



International
COCOA
Initiative

C h i l d r e n F i r s t

Annual Report | 2025





Contents

Message from the Executive Director

Collective action in 2025

Support to children and their families in
cocoa-growing communities

Raising the bar for CLMRS

Transforming Learning into Action

Tools

Membership Services

New Learning

Strengthening Institutional Capacity

Ghana

Côte d'Ivoire

Cameroon

Financials

ICI board members, contributing
partners and other donors at end 2025



Matthias Lange
Executive Director

Message from the Executive Director

2025 was not an easy year for the cocoa sector. Last minute regulatory changes brought significant uncertainty, drastic cuts in development and international aid budgets affected many, and volatile cocoa prices added further strain to already complex market dynamics, with mixed, and unfortunately often negative, impacts on farmer livelihoods.

Nevertheless, I also reflect on a year of steady progress. Despite the uncertainty and challenges, ICI members and partners remained committed to raising the bar on our efforts to protect children from child labour and upholding human rights across cocoa-growing communities.

By September 2025, ICI members had supported 1.68 million children through Child Labour Monitoring and Remediation Systems (CLMRS), and coverage expanded to 1.33 million households across Cameroon, Côte d'Ivoire, Ghana and Nigeria. This expansion is impressive and reflects real commitment. We know, however, that it is important to also focus on improving the impact of these systems, in addition to ensuring they are practical, resilient and able to evolve as challenges and expectations continue to change.

Therefore, in 2025, a clear ambition for us has been to raise the standard across everything we do. This includes improving the effectiveness of the CLMRS, supporting implementers to operationalise the latest findings on what works to tackle child labour and forced labour, reinforcing national systems and strengthening institutional capacity.

This commitment was reflected in the publication of the CLMRS Core Criteria, which define minimum standards for system design and implementation, alongside the CLMRS Manual and Self-Assessment tool that will help implementers set up and run systems that fit these criteria and maximise impact. Sustainable change depends on robust, high-quality systems that work collectively to support children, families, farmers and communities.

We also focused on supporting others to have more impact. By harnessing years of pilot and research experience and turning these into practical tools and guidance, we have equipped partners with proven methodologies to strengthen their own systems. From training modules on protecting children from pesticide

exposure to approaches addressing forced labour risks and new tools for data management and grievance mechanisms, our focus has been on turning learning into action. Through 25 knowledge-sharing sessions across West-Africa and beyond, as well as targeted one-to-one support, we have worked closely with members and stakeholders to ensure these tools are applied effectively in practice.

In a year shaped by regulatory uncertainty around the EU's Corporate Sustainability Due Diligence Directive and Deforestation Regulation, and the transition towards implementation of the EU Forced Labour Regulation, we have continued to commit to higher standards whilst supporting all stakeholders to meet them. To achieve this, we worked in partnership with European Cocoa Association (ECA) and members to publish Recommendations for Guidelines on due diligence in relation to forced labour in the cocoa sector. As expectations across the sector evolve, ICI remains dedicated to ensure that systems not only meet these new benchmarks but translate them into tangible improvements in the lives of farmers and their families.

Our work continues to be rooted in collaboration. In 2025, we deepened partnerships with governments and national institutions in Ghana, Cote d'Ivoire and Cameroon, to strengthen social welfare systems, improve data coordination, and build capacity for more effective monitoring, support and follow up. These efforts are essential to creating integrated and interoperable systems to make sure that support really does reach those who need it most.

As we look ahead, our focus remains clear: to drive systemic change which is both scalable and sustainable. Through continued learning, partnership, action and innovation, we are expanding the reach and effectiveness of our work, bringing us closer to a future where every child is protected and able to thrive.



Collective action in 2025

Collective action 2025

Every year, ICI members report on their efforts to tackle child labour in the cocoa sector. This allows us to track progress over time, highlight areas for improvement and drive transparency in the sector. The results presented here are from the reporting season October 2024 – September 2025, and cover activities put in place by ICI members in four countries (Côte d'Ivoire, Ghana, Cameroon and Nigeria).

The figures presented in this section are based on data provided to ICI by its members. They are aggregated and reflect the collective efforts of ICI members to date on a

selection of activities. The figures should not be taken as a reflection of the work of the sector as a whole, as they do not include data from organisations that are not part of ICI (or are not supplying an ICI member).

An independent external auditor, PwC, has provided limited assurance on the International Cocoa Initiative's member reporting process for 2025 (covering the previous cocoa season ending 30 September 2025). This assurance covers the suitability of the design of the reporting process and of the related controls implemented by International Cocoa Initiative.

By the end of the cocoa season September 2025, ICI members had covered* **1.33 million** households with Child Labour Monitoring and Remediation Systems (CLMRS) in cocoa-growing communities in Côte d'Ivoire, Ghana, Nigeria and Cameroon. This is up from **1.17 million** households the year before.

**Covered means that a household is registered in a CLMRS, and a monitoring visit or household-level risk assessment has been done.*

What is a Child Labour Monitoring and Remediation System?

CLMRS are child-centred support systems. They identify children in, or at risk of, child labour, provide ongoing support to improve their situation and follow children's progress over time. CLMRS aim to prevent and reduce child labour, mitigate its harmful effects, and ultimately prevent it from being passed down into the next generation. Today, many cocoa and chocolate companies are using CLMRS as part of their efforts to conduct Human Rights Due Diligence and tackle child labour in supply chains in West Africa.

Through these systems, **1.68 million children** were supported, this is equivalent to 66% of all children covered by the CLMRS. This is up from 970'000 children the year before.

Most of these children received preventative support, as early intervention is important to help protect children from harm. One of the most effective support measures is targeted awareness raising, which helps households to better understand the dangers of certain hazardous tasks and the alternatives available.

**1.33
million**
households covered

**1.68
million**
children supported

254'519
children found in child
labour received support

83'945
households covered by systems
other than CLMRS

Within these systems, **282'977 children were found** to be in child labour. This represents 11% of all children covered by these systems. This is an increase from 254'692 the year before, reflecting the increase in coverage of such systems. (To find out more about the importance of identification and how to improve the ability of systems to correctly identify cases of child labour, see page 14-15.)

Out of these children found in child labour, **254'519 children** were supported with targeted assistance to help them stop engaging in child labour, up from 221'605 the year before. This represents **90%** of children found in child labour, up from 87% the year before¹.

What is child labour in cocoa

Child labour is defined by the International Labour Organization as “work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development”. It includes children doing hazardous tasks, or working for long hours, or when work gets in the way of their schooling. Most children who are involved in child labour in cocoa are working on the family farm, doing hazardous tasks like carrying heavy loads or using sharp tools, and are combining work and school. In cocoa-growing communities, many children are also involved in child labour not linked to cocoa production.

Child Labour Monitoring and Remediation Systems are just one approach to tackling child labour in cocoa supply chains. ICI members also put in place support within other types of approaches such as community development initiatives. By the end of September 2025, an additional **83'945 households** were covered by systems other than CLMRS.

While these efforts are essential, they represent only one part of what is needed to combat child labour in cocoa. Child Labour Monitoring and Remediation Systems or other approaches put in place in supply chains, cannot solve child labour alone and must be complemented by investments to tackle the multiple root causes of child labour such as low farmer incomes, gender inequality and limited access to essential services. Governments

must lead on efforts to improve access to social protection, quality education, and healthcare with support from the private sector, international donors, and civil society organizations.

¹The systems aim to support all children identified in child labour, but in some cases the delivery of support can occur after the close of the annual reporting period.



Widespread adoption of CLMRS
within ICI membership

ICI-supported CLMRS covered around 376'000 households, which is approximately 30% of the total number of households covered by such systems.

The remaining 70% are covered by systems run independently by ICI members or cooperatives, showing the widespread adoption of such an approach in the sector.



Support to children and their families in cocoa-growing communities

By the end of September 2025, ICI members had supported 1.68 million children within their CLMRS.

Support can take multiple forms, including help for individual children, their families, and for whole communities. It includes targeted awareness raising and

guidance, accelerated education to get children back to school, school uniforms and books, assistance obtaining a birth certificate, cash transfers to help families meet their needs, as well as investments in quality education, such as classroom renovations, school meals, or teacher training.



Awareness raising and behavioural change

Child labour often happens because farmers may not be aware of the risks it poses to their children's healthy development or may not know what constitutes hazardous work. Perceptions of child work as part of a child's socialisation process also contribute to its prevalence. It is essential to create space for dialogue and discussion in cocoa-growing communities to raise awareness of harmful situations and promote practical solutions.

CLMRS personnel provide ongoing guidance and support which enables households to change their behaviour in ways that better protect children from child labour. (For more information on the role of CLMRS Personnel see page 15.) Changing behaviour is hard and takes time, but it is an essential part of tackling child labour. Our data shows that awareness-raising is one of the most effective ways of tackling child labour, underlining why it is crucial to combine material support (such as activities to improve access to quality education and improve household income) with efforts to raise awareness of the dangers of child labour.

From October 2024 through September 2025:

108'500

Over 108'500 individuals were trained to raise awareness, monitor for cases of child labour and provide support to children and households. This includes CLMRS personnel, community facilitators, members of community child protection committees, cooperative staff and the local staff of national systems. For more information on the role of CLMRS personnel, see pages 14-15.



Economic resilience of cocoa-growing households

Farmer poverty, and in particular unstable incomes, are an important root cause of child labour. Ensuring that farmers earn a living income throughout the year is essential. Helping farming families to stabilise their income flows, providing cash transfers and supporting access to credit can help increase the resilience of cocoa-growing households and reduce child labour.

Our experience shows that cash transfers can be particularly effective when combined with incentives to use the money for adult labour, gender equality training and access to village savings and loans associations. Find out more in our [Learning into Action](#).

While household income is crucial, it is not enough on its own and needs to be complemented by awareness raising, activities to support behavioural change, and improved access to social services.

80'000

Over 80'000 households received financial support, for example through cash transfers.



Education

Education is a fundamental child right. It supports children’s healthy development, improves their overall welfare and well-being, and can open opportunities in the future. It is central to tackling child labour and increasing child protection in cocoa-growing areas.

Building or refurbishing schools in cocoa-growing communities is a key intervention to increase school enrolment. In addition, helping children get birth certificates, required to enrol in secondary school in Côte d’Ivoire, and providing them with study essentials such as textbooks, pens, uniforms, and shoes can remove administrative and financial barriers to school attendance.

370

Over 370 school facilities were built or renovated

720

Over 720 classrooms were built or renovated

16'000

Over 16'000 children were supported to receive birth certificates from their local government

66'000

Over 66'000 children received school kits and over

Raising the bar for CLMRS

The past few years have seen significant scale up of CLMRS within the cocoa supply chain in West Africa - from approximately 708,000 households covered by September 2022, the first year of ICI's member reporting exercise, to approximately 1.33 million households covered today.

“Coverage has almost doubled over the past 3 years. This is an incredible achievement and represents the hard work of all ICI members. However, 2025 wasn't just about increasing reach. We also collectively committed to improving standards, with the publication of the CLMRS Core Criteria (see box). Two key areas we know require improvement are the ability of systems to correctly identify child labour cases and to follow up on children over time.



Matthias Lange
Executive Director



CLMRS Core Criteria

The **CLMRS Core Criteria**, collectively defined and published in September 2025, define the minimum standards for system design and implementation, in addition to providing information on key metrics and required activities. They build on previous efforts such as the CLMRS benchmarking exercise, and provide important clarity on what a system has to do to be called a CLMRS.

Identification

Most children in child labour in cocoa work on the family farm, doing hazardous tasks like carrying heavy loads or using sharp tools, and are combining work and school. In cocoa-growing communities, many children are also involved in child labour not linked to cocoa production.

Identifying these children is challenging but crucial to provide targeted support. Effective identification requires time, training and skilled monitors. Child labour is a sensitive issue, and it's likely that some cases still go undetected. Investment in training and supporting CLMRS agents will help identify and assist more children over time.

A key pillar of CLMRS are the individuals that visit households, raise awareness of child labour, identify children in child labour or at risk, and provide support and guidance to accompany families in behavioural change. Getting the right individuals for this important job is key.

Tools like the [Sample Terms of Reference for CLMRS Personnel | ICI Cocoa Initiative](#), along with the [CLMRS Manual](#) (see box), help define the role and recruit the right individuals.

CLMRS Manual

The CLMRS Manual helps CLMRS implementers to design, strengthen and operate effective systems. It reflects years of collective experience in implementing such systems in cocoa-growing communities and links to practical tools such as terms of templates, training materials, terms of reference, data collection forms to support implementation.

“To do this job you can't be nervous, you must be relaxed, to smile. You must respect those you are talking to. If you do, they will listen to you. As soon as I arrive, I try to create a good atmosphere which helps get their attention. Some children didn't want to go to school but thanks to repeated visits and conversations, that changes. There was even one girl who graduated from high school. She is at university now, that made me really happy.”



Yvonne Anoka
CLMRS Agent Côte d'Ivoire



Follow up and impact

When a child is identified in child labour, CLMRS agents should conduct regular visits to follow up on the child's progress and determine when additional support is needed. These follow-up visits are crucial for monitoring impact, enabling us to verify if children have stopped engaging in child labour and if out-of-school children have returned to school.

Results from ICI's Members Reporting Exercise show that not all systems are yet able to consistently perform, and record results from, follow-up visits, making it difficult to assess their impact. This area requires improvement moving forward. Investment in follow-up visits and good data management is crucial, as this will ensure that children and families receive adequate support for as long as necessary and enable accurate reporting on impact.

In 2025, within the Core Criteria, we collectively defined minimum standards for follow up visits, and during the year we published several tools to support data management.

- [CLMRS data entry template for support activities | ICI Cocoa Initiative](#)
- [CLMRS data collection forms | ICI Cocoa Initiative](#)
- [CLMRS data sharing template | ICI Cocoa Initiative](#)

CLMRS Self Assessment Tool

The [CLMRS self-assessment tool](#) published in 2025 allows implementers to identify the strengths and weaknesses of their systems to guide continuous improvement. It contains six checks that assess the key indicators of CLMRS performance such as whether the system is able to track families and children over time, whether the system identifies child labour cases, how many children are receiving support and how many children are no longer in child labour.



Transforming Learning into Action

A key part of ICI's mandate is supporting others to adopt practices that have been previously tested and refined during our pilot and research phase. In 2025, in addition to our work strengthening the CLMRS, we also focused on distilling the learning from many of our pilot projects into guidance and practical tools.

Tools

Forced labour

Our forced labour pilot project highlighted that labour rights risks are not uniform across cocoa-growing areas, with some regions more at risk than others. We also found that improving awareness of labour rights risks, promoting the use of contracts and setting up community-based grievance mechanisms can have a positive impact in tackling forced labour risks in cocoa-growing communities.

Building on this, we developed:

- **An area-based assessment of forced labour risk** to identify areas at higher risk of forced labour, helping to prioritize where action is most urgently needed to prevent and address labour rights abuses.
- A "Learning into action" focusing on how to **use employment** contracts to prevent forced labour risks
- An E-learning course on forced labour to improve understanding of the concepts with many stakeholders

Tools detailing **how to set up community-based grievance committees, managing grievances within the committees, workbooks for committees to record grievances** and others will be launched in 2026.

Forced Labour Regulation – Guidelines for companies

In December 2027, the European Union Forced Labour Regulation will come into effect. The regulation bans the placement, availability, and export of products made with forced labour within or from the EU market.

To support its implementation, guidelines are expected to be published by the European Commission.

These guidelines should consider the specificities of a given sector, the size and resources of economic operators, and the different types of suppliers along the supply chain.

To support this process, ICI, in close collaboration with the European Cocoa Association (ECA), following a multistakeholder consultation with members and partners, published Recommendations for Guidelines on due diligence in relation to forced labour in the cocoa sector, available here.

Policy engagement is an important part of our work. Sharing our collective experience will help ensure developing regulation will have a positive impact on cocoa-growing communities.

Protecting children from pesticides

Our project highlighted that while cocoa farmers themselves may understand the dangers of pesticides, details of how they impact children were missing, and knowledge in the family and wider community was limited.

Building on this, we developed:

- **A training module** for community members on protecting children from pesticide exposure in their everyday environment, at home and when they move around their community, for example safe storage of the products, safe disposal of containers and avoiding spraying areas. The module contains posters (including some for children), a training manual and a good practices guide.
- **A training module** tailored for spraying service providers focusing specifically on safe practices to prevent pesticide exposure among children (complementary to agronomical training). The module contains posters, a training manual, a handout and a good practices guide.
- **Two films** to raise awareness of the risks associated with pesticide exposure and to promote social behaviour change within communities

The Protective Community Index is a simple tool to assess access to services that help protect children in cocoa-growing communities (for example quality education, clean water, or characteristics around gender equality). It can be used to identify communities where support is required more urgently, or at a greater level, and to inform decisions around support. Using one common tool allows results to be compared across different communities and actors, and lays the foundation for improved collaboration.

To increase accessibility and transparency, in 2024 we published an interactive [Web Map](#) where stakeholders can view and explore data collected using the Protective Community Index. By making this information publicly available, the map helps reduce duplication of efforts, encourages collaboration, and supports better-informed decision making across the sector. Currently the Web Map, includes information for approximately 2'700 communities in Côte d'Ivoire and Ghana and we expect to be able to add many more in the course of 2026.

Knowledge sharing sessions and targeted support for ICI members

In 2025, we organised 25 knowledge and learning sessions in Côte d'Ivoire, Ghana, Cameroon, Nigeria and online, bringing together technical and decision-making representatives from ICI members to exchange tools and practical approaches.

These sessions are designed to help members translate learning into action, while continuously refining and strengthening their programmes. They are complemented by tailored one-to-one support, enabling ICI teams to explore specific challenges or approaches in depth and receive targeted advice and training.

“ICI Knowledge Sharing Sessions create a valuable space for critical reflection on our programming, allowing us to assess what works and where we can improve. They also equip us with the confidence and practical tools to integrate research insights into our activities, enabling us to continuously refine these and ensure we effectively deliver our objective to protect and promote child and human rights in cocoa-growing communities.”

Elizabeth Levitz
GCB



“The collaboration with ICI through the Protective Community Index enabled Ecookim to gain a better understanding of community dynamics related to child protection. This support strengthened our capacity to effectively target our actions, enhance community engagement, and implement sustainable initiatives in support of children’s well-being.”

Mah Cisse
Ecookim



“The webinars are always very insightful, especially when practical solutions that have been tested on the ground are presented. Unlike the “theoretical” due diligence content we often receive, they provide much needed concrete examples of actions that can be implemented to tackle human rights issues and tools that are already adapted to the local context.”

Judith Beyeler,
Walter Matter



New learning

We also completed many new research and learning projects in 2025 that will be turned into tools and guidance in the future. Including:

Gender aspects of cash transfers

We examined whether cash transfers delivered to women (rather than men), and/or paired with gender equality training (GALS methodology) and financial inclusion (Village Savings and Loans Associations), changed outcomes for households and children.

We found that the transfers helped households diversify livelihoods and acquire assets, and impacts were stronger when combined with GALS training and/or VSLA participation, which helped improve savings and planning.

Overall, cash transfers reduced hazardous child labour by 13%, with the reduction increasing with GALS/VSLA. The immediate effect on child labour did not differ depending on whether women or men received the cash. However, paying cash directly to women, and especially when combined with GALS training, increased their decision-making power in the household, which past research suggests will lead to better outcomes for children in the longer term.

Find out more about the study here: [How gender equality and financial inclusion shape the impacts of cash transfers | ICI Cocoa Initiative](#)

Parenting skills approaches

We explored whether parenting skills approaches can help improve child protection and tackle child labour. Our study in Côte d'Ivoire found that the Families Make the Difference approach* helped reduce child labour by 54% among children whose caregivers attended the training sessions. Such interventions can strengthen caregivers' knowledge of child development and encourage them to make decisions that better protect their children.

**The Families Make the Difference curriculum was developed by the International Rescue Committee to help caregivers create a safer and more nurturing environment for their children. The curriculum covers topics such as positive parenting, communication, child development, and non-violent discipline, delivered over 11 sessions. Training is combined with parent support groups, where caregivers can share experiences.*

Explore the full results here: [How parenting interventions can address child labour in cocoa communities | ICI Cocoa Initiative](#)

Learn more about how to put them into place here: [Learning into action: Parenting skills interventions to address child labour in cocoa](#)



Strengthening institutional capacity

Strengthening institutional capacity

Achieving meaningful and sustainable impact when addressing child labour and forced labour depends on aligned efforts from multiple stakeholders, including governments and policy makers in both cocoa-producing and cocoa-consuming countries. To support this alignment, ICI works closely with stakeholders to deliver targeted training, strengthen

institutional capacity, and support the development of integrated systems that enable interoperable data and coordinated responses. Together, these efforts promote shared learning, more comparable data, and sustained impact at national and regional levels.

Ghana: Strengthening Social Welfare and Child Protection

In Ghana, ICI worked alongside the Ministry of Gender, Children and Social Protection, the Department of Social Welfare, the Child Labour Unit, COCOBOD and UNICEF, to deliver training on:

- Child labour and forced labour concepts
- Integrated Social Services (ISS)
- The Social Welfare Management Information System (SWIMS)
- Aligned indicators and quality data collection

These efforts led to:

- Stronger District Child Protection Committees equipped with improved tools and knowledge
- Better coordination between social welfare actors at district and national levels
- More effective case management and referral pathways for vulnerable children

“ICI’s capacity building support has significantly enhanced our team’s technical and operational skills. Through the training provided, our officers are now more confident in using the Social Welfare Information Management System (SWIMS) to accurately register and track child labour cases. This has improved data consistency and case follow-up. Additionally, our collaboration with other agencies, such as education, health, and law enforcement agencies has been strengthened. We are now able to coordinate interventions more effectively, share information seamlessly, and provide holistic support to vulnerable children and their families

Abena Fosua Amoako
Director, Department of Social Welfare and Community Development, Asunafo North Municipal, Ahafo Region- Ghana.



Aligning child labour monitoring systems with due diligence requirements

In 2025, in close collaboration with GIZ, ICI supported the governments of Ghana and Côte d'Ivoire to strengthen national child labour monitoring systems in line with emerging human rights due diligence expectations, particularly under the EU's CS3D and Forced Labour Regulation.

In Ghana, ICI worked with COCOBOD to improve cocoa-sector monitoring through strengthened data collection tools, a practical training manual, and targeted capacity building for extension agents, and IT and M&E teams, enhancing data quality and sector-wide readiness.

In Côte d'Ivoire, ICI reinforced CLMRS implementation through updated tools and training for field agents, comprehensive Training of Trainers for public, private, and civil society actors, and national-level harmonisation of monitoring, traceability, and enforcement systems. A pilot initiative was also carried out to assess and map the capacities of both private programmes and public services responsible for enforcing child labour and forced labour legislation, helping to identify gaps and strengthen collaborative responses.

Côte d'Ivoire: Enhancing Child Labor Monitoring and Coordination of Systems

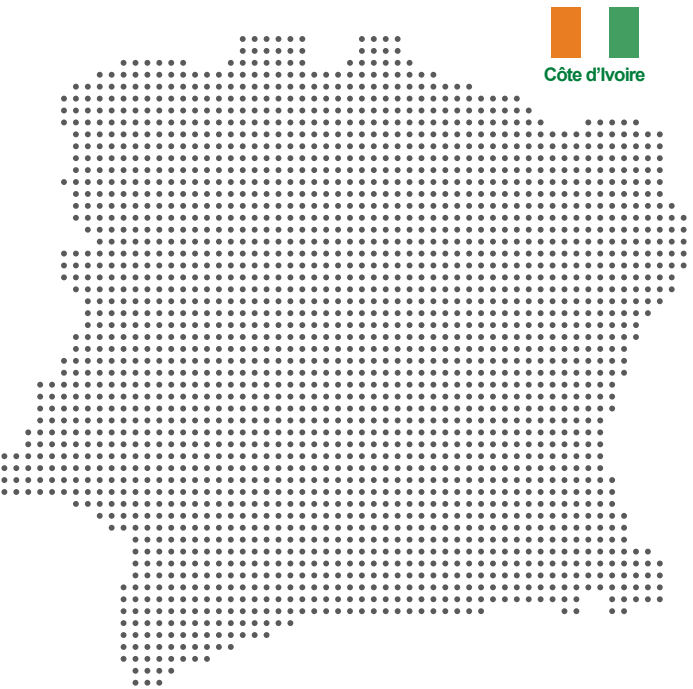
In Côte d'Ivoire, ICI worked with SOSTECI departmental committees, the Child Protection Department and members of the National Committee and Regional Anti-Trafficking Units to strengthen the capacity of national and regional structures responsible for monitoring child labour.

Topics covered included :

- Child labour and forced labour
- CLMRS
- Forced labour risks and response mechanisms
- Aligned indicators, quality data collection, analysis and reporting

As a result :

- Government staff gained an improved understanding of CLMRS roles and processes
- Monitoring and response mechanisms were strengthened across multiple regions
- Collaboration between institutions involved in child labour and trafficking became more aligned and effective



“ The training session in April 2025 marked an important step in strengthening the technical and operational capacities of the members of the National Committee for the Fight Against Human Trafficking (CNLTP). The various modules covered enabled participants to deepen their understanding of concepts related to human trafficking and the smuggling of migrants, to better grasp the links to forced labor and domestic work, and to gain a stronger grasp of the national and international legal framework, particularly the relevant instruments of the International Labour Organization. Participants also developed a better understanding of the specific challenges facing high-risk sectors, particularly the agricultural and domestic sectors.

Dr KOBENAAadou Kouamé
Director of the National Committee
for the Fight Against Human Traf-
ficking, Côte d'Ivoire



“ In 2025, the collaboration between ICI and the DLTE (Direction de la Lutte contre le Travail des Enfants) included technical and financial support for the establishment of child labour monitoring committees, the training of committee members, and the strengthening of regional coordination mechanisms for initiatives to combat trafficking, exploitation, and child labor in localities across the Cavally, Nawa, and Haut-Sassandra regions.

Among other results, this collaboration has notably enabled the capacity-building of SOSTECI's Operational Units in terms of raising public awareness, identifying children in labor situations, and effectively addressing detected cases.

Dr Martin N'GUETTIA
Director of the Office for the Elimi-
nation of Child Labor



Cameroon: Building Multi-Sectoral Understanding and Coordination

In Cameroon, ICI worked with the Prime Minister's Office, Ministries responsible for Agriculture, Labour, Commerce, Women's Affairs, and Basic Education & Forestry, SOSTECAM (Child Labour Monitoring and Tracking System), the National Cocoa and Coffee Board, and the Cocoa and Coffee Sector Development Fund, on capacity-building activities on child labour and forced labour concepts.

Topics covered included :

- Understanding child labour and forced labour
- Labour monitoring and tracking systems
- Strengthening cross-sector collaboration

These sessions helped achieve:

- A broader national understanding of child labour and forced labour risks
- A common understanding of concepts across ministries and agencies
- Closer alignment within the cocoa sector



“ The capacity-building of stakeholders reflects ICI's commitment to providing sustained and effective support to the Government of Cameroon in the fight against child labour.”

Mrs. Angélique Mbouzie (born Abah)
Head of the Division for Labour Standards and Interna-
tional Labour Cooperation at the Ministry of Labour
and Social Security (MINTSS).



ICI officially opens an office in Cameroon

On November 7, 2025, ICI obtained its authorization to operate in Cameroon and open an office. This achievement is the result of numerous collaborations between the Cameroonian government and the organisation including, for example, working with the Cameroonian government to conduct a comparative analysis of its hazardous work framework,



Financials



Financial statement

ICI received approximately CHF 16m for its operations in 2025 (in comparison with CHF 15.4 m in 2024). Around 30% of this was made up of membership fees that fund the implementation of the ICI strategy (Core funds), and 70% represented Project funds, the spending of which is restricted to the implementation of specific projects decided on with the relevant funding partners. Project funders can be ICI members or donor organisations.

In 2025, a total of 20 projects were funded by project partners, including activities such as support for CLMRS implementation; CLMRS assessment; the implementation of forced labour activities such as setting up grievance committees, training and contract signing; rehabilitation or construction of educational infrastructure, and the setting up of bridging classes or literacy classes.

In compliance with the Swiss Code of Obligation (article 727a, para1), ICI financial statements for the year 2025 have been audited (statutory limited examination) by RSM Audit Switzerland SA. Auditors have issued an audit report with no qualification.

¹ Programmes supported by Core Funds: Costs relating to the implementation of ICI's Strategy. Validated by ICI's Board, this covers workstreams such as "Research and Innovation", "Technical Advocacy" and "Capacity and Systems Strengthening". In 2025, the ICI Board validated the use of some of the organisation's reserves to invest in strategic projects, such as the ability to adapt learning into tools and capacity building for our members, or our ability to better exploit geographical information in our data collection. This is reflected in the line "Net use of reserves".

² Operations supported by Core Funds: Costs not directly linked to the achievement of the Strategy but are necessary to function as an organisation (office rental, organisational registration, governance costs etc.)

³ Activities supported by Project Funds: Direct costs relating to the implementation of specific projects as decided with Project funders.

2025 Financial Statement	CHF
	TOTAL
Revenue	TOTAL
Core funds including membership fees	4'707'453
Restricted income for use on specific projects (Project funds)	11'283'763
Total Revenue	15'991'216
Expenditure	
Activities and operations supported by Core funds	5'191'801
Programmes supported by Core funds ¹	3'749'337
Operations supported by Core funds ²	1'442'465
Activities and operations supported by Project funds ³	11'272'419
Total Expenditure	16'464'220
Results before non-operating income / Expense and use of reserves	- 473'003
Miscellaneous other income / (expense)	9'865
Net use of reserves	463'138
Final results	0



Staff figures

2024	2025
Staff in Cote d'Ivoire: 145	Staff in Cote d'Ivoire: 167
Staff in Ghana: 27	Staff in Ghana: 45
Staff in Switzerland: 25	Staff in Switzerland: 26

ICI board members, contributing partners and other donors at end 2025



ICI board members, contributing partners and other donors at end 2025

New members



ICI board members and contributing partners



Other donors



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