



REPUBLIC OF GHANA

GHANA ACCELERATED ACTION PLAN AGAINST CHILD LABOUR

(NATIONAL PLAN OF ACTION FOR ELIMINATION OF CHILD LABOUR)

[2023 - 2027]





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International
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Initiative

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FOREWORD

The development of every country depends very much on its human resources and its ability to enforce policies and strategies designed towards its advancement.

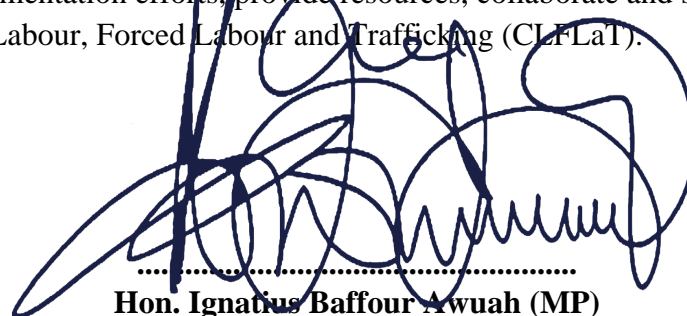
Ghana has ratified the two core conventions on the elimination of child labour (Convention 182 on the elimination of the Worst Forms of Child Labour and Convention 183 on the Minimum Age for Employment). This demonstrates the commitment of the Government to protect children from falling victims to child labour.

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.

The development of this Plan of Action was hinged on the need to provide updated measures with lessons learnt from the implementation of the National Plan of Action 1 (NPA1, 2009-2015) and National Plan of Action 2 (NPA2, 2017-2021), to accelerate actions to support national efforts in the Child labour Elimination process. It is also, a required agenda to meet the deadline set by the SDG 8.7 and beyond, and to further enable the country to attain the aspiration of becoming a Child Labour Free nation as a pathfinder country.

This Plan of Action thus, provides Government Ministries, Departments and Agencies (MDAs); Metropolitan, Municipal and District Assemblies (MMDAs); development partners, civil society organisations (CSOs), private sector, researchers, and the public with right approaches to implement interventions in various sectors of the Ghanaian society where child labour abounds. It offers policymakers and other decision makers an opportunity for proper targeting of interventions on child labour.

Furthermore, the framework sets out national strategic and implementation plan for combating WFCL in all sectors, especially the prioritised areas including emerging sectors, and serves as the coordination mechanism for effective and efficient mobilisation of duty bearers at all levels to align their implementation efforts, provide resources, collaborate and share lessons towards eliminating Child Labour, Forced Labour and Trafficking (CLFLaT).



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

ACKNOWLEDGEMENTS

The Ministry of Employment and Labour Relations (MELR) through the National Steering Committee on Child Labour (NSCCL) with Child Labour Unit (CLU) of the Labour Department take this opportunity to thank the Government of Ghana, the Ministries providing child related interventions, Ministry of Local Government, Decentralisation and Rural Development, Local Government Service, and the various District Assemblies, Religious and Traditional Leaders, individuals and all other organisations that provided the needed support to enable the MELR execute this essential national exercise.

We acknowledge highly, the immeasurable support from our partners and collaborators, notably, the United Nations Children’s Fund (UNICEF), International Cocoa Initiative (ICI), Verité Incorporated, and LAWA Alumni Incorporated for their support.

Special thanks go to the Consultant, Mr. Vincent Frimpong Manu Esq. and his assistant Mr. Delle Kpebesaan who developed this National Plan of Action with support from Mr. Emmanuel Wireko Antwi-Boasiako for developing the M&E Framework, and the members of the Expert Review Team comprising Ms. Elizabeth Akanbombire, Mr. Peter Antwi, Mrs. Esther Ofori-Agyemang, Mr. Daniel Nyarko Asare, Mr. Andrews Addoquaye Tagoe, Ms. Young Joo Lee, Mrs. Ruby Korkor Anang, Mr. Mike Arthur, Mr. Emmanuel Kwame Mensah, and Mrs. Evelyn Oduro Wiredu. Appreciation goes to the various private sector and civil society organisations, technical committees and expert groups that undertook critical reviews of the various drafts.

MELR appreciates the contributions of the general public, the media, all social and development partners for making inputs to fine-tune this Plan of Action – Ghana Accelerated Action Against Child Labour.

LIST OF ABBREVIATIONS

ACRWC	Africa Charter on the Rights and Welfare of the Child
AG	Attorney-General
CAPs	Community Action Plans
CBO	Community-Based Organisation
CCPC	Community Child Protection Committee
CHRAJ	Commission on Human Rights and Administrative Justice
CL	Child Labour
CLM	Child Labour Monitoring
CLMRS	Child Labour Monitoring and Remediation System
CLU	Child Labour Unit
COCOBOD	Ghana Cocoa Board
CTVET	Commission for Technical and Vocational Education Training
CRC	Convention on the Rights of the Child
CSEC	Commercial Sexual Exploitation of Children
CSO	Civil Society Organisation
DCPCs	District Child Protection Committees
DHS	Demographic and Health Survey
DPAT	District Performance Assessment Tool
DSWCD	Department of Social Welfare and Community Development
ECD	Early Childhood Development
ECOWAS	Economic Communities of West African States
EMIS	Education Management Information System
FBOs	Faith-Based Organisations
FCDO	Foreign, Commonwealth and Development Office
FCUBE	Free and Compulsory Universal Basic Education
GACA	Ghanaians Against Child Abuse
GAWU	General Agricultural Workers' Union
GCLMS	Ghana Child Labour Monitoring System

GCLS	Ghana Child Labour Survey
GDP	Gross Domestic Product
GEA	Ghana Employers’ Association
GES	Ghana Education Service
GHS	Ghana Health Service
GIS	Ghana Immigration Service
GJA	Ghana Journalists Association
GLSS	Ghana Living Standards Survey
GPS	Ghana Police Service
GNHR	Ghana National Household Registry
GRATIS	Ghana Regional Appropriate Technology Industrial Service
GSFP	Ghana School Feeding Programme
GSS	Ghana Statistical Service
HAF	Hazardous Child Labour Activity Framework
ICI	International Cocoa Initiative
IEC	Information, Education and Communication
ILO	International Labour Organisation
IMS	Information Management System
IOM	International Organisation for Migration
IPEC	International Programme on the Elimination of Child Labour
ISD	Information Services Department
LEA	Legal Enforcement Agency
LAWA	Leadership and Advocacy for Women in Africa
MDAs	Ministries, Departments and Agencies
MELR	Ministry of Employment and Labour Relations
MESTI	Ministry of Environment, Science, Technology and Innovations
MICS	Multiple Indicator Cluster Survey
MLGDRD	Ministry of Local Government, Decentralisation and Rural Development
MLNR	Ministry of Lands and Natural Resources

MMDAs	Metropolitan, Municipal and District Assemblies
MoE	Ministry of Education
MoF	Ministry of Finance
MoFA	Ministry of Food and Agriculture
MoGCSP	Ministry of Gender, Children and Social Protection
MoH	Ministry of Health
MoI	Ministry of Information
MOTI	Ministry of Trade and Industry
MOU	Memorandum of Understanding
MTDP	Medium Term Development Plans
NCCE	National Commission for Civic Education
NCLCS	National Child Labour Coordinating Secretariat
NDPC	National Development Planning Commission
NGO	Non-Governmental Organisation
NHIS	National Health Insurance Scheme
NLCD	National Liberation Council Decree
NPA	National Plan of Action
NPECLC	National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa
NSCCL	National Steering Committee for the Elimination of Child Labour
OHLGS	Office of Head of Local Government Service
OSH	Occupational Safety and Health
PHC	Population and Housing Census
PTA	Parent-Teacher Association
RCPC	Regional Child Protection Committee
RMEL	Research, Monitoring, Evaluation and Learning
SDGs	Sustainable Development Goals
SMCs	School Management Committees
SMIDO	Suame Magazine Industrial Development Organization
SWIMS	Social Welfare Information Management System

TBP	Time-Bound Programme
TLMs	Teaching and Learning Materials
TUC	Trades Union Congress
TWG	Technical Working Group
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 Organisation
UNICEF	United Nations Children’s Fund
USDOL	United States Department of Labour
WACAP	West Africa Cocoa and Commercial Agriculture Project
WFCL	Worst Forms of Child Labour

DEFINITIONS

Child: Any person below the age of 18.¹

Child labour: The term “child labour” is often defined as work that deprives children of their childhood, potential and dignity, harmful to physical and mental development; work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work. Applicability of the term depends on child’s age, the type and hours of work performed, the conditions under which it is performed and the objectives pursued by individual countries.² In Ghana, the minimum age for admission of a child to employment is 15 years. However, The Children’s Act, 1998 (Act, 560) allows children to be involved in light work at the age of 13 years. Light work constitutes work which 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 the capacity of the child to benefit from school work.

Child Protection: Child protection seeks to guarantee the right of all children to a life free from violence, abuse, exploitation and neglect. The many actors engaged in child protection include children and youth, families, communities, government, civil society and private organisations.³

Community: Community is primarily a basic social structure that groups families and households in different contexts within urban or rural settings for their common interests.⁴

Child rights: All the material needs of a child, all the attention and protection that a child must receive to ensure his/her full growth and development.

Child work: Any activity suitable for a child at any age (attending school or not), and working while learning, for short periods, and under the supervision of an adult. This type of work helps develop a child’s skills and encourages the child to learn family responsibility.

Exploitation: Includes at the minimum, induced prostitution and other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.⁵

Family: Family is defined as a group of people related by blood, marriage, law (in the case of adoption), common identity as well as lineage and ethnic group.

- ❖ **Nuclear family:** is typically defined as a family group that consists of only mother, father and children.
- ❖ **Extended family:** is typically defined as a family that includes near relatives in addition to the nuclear family.⁶

¹ Government of Ghana, 1992 Constitution, Children’s Act (1998, amended in 2016).

² ILO, What is Child Labour, <https://www.ilo.org/ipec/facts/lang--en/index.htm>

³ Government of Ghana, Child and Family Welfare Policy (2015).

⁴ Ibid.

⁵ Government of Ghana, Human Trafficking Act, 2005.

⁶ Government of Ghana, Child and Family Welfare Policy (2015).

Forced Labour: Any work or service that is exacted from a person under threat of a penalty and for which that person has not offered himself or herself voluntarily.

Forced Labour of Children: Any work performed by a child during a specified reference period falling under one of the following categories:

- Work performed for a third party, under threat or menace of any penalty applied by a third party (other than the child’s own parents) either on the child directly or the child’s parents; or
- Work performed with or for the child’s parents, under threat or menace of any penalty applied by a third party (other than the child’s parents) either on the child directly or the child’s parents; or
- Work performed with or for the child’s parents where one or both parents are themselves in a situation of forced labour; or
- Work performed in any one of the following worst forms of child labour: (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, (as well as forced or compulsory labour), including forced or compulsory recruitment of children for use in armed conflict; (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in relevant international treaties.

Hazardous Work: work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Human Trafficking or Trafficking in Persons: The recruitment, transportation, transfer, harbouring, trading or receipt of persons within or across national borders by the use of threats, force or other forms of coercion, abduction, fraud, deception, the abuse of power or exploitation of vulnerability; or giving or receiving payments and benefits to achieve consent.⁷

Light work: work that is unlikely to harm a child’s health or development and does not affect the child’s attendance at school or ability to benefit from school learning and activities.

Social Protection: Social protection is a national system of policies and programmes that aim to prevent, reduce and mitigate vulnerability and persistent poverty. Such a system is commonly made up of social transfers, social insurance, and programmes that promote access to social services. Investments in social protection globally have been shown to have sustainable impacts on poverty reduction as poor people become productive. If implemented well, social protection also prevents and responds to protection risks faced by children and young people.⁸

Worst Forms of Child Labour: The term Worst Forms of Child Labour, comprises: (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; (c) the use, procuring or offering of a child for illicit activities, in particular for the production and

⁷ Government of Ghana, Human Trafficking Act, 2005.

⁸ Government of Ghana, Child and Family Welfare Policy (2015).



trafficking of drugs as defined in the relevant international treaties; (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.⁹

⁹ Article 3, Worst Forms of Child Labour Convention, 1999 (No. 182).

1. INTRODUCTION

Child labour is simply an affront to the wellbeing of children everywhere and a threat to attaining Sustainable Development Goal 8.7 which urges countries “to take immediate and effective measures to eradicate forced labour, end modern day 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”.

The phenomenon limits children’s access to school and healthcare in almost every case, infringing on their fundamental human rights and jeopardising their future despite the overarching institutional framework provided by two fundamental International Labour Organisation (ILO) Conventions: The Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182), as well as by the United Nations (UN) Convention on the Rights of the Child.

In Ghana, the government is the convener and lead coordinator of national efforts for elimination of all forms of child labour by providing the enabling environment and facilitating the implementation of a country-wide strategy, driving alignment and generating lessons and best practices to scale up impact. By so doing, all stakeholders such as Ministries, Departments and Agencies (MDAs), Private Sector/industry, Civil Society Organisations, local authorities, traditional authorities, religious bodies, academia and other duty bearers in all communities are required to align all child labour and child protection actions towards the objects and requirements of a national framework in order to effectively coordinate results and make bigger impact.

This document sets out Ghana’s strategic and implementation priorities for combating all forms of child labour and the worst forms of child labour (WFCL) in particular, in all sectors. It serves as the guiding document for effective and efficient mobilisation of duty bearers at all levels to align their implementation efforts, provide resources, collaborate and share lessons towards eliminating child labour in Ghana. It builds on the lessons learned from the implementation of the National Plan of Action 1 (NPA1, 2009-2015) and National Plan of Action 2 (NPA2, 2017-2021).

2. SITUATION ANALYSIS

With a population of about 30 million people, Ghana is bordered by Togo, Côte d'Ivoire, and Burkina Faso. The country's GDP growth is estimated to have slowed to 3.2% in 2022, down from 5.4% in 2021. The slowdown affected mostly the non-extractive sectors, as the recovery in gold exports supported extractive growth. The agricultural and services sectors experienced slower growth in 2022 than the year before. High inflation and interest rates depressed private consumption and investment. Non-extractive growth is expected to remain slow, with agriculture affected by high input prices and diseases affecting cocoa trees (World Bank, 2023).

These economic challenges in the last three years have partly been attributed to the impact of COVID-19 exacerbated by global conflicts such as the war between Russia and Ukraine. Undeniably, economic difficulties directly affect households and communities in developing countries like Ghana very harshly, pushing many households into financial difficulties.

It is to be noted, that the Government of Ghana in partnership with industry and Civil Society Organisations has over the past two decades, made various efforts to tackle child labour and to eliminate its worst forms. But this goal has not yet been achieved as local institutional capacity is still limited, resources have been inadequate while child labour is emerging and/or growing in some sectors. Various legislations have been passed to regulate the phenomenon of child labour. The Children's Act (Act 560), 1998 provides that the minimum age to engage a child in "light work" is 13 years and 15 years for a regular job but under supervision. The law makes it illegal to engage a child in exploitative labour.

Despite the various initiatives by government of Ghana and its partners to address the phenomenon, child labour, including the worst forms of child labour (WFCL), is still pervasive in the country with poverty known as one of the main causes. Currently, about 230,000 (3.2%) children between the ages of 5-14 years are engaged in economic activities with a substantially higher proportion in rural areas (5.7%) compared to urban (1.0%). Among these children, almost 80 percent are involved in agriculture-related activities with the highest proportion in Savannah (89.8%) and the least in Greater Accra (26.2%) (Source: Ghana 2021 Population and Housing Census by Ghana Statistical Service, 2021). Children in Ghana work in various sectors, including fishing, cocoa production, mining and other emerging sectors.

Ghana's 2021 Population and Housing Census (PHC) revealed that the country's population age structure, is transitioning from one dominated by children (0-14 years) to one dominated by young people (15-35 years) and that children population (0-14 years) is 35.3 percent. The report further showed that involvement of children in economic activities in Oti Region (20.8%) is more than six times the national figure (3.2%) and is also prominent in five other regions including North East (11.4%), Savannah (9.9%), Upper West (9.3%), Northern (8.6%) and Upper East (6.1%).

An estimated 28%, or 2 million children and adolescents aged 5–17 years are involved in child labour, household chores and economic activities at or above age-specific thresholds in Ghana.¹⁰¹¹ Child labour is particularly prevalent in rural areas. The highest level of child labour

¹⁰ Ghana Statistical Service (2018), Multiple Indicator Cluster Survey (MICS) 2017/18.

¹¹ Tuokuu, F. X., Atuguba, R., Dowuona-Hammond, C., (2020) The Child Labour Quagmire in Ghana: Root Causes and Ephemeral Solutions. Business and Human Rights Journal, 6(1):1–7. Available at:

is found in the Northern region, followed by Upper West, Eastern, Brong Ahafo, Upper East and Volta regions¹². Around three in four (77%) working children in Ghana are involved in agriculture with emphasis on cocoa production, forestry and fishing industries.¹³

The UNESCO Institute for Statistics published a report in 2021 on Children’s Work and Education in Ghana and concluded that 13 percent (927,591) of children age 5-14 are working. Out of this, 79.2 percent are in agriculture, 5 percent are in industry and 15.8 percent are in services. 89.9 percent of them attend school and as high as 13.3 percent combine work with school. The report further posits that a majority of children subjected to human trafficking in Ghana are exploited for labour in cocoa production, domestic work, commercial sexual exploitation, gold mining, and fishing. Children as young as age four are subjected to forced labour in fishing in the areas around Lake Volta, sometimes as a result of human trafficking. Children also use sharp tools and are exposed to agro-chemicals while working in the cocoa sector. In addition, girls as young as age 13 from rural northern regions of Ghana travel to urban centres to work as kayayei or female porters, carrying heavy loads on their heads in markets, and are particularly vulnerable to sexual abuse and exploitation.

Sectoral Distribution of working children in Ghana

Children	Age	Percent
Working (% and population)	5 to 14	13.0 (927,591)
Working children by sector	5 to 14	
1) Agriculture	n/a	79.2
2) Industry	n/a	5.0
3) Services	n/a	15.8
4) Attending School (%)	5 to 14	89.9
5) Combining Work and School (%)	7 to 14	13.2
Primary Completion Rate (%)		93.8

Published by UNESCO Institute for Statistics, 2021

Most often, child labour occurs when families face poverty, financial challenges or uncertainty. Even before COVID-19, almost three out of four children in Ghana lived in multidimensional poverty and one in four lives in monetary poverty (Multidimensional Child Poverty in Ghana, 2020). The recent economic challenges and cost of living crisis – especially coupled with increasing inflation in Ghana – pushed more households into poverty and is most likely only making things worse due to potential negative coping mechanisms and therefore heightening risks of child labour and economic exploitation in the formal and informal private sector. In addition, other factors perpetuating child labour include local customs and social norms, lack of access to basic social welfare, health and education services, toxic family relationships and limited decent job opportunities for young people.

https://www.researchgate.net/publication/347437230_The_Child_Labour_Quagmire_in_Ghana_Root_Causes_and_Ephemeral_Solutions

¹² Ghana Statistical Service (2018), MICS 2017/18

¹³ Source: Ghana Living Standards Survey Round 6 (GLSS6), 2012-2013.

Nevertheless, Ghana seems to be making some progress towards tackling trafficking in persons. This was recognised by a second year Tier 2 designation in the U.S. Government’s Trafficking in Persons Report in 2017, a position Ghana has since maintained. The Government’s Child Labour Monitoring System and the private sector Child Labour Monitoring and Remediation Systems have proven to be useful approaches to tackle the child labour phenomenon. But these efforts must be accelerated within the context of more comprehensive national interventions to achieve the necessary goal. For example, as child labour is a symptom of abysmal problems, the income of cocoa farmers must increase, and local infrastructure must be improved. It is a matter of urgency for efforts to be increased—in funding as well as in ambition and political will—as current levels of engagement will not succeed in eliminating child labour (Cocoa Barometer, 2018).

The Ghana Living Standard Survey round seven (GLSS7 2017) also found that majority (73.9%) of the working children (5-14 years) were engaged as skilled agriculture and fishery workers, and 14.5 percent also engaged as service and sales workers. This general pattern is true for males and females as well as those residing in rural areas. In the urban areas, 44.1 percent of the working children, aged 5-14, years were service and sales workers, one-third (32.5%) were skilled agriculture and fishery workers, and 15.6 percent were engaged as craft and related trades workers. In the rural areas, 83.0 percent of working children aged 5-14 were skilled agriculture and fishery workers. The proportion of male working children engaged in skilled agriculture and fishery (82.8%) is higher compared to females (63.7%). Regarding time frame when children work, it was found that the hours of work per week of the children aged 5-14 years was an average of 14 hours a week. Majority (94.4%) of the children worked up to 40 hours and only 5.6 percent worked more than 40 hours within the reference period. Relatively high proportions of the children in Northern Region (10.3%) and Upper West (7.3%) worked for more than 40 hours in the week (Ghana Statistical Service GLSS7, 2017).

Undoubtedly, these challenges affected the pace and effectiveness of the implementation of the Second National Plan of Action (NPA2) for the elimination of Worst Forms of Child Labour as many of the targets were missed. This implies that Ghana needs to accelerate its efforts towards prevention and elimination of all forms of child labour in the coming years.

3. PROGRESS MADE

Over the past years, Ghana has made some progress towards eliminating child labour (especially the worst forms) and fostered child protection on many fronts. Some of these success stories are described below:

3.1 Ratification of International Laws and Conventions

The country has been exemplary in ratifying key international instruments on human rights and child protection 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, 1973 (No. 138) and Recommendation (No. 146), the ILO Worst Forms of Child Labour Convention, 1999 (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.

Ghana's child protection efforts are also in tandem with the Universal Declaration on the Rights of the Child which states that "every child, without any exception whatsoever, shall be entitled to these rights, without distinction or discrimination on account of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, whether of himself or of his family." Ghana has also committed to 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". These have provided commitment and requisite guidance in developing national laws, policies and programmes to tackle child labour and its worst forms and child protection. Some of the national actions are explained below.

Enforcement of child labour and child protection laws at all levels has however been challenging. Government has over the years made strong attempts to enforce laws on child labour and prosecute perpetrators, especially of child trafficking and other abuses of children. But there are gaps and institutional weaknesses especially within criminal law enforcement agencies mainly due to poor financial resource allocation.

3.2 Legal Framework for Elimination of Child Labour and the Protection of Children in Ghana

Article 28 of the 1992 Constitution of the Republic of Ghana provides for the rights and freedoms of children. In Chapter Six, under, "The Directive Principles of State Policy", there is provision for social, economic, educational, political and cultural objectives for the Government. To protect vulnerable groups, article 37(2b) provides detailed requirement for protection and promotion of the rights of the disabled and children, amongst others. On children's rights especially, the 1992 Constitution provides that Parliament shall enact such laws as are necessary to ensure that: (a) every child has the right to the same measure of special care, assistance and maintenance as is necessary for its development from its natural parents, except where those parents have effectively surrendered their rights and responsibilities in respect of the child in accordance with law; (b) every child, whether or not born in wedlock, shall be entitled to reasonable provision out of the estate of its parents; (c) parents undertake their natural right and obligation of care, maintenance and upbringing of their children in co-

operation with such institutions as Parliament may, by law, prescribe in such manner that in all cases the interest of the children are paramount; (d) children and young persons receive special protection against exposure to physical and moral hazards; and (e) the protection and advancement of the family as the unit of society are safeguarded in promotion of the interest of children (Article 28).

The constitutional provisions for the protection of children's rights are based on the common law and various international conventions which the country has ratified. The principal ones are the United Nations Convention of the Rights of the Child (CRC), which Ghana was the first country to ratify in February 1990. Others are the African Charter on the Rights and Welfare of the Child, the UN Standard Minimum Rules for the Administration of Juvenile Justice, and the International Labour Act (ILO) Conventions 138 and 182. Every child under the 1992 Constitution has the right to be protected from engaging in work that constitutes a threat to his health, education or development and a child shall not be subjected to torture or other cruel, inhuman or degrading treatment or punishment. No child shall be deprived by any other person of medical treatment, education or any other social or economic benefit by reason only of religious or other beliefs (Article 28 of Constitution of Ghana, 1992).

The Children's Act, 1998 (Act 560, amended in 2016) serves as the main legislative document for child protection in Ghana deriving its source from the work of Child Law Reform Advisory Committee in 1995, established by the Ghana National Commission on Children to review, revise and update the laws on child rights, justice and the welfare of children in Ghana. Section 2 of the Act stipulates the principle of the best interest of the child in line with the UN Convention on the Rights of the Child. The Act also deals with children's right to protection from abuse, neglect and sexual contact with adults; protection of children from the worst forms of child labour; protection of street children because of their special vulnerability; the health needs of children; protection of children from customary practices which degrade and humiliate them; protection from stigma and discrimination as well as children in conflict with the law. Importantly, the Act requires that every child would have right to name and nationality, and grow up with parents. They are also entitled to parental property, right to social activity, opinion, education and well-being.

The Act further sets out to protect the child from exploitative labour, discrimination, torture and degrading treatment, as well as betrothal and marriage. In addition, the Act outlines stakeholders and the mechanisms for implementing actions for child protection. Some of them are: (a) All districts shall have social welfare officers designated for the job of implementing the Act, (b) All parents and other persons, who are legally liable to maintain a child is under a duty to supply the necessities of life, health, education and reasonable shelter, (c) There shall be established child rights committees and residential homes to advocate for children's rights and to cater for needs of children outside of their homes and (d) The act also stipulates the establishment of a family tribunal with a panel that would consider and deliberate on all cases involving children. Having established the maximum age of 18 years for a child (section 1), Act 560 provides further for a child beyond that age who needs parental support because of ill-health or continuing education. Progressively, the Act 560 has innovative provisions for the payment of arrears of maintenance by an erring parent, the provision of maintenance as well as a reasonable sum for the continued education of mother if she is a child herself. The Act also has provision for Child Panel with the responsibility to promote the welfare of children in various localities of the country. In civil cases the panel mediates in any matter that concerns

the rights of the child and parental duties, while in criminal cases it assists in victim-offender mediation in minor matters involving the child where the circumstances of the offence are not serious.

Ghana has very progressive legal regime for the protection of children from trafficking whether internally or across borders. The Human Trafficking Act 2005 (Act 694) was enacted to prevent, reduce and punish human trafficking including the trafficking of children, as well as provide for rehabilitation and re-integration of victims. The Act (Human Trafficking Act, 2005) also established a Human Trafficking Fund and an inter-ministerial cooperation to co-ordinate matters concerned with human trafficking. To implement the act, the Ministry of Gender, Children and Social Protection has developed the Second National Plan of Action for the Elimination of Human Trafficking in Ghana 2022-2026 with support from UN and development partners.

3.3 Coordination of Interventions:

Over the last two decades, the Government has led the coordination of child labour interventions. This has been done by relevant ministries and/or through inter-ministerial collaboration. Various roles played by such ministries include the following:

3.3.1 Ministry of Employment and Labour Relations (MELR)

The MELR has been the main coordinator of government's efforts to eliminate child labour in Ghana. It has previously worked with the ILO, UNICEF and other international and local NGOs as well as the private sector to implement many interventions such as WACAP, Time-bound Project, NPECLC, etc. It currently convenes the National Steering Committee on Child Labour (NSCCL) to provide oversight responsibility on the elimination of child labour. It also convenes national dialogue for the development of National Plans of Action for elimination of WFCL and provides leadership for initiatives such as the Child Labour-Free Zones. It recently collaborated with the chocolate industry to develop a Public-Private Partnership to end child labour in the cocoa supply chain. UNICEF and the ILO supported government in the development of a framework for action for this partnership. It coordinates the implementation of the Ghana Child Labour Monitoring System (GCLMS) and recently pre-tested the system. Also, the National Programme for Elimination of Worst Forms of Child Labour in Cocoa (NPECLC) of the Ministry of Employment and Labour Relations (MELR) formerly known as Ministry for Manpower, Youth and Employment (MMYE) developed a Hazardous Child Labour Activity Framework (HAF) to define what is or is not hazardous work for children. In 2012, the Ministry expanded the list to cover 17 other sectors/occupations in order to have a more comprehensive, age-appropriate contextually relevant and acceptable hazardous child labour framework to drive research, intervention, monitoring and enforcement.

At the local level, there are labour offices in some of the Metropolises, Municipalities and Districts with labour inspectors who conduct inspections at factories and other workplaces, investigate child labour incidences, and educate employers on compliance with child labour laws.

3.3.2 Ministry of Local Government, Decentralization and Rural Development (MLGDRD)

The Ministry of Local Government, Decentralization and Rural Development (MLGDRD) administers development actions at the district level through its Metropolitan, Municipal and District Assemblies (MMDAs) and other decentralized institutions.

One of the key structures for elimination of Worst Forms of Child Labour at the local level is Child Protection Committees which are established at district and community level. At the District level, some of the MMDAs form District Child Protection Committees (DCPCs) to serve as a common platform for relevant decentralized institutions to harness ideas, expertise and resources to tackle child labour. Through social services sub-committees of the MMDAs child labour issues in the informal sector are discussed and by-laws are enacted and enforced.

In the fight against child labour in Ghana, Community Child Protection Committees (CCPCs) have become best practice local institution at community level, serving as a participatory platform for community leaders who represent different stakeholders to meet and discuss measures to prevent and tackle child labour and ensure protection of children.

3.3.3 Ministry of Food and Agriculture (MoFA)

With a vision to have a “*modernised agriculture culminating in a structurally transformed economy and evident in food security, employment opportunities and reduced poverty*”, the Ministry of Food and Agriculture (MoFA) is the lead agency and focal point of the Government of Ghana, responsible for developing and executing policies and strategies for the agriculture sector within the context of a coordinated national socio-economic growth and development agenda. By means of a sector-wide approach, the Ministry’s plans and programmes are developed, coordinated and implemented through policy and strategic frameworks. In this regard, MoFA facilitated the preparation of the Food and Agriculture Sector Development Policy (FASDEP II) and the Medium-Term Agriculture Sector Investment Plan (METASIP 2010-15). MoFA’s mission is “*to promote sustainable agriculture and thriving agribusiness through research and technology development, effective extension and other support services to farmers, processors and traders for improved livelihood*”. Through agricultural livelihoods and economic empowerment as well as the pursuit of labour saving technologies, MoFA collaborates with relevant Ministries, Departments and Agencies (MDAs) to prevent and reduce child labour in farming communities.

3.3.4 Ministry of the Interior

Under the auspices of the Ministry of the Interior, Ghana Police Service investigates, arrests, and prosecutes cases related to the worst forms of child labour and operates a 24/7 hotline for reporting crimes. The Ghana Police Service has a Domestic Violence and Victim Support Unit (DOVVSU) and Anti-Human Trafficking Unit (AHTU) which investigate cases and provide remedial support to victims. The Ghana Immigration Service which is also under the Ministry of the Interior deals with human trafficking through its Anti-Human Smuggling and Trafficking Units.

3.3.5 Ministry of Justice and Attorney General

The MJAG combats child labour by prosecuting child labour and child trafficking crimes. Within the Economic and Organised Crime Office, the Human Trafficking Unit shares responsibility with the Ministry of the Interior’s Anti-Human Trafficking Unit for combating

human trafficking, confiscating proceeds from human trafficking, and providing ongoing training for law enforcement on prevention measures.

3.3.6 Ministry of Gender, Children and Social Protection

MoGCSP is responsible for policy formulation, coordination and monitoring and evaluation of issues affecting gender, children and social protection. MoGCSP is one of the key players in delivering Integrated Social Services (ISS) that aim to address multiple vulnerabilities of children in collaboration with the six MDAs (MLGDRD, OHLGS, MoF, NDPC, GHS, and NHIA). Especially, the Department of Social Welfare has the Social Welfare Information Management System (SWIMS), which is a digital case management system that is able to facilitate timely and tailored case management for an individual child and record cases on a regular basis. It is responsible for harmonising social protection interventions, such as the Livelihood Empowerment Against Poverty (LEAP) and the Ghana School Feeding Programme (GSFP), to better target the vulnerable populations. Its Human Trafficking Secretariat is coordinating the implementation of the National Plan of Action for the Elimination of Human Trafficking in Ghana 2022-2026.

3.3.7 Ministry of Education

The Government of Ghana has since 1992 prioritised child protection and education of children as a critical conduit for human capital development. Ghana has since 1992 been pursuing Free Compulsory Universal Basic Education (FCUBE) and rolled out Free Senior (High School) Education in 2017 to achieve the Sustainable Development Goal 4 which enjoins all countries to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Per the Ministry of Education and UNESCO 2020 report, Ghana has made great progress toward accessible, high-quality education in Ghana. The report revealed that “77% of children are now completing primary school, a figure considerably higher than 57%, where it stood two decades ago. Since 2017, the country has pursued ambitious reforms, including the introduction of free senior high school for all pupils, and the innovative “one teacher, one laptop” scheme introduced to ease the burden which the COVID-19 pandemic placed upon the education system. The report also noted the recent transformation of the Ghanaian approach to pedagogy, which places collaborative, student-centred learning at the forefront of curriculum.” The report recommended five key policy areas which were identified as having the potential to strengthen and improve learning in Ghana:

1. **Improve teacher and school training:** Introduce structured materials and support for professional learning sessions focusing on phonics and teaching at the right level. Provide structured, on-the-job education leadership training for all basic education schools.
2. **Invest in more textbooks:** Ensure that textbooks and other teaching and learning materials reach classrooms.
3. **Look at innovative funding mechanisms:** Explore new resourcing mechanisms for basic education, including results-based financing.
4. **Enhance coordination across government:** Assist Regional, Metropolitan, Municipal and District Education Offices to prioritise objectives and oversee their achievement, providing supportive supervision to this end.

5. **Encourage local involvement:** Consider ways of decentralising decision making and enhancing local accountability.

Ghana has been pursuing Technical, Vocational Education Training (TVET) for transformation and innovation towards sustainable development. The Ministry of Education has been working to promote skills training and development for industrialisation to generate greater awareness of the importance of TVET. To this end, the government is establishing at least two state-of-the-art TVET centres in each region. These centres will serve as the headquarters of technical and vocational training—fully equipped with state-of-the-art machines and training tools for all levels. The government is also upgrading existing centres to provide young people with the skills that will make them employable by ensuring skills and TVET are the drivers of development across the country to enhance their livelihoods and create wealth—for example, through the One District One Factory (1D1F) initiative; and enhance the Ghanaian workforce to make them globally competitive.

3.3.8 Ghana Cocoa Board

The Ghana Cocoa Board (COCOBOD) has over the years been at the forefront of supporting the coordination and financing interventions for the elimination of WFCL in cocoa communities. COCOBOD was the main funding agency for the National Programme for Elimination of Worst Forms of Child Labour in Cocoa (NPECLC). Additionally, in partnership with some non-government organisations, COCOBOD trained all its field staff and extension officers on the concepts of child labour to enhance their knowledge and skills to mainstreaming child labour in their farmer trainings and community engagements. COCOBOD has also been providing funding for construction of schools in cocoa communities to promote education of children.

COCOBOD was also one of the main funding agencies of the Ghana Cocoa Platform which served as a Public-Private Partnership forum for coordinating child labour interventions in the cocoa sector.

3.4 Specific Projects on Child Labour

Since 2000, Ghana has implemented a number of policies and programmes to address child labour. They include the *West Africa Cocoa and Commercial Agriculture Project (WACAP)*, the *Time-Bound Project (TBP) etc.* These were implemented in partnership with ILO as part of its International Programme for Elimination of Child Labour (IPEC) and helped to tackle child labour in cocoa, fishing, street hawking and others. The *National Programme for Elimination of Worst Forms of Child labour in Cocoa (NPECLC)* was a major intervention that helped to institute District/Community Social Protection Committees, coordinated national child labour surveys, developed the first Hazardous Child Labour Activity Framework (HAF), created massive awareness on child labour and developed a Child Labour Elimination Best Practices Manual. *The Ghana Cocoa Platform* was another initiative in the cocoa sector that contributed to elimination of child labour through its social pillar. This was a public-private partnership that provided co-financing mechanism to deal with cocoa sustainability while tackling child labour.

3.5 The Ghana Child Labour Monitoring System

The Ghana Child Labour Monitoring System (GCLMS) was developed in 2010 and sits under the Ministry of Employment and Labour Relations. It defines Child Labour Monitoring (CLM) as the active process that ensures that such observation is put in place and is coordinated in an

appropriate manner. Its overall objective is to ensure that as a consequence of monitoring, children and young legally employed workers are safe from exploitation and hazards at work. Even though this has not been as robust as was envisaged, the few organisations use it as an active scrutiny of child labour at the local level supported by a referral system which establishes a link between appropriate services and ex-child labourers.

3.6 The Integrated Social Services (ISS) and the Social Welfare Information Management System (SWIMS)

To address multiple deprivations of children in Ghana, the Government of Ghana (Ministry of Gender, Children and Social Protection; Ministry of Local Government, Decentralisation and Rural Development; Office of the Head of Local Government Service; Ghana Health Service; National Health Insurance Authority; Ministry of Finance; and the National Development Planning Commission) with support from UNICEF, USAID, FCDO and Global Affairs Canada has been implementing the Integrated Social Service (ISS) approach that has positively impacted the lives of more than 67,368 children in 160 districts since 2020. The ISS initiative aims at strengthening the linkages among social protection, child protection and health service providers at the decentralised level to ensure the delivery of integrated, accessible, effective, and quality social services to vulnerable children and families, including children at risk of or engaged in child labour. Core activities include strengthening the Department of Social Welfare and Community Development’s capacity to deliver multi-sectoral social services and referrals using the Inter-sectoral Standard Operating Procedures (ISSOPs) and the Social Welfare Information Management System, a digital case management information management system that captures all timely, reliable data on individual child cases including child labour; facilitating linkages between the Livelihood Empowerment Against Poverty (LEAP) cash transfer programme and free National Health Insurance Scheme; and improving joint planning, reporting and tracking the progress and expenditures for social sectors.

3.7 Child Labour Free Zone

Based on the NPA2, Government of Ghana formulated the “Protocols and Guidelines for Establishing Child Labour Free Zones (CLFZs) in Ghana”, which came into force in March 2020. CLFZ is a geographical area (Area, Zonal or Town Council) in which there exist all necessary conditions; functional structures, support systems and child development facilities towards the elimination of all forms of child labour and total development of children. The goal of the CLFZ is to promote the strengthening of systems and structures at the MMDA and all communities in the zone for the elimination of all forms of child labour and the development of children in any geographical area. The protocols and guidelines was subsequently tested in the Atwima Mponua District of Ashanti Region and Bibiani Anhwiaso Bekwai Municipality of the Western North Region. The report of the test made some recommendations on fine-tuning the document. The protocols and guidelines is subsequently being revised based on the recommendations from the test. When completed, it will be piloted in some selected MMDAs and scale-up to all MMDAs.

3.8 National Plan of Action (NPA)

The Government of Ghana developed its first National Plan of Action for the Elimination of the Worst Forms of Child Labour (NPA1) for the period of 2009 - 2015. The overall objective was to mobilise stakeholders towards reducing 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. The value of NPA1 was to provide stakeholders with a comprehensive and overarching framework that linked the various policies, legal and institutional components designed to improve the welfare of children. Both the process of its development and implementation fostered an accelerated collaboration between government Ministries, Departments and Agencies (MDAs). It also enhanced coordination and alignment of public, private, NGOs and CSOs efforts towards child protection and development and created high awareness among the general public on child labour.

The second National Plan of Action for Elimination of Worst Forms of Child Labour (NPA2) 2017-2021 was developed in consultation with MDAs, Regional Coordinating Councils (RCCs), selected Metropolitan, Municipal and District Assemblies (MMDAs) and CSOs. The NPA2 was based on recommendations made by the review of NPA1 and the Child Labour Report conducted by the Ghana Statistical Service (GSS) as part of the Ghana Living Standard Survey Round 6 (GLSS6, 2014).

The NPA2 aimed to consolidate the gains made under NPA1 by reinforcing the linkages between the various child development policies, including the Child and Family Welfare Policy (2015), and enforcement of relevant laws and fostering strong collaboration between partners to enhance the coordination of their actions. It also aligned with the Medium-Term National Development Policy Framework and other sectoral policies. The actions in the NPA2 were to be mainstreamed into the various action plans of the responsible agencies, as part of their routine activities. The implementation modalities were to pursue strong advocacy for resource mobilisation at all levels, maintaining the responsibility of government to ensure that duty bearers have the capacity to carry out their responsibilities. The NPA2 development received technical guidance and financial support from UNICEF, ILO, International Cocoa Initiative (ICI), and the Government of Canada.

The NPA2 adopted the Integrated Area-Based Approach (IABA), prioritising education and social protection as important tools for tackling child labour. It therefore envisaged 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 were the main causes for the exploitation of children. NPA2 was to be aligned with the Sustainable Development Goals (SDGs) for the narrowing of the inequality gap with specific focus on the elimination of all forms of child labour.

MELR through the National Steering Committee on Child Labour (NSCCL) was responsible for the overall coordination and supervision of the NPA2. The Child Labour Unit (CLU) of the Labour Department was to 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 was to be given due attention. In order to promote incremental efficiency in the implementation process, a continuous monitoring arrangement was expected to be integrated in the day-to-day delivery of the interventions, with a feedback mechanism that ensures that emerging lessons and experiences are utilised promptly for better performance. To this end, a Comprehensive Monitoring Mechanism, including simple but effective involvement of community functionaries, consistent with the approaches of the National Development Planning Commission (NDPC) was to be employed, noting good practices from ILO projects in Ghana.

4. ASSESSMENT, CHALLENGES AND LESSONS LEARNED

In 2021, the Ministry of Employment and Labour Relations (MELR) and the UNICEF Ghana Country Office assigned an external reviewer to review the NPA2 to assess performance and make appropriate recommendations in consultation with stakeholders, for next the strategic steps for tackling child labour in the country. To ensure that results of the review was evidence-based, stakeholders were interviewed using validated questionnaires, and responses were analysed to know the trend in opinions of the players in the child protection landscape. Children are at the centre of the child labour phenomenon, as such, focus group discussions were conducted with children in eight selected communities across Ghana and their opinions were pivotal in the findings. The findings were presented at the stakeholder consultation meeting organised by MELR with support from UNICEF and ICI in October 2022. Stakeholders involved in the assessment included various MDAs, private sector companies, UN Agencies (ILO, UNICEF and FAO), CSOs, NGOs, RCCs and selected MMDAs.

The review found that the NPA2 document had very good intent of Government and stakeholders to address the child labour problem in the country. The following is the summary of the implementation of the NPA 2 per each strategic objective.

Results of Strategic Objective 1: To reinforce public awareness and strengthen advocacy for improved policy programming and implementation of child development interventions

- Generally, there was a high level of awareness on child labour and its adverse impact on children and communities.
- Almost all initiatives to eliminate child labour included public awareness raising activities. During the consultation and interviews, many people from various groups responded that they were aware of child rights and harmful effects of child labour.
- Despite the high awareness, children continue to be engaged in hazardous child labour on farms, at sea, on streets, at mining sites and at homes.
- There is a need to go beyond “public awareness raising” and implement “social behaviour change” in order to translate knowledge into positive actions.

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

- Strong interests and support from development partners and industries; however, duplications and fragmentation in coordination, reporting and monitoring mechanisms are challenging.
- Limited financial and human resource capacity of MELR and CLU. At the regional and MMDAs levels, resources are scarce to effectively monitor and coordinate activities to eliminate child labour. Many have no internet access and poor access/ training opportunities on planning and reporting tools.
- Several innovative projects were introduced at the community level, however the linkage with NPA2 was limited. There is a need to bring all stakeholders’ activities under the overarching NPA / strategic frameworks by the Government.

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

- Expansion of social interventions such as National Health Insurance Scheme (NHIS), Ghana School Feeding Programme (GSFP), Livelihood Empowerment Against Poverty (LEAP), etc.
- No economic empowerment programmes were embarked on during the implementation of the NPA2 and no connection to youth employment agency activities.
- The MMDAs Social Service Sub-Committees do not include District Labour Officers (DLOs), creating difficulties in joint planning, coordination and implementation of activities.
- Identification, reporting and referrals through the Integrated Social Services and individualised case management through the Social Welfare Information Management System (SWIMS) in 160 MMDAs
- Individual child case management, including child labour, is carried out through the MoGCSP’s Social Welfare Information Management System (SWIMS). However, many social services actions are not reported to the CLU as the SWIMS and GCLMS are not interlinked.
- Department of Social Welfare and Community Development officers play a critical role in identifying vulnerable children, and delivering social services, however, there is the need to ensure they work closely with the labour inspectors, DOVVSU/Ghana Police Service, and others.
- Many private sector and NGO players used their own monitoring system (CLMRS) without any alignment to the GCLMS.

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

- Some Community Action Plans (CAPs) have been developed by some private sector organisations in their sustainability projects. Others are promoting Child Labour Clubs in communities. Apart from few places where CCPCs are in place, many communities have no community child protection committees (CCPCs). Different approaches are used for community interventions.
- MoGCSP, OHLGS and MLGDRD’s Child Protection Community Toolkits covering multiple child protection issues including child labour have been used to sensitize communities in 100 MMDAs since 2020.
- Identified child labour activities include; hawking, fishing, driver’s mate and riding small tricycle vans popularly known as “aboboyaa”, illegal mining (galamsey) and plastic waste picking in urban centres. These were seen to be most prevalent child labour activities.
- Domestic servitude (especially house-helps) seemed to be reduced due to the introduction of the Free Senior High School (SHS) policy but it still significantly persists among teenagers, particularly girls who risk sexual violence and abuse. LAWA and Challenging Heights have research reports that raise serious concern.
- Children, especially in the middle belt zone of Ghana, mostly worked to earn income for themselves. It was noticed that these children fall sick and get injuries resulting in frequent chest and body pain and hearing impairment. The children are not offered any Personal Protection Equipment (PPEs) for self-protection and are not accessing health and nutrition services.

What worked well: The stakeholders involved in the assessment mentioned that the NPA 2 was successful in improving public awareness activities on the issue of child labour. During the field visit, focus group discussions and monitoring visits, this was confirmed. Most

stakeholders, including government, private sector, CSOs and development partners prioritised community engagement and mobilisation in their actions. Taking a system strengthening approach, the Integrated Social Services (ISS) bring social protection (LEAP), health, (NHIS) and child protection services together and have been implemented in 160 districts by seven MDAs, including MoGCSP, MoF, MLGDRD, OHLGS, GHS, NHIA and NDPC in 2022. According to the LEAP+ISS baseline survey, bringing these services together is found to be effective and efficient to comprehensively address multiple vulnerabilities of children, including children in child labour. Overall, more than 60,000 children were reached by ISS from 2019 to 2022. There is room for improvement, such as expanding the ISS technical working group with MELR and GES, to deliver more comprehensive integrated social services. Other initiatives, such as Child Labour Free Zone which has been implemented in two districts, have potentials for scale-up and documentation. Regular, reliable and national data were generated through MICS and GLSS to track the trend. Lastly, more partners joined the efforts to eliminate child labour with stronger interests and commitments from UN, NGOs, business sectors, etc. Coordination mechanisms such as partners' forums help people share their experiences and knowledge.

What could be improved: Interviewees indicated that overall, the implementation of NPA2 was limited at both upstream and downstream level. One of the reasons why NPA2 implementation was limited is because of COVID-19, its containment measures and its socioeconomic impact. There is a strong interest and commitment from the development partners, private sectors, and NGOs (i.e. corporate social responsibility). However, different projects/initiatives were not well aligned with the NPA2, which should be the overarching strategic action plan that guides everyone's work. Overall coordination, reporting and monitoring of all initiatives related to child labour was weak, mainly due to the limited financial and human resources. The CLU receives inadequate government budget releases every year which covers just a few meetings.

Stakeholders did not think they received effective leadership support and guidance to facilitate the performance of their activities. Operationally, the Child Labour Unit was not equipped with the necessary skills and resources to effectively coordinate partnerships and interventions across the country. As a result, most partners did not plan their child labour activities based on NPA2 and did not report to the Coordinating Secretariat as required. Most of the Lead Agencies that signed Memoranda of Understanding (MoUs) did not adhere to their roles and responsibilities. As a result, they did not carry out most of the planned activities in the NPA2.

In the NPA2 design, Regional Coordinating Councils (RCCs) were expected to supervise their respective District Assemblies to prepare Child Labour Plans for implementation and monitoring. Strategic as their roles were meant to be, the RCCs interviewed disclosed that they were not aware of NPA2 and their roles and responsibilities.

At the district level, most Chief Executives of the MMDAs did not prioritise social protection issues and child labour in particular. Because labour offices are not part of the decentralised institutions in Ghana, labour officers were not part of the district assembly system and did not participate in the Social Services Sub-Committee meetings where critical child protection issues are discussed. Child labour seemed to be an additional responsibility of labour officers and not their primary responsibility. Thus, labour officers come into contact with child labour issues only when they conduct labour inspections which they barely have the resources to undertake regularly in the informal sector such as on farms, markets and commercial streets.

Although children’s main occupation in communities visited during the review was schooling, they did not seem to be going through effective learning. A significant number of them combined schooling with hawking, fishing, illegal small scale mining (galamsey), waste picking, serving as driver’s mate on tricycle vans (aboboyaa), domestic helps and head porters (kayayei). Northern communities like Tolon have a lot of kayayei, high incidence of child marriage and teenage pregnancies.

Monitoring and evaluation: Apart from work plan and reporting templates (including labour inspection forms), there was no well-established M&E mechanism for coordinating all child labour interventions in Ghana. Stakeholders were found to be using different formats for planning, implementation, co-ordination, monitoring, reporting or tracking results – this makes trend analysis difficult and creates gaps in data. District actors found the annual planning and reporting templates cumbersome and not user-friendly. One applaudable intervention was through the Integrated Social Services, where child labour indicators were integrated into the district annual action plans (number of children who received case management services by types of primary concerns) and annual progress reviews. The Social Welfare Information Management System (SWIMS), led by the Ministry of Gender, Children and Social Protection and established with support from UNICEF, also facilitates digital case management and reporting by the district Department of Social Welfare and Community Development staff, NGO staff, and private sector partners. SWIMS training is offered by MoGCSP and OHLGS and more partners need to be trained on how to use SWIMS for case management. There is a need to strengthen the effectiveness and interoperability of the Ghana Child Labour Monitoring System (GCLMS) with SWIMS, to ensure GCLMS captures all child labour cases in Ghana, and all cases captured in GCLMS are referred to SWIMS to allow individual case management.

Despite the fact that all stakeholders said the NPA is still a very relevant strategic document, overall the implementation was challenged by poor resourcing to undertake the planned actions, also considering the impact from COVID-19 and its socio-economic challenges. Lead agencies did not allocate resources to implement their assigned actions for which they had pledged to undertake in signed MoUs. The implementation was heavily centralized at the national level with little action and connection to the regional and district levels. Efforts were impeded by poor dissemination of decisions at the Secretariat and NSCCL levels. There was no national communication strategy and monitoring mechanism to guide implementing partners. The NSCCL tasked the sub-Committee on Resource Mobilisation and the Public Relations Officer of the Ministry to develop a draft Communication Strategy, which is yet to be completed. The private sector which has financial resources seemed to have been disconnected from coordination and decision making and their activities were seldom monitored and/or included in national reports. Ultimately and consistent with the GLSS 2020 and other recent survey findings, the review observed that children are still highly participating in various child labour activities across different parts of Ghana and sectors such as farming (particularly cocoa), fishing, illegal small-scale mining (galamsey), street hawking, portage (kayayei), and domestic servitude. Two emerging child labour activities that need swift interventions are child labour in transportation (riding “aboboyaa” and “pragiya”) and child labour in plastic waste picking.

Even though most stakeholders said NPA2 was not fully implemented, all unanimously called for another NPA. This is because of a need to have a national overarching strategic framework that can direct everyone toward the same goal, and a need to have a clear leadership, coordination and convening point, and to facilitate sharing and applying lessons learned. Moving forward, stakeholders were clear that without capacity enhancement and required



resources, implementation of NPA would be a mirage. Going forward, technical capacity of the national secretariat of NPA must be enhanced and adequately resourced to improve coordination and supervision. To be more effective and efficient, it requires institutional capacity building, corporate governance mechanisms and human resource with requisite knowledge and skills set.

5. JUSTIFICATION

Despite the progress made by Ghana over the past two decades and the results from implementation of the NPA2, there is still high prevalence of child labour in agriculture, domestic work, commercial sexual exploitation, gold mining and fishing.

While progress is being made in some sectors, the phenomenon is emerging in some other sectors due to urbanisation, growing middle class population and other dynamics of the Ghanaian society, also coupled up with the impact of COVID-19, recent economic challenges, cost of living crisis and potential emergency situations (i.e. the Sahel crisis in the region) that affect stability. In addition, other factors that perpetuate child labour include local customs and social norms, lack of access to quality basic services such as health and education and limited decent job opportunities for young people.

A review of progress made in implementation of NPA2 was justifiably essential to develop new evidence-based strategies required to tackle the child labour problem. The need to accelerate efforts as the deadline for Target 8.7 of the SDGs is approaching, also makes even stronger justification for a new NPA which will give new direction for Elimination of Worst Forms of Child Labour in Ghana, utilising valuable information about constraints faced, lessons learned and good practices to be replicated and scaled-up.

The review amply showed high interest and goodwill of the Government of Ghana and its partners as well as stakeholders in child protection and social development recognising that child protection and social sustainability of Ghana require swift action and a radically accelerated approach to tackling child labour.

Ghana has also joined the Alliance 8.7; the Global Partnership for eradicating forced labour, modern slavery, human trafficking and child labour around the world, as a pathfinder country.

6. CORE PRINCIPLES

Based on the results of the NPA2 review, the NPA for the Elimination of Child Labour in Ghana 2023-2027 will seek to pursue the actions of NPA2 that are still relevant, and adopt new interventions and approaches that will help accelerate the efforts towards achieving national policy and legal commitments towards eliminating WFCL and SDG target 8.7. The NPA 2023-2027 will adopt child rights-based and -centred approach, allowing children to participate in solutions to the problem; consider coordinated, harmonised and inter-sectoral approaches to effectively address the root causes of child labour in all its forms in various sectors; build capacity of the frontline service providers and foster local and community-led actions; build institutional capacity and systems to oversee, coordinate and implement actions nationwide; leverage innovative public private partnerships through which technical, financial and logistical resources will be pooled; deploy social behaviour change communication tools for norm changes, community engagement and empowerment; and facilitate Research, Monitoring, Evaluation and Learning (RMEL) for scaling-up of best practices and sustainability. It will use the MRR Model (Monitoring, Referral and Remediation) by employing the Ghana Child Labour Monitoring System (GCLMS) or other Child Labour Monitoring System (CLMS) linked to the GCLMS as a way to harmonise data collection and align remediation interventions especially in communities and improve national reporting, and strengthen its interoperability with the Social Welfare Information Management System (SWIMS) which is an overarching digital case management information system for all vulnerable children that need care and protection.

All stakeholders in Ghana will make commitments to the NPA 2023-2027 by adhering to core principles that will guide implementation:

1. Respecting the constitutional rights and responsibilities of children of Ghana;
2. Respecting the best interest of a child in Ghana and recognising their voice and agency;
3. Realising the need to accelerate steps towards achieving relevant SDGs, especially SDG 8.7, ILO Convention 138, 182 and ILO Recommendation 146 and 190, UN CRC, African Charter on the Rights and Welfare of the Child, the African Union Agenda 2063, and responding to the Durban Call to Action;
4. Recognising the leadership of the state, in close partnership with social partners such as trade unions, employers, private sector, CSOs and development partners, for coordinated, harmonised, standardised and effective interventions to tackle child labour;
5. Bringing stakeholder commitments and resources to identified priority issues in the NPA 2023-2027 and monitoring the progress and impact against the common results framework, common Key Performance Indicators (KPIs) and reporting tools in this NPA;
6. Harnessing public private partnership platforms at all levels to address systemic challenges and bring innovative solutions;
7. Aligning actions to national, regional and district level structures and reporting mechanisms;
8. Sharing and acting upon results, lessons, best practices and challenges;



9. Ensuring that no child is left behind and all forms of child labour are tackled in all sectors.

7. GHANA'S VISION FOR ELIMINATING CHILD LABOUR

Vision Statement: Empowered Communities Where Child Labour is Eliminated and Children Reach their Full Potentials.

Ghana's Hazardous Child Labour Activity Framework (HAF) has prioritised critical sectors that need immediate interventions and coordinated efforts to eliminate child labour. This was affirmed by stakeholders during the review process of the NPA2. To achieve this vision to eliminate child labour in Ghana therefore, the government will work with implementing partners and stakeholders to implement interventions focusing on the following strategic priorities/issues:

1. Agriculture
2. Street Hawking, Begging and Porterage
3. Illegal Small-Scale Mining (“galamsey”) and Quarrying
4. Transportation i.e. driving tricycle and small van (“aboboyaa”¹⁴ and “pragiya”¹⁵)
5. Child Domestic Work
6. Plastic Waste and Scraps Collection
7. Commercial Sex Exploitation of Children (CSEC)
8. Gaming and Betting

¹⁴ A tricycle used in supplying goods in some cities in Ghana

¹⁵ Indian-made tricycle used for commuting people and goods especially in Kumasi of Ghana

8. RESULTS FRAMEWORK

Vision

Empowered communities where child labour is eliminated and children reach their full potentials.

Goal

To build institutional capacity and empower communities to halve child labour in agriculture in particular and all other priority sectors of Ghana by 2027 towards a child labour-free Ghana in the long term

Objective 1: Strengthened institutional capacity of MELR and other relevant agencies to oversee the elimination of child labour in Ghana	Objective 2: Effective coordination of multi-stakeholders' efforts on child labour and child protection	Objective 3: Improved financing, resource mobilization and adequate allocation	Objective 4: Improved quality and delivery of integrated social services, including child protection, social protection, education, decent youth employment, skills development support, and other remediation actions	Objective 5: Strengthened communities, increased awareness raising and behaviour change to prevent and remediate the incidence of child labour	Objective 6: Improved research, documentation and knowledge sharing of best practices and innovations
Main Interventions					
Institutional Capacity Building	Coordination of all Stakeholders by the State	Multi-Stakeholder Financing	Quality Delivery of Integrated Social Services	Community Participation for Increased Awareness and Behaviour Change	Joint Research, Monitoring and Evaluation and Sharing of Lessons
Implementation Approach					
Use Integrated Area-Based Approach (IABA) in conformity to the Child Labour Free Zone Concept to tackle all child labour issues in the landscape;	Apply multi-sectoral approaches to address children's needs holistically and comprehensively	Align all child labour interventions, including Public-Private Partnerships (PPP), with the District Assembly structures and systems to	Strengthen monitoring systems to identify child labour victims, make referrals to access care, and implement remediation actions, including the Ghana Child	Engage communities, children and young people as agents of change and ensure their meaningful participation to the implementation of the NPA	

		ensure sustainability and local ownership	Labour Monitoring System (GCLMS) and the Social Welfare Information Management System (SWIMS)	
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9. GOVERNANCE, OPERATIONAL AND COORDINATION ARRANGEMENT

The Ministry of Employment and Labour Relations (MELR) is the lead convener and coordinator of national efforts for eliminating child labour in all its forms and in all sectors of Ghana. It is mandated to ensure alignment and partnership between public and private sector efforts towards the vision and objectives of this document. The MELR shall provide policy direction on all child labour issues and provide oversight over the National Child Labour Coordinating Secretariat (NCLCS). The MELR shall constitute the National Steering Committee on Child Labour (NSCCL) as stipulated in this document. On behalf of the MELR, the NSCCL will serve as the highest decision-making authority and the supervising body over the NCLCS. It will give policy advice and technical guidance to the Ministry of Employment and Labour Relations (MELR) and stakeholders towards the effective coordination of all agencies and partners who contribute to the implementation of the NPA. It will ensure that entities and organisations carrying out activities without recourse to this national plan are aligned to prevent ineffective coordination, duplication of efforts and waste of resources.

The NSCCL will be composed of relevant public and private institutions and social partners. It shall be chaired by the Minister for Employment and Labour Relations. Members of the committee will include the Chief Director of MELR, Chief Labour Officer, representatives (not below Director) from Ministry of Gender, Children and Social Protection, Ministry of Food and Agriculture; Ministry of Fisheries; Ministry of Lands and Natural Resources; Ministry of Education; Ministry of Environment, Science, Technology and Innovations; Ministry of Local Government Decentralisation and Rural Development; Ministry of Interior; Ministry of Justice and Attorney General; the Trades Union Congress (TUC) and the Ghana Employers Association. Other members will be representatives from Ghana Cocoa Board; Fisheries Commission; Minerals Commission, Forestry Commission, Commission on Human Rights and Administrative Justice (CHRAJ), National Development Planning Commission; National Commission for Civic Education (NCCE); Ghana Journalists Association; Federation of Muslim Councils; Christian Council; Civil Society Organisations and a representative of the Private Sector/Industry. Representatives from the United Nations Agencies and Development Partners will attend NSCCL meetings as observers. The National Coordinator at the NCLCS will be the Secretary to the Committee.

The NSCCL will have three (3) sub-committees namely: (i) Sub-Committee on Child Labour, Social Protection, Labour Inspection and Forced Child Labour (ii) Resource Mobilisation, Advocacy and Communication and (iii) Planning, Implementation, Monitoring, Evaluation and Learning (PIMEL). The membership of the sub-committees of the NSCCL will be restructured to reflect engagement with key ministries such as the Ministry of Gender, Children and Social Protection (MOGCSP), Ministry of Local Government and Rural Development (MLGRD), Commission on Human Rights and Administrative Justice (CHRAJ), Ministry of Education (MOE), and the NCCE. The existing terms of references and member list will be annually reviewed and updated when required.

There will also be Technical Working Groups (TWGs) organised under three (3) key themes based on the eight (8) sectors prioritised. These are: (i) TWG on Agriculture and Fisheries, (ii) TWG on Illegal Small-scale Mining and Quarrying and (iii) TWG on Urban-based Child Labour and Other Sectors comprising: Street Hawking, Transportation, Child Domestic Work, Plastic Waste and Scraps Collection, Commercial Sex Exploitation of Children, Gaming and Betting. The NCSCL will convene the meetings of the TWGs as roundtable platforms for thematic and sub-sector issues to be discussed by the sector players. Recommendations will be made through the NSCCL Sub-committees to the National Steering Committee on Child Labour for appropriate decisions and directives to be made. Membership of the TWGs will be experts from organisations in the relevant sectors.

The existing Child Labour Unit will be strengthened and transformed into a National Child Labour Coordinating Secretariat (NCLCS). The Secretariat shall be headed by a national coordinator who shall be appointed by the NSCCL based on a defined job description and public service human resource requirements. The National Coordinator will be supported by staff with expertise on (i) technical advisory in child labour and programme management; (ii) partnerships and resource mobilisation; (iii) research, monitoring evaluation and learning; (iv) finance and administration; (v) communications and corporate affairs; and (vi) capacity building and remediation. Specific job descriptions will be developed based on existing roles at CLU and public service human resource requirements. At the regional and district levels, Regional Labour Officers and District Labour Officers will be Regional Child Labour Coordinators and District Child Labour Coordinators respectively, with the mandate to lead and coordinate the implementation of this National Plan of Action at regional and district levels respectively. Where there is no district labour officer, the district officer responsible for Department of Social Welfare and Community Development will act as the District Child Labour Coordinator.

10. OPERATIONAL STRUCTURE

To improve efforts and achieve evidence-based reduction of child labour in Ghana, stakeholders envisage a stronger and a more efficient operations and coordination of child labour activities in the country. The operational structure is thus organised at the national, regional, district and community levels. A tripartite approach will be used in the composition of the Child Protection Committees at Regional and District levels to include Trade Unions (GAWU) and the Employers organisations and Labour Offices where they exist. As indicated, at the national level is the National Steering Committee on Child Labour (NSCCL) with the primary responsibility of providing supervision of implementation of the NPA. The NSCCL will also provide policy advice and technical guidance to the Ministry of Employment and Labour Relations in the execution of its mandate of eliminating child labour in Ghana. The CLU will be transformed into a National Child Labour Coordinating Secretariat (NCLCS) responsible for coordination of all child labour elimination interventions in Ghana.

The Local Governance Act, 2016 (Act 936) mandates the Regional Coordinating Councils to coordinate all development actions in the regions. Section 189 of the Act stipulates that a Regional Co-ordinating Council shall:

- (a) provide a District Planning Authority with the information and data necessary to assist the authority in the formulation of a district development plan;
- (b) co-ordinate the plans and programmes of district planning authorities and harmonise the plans and programmes with national development policies and priorities for consideration and approval by the Commission;
- (c) monitor and evaluate the implementation of the programmes and projects of the district planning authorities within the region;

At the regional level, there shall be Regional Child Protection Committees (RCPCs) chaired by the Regional Ministers of the Regional Coordinating Councils with the Head of the Department of Children as the Secretary. The Heads of all Government Departments and Agencies in the Region that have role in the protection of children shall be members of the RCPCs. These shall include the Regional Directors of Social Welfare and Community Development, Education, Agriculture, Trade, CHRAJ, NCCE, Information Services Department (ISD), Ghana Police Service (GPS), Ghana Immigration Service (GIS), and a Representative of Civil Society. The Regional Labour Officers shall be the Regional Coordinator for the implementation of NPA 2023-2027 and deputised by the Regional Social Welfare Officers.

In the implementation of the NPA 2023-2027, the RCPCs will:

- (a) monitor MMDAs and their DCPCs as well as activities of CSOs in child labour within their region to ensure that their projects and programmes are aligned with the NPA requirements and their planning and reporting are done in accordance with agreed tools, systems and timelines.

- (b) ensure that the Regional Labour Officer and District Labour Officers are co-opted as ex-officio members of the Regional Child Protection Committee and the District Social Services Sub-Committees.
- (c) designate the Regional Labour Officer as the Regional Coordinator of NPA
- (d) disseminate copies of the NPA and relevant information to all MMDAs as well as regular capacity building (including in-service training) on child labour issues
- (e) ensure that SWIMS and GCLMS are aligned within the region
- (f) implement the Child and Family Welfare Policy within the region and ensure its alignment with activities of NPA
- (g) work with partners to establish regional shelters to serve as referral and rehabilitation centres for victims of child labour and other child abuse cases;
- (h) collate and synthesise periodic reports from the MMDCPCs and submit to the National Child Labour Coordinating Secretariat as required by the NPA

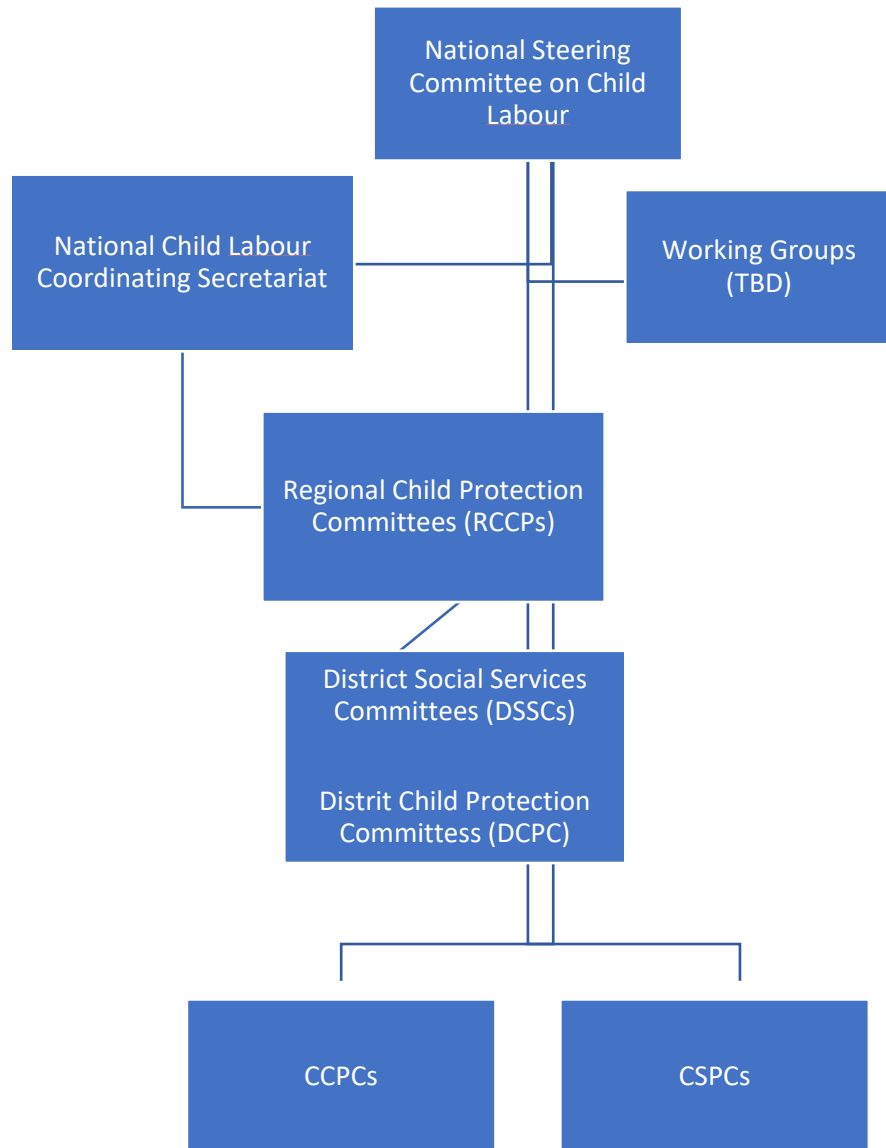
Section 83. (1) (d) and (f) of the Local Governance Act mandates District Assemblies to: initiate and co-ordinate the process to plan, programme, budget and implement a district development plan, programme or project; and monitor and evaluate the development policies, programmes and projects in the district; and (h) provide the Commission with the data and information that the Commission may require.

At the district level therefore, the NPA shall be implemented through District Child Protection Committees and the District Social Services Sub-committees. Steps will be taken to ensure that District Labour Officers are co-opted into the District Social Service Sub-committees as ex-officio members. The NCLCS shall work with the Regional Coordinating Councils and the RCPCs to ensure:

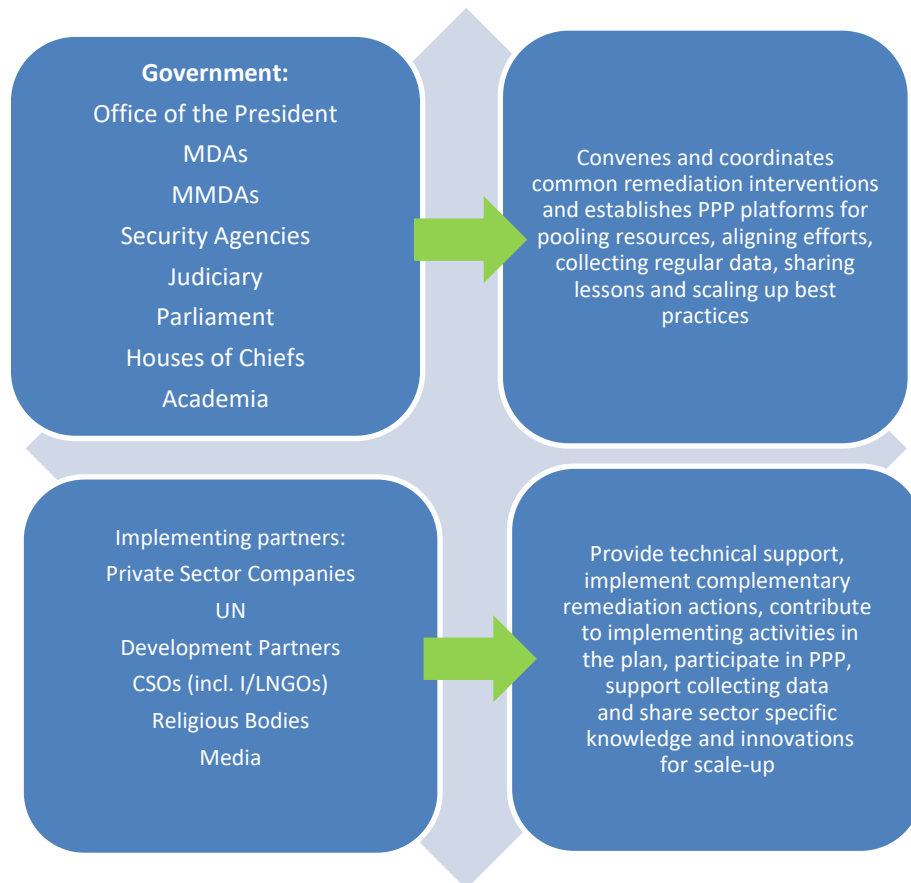
- (a) The set up or strengthen the District Child Protection Committees (DCPCs) with the mandate to implement NPA within the district
- (b) MMDAs co-opt District Labour Officers into meetings of the Social Services Sub-committee to follow proceedings and apprise members on status of child labour in the district and measures being put in place towards its elimination. All child labour projects of partners and stakeholders are registered at the MMDAs in order to align implementation to the MTDPs as well as local level coordination efforts of the NPA 2023-2027.
- (c) Ensure that NPA activities are embedded in the district annual action plans with budget allocation.
- (d) Quarterly progress reports and outcomes are prepared and submitted to the NCLCS through the Regional RCPCs, including data from GCLMS and SWIMS.
- (e) MMDAs coordinate community-level duty bearers such as traditional authorities, Community-Based Organisations, School Management Committees (SMCs), Parent-Teacher Associations (PTAs), and other local institutions efforts.
- (f) MMDAs invite district partners in child labour to provide updates of their projects in order to share lessons and ensure alignment with the NPA and MTDPs

At the community level, Community Child Protection Committees (CCPCs) will be formed. Where they exist already, they will be strengthened. Assembly members will be lead members of the CCPCs in order to liaise between the CCPCs and the district assemblies. The CCPCs will:

1. Develop and implement the Community Action Plans (CAPs) against Child Labour
2. Coordinate all community-based groups engaged in implementation of child protection activities
3. Carry out community sensitisation and awareness creation on child labour
4. Report on suspected cases of child labour, child force labour, child trafficking and any activity inimical to protection of children
5. Make referrals of cases of children in need of protection and other forms of social support to relevant service providers
6. Present reports on its activities to the District Child Protection Committees and the District Social Services Sub-Committees through the Assembly members.



11. COORDINATION AND COLLABORATION SYSTEM



For effective coordination, the state, implementing partners and all stakeholders will ensure that:

1. All child labour projects/programmes are implemented in the best interest of the child and in the national interest
2. The NDPC will align this Accelerated Plan of Action with the Medium-Term Development Plans at all levels
3. All stakeholder interventions will contribute to achieving the result framework and M&E indicators defined in this NPA
4. There is close partnership and alignment. To do this, all implementing partners will sign MoUs with the Ministry of Employment and Labour Relations and submit a letter of introduction from the ministry to relevant regional coordinating council and district assemblies for the projects to be registered accordingly
5. All implementing partners will work with Metropolitan, Municipal and District Assemblies and align their projects/programmes
6. Donors and development partners will consult and work with the existing government systems before supporting child labour projects/programmes



7. All implementing partners will use harmonised tools and reporting system and submit reports to the National Child Labour Coordinating Secretariat (NCLCS), regional coordinating councils and district assemblies at agreed periods
8. The NCLCS and all implementing partners will agree and comply with accountability mechanisms, also in consideration of the upcoming National Action Plan on Business and Human Rights.

12. ACTION PLAN

Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
Objective 1: Strengthened institutional capacity of MELR and other relevant agencies to oversee the elimination of child labour in Ghana							
1.1 Review the terms of reference of the National Steering Committee on Child Labour (NSCCL) and update its membership list	MELR		X				
1.2 Transform the Child Labour Unit (CLU) into a full-fledged National Child Labour Coordination Secretariat (NCLCS)	MELR/Labour Department	Public Services Commission	X				
1.3 Develop/review and update the job descriptions of the NCLCS staff and provide adequate human resource	MELR/NSCCL	Public Services Commission	X				
1.4 Undertake continuous training and development for MELR personnel and other national institutions in technical issues such as project management, policy influencing, proposal writing etc.	MELR/ NSCCL	MDAs, MMDAs	X				
1.5 Provide MELR and national institutions with logistics such as vehicles, IT tools, funding, etc.	MELR/ NSCCL	UN, Development Partners	X	X	X	X	X
1.6 Develop and train personnel at all levels in relevant coordination templates (Work Plans, Reporting Templates, Data	MELR/ NSCCL	MDAs, Implementing Partners, Development Partners, Industry, MMDAs	X	X			
Objective 2: Effective coordination of multi-stakeholder efforts on child labour							
2.1 Print and distribute copies of NPA 2023-2027 to all stakeholders at all levels	MELR/NCLCS	ISD, Implementing Partners, UN Agencies, Development Partners, Industry, CSOs	X				

Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
2.2 Disseminate the content of NPA 2023-2027 and sensitise relevant stakeholders on the NPA, including decentralised actors	NCLCS/NCCE	RCCs, MMDAs, Development Partners, Media	X	X			
2.3 Organise regular NSCCL and technical committee meetings	MELR	MoGCSP, MLGDRD, NDPC, private sector, UN, development partners, CSOs	X	X	X	X	X
2.4 Support Regional, District and Community Child Protection Committees (CPCs) with training and relevant logistics to better coordinate child labour and forced labour interventions	MELR/OHLGS	MMDAs, CSOs, MOFA, MoFAD		X	X	X	X
2.5 Train members of the District Social Services sub-committees to support coordination and implementation of child labour and forced labour activities in communities	OHLGS/MELR/MLGDRD	MMDAs, Private Sector, CSOs	X	X	X	X	X
2.6 Organise Annual Child Labour Partners Forums to discuss child labour issues	MELR	All stakeholders	X	X	X	X	X
2.7 Sign MOUs with implementing partners to guide performance of roles and responsibilities	MELR	Attorney General’s Department, all stakeholders	X	X	X	X	X
2.8 Establish innovative multi-sectoral PPP to pilot a multi-sectoral intervention mechanism in target districts	MELR, Private Sector	NDPC, MELR, MoF, MoGCSP, MLGDRD, MOFA, MoFAD, COCOBOD, OHLGS, MoE, MoH, GHS, GES, NHIA, UN, private sector, development partners	X	X	X	X	X
2.9 Facilitate the mainstreaming of NPA activities and indicators into the district and	DPAT Secretariat, NDPC	MLGDRD, MELR, MMDAs	X	X	X	X	X

Activity	Responsible (Lead)	Collaborators	Timeline					
			2023	2024	2025	2026	2027	
sector medium term development plans (MTDP), District Performance Assessment Tool (DPAT) and budgets								
2.10 Advocate adequate number of social service workforce to meet the minimum requirements set by OHLGS	OHLGS, OHCS, MoF, MLGDRD, MoGSP	Development partners	X					
2.11 Create database/dashboard and open sourced platforms for stakeholders to access all child labour reports and materials	MELR	Development partners		X				
2.12 Co-opt labour officers as ex-officio members of Social Services Committees of MMDAs	MLGDRD/MELR	MoGCSP, MMDAs, OHLGS, NDPC		X				
Objective 3: Improved financing, resource mobilisation and allocation								
3.1 Develop a financing/costed plan to implement the NPA	MELR/NCLCS	MoF, MMDAs	X					
3.2 Develop and implement a resource mobilisation strategy	MELR/NSCCL	MoF		X	X	X	X	X
3.3 Convene donors, development partners and CSOs to meet regularly to discuss partnerships and joint action for elimination of child labour	MELR	Development Partners, UN Agencies, MDAs, Fisheries Commission, Forestry Commission, Minerals Commission, COCOBOD, OHLGS, NCCE, TUC, CSOs		X	X	X	X	X
3.4 Establish a multi-stakeholder financing mechanism for pooling financial resources for implementation of the GAAPACL (NPA 2023-2027)	MELR/NSCCL	MoF, MoFA, MLNR, MoFAD, MoGCSP, MLGDRD, Fisheries Commission, Forestry Commission, Minerals Commission, Ghana Cocoa Board,		X	X			

Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
		Development Partners, UN Agencies					
3.5 Increase government funding for child labour and forced labour interventions and ensure timely releases	MoF, MELR	MDAs, MMDA		X	X	X	X
3.6 Establish accountability mechanisms for child labour financing	MELR, MoF	CSOs, UN Agencies, Development Partners, Private Sector		X			
Objective 4: Improved quality and delivery of integrated social services, including child protection, social protection, education, decent youth employment and skills development support							
ISS, SWIMS, GCLMS							
4.1 Map and revise available child protection and child labour SOPs, referral pathways and guidelines for use by all partners	MoGCSP, MELR	OHLGS, UN, CSOs, development partners, private sector	X				
4.2 Expand SWIMS to cover all the 261 districts	MoGCSP, Department of Children	GHS, GES, GPS, JS, MLGDRD, UN, CSOs, development partners, private sector	X	X	X	X	X
4.3 Roll out the implementation of GCLMS and ensure its interoperability with private sectors CLMRS and SWIMS	MELR, MoGCSP	GHS, GES, GPS, JS, MLGDRD, UN, CSOs, development partners, private sector	X	X	X	X	X
4.4 Expand the National Health Insurance Scheme (NHIS) to cover all persons especially in child labour prone communities	MoH, GHS, NHIA	MELR, CSOs, development partners, private sector	X	X	X	X	X
4.5 Strengthen the human and technical capacities of multi-sectoral frontline workers; labour inspectors, social welfare and community development, health, education, NCCE, CHRAJ, ISD, justice, agricultural extension officers and law enforcing agencies	OHLGS, MoGCSP, MELR	GHS, GES, GPS, JS, MLGDRD, UN, CSOs, development partners, private sector	X	X	X	X	X

Activity	Responsible (Lead)	Collaborators	Timeline					
			2023	2024	2025	2026	2027	
as well as community-level structures such as CCPCs, Faith Based Organisations etc. on Integrated Social Services, SWIMS, GCLMS and CLFZs								
Review the Child Labour Free Zone Protocols and Guidelines	MELR/CLU	OHLGS, JICA	X					
Print and dissemination the CLFZ P&G	MELR/CLU	JICA	X	X	X			
Build Capacities of partners on the CLFZ P&G	MELR/MMDAs	JICA/Partners		X	X			
Advocate for partners to implement their interventions in line with the CLFZ P&G	MELR/OHLGS	MMDAs, CSOs, OHLGS, All Partners		X	X	X	X	X
Undertake CLFZ assessment and declaration	MELR/Assessment Team	NSCCL/MMDAs		X	X	X	X	X
4.6 Provide required logistics for the district level officers: labour inspectors, social welfare and community development, health, education, NCCE, CHRAJ, ISD, justice, agricultural extension officers to effectively carry out their job	MELR, MoGCSP, LGS, MMDAs	OHLGS, UN, CSOs, development partners, private sector, non-decentralised departments and agencies (CHRAJ, NCCE, ISD)	X	X	X	X	X	X
4.7 Train heads of department/units to provide supportive supervision to districts social service workers and community frontline workers	MELR MoGCSP	MLGDRD, MMDAs, OHLGS	X	X	X	X	X	X
4.8 Use deployed GCLMS or other CLMRS to monitor and identify child labourers and children at risk and provide required remediation services through SWIMS	MoGCSP, MELR	MMDAs, Law Enforcement Agencies, CSOs	X	X	X	X	X	X
4.9 Provide comprehensive child protection, remediation and reintegration support, including psychosocial counselling	MoGCSP	MMDAs, CSOs	X	X	X	X	X	X

Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
4.10 Ensure vulnerable populations benefit from various social protection services and safety net programmes	MoGCSP	Private sector, UN, development partners, CSOs	X	X	X	X	X
EDUCATION							
4.11 Expand and rehabilitate education infrastructure in targeted communities including WASH and other ancillary infrastructure	GES, MMDA, LGS	MELR, Private Sector, DPs, CSOs	X	X	X	X	X
4.12 Ensure timely and adequate provision of teaching and learning materials (TLMs) to schools	MOE, GES, MMDAs	MELR, Private sector, development partners, CSOs	X	X	X	X	X
4.13 Scale up the school feeding programme (SFP) in child labour endemic areas, in partnership with donors and private organisations	MoGCSP, GES, MMDA, LGS	MELR, Ghana School Feeding Programme Secretariat, Private Sector, DPs, CSOs		X	X	X	X
4.14 Establish children clubs/societies as structures for advocacy and means to motivate children to attend and stay in schools	MoE, GES, MMDAs	Private sector, development partners, CSOs		X	X	X	X
4.15 Provide educational packages (uniforms, stationery, backpacks etc.) to deserving children	MoE, GES, MMDAs	Private sector, development partners, CSOs	X	X	X	X	X
4.16 Expand and equip TVET institutions to make them more attractive to the youth	MoE, GES, MMDAs	Private sector, development partners, CSOs	X	X	X	X	X
DECENT YOUTH EMPLOYMENT							
4.17 Support youth with social and skills development to enhance their employability	GES, TVET Service,	MoGCSP, MELR, Private sector, UN, development partners, CSOs	X	X	X	X	X
LAW ENFORCEMENT							

Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
4.18 Train Law enforcement and Rights Protection Agencies on Concepts of Child Labour, Child Labour Laws and Policies	MELR, GPS, CHRAJ	Private sector, UN, development partners, CSOs	X	X	X	X	X
4.19 Support Law enforcing Agencies (LEAs) with requisite logistics to enable them prevent child labour, apprehend and prosecute child labour offenders	MELR, GPS, CHRAJ	Private sector, UN, development partners, CSOs	X	X	X	X	X
4.20 Develop an appropriate legislation for the Hazardous Child Labour Activity Framework (HAF) to facilitate enforcement	MELR/MoGCSP	Attorney General’s Department, CHRAJ		X			
Objective 5: Strengthened communities, increased awareness raising and behaviour change to prevent and remediate child labour							
AWARENESS AND BEHAVIOURAL CHANGE							
5.1 Develop Communications and Advocacy Strategy and Communication Plan	MELR	UN, CSOs, Private Sector		X	X	X	X
5.2 Review/develop communications and advocacy materials on child labour for community sensitisation and dissemination of lessons learned	MELR	UN, CSOs, Private Sector		X			
5.3 Support community level structures such as child protection committees, School Management Committees, Parent Teacher Associations, etc. to identify, monitor, report and prevent labour at the community levels	MMDAs, LGS, MLGDRD, Non-Decentralised Departments	MELR, Private sector, development partners, CSOs	X	X	X	X	X
5.4 Integrate child labour messages into the Ghanaians Against Child Abuse (GACA) national campaign and child protection toolkits	MELR, GACA	MELR, Private sector, development partners, CSOs	X	X	X	X	X

Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
5.5 Engage key reference people (i.e. community traditional and religious leaders, child/youth-associations, etc.) for community mobilisation and sensitisation	NCCE, MoGCSP	MELR, Private sector, development partners, CSOs	X	X	X	X	X
5.6 Conduct sensitisation sessions on child labour, forced labour, child trafficking, domestic servitude, gender, etc. on a regular basis using behaviour change techniques	MELR, NCCE, ISD	MoGCSP, Private sector, development partners, CSOs	X	X	X	X	X
5.7 Develop a positive parenting package with a strong focus on child labour prevention and Early Childhood Development (ECD)	MoGCSP, MoE/GES	Private sector, development partners, CSOs	X	X	X	X	X
5.8 Conduct positive parenting sessions to foster child protection	MoGCSP, MoE, GES	Private sector, development partners, CSOs	X	X	X	X	X
COMMUNITY-WIDE SUPPORT							
5.9 Support Community Child Protection Committees (CCPCs) to develop and implement Community Action Plans (CAPs) on Child Labour, forced labour and child protection	MLGDRD, MoGCSP, LGS	MELR, Private sector, development partners, CSOs	X	X	X	X	X
5.10 Collaborate with relevant institutions to create livelihoods and employment opportunities for child labour households and smallholder producers in endemic communities to have living income	MELR, MOFA, MoGCSOP	Private Sector, Ghana Cocoa Board, Minerals Commission, Fisheries Commission, CSOs, Ghana Enterprises Agency	X	X	X	X	X
5.11 Provide community-wide social amenities (bore holes and mechanisation of	MLGDRD, MMDAs,	Private Sector, Ghana Cocoa Board, Minerals Commission, Fisheries	X	X	X	X	X

Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
existing bore holes, clinics, electricity, community centres		Commission, CSOs, Ghana Enterprises Agency					
Objective 6: Improved research, documentation and knowledge sharing of best practices and innovations							
6.1 Promote the development of Labour-Saving Technologies	MESTI/MELR	Academia, GRATIS Foundation, SMIDO, UN Agencies, Development partners, MOFA		X	X	X	
6.2 Conduct National Child Labour Baseline Survey to guide in planning of interventions, implementation and evaluation of the plan and progress	MELR	GSS, Academia, Development Partners		X			
6.3 Develop Monitoring and Evaluation (M&E) Framework for the plan	MELR	Implementing partners	X				
6.4 Facilitate child labour researches, document innovative approaches and emerging best practices and knowledge sharing among partners	MELR	Academia, private sector, UN, development partners, CSOs		X	X	X	X
6.5 Ensure national surveys (i.e. DHS, MICS, GLSS) capture quality data on child labour (including forced labour, child trafficking, domestic work, etc.)	GSS	MELR	X	X	X	X	X
6.6 Review and redevelop the Ghana Child Labour Monitoring System (GCLMS) to provide national data on child labour	MELR/NCLCS	Industry, Development Partners	x	x			
6.7 Ensure interoperability/linkages between GCLMS, CLMRS and SWIMS	MELR, MoGCSP	Industry, private sector, Development Partners	X	X			



Activity	Responsible (Lead)	Collaborators	Timeline				
			2023	2024	2025	2026	2027
6.8 Conduct annual and mid-term reviews and end-term evaluation of the NPA 2023-2027 implementation	MELR	Implementing Partners	X	X	X	X	X

13. REPORTING, MONITORING, EVALUATION AND LEARNING (RMEL) MECHANISMS

Lessons from previous National Plans of Action to Eliminate Child Labour have shown very weak coordination of planning and national reporting on child labour efforts. Putting in place mechanisms to improve reporting, monitoring evaluation and lessons will be critical in accelerating Ghana's efforts to eliminate child labour.

The NCLCS will work with stakeholders and partners to develop harmonised planning and reporting tools for implementing partners and stakeholders to use in planning and reporting their child labour actions. The GCLMS will be the main tool for data collection, analysis and reporting on child labour from community, district, regional and national levels based upon which monitoring, referral and remediation interventions would be made to ensure children everywhere in Ghana are protected from child labour and all interventions are implemented in the best interest of the child. The Ministry of Gender, Children and Social Protection's Social Welfare Information Management System will be the main system to carry out case management of an individual child affected by child labour, to be performed by district Department of Social Welfare and Community Development. To capture comprehensive data, system interoperability between GCLMS and SWIMS will be strengthened. Furthermore, common referral and reporting tools will be used by Labour Officers and Social Welfare Officers in line with the Inter-Sectoral Standard Operating Procedures for Child Protection and Family Welfare.

The NSCCL will recruit an M&E expert to serve as RMEL Manager at the Secretariat. The RMEL Manager shall have the primary responsibility of collating annual National Reports on Child Labour to inform the general public and the global community about Ghana's progress towards eliminating child labour. The Annual National Child Labour Report of Ghana shall include child labour interventions and efforts being made by the state through all its MDAs, the private sector partners, CSOs/NGOs, Associations and all stakeholders at all levels, sectors and geographical areas.

Reliable and regular data on nationwide prevalence will be captured to track the trend on child labour through the Ghana Living Standard Survey, Demographic and Health Surveys and the Multiple Indicator Cluster Surveys.

Reporting on child labour efforts of government and partners shall be guided by developed outcome and output indicators. In addition to indicators to measure the child labour efforts of government and partners, the M&E Framework will facilitate the conduct of an annual, mid-term and end-term implementation assessment or evaluation for this NPA. While the annual implementation review will mainly track implementation progress and cause government and partners to take the necessary steps to enhance efforts to achieve stated targets, the mid-term evaluation allows for a retrospective implementation review and re-alignment of activities that shows continued relevance to meeting needs with targets and implementation approaches. The

end-term assessment/evaluation which will be conducted in the final year of implementation, will assess the overall achievement of targets and will use the six-point OECD-DAC¹⁶ Evaluation Criteria of Relevance, Coherence, Effectiveness, Efficiency, Impact and Sustainability for the evaluation.

Contextualised OECD-DAC Evaluation Criteria in Assessing GAAPACL

Relevance:

How do interventions in the GAAPACL reflect the national vision for child protection in general and what government partners identify to be the best interventions needed to combat human trafficking? And to what extent which interventions in the GAAPACL meet the needs of the vulnerable to reduce risks to child labour?

Coherence

Coherence has to deal with the compatibility of the GAAPACL with other child protection-related programmes or plans of action. Coherence will be evaluated internally and externally. Internal coherence will evaluate complementarity of the GAAPACL and other national plans of action, as well as synergies between government and partner efforts in combating child labour. External coherence will evaluate the synergies between GAAPACL and regional, continental and global framework for action in combatting child labour as well as international protocols.

Effectiveness

The extent to which objectives of GAAPACL were achieved, including strategies and key activities, in addition to the scope of implementation and how it met national needs, reduced vulnerabilities and facilitated the combat of child labour (based on priority areas, as well as child labour endemic areas, among other criteria).

Efficiency

Efficiency-wise, implementation of GAAPACL will be evaluated to identify the suitability of implementation approaches and how it facilitated achievement of GAAPACL's objectives or otherwise.

Impact

The evaluation of GAAPACL will also assess achievement of various objectives, focusing on anticipated outcomes – how interventions have increased identification of children in worst forms of child labour and over the course of implementing the GAAPACL, the extent to which child labour incidence has reduced in all priority areas; how family strengthening interventions have increased the resilience of vulnerable families; how government leadership in coordinating the fight against child labour has been enhanced and can be felt, among other important outcomes.

¹⁶ Organisation for Economic Co-Operation and Development's Development Assistance Committee

In addition to using administrative data to assess outcomes, national surveys such as GLSS, MICS etc. will be used to evaluate impact of anti-child labour efforts from government and partners.

Sustainability

Using the sustainability criteria, implementation of GAAPACL will be evaluated to determine the potential of positive results lasting beyond the implementation period – approaches, strategies and mechanisms that have been instituted to ensure sustained implementation of child labour interventions.

14. M&E FRAMEWORK¹⁷

Impact	Indicators	Baseline	Target	Means of Verification	Data Collection and Analysis Responsibility
Vision: Empowered Communities Where Child Labour is Eliminated and Children Reach Their Full Potentials					
Reduced Child Labour Incidence Rate	<ul style="list-style-type: none"> % of children age 5-17 years engaged in child labour (disaggregated by child labour, WFCL, age, sex, priority areas, regions and districts) 	27.9% (MICS 2018)	19% (2027)	<ul style="list-style-type: none"> MICS GLSS DHS 	GSS MoGCSP MELR Development Partners Industry

Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Objective 1: Strengthened institutional capacity of MELR and other relevant agencies to oversee the elimination of child labour in Ghana			
Enhanced capacity of MELR to effectively coordinate the implementation of anti-child labour interventions in the country	<ul style="list-style-type: none"> Proportion of identified stakeholders reporting on child labour activities to MELR Proportion of identified priority sectors covered in annual national child labour reports Proportion of identified stakeholder groups participating in coordination activities organised by MELR Proportion of implemented decisions made by the NSCCL 	<ul style="list-style-type: none"> Annual Child Labour Reports Coordination Meeting reports 	MELR
Enhanced technical capacity of MELR and other institutions in project design and implementation	<ul style="list-style-type: none"> Proportion of organisation adopting proper programme design and implementation methods for child labour interventions 	<ul style="list-style-type: none"> Assessment Reports 	MELR
Objective 2: Effective coordination of multi-stakeholder efforts on child labour and child protection			

¹⁷ The list of indicators and the progress made will be reviewed annually and can be adjusted if more appropriate and new priority indicators are identified.

Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Established sub-national coordination mechanisms	<ul style="list-style-type: none"> Proportion of sub-national structures (regional, district and community structures) that are coordinating implementation of anti-child labour and forced labour activities. 	<ul style="list-style-type: none"> Annual Reports Medium-Term Development Plans 	MELR MDAs MMDAs Development Partners Industry
Enhanced usage of national child labour plan of action (GAAPACL) in designing, planning and implementing child labour programmes	<ul style="list-style-type: none"> Proportion of identified stakeholder groups that have been sensitised on the GAAPACL Proportion of government MDAs, MMDAs and Development partners who are using GAAPACL in planning and implementing child labour interventions 	<ul style="list-style-type: none"> Assessment Reports 	
Objective 3: Improved financing, resource mobilisation and allocation			
Increased resource availability for implementing child labour work	<ul style="list-style-type: none"> Percentage increase in government resource allocation for child labour work Percentage increase in development partner resource allocation for child labour work 	<ul style="list-style-type: none"> Annual Reports Assessment Reports 	MoGCSP MELR MoFAD MoFA COCOBOD MMDAs LEAs Development Partners Industry
Objective 4: Improved quality and delivery of integrated social services, including child protection, social protection, education, decent youth employment and skills development support			
Enhanced capacity of frontline workers in usage of management systems and standard operating procedures in child labour work	<ul style="list-style-type: none"> Proportion of identified frontline workers with improved knowledge on the usage of standard operating procedures and child labour-related information management systems Proportion of districts with improved supervisory capacity for effective child labour work 	<ul style="list-style-type: none"> Annual Reports Assessment Reports 	MoGCSP MELR MoFAD MoFA COCOBOD MMDAs LEAs

Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
	<ul style="list-style-type: none"> • Proportion of district frontline officers reporting improved availability/adequacy of logistics for combatting child labour • Proportion of districts using information management systems (GCLMS, SWIMS) for child labour work • Proportion of child labour cases recorded in GCLMS 		Development Partners Industry
Enhance child labour remediation	<ul style="list-style-type: none"> • Proportion of identified children in labour (including WFCL) successfully withdrawn • Proportion of withdrawn children and their families provided remediation support (including social protection and other economic empowerment interventions) • Proportion of children and families at risk of child labour provided remediation support (including social protection and other economic empowerment interventions) 	<ul style="list-style-type: none"> • Annual Reports • Assessment Reports 	MoGCSP MELR MoFAD MoFA COCOBOD MMDAs LEAs Development Partners Industry
Improved educational infrastructure in identified communities	<ul style="list-style-type: none"> • Proportion of identified communities with improved educational infrastructure • Proportion of identified schools with improved learning outcomes • Proportion of schools with increased enrolment and retention 	<ul style="list-style-type: none"> • EMIS Data • Annual Reports • Assessment Reports 	MELR GES Development Partners Industry
Enhanced employability of identified and eligible children	<ul style="list-style-type: none"> • Proportion of identified and eligible children who have undergone training to enhance employability 	<ul style="list-style-type: none"> • Annual Reports • Assessment Reports 	MELR Development Partners Industry
Enhanced Capacity of LEAs in combatting child labour	<ul style="list-style-type: none"> • Proportion of law enforcement officers in identified MMDAs with improved knowledge on child labour • Proportion of identified law enforcement offices at national, regional and district levels with adequate logistics to combat child labour • Number of convictions obtained for perpetrators of worst forms of child labour issues 	<ul style="list-style-type: none"> • Annual Reports • Assessment Reports 	MoGCSP MELR Development Partners

Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Objective 5: Strengthened communities, increased awareness raising and behaviour change to prevent and remediate child labour			
Enhanced community resilience against child labour	<ul style="list-style-type: none"> • Proportion of communities implementing Community Action plans on Child Labour • Number of communities declared as Child Labour Free Zones (CLFZs) 	<ul style="list-style-type: none"> • CLFZ Assessment Reports • Annual Reports 	MELR Industry Development Partners
Objective 6: Improved research, documentation and knowledge sharing of best practices and innovations			
Increased adoption of best practices in combatting child labour, based on research, evidence and knowledge	<ul style="list-style-type: none"> • Proportion of organisations reporting the adoption of best practices from research and knowledge shared in designing programmes and approaches to combat child labour • Proportion of groups adopting labour saving technologies that reduces propensity to rely on children for additional labour 	<ul style="list-style-type: none"> • Annual Reports • Assessment Reports 	MELR Development Partners

ANNUALISED M&E FRAMEWORK

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses	
				Data Source	Data Collection Tools				
Objective 1: Strengthened institutional capacity of MELR and other relevant agencies to oversee the elimination of child labour in Ghana									
1.1 Review the terms of reference of the National Steering Committee on Child Labour (NSCCL) and update its membership list	Terms of Reference of the NSCCL reviewed	<ul style="list-style-type: none"> Number of TOR reviews on NSCCL done 	1	<ul style="list-style-type: none"> Annual Reports 			<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR 	To document changes in the NSCCL, to make it more effective in providing oversight on child labour interventions.
	Membership list of the NSCCL updated	<ul style="list-style-type: none"> Number of members of the NSCCL 	TBD	<ul style="list-style-type: none"> NSCCL Member List 					
1.2 Transform the Child Labour Unit (CLU) into a full-fledged National Child Labour Coordination Secretariat (NCLCS)	The NCLCS Secretariat established from erstwhile CLU	<ul style="list-style-type: none"> An established and functional NCLCS 	1	<ul style="list-style-type: none"> NSCCL Minutes Procurement Documents Annual Reports 	<ul style="list-style-type: none"> Meeting Attendance Registers Reporting Tools 		<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR 	Document processes used in transforming the CLU into a NCLCS
1.3 Develop/review and update the job descriptions of the NCLCS staff and provide adequate human resource	Job descriptions of NCLCS staff developed or reviewed	<ul style="list-style-type: none"> Number of developed, revised or updated job descriptions 	TBD	<ul style="list-style-type: none"> Developed Job descriptions 					
		Staff/ Consultants working for NCLCS	<ul style="list-style-type: none"> Number of staff working for NCLCS 	TBD	<ul style="list-style-type: none"> Signed employment contracts 				

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
1.4 Undertake continuous training and development for MELR personnel and other national institutions in technical issues such as project management, policy influencing, proposal writing etc	A developed training and development plan Continuous training and development programs undertaken	• Number of training and development plans developed	1	• Training plan development meeting reports	• Meeting Attendance Registers	• Annually	• MELR/NCLCS • Development Partners	To document training activities implemented.
		• Number of training and development programs undertaken	TBD	• A training and development strategy document	• Training record forms			
		• Number of staff/personnel trained	TBD	• Training reports				
1.5 Provide MELR and national institutions with logistics such as vehicles, IT tools, funding, etc.	Logistics provided for MELR and national institutions	• Number of vehicles provided	TBD	• Procurement documents	• Inventory Checklist	• Annually	• NCLCS	To document infrastructural investments made in combating child labour
		• Number of IT, and other tools provided	TBD	• Office Inventory Database				
1.6 Develop and train personnel at all levels in relevant coordination templates (Work Plans, Reporting Templates, Data Collection Tools)	Coordination templates developed	• Number of templates developed	TBD	• M&E Manual for Child Labour	• Reporting Tools	• Annually	• NCLCS	To document training activities that will facilitate use of harmonised tools for reporting on child labour interventions
	Personnel trained in use of coordination templates	• Number of personnel trained in use of templates	TBD	• Training Reports	• Training Record Forms			

Objective 2: Effective coordination of multi-stakeholder efforts on child labour

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
2.1 Print and distribute copies of NPA 2023-2027 to all stakeholders at all levels	Copies of GAAPACL (NAP 2023-2027) printed and distributed	• Number of GAAPACL printed	1000	• Annual Reports	• GAAPACL Distribution Template • Reporting Tools	• Annually	• MELR/CLU	To document number and categories of stakeholders with copies of GAAPACL
		• Number of GAAPACL distributed.	1000					
2.2 Disseminate the content of NPA 2023-2027 and sensitise relevant stakeholders on the NPA, including decentralised actors	Sensitisation on GAAPACL conducted	• Number of sensitisation activities conducted.	TBD	• Sensitisation Reports • Annual Reports	• Participants Registers	• Annually	• MELR/NCLCS	To triangulate data on stakeholders whose activities are guided by the GAAPACL.
		• Number of stakeholders sensitised on GAAPACL						
2.3 Organise regular NSCCL and technical committee meetings	Regular NSCCL and Technical Committee meetings conducted	• Number of NSCCL meetings conducted	4	• NSCCL (Technical) Meeting reports • Annual Reports	• Participants Register	• Annually	• MELR/NCLCS	To documents efforts by NSCCL for child labour activity oversight.
		• Number of NSCCL technical committee meetings conducted	4					
2.4 Support Regional, District and Community Child Protection Committees (CPCs) with training and relevant logistics to better coordinate	Child Protection Committees at all levels supported to coordinate and harmonise child and forced	• Number of regional CPCs supported.	16	• Annual Reports	• Reporting Tools	• Annually	• MELR • MDAs • MMDAs • Development Partners	Document the number of child protection committees at all levels, supported to coordinate
		• Number of district CPCs supported.	261					

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
child labour and forced labour interventions	labour interventions.	<ul style="list-style-type: none"> Number of community CPCs supported 	10000					child and forced labour interventions
2.5 Train members of the District Social Services sub-committees to support coordination and implementation of child labour and forced labour activities in communities	Members of the district social services sub-committees trained to support anti-child and forced labour activities	<ul style="list-style-type: none"> Number of districts social service sub-committee members trained. 	783	<ul style="list-style-type: none"> Training Reports Annual Reports 	<ul style="list-style-type: none"> Training Record Forms 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MMDAs Development Partners 	Document training activities that helps social service sub-committees to contribute to implementing child and forced labour interventions
		<ul style="list-style-type: none"> Number of districts where social service sub-committee training has been conducted. 	261					
2.6 Organise Annual Child Labour Partners Forums to discuss child labour issues	Annual Child Labour Partners Forum organised	<ul style="list-style-type: none"> Number of annual child labour partners forum organised 	5	<ul style="list-style-type: none"> Annual Partners Forum reports Annual Reports 	<ul style="list-style-type: none"> Participant Attendance Register 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR/NCLCS 	To document partner forums and collaborative activities between government and partners.
2.7 Sign MOUs with implementing partners to guide performance of roles and responsibilities	MOUs signed with implementing partners	<ul style="list-style-type: none"> Number of GAAPACL implementing partners that have signed MOUs with government. 	TBD	<ul style="list-style-type: none"> MOUs Meeting Reports Annual Reports 	<ul style="list-style-type: none"> Meeting Attendance Register 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR/NCLCS 	To document partners who have signed MoUs to guide performance of roles.

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
2.8 Establish innovative multi-sectoral PPP to pilot a multi-sectoral intervention mechanism in target districts	Multi-sectoral PPP established	<ul style="list-style-type: none"> Number of innovative multi-sectoral PPPs established. 	1	<ul style="list-style-type: none"> Meeting Reports Annual Reports 	<ul style="list-style-type: none"> Meeting Attendance Register Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR/NCLCS PPP Partners 	Contribute to documentation of effectiveness of innovative programmes in combatting child labour.
		<ul style="list-style-type: none"> Number of districts with a PPP piloted intervention 	10					
2.9 Facilitate the mainstreaming of NPA activities and indicators into the district and sector medium term development plans (MTDP), District Performance Assessment Tool (DPAT) and budgets	GAAPACL Activities and indicators mainstreamed into district and sector MDTPs and DPATs	<ul style="list-style-type: none"> Number of districts with child labour activities and indicators in MTDPs 	261	<ul style="list-style-type: none"> MTDPs of districts and MDAs DPAT Assessment Tool Annual Reports 	<ul style="list-style-type: none"> Assessment Checklists or Templates Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MLGDRD MMDAs MDAs 	To document how child labour issues have been prioritised by government and development partners.
		<ul style="list-style-type: none"> Number of child labour indicators in DPAT 	1					
		<ul style="list-style-type: none"> Number of allied Ministries, Departments and Agencies with child labour activities and indicators in MTDPs 	TBD					
2.10 Advocate adequate number of social service workforce to meet	Advocacy for increased social service	<ul style="list-style-type: none"> Number of advocacy activities conducted. 	TBD	<ul style="list-style-type: none"> Meeting Reports 	<ul style="list-style-type: none"> Meeting Attendance Register 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR OHLGS 	Document activities which could result in

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
the minimum requirements set by OHLGS	workforce conducted.	<ul style="list-style-type: none"> Number of additional social service workforce staff recruited 	TBD	<ul style="list-style-type: none"> Recruitment Reports 	<ul style="list-style-type: none"> Recruitment Tools 			increased social service workforce to combat child labour
2.11 Create Database/dashboard and open sourced platforms for stakeholders to access all child labour reports and materials	Database, Dashboard or other platforms created for easy access to child labour reports and materials	<ul style="list-style-type: none"> Number of dashboard or platforms created 	1	<ul style="list-style-type: none"> Annual Reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR/NCLCS Development Partners 	Document existence of dashboards or platforms for sharing child labour reports and materials.
2.12 Co-opt Labour Officers as ex-officio members of Social Services Committees of MMDAs	Labour Officers co-opted as ex-officio social service sub-committee members	<ul style="list-style-type: none"> Number of districts with social service sub-committees having labour officers as ex-officio members 	261	<ul style="list-style-type: none"> District Social Service Sub-Committee membership list 	<ul style="list-style-type: none"> Assessment Checklists Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MLGDRD MMDAs 	To document involvement of labour officers in district child labour coordination efforts
Objective 3: Improved financing, resource mobilisation and allocation								
3.1 Develop a financing/costed plan to implement the NPA	A financing/costed plan to implement the GAAPACL (NPA) developed	<ul style="list-style-type: none"> A documented costed plan for the GAAPACL 	1	<ul style="list-style-type: none"> NPA Costed Plan 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR 	To document existence of a costed plan for implementing GAAPACL

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
3.2 Develop and implement a resource mobilisation strategy	A resource mobilisation strategy developed and implemented	<ul style="list-style-type: none"> • A documented resource mobilisation strategy for GAAPACL 	1	<ul style="list-style-type: none"> • Resource Mobilisation Strategy document 	<ul style="list-style-type: none"> • Reporting Tools 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • MELR 	To document existence of a GAAPACL resource mobilisation strategy.
3.3 Convene donors, development partners and CSOs to meet regularly to discuss partnerships and joint action for elimination of child labour	Donor and development partner conferences for combatting child labour organised	<ul style="list-style-type: none"> • Number of donor and development partner conferences for combatting child labour organised 	1	<ul style="list-style-type: none"> • Conference Reports • Annual Reports 	<ul style="list-style-type: none"> • Participant Register • Reporting Tools 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • MELR/NCLCS 	To document conferences between government and development partners on child labour
3.4 Establish a multi-stakeholder financing mechanism for pooling financial resources for implementation of the GAAPACL (NPA 2023-2027)	A multi-stakeholder financing mechanism to implement GAAPACL established.	<ul style="list-style-type: none"> • An established NPA financing mechanism. 	1	<ul style="list-style-type: none"> • Annual Reports 	<ul style="list-style-type: none"> • Reporting Tools 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • MELR 	To document the existence and the effectiveness of a financing mechanism for implementing GAAPACL
3.5 Increase government funding for child labour and forced labour interventions and	Government funding for child and forced labour increased	<ul style="list-style-type: none"> • Number of government MDAs receiving state resources for combatting child and forced labour 	TBD	<ul style="list-style-type: none"> • Annual Reports 	<ul style="list-style-type: none"> • Assessment Checklists • Reporting Tools 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • MELR 	To assess improved state funding for implementation of child

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
ensure timely releases		• Proportion of increase in child and forced labour funding sources	TBD					and forced labour interventions.
		• Proportion of increase in state resource envelope for child and forced labour interventions	TBD					
3.6 Establish accountability mechanisms for Child Labour financing	An accountability system for child labour financing established.	• An existing accountability system for established child labour financing mechanism.	1	• Documented accountability mechanism • Annual Reports	• Reporting Tools • Meeting Registers	• Annually	• MOF • MELR	To document the existence of accountability systems for child labour financing mechanisms.
Objective 4: Improved quality and delivery of integrated social services, including child protection, social protection, education, decent youth employment and skills development support								
ISS, SWIMS, GCLMS								
4.1 Map and revise available child protection and child labour SOPs, referral pathways and guidelines for use by all partners	Available child labour-related SOPs, referral pathways and guidelines mapped and revised.	• Number of available child labour-related SOPs, referral pathways and guidelines mapped and revised	TBD	• SOPs • Annual Reports	• Reporting Tools	• Annually	• MELR • MoGCSP	Document the mapping and revision of available SOPs, referral pathways and guidelines

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
4.2 Expand SWIMS to cover all the 261 Districts	SWIMS expanded to all 261 districts	<ul style="list-style-type: none"> Number of districts using SWIMS for case management 	261	<ul style="list-style-type: none"> SWIMS Usage report Annual Report 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MoGCSP/ DSWCD 	To document coverage of SWIMS for case management
4.3 Roll out the implementation of GCLMS and ensure its interoperability with private sectors CLMRS and SWIMS	GCLMS rolled out to all districts and interoperable with other systems	<ul style="list-style-type: none"> Number of districts using GCLMS 	261	<ul style="list-style-type: none"> GCLMS Usage report Annual Report 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR/NCLCS 	To document usage of GCLMS and its interoperability with other systems.
		<ul style="list-style-type: none"> Number of systems interoperable with GCLMS 	TBD	<ul style="list-style-type: none"> Assessment Checklists 				
4.4 Expand the National Health Insurance Scheme (NHIS) to coverage all persons especially in child labour prone communities	NHIS expanded to cover vulnerable people in child labour-endemic areas	<ul style="list-style-type: none"> Number of child labour vulnerable people enrolled onto NHIS 	TBD	<ul style="list-style-type: none"> NHIS Coverage report 	<ul style="list-style-type: none"> NHIS Enrolment forms Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> NHIA MELR 	To document new NHIS beneficiaries who were registered due to child labour-related issues.
4.5 Strengthen the human and technical capacities of multi-sectoral frontline workers; labour inspectors, social welfare and community development, health, education,	Human and technical capacities of frontline workers, labour inspectors and other personnel at all levels strengthened on ISS, SWIMS,	<ul style="list-style-type: none"> Number of workers trained on ISS, SWIMS, GCLMS, CLFZ, among others 	TBD	<ul style="list-style-type: none"> Training Reports Annual Report 	<ul style="list-style-type: none"> Training Record Form 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> OHLGS, MoGCSP, MELR 	To document different workers and personnel at all levels trained on ISS, SWIMS, GCLSM, CLFZ,

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
NCCE, CHRAJ, ISD, justice, agricultural extension officers and law enforcing agencies as well as community-level structures such as CCPCs, Faith Based Organisations etc. on Integrated Social Services, SWIMS, GCLMS and CLFZs	GCLMS, CLFZs, etc.							among others.
4.6 Provide required logistics for the district level officers: labour inspectors, social welfare and community development, health, education, NCCE, CHRAJ, ISD, justice, agricultural extension officers to effectively carry out their job	Logistics provided for district level government departments for child labour-related activities	• Number of districts supported with logistics for child labour work	261	• Procurement documents • Office Inventory Database	• Inventory Checklist	• Annually	• MELR • COCOBOD • Industry • Development Partners • NCLCS	To document various logistical support provided by government and partners to districts for child labour work.
		• Number of departments in each district supported with logistics for child labour work	1044					

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
4.7 Train heads of department/units to provide supportive supervision to districts social service workers and community frontline workers	Heads of department/ units trained to provide supportive supervision to social service staff and other frontline staff	<ul style="list-style-type: none"> Number of districts selected for supportive supervision training 	261	<ul style="list-style-type: none"> Training Reports Annual Reports 	<ul style="list-style-type: none"> Training Record form 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MoGCSP OHLGS 	To document efforts to improve effectiveness of frontline staff in combatting child labour through supportive supervision
		<ul style="list-style-type: none"> Number of heads of department/units trained on supportive supervision 	261					
4.8 Use deployed GCLMS or other CLMRS to monitor and identify child labourers and children at risk and provide required remediation services through SWIMS	GCLMS, CLMRS, SWIMS and other systems deployed to monitor, identify, withdraw provide remediation services	<ul style="list-style-type: none"> Number of systems being used to monitor, identify and provide remediation services to children at risk of, or withdrawn from child labour and its worst forms 	TBD	<ul style="list-style-type: none"> Reports from all deployed systems 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MoGCSP COCOBOD Industry Development Partners 	To document the usage of all digital systems for monitoring and combatting child labour.
4.9 Provide comprehensive child protection, remediation and reintegration support, including psychosocial counselling	Comprehensive remediation support provided to children at risk, or withdrawn from child labour	<ul style="list-style-type: none"> Number of children benefitting from remediation support 	TBD	<ul style="list-style-type: none"> Activity Reports Annual Reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MoGCSP COCOBOD Industry Development Partners 	To document various remediation support provided by government and partners to children

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
4.10 Ensure vulnerable populations benefit from various social protection services and safety net programmes	Vulnerable families in child labour-endemic communities enrolled onto various social protection interventions	• Number of new LEAP beneficiaries enrolled due to child labour-related issues	TBD	• LEAP Coverage Report • LEAP disbursement report	• LEAP Enrolment Forms	• Annually	• MoGCSP • LEAP Secretariat • GNHR • MELR • DSWCD • Industry • Development Partners	To document vulnerable families benefitting from various government social protection and economic empowerment interventions
		• Number of districts newly covered under LEAP	TBD					
EDUCATION								
4.11 Expand and rehabilitate education infrastructure in targeted communities including WASH and other ancillary infrastructure	Education infrastructure expanded and rehabilitated	• Number of schools with renovated classroom blocks	TBD	• Education Management Information System • Annual Reports	• Reporting Tools	• Annually	• GES • MELR	To document efforts to improve educational infrastructure as part of reducing vulnerabilities to child labour
		• Number of schools with newly constructed classroom blocks	TBD					
		• Number of schools with functional WASH facilities	TBD					
		• Number of schools with ancillary facilities (library, playground, etc)	TBD					

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
4.12 Ensure timely and adequate provision of Teaching and Learning Materials (TLMs) to schools	Adequate Teaching and Learning materials provided	<ul style="list-style-type: none"> Number of schools in child labour-endemic districts or communities with adequate TLMs 	TBD	<ul style="list-style-type: none"> EMIS Annual Reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> GES MELR 	To document adequate provision of TLMs in child-labour endemic communities
4.13 Scale up the school feeding programme (SFP) in child labour endemic areas, in partnership with donors and private organisations	School Feeding programme expanded to cover child labour-endemic areas	<ul style="list-style-type: none"> Number of schools newly enrolled on School Feeding Programme 	TBD	<ul style="list-style-type: none"> School Feeding Coverage Report Annual Reports 	<ul style="list-style-type: none"> School Feeding Registration Forms 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> GNSFP GES MMDA MELR Development Partners 	To document the expansion of SFP into child labour endemic areas to reduce vulnerabilities.
4.14 Establish children clubs/societies as structures for advocacy and means to motivate children to attend and stay in schools	Children clubs/societies established	<ul style="list-style-type: none"> Number of schools with established and functional children clubs or societies 	TBD	<ul style="list-style-type: none"> Activity Reports Annual Report 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> GES MMDAs MELR 	To document the number of functional child clubs or societies in schools acting as agents for advocacy
4.15 Provide educational packages (uniforms, stationery,	Educational packages provided to deserving children	<ul style="list-style-type: none"> Number and types of educational packages supplied 	TBD	<ul style="list-style-type: none"> Activity Report Annual Report 	<ul style="list-style-type: none"> Package Distribution List Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> GES MMDAs Industry Development Partners 	To document educational support provided by

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
backpacks etc.) to deserving children							• MELR	government and partners
4.16 Expand and equip TVET institutions to make them more attractive to the youth	TVET institutions expanded and equipped	• Number of TVET institutions newly established or equipped	TBD	• Annual Reports	• Reporting Tools	• Annually	• CTNET • MMDAs • MELR	To document efforts by government and partners to equip TVET institutions and provide vocational education.
		• Number of eligible children benefitting from TVET education	TBD					
DECENT YOUTH EMPLOYMENT								
4.17 Support youth with social and skills development to enhance their employability	Youth supported with skills to enhance employability	• Number of youths provided skills through apprenticeship opportunities	TBD	• Annual Reports	• Reporting Tools	• Annually	• CTNET • Development Partners • MELR • MMDAs	To document skills being transferred to youths through apprenticeship
LAW ENFORCEMENT								
4.18 Train Law enforcement and Rights Protection Agencies (LEAs) on Concepts of Child Labour, Child Labour Laws and Policies	Law enforcement and rights protection agencies trained on child labour, (concept, laws, policies, etc.)	• Number of staff of law enforcement agencies and rights protection agencies trained on child labour issues	TBD	• Training Reports • Annual Reports	• Training Record Forms • Reporting Tools	• Annually	• MELR • LEAs • Judicial Service	To document training activities conducted to equip LEAs and on child labour concepts,

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
								laws and policies
4.19 Support Law enforcing Agencies (LEAs) with requisite logistics to enable them prevent child labour, apprehend and prosecute child labour offenders	LEAs supported with adequate logistics to enforce child labour laws	<ul style="list-style-type: none"> Number of LEAs supported with logistics 	TBD	<ul style="list-style-type: none"> Annual Reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR LEAs Judicial Service Development Partners 	To document logistical support efforts for LEAs
4.20 Develop an appropriate legislation for the Hazardous Child Labour Activity Framework (HAF) to facilitate enforcement	Appropriate legislation developed from the HAF	<ul style="list-style-type: none"> An existing legislation from HAF 	1	<ul style="list-style-type: none"> Legal bill (LI or ACT) on HAF 	<ul style="list-style-type: none"> Reporting Tool 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MoGCSP 	Document processes used to develop legislation from HAF.
Objective 5: Strengthened communities, increased awareness raising and behaviour change to prevent and remediate child labour								
AWARENESS AND BEHAVIOURAL CHANGE								
5.1 Develop Communications and Advocacy Strategy and Communication Plan	Communication and Advocacy Strategy and Communication Plan	<ul style="list-style-type: none"> A developed communication and advocacy strategy and plan 	1	<ul style="list-style-type: none"> Communication and advocacy strategy document 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR/NCLCS 	To document the existence of a strategy that guides awareness creation

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
5.2 Review/develop Communications and Advocacy materials on child labour for community sensitisation and dissemination of lessons learned	Communication and Advocacy materials on child labour reviewed or developed	<ul style="list-style-type: none"> Number of communication and advocacy materials on child labour reviewed or developed 	TBD	<ul style="list-style-type: none"> Reviewed or Developed Communication and advocacy materials 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MoGCSP MoFAD COCOBOD Development Partners 	To document reviewed or developed communication and advocacy materials being used to create awareness on child labour
5.3 Support community level structures such as child protection committees, School Management Committees, Parent Teacher Associations, etc. to identify, monitor, report and prevent labour at the community levels	Community level structures supported to identify and monitor child labour at community levels	<ul style="list-style-type: none"> Number of communities with active structures for identifying and monitoring child labour incidence 	10000	<ul style="list-style-type: none"> Annual Reports Activity reports of Community Structures Reports of support provided to community structures 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MLGDRD MELR Development Partners MMDAs 	To document support provided by government and partners in equipping community structures to identify and monitor child labour
5.4 Integrate child labour messages into the Ghanaians Against Child Abuse (GACA) national campaign	Child labour messages integrated into GACA Campaigns and child protection toolkits	<ul style="list-style-type: none"> Child labour messages delivered as part of GACA campaigns 	TBD	<ul style="list-style-type: none"> Child Protection Toolkit GACA Campaign Reports Annual Reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MoGCSP MELR Development Partners MMDAs 	To document the integration of child labour messages into national campaigns
		<ul style="list-style-type: none"> Child Protection toolkit with child labour messages 	1					

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
and child protection toolkits								
5.5 Engage key reference people (i.e. community traditional and religious leaders, child/youth-associations, etc.) for community mobilisation and sensitisation	Key reference people engaged for community mobilisation and sensitisation	<ul style="list-style-type: none"> • Number of communities with engaged stakeholders for sensitisation 	10000	<ul style="list-style-type: none"> • Engagement reports • Annual reports 	<ul style="list-style-type: none"> • Reporting Tools 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • MoGCSP • MELR • MoFAD • COCOBOD • Development Partners • MMDAs 	To document key community stakeholders engaged for community sensitisation.
5.6 Conduct sensitisation sessions on child labour, forced labour, child trafficking, domestic servitude, gender, etc. on a regular basis using behaviour change techniques	Sensitisation sessions conducted on child labour, forced labour, child trafficking, domestic servitude, among others.	<ul style="list-style-type: none"> • Number of sensitisation activities conducted in selected communities 	10000	<ul style="list-style-type: none"> • Sensitisation reports • Annual Reports 	<ul style="list-style-type: none"> • Reporting Tools 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • MoGCSP • MELR • MoFAD • COCOBOD • Development Partners • MMDAs 	Determine communities, people reached through awareness raising campaigns by government and partners.
		<ul style="list-style-type: none"> • Number of people reached through sensitisation activities 	1,000,000					
5.7 Develop a positive parenting package with a strong focus on child labour prevention and	A positive parenting package developed	<ul style="list-style-type: none"> • A positive parenting package 	1	<ul style="list-style-type: none"> • Positive parenting training toolkit 	<ul style="list-style-type: none"> • Reporting Tools 	<ul style="list-style-type: none"> • Annually 	<ul style="list-style-type: none"> • MoGCSP • MELR 	Document the availability of a toolkit for implementing positive

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
Early Childhood Development (ECD)								parenting sessions.
5.8 Conduct positive parenting sessions to foster child protection	Positive parenting sessions conducted	• Number of communities in which positive parenting sessions are conducted	10000	• Parenting session reports • Annual Reports	• Reporting Tools	• Annually	• MoGCSP • DSWCD/ MMDAs • Development Partners	Document families benefitting from parenting interventions
		• Number of families benefitting from positive parenting sessions	100,000					
COMMUNITY-WIDE SUPPORT								
5.9 Support Community Child Protection Committees (CCPCs) to develop and implement Community Action Plans (CAPs) on Child Labour, forced labour and child protection	CCPCs supported to develop and implement CAPs on child labour, forced labour or child protection CAP	• Number of CCPCs with developed CPAs	10000	• Developed Community CAPs	• Reporting Tools	• Annually	• MMDAs • MoGCSP • MELR • Development Partners	To document number of CCPCs with developed CAPs
5.10 Collaborate with relevant institutions to create livelihoods and employment opportunities for	Families, smallholder producers, or households supported with livelihood,	• Number of organisations providing livelihood and employment opportunities to eligible families	TBD	• Activity Reports • Annual Reports	• Reporting Tools	• Annually	• MoGCSP • MELR • MoFAD • COCOBOD • Development Partners	To document vulnerable families benefitting from various livelihood

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
child labour households and smallholder producers in endemic communities to have living income	employment opportunities and Income Generating Activities (IGA)	<ul style="list-style-type: none"> Number of families supported with IGAs and other social protection/ economic empowerment opportunities 	100,000				<ul style="list-style-type: none"> Industry 	opportunities or IGAs provided by government and partners
5.11 Provide community-wide social amenities (bore holes and mechanisation of existing bore, clinics, electricity, community centres)	Communities benefitting from social amenities	<ul style="list-style-type: none"> Number of communities benefitting from provision of new or improved social amenities 	10000	<ul style="list-style-type: none"> Activity Reports Annual Reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MoGCSP MELR MoFAD COCOBOD Industry Development Partners MMDAs 	To document social amenities being provided to communities by government and partners as part of efforts to reduce child labour.
		<ul style="list-style-type: none"> Number of community social amenities renovated or newly constructed/ installed. 	TBD					
		<ul style="list-style-type: none"> Number of organisations providing social amenities for communities 	TBD					
Objective 6: Improved research, documentation and knowledge sharing of best practices and innovations								
6.1 Promote the development of Labour-saving Technologies	Labour-saving technologies developed	<ul style="list-style-type: none"> Number of conferences organised to promote labour-saving technologies 	5	<ul style="list-style-type: none"> Conference Reports Annual Reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR Industry Development Partners 	To document efforts aimed at promoting labour-saving

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
		<ul style="list-style-type: none"> Number of labour-saving technologies developed 	TBD					technologies to reduce child labour vulnerabilities
6.2 Conduct National Child Labour Baseline Survey to guide in planning of interventions, implementation and evaluation of the plan and progress	National Child Labour Baseline Survey conducted	<ul style="list-style-type: none"> A conducted national child labour baseline survey 	1	<ul style="list-style-type: none"> Baseline survey report 	<ul style="list-style-type: none"> Survey tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> GSS MELR Development Partners Academia 	To document baseline for child labour, to guide activity implementation, indicator development and progress tracking
6.3 Develop Monitoring and Evaluation (M&E) Framework for the plan	A GAAPACL M&E Framework developed as part of the plan	<ul style="list-style-type: none"> A developed GAAPACL M&E Framework 	1	<ul style="list-style-type: none"> GAAPACL document containing an M&E Framework 	<ul style="list-style-type: none"> Reporting Tool 	<ul style="list-style-type: none"> One-off 	<ul style="list-style-type: none"> MELR Development Partners 	To document availability of an M&E framework to track progress
6.4 Facilitate child labour researches, document innovative approaches and emerging best practices and knowledge sharing among partners	Conduct of child labour researches and knowledge sharing activities facilitated.	<ul style="list-style-type: none"> Number of child labour researches conducted 	5	<ul style="list-style-type: none"> Activity Reports Annual Reports 	<ul style="list-style-type: none"> Meeting Registers Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MoGCSP MELR MoFAD COCOBOD Industry Development Partners 	To document the facilitation of child labour research works conducted and knowledge
		<ul style="list-style-type: none"> Number of knowledge-sharing conferences organised 	5					

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
								sharing events organised
6.5 Ensure national surveys (i.e. DHS, MICS, GLSS) capture quality data on child labour (including forced labour, child trafficking, domestic work, etc.)	Child labour-related data collected through national surveys	<ul style="list-style-type: none"> National surveys that collect datasets on child labour indicators 	3	<ul style="list-style-type: none"> Various survey datasets 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> GSS MELR Development Partners 	To document the number of national surveys that collect routine data on child labour
6.6 Review and Redevelop the Ghana Child Labour Monitoring System (GCLMS) to provide national data on child labour	GCLMS redeveloped to provide national data on child labour	<ul style="list-style-type: none"> A redeveloped GCLMS 	1	<ul style="list-style-type: none"> GCLMS Assessment report 	<ul style="list-style-type: none"> Assessment Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR Ministries, Departments and Agencies Industry Development Partners 	To document the existence and functioning of a national child labour information management system
6.7 Ensure interoperability/linkages between GCLMS, CLMRS and SWIMS	All systems for generating data on child labour linked	<ul style="list-style-type: none"> Number of linked child labour information management systems (IMSs) 	3	<ul style="list-style-type: none"> Interoperability Meeting reports 	<ul style="list-style-type: none"> Reporting Tools 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> MELR MoGCSP Industry Development Partners 	To document the successful interoperability of all child labour IMSs

Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis Responsibility	Data Uses
				Data Source	Data Collection Tools			
6.8 Conduct annual and mid-term reviews and end-term evaluation of the NPA 2023-2027 implementation	Annual reviews, and Mid-term and end-term evaluations of implementing GAAPACL	• Number of Annual implementation reviews conducted on GAAPACL	5	Annual Progress Reports	• Reporting Tools and Template	• Annually	<ul style="list-style-type: none"> • MELR • Ministries, Departments and Agencies • Social Partners • COCOBOD • Industry • Development Partners • MMDAs 	To document GAAPACL implementation on progress, improve programming and implementation approaches
		• Number of Mid-Term Evaluations conducted for GAAPACL	1	• Mid-Term Evaluation Report	• Interview guides • Reporting Tools	• One-off		
		• Number of End-term evaluation conducted on GAAPACL	1	• End-term Evaluation Report	• Interview Tools • Reporting Tools	• One-off		



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