Initiative
ISD	Information Services Department



JHS	Junior High School
LEAP	Livelihood Empowerment Against Poverty
LD	Labour Department
MCA	Millennium Challenge Authority
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MMDAs	Metropolitan, Municipal and District Assemblies
MDGs	Millennium Development Goals
MEST	Ministry of Environment, Science and Technology
MoF	Ministry of Finance
MICS	Multiple Indicator Cluster Survey
MLNR	Ministry of Lands and Natural Resources
MLGRD	Ministry of Local Government and Rural Development
MELR	Ministry of Employment and Labour Relations
MOCC	Ministry of Chieftaincy and Culture
MOE	Ministry of Education,
MOFA	Ministry of Food and Agriculture
MOH	Ministry of Health
MOI	Ministry of Information
MOU	Memorandum of Understanding
MOGCSP	Ministry of Gender, Children and Social Protection
MTDPF	Medium Term Development Policy Framework
MTI	Ministry of Trade and Industry
NADMO	National Disaster Management Organization
NAGRAT	National Association of Graduate Teachers
NCCE	National Commission for Civic Education
NDPC	National Development Planning Commission
NEPAD	New Partnership for Africa's Development
NFE	Non-Formal Education
NFED	Non-Formal Education Division
NGO	Non-Governmental Organization
NHI	National Health Insurance
NHIS	National Health Insurance Scheme
NHIA	National Health Insurance Authority
NIS	National Identification System
NLCD	National Liberation Council Decree
NPA	National Plan of Action
NPC	National Population Council
NSC	National Steering Committee for the elimination of child labour
NSPS	National Social Protection Strategy
NVTI	National Vocational Training Institute
NPECLC	National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa
NYEP	National Youth Employment Programme
OIC	Opportunities Industrialization Centre
OSH	Occupational Safety and Health
OVC	Orphans and Vulnerable Children
PEAs	Private Employment Agencies
PTA	Parent -Teacher Association
SCREAM	Supporting Children's Rights through Education, Arts and the Media
SFP	School Feeding Programme
SFPS	School Feeding Programme Secretariat
SHS	Senior High School
SMCs	School Management Committees
SSNIT	Social Security and National Insurance Trust
SOMOPAC	Social Mobilization Partners Against Child Labour
STEP	Skills Training and Employment Placement Programme
SDG	Sustainable Development Goal
TBP	Time-Bound Programme
TUC	Trades Union Congress
TVET	Technical Vocational Education and Training
UN	United Nations
UNCRC	United Nations Convention on the Rights of the Child
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
USDOL	United States Department of Labour
WACAP	West Africa Cocoa and Commercial Agriculture Project
WAJU	Women and Juvenile Unit (now DOVVSU, Ghana Police Service)
WFCL	Worst Forms of Child Labour
YEA	Youth Employment Agency

1. INTRODUCTION



Child labour is a global canker. Over 168 million children are trapped in the menace across the world, with Sub-Saharan African still having the highest prevalence rate of more than one in five children¹. In Ghana, 21.8% of the children are estimated to be child labourers, and more than six in ten of them are engaged in hazardous work². The impact of child labour on the economic and social development of affected countries is clear. In particular, it affects the transition paths of youth and their eventual employment outcomes³, minimizing their opportunities for decent work in adulthood while approximating them to poverty. Child labour is an affront to the fundamental human rights of children and a threat to their wellbeing.

Ghana's effort to address child labour is internationally recognized. The country was the first to ratify the United Nation's Convention on the Right of the Child (UNCRC), and has ratified other key international instruments including the Africa Charter on the Rights and Welfare of Children (ACRWC), ILO Conventions on Minimum Age, 1973 (Convention No. 138,) and Worst Forms of Child Labour, 1999 (Convention No. 182,), the African Charter on the Rights and Welfare of the Child, the Palermo Protocol and relevant ECOWAS Protocols and Child Policy and Strategic Plan of Action.

The 1992 Constitution guarantees the right of children to be protected from any work that threatens their development.⁴ The Children's Act, 1998 (Act 560), the Human Trafficking Act, 2005 (Act 694), the Domestic Violence Act, 2007 (732), The Criminal Code, 1960 (Act 29) and the Criminal Code (Amendment) Act, 1998 (Act 554) and other national legal instruments have provisions which address various forms of child labour. In addition to this impressive legal framework, various policies have been put in place to enhance the development of children. These include the Free Compulsory Universal Basic Education (FCUBE) policy, the early childhood development policy and the national social protection strategy. Together, they provide some of the key elements for building a robust legal and policy architecture for child protection. But these elements are not adequately coherent.

In 2010 Cabinet approved the first National Plan of Action (NPA 1) for the Elimination of the Worst Forms of Child Labour (2009-2015). The goal was to reduce the worst forms of child labour to the barest minimum, while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term. Significant gains were made during the implementation of NPA1: the plan provided an overarching framework that linked the various policies, legal and institutional elements designed to improve the welfare of children. Both the process of its development and implementation fostered an accelerated collaboration among government Ministries, Departments and Agencies (MDAs). It enhanced coordination thereby improving synergies among public institutions tasked with the responsibility of child protection and development. It also provided a focus for government partnership with civil society and international organizations working to improve the wellbeing of children. Very importantly, NPA1 helped to enhance awareness and established child labour as a topical national issue.⁵

This second National Plan of Action (NPA2) on the Elimination of Worst Forms of Child Labour underscores government's commitment to pursue the elimination of the worst forms of child labour (WFCL). It will consolidate the gains made under NPA1 by reinforcing the linkages between the various child development policies and providing a vehicle for the continued enforcement of relevant laws. Moreover, it will continue to foster strong

¹ ILO (2013), *Making Progress Against Child Labour*

² GSS (2014), *Ghana Living Standards Survey Round 6 Child Labour Report*

³ ILO (2015), *World Report on Child Labour*

⁴ 1992 Constitution of the Republic of Ghana, Article 28

⁵ More details on the achievements and experiences of NPA are in the sections below.



collaboration between partners and enhance the coordination of their actions. In particular, it will serve as a platform for implementing the objectives of the Child and Family Welfare Policy (CFWP), providing the mechanisms for taking action to combat violent abuse and exploitation of children, thereby entrenching public awareness of the concept and consequences of child labour, especially its devastating long term effect on economic development and social stability; and facilitating the translation of awareness into actual action against child labour at all levels.

The formulation of NPA2 was based on a thorough consultative process involving key institutions at the national level such as the relevant government agencies (MDAs), social partners and civil society as well as the Regional Coordinating Councils (RCC) and Metropolitan, Municipal and District Assemblies at the sub-national level. It integrated findings from the Review of NPA1; recommendations from the Child Labour Report of the Ghana Living Standards Survey Round 6, and national policy objectives and strategies for child development under the Ghana Shared Growth and Development Agenda (GSGDA) II, 2014–2017.⁶ It is also consistent with the Child and Family Welfare Policy⁷ and the National Employment Policy⁸ As well as international frameworks such as the Regional Action Plan (RAP) on child labour and the Sustainable Development Goals (SDGs). The strategies adopted have emerged from deliberations and negotiations as the most appropriate approaches agreed by partner institutions. The emphasis is on vigorous action at the community and district levels with strong policy and institutional support from the national level.

The aim to reduce WFCL to the barest minimum remains unchanged. This means that while appreciating the nine (9) Worst Forms of Child Labour prioritized in NPA1⁹, the orientation of NPA2 is to address any forms of child labour in the locality. The focus is on the child, to prevent or withdraw him/her from all WFCL to which s/he is at risk or engaged respectively. Thus an integrated Area-Based Approach (IABA) towards Child Labour Free Zones (CLFZ), as indicated in the National Development Policy Framework (NDPF) is the locus for the overall strategy under NPA2. To this end, the design and sustained implementation of Community Action Plans (CAPs) is a central mechanism for mobilizing action at the local level. The NPA2 recognizes the key role education and social protection play in tackling child labour. Therefore, it calls for strong advocacy and public policy to enhance education outcomes and improve access to social protection services, especially in child labour endemic areas where economic vulnerabilities are the main causes for the exploitation of children.

Accelerated advances in addressing child labour, improving education and expanding social protection can be achieved when concerns for the widening inequality in the population is addressed. Ghana's final report on the erstwhile Millennium Development Goals (MDGs) showed an improvement in poverty indices but a widening of the poverty gap. This is instructive to the implementation of NPA2, especially because the new Sustainable Development Goals (SDGs) calls for the narrowing of the inequality gap with specific focus on the elimination of all forms of child labour.¹⁰ It is envisaged that, initial country efforts towards achieving the Sustainable Development Goals (SDGs) will reach out to the most deprived sections of the population, particularly the three northern regions. The prevalence of child labour in rural areas is a manifestation of the vulnerabilities of the rural economy. Thus, a sustained elimination of child labour will be achieved if key pillars of the rural economy are fortified. Strengthening agro processing, creating jobs and reinforcing the fundamental principles and rights at work are among key aspects that must be addressed. As in many other areas of social development, rapid progress in tackling child labour and improving educational levels can be made in population groups that are within or near the mainstream. Those at the margins require additional and steady efforts in order to overcome the much bigger impediments they face. In this regard, communities in the Northern Regions and in many rural and poor urban localities across the country constitute deprived areas requiring special attention if Ghana is to attain its national education and child labour goals in a timely manner. The NPA2 recognizes this need and calls for special efforts and attention in addressing the underlying problems which make children in those deprived communities most vulnerable to exploitation in the WFCL. Consequently, NPA2 is undergirded by the Medium-Term National Development Policy Framework (2014–2017)¹¹ and other sectoral policies which are relevant for ensuring the welfare of children. They include the policies relating to Education, gender, children and social protection, health, agriculture, employment, youth, culture and resource mobilization.

⁶ The GSGDA II (2014–2017) is the Medium-Term National Development Policy Framework.

⁷ The Child and Family Welfare Policy was Developed by the Ministry of Gender, Children and Social Protection and launched in 2015

⁸ The National Employment Policy was developed by the Ministry of Employment and Labour Relations and launched in February 2015 after it was adopted by Cabinet.

⁹ The 9 prioritized WFCL in NPA1 were Child Trafficking, Fisheries, Mining and Quarrying, Ritual Servitude, Commercial Sexual Exploitation of Children, Child Domestic Servitude, Portage of Heavy Loads, Agriculture, Street Hawking including Begging.

¹⁰ SDG 8.7 is to "Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms"

¹¹ Ghana Shared Growth and Development Agenda (GSGDA 2)

The implementation of this NPA2 is to be driven by Government, with the support of other stakeholders. Six types of agencies are expected to play key roles in this process: (i) Ministries, Departments and Agencies (MDAs) at the central level; (ii) Metropolitan, Municipal and District Assemblies (MMDAs or “district assemblies”); (iii) the Social Partners (employers’ and workers’ organizations); (iv) Civil Society Organizations (CSOs), including the Media, NGOs and Religious Groups (v) the private sector (industry) and (vi) Development Partners. Parliament will provide appropriate oversight to enhance effective implementation. The growing engagement of Parliament on child labour issues, through the relevant Sub-Committees will be of immense benefit. The actions in the NPA will be mainstreamed into the various action plans of the responsible agencies, as part of their routine activities. The implementation modalities would take into serious consideration the need for a strong advocacy for resource mobilization at all levels, maintaining the responsibility of government to ensure that duty bearers have the capacity to carry out their responsibilities.

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

In order to promote incremental efficiency in the implementation process, a continuous monitoring arrangement will be integrated in the day-to-day delivery of the interventions, with a feedback mechanism that ensures that emerging lessons and experiences are utilized promptly to better performance. To this end, a Comprehensive Monitoring Mechanism, including simple but effective involvement of community functionaries and consistent with the approaches of the National Development Planning Commission (NDPC) will be employed, noting good practices from experiences from ILO Projects in Ghana. There will be two independent evaluations: a mid-term evaluation largely conducted by national professional evaluators and an end-term evaluation that will take advantage of the ECOWAS peer review mechanism on child labour.



2. CHILD LABOUR IN GHANA



2.1. Definition of child labour

Children engage in many different activities. Some activities are a naturally part of the socializing process which is important for their proper integration into society. This is not child labour. The term “child labour” does not encompass all economic activity undertaken by children. Rather, it refers to employment or work carried out by children that does not conform to the provisions of national legislation, such as the Children’s Act, 1998 (Act 560), nor provisions of international instruments.

International Standards on Child Labour¹²

The Children’s Act defines exploitative labour as work that deprives the child of his/her health, education or development. It sets the minimum age for admission to employment at 13 years for light work,¹³ 15 years for general employment, and 18 years for hazardous work. The Act defines hazardous work as work posing “a danger to the health, safety or morals of a person”, and provides a list of activities including sea going, mining and quarrying, portering of heavy loads, work involving the production or use of chemicals, and work in places where there is a risk of exposure to immoral behaviour.

These definitions are similar to the specifications provided by ILO Conventions 138 and 182, which target the following categories of labour for abolition:¹⁴

- Labour that is performed by a child who is under the minimum age for that kind of work (as defined by national legislation, in accordance with accepted international standards), and that is thus likely to impede the child’s education and full development (Convention 138);
- Labour that jeopardizes the physical, mental or moral well-being of a child, either because of its nature or because of the conditions in which it is carried out, known as hazardous work (Convention 182); and
- The worst forms of child labour other than hazardous work, which are internationally defined as slavery, trafficking, debt bondage and other forms of forced labour, forced recruitment of children for use in armed conflict, prostitution and pornography, and illicit activities (Convention 182).

¹² ILO (2015), *World Report on Child Labour*

¹³ The Act defines “light work” as work that is not likely to be harmful to the health or development of the child and does not affect the child’s attendance at school or his/her capacity to benefit from school work.

¹⁴ ILO, *Time-Bound Programmes for Eliminating the Worst Forms of child Labour – An Introduction, TBP Manual for Action Planning, Guide Book II* (Geneva, ILO, 2003), p. 15.

Figure 1 illustrates the boundaries of child labour targeted for abolition under the ILO Conventions. These have been translated largely into domestic legislation in the Children's Act, 1998 (Act 560) and other national legislation. Consequently, they also represent the broad outline of activities targeted for elimination under this NPA2.

Figure 1: Activities targeted by ILO Conventions 138 and 182

Age					
18					
15*					
13**					
	Work excluded from minimum age legislation ***	Light work	Non-hazardous work	Hazardous work	worst forms of child labour other than hazardous work

* The minimum age for employment/work is determined by national legislation and can be set at 14, 15 or 16 years

** Minimum age for light work: 12 or 13 years

*** E.g., household chores, work in family undertakings and work undertaken as part of education. An activity should not be excluded if it is likely to have a negative impact on children's health, education or development.

NB: Shaded area = child labour for abolition

Source: ILO, Time-Bound Programmes for Eliminating the Worst Forms of child Labour – An Introduction, TBP Manual for Action Planning, Guide Book II (Geneva, ILO, 2003), p. 15.



2.2. Incidence of child labour

Child labour continues to be prevalent in Ghana; every fifth child is directly affected and more than one-in-ten (14.2%) engaged in the worst forms, particularly hazardous work¹⁵. There is child labour in every region of the country. Apart from the Greater Accra and Central Regions, each region has more than 20% of children as victims. The menace is endemic in many local communities especially in deprived areas where opportunities are dwindling. In urban areas, it is common to find children in the streets, selling wares and begging (for themselves or assisting adults with disabilities) or in the markets engaged in the manual handling or transportation of heavy loads (Kaya/kayayo). In rural communities many children are involved in agriculture including livestock and fisheries, doing work which by its nature or circumstance is injurious to their health. Not every work children engage in is child labour. But most working children are child labourers.

Child labour and education

Over 60% of children not attending school are engaged in child labour, (35.4%) or its worst forms/hazardous work (28.3%). Meanwhile, as the gross and net enrolment ratios continued their increasing trends over the past five years, completion rates in basic education decreased for both primary and JHS in the 2013/2014 school years, jerking a four-year increasing trend between 2009 and 2013. Retention rates were stagnant. Keeping children in school for quality education is an effective antidote to child labour. Many children are combining working with school attendance. This is affecting the quality of education they get. The detrimental effects of child labour on education cannot be camouflaged by keeping children in school without fully withdrawing them from inappropriate work.

Child labour Gender and other Socio-Cultural Factors

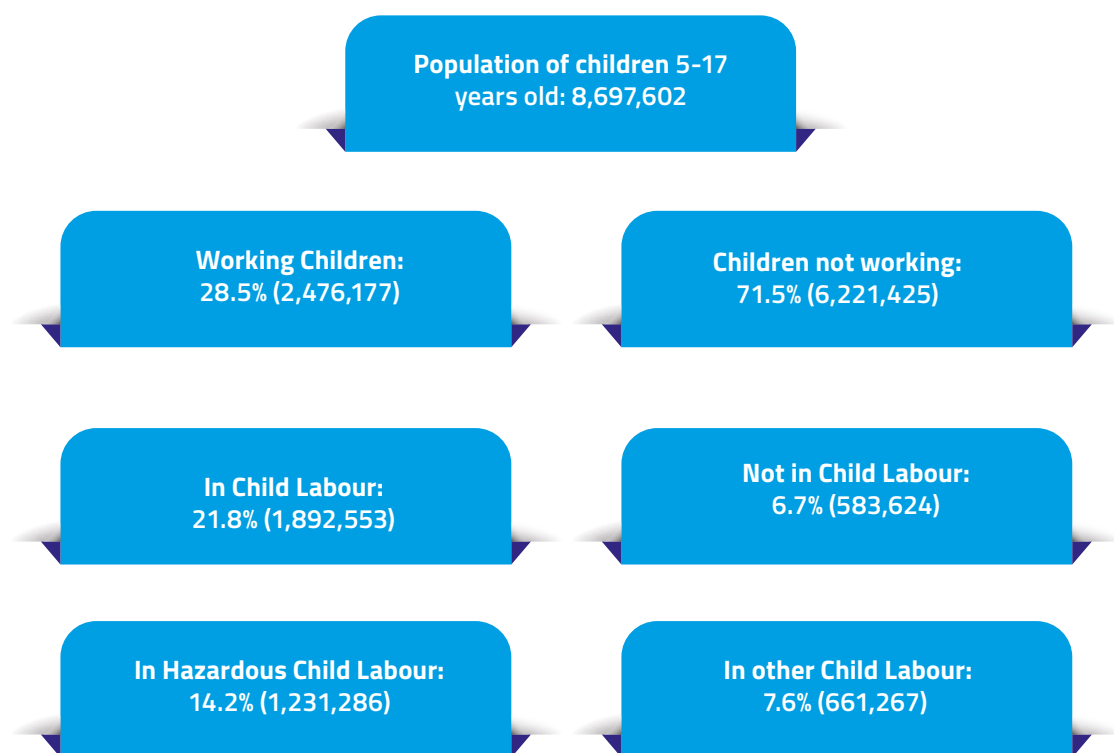
Girls form the majority of children in a number of WFCL situations that have low public visibility and may hence receive inadequate attention. These cases include CSEC (commercial sexual exploitation of children) and domestic servitude. The hidden nature of these cases of the WFCL contributes to the difficulty in examining the incidence, nature, consequences and possible remedies. With regard to domestic servitude, its informal nature and its frequent association with traditional fosterage practices encourage the exploitation of children on a massive scale. Yet domestic servitude has seldom attracted effective attention and action. There is an urgent need to put effective measures in place to end these forms of exploitation.

Child labour and abuse of children

Many working children engaged in child labour and other forms of hazardous work are often exposed to various forms of abuses at the workplace. The GSS reports that about nine in every ten children (91%) who suffered some form of abuse were involved in child labour while 87.4 percent of such children were engaged in hazardous forms of child labour. Only 22.5 percent of children who did not suffer any abuse were reported to be engaged in child labour.

¹⁵ Ghana Statistical Service, GSS (2014), Ghana Living Standards Survey Round 6 Child Labour Report

Below is a summary on the incidence of child labour in Ghana, according to the Child Labour Report of the Ghana Living Standards Survey Round 6 (CLR-GLSS-6), 2014



2.3. Causes of child Labour

Poverty and other economic factors

The main causes of child labour in Ghana are underpinned by localized socio-economic vulnerabilities, in the context of growing inequalities, in spite of recorded progress in economic growth. Child labour, particularly unpaid work in family enterprises is prevalent in the rural informal economy. The Rural Savanna zone, including the three regions in the north, has the highest incidence of poverty (55%) and child labour (34%)¹⁶. The 2015 Ghana MDG Report shows that whereas incidence of poverty is decreasing because of improvements in urban poverty, the poverty gap is increasing because of little progress made against rural poverty. In the rural areas, the depth of poverty is worsening, the rural poor are becoming poorer. According to the Child Labour Report from the Ghana Living Standards Survey Round 6, child labour is prevalent in rural areas¹⁷. The survey recommends that child labour should be made one of the indicators of poverty reduction.

- **Rural-urban migration for economic reasons.** Some children migrate to the cities influenced either by media reports or by their peers returning from the cities. The inability of parents to care for their children also results in child migration. Some parents also move from the northern to the southern areas hoping to find jobs so they can revisit their spouses and children in the rural area.¹⁸
- **Undeveloped labour markets,** coupled with weak enforcement of child labour laws and the fact that over a fifth of school-going children remain outside of the school system, makes it easy and attractive for employers to substitute children's labour, including unpaid child labour, for that of adults. And because large segments of the economy, particularly the urban informal and rural sectors, mostly rely on unskilled labour, the demand for child labour remains high also because it is cheap. At the same time, the prevailing harsh economic conditions force children to accept any type of job to support themselves and their families.

¹⁶ GSS (2014) Ghana Living Standards Survey Round 6,

¹⁷ GSS (2014) Ghana Living Standards Survey Round 6, Child Labour Report

¹⁸ ILO (2004), Ghana Time Bound Project



Human Rights

The Commission on Human Right and Administrative Justice (CHRAJ) has included child labour in its annual country human rights report, highlighting child neglect as the most common form of child rights abuse. The disregard of children's rights is a major cause of child labour. At national, local and family levels, the needs of children are the first to be sacrificed in the face of challenges. Children's right to dignity, childhood, health and education, among others, are not adequately protected. Children have been largely neglected.

Socio-cultural factors

Social and cultural factors associated with the child labour problem in Ghana include¹⁹:

- **Breakdown of the extended and nuclear family system:** Economic hardships have caused a breakdown of the extended family system which used to provide support by absorbing children whose nuclear families could not maintain them.
- **Peer influence:** Studies have shown that children who go onto the streets are greatly influenced by their peers who return home from the cities with money, clothing and other personal belongings especially during festive occasions.²⁰
- **Ethnic Violence:** Ethnic violence is known to force children out of their homes and their communities to peaceful settlements or cities. For instance, in 1994, the ethnic conflict between the Dagombas and Kokombas of the Northern Region resulted in the displacement of over 50,000 children (NGO Consortium, 1995).
- **Cultural/traditional practices:** There are several cultural/traditional practices that served good purposes in the past but have become corrupted, resulting in the exploitation of children. Examples include the traditional fosterage system, which has left the legacy of child domestic workers. Another is the *Trokosi* which used animals for reparation in the past but now uses girls.
- **Discriminatory inheritance patterns:** In some patrilineal communities, it is the practice that fathers bequeath their property to the eldest male child with the intention that he would hold it in trust and manage it on behalf of all the other children. Experience has shown that some of such older children appropriate the property to the total exclusion of their siblings who migrate to the urban areas to fend for themselves.
- **Child abuse/ Violence at home:** Children flee their homes on grounds of neglect, corporal punishment/ severe beating, under feeding, over working and sexual abuse.
- **Single parent:** Children living with single parents may not receive adequate care and protection, and may be easily lost to delinquent behavior and child labour. Single parents may not have adequate income to provide the needs of the child.
- **Large family size:** Older children of large families may have to work to assist in family upkeep. Because the parents are not able to work, feed and support their family size, children who are a bit capable tend to assume the responsibility of working to support their families and thus become child labour in the course.
- **Sickness or death of parent:** Children of sick or incapacitated parents, including those affected by HIV/AIDS, are forced to find alternative means of looking after themselves and also support their sick parent.

¹⁹ *ibid*

²⁰ *"The Exodus" (CAS, 2000).*

2.4. Consequences of Child Labour

Child labour causes poverty. Child labour perpetuates intergenerational socio-economic vulnerabilities on communities, families and individuals. Generally, children are not developed enough to have the competent knowledge and skills required for intermediate and future productivity. Thus, they make the least returns from the inappropriate work they are engaged in presently. Because of their inadequate capacity, child labourers do not make sufficient income, yet their continuous engagement in work deprives them from the time to acquire employable skills. As they grow into legally employable young people (15–24 years), their chances to acquire decent jobs diminish because of lack of competitiveness. Child labour, in other words, not only poses well known immediate health, safety and development risks, but is also associated with compromised earning prospects and chances of securing decent work in the longer term²¹. As a result today's child labourers become tomorrow's poor adults, with families they cannot cater for. Such poor families engage their children in labour as a coping mechanism, thus perpetuating the poverty cycle. Communities consisting of such families are deprived and trapped in perpetual poverty.

Child labour lowers education outcomes. Many boys (39.9%) and girls (31.2%) in illegitimate work do not attend school. More than 60% of children who are not attending school are engaged in child labour or its worst forms (hazardous work). As a result of work, many children do not make time for school. Such children have poor learning outcomes and do not benefit from education. In some sectors, such as Artisanal Small-scale Gold Mining (ASGM), where child labourers make relative high incomes, the desire of children and families to make quick money obscures their appreciation of the long term benefits of education.

Child labour has a detrimental effect on the health and safety of children. Child labour exposes children to many health hazards. Working long hours, carrying heavy loads, use of dangerous tools and exposure to toxic chemicals (such as mercury in the ASGM sector) among others, strains their frail bodies and jeopardizes their health. Child labourers are also often abused, physically, verbally and/or sexually.²²

2.5. National stance against child labour

The 1992 Constitution clearly states that “Every Child has the right to be protected from engaging in work that constitutes a threat to his health, education or development”²³. Child labour is a breach of the fundamental human rights of the child. It undermines the dignity and personhood of its victims and abuses the natural vulnerability of children. The clear delineation of child labour from other activities of children, leaves no room for misconstruing it as acceptable.

Child labour is wrong because it²⁴:

- Is illegal and contravenes the law;
- Infringes on the rights of the child;
- Affects health;
- May result in injury if the child is not properly equipped and supervised by an adult;
- Prevents, interferes with, or negatively affects education, including interference with the quality of learning, concentration at school and school performance, as well as the level of interest in education;
- May result in dropping out of school;
- Leaves irreparable damage – including moral, physical, psychological and emotional damage.
- May include or lead to sexual abuse and exploitation.
- Impacts negatively on the human capital development of the nation.
- Contravenes the international instruments to which Ghana is party.
- It undermines all the fundamental principles of rights of work and the sustainable functioning of enterprises

²¹ ILO (2015), *World Report on Child Labour*

²² GSS (2014), *GLSS6, Child Labour Report*

²³ 1992 Constitution of the Republic of Ghana, Article 28 (2)

²⁴ Ministry of Employment and Labour Relations (2009), *NPA1*



For cases of the unconditional WFCL, with or without exploitation in hazardous child labour, a major cause is the lack of enforcement of applicable laws. Inadequate awareness of the serious nature of these crimes and of the rights of children is also an important factor. This NPA2, like NPA1, maintains that poverty and socio-cultural and traditional beliefs and practices are not acceptable justifications for the unconditional WFCL, neither is weak capacity among enforcement agencies. Moreover, while ignorance of the risks and hazards and a degree of insensitivity to their consequences for children may be a significant factor in the high incidence of hazardous child labour, ignorance should no longer be regarded as a justification. The engagement of children in hazardous activities is a form of exploitation and an infringement of the law, including the Constitution of Ghana and the Children's Act, and should be considered as an intolerable practice²⁵.

²⁵ Ministry of Employment and Labour Relations (2009), NPA1

3. SUMMARY OF NATIONAL EFFORT AGAINST CHILD LABOUR



Child labour is recognized as a national problem in Ghana²⁶. Successive governments have made strenuous efforts to address the issue at both national and sub-national levels. In 1979, the Ghana National Commission on Children was established to help tackle the issue²⁷. Ghana's Constitution provides clear guarantees for the protection of children from exploitative work. In addition, the country has a comprehensive legal framework including the Children's Act, 1998 (Act 560) and its associated Child Rights Regulations, 2002 (L.I. 1705), the Human Trafficking Act (Act 694) 2005, the Juvenile Justice Administration Act, 2003 (Act 653), the Whistle Blower's Act, 2006 (Act 720) and the Domestic Violence Act of 2007 (Act 732).

Ghana accedes to international standards on child labour and has thus ratified all key instruments including the UN Convention on the Rights of the Children adopted at the 1990 World Summit on Children; the ILO Convention on the Worst Forms of Child Labour (C182, 1999) and the Convention on Minimum Age (C138, 1973); the African Charter on the Rights and Welfare of the Child and other relevant Regional and Sub-Regional treaties including the ECOWAS Protocols.

Government, since 2000, has developed and implemented policies and programmes to address child labour more directly. With the support of the ILO/IPEC, the Ghana Country Programme on child labour and the Ghana component of the West Africa Cocoa and Commercial Agriculture Project (WACAP) implemented from 2000 to 2002 and 2003 to 2006, respectively. Under these initiatives a central tracking data-base of children in child labour as well as those at risk in selected sectors and locations were established in 52 communities within 5 districts. This tracking system provided the basis for establishing the present Ghana Child Labour Monitoring System (GCLMS). Other projects in the area of trafficking, commercial agriculture and skills training have contributed significantly to national effort. In 2004 the Ghana Time-Bound Project (TBP) was implemented in 20 districts covering nine out of the ten administrative regions in the country. It identified the key Worst Forms of Child Labour (WFCL) in the country at the time²⁸. It also contributed to the development of key elements for laying a conducive national environment and institutional framework for the elimination of WFCL, and laid the foundation for moving away from piecemeal donor-driven projects to country-led efforts.

In 2009, Cabinet adopted the first National Plan of Action (NPA1) for the Elimination of the WFCL in Ghana. The plan run from 2009 to 2015, making important gains in the fight against child labour. The Implementation of the NPA1 received remarkable support from the ILO, notably the West Africa Projects (WA ECOWAS I&II, CCP and PPP/GIG). Other partners such as UNICEF and ICI also contributed significantly.

²⁶ Ministry of Employment and Labour Relations (2015), *National Employment Policy*

²⁷ Ibid

²⁸ The WFCL included child trafficking, Commercial Sexual exploitation of children, mining, fishing and commercial agriculture.



3.1. Overview of Findings and Conclusions from Review of NPA1

NPA1 was developed through a long consultative process that was both thorough and sometimes stalling. Some 88 stakeholder-institutions were consulted. The outcome was a technically rigorous document that sought to address all the fundamental causes of child labour in a manner that pulled-together efforts of duty-bearing agencies, integrating ongoing interventions with new gap-filling ones as well as innovative intentions. It heavily depended on the institutional capacity, professional responsibility and available resources of mandated agencies, both public and non-public. In the end, there were 8 major issues, 12 Objectives, 98 Actions, 151 indicators and 268 targets. The governance structure and management arrangement were top-heavy even though the principle of subsidiarity was envisaged. Many of the Actions were designed to be driven by the responsible sector agency at the national level with the expectation that this will enhance institutional responsibility and strengthen medium-to-long term solutions. The Monitoring and Evaluation Plan was prepared two years later and there was neither a framework for costing nor an estimated budget. These were expected to be mainstreamed into the plans and budgets of implementing institutions, but not happen. Structurally, the design came across like an omnibus of interventions with clear timelines and allocation of responsibility but insufficient compartmentalization required for clarity, focus and effective management. While the design was satisfactory to many stakeholders, recommendations called for a more measured ambition vis-à-vis available resources.

The Objectives of NPA1 were to: Review, update and enforce the laws; Ensure social mobilization for the respect and protection of children's rights; Ensure full implementation of the FCUBE Policy with priority attention to deprived communities; Improve access to post-basic education for children above 15 years; Make alternative education, including transitional education, available to out-of-school children in deprived areas and children withdrawn from WFCL; Put in place clear institutional arrangements to identify, withdraw, rehabilitate and reintegrate children unconditionally from worst forms of child labour; Put in place measures to prevent and eliminate hazardous child labour; Empower deprived households and communities to overcome vulnerability to child exploitation; Progressively introduce new technologies and labour market reforms to reduce dependence on child labour; Provide adequate institutional, technical and organizational capacity to duty-bearing agencies at all levels; Enhance knowledge base. Some actions on each of the Objectives, to varying extents, were implemented. Howbeit the overall impact was below expectation. The goal of NPA1 was to reduce child labour to the barest minimum. In the end, however, 21.8% (1,892,553) of children in Ghana were estimated to be in child labour, and 14.2% (1,231,286) in hazardous work (Worst Forms of Child Labour). Meanwhile, a long-standing international instrument (ILO Convention on Minimum age for employment, C138) was ratified, the Anti-Human Trafficking Unit (AHTU) of the Ghana Police Service made a number of significant interceptions on child trafficking, a comprehensive Hazardous Activity Framework (HAF) covering all sectors was developed, a Standard Operating Procedure (SOP) for addressing WFCL was produced, including the deployment of the Ghana Child Labour Monitoring System (GCLMS), there was extensive awareness raising especially in the cocoa, fishing and mining sectors and an annual national celebration to mark the World Day against Child Labour (WDACL). Community Actions Plans (CAPs) were designed and implemented in several communities and direct services to affected children were provided by many donor-driven projects. At least 100 Community Child Protection Communities (CCPCs) were established and more than 40 districts set up District Child Protection Committees (DCPCs) and included child labour provisions in their Medium-Term District Development Plans (MTDPs). Workshops and meetings of the National Steering Committee on Child Labour were held, the media in all ten regions of the country and child labour selected districts received training. Child labour has fast become a topical issue in the national development discourse generating numerous media reportages and many national level events on child rights and development.

Significant efforts were made to monitor the implementation of NPA1 but there were serious challenges. The monitoring plan developed was not implemented in any effective way and the monitoring agency, the CLU, was institutionally, technically and logistically incapacitated to conduct consistent above-threshold inspection of implementation. Apart from donor-led interventions (which were monitored by the respective donors, little was done. The observation is that the CLU may have been "forced" to take too much upon itself, driving implementation and monitoring in addition to coordination, the latter being its main role but least conducted. This is so because of a number of reasons not caused only by the CLU: implementing agencies seldom shared implementation reports with the CLU even though reporting formats were agreed, produced and disseminated to the relevant agencies; significant gaps remain in the technical and proactive capacity of staff of the Unit; the labour department has significant deficits in institutional performance ambience as may be the case in many public service institutions; practical team work among agencies with complimentary mandates is very low, inter alia.

The import of this analysis includes an expression of how the implementation of NPA1 has significantly enhanced the conducive national environment required for effective elimination of child labour. It shows how the responsibility



of combating child labour is moving from donor-driven projects to national agencies and institutionalizing a well-structured and coordinated national framework that promotes sustained efficiency. While noting that the factors affecting the demand and supply of child labour are underpinned by broader economic and social circumstances that may transcend the scope of any NPA, there is no taking away the impetus NPA1 brought to leveraging the need to address child labour into the priority considerations of sectors and institutions that hitherto were near-oblivious of the their relevance to child development and protection.



4. OVERALL APPROACH AND GUIDING PRINCIPLES



The general strategy of NPA2 is informed by the findings and recommendations of NPA1 and the National Child Labour Report (GSS, 2014), as well as relevant policy objectives and sectoral plans under the Ghana Shared Growth and Development Agenda (GSGDA2: 2014–2017) and the National Child and Family Welfare Policy (2015). It also hinges on key regional and global frameworks such as the West Africa Regional Action Plan (RAP) on child labour and the Sustainable Development Goals and targets (SDGs), particularly goal 8 and target 8.7.

Focus of priority actions

Tactically, this NPA2 will build on the achievements of NPA1, utilizing the good practices and lessons gained to improve outcomes. It also recognizes that the effects of some major strategies are accelerated by other actions²⁹. NPA2 focuses on a set of priority actions and problems that need to be addressed urgently and which can yield significant impact in the short to medium term. Major emphasis will be placed on preventive strategies against the WFCL, without neglecting children already involved in the WFCL. The following areas will receive priority attention:

- Public awareness and advocacy for effective implementation of key policies in education, social protection, child development, rural economy³⁰ (including agriculture and Artisanal small scale mining) and youth employment
- Social mobilization for direct community action
- Proactive and preventive strategies including quality education, gender equality and poverty reduction
- Direct services to affected families and children
- Law enforcement at all levels
- Protection of children and their rights;
- Withdrawal of children below the age of 15 from child labour and the protection of working children aged 15 and above from exploitation and hazardous work;
- Operationalization of the Hazardous Activity Framework (HAF) and implementation of standard procedures and protocols for dealing with cases of child abuse and exploitation; and
- Development of institutional capacities at all levels of government and within civil society to ensure the effective application of established procedures and protocols;

These efforts are expected to contribute to the elimination of all forms of child labour in the longer term. The overall approach of the NPA 2 to child labour is summarized in the Table 1 below.

²⁹ For example, experiences from NPA1 and other child labour projects have shown that facilitating the development and implementation of Community Action Plans (CAPs) engender active community participation and effective social mobilization which does not only result in local people taking direct action against child labour but also driving community development in many other respects, such as infrastructure in the area of health (e.g. building CHPS compounds).

³⁰ Rural economy includes farm and non-farm industries

Table 1: Response to targeted activities by age group of child

Type of Activity	Age Group of Child		
	Below 13 Years	13 – 14 Years	15 – 17 Years
WFCL other than hazardous work	Withdraw child from activity immediately	Withdraw child from activity immediately	Withdraw child from activity immediately
Hazardous work (As per Children’s Act, ILO Conventions 138 and 182, and ILO Recommendation 190). List of hazardous activities to be published as L.I.	Withdraw child from activity	Withdraw child from activity	Withdraw child if one of specified activities. Otherwise , if possible, may remove hazards (e.g. provide protective equipment and training), else withdraw child from activity
Non-hazardous work exceeding Light Work	This is child labour: Target for elimination	This is child labour: Reduce (intensity, hours of work) to conform to Light Work if possible. Otherwise target for elimination	Allow
Light Work (as per Children’s Act and ILO C. 138)	Target for elimination	Allow	Allow
Activities outside minimum age legislation (including household chores, work in family undertakings and work undertaken as part of education) NB: Activities not yet regulated but deemed inappropriate for children should be regulated and targeted for elimination	Allow if activity does not exceed 14 hours/week, does not interfere with schooling, and does not take place at night. Otherwise regulate and target for elimination	Allow if activity does not exceed 21 hours/week, does not interfere with schooling, and does not take place at night. Otherwise regulate and target for elimination	Allow

Guiding Principles

The overarching principle upon which this second National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana (NPA2) is conceptualized, designed and implemented is the promotion of the best interest of the child.

This is founded on the spirit and letter of the constitutional guarantees for the protection of the fundamental human rights of children, including protection from work that threatens their health, education and development. This principle, is entrenched in the gamut of relevant national laws: the Children’s Act, the Human Trafficking Act, the Domestic Violence Act, the Labour Act, the Criminal Code (Amendment) Act [Act 554 of 1998], and the Child Rights Regulations 2002 [L.I. 1705], as well as key international instruments on human rights, including the economic, social and cultural rights of children such as the UN Convention on the Rights of the Child, the UN Guiding Principles on Business and Human Rights, the African Charter on the Rights and Welfare of the Child, the ILO Minimum Age Convention (No. 138) and Recommendation (No. 146), the ILO Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190), the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105), the ILO Convention on Labour Inspection (No. 81) and the Brasilia declaration on child labour. The NPA is also guided by the Sustainable Development Goals (SDGs), the Education for All (EFA) initiative and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the ECOWAS Child Policy and its Strategic Plan of Action, and the Africa Union’s Agenda 2063: “The Africa we want”.



As a matter of course, the NPA2 is developed and implemented as an integral part of the Ghana Shared Growth and Development Agenda (GSGDA) II, 2014-2017. Given that the NPA 2 extends to 2021, it is expected that the next Medium-Term National Development policy framework will provide a policy context to role on the implementation of the NPA2.

In addition, the following principles underpin the NPA2³¹:

- In line with the Constitution, the Children's Act, the FCUBE policy, children below the age of 15 should not be working but should be attending school, and those aged 15 - 17 should not be engaged in hazardous work or any other activity considered as a WFCL. Out-of-school children below the age of 15 should be integrated or reintegrated as appropriate into one of the available streams, and there should be services available for both integration and reintegration.
- In line with the Children's Act, 1998 (Act 560), the UN Convention on the Rights of the Child and the Africa Charter on the Rights and Welfare of the Child interventions for children involved in the WFCL should not make their situation worse than before the intervention. In all cases, programme interventions must actively seek the best interest of the child. This means, among others, that mandated public agencies and licensed private entities should have quality services in place for children in need of special services.
- People dealing with different categories of children should be required to have the necessary qualifications or should meet specified criteria.
- In line with the Local Government Service Act, interventions designed under the NPA2 are prepared with the local communities and authorities through participatory approaches, and with a view to ensuring local ownership. Furthermore, in accordance with the Children's Act and the UN Convention on the Rights of the Child, ACRWC, children directly or indirectly involved in or affected by the WFCL are to be consulted in the design and implementation of interventions.
- The implementation of the NPA2 is based on *subsidiarity*, the principle that a central authority should control only those activities that cannot be satisfactorily controlled at a more immediate or local level. Thus, the NPA2 combines a non-centralized, community-based implementation approach with effective coordination. MMDAs play a key and mandated role in this process, including coordination at the district level, while MDAs at the central level largely play a policy and national coordination role.
- In line with a number of national laws, MMDAs and MDAs are expected to budget for the services needed to implement the relevant laws and policies underpinning the NPA2. In addition, an independent child labour fund may be set up under the Ministry of Employment and Labour Relations (MELR), through the National Steering Committee on Child Labour (NSCCL)
- As in the first NPA, NPA2 is based on a comprehensive and multi-sectoral approach requiring the commitment and contributions of a broad range of partners and stakeholders – the Government, trade unions and employers organizations, other civil society organizations, the private sector, development partners and the general population,.
- The NPA2 supports and seeks to make the best use of existing interventions that are relevant to the attainment of its goals, thus minimizing duplication.

³¹ The principles following are largely similar to those under NPA1, being approaches fundamental to any child development intervention.

5. KEY ISSUES TO BE ADDRESSED, OBJECTIVES AND AGREED ACTIONS



This section provides a summary of the key issues addressed by the NPA, the strategic objectives to be pursued, expected outcomes, and the policy measures that will be put in place. A total of five Major Issues have been identified, each unpacked into a number of Issues and the corresponding measures for addressing them. The listed measures constitute a set of actions agreed among key stakeholders with responsibility for implementing the elements of the NPA. They are presented in a summary form. The partner agencies, which constitute a coalition for the implementation of the NPA, will translate the respective measures into detailed action plans and put them into effect within the timelines specified below.

Overall Goal

The main objective of this National Plan of Action (Framework) is to reduce the worst forms of child labour **to the barest minimum** (<10%), by 2021 while laying strong social, policy and institutional foundations for the elimination and prevention of all forms of child labour in the longer term.

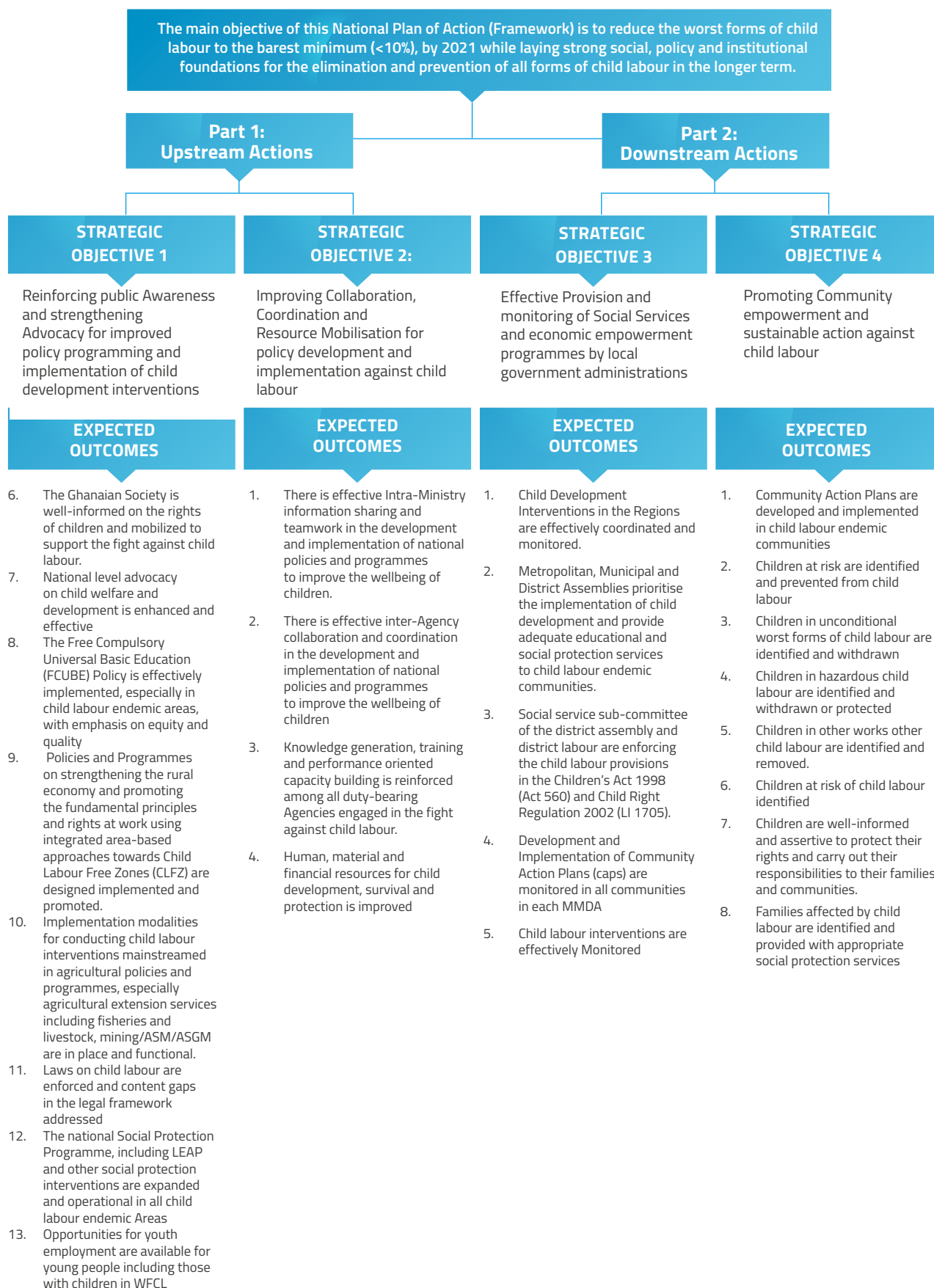
General Framework

The framework of this National Plan of Action (NPA2), resulting from the national consultations with stakeholders by the technical task force set up by the National Steering Committee on Child Labour (NSCCL), is summarized in the chart below. Following recommendations from the review of the first NPA, this NPA2 is composed of upstream strategies designed to reinforce awareness creation on child labour, leading to social mobilization and advocacy for improved policy implementation in the areas of education and technical/vocational training, social protection, law enforcement, labour inspection and youth employment; coupled with improvements in coordination and resource mobilization. These strategies are expected to yield outcomes that will consolidate a conducive national environment towards eliminating the Worst Forms of Child Labour (WFCL) in the context of the national development policy. In particular, they will lead to addressing underlying challenges and focus efforts towards the establishment of Child Labour Free Zones (CLFZs) as anticipated in the GSGDA-II. The upstream strategies will underpin sets of downstream interventions formulated to address child labour directly at the district and community levels. These sets of interventions will aim at effective provision and monitoring of social services and economic empowerment programmes by local government administrations and promoting community empowerment and sustainable action against child labour. They will focus on the identification and withdrawal of children in WFCL while preventing those at risk, using the integrated area-based approach which recognizes peculiarities and creates synergies with available opportunities and the application of measures of value addition in a given locality.

In effect, NPA2 prioritizes the direct implementation of actions targeted at where child labour actually occurs, that is, in local communities and among vulnerable families. It will take advantage of the new national policy on child and family welfare to establish strong linkages among stakeholders from the community to national level. In the end, it is expected that achieved outcomes will reflect real reduction of WFCL towards the elimination of all forms of child labour.



GENERAL STRATEGIC FRAMEWORK



PART 1:

UPSTREAM INTERVENTIONS



The upstream interventions are designed to reinforce conducive policy and programming environment at the national level for the elimination of all child labour. They are consistent with national development priorities and if well implemented would provide impetus for effective local level actions.

Strategic Objective 1

Reinforcing public awareness and strengthening advocacy for improved policy programming and implementation of child development interventions

Expected Outcomes

1. The Ghanaian Society is well-informed on the rights of children and mobilized to support the fight against child labour.
2. National level advocacy on child welfare and development is enhanced and effective
3. The Free Compulsory Universal Basic Education (FCUBE) Policy is effectively implemented, especially in child labour endemic areas with emphasis on equity and quality.
4. Policies and Programmes on strengthening the rural economy and promoting the fundamental principles and rights at work using integrated area-based approaches towards Child Labour Free Zones (CLFZ) are designed implemented and promoted.
5. Implementation modalities for conducting child labour interventions mainstreamed in agricultural policies and programmes, especially agricultural extension services including fisheries and livestock, mining/ASM/ ASGM are in place and functional.
6. Laws on child labour are enforced and content gaps in the legal framework addressed
7. The national Social Protection Programme, including LEAP and other social protection interventions are expanded and operational in all child labour endemic areas³²
8. Opportunities for youth employment, including skills development and apprenticeship are available for young people including those with children are in WFCL

³² See implementation modalities of the NPA for the list of child labour endemic communities in Ghana



Strategic Objective 1: Reinforcing public awareness and strengthening advocacy for improved policy programming and implementation of child development interventions



Major Issue1: There is low public awareness on child labour and insufficient advocacy on child development interventions

Expected Outcome 1.1: the Ghanaian Society is well-informed on the rights of children and mobilized to support the fight against child labour.

Issue 1.1.1.

Significant progress has been made in raising awareness on children's right, but there are still large sections of the population that have inadequate knowledge on the concept and consequences of child labour and have a poor disposition towards the rights and wellbeing of children. There are constitutional provisions for the protection of children against child labour, yet mandated government/public agencies have not maintained a consistent public education to ensure the realization of these guarantees for children.

Action 1.1.1.1.: The Ministry of Employment and Labour Relations (MELR), in collaboration with the National Commission on Civic Education (NCCE) and the Commission on Human Rights and Administrative Justice (CHRAJ) and the Ghana Statistical Service (GSS), will plan and, drawing on existing data from CHAJ, NCCE, GSS and other related documents, conduct a study on the Opinion, Knowledge and Attitude of the Ghanaian society on child rights and child labour³³. The research will among other things measure public awareness and perception on child labour and make evidence-based recommendations on how to improve public attitude and support towards child labour elimination in Ghana.

Lead Agency: Ministry of Employment and Labour Relations (MELR)

Collaborating institutions: GSS, NCCE, CHRAJ, National Steering Committee on Child Labour (NSCCL)

Time line: 2017

Action 1.1.1.2. The Labour Department (Child Labour Unit) in collaboration with the National Steering Committee on Child Labour (NSCCL) will plan and implement child labour awareness programme for staff of all Sector Agencies (MDAs) with mandate and responsibility on child development³⁴. It will also encourage staff of these agencies (including the CLU) to write and publish child labour articles in the media, and ensure that child labour messages are incorporated in all national and international day events.

Lead Agency: Labour Department (Child Labour Unit)

Collaborating institutions: National Steering Committee on Child Labour (NSCCL)

Time line: 2017-2021

Action 1.1.1.3.: the National Commission on Civic Education (NCCE) will mainstream and highlight child labour education in its constitution awareness programme, dialogueseries and other related programmes and instruct its sub-national offices to plan and conduct extensive public education on child labour as part of their routine civic education outreaches. This will include an emphasis on child labour in the activities of school-based civic clubs setup and facilitated by the NCCE.

³³ In 2005 the NCCE conducted a similar study which showed that 23% of the Ghanaian society had adequate knowledge on child labour

³⁴ The Programme will include the development and distribution of Information, Education and Communication (IEC) materials including leaflets, posters and audiovisuals on the concept, causes and consequences of child labour and suggested actions to be taken by the respective MDAs



Lead Agency: National Commission on Civic Education (NCCE)

Collaborating institutions: National Steering Committee on Child Labour (NSCCL), Child Labour Unit (CLU) of Labour Department/MELR, Department of Children (DOC)/MoGCSP

Time line: 2017-2021

Action 1.1.1.4.: The Commission on Human Rights and Administrative Justice (CHRAJ) will plan and conduct a national campaign on child labour as an abuse of the fundamental human rights of the child. This public campaign will include the mobilization of child right activists/advocates, human right lawyers, Political leaders, journalists, religious and traditional leaders and celebrities to voluntarily use their platforms of national influence to communicate messages that engender the protection of children from exploitative labour.

Lead Agency: Commission on Human Rights and Administrative Justice (CHRAJ)

Collaborating institutions: Ministry of Employment and Labour Relations (MELR), Media

Time line: 2018-2021

Action 1.1.1.5. The relevant Parliamentary Committees, including the Committee on Employment, Social Welfare and State Enterprises , will design and implement a programme to sensitize its members and the rest of Parliament on the concept and consequences of child labour and national efforts to address the menace, with the view of strengthening Parliament's oversight responsibility in the implementation of the National Plan of Action and ensuring that Ghana meets her international obligations under the respective Conventions and Protocols on child welfare.

Lead Agency: Parliamentary Select Committee on Social Welfare, Employment, Social Welfare and State Enterprises (PCSWSE)

Collaborating institutions: Parliament, MELR, NSCCL

Time line: 2018-2021

Action 1.1.1.6. The Judicial Service, in collaboration with the Ministry of Justice and the Attorney General's department, the Commission on Human Rights and Administrative Justice (CHRAJ) National Steering Committee on child labour and the Ministry of Gender, Children and Social Protection (MoGCSP) will conduct a child rights sensitization programme, with emphasis on child labour and child trafficking, for judges, magistrates and other relevant staff of the judicial service and the M of Justice & Attorney General's Department (MoJ&AG).

Lead Agency: Judicial Service

Collaborating institutions: MoJ&AG's, Ghana Bar Association (GBA), NSCCL, MELR, MoGCSP,

Time line: 2018

Action 1.1.1.7. The Ministry of Interior (MOI), in collaboration with the Anti-Human Trafficking Unit (AHTU) of the Ghana Police Service (GPS), Ghana Immigration Service and Customs will design and implement joint periodic sensitization programmes on child trafficking and child labour for their officers, especially officers at border posts and those in the Motor Transport and Traffic Department (MTTD).

Lead Agency: Ministry of Interior (MOI)

Collaborating institutions: GPS, GIS, Ghana Revenue Authority (Customs Department)

Time line: 2017-2020

Action 1.1.1.8. The Ministry of Chieftaincy and Traditional Affairs will work with traditional leaders (through their respective Houses of Chiefs) to design child protection measures and mainstream them into their core policy arrangements. It will also collaborate with MMDAs to pass bye-laws prohibiting abusive and inimical socio-cultural practices and ritual servitude such as the custom of trokosi.

Lead: Ministry of Chieftaincy and Culture **Collaborating Institutions:** National and Regional Houses of Chiefs, DSD, CLU, MLGRD, MMDAs, CSOs and CPCs. - **Timelines:** 2017 to 2020

Issue 1.1.2.:

Workers especially in the informal sector and in remote areas, have a poor understanding of child labour and ignore the rights of children to be protected from exploitation, violence and abuse. They are inadequately informed of the negative impact of child labour on decent work, productivity and social justice. Workers organizations, under the umbrella of organized labour led by the Trades Union Congress of Ghana (TUC-Ghana), need to do more in organizing and educating their members to understand the distinction between child labour and work appropriate for children, and to mobilize them to take action against the labour exploitation of children.

Action 1.1.2.1.: The Trades Union Congress of Ghana (TUC-GH) has policies on child labour, including the sensitization of its constituents. As part of this NPA, TUC will implement its child labour policies, learning from the experiences of General Agricultural Workers Union (GAWU) towards the mobilization and sensitization of its other affiliate Unions such as the Ghana Mine Workers Union (GMWU), Ghana Private Road Transport Union (GPRTU), Union of Informal Workers Associations (UIWA) and others, to raise the awareness of their constituents on child labour and its impact on decent work productivity and social justice.

Lead Agency: Trades Union Congress of Ghana (TUC-GH)

Collaborating institutions: Unions affiliated to the TUC-Ghana, MELR, GEA

Time line: 2017-2021

Action 1.1.2.2.: The Ghana National Association of Teachers (GNAT) will expand its programme on child labour sensitization for teachers in rural areas, scaling up to more districts and communities where child labour is endemic, in collaboration with its partners.

Lead Agency: Ghana National Association of Teachers (GNAT)

Collaborating institutions: Child Labour Unit of Labour Department

Time line: 2017-2021

Action 1.1.2.3.: Towards the celebration of May Day (International Workers Day) every year, organized labour will include child labour as a thematic issue in its national May Day Symposium. The purpose is to sensitize workers and to advocate for improved policy implementation for the protection of children.

Lead Agency: Organized Labour (TUC-GH)

Collaborating institutions: GNAT and other Labour Unions, Child Labour Unit of Labour Department

Time line: 2017-2021

Action 1.1.2.4.: Child labour is most prevalent in the agricultural sector. The General Agricultural Workers Union (GAWU) has been a key actor combating child labour in agriculture, including the fishing sub-sector. GAWU will expand its sensitization and mobilization of agricultural workers on child labour and where appropriate establish local functional structures for sustainable child labour interventions.

Lead Agency: General Agricultural Workers Union (GAWU)

Collaborating institutions: Child Labour Unit of Labour Department, Ministry of Agriculture (Agriculture Extension Services)

Time line: 2018-2021

Issue 1.1.3.:

Over seventy percent (>70%) of Ghana's economy is made up of the informal sector. Much of child labour is perpetuated by employers in the informal sector. In the agricultural sector for example, out-growers in the oil-



palm and cotton industries as well as care-takers of cocoa farms employ the services of children in the conduct of hazardous activities. Similarly in the mining sector, especially the ASGM sub-sector, concession owners allow children to undertake gold mining processes at the expense of their education and in detriment to their health (exposure to mercury etc.). In the urban informal sector, children are employed to sell phone –credits in the streets, serving as cheap labour for middlemen and retailers of products from Telcos (Telecommunication companies). These informal employment regimes are not properly identified and documented and targeted for child labour interventions, including sensitization. Whereas employers in the formal sector often claim not to be affiliated to any form of child labour, it is indicative that child labour may exist in the linkages between the formal and informal operations in some sectors. For example, in some industrial areas in Accra and elsewhere, children can be seen in activities related to some factory operations. The supply chain of many firms, if tracked carefully may lead to the identification of child labour at some points. The Council for Indigenous Business Associations (CIBA) is an umbrella body for informal and semi-formal employers in trades such as hairdressing, air-condition repairers, tailors and seamstresses. These trades provide apprenticeship opportunities for children. However, the nature and circumstances under which children are engaged exposes them to exploitation and abuse. There is virtually no regulation of children's work in these set ups. The Ghana Employers Association (GEA) has been engaged in child labour interventions, serving as a liaison with both formal and informal sector employers.

Action 1.1.3.1.:

The Ghana Employers Association (GEA) will plan and conduct a comprehensive child labour sensitization programme for both formal and informal sector employers. For the formal sector, the sensitization will include educating on how to identify child labour in their supply chains. In the informal sector, it will include the effect of child labour on productivity.

Lead Agency: Ghana Employers Association (GEA)

Collaborating institutions: Child Labour Unit of Labour Department

Time line: 2017-2021

Action 1.1.3.2.: the National Steering Committee in collaboration with the Ghana Employers Association (GEA), will develop partnership with private companies whose supply chain are potential sources of child labour. The partnership will establish guidelines and codes of conduct to ensure that no children are inappropriately engaged in the retailing of goods produced by the respective companies. A mechanism will be put in place to monitor compliance.

Lead Agency: National Steering Committee (NSCCL)

Collaborating institutions: Ghana Employers Association (GEA) Child Labour Unit of Labour Department

Time line: 2017-2021

Action 1.1.3.3.:

The National secretariat of the Council for indigenous Business Association (CIBA) will plan and implement a child labour awareness programme for its member Associations. This will include, among others, hair-dresses, tailors, chemical sellers (e.g. drug stores) and garages. Sensitization messages will communicate distinctions between child labour and apprenticeship and provide information on how to support affected children to receive remediation services.

Lead Agency: Council for Indigenous Business Associations (CIBA)

Collaborating institutions: Ghana Employers Association (GEA), Child Labour Unit (CLU) of Labour Department

Time line: 2017-2021

Issue 1.1.4.

The media in Ghana is vibrant and prolific, and are a key partner in the fight against child labour. Yet the Media can do more to inform and educate the public on child labour issues in a more sustained manner. Many radio and television stations have national coverage but do not broadcast information on child rights and child labour in a manner that is consistent enough to heighten public interest on the subject. Newspaper outfits, development magazines and other print outlets with significant leverage on national development need to increase content on child development issues, including the constitutional rights of children to be protected from exploitative labour. Online media services such as social media platforms present diverse opportunities to inform and engage the

public on child rights issues and mobilize action towards the elimination of child labour. The Ghana Journalists Association (GJA) set up a Network of Social Mobilization Partners against Child Labour (SOMOPAC), which trained media practitioners in all the ten regions. SOMOPAC needs to reinforce its work to keep child labour as an issue of high public interest and national priority.

Action 1.1.4.1: The Ghana Broadcasting Corporation (GBC), as part of its public service responsibility, will ensure a sustained broadcasting of child labour information (including education on the concepts, causes and consequences as well as available alternatives and legal provisions on child labour) on its TV Stations (GTV, GBC 24, GBC Life) and all its regional Radio Stations across the country. For this purpose, the Labour Department will make available to Ghana Broadcasting Corporation (GBC) and other media houses, appropriate content on child labour including synopsis and information materials for the public broadcasting.

Lead Agency: Ghana Broadcasting Corporation (GBC)...

Collaborating institutions: Ministry of Employment and Labour Relations (Labour Department and the Child Labour Unit), Other Media Houses.

Time line: 2017-2021

Action 1.1.4.2: The Ghana Journalist Association (GJA), in collaboration with other Associations of media organizations (e.g. PRINPRAG), will promote the publication and broadcasting of child development issues by, for example, motivating journalists by awarding distinguished publications on child labour.

Lead Agency: Ghana Journalists Association (GJA)

Collaborating institutions: PRINPRAG, Ghana Independent Broadcasting Association (GIBA) and other Civil Society Organizations.

Time line: 2017-2021

Action 1.1.4.3. The Media Foundation for West Africa (MFWA) in collaboration with the National Media Commission (NMC), Ghana Journalists Association (GJA) will develop and implement a capacity building training programme to enhance the knowledge and skills of media practitioners on child rights and development, with emphasis on child labour.

Lead Agency: MFWA

Collaborating institutions: NMC, GJA

Time line: 2017-2021

Action 1.1.4.4. The Network of Social Mobilization Partners Against Child Labour (SOMOPAC) will design and implement a robust media campaign, including the use of online and social media platforms, to promote public fight against child labour.

Lead Agency: SOMOPAC Network (GJA)

Collaborating institutions: Children and Youth in Broadcasting (CYIB)/ Curious Minds

Time line: 2017-2021

Issue 1.1.5.: There are numerous NGOs purporting to promote the welfare of children. Many of these NGOs collaborate and coordinate their efforts through coalitions. But the coalitions are sometimes weak and loosely organized to enhance sensitization on the right of children. The Ghana NGO Coalition on the Rights of the Child (GNCRC) needs to consolidate and expand its membership in order to scale-up its child labour awareness programme across the country. This should include collaborations that enhance child participation. Children have limited awareness of child labour issues, their own rights, life skills for protecting themselves against exploitation, as well as the protections and remedies available to them under the law and what to do in the case of abuse.

Action 1.1.5.1 The Ghana NGO Coalition on the Rights of the Child (GNCRC) will reinforce its national membership by reaffirming current members and attracting new members. It will mobilize both old and new member-NGOs and children to design and carry out intensive and extensive awareness raising on child rights with emphasis on child development and protection from violence, abuse and exploitation. The GNCRC will spearhead the mobilization of NGOs, even at sub-national levels, to conduct massive public campaigns on child labour, in collaboration with the Child Labour Unit (CLU) and the National Steering Committee on Child Labour (NSCCL)

Lead Agency: Ghana NGO Coalition on the Rights of the Child (GNCRC)



Collaborating institutions: CLU, NSCCL and Civil Society Organizations

Time line: 2017-2021

Action 1.1.5.2 GNCRC will collaborate with child and youth-led groups such as Children and Youth in Broadcasting (CYIB)/Curious minds, to conduct a national media campaign on child labour, using traditional media (radio, television and newspapers) as well as new media (internet, including social media platforms).

Lead Agency: Ghana NGO Coalition on the Rights of the Child (GNCRC)

Collaborating institutions: Children and Youth in Broadcasting (CYIB)/ Curious Minds and other children's group, CLU, NSCCL

Time line: 2017-2021

Issue 1.1.6.

Religious organizations have significant leverage on national development issues. According to the last national population and housing census (GSS: 2010), 71.2% of the population are affiliated to the Christian religion while 17.6% affiliate with Islam. This provides a huge opportunity to sensitize a large section of the population on child labour using the religious platform.

Action 1.1.6.1. The Ghana Pentecostal and Charismatic Council (GPCC) will, as part of its contribution to national development and child welfare, embark on a campaign to promote the rights and welfare of children, especially the constitutional right of children to be protected from child labour, in a manner appropriate to their context

Lead Agency: Ghana Pentecostal Council

Collaborating institutions: Pentecostal and Charismatic Churches

Time line: 2017-2021

Action 1.1.6.2. The Christian Council of Ghana will continue its efforts in the fight against child labour by raising awareness on the issue among its member church denominations and facilitating the dissemination of child labour information to the various churches under its membership.

Lead Agency: Christian Council of Ghana (CCG)

Collaborating institutions: Presbyterian Church of Ghana, Methodist Church of Ghana, Ghana Baptist Convention, all member churches of Christian Council

Time line: 2017-2021

Action 1.1.6.3. The National Leadership of the Catholic Church will, as part of its contribution to national development and the protection of children, educate the entire membership of the catholic constituency (churches and schools) in Ghana on the concept and consequences of child labour as part of a broader programme on child rights education.

Lead Agency: National Catholic Secretariat/Catholic Bishops Conference

Collaborating institutions: catholic churches across Ghana

Time line: 2017-2021

Action 1.1.6.4. The Federation of Muslim Councils (FMC) will, in collaboration with relevant partners, design and implement a strategy to effectively raise awareness on the concept and consequent child labour in Moslem communities, with the intent of mobilizing action against the menace of child labour.

Lead Agency: Federation of Moslem Councils

Collaborating institutions: Office of the Chief Imam, Ahmadiya Mission, all Mosques

Time line: 2017-2021

Expected Outcome 1.2.: national level advocacy on child welfare and development is enhanced and effective

Issue 1.2.1.: The launch of a new child and family welfare policy by the Ministry of Gender, Children and Social Protection (MoGCSP) in 2015 has brought considerable harmony to the hitherto dispersed and disjointed efforts towards child development. However, unless the policy is effectively implemented, the numerous predicaments facing children in Ghana will be unabated. There is need for strong and consistent advocacy for an efficient implementation of the child and family welfare policy (CFWP). There is need for Key agents of advocacy such as social partners (workers and employers organizations), civil society groups and religious organizations of national character to demand, from the responsible government agencies, an efficient and sustainable execution of all the strategies proposed for the achievement of the objectives of the policy. This is imperative.

Action 1.2.1.1: the Ghana NGO Coalition on the Rights of the Child (GNCRC) will develop and implement a programme to monitor the implementation of the CFWP and the NPA2. This programme will include organizing quarterly conferences to assess progress towards the achievement of CFWP objectives and provide recommendations to improve performance. At each conference the responsible government agencies will present progress reports, including achievements and solutions to encountered challenges. The reports will cover the seven policy objectives of the CFWP³⁵

Lead Agency: Ghana NGO Coalition on the Rights of the Child (GNCRC)

Collaborating agencies: MoGCSP, MELR, MLGRD, Media, Organized Labour, GEA, CLU)

Time line: 2017-2021

Action 1.2.1.2.: The Medium-term national development policy (GSGDA-II) provides a set of policy objectives and strategies to protect children from violence, abuse and exploitation. The Ghana Journalist Association (GJA) in collaboration with the Social Mobilization Partners against child labour (SOMOPAC), in motivating the effective implementation of this policy strategies, will prepare and disseminate (including through media publications) implementation assessment articles on the respective policy strategies listed in the GSGDA. The assessment articles will include progress towards the achievement of the policy objectives and recommendations for improving impact of the policies, especially with reference to child labour interventions.

Lead Agency: GJA

Collaborating Agencies: SOMOPAC, GAWU, GEA, RISCE, GNCRC Time line: 2017-2019

Action 1.2.1.3.: The National Employment Policy (NEP) recognizes child labour as a national problem and calls on government to “strengthen implementation and enforcement mechanisms” for child labour provisions in the children Act and the National Plan of Action (NPA). Organized labour, led by the Trades Union Congress of Ghana (TUC-Gh) in collaboration with the National Steering Committee on Child Labour (NSCCL), Media and other partners will demand accountability from government on progress towards the strengthening of implementation and enforcement mechanisms. Policy accountability platforms, including press briefings/releases, policy notes and implementation review meetings on child labour, will be set to put government on its toes toward the enforcement of child labour provisions in the children’s Act and implementation of NPA actions.

Expected Outcome 1.3: the Free Compulsory Universal Basic Education (FCUBE) Policy is effectively implemented, especially in child labour endemic areas with emphasis on quality and equity

Education

Access to Basic Education

Issue 1.3.1.:

National policies relating to access to basic education are not effectively implemented. It is a policy of the Ministry of Education (MOE) that schools should be provided within 5km radius of local communities, yet this is not the

³⁵ The following are the seven policy objectives of the CFWP: i. to establish an effective Child and Family Welfare System (Strengthening Community Structures, Early Interventions, Improved Child and Family Welfare Services, Alternative care – when the child’s family is not an option); ii. Ensuring effective coordination of the Child and Family Welfare System at all levels (Regular coordination and improved information and data management); iii. Empowering children and their families to better understand abusive situations and make choices to prevent and respond to situations of risk (Empower Children and Young People, Empower Families through Social dialogue and change); iv. Building capacity of institutions and service providers to ensure quality of services for children and families in urban and rural areas (Social Welfare Resources and Capacity Building, Building alliances with civil society organizations); v. Reforming existing laws and policies to conform to the Child and Family Welfare System (Legal and Policy Reform); vi. Ensuring provision of adequate human, technical and financial resources required for the functioning of the Child and Family Welfare System at all levels (Analysis of and Advocacy for Adequate Financial, Technical and Human Resources) and vii. Designing an effective monitoring and evaluation system for the implementation of the policy



case in many child labour endemic areas. Therefore, children have to walk long distances to school. In many areas, school infrastructure are inadequate and dilapidated, and in some cases become death traps to children. There is need to facilitate transportation to school in such areas. The Education Act, 2008 (Act 778) gives legal provisions for the implementation of this policy but this are not enforced.

Action 1.3.1.1.:

The Ministry of Education (MOE) in collaboration with the Local Government and Rural Development (MLGRD)/ Local Government Service (LGS), Metropolitan/Municipal and District Assemblies (MMDAs) and other key stakeholders will conduct a school mapping exercise to identify local communities within child labour endemic areas where there are no basic schools within 5km radius and children have to walk long distances to school. The exercise will also identify dilapidated school structures.

Lead Agency: Ministry of Education (MOE)

Collaborating institutions: MLGRD/LGS; MMDAs, COCOBOD

Time line 2017-2019

Action 1.3.1.2. Following the results of the mapping (Action 2.1.1.1 above), the MLGRD/MMDAs will mobilize resources through appropriate partnerships (including support from Development Partners and local Communities) to build standardized basic school facilities, taking into consideration the population size. Dilapidated school buildings will also be reconstructed or renovated.

Lead Agency: MLGRD/MMDAs Collaborating institutions: Ministry of Education (MOE),

COCOBOD

Time line 2017-2019

Action 1.3.1.3.:

The Ministry of Local Government and Rural Development, through the Local Government Service (LGS) will put in place a programme to enhance children's transportation to school especially in the three northern regions and child labour endemic areas. This policy will include the provision of school-buses and bicycles.

Lead: MLGRD

Collaborating Institutions: Ministry of Education, MoGCSP, LGSS, MMDAs, - **Timelines:** 2018 to 20121

Action 1.3.1.4.:

The Ministry of Education in collaboration with other key stakeholders will develop and operationalize a legislative instrument (LI) which will facilitate the implementation of the Education Act, 2008. In particular, the MOE will factor child labour issues into the development and implementation of policies and the enforcement of laws for the provision of FCUBE and vocational and technical education for all children.

Lead: Ministry of Education **Collaborating Institutions:** Parliament, AG's Department, MLGRD, MoGCSP, Department of Children, LGSS, MMDAs, MOH, Ministry of Roads and Transport, National Population Council and CSOs. - **Timelines:** 2018 to 2021

Issue 1.3.2:

In many communities where child labour is endemic, the free and compulsory components of the Free Compulsory Universal Basic Education (FCUBE) Policy are not enforced. Many families and communities including parents and local leaders do not exercise their responsibility of ensuring that their children are appropriately in school and in regular attendance. In some areas, Children and parents are required to make unclarified financial payments for some services in school. Such requirements may deter attendance to school.

Action 1.3.2.1.

The Ministry of Education will embark on an FCUBE policy sensitization programme in child labour endemic areas to educate the public on the provisions and operational modalities of the FCUBE policy with the aim of motivating local communities, families, parents and children to appreciate and respect the compulsion on every child to attend school regularly

Lead Agency: MOE Collaborating institutions: GES, MLGRD, MMDAs Time line: 2017-2020

Action 1.3.2.2

The Ghana Education Service (GES) in collaboration with MMDAs will design and implement a School Attendance and Retention Drive (SARD) programme in child labour endemic areas. The SARD programme will include working with school management committee, parents and community leaders (e.g. traditional leaders, leaders of CBOs churches etc) to ensure that all children of school-going age are enrolled and regular in school. A system of rewards and sanctions may be included to motivate duty bearers including parents/guardians, circuit supervisors, SMCs, communities, Districts and Regional Education Offices to improve their performance under the SARD programme. SARD will also collaborate with the LEAP programme to strengthen the monitoring component of LEAP to ensure that households that receive cash transfers make sure their wards attend school regularly.

Lead Agency: GES Collaborating institutions: MLGRD, MoGCSP, MMDAs Time line: 2017-2020

Action 1.3.2.3

The Ghana Education Service (GES) will work with MMDAs to ensure that no financial obligations are put on children in a manner that deters them from attending school regularly. To this end the GES shall enforce the relevant regulations under the FCUBE policy and the Education Act (2008), including the responsibility of MMDAs to enforce the FCUBE in their jurisdictions.

Lead GES...collaborating institutions: MLGRD, MMDAs Time line: 2017-2021

Action 1.3.2.4.

The Ghana National Association of Teachers (GNAT) as part of its five-year strategic plan, shall educate its members on tenets of the FCUBE policy and ensure that no member of GNAT is involved in charging illegal fees or requiring any financial payments from school children for which reason the child's attendance to school is hampered. Other Teacher Unions such as NAGRAT and TEWU will ensure similar guarantees from its members.

Lead Agency: GNAT...collaborating institution NAGRAT, TEWU, MMDAs Time line: 2017-2021

Action 1.3.2.5.

The Ghana NGO Coalition on the Rights of the Child (GNCRC) and the Ghana National Education Campaign Coalition (GNECC) will design and mainstream the implementation of a national campaign to promote the compulsory component of the FCUBE policy. This will include intense advocacy for an appropriate review of the capitation grant to cater for all the necessities to ensure that pupils are not deterred from school because of financial reasons.

Lead Agency: GNECC

Collaborating institutions: GNCRC, MOE, GES, DOC/MoGCSP

Time line: 2017-2021

Action 1.3.2.6.

Existing programmes on Technical and Vocational Education and Training including apprenticeship, such as the National Apprenticeship Programme will be reviewed and strengthened to enhance opportunities for older children (15-17 years) acquire and improve their knowledge and skills to facilitate their employability.

Lead Agency: COTVET Collaborating institutions: NVTI, Time line: 2017-2019

Quality of Basic Education

Issue 1.3.3:

The Quality of Basic Education is poor in many deprived communities. In many areas, teaching and learning is unacceptably low; the performance of pupils in basic school is so poor that in some community's schools score zero per cent passes in the Basic Education Certificate Examination (B.E.C.E.). A number of factors impinge on the quality of learning and teaching:

- For many children in deprived communities where child labour is endemic the opportunity cost of going to school is missing a meal at the workplace (e.g. home, farm, fishing site, CSEC market place, galamsey site) and staying in school hungry. This affects their concentration in learning. The school feeding programme is not available in many communities affected by child labour.



- Motivation for teachers in basic school is low. Moreover, many schools in remote and deprived areas do not have enough teachers. Where there are any, they are often untrained, mini-competent volunteers whose availability is not guaranteed. In addition, the interest of many children in education is waning. They are not well informed of the benefits of education. For many deprived families the opportunity cost of education exceeds the benefits, they do not appreciate the long term outcomes sufficiently to trade-off the short term gains of engaging their children in child labor rather than in school.
- Recent data³⁶ indicate that more than one-out of three children are combining school attendance with child labour or its worst forms (32.5%). The majority of child labourers (37.2%) are 8-11 years, followed by 12-14 years (29.8%). This means that most child labourers are below the minimum age for employment (i.e. 15 years) and should be in school under the Free Compulsory Basic Education (FCUBE) policy.

³⁶ Ghana Statistical

Action 1.3.3.1.

The Ministry of Gender, Children and Social Protection (MoGCSP) in collaboration with the Ministry of Local Government and Rural Development (MLGRD) and the MMDAs, will ensure that the school feeding programme (SFP) is implemented in deprived communities where child labor is endemic. For this purpose, they will work with the Child Labour Unit (CLU) of the Labour Department to map out and compile a justified list of rural and deprived communities where child labour is endemic but the SFP is not operational

Lead Agency: MoGCSP...collaborating institutions: MLGRD, LGSS, Labour Dept (CLU), MMDAs Time line: 2018-2021

Action 1.3.3.2.

The MoGCSP in collaboration with the MLGRD, will explore partnership with development partners and private organizations ready to support the rapid expansion of the School Feeding Programme (SFP) to child labour endemic areas. Where applicable, local communities will be mobilized to collaborate by contributing foodstuff and other available resources.

Lead Agency: MoGCSP...collaborating institutions: MLGRD, NGOs, Development partners, Time line: 2018-2021

Action 1.3.3.3.

In the past few years, the Ghana National Association of Teachers (GNAT) has been training a limited number of teachers in selected child labour endemic districts in partnership with ILO Child labour projects. GNAT will expand both the breadth and depth of this training to cover more districts and more teachers as part of their capacity building programme for their members with the view to upgrade the competencies of basic school teachers in deprived communities to enhance the quality of teaching in these areas. In addition, GNAT (and other groups such as NAGRAT) will put measures in place to enhance motivation of Teachers; this may include improving the accommodation of teachers posted to rural areas and enhancing opportunities for further education through distance learning. In addition, as part of the teacher rationalization programme, GNAT will work with the MOE to relocate more teachers from areas of excess to places of deficits.

Lead Agency: GNAT...collaborating institutions: MOE, NAGRAT, MMDAs Time line: 2018-2020

Action 1.3.3.4.

The GES in collaboration with District Education Directorates across the country will work with SMCs and Community leaders to reinforce the benefits of education and to motivate families and parents to maintain their children in school to the highest level possible rather than engaging them in child labour for transient gains,

Lead Agency: GES...collaborating institutions: MMDA, District Education Directorates

Time line: 2017-2021

Action 1.3.3.5.

The GES in collaboration with MMDAs will accelerate the implementation of the policy of attaching kindergartens to all primary schools, especially in areas where child labour is prevalent.

Lead GES...collaborating institutions: MMDAs Time line: 2017-2021

Action 1.3.3.6. The MOE through the Non-Formal Education (NFE) Division and the Ghana Education Service (GES) will review and implement its policies on alternative forms of education, including transitional programmes to mainstream out-of-school children, particularly in the most deprived areas for children withdrawn from Worst Forms of Child Labour (WFCL).

Action 1.3.3.7. The Ministry of Education will take measures to ensure the continuous increase of the Capitation Grant to all public basic schools to ensure that the Grant covers at least the basic needs mentioned above.. The measures will include arrangements for strengthening the implementation of the Grant across the country, with School Management Committees trained and empowered to oversee the implementation of the scheme in their communities.

Lead: Ministry of Education Collaborating Institutions: MLGRD, MMDAs, Organized Labour (GNAT) and CSOs - Timelines: 2018 to 2021



Action 1.3.3.8. The Council for Technical and Vocational Education (COTVET), will operationalize its policy to establish technical and vocational training centers in districts, including child labour endemic areas. In this regard, COTVET will collaborate with stakeholders to provide locally-relevant skills training for out-of-school youth in deprived communities

Lead Agency: COTVET **Collaborating Institutions:** MOE, GES, COTVET, NVTI, ICCES, OIC, MMDAs and Master tradesmen and women **Timelines:** 2018 to 2021

Expected Outcome 1.4: Policies and Programmes on strengthening the rural economy and promoting the fundamental principles and rights at work using integrated area-based approaches towards Child Labour Free Zones (CLFZ) are designed implemented and promoted.

Issue 1.4.1 .

The national development policy (GSGDA) strategizes to achieve Child Labour Free Zones (CLFZS). Since 2000 when Ghana ratified ILO Convention 182 on Worst Forms of Child Labour (WFCL), project interventions have been carried out in more than forty (40) districts covering all the ten regions of the country. Yet no community, district or group of districts have been certified and officially declared and maintained as a Child Labour Free Zone (CLFZ). The goal of the NPA is to eliminate (reduce to the barest minimum) WFCL. The standards required to determine a “CLFZ” and to consider child labour as “eliminated” in an area are not clear. It will be motivating to have model communities and/or district “free” of child labour. The possibility of having some communities where child labour interventions have been holistic, well-integrated, consistent and high-yielding over a period may not be far-fetched, yet are still unknown.

Action 1.4.1.1.: The General Agricultural Workers Union (GAWU of TUC-Ghana), has piloted interventions towards the attainment of CLFZs in some localities. The ILO through its CCP and other Projects applies integrated area-based approaches in supporting local partners in implementing interventions in selected districts. The National Steering Committee on Child Labour (NSCCL) will collaborate with GAWU and the ILO to conduct a study, including a review of the above experiences of GAWU and ILO, towards a clear conceptualization and documentation of the principles and objectives of establishing CLFZs. The purpose of the study is to establish high-efficiency models of interventions for eliminating child labour in any given community translating the finding and recommendations into a set of evidence-based policies and programmes that will make the goal of eliminating WFCL a reality. This study will review the field experiences of GAWU in areas such as Kpando-Torkor, as well as the experiences of other partners in sectors such as cocoa, mining and fishing.

Lead Agency: National Steering Committee /MELR; **Collaborating Institutions:** GAWU, DPs **Timelines:** 2017 to 2018

Action 1.4.1.2.: the NSCCL in collaboration with the tripartite (social partners) will design, draft and present to Government, a Protocols and Guidelines on Child Labour Free Zones (CLFZs) with a view to pilot the policy and programmes in selected localities as models of interventions which if successful will be replicated and scaled up across the country.

Lead Agency: National Steering Committee /MELR; **Collaborating Institutions:** GAWU, TUC-Gh, GEA, DPs **Timelines:** 2018 to 2021

Expected Outcome 1.5.: Implementation modalities for conducting child labour interventions mainstreamed in agricultural policies and programmes, especially agricultural extension services including fisheries and livestock, are in place and functional.

Issue 1.5.1.

The strategies towards achieving national policy objectives in agriculture (including fisheries) give inadequate attention to the effect of child labour on production, productivity and decent work. Yet child labour is a significant source of leakage in agricultural outcomes and serves as a critical decent work deficit. The inappropriate engagement of children not only affects their education health and development; it blocks the employment of adults and hinders improved quality and quantity of produce.. Child labour is thus detrimental to adult employment and agric-business; and has a devastating impact on agricultural sector.

Action 1.5.1.1.As part of its strategies to promote livestock, the Ministry of Food and Agriculture (MOFA) in reviewing and updating its current Livestock Development Policy (LDP) will include measures to prevent children from inappropriate engagement in livestock breeding, especially cattle herding. In addition MOFA’s researches and training in large scale breeding of livestock will include knowledge on child labour as a key component in information gathering and in the training of technical staff.

Lead Agency: MOFA **Collaborating Institutions:** GAWU **Timelines:** 2018 to 2021

Action 1.5.1.2. MOFA, according to its medium term policy, will promote the development of selected staple, horticultural and cash crops. In doing this, the Ministry will ensure that child labour is absent in the supply chain of all crops. To this end, the Ministry will outline and publish clear measures to stop the use of child labour in the Ghana Commercial Agriculture Project (GCAP), expansion of the production of organic cocoa, intensification of the mass spraying exercise, modernization of indigenous production of Shea-butter extraction and cotton production among others.

Lead Agency: MOFA **Collaborating Institutions:** GAWU **Timelines:** 2018 to 2021

Action 1.5.1.3. Towards improving fish production and productivity, the Ministry of Fisheries and Aquaculture Development (MOFAD) intends to review the Fisheries Act 2002, Act 625 and implement Regulation 2010 (LI 1968). MOFAD, as part of the process, will include child labour provisions to prevent the engagement of children in hazardous activities in the fishing industry. In addition, MOFAD will increase its knowledge base on child labour as part of the socio-economic data it seeks to collect to enhance fisheries management, especially in inland fishing on the Volta Lake.

Lead Agency: MOFAD **Collaborating Institutions:** GAWU **Timelines:** 2018 to 2021

Action 1.5.1.4. As part of its policy strategy to establish and strengthen co-management mechanisms with local communities for the management of fisheries resources and strengthen monitoring controls and surveillance systems to ensure compliance with laws and regulations in the fisheries sub-sector, including the proscription of child labour, MOFAD will collaborate with the Child Labour Unit (CLU) of the Labour Department and other stakeholders to sensitize and train local leaders on child labour monitoring, including measures to prevent children from hazardous fishing activities and the enforcement of sanctions against child labour perpetrators, particularly those who traffick children for fishing activities.

Lead Agency: MOFAD **Collaborating Institutions:** CLU, GAWU **Timelines:** 2018 to 2021

Action 1.5.1.5.

The Agriculture Extension Service Department (AESD) of MOFA, has mainstreamed child labour into its strategic plan. The Department will outline clear actions to operationalize the plan, including how to enhance child labour monitoring through agricultural extension.

Lead Agencies: AESD/MOFA **Collaborating Institutions:** MMDAs **Timeline:** 2018-2020

Issue 1.5.2. The National Programme on the Elimination of Child Labour in Cocoa (NPECLC) in the Ministry of Employment and Labour Relations (MELR) has been instrumental in reducing child labour in the cocoa sector. However, activities of NPECLC have come to a standstill and the continuity of the Programme is presently uncertain.

Action 1.5.2.1. The MELR in collaboration with the National Steering Committee on Child Labour (NSCCL) review and revitalize NPECLC to enhance national efforts towards child labour elimination in the cocoa sector. This will include an assessment of the achievements and challenges of NPECLC and a strategy to reinforce its capacity to perform its mandate.

Lead Agency: MELR **Collaborating Agencies:** NSCCL, Labour Department (CLU, EIB) **Timeline:** 2018-2020

Issue 1.5.3.

Child labour in the mining sector is a rapidly growing concern. The engagement of children in Artisanal Small-scale Gold Mining (ASGM) is a worst form of child labour that needs immediate attention because of the enormous health problems, including mercury poisoning, and other impact on children and the environment. Effective interventions in this sector have been difficult to find because, among other things, the short-term financial gains are relatively higher and very attractive to children and their families in the face of dire economic circumstance. Irrespective of the illegal status of some ASGM operations (i.e. galamsey), many communities are deeply engaged in the practice. Government recognizes the need to support ASGM operators to regularize their operations, thereby preventing the engagement of children in mine work as indicated in the law. However, the use of force (security agencies) has not been effective in enforcing the law. In some cases, that has rather created social and security instability in affected communities. The Ministry of Land and Natural Resources (MLNR) and other stakeholders need to device more effective approaches to addressing the child labour issue in the mining sector.



Action 1.5.31. The Ministry of Land and Natural Resources (MLNR) in collaboration with the Mineral's Commission, Social Partners and relevant NGOs will identify and work with communities involved in ASGM to develop an effective mechanism for preventing and withdrawing children from WFCL in mining

Lead Agency: MLNR (Minerals Commission) Collaborating Agencies CLU, GEA, TUC-Gh, NECPAD, GNCRC

Action 1.5.3.2. The Minerals Commission is implementing the national policy on ASGM. This policy proscribes child labour and recognizes the need to support mining families with economic empowerment programmes. The Minerals Commission will collaborate with the Child Labour Unit (CLU) and other stakeholders to include child labour sensitization and the prevention and withdrawal of children from galamsey and to mainstream child labour in the national policy on ASM, with a focus on ASGM.

Lead Agency: Minerals Commission Collaborating Agencies CLU, GEA, TUC- Gh, NECPAD, GNCRC Timeline: 2017-2021

Expected Outcome 1.6.: Laws on child labour are enforced and content gaps in the legal framework addressed

Issues 1.6.1.

The Child Rights Regulations 2002 (L.I 1705) under the Children's Act 1998 (Act 560), is not enforced.

Action 1.6.1.1.

The Labour Department will ensure that regulatory provisions under Part V of L.I 1705 are enforced to protect children from child labour: first the department will build the capacity of its staff, particularly regional and district labour officers in the application of the Regulations and support them to educate the public on the provisions of the regulations (e.g. by helping to arrange opportunities for media/radio presentations)

Lead Agency: Labour Department...Collaborating institutions: Regional Coordinating Councils (RCCs), MMDAs Time line 2017-2019

Action 1.6.1.2.

The Local Government Service Secretariat (LGSS), in collaboration with MMDAs, will design and implement a programme to enhance the capacity of members of the Social Services Sub-committee of District Assemblies towards the enforcement of provisions under the L.I.1705

Lead Agency: LGSS...collaborating institutions: MMDAs Time line: 2017-2020

Issue 1.6.2.

The subsidiary legislation (legislative instruments) needed to facilitate the enforcement of the Human Trafficking Act, 2005 (Act 694) and the Domestic Violence Act, 2007 (Act 732) are yet to be enacted. The instruments, when drawn up, should include specific provisions on the WFCL.

Action 1.6.2.1

The Ministry of Gender, Children and Social Protection (MoGCSP) will ensure the timely completion of the L.I s for the Human Trafficking Act, 2005 (Act 694) and the Domestic Violence Act, 2007 (Act 732)

Lead Agency MoGCSP...collaborating institutions: Parliament, MoJ&AG Time line: 2017

Action 1.6.2.2

The Ministry of Employment and Labour Relations (MELR) will in collaboration with relevant Ministries and Agencies ensure that relevant international instruments ratified by the country, such as the minimum age convention and the convention on WFCL as well as the Palermo Protocol are properly integrated into national laws.

Lead Agency: MELR...collaborating institutions: MoJ&AG's, MoGCSP... Time line: 2017-2021

Issues 1.6.3.

In practice, there is little labour inspection, if any, in the informal economy. There is a need to extend inspections to the informal economy, including the large apprenticeships sector, to ensure that children below the minimum age are not exploited, and the labour rights of working children aged 15 -17 years are protected, in the same way as the labour rights of persons aged 18 years and above are protected. Furthermore, working children aged 15 – 17 years need to be protected from exploitation through the application of the minimum wage to all workers, irrespective of their age.

Action 1.6.3.2 The Labour Department of the Ministry of Employment and Labour

Relations (MELR) will reinforce its labour inspection machinery to enhance the inspection of child labour especially in the informal sector. The Department will be supported by the MELR to revamp its inspectorate division by providing the needed logistics and training for national and district labour officers.

Lead Agency: MELR Collaborating Agency: Labour Department. Timeline: 2017-2019

Issues 1.6.4

Ghana has ratified the ,key international instruments on child labour, such as ILO Conventions 138 and 182. However, other relevant instruments such as the Convention on Domestic Work (Convention 189) and the Protocol to the Forced Labour Convention (Convention 29) have not yet been ratified

Action 1.6.4.1: The Ministry of Employment and Labour Relations (MELR) will work with Parliament and other relevant institutions to ratify ILO Convention 189 on Domestic work and the Protocol on the Forced Labour Convention (ILO Convention 29)

Lead Agency: Parliament Collaborating Institutions MELR, Attorney General's Department

Time line: 2018

Issue 1.6.5

Large sections of the population do not understand the concept and legal provisions relating to child labour, nor do they understand the correct responses expected of responsible citizens when abuses occur. This state of affairs contributes to an apparent indifference or toleration of many WFCL. In general, the majority of the populace show little interest in ensuring respect for laws, considering that to be the responsibility of law enforcement agencies alone. Furthermore, many officers among even the law enforcement agencies have little or no knowledge of the contents of laws prohibiting child labour.

Action 1.6.5.1.

The National Commission for Civic Education will design and organize nationwide campaigns on child labour with particular emphasis on the WFCL and on the provisions of the relevant laws, the protections to which children are entitled and the roles and responsibilities of the mandated public institutions and the public at large in dealing with abuses. Equal emphasis will be placed on acceptable alternatives to child labour, among other issues. (See Action 1.1.1.3.)

As part of this public campaign, a specific advocacy component will target the MMDAs, traditional authorities and other community leaders. The focus will be on the need for interventions at the district and community levels to prevent children from engaging in the WFCL and on the need to assist those already involved in such activities.

Lead: NCCE Collaborating institutions: CHRAJ, MoJ&AG Time line: 2017-2020

Action 1.6.5.2.

The Ghana Broadcasting Corporation (GBC), as part of its public service responsibility, will ensure a sustained broadcasting of child labour information, including education on the legal provisions, in all its regional Radio Stations across the country. For this purpose, the Labour Depart will make available to the GBC, appropriate content on child labour including synopsis and information materials for the public broadcasting (See Action 1.1.4.1).

Lead Agency: GBC Collaborating institutions: GJA, Time line: 2017-2019

Outcome 1.7: social protection intervention including the LEAP Programme and other livelihood enhancement interventions are expanded and operational in all child labour endemic Areas



Issue 1.7.1. A major cause of child labour is poverty. Many households affected by child labour are unable to meet basic livelihood needs. As a result, children are perpetually engaged in child labour for survival of the family. The Common targeting mechanism and the national household registry used to identify beneficiaries of Social Protection Services needs to effectively target communities and households affected by worst forms of child labour to ensure that such households are identified and selected for LEAP services.

Action 1.7.1.1. The Ghana Child Labour Monitoring System (GCLMS) will be reviewed and linked to the common targeting mechanism to enhance the identification of families affected by WFCL as a result of poverty. The social protection questionnaire has queries towards the establishment of a child's engagement in child labour or otherwise. The Labour Dept and NPECLC Child Labour Unit (CLU) as coordinators of GCLMS in all sectors will work with the Social Protection Department of MoGCSP to link child labour data from the GCLMS to the LEAP so that more child labourers and their families can benefit from the LEAP
Lead Agency: MELR (NPECLC, CLU, EIB)...collaborating institutions: MoGCSP Time line: 2017-2020

Action 1.7.1.2.

The Ministry of Gender, Children and Social Protection (MoGCSP) is progressively expanding the coverage of social protection services to reach more poor and vulnerable communities and households. MoGCSP will collaborate with MELR to ensure that child labour endemic communities will be given priority consideration in the expansion.

Lead Agency: MOGCSP Collaborating Agencies: MELR, MLGRD Timeline: 2017-2021

Action 1.7.1.3.

The MELR in collaboration with the GEA and other stakeholders will develop a plan to identify Cooperate Social Responsibility (CSR) programmes and link them with child labor interventions.

Lead Agency: MELR Collaborating Agency: GEA, TUC- Gh, AGI, Telecom Chamber, Chamber of Mines, CSOs Time line: 2017-2021

Action 1.7.1.4.

The Ministry of Gender and Social Protection (MoGSCP) strengthen social protection services to girls trapped in WFCL such as kayayei, CSEC and domestic servitude. This will include the provision of economic empowerment services such as training and microfinance assistance to enable these girls to start up income generating activities to enhance their livelihoods.

Lead Agency: MoGCSP Collaborating Agency: Department of Cooperatives, Department of Community Development, NBSSI, MMDAs, CPCs, Organized Labour. Private Sector, Department of Community Development, ICCES and NVTI

Time line: 2017-2021

Action 1.7.1.5.

Although children have a waiver for NHIS premiums, they have to pay for the cost of registration under the Scheme. The National Health Insurance Authority (NHIA) will contribute to the health and wellbeing of children affected by child labour or WFCL by exempting them from the registration fees charged for the processing on NHIS applications. Also the scheme will consider providing absolutely free medical services to children with illnesses arising from their engagement in child labour.

Lead Agency: NHIA Collaborating institutions Ministry of Health (MOH), Ghana Health Service

Time line: 2017-2021

Outcome 1.8: Opportunities for youth employment are available for young people including those with children are in WFCL

Issue 1.8.1.

Many young people are unskilled and unemployed or under-employed. Some of such young persons are parents of children in or at risk of child labour/WFCL. These young people are engaged in the informal sector, doing work with low productivity, to earn a living and to maintain their vulnerable families.

Action 1.8.1.1.

The National Youth Employment Agency (YEA) under the Ministry of Employment and Labour Relations (MELR),

in collaboration with Social Partners and MMDAs, will target the identification of young adults (e.g. 15-17) and young parents and workers whose children are in or at risk of child labour with the view to give them basic training and link them up with existing employment opportunities in their areas, thereby enhancing their incomes and reducing migration from their localities.

Lead Agency YEA...collaborating institutions: National Apprentice Programme, National Youth Authority, ICCES
Time line: 2018-2021

Action 1.8.1.2.

The Ghana Employers Association (GEA) and other Employers Federations will strengthen their efforts in the informal sector to improve the productivity of informal employers in child labour endemic districts and communities. For example, informal employers in the cocoa (owners of cocoa farms who employ care takers/share-croppers) and oil palm (out-growers who hire the services of adults with children) sectors can be supported with technical and other services to enhance their operations.

Lead Agency GEA Collaborating institutions: MELR, Private Companies, Informal Employers Time line 2017-2020

Action 1.8.1.3.

GEA in collaboration with the Council for Indigenous Business Associations (CIBA) will build the capacity of informal sector employers, particularly members of CIBA, to improve their productivity. The capacity building will include training in management skills, business growth and access to financial support for business expansion.

Lead Agency GEA Collaborating institutions CIBA... Time line 2017-2020

Action 1.8.1.4.

The Trades Union Congress (TUC-Ghana), has a policy on child labour. As part of the implementation of this policy, TUC-Ghana will facilitate the organization of the informal sector, under the newly formed Union of Informal Workers Association (UNIWA), to identify and support young workers in the informal sector whose families are affected by child labour. To this end, the TUC will be supported by the Ghana Child Labour Monitoring System to identify such young workers whose children are child labourers.

Lead Agency TUC-Ghana collaborating institutions: MELR, CLU, NSCCL, Time line 2018-2021

Action 1.8.1.5.

The General Agricultural Workers Union (GAWU) of the Ghana Trades Union Congress (TUC- Gh) is testing methodologies to eliminate child labour in the fishing sector in areas around the Volta Lake. As part of this intervention GAWU is embarking on an extended registration and organization of fishers with the view of organizing and supporting them to improve their productivity and economic opportunities. In collaboration with relevant sector ministries department and agencies, GAWU will expand its efforts based on the lessons and good practices gained from their ongoing intervention in Kpando-Torkor, to other areas in the agricultural sector and to target young workers whose families are vulnerable to child labour.

Lead Agency GAWU...collaborating institutions MELR, MOFAD, MOFA, GEA, MMDAs, Time line 2017-2020

Action 1.8.1.6.

The Ministry of Food and Agriculture (MOFA) runs a youth in agriculture programme aimed at encouraging and supporting young people to access economic opportunities in agriculture. MOFA will deepen and/or expand the reach of this programme to child labour endemic areas and give special attention to young people (including 15-17 years)

Lead Agency: MOFA Collaborating Agencies: MELR, MLGRD, GAWU, MMDAs Time line: 2017-2021

Action 1.8.1.7.

The Ministry of Fisheries and Aquaculture Development (MAFAD) is planning the development of aquaculture facilities to enhance employment for young people, MOFAD will collaborate with the MELR and other stakeholders to identify and give priority to young people in deprived areas along the Volta Lake who are affected by child labour. These young people will be organized into groups and provided with the knowledge, skills and other capacities required to set up productive aquaculture ventures to enhance their livelihoods and families.

Lead Agency: MOFAD Collaborating Agencies: MELR, MLGRD, GAWU, MMDAs Time line: 2017-2021



Strategic Objective 2: Improving Capacity, Collaboration, Coordination and Resource Mobilization for effective implementation of child labour interventions

Expected Outcomes

1. There is effective Intra-Ministry information sharing and teamwork in the development and implementation of national policies and programmes to improve the wellbeing of children.
2. There is effective intra and inter-agency collaboration and coordination in the development and implementation of national policies and programmes to improve the wellbeing of children
3. Knowledge generation, training and performance oriented capacity building is reinforced among all duty-bearing Agencies engaged in the fight against child labour.
4. Human, material and financial resources for child development, survival and protection is improved

Major Issue2:

National implementation of Policy interventions and law enforcement on Child labour are not sufficiently effective, efficient and sustainable. There is insufficient capacity, collaboration, coordination by institutions and agencies responsible for the design and implementation of child development policies and programmes



Expected Outcome 2.1.:

There is effective Intra-Ministry information sharing and teamwork in the development and implementation of national policies and programmes to improve the wellbeing of children.

Institutional and technical capacity

Issue 2.1.1.

Within mandated agencies, there is the need to enhance the institutionalization of child labour issues so that it is operationally integrated into the working system of the organization in a manner that reduces over-dependency on the child labour focal person. There is also the need to build the technical and technological and capacities of these agencies to enhance their effectiveness in the delivery of child development services.

Action 2.1.1.1

Each of the agencies assigned to promote child development and protection under the current Medium Term National Development Policy Framework (GSGDA II) and member institutions of the National Steering Committee on Child Labour (NSCCL) will design and operationalize an in-house intra-agency coordination mechanism to enhance information sharing on child labour issues within the agency. This arrangement will include a good documentation and filing system for all child labour issues handled by the agency, periodic in-house activities and circulars/information on child labour and marking of global/national events on children such as the World Day Against Child Labour.

Lead Agency Respective MDAs in the GSGDA...collaborating institutions NSCCL, CLU... Time line 2017-2019

Action 2.1.1.2.

The MELR ,NSCCL will develop handbooks on Protocols for Capacity Building (PCB) to guide the design and conduct of training programmes including child labour workshops. The PCB will include a manual on how to plan a fitted-for-purpose workshop/seminar/conference and a checklist of the technical, organizational and material resources required for conducting an effective training. The PCB handbooks will be available for free use by all agencies and partners.

Lead Agency: MELR (CLU) Collaborating Agencies: NSCCL, Labour Department, Social Partners, Ghana NGO Coalition on the Rights of the Child (GNCRC), Ministry of Finance, Development Partners Timeline: 2017-2019

Action 2.1.1.3.

The Labour Department will formulate and implement a programme of orientation and training (primarily workshops, formal short internal or external courses) in child labour capacity-building and on-the-job training) for different categories of key stakeholders and partners. The programme will cover sensitisation, technical and policy briefings, training on issues relating to legislation, intervention planning, monitoring, coordination, skills for dealing with children in specific circumstances and with specific WFCL, organisational skills, fund raising skills, etc.

Lead Agency: Labour Department Collaborating Institutions: NSC, key MDAs, MMDAs, employers' organisations and organized labour and other CSOs- Timelines: 2017 to 2020.

Organizational and financial capacity

Issue 2.1.2.

Institutions responsible for child development need to improve the way they organize their activities and programmes towards the implementation of their mandates. They need to develop a systematic approach to the planning of their activities, minimize ad hoc planning and strengthen organizational accountability to increase productivity. Furthermore, they need to strengthen their resource mobilization to ensure that they have adequate resources to carry out their activities. Government is unable to provide adequate financial resources for the implementation of the NPA. Support from Development Partners is ad hoc and insufficient. There is no significant contribution from the Private Sector because, among other reasons, they are not well targeted. Philanthropists, celebrities and other individuals and groups who could contribute funds are not effectively identified and motivated to do so.

Action 2.1.2.1. The Child Labour Unit (CLU) of the Labour Department, will design and conduct training in organizational programming for the focal persons and other staff of institutions with mandate on child labour. The training will include knowledge and skills in how to develop organizational charts for child labour interventions, plan staff schedules and field visits and the use of technology to enhance the organization of child labour programmes and events.

Lead Agency MELR (CLU) Collaborating Agency: NSCCL, relevant MDAs, Social Partners Time line: 2017-2019

Action 2.1.2.2.:

The National Steering Committee on Child Labour (NSCCL) will develop a resource mobilization programme to



enhance the allocation, commitment and disbursement of government funds for child labour interventions. This strategy will be informed by annual budgets indicated for the agencies assigned to implement child labour interventions in the Medium-Term National Development Policy (GSGDA-2). NPA Actions to be implemented by mandated lead agencies will be mainstreamed in the annual action plans and included in the institutional budgets of the respective agencies and costed.

Lead Agency MELR (NSCCL) Collaborating Agency: Ministry of Finance and other relevant MDAs, Social Partners Time line: 2017-2019

Action 2.1.2.3.:

The Social Partners, organized labour and the Ghana Employers Association will prepare specific budget on child development, and will facilitate the mobilization of funds from their members (unions and employers agencies) and other sources to implement Actions assigned them in the NPA.

Lead Agency TUC- Gh Collaborating Agency: GEA, NSCCL Time line: 2017-2021

Action 2.1.2.4.:

The NSCCL will set up an independent NPA Implementation Fund into which Development Partners (DPs) will contribute their financial support for the implementation of Actions under this NPA. Modalities for setting up and managing the Fund will be established through consultations with DPs.

Lead Agency MELR (NSCCL) Collaborating Agencies: relevant MDAs, Social Partners, GNCRC Time line: 2017-2017

Action 2.1.2.5.:

The NSCCL will plan and implement a public-private partnership (PPP), to engage the Private Sector (including philanthropists and celebrities) in the mobilization of resources for the NPA Actions. This will include companies operating in sectors affected by child labour as well as individuals with the means and will to support vulnerable children affected by child labour. The plans will also device strategies to directly identify and attract international funding agencies. It will also contain arrangements on the role of organizations in advocating for a responsible business conduct in supply chain and extending their membership to locally registered companies.

Lead Agency MELR/NSCCL Collaborating Agency: GEA, Private Institutions, philanthropists, Celebrities, relevant MDAs, Social Partners Time line: 2017-2018

Outcome 2.2.: There is effective inter-Agency collaboration and coordination in the development and implementation of national policies and programmes to improve the wellbeing of children.

Issue 2.2.1.

Through the platform of the National Steering Committee on Child Labour (NSCCL), there is some collaboration and coordination among relevant institutions. But this is not adequate. Many times, parallel activities are organized by the different agencies, duplicating efforts and wasting resources. Institutions with mandates on child development need to work together more often, harnessing their strengths to improve collective progress and complimenting each other to overcome their weaknesses. They must have some common programmes and organize joint activities to improve effectiveness, save cost and enhance partnership and coordination. The restructuring of government ministries, resulting in modifications in institutional mandates and resource allocation needs to enhance coordination and minimize operational bottlenecks.

Action 2.2.1.1.

The MELR in collaboration with the National Steering Committee on Child Labour will, develop a mechanism for information sharing and planning of joint actions by national agencies. This may include the formation of more inter-agency teams on specific WFCL such as CSEC, Trafficking and Domestic servitude. In addition, a consolidated Activity Calendar/time-table integrating the activities of all the agencies will be prepared and reviewed periodically to enhance synchrony and synergy.

Lead Agency: MELR/NSCCL Collaborating Agencies MoGCSP, TUC-Gh, GEA, GNCRC Time line: 2017-2019

Action 2.2.1.2.

The National Steering Committee on Child Labour (NSCCL) will prepare an inventory of partners providing support to mandated agencies. This will contain a brief on the partner and the programmes and/or activities it is supporting within a given period, to which agency. Information from this inventory will be used as guide to collaboration between agencies.

Lead Agency: MELR/NSCCL Collaborating Agencies MoGCSP, TUC-Gh, GEA, GNCRC, Ministry of Interior (Police)
Time line: 2017-2019

Action 2.2.1.3.

The MELR and the MoGCSP will harmonize and coordinate their programmes and interventions in the protection of children from violence, abuse and exploitation. In particular, they will ensure the NPAs on WFCL and the NPA on human trafficking are complimentary and provide collaborative platforms for enhancing synergies in design and implementation of actions against child trafficking.

Lead Agency: MELR/NSCCL Collaborating Agencies MoGCSP, TUC-Gh, GEA, GNCRC, Ministry of Interior (Police)
Time line: 2017-2019

Outcome 2.3.: knowledge generation, training and performance oriented capacity building is reinforced among all duty-bearing Agencies engaged in the fight against child labour.

Issue 2.3.1.

There is sparse documented knowledge on unconditional worst forms of child labour in Ghana. Where available, the information is scattered and not standardized. There is a National Child Labour Resource Centre (NCLRC) in the Child Labour Unit (CLU) but the resource there are insufficient and relatively antiquated.

Action 2.3.1.1.

The Ministry of Employment and Labour Relations (MELR), in collaboration with the Ministry of Gender Children and Social Protection (MoGCSP) the Ghana Statistical Service (GSS), will commission the design and conduct of relevant studies/research on child trafficking and slavery (CTS), Commercial Sexual Exploitation of Children (CSEC) and other worst forms of child labour (e.g. use of children in ethnic conflicts and recruitment for terrorist activities).

Lead Agency: MELR Collaborating Agencies MoGCSP, GSS, International Needs, Ghana (In G), Ministry of Interior (Police) Timeline: 2017-2021

Action 2.3.1.2.

The MELR (research directorate) will facilitate the production of an annotated bibliography of available studies and researches on child labour in the country. All documented knowledge in child labour such as good practices, lessons and experiences of implementing agencies will be included in the bibliography and samples of the documents will be collected and kept as reference materials in the NCLRC.

Lead Agency MELR Collaboration agencies: Universities, school of social work, ISSER Timeline: 2017-2018

Action 2.3.1.3.

The (MELR) NSCCL will support the Child Labour Unit (CLU) to improve the quality and quantity of child labour resources in the NCLRC. To this end the CLU will prepare and submit to the NSCCL a comprehensive inventory of all resource materials available at the NCLRC. This will include hardware equipment, electronic information and reference books. This information will be used as part of a needs assessment the NSCCL will conduct on the NCLRC towards the mobilization of resources from partners to equip the Center.

Lead Agency MELR Collaborating Agencies NSCCL, GNCRC, TUC-GH, GEA, Universities, Civil Society Organizations, Human Trafficking Secretariat, MoGCSP Timeline 2017-2021

PART 2: DOWNSTREAM INTERVENTIONS



Strategic Objective 3: Effective Provision and Monitoring of Social Services and Economic Empowerment Programmes by Local Government Administrations

Expected Outcomes

5. Child Development Interventions in the Regions are effectively coordinated and monitored.
6. Metropolitan, Municipal and District Assemblies prioritise the implementation of child development and provide adequate educational and social protection services to child labour endemic communities.
7. Social service sub-committee of the district assembly and district labour are enforcing the child labour provisions in the Children's Act 1998 (Act 560) and Child Right Regulation 2002 (LI 1705).
8. Development and Implementation of Community Action Plans (caps) are monitored in all communities in each MMDA
9. Child labour interventions are effectively Monitored



Major Issue 3: Low prioritization and inadequate implementation modalities for child development policies at Regional and District levels

Outcome 3.1. Child Development Interventions in the Regions are effectively coordinated and monitored.

Issue 3.1.1.

The role of RCCs is to check the implementation of district plans and programmes and to ensure that the MMDAs are carrying out their responsibilities towards children. But this is hardly taking place: there is a poor harmonization of child development programmes within given regions; many districts in the various regions do not have gazetted bye-laws on child protection; social protection services are not effectively monitored to ensure that only the right families and individuals are targeted; the delivery of education is not adequately supervised; there is little joint efforts and experience sharing within and among regions. Many Regions do not have a consolidated information system on child development including an integrated database of child labour. Resource mobilization is poor even though opportunities exist.

Action 3.1.1.1

Regional Coordinating Councils (RCCs) will collate, compile and synchronize all child development interventions submitted to them by the District Assemblies, into a well-synthesized regional strategy for enhancing the welfare of children in the Region. The purpose of this strategy is not to burden the RCCs to implement it, but to enhance their supervisory responsibilities over the Districts.

Lead Agency: respective RCCs Collaborating Agencies: MMDAs, LGSS, MLGRD, GSS Time line 2017-2019

Action 3.1.1.2

Each RCC will, in consultation with the respective MMDAs, prepare a coordination mechanism and monitoring plan for child labour programmes in the region. The mechanism will include strategies to improve information and experience sharing. The Plan will put in place measures to check the conduct and results of child protection activities scheduled to be carried out under the districts' annual action plans. The development of this coordinating mechanism will be informed by knowledge from a similar mechanism prepared by the ILO in collaboration with the CLU.

Lead Agency: respective RCCs Collaborating Agencies: MMDAs, LGSS, MLGRD Time line 2017-2018

Action 3.1.1.3

RCCs will give special attention to the monitoring of social protection services and livelihood empowerment programmes to ensure that the right families and individuals, including those affected by child labour, are targeted and provided with the needed services. In particular, they will ensure that the guidelines provided for delivery of social protection interventions (e.g. LEAP) are adhered to by the respective District LEAP implementation committees. Similarly, the regional education directorates will strengthen their inspection and supervision of district education offices to ensure that children in school are involved in child labour. They will ensure the timely submission of education reports and require districts to account for poor education outcomes.

Lead Agency: respective RCCs Collaborating Agencies: MMDAs, LGSS, MLGRD, DED, GNAT, YEA Time line 2018-2021

Action 3.1.1.4

RCCs will organize periodic joint monitoring programmes and regional conferences on child labour and other child development issues to enhance knowledge, experience sharing and professional skills in the delivery of child protection services in their various regions. These meetings will provide technical skills to enhance resource mobilization, law enforcement, education and social protection delivery and the monitoring and evaluation of interventions in the various districts.

Lead Agency: respective RCCs Collaborating Agencies: CLU, MMDAs, LGSS, MLGRD Time line 2018-2021

Outcome 3.2. Metropolitan, Municipal and District Assemblies prioritize the implementation of child development interventions and provide adequate educational and social protection services to child labour endemic communities.

Issue 3.2.1.: Many local government authorities recognize child labour as inimical to the development of children



and communities. Yet adequate attention is not given to the issue. As a result, there is poor allocation and disbursement of resources for child labour activities. In some cases, district assemblies collect taxes from child labourers thereby condoning the exploitation of children. By law (Children's Act, 1998 and Child Rights Regulation, 2002), the Social Services Sub-Committee and the District labour Office are responsible for the enforcement of provisions against child labour. But these agencies are unable to perform their roles sufficiently.

Action 3.2.1.1.:

All Metropolitan, Municipal and District Assemblies (MMDAs) will demonstrate institutional will for eliminating child labour by building the capacity of their Social Services Sub-Committee (SSSC) to perform their statutory duty. They will assist the SSSC to develop Action Plans for the enforcement of child labour provisions in Act 560 (Children's Act) and L.I 1705 (Child Rights Regulations). The Plans will include measures to identify and summon³⁷ child labour perpetrators in the district. The SSSC will be allocated their statutory portion of the District Common Fund (DCF) to aid them in the performance of their duty. Where necessary, the SSSC will apply innovative approaches to mobilize funds for its activities.

Lead Agency MMDA Collaborating Agencies MLGRD, LGSS, SSSC Timeline 2017-2020

Action 3.2.1.2.:

The establishment of District Child Protection Committees (DCPCs) has been identified as a good practice for the elimination of child labour at the district level. MMDAs will set up functional DCPCs to provide technical assistance in the implementation of the District's Action Plan on child development. The DCPC will also provide technical support to the SSSC.

Lead Agency MMDA Collaborating Agencies MLGRD, LGSS, SSSC Timeline 2017-2020

Action 3.2.1.3.:

MMDAs in collaboration with the national agency responsible for the Ghana Child Labour Monitoring System (GCLMS) will support their District Labour Offices (DLOs) and District Social Development Directorates (DSDDs) to implement a district-based child labour monitoring mechanism that emphasis community surveillance and prevention. Lessons and experiences from the implementation of the GCLMS in mining, fishing, cocoa and other sectors will be used to enhance effectiveness.

Lead Agency MMDA Collaborating Agencies MELR, MLGRD, LGSS, SSSC Timeline: 2017-2020

Action 3.2.1.4.:

District Labour Offices (DLO) will strengthen labour inspections, especially child labour inspection. In partnership with the District Social Development Directorate (DSDD) and the District/Community Child Protection Committee, inspections will be conducted in the informal sector as well. To this end, the Labour Department head office will ensure that all DLOs have sufficient inspection forms with adequate provision on child labour.

Lead Agency: DLO Collaborating Agencies: District Assembly, District Social Development Department (DSDD), DCPC, CCPCs, Labour Department Timeline: 2018-2021

Issues 3.2.2: In many districts, educational infrastructure and school facilities are woefully inadequate. Some Children do not attend school because there is no school in the vicinity and no access vehicles (e.g. bicycles) to distant schools. Where there are, school facilities (e.g. sanitation rooms, furniture, libraries etc) are often in short supply. Also within Districts, teachers are unevenly distributed, with high concentration in the District capitals at the expense of other towns and communities within the district. These factors make school unattractive to

children and parents/guardians. There is also the need to

strengthen monitoring and supervision at the district level, and strengthen the capacity and accountability of circuit supervisors.

Action 3.2.2.1.:

MMDAs in collaboration with local development partners and funding agencies, will develop a strategic plan to build schools, teacher accommodation, electricity, water; and provide more learning and teaching facilities (including electricity in the classrooms) to deprived communities where child labour is endemic. The plan will take into consideration the nature and number of stakeholders and private companies in the district and outline clear measures to mobilize funds, organize labour and acquire land for the purpose.

³⁷ They also have the power to sanction

Lead Agency: MMDA Collaborating Agencies: District Education Directorate (DED), Development Partners and NGOs, GNAT, NAGRAT Timeline: 2017-2021

Action 3.2.2.2.:

In many areas, the provision of bicycles to school children living far away from the location of their school has significantly enhanced school attendance and retention. MMDAs, will collaborate with local development partners and stakeholders to acquire and distribute quality bicycles and other effective forms of transportation to needy school children whose families cannot afford.

Lead Agency: MMDA Collaborating Agencies: District Education Directorate (DED), Development Partners and NGOs, GNAT, NAGRAT Timeline: 2017-2021

Action 3.2.2.3.:

MMDAs will continue the provision of school uniforms, sandals, text books and exercise books to needy pupils to motivate attendance to school and enhance their performance. It will be ensured that these school materials will be well targeted at those in actual need. Information from the child labour monitoring database will be used to help proper identification of would-be beneficiaries.

Lead Agency: MMDA Collaborating Agencies: District Education Directorate (DED), Development Partners and NGOs, GNAT, NAGRAT Timeline: 2017-2021

Action 3.2.2.4.:

The MMDA will collaborate with the District Education Department (DED), COTVET, NVTI and other key stakeholders to strengthen access to Community Senior High School and the provision of Technical and Vocational Education and Training (TVET) and Non-Formal Education at the district level to compliment post-basic education for older children (15-17 years), especially children at withdrawn or at risk of WFCL.

Lead Agency: MMDA Collaborating Agencies: District Education Directorate (DED), Development Partners and NGOs, GNAT, NAGRAT Timeline: 2017-2021

Action 3.2.2.4.:

The District Assembly will strengthen access of older children to apprenticeship opportunities in the locality. In collaboration with the District Labour Office, master craftsmen will be identified, registered and provided with orientation on child labour. Older children (15-17 years) will be given vocational counseling and enrolled in the appropriate apprenticeship/master craftsman. The MMDA will also strengthen the regulation of apprenticeships within their jurisdiction to ensure that engaged children are not exposed to hazardous work or exploited.

Lead Agency: MMDA Collaborating Agencies: COTVET, NVTI, CIBA, Master Craftsmen, MELR (Labour Department), District Education Directorate (DED), Development Partners and NGOs Timeline: 2017-2021

Issues 3.2.3.: There is insufficient provision of social protection and livelihood empowerment services in deprived districts. In some cases, access to available services is difficult for those in need of it because of poor targeting and insufficient information.

The Rural Enterprises Programme (REP) operated by the Government of Ghana in partnership with the International Fund for Agricultural Development (IFAD) and the African Development Bank (AfDB) is operating in 161 municipalities and districts across the ten regions of the country. The Programme collaborates with the National Board for Small-scale Industries (NBSSI) to reduce poverty and improve living conditions by providing business development and employment skills, building cottage industries, community-based enterprise development and alternative livelihoods for the rural poor. The REP is an opportunity for empowering families affected by child labour and trapped in poverty

Action 3.2.3.1. MMDAs will embark on a district-wide education programme to inform and sensitize local communities on the various social protection services available in their area, and how to access those services. The information service department and local radio stations as well as community information centers will be used to raise awareness for this purpose.

Lead Agency: District Assembly Collaborating Agencies: Information Services Department, local FM Stations, and Churches.

Action 3.2.3.2. The District Assembly in collaboration with the District Child Protection Committee (DCPC) and/or the Social Services Sub-committee will work with the District Office of the National Board for Small-scale



industries (NBSSI) to identify and enroll deprived households affected by child labour, unto the Rural Enterprises Programme (REP). Particular attention will be given to young people (including legally Employable Children: 15-17years) who have completed basic school and are willing to take advantage of the opportunity.

Lead Agency: District Assembly Collaborating Agencies: REP, NBSSI/BAC, District Child Protection Committee (DCPC), Social Services Sub-Committee, Ministry of Trade and Industry (MTI). Time line: 2017-2021

Action 3.2.3.3.

The District Assembly will work with DCPC/SSSC to enhance the enrolment of child labour endemic communities that are deprived and qualified for LEAP and other social protection services available in the district.

Lead Agency: District Assembly Collaborating Agencies: District Child Protection Committee (DCPC), Social Services Sub-Committee, Ministry of Gender Children and Social Protection (MoGCSP).Time line: 2017-2019

Outcome 3.3: Social Service Sub-Committee of Metropolitan, Municipal and District Assemblies and District labour Offices are enforcing the child labour provisions in the Children's Act 1998 (Act 560) and Child Right Regulation 2002 (LI 1705).

Issue 3.3.1. Significant and specific provisions exist in part five of the Children's Act, 1998 (Act 560) to address child labour. The framework for implementation of these provisions are expressed in the child Rights Regulation (L.I. 1705), including specific provisions for the registration of children in industrial undertakings, enquiry by the district labour officer and enquiry on child labour in the informal sector. However, these regulations are not effectively enforced by the responsible agencies under the local government administration.

Action 3.3.1.1

Metropolitan, Municipal and District Assemblies (MMDAs) will put in place appropriate measures to enhance their Social Services Sub-Committee (SSS-C) enforce provisions under paragraph 34 of L.I. 1705 (Child Rights Regulations, 2012); this may include organizing training on child labour for the SSS-C, providing resources for their sittings and reporting. In addition, MMDAs will work with District Labour Offices to ensure the full enforcement of other appropriate provisions in L.I. 1705

Lead Agency: District Assembly Collaborating Agencies: District Child Protection Committee (DCPC), Social Services Sub-Committee, District Labour Office, Ministry of Gender Children and Social Protection (MoGCSP). Time line: 2017-2019

Action 3.3.1.2

The Local Government Services Secretariat (LGSS) will conduct regular monitoring to ensure that MMDAs enforce provisions under L.I. 1705

Lead Agency: Local Government Services Secretariat (LGSS) Collaborating Agencies: District Assemblies, District Child Protection Committee (DCPC), Social Services Sub-Committee, District Labour Office, Ministry of Gender Children and Social Protection (MoGCSP).Time line: 2016-2018

Outcome 3.4. Development and Implementation of Community Action Plans (caps) are monitored in all communities in each MMDA

Issue 3.4.1. Although development planning is supposed to actively involve all communities in the MMDA, this does not usually happen. Local communities should be supported to design their own development plans and empowered to implement them.

Action 3.4..1.1. The District Assembly, through the District Planning and Coordinating Unit (DPCU) will build the capacity of local communities to design Community Action Plans (CAPs). The capacity building will include sensitization and training programmes for Assemblymen and Unit Committee members of the respective communities. Knowledge from successful CAP development and implementation exercises from ILO and ICI projects will be applied.

Lead Agency: MMDA/DCPU Collaborating Agencies: NDPC, MLGRD, LGSS, MELR Time line: 2017-2019

Action 3.4.1.2.

The District Assembly collaborate with the District Child Protection Committee (DCPC) to facilitate community development by providing public goods and services in the area of health, education, energy, economic empowerment and livelihood enhancement as would be indicated in the CAPs developed and implemented by local communities under their administration.

Lead Agency: MMDA/DCPU Collaborating Agencies: DCPC, CCPCs, MLGRD, LGSS, MELR Time line: 2017-2019

Strategic Objective 4: Promoting Community empowerment and sustainable action against child labour

Expected Outcomes

1. Community Action Plans are developed and implemented in child labour endemic communities
2. Children at risk are identified and prevented from child labour
3. Children in unconditional worst forms of child labour are identified and withdrawn
4. Children in hazardous child labour are identified and withdrawn or protected
5. Children in other works other child labour are identified and removed.
6. Children at risk of child labour identified
7. Children are well-informed and assertive to protect their rights and carry out their responsibilities to their families and communities.
8. Families affected by child labour are identified and provided with appropriate social protection services





Major Issue 4: Inadequate leadership and low ownership of community action to protect children from engaging in worst forms of child labour.

Outcome 4.1.: local community leaders are responsible and driven towards the elimination of child labour in their communities

Issue 4.1.1.: Many leaders (including traditional authority) in many child labour endemic communities do not understand the concept of child labour and are not aware or convinced of the detrimental effects it has on child rights, family welfare and community development. For this and other reasons, they condone and perpetuate socio-cultural norms and traditions which disregard the rights of children and exploit their vulnerabilities. Sensitization of community leaders should lead to the mobilization of the whole community to take effective actions against child labour and community development.

Action 4.1.1.1.:

Community leaders in collaboration with MMDAs will plan and organize child labour sensitization and trainings for leaders of child labour endemic areas in the district. The sensitization will include the nature, causes and consequences, laws and policies and interventions in the district medium term and annual action plan. The training component will focus on, among other things, building their skills in how to distinguish child labour from other activities of children and how to identify and use available community resources to solve the problem. The child labour Unit (CLU) will support the MMDAs with training materials such as reference documents and techniques.

Lead Agency: CCPC/Traditional leaders/Assemblyman/Unit Committee **Collaborating Agencies:** Religious and other opinion leaders, School Management Committee, CLU Timeline: 2017-2021

Action 4.1.1.2.:

The assemblyman and Unit Committee in collaboration with Community chiefs other community leaders will mobilize the community to develop a Community Action Plans (CAP). The design of the CAP will be action focused, in the context of a clear vision for the community, strategy for resource mobilization and allocation of roles and responsibilities to the various community actors and groups (SMC, Churches, Youth groups, Women's groups, local business/shop owners etc). The CAP will be informed by good practices and lessons from the experiences of partners including ICI, NPECLC, GAWU, IOM and ILO in cocoa and fishing communities.

Lead Agency: Assemblyman/Unit Committee **Collaborating Agencies:** Religious and other opinion leaders, School Management Committee, CCPC/Traditional leaders, Coops, fishers/farmers association/CLU Timeline: 2017-2021

Outcome 4.2. All children at risk are identified and prevented from child labour

Issue 4.2.1.:

The Child Labour Report of the last Ghana Living Standard Survey (GSS 2014, GLSS6) indicated that there were large numbers of children not attending school who were not yet in child labour. For children aged 5-7 years, there were 84.2%, 8-11 years: 59.9%; 12-14 years: 44.1%. Thus children of younger age who are not attending school, are more at risk of child labour. These children may have been enrolled in school but not in attendance. They may be idling in working areas or accompanying their parents or siblings at work.

Access to school

Action 4.2.1.1.:

Community leaders, including traditional authority, CCPC members and Assemblymen/Unit Committee members will identify households/families with children not in child labour and not attending school using identification tools such as the community register, and sensitize to ensure that their children attend school regularly. The sensitization will include making them aware of the sanctions prescribed against parents who refuse to keep their children in school.

Lead Agency: Community leaders/CCPC **Collaborating agencies:** SMC/PTA, MMDA

Lead Agency: Assemblymen/Unit Committee,

Collaborating Agencies: Coops, fishers/farmer associations Religious and other opinion leaders, School Management Committee, CCPC/Traditional leaders/CLU

Timeline 2017-2021

Action 4.2.1.2.: In cases where there are no schools, community leaders will liaise with the District Assembly and other stakeholders to provide a school as early as practicable. Where appropriate, as in many localities, the community will take the initiative to build or to refurbish its own school through communal labour. Also, transport facilities to enable children to connect to nearby schools will be provided where appropriate.

Lead Agency: Assemblymen/Unit Committee,

Collaborating Agencies: **Coops, fishers/farmer associations** Religious and other opinion leaders, School Management Committee, CCPC/Traditional leaders/CLU

Outcome 4.3.: All children in the local community engaged in WFCL other than hazardous work, Hazardous work and activities detrimental to their education are identified. ,rescued and referred to a Social Service providers

Issue 4.3.1.:

While it is a known fact that child labour exists in many deprived communities, there is often no documented community-based record of identified child labourers. There is the need for communities to have and keep a register of all children engaged in the various forms of child labour.

In the face of limited resources, not all identified child labourers may receive immediate support for withdrawal. More vulnerable children should be prioritized for available support. Moreover, some child labourers have families capable of maintaining them but for ignorance or parental neglect do not do.

Action 4.3.1.1.:

A simple register of all children in child labour will be generated and kept in the community. This register will contain the name, age, sex, educational status and type of child labour engaged in, parent/guardian's name and phone contact for data analysis.

The design of the register will take into consideration good practices and lessons learned from the community register used in the Ghana Child Labour Monitoring System (GCLMS) and the Proxy-Means test questionnaire of the Common Targeting Mechanism under the National Social Protection Strategy (NSPS) as well as other parameters for determining WFCL other than hazardous work, and hazardous activities presented in the comprehensive national Hazardous Activity Framework (HAF) document should also be used.

The type of labour in which children are engaged, documented in the register, will be consistent with provisions in the Children's Act and under ILO Convention on WFCL.

Lead Agency: Assemblymen/Unit Committee,

Collaborating Agencies: **Coops, fishers/farmer associations** Religious and other opinion leaders, School Management Committee, CCPC/Traditional leaders/CLU, Department of Social Development

Timeline: 2017-2021

Action 4.3.1.2.:

Identified child labourers, will be provided with available support. Criteria will be developed that sets out the more vulnerable child labourers for priority attention.

Lead Agency: Assemblyman/Unit Committee **Collaborating Agencies:** Religious and other opinion leaders, CCPC/Traditional leaders, MMDA, DCPC Timeline: 2017-20201

Action 4.3.1.3.:

Selected child labourers will be referred to available social services such as school education or vocational training in accordance with guidelines given in the SOP. The referral will be made at the community with the support of traditional leaders, SMC and other community actors. In cases of unconditional WFCL, referral will be supported by the Assemblyman/Unit Committee in collaboration with the Community Child Protection Committee the District Assembly through the Social Development Department or Social Service Committee and the District Child Protection Committee (DCPC).

Lead Agency: Assemblymen/Unit Committee, **coops, fishers/farmer associations**

Collaborating Agencies: Religious and other opinion leaders, School Management Committee, CCPC/Traditional leaders/CLU, MMDA, DCPC

2017-2021



Issue 4.3.2.

Many children are recruited, transported and exploited for labour purposes. This is child trafficking and it is criminal under national and international law. In many local communities trafficked children are harboured in the premises of traffickers who may be shielded.

Action 4.3.2.1.

The Community Child Protection Committee (CCPC) will mobilize the community to combat child trafficking by raising awareness on the criminal nature of trafficking and its devastating effects on children³⁸.

Lead Agency: Assemblyman/Unit Committee **Collaborating Agencies:** Religious and other opinion leaders, CCPC/Traditional leaders, MMDA, Coops, fishers/famers associations, DCPC Timeline: 2017-2021

Action 4.3.2.2.

The CCPC will conduct special surveillance activities towards the identification of any child trafficked into or out of the community. This surveillance will include working with managers of schools, school anti child labour clubs, churches, working sites and other places where children may be, to finding out the background of any new children noticed in the community and profile any suspected case of trafficking.

Lead Agency: Assemblyman/Unit Committee **Collaborating Agencies:** Religious and other opinion leaders, CCPC/Traditional leaders, /famers Coops fishers associations, MMDA, DCPC Timeline: 2017-2021

Action 4.3.2.3.

The CCPC will report any suspected cases of child trafficking identified in the community to the local government representative (Assemblyman/Unit Committee) and/or District Assembly for immediate action to be taken, following the guidelines in the SOP.

Lead Agency: Community Child Protection Committee (CCPC) **Collaborating Agencies:** Assemblyman/Unit Committee Religious and other opinion leaders, famers Coops fishers associations CCPC/Traditional leaders, MMDA, DCPC Timeline: 2017-2021

Issue 4.3.3.

Girls form the majority of children in a number of WFCL situations that have low public visibility and may hence receive inadequate attention. These cases include CSEC (Commercial Sexual Exploitation of Children) and domestic servitude. The hidden nature of these cases of the WFCL contributes to the difficulty in examining the incidence, nature, consequences and possible remedies. With regard to domestic servitude, its informal nature and its frequent association with traditional fosterage practices encourage the exploitation of children on a massive scale. Yet domestic servitude has rarely attracted effective attention and action. There is an urgent need to put effective measures in place to end these forms of exploitation.

Action 4.3.3.1. The Community Child Protection Committee (CCPC) will give special attention to children, particularly girls; sensitization and awareness to identify victims of CSEC or domestic servitude, such children will be given priority in referral arrangements and will be immediately enrolled in rehabilitation and reintegration services following the guidelines provided in the SOP.

Lead Agency: CCPC **Collaborating Agencies:** Assemblyman/Unit committee, MMDA, Parents/guardian **Timeline:** 2017-2021

³⁸ This and other Actions relating to child trafficking are to be conducted consistently with provisions in the Human Trafficking NPA coordinated by MoGCSP

6. GOVERNANCE STRUCTURE AND MANAGEMENT ARRANGEMENTS



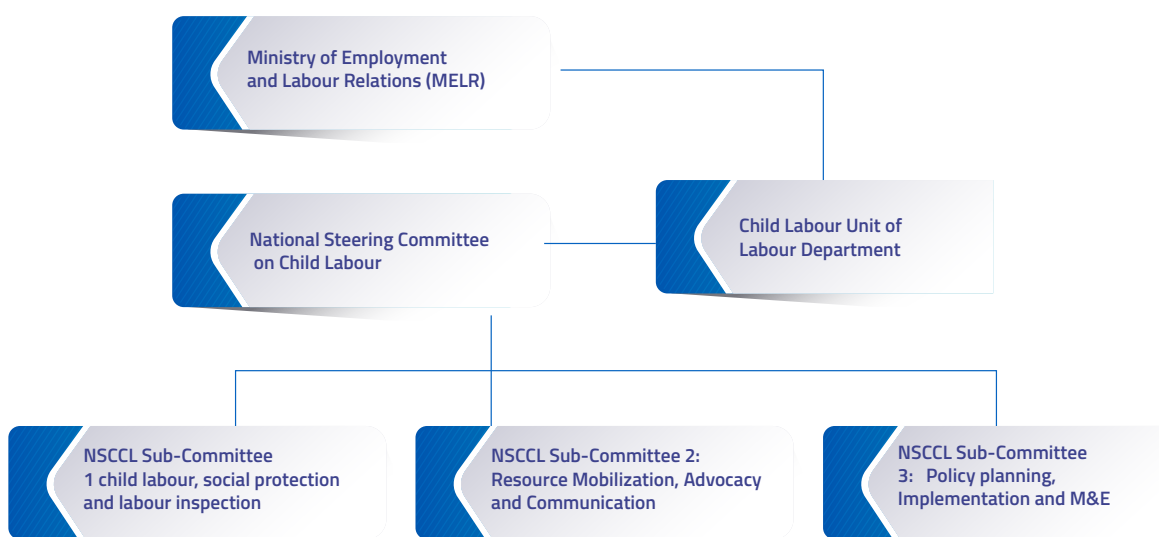
Institutional Arrangements

The Ministry of Employment and Labour Relations (MELR) is the mandated government institution on child labour. Under the MELR, the National Steering Committee on child labour (NSCCL) has been established as the highest body providing guidance to government on the elimination of child labour. The overall responsibility of the NSCCL is to give policy advice and technical assistance to the Ministry of Employment and Labour Relations (MELR) towards the effective implementation of the National Plan of Action (NPA2). Its functions will include the coordination of all child labour interventions undertaken by public or private institutions, and to ensure that all agencies purporting to take action against child labour have the necessary assistance and credibility to achieve the desired outcomes.

In terms of composition the NSCCL has representations from relevant public and private institutions including Government Ministries, Departments and Agencies (MDAs) including Parliament, Workers and Employers Organizations, Civil Society Organizations, Academia/Research institutions and Development Partners³⁹. Towards the efficient coordination of this NPA2, the NSCCL will be reconstituted by the MELR to reflect current mandates, needs and capacities of key stakeholders. Its membership will be reviewed to enhance efficiency and the governance structure will be modified by a tripartite arrangement, with the Minister of MELR as Chair, assisted by the head of organized labour (Secretary General of the Ghana Trades Union Congress) and the Executive Secretary of the Ghana Employers Association.

Operationally, following the recommendations from the review of the previous NPA, the NSCCL shall have three (3) technical sub-committees: 1. Sub-committee on child labour, social protection and labour inspection 2. Resource Mobilization, Advocacy and Communication and 3: Policy planning, Implementation and M&E. The leadership of the technical sub-committees of the NSCCL will be re-structured to reflect a high level of engagement with key ministries such as Ministry of Gender, Children and Social Protection (MoGCSP), Ministry of Local Government and Rural Development (MLGRD), the Commission on Human Rights and Administrative Justice (CHRAJ), Ministry of Education (MoE), and the National Commission on Civic Education (NCCE). In addition, an operational manual and framework will be developed for the management of the NSCCL. The Child Labour Unit (CLU) of the Labour Department, is the secretariat of the NSCCL.

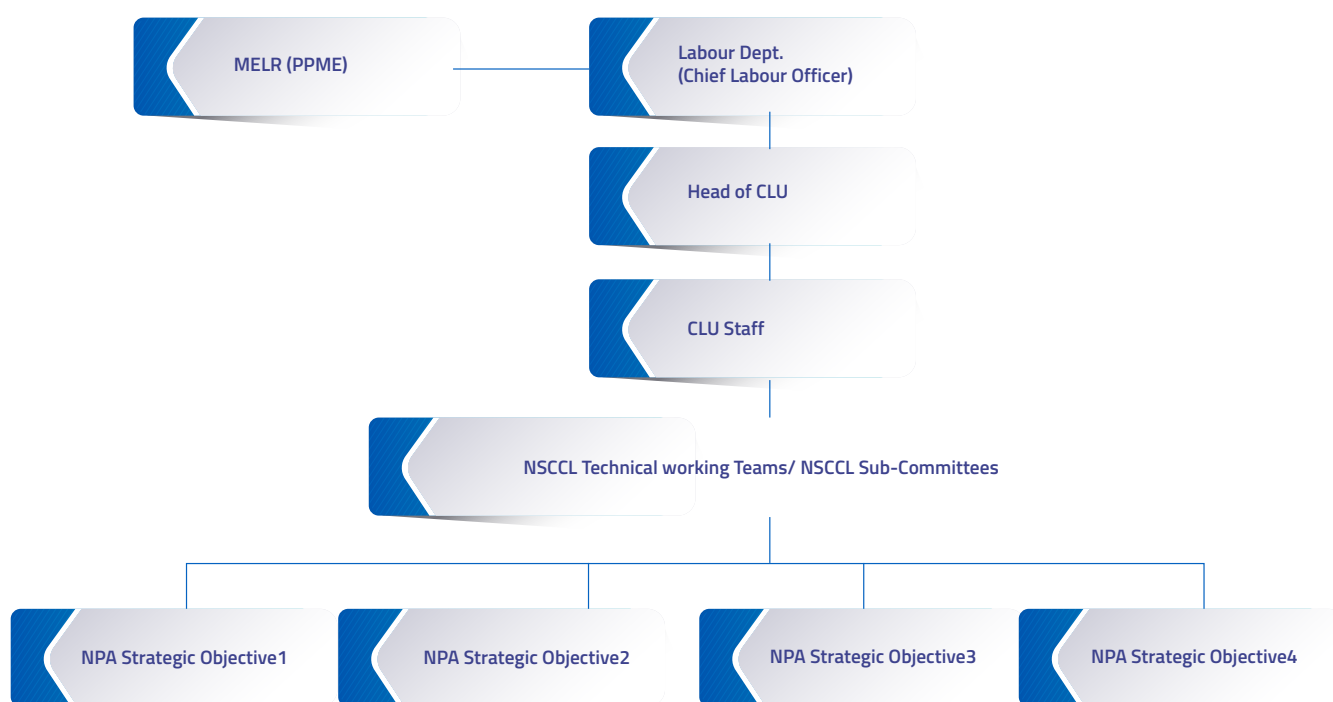
³⁹ Development Partners have Observer status on the NSCCL



Programme Management

The Labour Department, with support from the Policy, Planning, Monitoring and Evaluation (PPME) Directorate of the MELR, will build the capacity of the national Child Labour Unit (CLU) to effectively and efficiently coordinate the implementation of the NPA2. In view of this the institutional, technical and organizational capacity of the CLU will be strengthened. The CLU will establish functional linkages with the Sub-Committees of the NSCCL to establish technical working teams to coordinate the implementation of the NPA2. The head of the CLU shall be responsible for overall coordination, working with the leaders of the various sub-committees to ensure that the strategic objectives of the NPA are being pursued at all times. Clear terms of reference will be developed for each sub-committee to the effect that all the expected outcomes in the NPA will be attended to, with oversight responsibility assigned to the CLU. Staff of the Unit will be assigned to provide technical and administrative roles in the sub-committees. The role of CLU staff in the implementation of the NPA will not be inconsistent with their role as labour officers responsible for labour inspection and other traditional labour duties.

Programme Management Chart



Reporting, Monitoring and Evaluation (RME)

Information flow in the implementation, coordination and management of the NPA will run in a feedback fashion from the national through regional and district to the community level, with a double anchor at the district and national levels.

The CLU, with technical assistance from the National Development Planning Commission (NDPC), will prepare and disseminate a RME framework clear reporting protocols to all implementing agencies and partners at all levels. This will include parameters and templates for capturing data on the progress of implementation for upstream and downstream interventions. Given that the implementation of the NPA is an extension of the implementation of the Ghana Shared Growth and Development Agenda (GSGDA-2), the RME framework will be developed in a manner that affords the inclusion of NPA delivery in the Annual Progress report of the national development policy. The design of the RME framework will also learn from the Comprehensive Monitoring and Evaluation Programme (CMEP) successfully implemented by ILO in its recent projects on child labour. The NSCCL may consider the recruitment of an M&E Officer.

The RME system will adopt a transparent and participatory approach involving key stakeholders at upstream and downstream levels. It will be based at the CLU, but will benefit from the support of the Monitoring and Evaluation Unit of MELR and those of the other key institutional stakeholders.



Annex 1: Performance Measurement: Outcome Indicators and Targets

	Expected Impact	Impact indicator	Baseline	Milestone (Target value date)	Means of verification
<p>Goal</p> <p>The main objective of this National Plan of Action (Framework) is to reduce the worst forms of child labour to the barest minimum ($\leq 10\%$), by 2020 while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term.</p>	children in unconditional Worst Forms of Child Labour (WFCL) are identified and withdrawn	1. % of children in child trafficking	To be determined by a national survey	<ul style="list-style-type: none"> 1% of all children 2019 <0.5% of all children 2021 	<ul style="list-style-type: none"> Human trafficking data base at the MoGCSP Data from the Anti-Human Trafficking Unit of Ghana Police Service Information from the GCLMS and other monitoring systems available
		2. 1% of children in Commercial Sexual Exploitation	To be determined by a national survey	<ul style="list-style-type: none"> 1% of 2019 <0.5 % of measured baseline by 2021 	<ul style="list-style-type: none"> NPA Progress Monitoring Report NPA Evaluation Report
		3. 0.1% of children in ritual Servitude	To be determined by a national survey	<ul style="list-style-type: none"> 5% of measured baseline by 2019 <1% of measured baseline by 2021 	<ul style="list-style-type: none"> NPA Progress Monitoring Report NPA Evaluation Report
		4. 0% of children in armed conflict (including ethnic conflicts)	To be determined by a national survey	<ul style="list-style-type: none"> 3% of measured baseline by 2019 <1% of measured baseline by 2021 	<ul style="list-style-type: none"> NPA Progress Monitoring Report NPA Evaluation Report
	children in hazardous activities are identified and withdrawn or protected	5. 11% of children in hazardous Activities	14.2%	<ul style="list-style-type: none"> 10% by 2019 <5% by 2021 	<ul style="list-style-type: none"> NPA Progress Monitoring Report NPA Evaluation Report
	Children in child labour are identified, prevented or withdrawn	6. 18% of children in child labor	21.8%	<ul style="list-style-type: none"> 15% by 2019 <8% by 2021 	<ul style="list-style-type: none"> NPA Progress Monitoring Report NPA Evaluation Report Ghana Child Labour Survey (Component of GLSS)
		% of children attending school and in child labour	35.4%	<ul style="list-style-type: none"> <22% by 2019 <5% by 2021 	
	Children at risk of child labour are identified and prevented	% of out-of-school children		20% by 2019 10% by 2021	<ul style="list-style-type: none"> Child Labour Survey Report Education Sector Performance Report EMIS data
		Net enrolment in kindergarten	90.8%	<ul style="list-style-type: none"> 95% by 2021 	
		9. Primary completion rate in deprived district	86.9%	<ul style="list-style-type: none"> 92% by 2021 	
		10. JHS completion rate in deprived districts	57.1%	<ul style="list-style-type: none"> 65% by 2019 80% by 2021 	

	Institutions mandated to develop and implement child protection Policies and programmes are carrying out their responsibilities effectively	<p>11. Mandated MMDAs have documented Policies and programs action for the protection of children from violence, abuse and exploitation.</p> <p>12. Mandated MMDAs have specific approved budgets for child protection programmes.</p> <p>Number of development partners and other donors having programmes budgets and</p>	50%	<ul style="list-style-type: none"> 70% of MDAs by 2019 85% by 2021 	<ul style="list-style-type: none"> Sector plans and budgets of mandated MDAs NPA Monitoring Report APRs submitted to MLGRD/NDPC
	Outcome	Outcome Indicators	Baseline	Target/milestone	Means of verification
Strategic Objective 1 Reinforcing public Awareness and strengthening Advocacy for improved policy programming and implementation of child development interventions	1.1: the Ghanaian Society is well-informed on the rights of children and mobilized to take action against child labour.	45% of people with adequate information on child labour	23% (NCCE: 2005)	60% 2019 75% 2021	CLU Reports
	1.2.: national level advocacy on child welfare and development is enhanced and effective	Media reports and assessment articles of child development policies and programmes	January 2017 as baseline year (0 base as at January 2017)	3 media (print and electronic) policy assessment articles per quarter by 2019 6 media (print and electronic) policy assessment articles per quarter by 2021 80% of Societal perception on child welfare and development is enhanced towards all children	National perception survey on child labor CLU national child labour Report TUC Report GEA Reports GNCRRC Report
		Advocacy programmes and papers by social partners	January 2017 as baseline year (0 base as at January 2017)	5 advocacy papers by 2019 20 advocacy by 2021	
		Action by Civil Society Coalitions		2 advocacy papers per year	



	2.1: the Free Compulsory Universal Basic Education (FCUBE) Policy is effectively implemented, especially in child labour endemic areas	Proportion of MMDAs implementing measures to enhance compulsory component of FCUBE % of child labor endemic areas receiving social intervention programs (free uniforms, school feeding, free learning materials etc)	0	50% by 2019 75% by 2021 80% by 2021	Education Sector Performance Report (ESPR)
		Improvement of Capitation Grant	GHC4.5 per child per year	<ul style="list-style-type: none"> GHC9.05 per child per year by 2017 GHC 15 per child by 2019 Increased to meet all the financial school needs of the child by 2021	
		Removal of deterrent factors (e.g. various non-tuition fees)		50% of schools by 2019 70% Of schools by 2021	
	2.2.: Policies and Programmes on integrated area-based approaches towards Child Labour Free Zones (CLFZ) are designed implemented and promoted.	National guidelines/ framework on CLFZ and the integrated area-based approaches are developed and implemented	Documented Global concept of CLFZ and the integrated area-based approach	Guidelines/ framework developed by 2017 Implementation of guidelines/ framework by 2018	MELR (Labour Department) Ministry Gender and social protection annual Report NDPC Annual report on GSGDA2 National Child Labour Report
	2.3.: implementation modalities for conducting child labour interventions mainstreamed in agricultural policies and programmes, especially agricultural extension services including fisheries and livestock, are in place and functional.	% Agriculture extension services are trained on child labour interventions in agriculture Proportion of MMDAs mainstreaming child labour in their agricultural programmes	Child labour is integrated in Agriculture Extension service	80% Agriculture extension officers are trained by 2021 50% MMDAs by 2019 75% MMDAs by 2021	MOFA annual report MOFAD annual report District Child labour Reports

	Expected Outcome 2.4.: Laws on child labour are enforced and content gaps in the legal framework addressed	L.I. on Human Trafficking is enacted and operational Children's Act is reviewed HAF is formally adopted by Cabinet	L.I. on Human Trafficking Act is before Parliament Review of Children's Act commenced	L.I enacted by 2017 L.I. Operational by 2019 Children's Act reviewed by 2018 HAF adopted by 2016 5% child labor cases are prosecuted	Human Trafficking Secretariat Anti-Human Trafficking Unit (AHTU) of Ghana Police
	2.5: the LEAP Programme and other social protection interventions are expanded and operational in all child labour endemic Areas	% Child labour endemic communities included in the common targeting mechanism of social protection interventions	To be determined by National survey	20% increase on baseline by 2018 40% increase on baseline by 2021	CLU Report Social Protection Report by MoGCSP
	2.6: opportunities for youth employment are available for young people including those with children are in WFCL	% Youth employment interventions are implemented in child labor endemic areas	Not available	50% of Youth employment interventions are implemented in child labor endemic areas	MELR Report YEA Report



<p>Strategic Objective 2: Strengthening Coordination and Resource Mobilization for policy development and implementation against child labour</p>	<p>Expected Outcome 3.1.: mandated Agencies have effective institutional, technical and organizational capacities for the development and implementation of national policies and programmes to improve the wellbeing of children.</p>	<p>Proportion of institutions with documented intra-agency coordination mechanism on child labour</p> <p>handbooks on Protocols for Capacity Building developed</p> <p>50% proportion of mandated agencies with institutional and organizational arrangements (e.g. defined roles and responsibilities, terms of reference for their staff working on child labour, organizational chart on child labour)</p> <p>Increase in Government budget on Child Labour</p> <p>Financial Resource mobilization programme targeting the private sector</p>	<p>-</p> <p>protocols for capacity building on child labour available</p>	<p>50% of mandated agencies by 2017</p> <p>90% of mandated agencies by 2021</p> <p>handbooks developed by 2018</p> <p>50% proportion of mandated agencies with institutional and organizational arrangements</p> <p>5% Increase in Government budget on Child Labour</p> <p>20% annual increase in government budget on child labour by 2021</p> <p>Independent NPA Implementation Fund established by 2017</p>	<p>NSC/CLU Report</p> <p>Agency reports</p> <p>National annual budget documents</p>
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	Expected Outcome 3.2.: There is effective collaboration and coordination among mandated agencies in the development and implementation of national policies and programmes to improve the wellbeing of children.	A functional coordination mechanism for information sharing and planning of joint actions by national agencies is in place	Previous Coordination mechanism developed by NSCCL	Functional by 2017	CLU Reports
	3.3.: knowledge generation, training and performance oriented capacity building is reinforced among all duty-bearing Agencies engaged in the fight against child labour.	<p>Performance of implementation Agency staff are improved through training</p> <p>Performance of NSC sub-Committees improved through training</p>	CLU staff provide administrative support to NSC	<p>Technical Capacity of 50% Implementation agency staff improved by 2017</p> <p>Technical capacity of NSC sub-committee members improved by 2018</p>	Labour Department Reports



Strategic Objective 3: Effective Provision and monitoring of Social Services and economic empowerment programmes by local government administrations	Expected Outcome 4.1. Child Development Interventions in the Regions are effectively coordinated and monitored.	Proportion of Regional Coordinating Councils having functional coordination mechanism and monitoring plan for child labour programmes in the region	Not available	50% by 2018 80% by 2021	Child labour report
	Expected Outcome 4.2. Metropolitan, Municipal and District Assemblies prioritize the implementation of child development interventions and provide adequate educational and social protection services to child labour endemic communities.	Proportion of Social Services Sub-Committees (SSSC) of MMDAs develop Action Plans for the enforcement of child labour provisions in Act 560 (Children's Act) and L.I 1705 (Child Rights Regulations). Proportion of MMDAs where District Child Protection Committees (DCPCs) are established	Not available 50 DCPCs	40% of SSSC by 2017 60% of SSSC by 2018 90% of SSSC by 2021 50% MMDAs by 2018 85% MMDAs by 2021	MMDA Reports CLU Report
	Outcome 4.3. Community Action Plans (CAPs) are developed and Implemented in all communities in each MMDA	Proportion of Communities with documented CAPs	90 communities	30% of all Communities by 2018 60% of all Communities by 2019 85% of all Communities by 2021	NPA Implementation Report Department of Community Development MLGRD Report

Strategic Objective 4: Promoting Community empowerment and sustainable action against child labour	Outcome 5.1.: local community leaders are responsible and driven towards the elimination of child labour in their communities	40% of Community Child Protection Committees (CCPCs) are functional Proportion of Communities with functional CAPs	60 communities	40% of communities by 2017 60% by 2019 85% by 2021 20% by 2018 40% by 2019 65% by 2021	District child labour reports National child labour reports
	Outcome 5.2. All children at risk are identified and prevented from child labour	Local communities have an area-based remediation mechanism for children in or at risk of CL/WFCL National child labour surveillance system established	Ghana Child Labour Monitoring System (GCLMS)	Surveillance system established by 2018	NPA Report
	Outcome 5.3.: All children in the local community engaged in unconditional WFCL, Hazardous work and activities detrimental to their education are identified, sorted and referred to a Social Service providers	<ul style="list-style-type: none"> Local communities have an area-based remediation mechanism for children in or at risk of CL/ WFCL, towards achieving a CLFZ status National functional data-base on child trafficking and other unconditional WFCL established Sectoral data-base on child labour in fishing, mining and cocoa are established. 	Not available Not available	40% communities by 2019 75% communities by 2021 By 2020	NPA report GSGDA2 Report (NDPC) NPA Report Human Trafficking NPA -Report Human Rights Report (CHRAJ)



Annex 2:: Population distribution of working children 5-17 years by children in Economic Activity, Child Labour and Hazardous Child Labour⁴⁰

Sex/locality/Age group/Region	Total			Children in Economic Activity				Child Labour				Hazardous forms of child labour			
	Estimated population	%		Estimated population	% of population	Total		Estimated population	% of population	Total		Estimated population	% of population	Total	
Total	8,697,602	100		2,476,177	28.5	100		1,892,553	21.8	100		1,231,286	14.2	100.0	
Male	4,393,748	100		1,284,619	29.2	51.9		996,510	22.7	52.7		677,962	15.4	55.1	
Female	4,303,855	100		1,191,558	27.7	48.1		896,042	20.8	47.3		553,324	12.9	44.9	
Urban	4,134,743	100		695,863	16.8	28.1		513,221	12.4	27.1		320,179	7.7	26.0	
Accra (GAMA)	1,098,157	100		66,875	6.1	2.7		51,349	4.7	2.7		17,732	1.6	1.4	
Other Urban	3,036,586	100		628,988	20.7	25.4		461,871	15.2	24.4		302,447	10.0	24/6	
Rural	4,562,859	100		1,780,314	39.0	71.9		1,379,332	30.2	72.9		911,107	20.0	74.0	
Rural coastal	496,659	100		110,006	22.1	4.4		81,310	16.4	4.3		52,529	10.6	4.3	
Rural forest	2,373,921	100		920,182	38.8	37.2		712,642	30.0	37.7		504,769	21.3	41.0	
Rural Savannah	1,692,279	100		750,126	44.3	30.3		585,380	34.6	30.9		353,808	20.9	28.7	
5-7	2,122,390	100		212,278	10.0	8.6		212,278	10.0	11.2		94,655	4.5	7.7	
8-11	2,749,046	100		704,212	25.6	28.4		704,212	25.6	37.2		330,161	12.0	26.8	
12-14	2,101,282	100		805,423	38.3	32.5		564,500	26.9	29.8		394,908	18.8	32.1	
15-17	1,724,884	100		754,263	43.7	30.5		411,562	23.9	21.7		411,562	23.9	33.4	
Western	838,313	100		225,702	26.9	9.1		171,626	20.5	9.1		113,134	13.5	9.2	
Central	793,125	100		101,481	12.8	4.1		70,535	8.9	3.7		33,164	4.2	2.7	
Greater Accra	1,204,870	100		83,328	6.9	3.4		62,526	5.2	3.3		23,312	1.9	1.9	
Volta	766,836	100		245,094	32.0	9.9		206,404	26.9	10.9		169,035	22.0	13.7	
Eastern	920,812	100		336,935	36.6	13.6		267,233	29.0	14.1		193,551	21.0	15.7	
Ashanti	1,727,891	100		537,057	31.1	21.7		396,751	23.0	21.0		279,374	16.2	22.7	
Brong-Ahafo	916,757	100		382,738	41.7	15.5		306,972	33.5	16.2		224,037	24.4	18.2	
Northern	891,273	100		278,445	31.2	11.2		203,566	22.8	10.8		105,769	11.9	8.6	
Upper-East	362,761	100		161,388	44.5	6.5		114,899	31.7	6.1		47,534	13.1	3.9	
Upper-West	274,964	100		124,010	45.1	5.0		92,041	33.5	4.9		42,375	15.4	3.4	

⁴⁰ GSS (2014) Ghana Living Standard Survey Round 6 Child Labour Report

Annex 3: National Steering Committee on Child Labour (NSCCL)

No	Name	Organization
Ministries, Departments and Agencies (MDAs)		
1	Hon. Ignatius Baffour Awuah	Ministry of Employment and Labour Relations
2	Hon. Kwame Anyimadu-Antwi	Parliamentary Select Committee on State Enterprises and Labour Relations
3	Mrs. Mary Mpereh	National Development Planning Commission
4	Mr. Sammy-Longman Attakumah	Ministry of Employment and Labour Relation
5	Mr. Samuel Amankwah	Ministry of Interior
6	Ms. Dzifa Ayimeh	Ministry of Lands and Natural Resources
7	Mr. Claude Ewa	Ministry of Employment and Labour Relations
8	Mr. Devine Ayidzoe	Ministry of Education
9	Mr. Muniru Shaibu	Ministry of Food and Agriculture - DAES
10	Mrs. Fati Lily Soale	Ministry of Local Government and Rural Development
11	Mrs. Victoria Natsu	Ministry of Gender, Children and Social Protection
12	Ms. Valerie Amate	Attorney General's Department
13	Mr. Eugene Narh Korletey	Labour Department
14	Ms. Elizabeth Akanbombire	Child Labour Unit of the Labour Department
15	Mr. Anthony Amuzu Pharin	Ghana Statistical Service
16	Mr. Emmanuel Opoku	Ghana Cocoa Board
17	Mrs. Josephine Akaba	Commission on Human Rights and Administrative Justice
	Social Partners	
18	Mrs. Alberta Laryea-Djan	Trades Union Congress
19	Mr. Charles Asante Bempong	Ghana Employers' Association
20	Mr. Andrews Addoquaye Tagoe	General Agricultural Workers' Union of the Trade Unions Congress of Ghana
Research Institution		
21	Dr. Cynthia Sortie	Department of Social Work, University of Ghana
Civil Society Organisations		
22	Okatakyei (Dr.) Amenfi VII	National House of Chiefs
23	Barima Akwasi Amankwaah	Ghana NGO Coalition on the Rights of the Child
24	Mr. Dave Agbenu	Ghana Journalists Association
25	Mrs. Joyce Steiner	Christian Council of Ghana
26	Hajj Muhammad Kpakpo Addo	Federation of Muslim Councils (GH)
Development Partners		
27	Laliana Razafindrakoto	International Labour Organisation (ILO)
28	Ms Joanna Eriksson	United Nations Children's Fund (UNICEF)
29	Mr. Paul Amekumede	United States Embassy
30	Mr. Daniel Sam	International Organization on Migration
31	Ms. Avril Abena Kudzi	International Cocoa Initiative
32	Mr. Gregory Lierfu Dery	World Vision
33	Mr. Cromwell Awade	International Need
34	Mrs. Matilda Broni	Mondelex Cocoa Life
35	Mr. Joha Briamah	Free The Slaves
36	Mr. Dickson Adebona	Netherlands Development programme



Annex 4: NPA Technical Working Group:

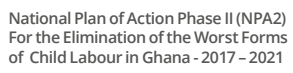
NO.	NAME	ORGANIZATION
1.	Mr. Kenneth Mamudu Mr. Claude Ewa	Ministry of Employment and Labour Relations (MELR)
2.	Mrs. Victoria Natsu	Ministry of Gender, Children and Social Protection (MoGCSP)
3.	Mr. Richard Ayitey	Ghana Education Service, Ministry of Education
4.	Ms. Elizabeth Akanbomfire	Child Labour Unit of Labour Department
5.	Mrs. Alberta Laryea-Djan	Trade Union Congress, Ghana (TUC GH).
6.	Mr. Charles Asante-Bempong	Ghana Employers Association (GEA)
7.	Barima Akwasi Amankwah	Ghana NGO Coalition on the Rights of the Child
8.	Mrs. Matilda Quist	Ministry of Fisheries and Aquaculture Development (MOFAD)
9.	Ms. Dzifa Ayimeh	Ministry of Lands and Natural Resources (MLNR)
10.	Mr. Bashiru Muniru	Agricultural Extension Service Division, Ministry of Food and Agriculture
11.	Mr. Andrews Addoquaye Tagoe	General Agricultural Workers' Union of the Trade Unions Congress of Ghana
12.	Mrs. Stella Dzator	Child Development Specialist
13.	Mr. Emmanuel Kwame Mensah	Independent Development Consultant
14.	Mrs. Avril Kudji	International Cocoa Initiative (ICI)
15.	Mr. Iddris Abdullah	UNICEF

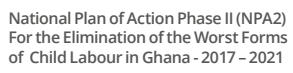
Annex 5: Negotiation Team

Annex 5: Negotiation Team		
NO.	NAME	ORGANIZATION
1.	Mr. Sammy-Longman Attakumah Mrs. Alice Atipo	Ministry of Employment and Labour Relations (MELR)
2.	Mr. Eugene Naah Korletey	Labour Department (LD)
3.	Mrs. Mary Mpereh Dr. Ferdinand Ahiakpor	National Development Planning Commission (NDPC)
4.	Mrs. Eva Mends	Ministry of Finance and Economic Planning (MOFEP)
5.	Mr. Daniel Chachu	International Labour Organization (ILO)
6.	Ms. Elizabeth Akanbomfire	Child Labour Unit (CLU)
7.	Mr. Charles Asante-Bempong	Ghana Employers' Association (GEA)
8.	Mrs. Alberta Laryea Djan	Trades Union Congress, Ghana (TUC-Gh)
9.	Mr. Andrews Addoquaye Tagoe	General Agricultural Workers' Union of Trade Union Congress, Ghana (GAWU of TUC-Gh)
10.	Barima Akwasi Amankwaah	Ghana NGO Coalition on the Rights of the Child
11.	Mr. Emmanuel Kwame Mensah	Independent Development Consultant
12.	Mrs. Stella Dzator	Child Development Specialist

Annex 6: Lead Agencies under NPA2

NO.	ORGANIZATION
1.	Ministry of Employment and Labour Relations
	▪ Labour Department
	▪ Child Labour Unit
	▪ Youth Employment Agency (YEA)
	▪ Employment Information Branch
2.	Ministry of Interior
	▪ Anti-Human Trafficking Unit, Ghana Police Service
3.	Ministry of Chieftaincy, Culture and Traditional Affairs
4.	Ministry of Education and Ghana Education Service
	▪ Ghana Education Service
	▪ Non-Formal Education (NFE) Division
	▪ Council for Technical and Vocational Education Training (COTVET)
5.	Ministry of Local Government and Rural Development Office of the Head of Local Government Service
6.	Ministry of Gender, Children and Social Protection
7.	Ministry of Food and Agriculture
	▪ Agricultural Extension Service Division
8.	Ministry of Fisheries and Aquaculture Development
9.	Ministry of Lands and Natural Resources
	▪ Minerals Commission
10.	Commission on Human Rights and Administrative Justice
11.	National Development Planning Commission (NDPC)
12.	Parliamentary Select Committee on Social Welfare, Employment and State Enterprises
13.	National Commission on Civic Education (NCCE)
14.	Judicial Service
15.	National Health Insurance Authority (NHIA)
16.	Trades Union Congress of Ghana (TUC-GH)
17.	Organized Labour
18.	Ghana National Association of Teachers (GNAT)
19.	General Agricultural Workers Union (GAWU)
20.	Ghana Employers Association (GEA)
21.	Ghana Cocoa Board (COCOBOD)
22.	Council for Indigenous Business Associations (CIBA)
23.	Ghana Broadcasting Corporation (GBC)
24.	Ghana Journalists Association (GJA)
25.	Media Foundation of West Africa (MFWA)
26.	Social Mobilization Partners Against Child Labour (SOMOPAC) Network
27.	Ghana NGO Coalition on the Rights of the Child (GNCRC)
28.	Christian Council of Ghana (CCG)
29.	National Catholic Secretariat/Catholic Bishops Conference
30.	Ghana Pentecostal and Charismatic Council (GPCC)
31.	Federation of Moslem Councils
32.	Ghana National Education Campaign Coalition (GNECC)





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