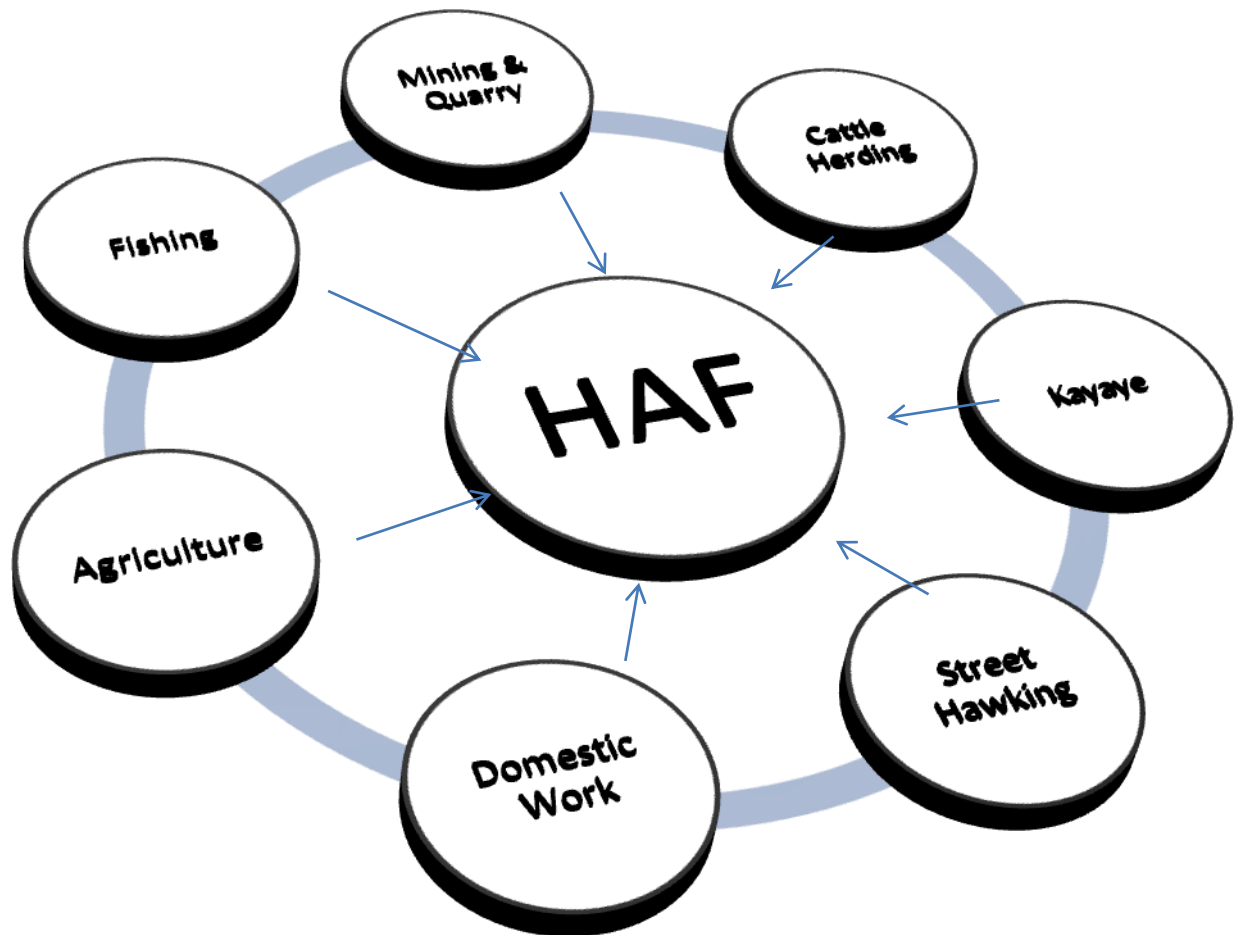


HAZARDOUS CHILD LABOUR ACTIVITY FRAMEWORK FOR GHANA (HAF)



**CHILD LABOUR UNIT OF THE LABOUR DEPARTMENT
MINISTRY OF EMPLOYMENT AND SOCIAL WELFARE
(MESW)**

Consultant

DR. PHILIP K AMOO

(OCCUPATIONAL HEALTH CONSULTANT)

LECTURER, UGMS

EXECUTIVE DIRECTOR, TOTAME OCCUPATIONAL HEALTH SERVICES LTD

TEL: 0243-238188

Email: amookphil@yahoo.com

Assisted by

EDEM EDEKOR

(PROJECT MANAGER)

TOTAME OCCUPATIONAL HEALTH SERVICES LTD

0302-686615

NOTABLE QUOTES

Hazardous child labour is a betrayal of every child's rights as a human being and is an offence against our civilization.

UNICEF, State of the World's Children 1997

Without a hazardous work list, it is difficult to know where and on what to concentrate action to eliminate the worst forms of child labour

Eliminating hazardous child labour step by step, ILO/IPEC, 2003

TABLE OF CONTENT

Contents

EXECUTIVE SUMMARY	7
CHAPTER 1	11
1.1 INTRODUCTION	11
1.2 BACKGROUND AND JUSTIFICATION.....	12
CHAPTER 2	16
KEY CONCEPTS IN CHILD LABOUR AND OPERATIONALISING ILO 182	16
2.1 KEY CONCEPTS AND DEFINITIONS	16
2.2 OPERATIONALIZING THE ILO CONVENTION 182: OCCUPATIONAL HEALTH APPROACH	18
CHAPTER 3	22
METHODOLOGY OF DEVELOPING HAZARDOUS CHILD LABOUR FRAMEWORK ...	22
METHODOLOGY	22
CHAPTER 4	Error! Bookmark not defined.
CURRENT PRACTICES IN HAZARDOUS CHILD LABOUR	Error! Bookmark not defined.
CHAPTER 5	28
GUIDELINES FOR FRAMING HAZARDOUS CHILD LABOUR LIST AND FRAMEWORK	28
CHAPTER 6	32
Ghana Hazardous Child Labour List (GHAHCL) and Hazardous Child Labour Framework (HAF)	32
CHAPTER 7	36
HAZARDOUS CHILD LABOUR LIST FOR GHANA (GHAHCL)	36
CHAPTER 8	Error! Bookmark not defined.
PRIORITY OCCUPATIONS.....	38
CHAPTER 9	Error! Bookmark not defined.
SECTOR SPECIFIC HAZARDOUS CHILD LABOUR ACTIVITY FRAMEWORK	39
CHAPTER 9.1 FISHING SECTOR	Error! Bookmark not defined.
CHAPTER 9.2 FISH MONGERING.....	46
CHAPTER 9.3: MINING	48
CHAPTER 9.4 QUARRYING & SANDWINNING	52
CHAPTER 9.5: CROP AGRICULTURE	54
CHAPTER 9.6: CATTLE HERDING	57
CHAPTER 9.7: DOMESTIC WORK	60
CHAPTER 9.8: PORTERAGE AND CARTING OF HEAVY LOADS (KAYAYE)	62
CHAPTER 9.9: STREET HAWKING AND BEGGING	66

CHAPTER 9.10: SCAVENGING	68
CHAPTER 9.11: WORK IN COMMERCIAL KITCHENS (<i>LOCAL/ TRADITIONAL RESTAURANTS</i>).....	70
CHAPTER 9.12: HOSPITALITY WORK	72
CHAPTER 9.13: SMALL-SCALE TEXTILE MANUFACTURING (BATIK/TIE & DYE).....	74
CHAPTER 9.14: FOUNDRIES WORK.....	76
CHAPTER 9.15: MILLS AND MACHINE SHOPS	78
CHAPTER 9.16: TRANSPORTATION OF GOODS AND PASSENGERS	81
CHAPTER 9.17: WELDING AND SPRAYING	83
CHAPTER 10	89
RECOMMENDATIONS	89
REFERENCES	93
APPENDIXES	96
APPENDIX 1: HAZARDOUS CHILD LABOUR ACTIVITY FRAMEWORK.... Error! Bookmark not defined.	
APPENDIX 2: EVOLUTION OF HAZARDOUS CHILD LABOUR IN GHANA	98
APPENDIX 3: IMPACT OF CHILD LABOUR ON EDUCATION	99
APPENDIX 4: WORK HAZARD ANALYSIS.....	100
APPENDIX 5: STAKEHOLDERS CONSULTED	102
APPENDIX 6: GLOSSARY	104

LIST OF ABBREVIATIONS

CLU	Child Labour Unit
CSO	Civil Society Organisation
DA	District Assembly
DCPC	District Child Protection Committees
GCLS	Ghana Child Labour Survey
GDP	Gross Domestic Product
GES	Ghana Education Service
GHAHCL	Ghana Hazardous Child Labour List
GSS	Ghana Statistical Service
FCUBE	Free Compulsory Universal Basic Education
HAF	Hazardous Child Labour Activity Framework
ICI	International Cocoa Initiative
ILO	International Labour Organisation
ILO C	International Labour Organisation Convention
IPEC	International Programme for the Elimination of Child Labour
LI	Legislative Instrument
MDAs	Ministries, Departments and Agencies
MESW	Ministry of Employment and Social Welfare
MH	Manual Handling
MMDAs	Metropolitan Municipal and District Assemblies
MSD	Musculoskeletal Disorder
NGOs	Non Governmental Organisations
NIHL	Noise-Induced Hearing Loss
NIOSH	National Institute of Occupational Safety and Health-USA
NPA	National Plan of Action for the Elimination of Child Labour
NPECLC	National Programme on the Elimination of Child Labour in Cocoa
NTBP	National Time Bound Programme
OSH	Occupational Safety and Health
RTA	Road Traffic Accident
RTI	Respiratory Tract Infection
SNA	System of National Accounts
STI	Sexually Transmitted Infection
TWG	Technical Working Group
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations International Children's Educational Fund
WACAP	West Africa Cocoa/Commercial Agriculture Project
WFCL	Worst Forms of Child Labour

EXECUTIVE SUMMARY

Ghana's population of over 24 million people has 56% of its workforce in agriculture, 15% in industry and 30% in services. The economy is dominated by the informal sector which employs about 80-90% of the Ghanaian workforce. Many informal jobs are also hazardous and take place in settings which are both unhealthy and unsafe. Moreover, one of the distinct features of the labour force of the informal sector is the inherent use of child labour. Thus, child labour is intricately linked with the informal sector; and considering the fact that a large proportion of work in Ghana falls within the informal sector, the problem of child labour has been recognised since time immemorial. This is reflected in some local proverbs and folkloric tales which have existed for centuries.

International media attention on child labour since 2000 resulted in growing public concern about the use of children's time and energy, particularly in activities that may be injurious to their health, education and development. Ghana, recognizing the problem of working children and child labour, has created the legal framework to deal effectively with child labour since 1980s. The Constitution of Ghana (1992) enshrines the rights of children and supports enactment of laws to protect children. Specifically, Ghana enacted laws such as the Children's Act, 1998 (Act 560), the Human Trafficking Act, 2005 (Act 694), the Criminal Code, 1960 (Act 29), the Domestic Violence 2007 (Act 732), and the Whistle Blower's Act 2006 (Act 720) all of which seek to protect the rights of the child including safeguarding their right to education, health and development. Additionally, Ghana had ratified all the international conventions on child labour, notably ILO Conventions No. 182 (2000) on Worst Forms of Child Labour, 138 (1973) on minimum age and 184 on occupational safety and health in agriculture (2011).

The above-mentioned laws gave impetus to several research studies on child labour. These research efforts revealed that although some unconditional WFCL such as child trafficking and *Trokosi* exist, the predominant form of the WFCL is hazardous child labour. These studies, however, could not adequately quantify the hazardous child labour because of the absence of an appropriate evaluating framework.

The ILO Convention 182 requires each country through tripartite arrangements to develop a list of hazardous sectors and activities guided by ILO recommendation 190. Although section 91 of the Children's Act (Act 560) provides a list of hazardous child labour activities, the list is limited and not in full conformity with ILO Convention 182 and its recommendation.

The Child Labour Unit (CLU) of the Labour Department, Ministry of Employment and Social Welfare, began a major initiative to produce a comprehensive Hazardous Child Labour Activity Framework (HAF). The HAF approach, by allowing child-centred strategies into which both risk and beneficial child work are considered, localises issues within each sector thereby avoiding over-generalisation of child labour activities or developing a broad-brush hazardous activity list.

The overall objective of the HAF project is to develop a comprehensive, age-appropriate contextually relevant and acceptable hazardous child labour framework to drive research, intervention, monitoring and enforcement. The framework will facilitate identification, quantification and evaluation of hazardous child labour and raise evidence for future studies. It will also provide the best options for intervention and evaluation to safeguard the health, safety, development and education of the children.

Because this document will be read by a variety of stakeholders, some of whom have minimum knowledge about child labour, the Consultant sought to lay a firm foundation in the subject area. The document contains enough details to secure readers' understanding on the basic child labour concepts. This, it is hoped, will help thorough understanding of the issues and facilitate informed and dispassionate discussion on this sensitive subject.

The document starts with an introduction to the HAF in Chapter 1, highlighting the spectrum of work activities in which children participate. This ranges from activities that form part of apparently useful socialization of children to work which negatively affects the health, education and development of children. The dividing line could be thin. The chapter also highlights several efforts in terms of legislation and programmes to tackle the problem of child labour. This HAF project is one of such efforts and, once completed, it will greatly enhance Ghana's effort at dealing with the WFCL through the National Plan of Action (NPA) on child labour.

Chapter 2 then sets the scene by reviewing the legal and policy perspective of child labour including the concepts of economic activity, light work, child labour and ILO 182 on the worst forms of child labour (WFCL). The consultant operationalizes ILO C182, explaining the key words in the Convention that has implication on the HAF and providing the basis for hazardous work determination.

Chapter 3 deals with the methodology of the HAF project, including the stages involved in the development of the HAF:

- Stage 1: Project inception workshop with stakeholders and partners to examine the assignment, terms of reference, timelines and other necessary input.
- Stage 2: Formulation of the Hazardous Child Labour List for Ghana using literature and desk review.
- Stage 3: Community consultations with adult workers, child workers, school teachers, child protection committee members, local leaders, etc.
- Stage 4: Presentation of an interim report to stakeholders and partners for further input and discussions to structure the final report
- Stage 5: Drafting of the sector-specific HAF
- Stage 6: Consultation with the Technical Working Group (TWG) to further review the document
- Stage 7: Validation of the HAF in a national stakeholder and partners' forum

Chapter 4 describes current practices of child labour and their impact on children obtained during community visit. In the worst case scenario of child labour, these children begin participating in hazardous work from age 5-7 years; by 10-12 years, they would have perfected the art of work even in the most hazardous activities. They work 8-12 hours per day, 6-7 days per week and work with virtually no protective clothing. Trafficked children have harsher conditions of work. They have limited access to health care even during injury on the job. Their physical development is generally poor for their age and they often have some chronic health problems due to their hard work. Some of them suffer parental or guardian neglect and their education is often negatively affected. They cultivate bad social habits such as disrespectfulness and violence. The need for interventions to stop WFCL is therefore even more urgent.

Chapter 5: This chapter describes the standards used as guidelines to set limits for hazards whose harm depend on the severity of exposure. These include weights, distances covered

with weights, hours of work including night work, height or depth at work, and age at work. For example, age range for performing light work was set at 12-14 years and non-hazardous work at 15-17 years. Allowable carrying weight was set at 30% of the person's body weight in general. The allowable carrying weight was pegged at 20 kg for long or unpredictable distances and 50% body weight (25-30kg) for short distances less than 1km. Working at unguarded heights, e.g. trees on the farm, was set at 2.5 metres or 8 feet. Impermissible night work was set at 8pm-6am for domestic and community work, and 6pm-6am in work performed on the field, farm or water. Work and schooling times have also been defined.

Chapter 6 explains the method used to formulate the Ghana Hazardous Child Labour List (GHAHCL) and the Hazardous Child Labour Activity Framework (HAF). Although the objective of this project is to develop the HAF, the consultant explains that the GHAHCL is a pre-requisite for the HAF. Thus, the GHAHCL was developed. The GHAHCL is made up of a list of 34 work activities or circumstances which are likely to harm the health, safety and moral of children in whichever occupation/sector they may be encountered. It is the yardstick against which all work activities or circumstances of work in any sector are evaluated to determine whether or not they are hazardous.

The GHAHCL was primarily derived from the list of dangerous work tasks and circumstances or environment that promote hazardous work as defined in ILO R190. This list was further customised and given effect by Ghana's Children's Act, Employment of Young Persons in Hazardous Work (Labour Regulations, 2007, LI 1833 Reg. 7), best practices in hazardous work legislations as found in Eliminating Hazardous Child Labour Step by Step, ILO/IPEC, 2011 and other occupational health principles.

The HAF on the other hand is developed from the full application of the GHAHCL on the priority hazardous work sector/occupation. Thus, the HAF contains a sector-based or occupation-based hazardous list and a list of permissible work activities which is categorised further into non-hazardous and light work. The process of developing the HAF is described below

- *Breakdown work activities into basic essential job activity steps*
- *Identify the hazards associated with each of the job steps and activities*
- *Apply the Ghana Hazardous Child Labour List (GHAHCL) to specific sectors to produce sector-specific hazardous activity lists.*
- *Evaluate the circumstance under which children typically work including the general environment of work, level of protection and overall benefit of the activity to the child*
- *Package the non-hazardous activities into permissible work specific to children in the employable 15-17¹ year age bracket and to children in the 13-14 year age bracket as light work*

Chapter 7 describes the Hazardous Child Labour List for Ghana (GHAHCL) which is made up of 34 activities and circumstances of work which are likely to harm the health, safety and morals of children in whichever occupation/sector they may be encountered. The GHAHCL is further categorised into two: Section A is a list of 28 prohibited work activities/processes and Section B a list of 6 circumstances which make any work hazardous.

Chapter 8 lists the priority hazardous occupations for Ghana. The presence of a severe hazard as stated in the Hazardous Child Labour List in the primary activity/process of any occupation or sector makes it a hazardous occupation or sector. Ghana has already identified

¹ Ghana permits

17 sectors which are classified as priority hazardous sectors. The GHAHCL is now applied to the 17 priority sectors for development of the sector-specific Hazardous Child Labour Activity Framework for Ghana (HAF).

The 17 priority hazardous occupations or sectors of work in Ghana as identified by CLU and stakeholders are:

1. *Fishing in open waters, i.e. sea, river, lake and lagoon*
2. *Fish processing and sale (fish mongering)*
3. *Mining and quarrying*
4. *Crop agriculture - cocoa, rubber, cotton, oil palm, citrus, rice, vegetables and fruits*
5. *Livestock keeping – cattle herding, goat & sheep rearing*
6. *Domestic work*
7. *Porterage and carting of heavy loads e.g. “kayaye”*
8. *Street hawking*
9. *Street beggars guide*
10. *Scavenging at garbage dumps*
11. *Working in commercial kitchens, i.e. chop bars and restaurants*
12. *Working in the hospitality industry, i.e. hotels, drinking bars, casinos and night clubs*
13. *Small-scale textile manufacturing, e.g. Tie and Dye*
14. *Foundries works, i.e. Aluminium and lead smelting & blacksmithing*
15. *Work at mills and machine shops, i.e. sawmills and grinding mills*
16. *Transportation of passengers and goods, i.e. drivers’ mate*
17. *Workshops and garages, i.e. fitting parts, welding & spraying of cars*

Chapter 9 outlines the details of the HAF process for each of the above-listed priority occupations (a summary of the sector specific HAF can be found in appendix 1 on pages 93-106).

Finally, a number of recommendations can be found in Chapter 10. These include issues with policy implications. A crucial policy amendment recommendation is reducing the minimum age for light work from 13 to 12 years and legally adopting this Hazardous Activity Framework to give it authenticity for application. Interventions such as development of training and educational materials, training of frontline social workers and labour officers and massively engaging the communities using culturally-sensitive strategies to maximise impact cannot be over emphasised. Suggestions from communities visited on efforts to combat hazardous child labour of any type indicate that all-inclusive remediation efforts anchored on socio-economic development of affected households should be the key intervention strategy. Other sectors and occupations for which the HAF might need to be applied have been recommended in this chapter.

The journey to eliminating Hazardous Child Labour in Ghana continues unabated. It is hoped that this document will enlighten legislators, policy makers, service providers, academia, regulators, law enforcement agencies, NGOs, all and sundry to take immediate and pragmatic steps to eliminate WFCL from the priority work sectors of Ghana. The time to act is now.

CHAPTER 1:

Introduction and background

1.1 INTRODUCTION

Working to survive has been a necessity for human beings throughout history and all around the world. In traditional agrarian societies, everybody in the community had to share in the task according to ability and capacity. This applies to children and adolescents as a means of socialisation and gaining the basic knowledge and skills for a productive adulthood. The poorer the family, the more important the contribution children and adolescents made to the well-being and survival of the family. This is a fact for majority of the poor in the world for whom resources are seldom enough to cover basic needs. It has been agreed globally that it is not all work that is harmful to children.

From a young age, many children help around the home in the forms of running errands or assisting their parents in performing household, farm and other business chores. With increasing strength, ability and maturity, children get more involved in undertaking light jobs or learning valuable traditional trades. In this way, children acquire the skills and attitudes they will need as future workers and useful members of the community.

However, there is a thin line between social orientation and child labour which may be difficult to differentiate by the communities. In most societies, the integration of children into social and working life may be so gradual that it is not possible to separate the phases. Others distinguish childhood from adulthood either by fulfilment of certain social rites and obligations, or by age. It is age that international and national instruments generally use to define a child. They accord the rights and protection of a child to those under age 18.

These principles are enshrined in the United Nations Convention on the Rights of the Child (UNCRC 1989), Article 32 of which *recognizes the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development*. The Convention is legally binding on states that have ratified it and its fundamental principles are non-negotiable. Since this convention came into existence, there has been resurgence of international attention on child labour with growing public concern about the use of children's time and energy particularly in activities that may be injurious to their health, education and development.

This has resulted in the adoption of international conventions and treaties to protect children from all forms of abuse and exploitation. Key among these are the African Charter on the Rights of the Child, ILO Conventions 138 on Minimum Age for Employment and 182 on the Worst Forms Child Labour. Ghana, recognizing the problem of working children, has ratified all the Core ILO Conventions.

The ILO Convention No. 182 requires each country through tripartite arrangements to develop a list of hazardous sectors and activities guided by ILO Recommendation 190. This project, development of a Hazardous Child Labour Activity Framework for Ghana, is one of such efforts by the Government of Ghana to secure the future of her children.

1.2 BACKGROUND AND JUSTIFICATION

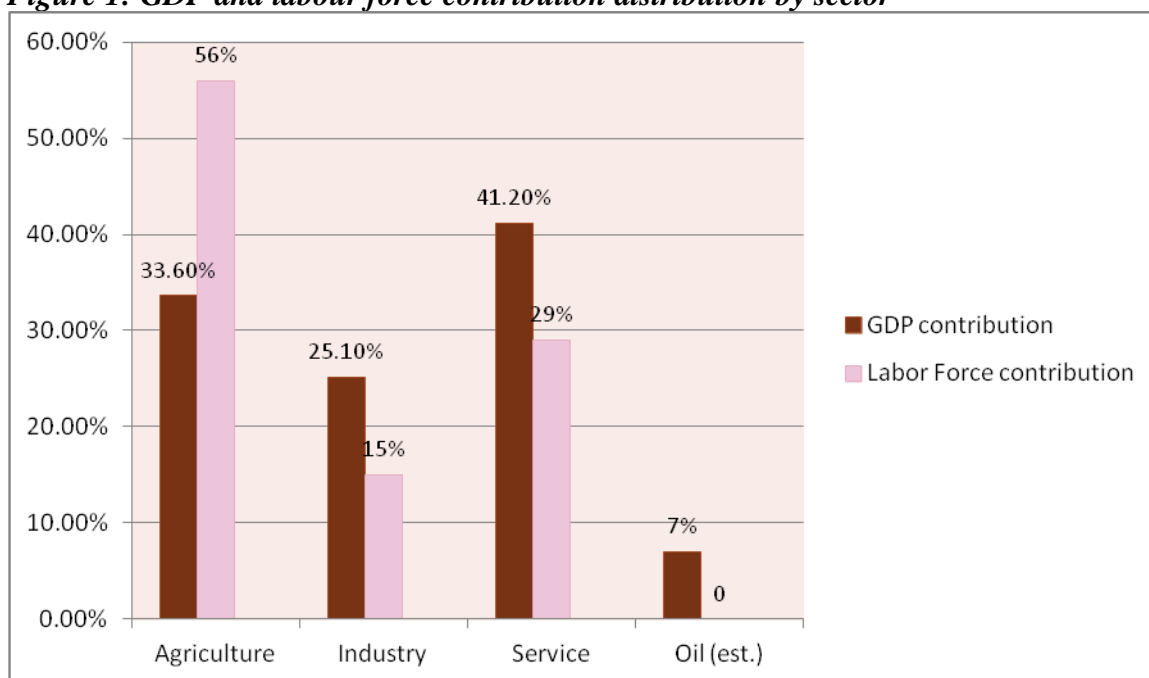
Ghana is a lower middle income country with estimated population of 24.3 million (2010 national population census), GDP of \$44.8 billion and per capita GDP of GH¢1,843, i.e. \$1,289 (2010). The GDP contribution by sector is as follows:

Agriculture: 33.6%; Industry: 25.1%; Services: 41.2% (2006 est.).

The emerging oil sector is expected to contribute about 7% of GDP in 2011 but this may increase over the years. Estimates of the labour force by occupation are:

Agriculture: 56%; Industry: 15%; Services: 29% (2005 est.)

Figure 1: GDP and labour force contribution distribution by sector



1.2.1 The informal Sector and Child Labour in Ghana

One of the overriding consequences of structural adjustment in Ghana since the mid-1980s has been the shrinking formal sector and the expansion of the informal sector. The economy is dominated by the informal sector which employs about 80-90% percent of the Ghanaian workforce.

Informal economic activity is typically defined as economic activity that takes place outside of nation-state regulatory and reporting systems. Informal activities are characterized by ease of entry, reliance on indigenous resources, family ownership of enterprises, usually small scale of operation, labour-intensive and adapted technology and skills acquired outside the formal school system.

Many informal jobs are not only “flexible, precarious and insecure,” but are also hazardous and take place in settings which are both unhealthy and unsafe. Being outside the national regulatory and reporting systems, standards of operation are often decided by individuals, with very little, if any, monitoring by state institutions. Moreover, one of the distinct features of the labour force of the informal sector is the inherent use of child labour. Thus, child labour is intricately linked with the informal sector; and considering the fact that a larger proportion of work in Ghana falls within the informal sector, the problem of child labour has become almost perennial.

1.2.2 Child Labour situation in Ghana

Incidence of child labour

Child labour is prevalent in all regions of the country. According to the 2003 Ghana Child Labour Survey (GCLS), of the estimated population of 6.36 million children aged 5 – 17 years, 2.47 million (nearly 40 % of the age group) were economically active, with about 1.27 million in activities classified as child labour. Over one million of these child labourers were younger than 13 years of age. Although the GCLS did not collect data on WFCL, available evidence shows large numbers of children are in such activities, including child domestic work, manual handling and transportation of heavy loads (*kaya*² and especially *kayaye* activities), commercial sexual exploitation, customary or ritual servitude (*trokosi*), small-scale mining (*galamsey*) and quarrying, fishing, and cash crop agriculture. Significant numbers are found in the urban informal economy, i.e. in transportation, traditional restaurants (“chop bars”), begging and, especially, petty trading, with streetism becoming an increasingly visible phenomenon in the cities. Many children are exploited in the large, unregulated traditional apprenticeship schemes. The 2003 GCLS estimated that more than 242,000 children are engaged in hazardous child labour.

The National Programme on the Elimination of Child Labour in Cocoa (NPECLC) produced a report on weighted data on cocoa labour surveys in Ghana (2007/2008) which showed that nearly 200,000 children were involved in hazardous work in the cocoa sector. Mensah et al. (2002) counted over 17,000 canoes actively fishing on the Volta Lake and each of these canoes has on average two boys. Thus, the phenomenon of hazardous child labour is widespread and in virtually all sectors of the informal economy.

1.2.3 Child Labour Interventions in Ghana

There has been a resurgence of international attention on child labour with growing public concern about the use of children’s time and energy, particularly in activities that may be injurious to their health, education and development. This has resulted in the adoption of international conventions and treaties to protect children from all forms of abuse and exploitation.

Ghana, recognizing the problem of working children, has ratified all the core ILO Conventions and other relevant instruments. Key among these are the UN Convention on the Rights of the Child in 1990, the African Charter on the Rights and Welfare of the Child in 1992, ILO Convention 182 on the Worst Forms Child Labour in 2000. Ghana ratified ILO Convention 138 on Minimum Age for Employment in June 2011 to further enhance the legal background for the elimination of WFCL. The signing of a Memorandum of Understanding with ILO for technical cooperation to implement ambitious programmes for the elimination of the WFCL in Ghana in 2000 demonstrates further commitment to dealing with the problem.

These international instruments have been given effect through passage of relevant national laws for development of a comprehensive national legal framework for the protection of children. The national laws include the Children’s Act, 1998 (Act 560), the Human Trafficking Act, 2005 (Act 694), the Criminal Offences Act, 1960 (Act 29), the Domestic Violence Act, 2007 (Act 732) and the Whistle Blower’s Act, 2007 (Act 720). All of these instruments seek to protect the rights of the child including safeguarding their right to education, health and development.

² *Kaya* is the Ga word for head portorage. *Kayaye* is the Ga for female head portorage.

The favourable legal environment gave impetus to the national child labour efforts resulting in the development of policies, laws and direct action programmes for the withdrawal, rehabilitation and re-integration of many children affected by the WFCL in many sectors of the economy. These include establishment of the Child Labour Unit under the Labour Department, creation of the National Programme for the Elimination of the WFCL in Cocoa (NPECLC), National Time Bound Programme, WACAP project, etc.

The lessons learnt and good practices over the last decade have informed the development of the National Plan of Action (NPA) for the Elimination of the Worst Forms of Child Labour in Ghana (2009-2015). The overall goal of the NPA is to reduce the WFCL to the barest minimum by 2015 and lay a good foundation for addressing all other forms of child labour in the long term. The NPA is tailored to deal with the child labour problem in a holistic manner using a comprehensive approach to meet the national ambition of building together a bright future for the children and the nation. The NPA was endorsed in October, 2010 by Cabinet and launched by the Chairman of the Council of State on 13th June, 2011.

Furthermore, there have been various studies by the Universities, some Ministries, Departments and Agencies (MDAs), Civil Society Organisations and the private sector to determine the magnitude and nature of the child labour problem in the country. The 2003 Child Labour Survey by the Ghana Statistical Service (GSS) provided primary information about the child labour situation in Ghana. These research efforts revealed that although some unconditional WFCL such as child trafficking and *Trokosi* exist, the predominant form of the WFCL is hazardous child labour. These studies however could not adequately quantify the magnitude of hazardous child labour because of the absence of an appropriate child labour evaluating framework.

1.2.4 Hazardous Child Labour List Development

The above-mentioned critical gap in determining or measuring hazardous child labour generated renewed attention for the development of a hazardous child labour framework to facilitate child labour research and intervention efforts. The ILO Convention No.182 requires Member States through tripartite arrangements to develop a list of hazardous sectors and activities, guided by the ILO R190, and regularly review it. Although section 91 of Act 560 provides a list of hazardous activities which children should not participate in, this list has been found to be limited in scope and not in conformity with ILO Convention 182 and its recommendation. This is because the list was developed before the adoption of ILO Convention 182.

The Child Labour Unit of the Labour Department (Ministry of Employment and Social Welfare), with the support of ILO/IPEC and International Cocoa Initiative (ICI), from 2006, began a major initiative to review the existing list of hazardous activities in Act 560. The first phase of the process was completed in 2006, identified a list of hazardous sectors and occupations through literature review and field visits to locations where these activities take place. The output of that project was a report of the list of work sectors/occupations deemed hazardous. However, the development of the Hazardous Child Labour Activity Framework (HAF) for the cocoa sector in 2008 revealed the need for a hazardous child labour activity list which delves into work activities and the hazards associated with them. This approach leads to a deeper analysis of activities than developing a list of hazardous sectors or occupations.

To develop a contextually relevant hazardous child labour list will require the HAF approach. The HAF approach examines each work task, activity or process within any occupation, the

activities children undertake or could be asked to undertake, the conditions and circumstances under which these activities are undertaken, tools with which the activities are performed, the protection afforded children while performing the activities, etc. Experts working closely with adults and child workers identify which aspects of work are actually harmful to the children and those that children can be permitted to undertake safely. With this inclusive approach, a list of hazardous activities per sector is developed.

This approach is important as it localises issues within each work sector/occupation, allowing child-centred strategies into which both risk and beneficial light work are considered. The HAF approach avoids over-generalisation or development of a broad-brush hazardous list, and thereby facilitates targeting of intolerable activities.

The NPA identifies inadequate law enforcement as one of the major issue to be addressed if Ghana wishes to make significant progress in the elimination of the WFCL. It also recommends the completion and publication of the comprehensive, sector specific HAF to guide activities for which children may or may not be employed. Development of the HAF that covers not only the cocoa sector but other sectors in which hazardous child labour is or could be found is therefore highly relevant to making progress in eliminating WFCL.

CHAPTER 2:

KEY CONCEPTS IN CHILD LABOUR AND OPERATIONALISING ILO 182

This chapter explains some key principles and terminologies in child labour and hazardous work. It also operationalizes hazardous work from occupational health principles. This is aimed to provide a clear understanding and context to the readers who may not be experts in the field of child labour.

2.1 KEY CONCEPTS AND DEFINITIONS

This section describes the key terms and concepts used in child labour. The activities and work which children are engaged in daily could be classified into:

- Economic and non-economic,
- Light work or child labour, and
- Intolerable Worst Forms of Child Labour and Hazardous Work

2. 1.1 Economic activities

The definition of "**economic activity**" is derived from the *System of National Accounts (SNA, rev. 1993)*, the conceptual framework that sets the international statistical standards for the measurement of the market economy. It covers all market production and certain types of non-market production, including production of goods for self-use. Thus, economic activity is a broad concept that encompasses most productive activities undertaken by children, whether for the market or not, whether the work is paid or unpaid for, for a few hours or full time, on a casual or regular basis, legal or illegal; it excludes chores undertaken in the child's own household and schooling.

To be counted as economically active, a child must have worked for at least one hour on any day during a seven-day reference period. "Economically active children" is a statistical rather than a legal notion.

Description and examples of economic activities:

- Market economic activity: *Activities leading to production of goods & services that are primarily intended for sale or are sold on the market,*
- Non-Market economic activity: *production and storage of agricultural crops, cutting or collecting firewood, hunting, fishing, production of other primary products such as mining salt, fetching water, processing of agriculture products, other kinds of processing such as weaving cloth, tailoring, production of footwear, pottery, utensils and other durables, construction and substantial repairs, etc.*
- Household activities *such as re-plastering of walls, repairing of roof, major renovations or undertaking extensions to dwelling.*

2.1.2 Non-economic activities

"Non-economic activity" is defined as any productive activity falling outside the SNA production boundary. It consists mainly of work activities performed by household members in service to the household and its members.

Description and examples of non-economic activities:

- **Housework:** Household activities such as *cooking, washing, indoor cleaning, upkeep of place of abode, care of clothing, installation, servicing, repair of personal & household goods, minor home improvement activities, maintenance & repair, care of family members, and procurement of household goods & services*
- **Volunteering and Community Service:** *Community service and organizational volunteer work*
- **Non-productive activities:** *Education, training, study, leisure, cultural activities, personal care*

2.1.3 Light Work

Not all work done by children is classified as child labour targeted for elimination. Children's or adolescents' participation in economic work that does not affect their health and personal development or interfere with / prejudice their schooling or their participation in vocational orientation or training programmes is generally regarded as positive.

This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays for a few hours and under adult supervision. These kinds of activities contribute to children's development and the welfare of their families. It provides them with skills and experience, and prepares them to be productive members of society during their adult life.

This report uses the definition of light work as established in ILO Convention 138, Minimum Age for Admission to Employment which permits light work from the age 13 for developed countries and 12 for developing countries. Ghana's Children's Act permits light work from the age of 13.

2.1.4 Child Labour

The term "child labour" is defined as work that deprives children of their childhood, their potential and their dignity. It refers to work that is mentally, physically, socially and/or morally harmful to children. It 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.

Child labour is, thus, a narrower concept than "economically active children" and excludes all children aged 13 years and older who work only a few hours a week performing permissible light work and those aged 15 years and above who are legally employed but whose work is not "hazardous".

The concept of “child labour” is based on ILO’s Minimum Age Convention, 1973 (No.138), which represents the most comprehensive and authoritative international definition of minimum age for admission to employment or work, implying “economic activity”.

2.1.5 Worst Forms of Child labour (WFCL)

While child labour by both boys and girls takes many different forms, the elimination of the WFCL as defined by Article 3 of ILO Convention No. 182 is a priority. The Convention calls for immediate prohibition of the WFCL by enacting laws, regulations and standards. Secondly, it requires states that ratify this convention to take urgent and effective measures to eliminate these worst forms through programmes of action. It applies to all children under the age of 18, but calls for special attention to girls.

“Worst forms of child labour” covers four major categories:

- 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;
- the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- 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 (hazardous work).

It is the hazardous work which is the focus of this project.

2. 2 OPERATIONALIZING THE ILO CONVENTION 182: THE OCCUPATIONAL HEALTH APPROACH

The ILO C 182 defines hazardous child labour as *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.*

To operationalize the definition above, one needs to understand certain key words in the definition.

2.2.1 Work:

The term **work** as used in child labour discourse may be defined as any activity a child may engage in for pay, profit, personal or family gain. To be counted as work, it has to be performed for at least one hour in a week. **Work** may also refer to different levels of detail. Thus, work may be classified in terms of:

- Economic sector into which the work activity falls, e.g. agriculture, industry, service, commerce, etc. or

- Occupational group³ into which the activity falls, e.g. fishing, crop farming and mining.
- Work process into which activity falls, i.e. collection of tasks that transform inputs into outputs, e.g. transporting goods, alluvial gold ore mining.
- Discrete task or activity, e.g. carry a load, walk long distances, washing dishes, etc.

As stated in the justification of this exercise, defining hazardous activities within any work process or in a larger activity enables a more detailed analysis of the work in order to identify permissible activities for children and distinguish them from purely hazardous activities. This will provide the appropriate framework to enable children to engage in permissible work even in a hazardous occupation or a “hazardous sector” and prohibit child participation in the clearly hazardous activities. Defining permissible and hazardous activities for children within a given sector of work may be too broad an approach. A more specific reference level for this kind of exercise is at process or task level. This approach is the most suitable for development of a HAF.

2.2.2 Hazards: Identifying the source of harm in work

The harm associated with work may be inherently linked to the nature of the work or circumstances under which the work is carried out. The source of harm either in the nature of work or circumstance of work is known as a **hazard**.

Some hazards are obvious; obvious hazards cause immediate negative health effect, e.g. fire, sharp edges or implements. Others are hidden hazards – their health effects are usually slow and cumulative over time. Therefore, they are not easily identified, e.g. working in noise and dust, working long hours, applying chemicals such as pesticides, working in an enclosure with chemicals such as asbestos, abusive conditions. It is important to note that a hazard may not produce harm immediately but produce serious harmful effect(s) in future.

The ILO Recommendation 190 suggests work activities that are by nature hazardous to children or conditions which can make any type of work hazardous for children:

- Work which exposes children to physical, psychological or sexual harm,
- Work underground, underwater, at dangerous heights or in confined spaces,
- Work with dangerous machinery, equipment and tools or work involving manual handling or transport of heavy loads,
- Work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes or to temperatures, noise levels or vibrations that could be damaging to health, and
- Work under particularly difficult conditions such as work for long hours or during the night or where the child is unreasonably confined to the premises of the employer.

2.2.3 Risk of Harm: What makes work likely to harm the worker

The level of personal vulnerability to damaging effect of work hazards can be determined by:

1. Personal characteristics: Age (which is surrogate for body size, strength, maturity and experience) and existing health status of the child determine the likelihood of harm. Therefore, the younger a child is, the more vulnerable and the more likely he/she is to suffer

³ *The Web dictionary defines occupation/employment as the principal activity in your life that you do to earn money.*

the harms associated with the activity. Children are thus more likely to suffer harm than adults given the same working conditions.

2. **Work hazard control measures:** Another determinant of harm is the presence of protective and/or control measures against the hazards of work. The protection measures could be in the form of protective clothing such as foot, body, eye, finger or head protection. In the informal sector where child labour abounds, virtually no health and safety measures exist. Thus, child labour is undertaken mostly in an unhealthy environment with limited or no protection.

2.2.4 Why children are at higher risk

Children and young people are particularly vulnerable to risk of harm from work because they are physically immature, weaker than adults and can be more sensitive to toxic substances.

In addition, they:

- tend to react differently (less rationally) to imminent danger such as falling objects, slipping on a slope or handling a machete;
- lack of life experience, appreciation of risks and appropriate reactions;
- are almost always untrained or inadequately trained in safety matters;
- tire sooner and lose attention, resulting in vulnerability to injury;
- require closer supervision, which is often absent, than adults;
- are subject to exploitation (physical, sexual, financial, etc.) and bullying because they are easily intimidated and therefore cannot complain;
- are unable to form or join a union to fight for their rights;
- are regularly given work that is difficult or too dangerous to perform;
- are given dirty work that adults do not wish to do.

Work that is hazardous to adults is invariably even more hazardous to children.

2.2.5 Forms of harm associated with hazardous child labour

The ILO definition of hazardous child labour specifies three domains of possible harm associated with hazardous child labour. These include harm related to health (physical & mental), harm related to safety (injuries) and moral harm (moral decadence). The table below shows examples of harm in each category.

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| <ul style="list-style-type: none">• Harm to Safety: <i>cause rapid physical injuries due to work accident, e.g. cuts or lacerations, amputation, back injury, fracture, pain in the neck or back, spinal deformities, slips and falls, eye injuries, getting caught by traps set for game, disability and death.</i>• Harm to Physical Health: <i>Disease and growth problems, e.g. poor physical development - stunting, suboptimal growth, physical disabilities & impairment - respiratory problems, general ill health such as malaria, typhoid fever, diarrhea, skin rashes, anemia, buruli ulcer, chronic exhaustion.</i>• Moral harm: <i>Social effects, e.g. violence, social misfit & deviant behaviour, sexual promiscuity, prostitution, indulgence in drug peddling, drug addiction, lack of (functional) education, low income earning ability & poor living standards.</i>• Harm to mental health: <i>Psychological effect, e.g. low intelligent quotient of children, poor performance in school, high school dropout rate, poor outlook to life, depression, low self esteem.</i> |
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2.2.6 Criteria for determining Hazardous Work

From the above analysis of the ILO C182 and R190, hazardous work is determined by the following criteria:

- i. It is a work sector, occupation, process or activity:
 - that is associated with serious present or future harm,
 - whose nature or circumstance is an inherent source of harm,
- ii. It is determined by the age of the child, i.e. the younger the child, the more vulnerable s/he is to the harm related to the activity.
- iii. The hazardous nature of the work process or activity is determined by the level of protection, i.e. the protective measures in place against the hazards.

CHAPTER 3:

METHODOLOGY OF DEVELOPING HAZARDOUS CHILD LABOUR FRAMEWORK

This chapter explains the step by step approach used in the development of the HAF in this project. The overall objective of this exercise is to develop a comprehensive, age-appropriate contextually relevant and acceptable hazardous child labour activity framework (HAF) for all sectors in Ghana, to drive research, interventions, monitoring and evaluation.

METHODOLOGY

This project to develop the hazardous child labour activity framework spanned 17 priority sectors of the economy identified in an earlier project in 2006. The exercise began in October 2010 and was completed in December 2011, with the output being a comprehensive hazardous child labour activity framework for all the priority work sectors. Since the project spans different sectors of the economy and in diverse locations, it was executed in the following stages.

- *Stage 1: Project inception workshop with stakeholders in child labour.*
- *Stage 2: Formulation of the Hazardous Child Labour Activity List for Ghana by literature and desk review.*
- *Stage 3: Consulting the communities engaged in selected sectors*
- *Stage 4: Interim consultation with stakeholders*
- *Stage 5: Drafting the sector-specific HAF*
- *Stage 6: Consulting the TWG*
- *Stage 7: Validation of the HAF by national stakeholders and partners.*

Stage 1: Project Inception Workshop

The project inception workshop was held in October 2010. The workshop pooled the relevant stakeholders and partners to examine the assignment and the terms of reference and make necessary input. Participants expressed concerns about the vastness of the assignment, limitation of time and budget constraints. Other issues included geographic coverage of community consultations, scope of the exercise (whether it should be limited to the NPA list of sectors) and making the list contextually relevant without endorsing the status quo. These comments informed the subsequent stages of the project.

Stage 2: Formulation of the Ghana Hazardous Child Labour List (GHAHCL)

Exploratory Literature Review

Compilation of the hazardous list in this project began with exploratory review of international and national legal frameworks on child labour and hazardous work. During this process, existing local and international published literature and experiences on hazardous lists were consulted to identify most relevant and best knowledge available from experts. Information from International Conventions (ILO138 and 182,) the Children's Act, the Labour Regulation, 2007 (LI 1833), the HAF for the cocoa sector, 2007, ILO guidelines on hazardous list development, research documents, examples of Hazardous lists from India, USA, UK and the Philippines. The literature search thus identified key issues and the context in which the list was to be developed. The result of the review was basis for the development

of a preliminary hazardous list, thus building on existing knowledge and avoiding “re-inventing the wheel”.

Defining the Ghana Hazardous Child Labour List (GHAHCL)

As part of the process of developing the HAF, the consultant had to produce the overall hazardous child labour list for Ghana. The Ghana Hazardous Child Labour List (GHAHCL) is an exhaustive list of defined hazardous work activities, work processes, working conditions/circumstances which must be outlawed in whichever the work sector or occupation it occurs. The GHAHCL was developed based on core principles of hazardous list development derived from ILO R190. These core principles were further modified by hazardous child labour considerations found in Ghana’s Children’s Act, Employment of Young Persons in Hazardous Work Labour Regulations, 2007 (LI 1833 Section 7), best practices in hazardous work legislation as found in Eliminating Hazardous Child Labour Step by Step (ILO/IPEC 2011) and other occupational safety and health principles.

It is the application of the GHAHCL to any specific work sector that enabled separation of hazardous from non-hazardous work to produce the sector-specific Hazardous Activity Framework (HAF).

Stage3: Community Consultation

The process involved in stage 3 included community consultations and field visits to the work sites for each occupation identified in the 2006 project by the core team of experts. During each visit, there was Focus Group Discussions for adult (men & women) and child workers, teachers and opinion leaders in the communities.

The focus group interviews revealed in detail how these communities interact and talk about child labour issues. It explored the meaning community members give to working children, how they view the work of children and the language they use in describing it. It also generated vivid accounts and provided insight into the dominant discourse and social pressures relating to child labour. These communities were sensitized on the concepts and national laws of child labour so that they themselves suggest the various tasks under each of the sectors identified that are hazardous to children. This gave indication to what is feasible to the community and areas for educational attention if the standards of the final list are higher than their own suggestions. The field observation also helped the core team to explore the actual practice of child work and hazardous circumstances of work which are not recognised by communities (see Appendix 7 for some of the communities visited and partners consulted).

The consultant compiled the information from the field work and used it to revise the draft GHAHCL and provided local context for subsequently developing the HAF (see Text Box 3).

Stage 4: Interim Stakeholder Consultation

Having prepared the hazardous list from literature/desk review and task itemization from workers in the communities consulted, the key stakeholders were consulted in March, 2011 to update them on progress of work and to seek their opinion on how the HAF should be presented for their use. The interim consultation with the stakeholders was chosen over terminal consultation to ensure that each stage of the HAF production received input from key implementers. Moreover, by this approach partners would understand the process, thereby facilitating implementation when completed.

Text Box 1:
Key suggestions from the March 2011 stakeholder meeting:

- *'Any sector could contain hazardous activities. Thus, labelling some occupations and sectors hazardous could be deceptive. Instead of labelling sectors with significant number of hazards as hazardous occupations or sectors, they should rather be termed priority work sectors for HAF development'.*
- *There should be cross tabulation of job task with ages at which they could be performed safely.*
- *The Draft ILO training manual on Eliminating Hazardous Child labour Step by Step (2011) was given to the consultant to review and incorporate into the document.*

Text Box 2:
Major concern expressed:

- *Sectors with diverse and numerous tasks such as agriculture would be difficult to tackle. The task would be to develop the HAF without losing important details of the individual activities while avoiding the development of an excessively long list.*

Stage 5: Drafting the Hazardous Child Labour Activity Framework

In developing the specific sector HAF, the following sequential steps were used:

- **Step1:** Itemization of all the essential basic job steps in each work occupation/sector using literature review and community consultation;
- **Step 2:** Identification of all the circumstances/conditions under which children typically work from both literature review and community consultations
- **Step3:** Identification of all hazards associated with each basic job step identified in step1 from both literature review and community consultations;
- **Step 4:** Separation of the hazardous activities in the basic job step or circumstance of work by applying the Ghana Hazardous Child Labour List
- **Step 5:** Categorisation of the rest of the job steps into permissible work (non-hazardous work and light work).

The list of hazardous activities or circumstances of work in the HAF was chosen to fulfil the following criteria;

Inclusion criteria

- Work which by type or nature is associated with serious impact on health and development.
- Circumstances or conditions which increase risk of impact, whether the work by nature is hazardous or not, with potential impact on school education.
- Objectives of the Children's Act - 'best interest of the child'.

Exclusion criteria

- Any issue/activity which did not potentially impact significantly on the child's health, safety, morals or education was excluded. Thus, non-involvement of children based only on economic or related reasons were excluded from hazardous list.

- Children’s participation in activities for which alternatives are limited was tolerated as far as reasonably practicable.

Stage 6: Interim consultation with TWG

The draft HAF was presented to the TWG for scrutiny and comments, after which the final draft was circulated for national stakeholder validation.

Stage 7: National stakeholder validation

The one-day national stakeholder and partners’ forum on the Hazardous Child Labour Framework for Ghana was held in December 2011. In this forum, decisions bordering on scientific evidence were juxtaposed against stark economic, social, cultural and environmental realities and constraints of communities. Trade-offs were made to arrive at an acceptable Hazardous Child Labour Activity Framework that is commensurate with the current level of Ghana’s development and the best interest of its children.

The Hazardous Child Labour Activity Framework is therefore scientifically rigorous, economically feasible, and politically, socially and culturally acceptable; and yet, it has enough standards to drive research, interventions, monitoring and evaluation.

Implementation plan for the HAF:

The validated HAF will be presented to the Attorney General’s Department to be applied to revise the Children’s Act or used as a legislative addendum to enrich Section 91 of the Children’s Act.

Text Box 3:

Community consultation findings - Current hazardous child labour practices

The information was obtained during interaction with working children, adult workers, school teachers and development workers during community consultations as well as literature review on the subject areas. The consultations revealed that children partake in various activities, some classified as permissible child work, others hazardous.

Age of working children

The allocation of task to children is mainly by their level of development and intention to exploit. Analysis shows that children begin participating in hazardous occupations from as young as 5-7 years; by 10 years, some had perfected the act. By 12-14 years, most child labourers are found constantly engaged in hazardous processes and activities without any sense of danger. This situation is pervasive and it is important to know how much the community will have to give up in meeting the national minimum age standard, and how this will affect their livelihoods and practices.

Time and Duration of Work

Children's time and duration of work vary considerably. Child labourers work on average between 8 and 12 hours daily and between 6 and 7 days per week. Children work between 4am and 12 midnight. Some even work throughout the night. Majority however work during the day at the peak periods of the particular economic activity.

Provision of protective clothing

The use of protective clothing by children in the course of work is rare. Children undertake hazardous activities in an unhealthy environment. They usually do not work under any occupational safety and health measures; neither do they work in any protective clothing. The non-use of protective clothing is a feature of the poorly regulated informal sector. The phenomenon is very common among children even in situations where the adult worker uses protective clothing. Exposure to hazards is common when the relevant protection in the form of clothing is absent. Unprotected child workers are therefore at higher risk of harm from work than protected adults.

Treatment meted by adults

The adult workers have responsibility over children as parents, guardians, employers or land/business owners. The work relationship thus varies. However, abuse (physical, verbal, financial, sexual and emotional) is not uncommon. Physical abuse is the most common especially where the children fail to work or are alleged to be insubordinate. The emotional and sexual abuse is more prevalent in domestic work, entertainment workplaces or work places hidden from public view. Trafficking, servitude and bondage relationships with adults worsen the situation of abuse.

In the informal sector where children often partake in work as part of family engagement, there is a strong tendency towards financial abuse. Children who may not be related to land or business owners may work for little or no pay because of the land or business owners' relationship to the parents or guardians of the child. This leaves some children impoverished despite several months or years of service.

Living conditions and access to healthcare

Most of these working children live with at least one of their own parents or a close relative. Some live with their employers or owners whilst others live on their own in deplorable conditions, i.e. streets, kiosks and open places. Most of them do not have access to health care when they are ill and resort to self-medication, including herbal or orthodox drugs peddled in the market, sometimes being expired or unsafe for the children.

Impact of child work on schooling

Interaction with community teachers showed detrimental relationship between increasing engagement in work and schooling achievement. Most of the children found actively engaged in work did not attend school regularly or had dropped out of school or performed too poorly in school. Combining work with schooling had resulted in staggered school attendance, being withdrawn from school at peak seasons, low interest in school, poor academic performance, etc. Most of the children who dropped out of school or never attended school said they did not have money for school.

CHAPTER 4

GUIDELINES FOR FRAMING HAZARDOUS CHILD LABOUR LIST AND FRAMEWORK

This chapter discusses the key guidelines or standards used in framing the GHAHCL and HAF. The guidelines are necessary because some of the identified work-associated hazards could have a range of effects on an individual, depending on intensity⁴ of the work. These hazards are conditional. Therefore, guidelines and standards should be set for each activity to state levels of exposure that could be tolerated; beyond these levels, work becomes hazardous child labour. As part of the guidelines, vulnerability, age of working children as well as minimum protective measures required to make allowable work safe for the child is also defined. The relationship between GHAHCL and HAF is further clarified.

4.1 Age

In practice, gradation of responsibility of children in work is determined by the physical demands and complexity of the task. Children are assigned work based on their personal developmental features such as the child's physique, strength and experience and not age *per se*. However, the age of the child is the most important predictor of these personal developmental characteristics. Moreover, age is what the national laws and international conventions use as a surrogate for children's personal characteristics in framing the laws.

The age categories used in framing this list correspond to the Children's Act as shown below but with some modification in the age at light work:

- *All children below 18 years should not undertake hazardous work*
- *Children 15 -17 years can undertake normal/non-hazardous work and be employed*
- *Children 13-14 years can undertake light work but cannot be employed*
- *Children 5-12 years may socialise with light work under adult guidance*

Though the minimum age for engaging children in light work is pegged at 13 years in the Children's Act of Ghana, the communities define age categories differently based on cultural practices. From interactions with rural communities, Hinson-Ekong (2006) found that rural communities generally define a child as any person below 12 years of age. She noted that children in rural settings mature faster than their city counterparts and attributed this to early socialization into family economic activities and responsibility. Therefore, for practical purposes, this project recommends that the age at which children in Ghana could begin to perform light work should be reduced from 13 to 12 years. It needs to be noted that children as early as 9-10 years can do some light work at home in the Ghanaian cultural context. Moreover, by the Early Childhood Development Policy of Ghana, if a child starts Primary 1 at age 6, he/she will complete basic school (Primary 6) by age 11 or 12 years. It stands to reason then that engaging in light work at age 12 should be permitted.

⁴ Intensity here could mean duration of work, weight of a load, distance to travel in the course of work, rate/speed at which work is done, height at work, time of the day, etc.

4.2 Carrying Weight

Head portorage is among the commonest activities children undertake in both rural and urban communities. Children as well as adults carry pots of water, food stuffs, farm produce, items for sale, etc. However, standardizing acceptable carrying weights for children is complex. This is because children vary in their development; their stature, physique and strength vary even for those of same age. Therefore, children of the same age will vary in ability and what they can carry. It was found that communities assign carrying weight to children based on developmental characteristics and not necessarily age. However, the use of age appropriate standard carrying weights is the focus of the Child Labour List.

According to Grandjean (1988), the carrying load recommended for an adult should be 35% of his/her body weight at walking speed of between 4.5 and 5 km/h. The maximum distance that should be covered with this load at this speed was not defined. The NIOSH allowable weight standard for children working in American farms is 10-15% of their body weight and should not be carried for more than 15 yards. Obviously, this standard cannot be applied to rural communities in Ghana because in typical rural communities, head portorage may be the only means of haulage of produce from the farm/work site to various communities and the market. Alternative technologies are largely unavailable; what is available is unaffordable because of the low socioeconomic status of citizens. There are no major roads and footpaths are non-motorable. Thus, alternatives for haulage of farm and other work products are limited. Eliminating head portorage would be akin to eliminating the livelihoods of many people.

Several studies on child labour in many countries have reported that children carrying heavy loads over long distances can have detrimental impact on their health. These studies could however not characterise the weights of the loads. For example, a carrying weight survey in cocoa communities shows that children in rural areas routinely carry loads equivalent to 10-60 percent of their body weight but loads of up to 80-100 percent body weight was not uncommon.

Finally, Hinson-Ekong (2006) observed that children in the rural areas mature faster than their counterparts in the cities due to early socialization in farm work and the physical nature of farm work. This makes children in typical farming communities generally stronger than children of the same age and body weight elsewhere.

In view of the above, the maximum allowable carrying weight limit is fixed pragmatically at 30% body weight for walking distances up to two miles (3km). For short distances (i.e. less than 1km), a load of up to 50% of body weight is allowable. This limit would be a realistic, acceptable starting point for rural communities by Ghanaian cultural, health and safety standards.

4.3 Work Intensity standard:

4.3.1 Working for long hours

The impact of child work intensity on education and health is an important determinant of hazardous work. It has been shown that under certain enabling conditions such as the implementation of Free, Compulsory Universal Basic Education (F-CUBE), Capitation Grant and School Feeding Programme in Ghana, child labour has had little effect on school enrolment and even minor effect on attendance.

However, the number of hours that a child works, how often a child works and the type of work the child does has serious impact on the child's mental capacity as a result of exhaustion, insufficient hours for rest and play, and insufficient time to complete homework. This increases the child's chances of failing, repeating a grade or dropping out of school altogether.

A threshold of hours of work at which damage begins is not yet known. Therefore, precaution is advised. ILO/IPEC suggests a maximum of up to 2 hours per day of work within a school day and the USA suggest maximum of 3 hours per day in non-agric and non-hazardous sectors. This framework will permit child work for 2 hours per day on school days, preferably after school, and not more than 12 hours per week in a schooling week.

Impact on health and safety

There is an important causal relationship between working hours and child health and safety so that additional hours per week increase the risk of harm to the child's health. The risk of harm however differs according to sectors, with sectors identified in this document being among the most risky sectors. Hence, a conservative threshold of 14 hours per week was adopted by IPEC so as not to expose to excessive risk the children working in the more accident-prone sectors. American law permits up to 8 hours per day and not more 43 hours per week for young workers (15- 17 years) in non-agric and non-hazardous sectors, i.e. office settings.

Taking the drudgery and accident-prone nature of the priority occupations in this project into consideration, this framework suggests that children of 15-17 years may perform actual permissible work but not exceed 4 hours per day and not more than 25 hours per week. These children may stay at the worksite longer and return with their parents later but actual work activity should not exceed 4 hours per day.

Children within the 15-17 age brackets working in light, non-hazardous sectors may work 6-8 hours per day but not exceed 43 hours per week. Working long hours, i.e. beyond 4 hours per day, in occupations which are laborious such as fishing, agriculture and mining is tantamount to hazardous work. In a light, non-hazardous work environment, e.g. office and domestic setting, working 6-8 hours is permitted. It should however be noted that working 6-8 hours must include appropriate breaks for rest and meals. **These time limits are only applicable to permissible work for children who are no longer in school or children on school holidays.**

4.3.2 Working at heights and depths

The legislative instrument (Labour Regulations, 2007 [LI 1833] Section 7) to the Labour Act 625, 2003 on employment of young persons in hazardous work defines working at dangerous heights as "work on scaffolding and other structures at a height exceeding 2.5 metres". By extension, working in depths deeper than 2.5 metres would be deemed work at dangerous depths.

4.3.3 Working at night

The Children's Act of Ghana defines night work as work done between 8pm and 6am. This law thus contemplates children working in community, town, office or settlement settings. But children also work in field, bush, farm, river, sea and other settings. Visibility is low from 6pm to 6am in such settings and there is usually no electricity to light up such areas.

Therefore, night work in settlement settings (e.g. domestic place, office, town or community) is stated as 8pm - 6am as in the Children's Act. For work in the field, bush, river or farm, night work is defined as work performed from 6pm to 6am. All night work is prohibited.

4.4 Protective measures in work places

If the general work environment is unhealthy, e.g. in the mine, lake or sea, then undertaking even permissible work without adequate protection could be described as hazardous work. Therefore, working in any hazardous occupation without adequate body or foot protection is tantamount to hazardous conditions of work.

Protection includes primarily the use of appropriate clothing such as overalls, gloves, boots and goggles. It also includes allocation of appropriate light work, adequate adult supervision, and availability of first aid in case of minor injury.

CHAPTER 5

Ghana Hazardous Child Labour List (GHAHCL) and Hazardous Child Labour Activity Framework (HAF)

The GHAHCL is made up of 34 work activities or circumstances which are likely to harm the health, safety and morals of children in whichever occupation/sector they may be encountered. It is the yardstick against which all work activities or circumstances of work in any sector are evaluated to determine whether or not they are hazardous. The GHAHCL is further categorised into two:

- a list of 29 prohibited specific work activities/processes and
- a list of 5 conditions of work which make any work hazardous.

The presence of a serious work hazard (as stated in the GHAHCL) in the primary activity or process of work makes that occupation a hazardous occupation. The Child Labour Unit (CLU) of MESW with national partners identified 17 priority occupations as hazardous (see Section 1.2).

The HAF on the other hand is developed from the full application of the GHAHCL on the priority hazardous work sector/occupation. Thus, the HAF contains an occupation-based hazardous list and a list of permissible work activities which is categorised further into non-hazardous and light work. The process of developing of the HAF is described below:

5.1 Considerations in HAF development:

In development of the HAF,

- the occupation in question is broken down into basic essential job activity steps.
- Hazards associated with each job step are identified and the circumstance under which children typically work is also evaluated.
- The GHAHCL is then applied to separate the hazardous aspects of work to produce sector-specific hazardous lists in the HAF.
- If the hazardous occupation has other work processes or activities that are non-hazardous, then the general environment of work is examined.
- If the general environment of the work is not unhealthy, then the circumstances under which the activity is carried out are considered. If the circumstances are satisfactory, then checks are made to know if protective measures against the hazards are in place.
- If there are protective measures and general work environment is satisfactory, then non-hazardous work can be permitted even in a hazardous occupation.

Thus, if the general environment of work is unhealthy or the circumstance under which work is carried out is hazardous, or if there are no protective measures in place, then even non-hazardous work activities may **not** be permitted.

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Text Box 4:

Key notes in defining hazardous work processes and occupations

- If an occupation is made up of mainly one basic process, and if that process is hazardous, the whole occupation is hazardous.
- If the work is such that its associated hazard cannot be avoided because it is an integral part of every activity of the occupation, the whole occupation is hazardous.
- If the hazard associated with work is pervasive such that the same hazard can occur in any sector of work, then the hazard should be expanded and used in the hazardous activity list. For example, although physical, psychological and sexual abuse predominate in work activities in domestic and entertainment settings, abuse can occur in any other sector with same effect. Therefore, abuse is stated as the key hazard within the hazardous list and the occupations mentioned above are then used as examples. Other pervasive hazards include heavy loads and conditions of work that affect child development including working during school hours.

5.2 Permissible work

5.2.1 Non-Hazardous Work

By Ghana's Children's Act, children who are 15 and above years have attained the minimum legal age for admission to employment and are therefore legally authorised to work under appropriate non-hazardous conditions. For children who are 15-17 years old, non-hazardous work refers to any economic activity that fulfils the criteria below:

1. Work which is such that the inherent nature of its tasks are not harmful to the health and safety of the child. Therefore, all activities stated in the GHAHCL are excluded. Similar activities which are not stated in the GHAHCL may also be excluded.

2. Working duration (intensity) that is not likely to harm the health and safety of the child. More specifically:

- Permissible tasks in heavy manual work occupations should not exceed 4 hours per day or 25 hours per week.
- In light occupations, tasks should not exceed 8 hours per day or 42 hours per week

4. Carrying or transporting age appropriate permissible loads, i.e. 30kg or less for short distances (less than 1km) and 20kg or less for long distances (up to 3km or unpredictable distances).

5. May include permissible work in hazardous industries as indicated in the HAF as long as adequate appropriate protection and precautions are provided. Thus, an apparent non-hazardous or easy or harmless task in a work environment in which there is a strong tendency to abuse children will not be permitted. This also includes work where motivation for money can drive the child to undertake hazardous tasks.

4. Work that does not jeopardise the moral and social development of child

5. Work that does not affect education or vocational training (if child is in school)

5.2.2 Light Work:

The Children's Act of Ghana permits light work from age 13; but as argued from previous sections, **it is strongly recommended that the age for light work in Ghana begins from age 12.** As mentioned in Section 2.1.3 above, light work is not child labour. Light work does not affect the health and personal development of children or interfere with their schooling or their participation in vocational orientation or training programmes. This kind of work is generally regarded as positive. Light work includes activities such as helping parents around the home, assisting in a non-hazardous family business, doing menial activities to earn pocket money outside school hours and during school holidays for a few hours daily and under adult supervision. These kinds of activities contribute to children's development and the welfare of their families. It provides them with skills and experience, and prepares them to be productive members of society during their adult life.

Text Box 5: Attributes of light work

Light work:

- Is not hazardous and does not interfere with health and safety (activities listed in the GHAHCL and such like are excluded from light work)
- Does not interfere with or negatively impact on vocational training or school enrolment, attendance and performance
- Does not affect capacity to benefit from educational or vocational instruction
- Is not carried out for more than 2 hours per day or 14 hours per week
- May be undertaken with parental consent outside school hours
- May include permissible work in hazardous occupations
- May include apprenticeship

5.3 Socialising with work

Children under the age of 13 years are not legally permitted to engage in employable or light or non-hazardous work. However, they may assist in specified work process under defined conditions as a form of socialization with work.

The criteria for permitting socialization with work include that the child:

- Cannot be employed
- Should attend school on full time basis
- Is being socialized with work for educational and developmental purpose
- Can do light domestic chores
- Can assist parents/ adults on casual basis
- Can run petty errands
- Can observe parents as they perform non-hazardous activities
- Can assist in taking care of toddlers and babies

CHAPTER 6

HAZARDOUS CHILD LABOUR LIST FOR GHANA (GHAHCL) AND PRIORITY OCCUPATIONS

The list of hazardous activities is derived from ILO C182 and R190, Ghana's Laws on Child Labour, international best practices, laws and occupational health principles. Children under 18 years are forbidden from executing these activities in whichever work sector or occupation they may occur.

6.1 Hazardous activities, processes or occupations

1. Work as bartender, dancer, waiter, one who sells or serves liquor, attendant in amusement and entertainment businesses, e.g. hotel and drinking bar. This excludes children's performances purely for the purpose of education, e.g. talent hunt.
2. Work as dealers, croupiers, bookies, bet takers in gambling establishments
3. Work as model for promoting alcoholic drinks, drugs to arouse sexual desire and or cigarettes
4. Working in cinema or cyber clubs
5. To be in any street, premise or place for the purpose of begging or receiving alms, or of inducing the giving of alms (*whether or not there is any pretence of singing, playing, performing, offering anything for sale or otherwise*), e.g. street begging and blind beggar's guide
6. Work involving handling of human corpses, e.g. mortuary or funeral home
7. Work involving slaughter of animals on industrial scale, e.g. slaughter houses and abattoirs
8. Work with fierce or poisonous animals, e.g. bee keeping, snake or crocodile rearing
9. Work in a pit with a depth of 2.5 meters or more or where there is risk of landslide or caving in or involving the risk of structural collapse, e.g. mining and underground construction works
10. Any work connected with the act of diving into deep water, e.g. fishing, alluvial (river) mining or sand winning.
11. Any work at unguarded height above 2.5 metres, e.g. climbing tall trees, work on sloping roofs, climbing poles or antennas and outside window cleaning
12. Working in places lacking oxygen or with poor ventilation, e.g. underground tanks, tunnels, underground mining and diving under water
13. Work involving exposure to continuous or intermittent noise above the legal maximum noise levels (i.e. 95 decibels), e.g. machine shops, work places with loud noise, spinners, etc.
14. Working in very cold temperatures (below 4 degrees), e.g. work in cold stores, mortuary, open fields without adequate clothing such as fishing on open waters

15. Working in very hot temperatures (higher than 40 degrees) or in routinely fluctuating hot and cold temperatures, e.g., bakeries and commercial kitchens
16. Manufacturing and handling of devices, fireworks and objects containing explosives
17. Work involving the handling of equipment with compressed air, gas welding and flame cutting, e.g. gas plants
18. Work involving high voltage, e.g. machine shops, corn mills, saw mills, electrical cable fitting and repairs
19. Work in public toilets or scavenging garbage dumps and scrap metal collections
20. Work involving exposure to harmful chemical agents (i.e. toxic, corrosive or poisonous material, , cancer- producing materials, lead, asbestos, pesticides, e-waste, etc)
21. Driving or operating motor vehicle, tractors, forklift or farm machinery
22. Working with dangerous machines involving cutting, grinding, crushing, rolling or pressing, including:
 - a. electric knives
 - b. grinding mills
 - c. Bread making machinery including mixers, dough cylinders, slicing machines
 - d. Wood working machines for all processes including those used in saw mills, machine shops, and tree felling
23. Handling fire and hot objects or sharp instruments, e.g. commercial kitchens, smelting, groundnut roasting, palm oil processing, gari processing, gold smithing and black smithing
24. Carrying any load which is unreasonably heavy⁵
- 25.
26. Work whose remuneration is based on speed
27. Work whose is determined by a machine
28. Working alone in isolated and remote sites out of the visible or audible range of the nearest adult
29. Work which may be common work but oblige the worker to assume unnatural posture for a long period of time

6.2 Circumstances or conditions which make any work hazardous

29. Subjecting a child to verbal abuse, physical abuse, sexual exploitation, emotional torture:
 - Subjecting child to persistent verbal abuse, i.e. screaming, shouting, scolding, insults, threats, name calling, use of obscene language or humiliating or degrading treatment, using labels based on disability, tribe, race, religion or other feature.

1. ⁵ Having regards to age and physical development i.e. carrying weights exceeding 20kgs (30% of body weight) for long distance/ unforeseeable distances and 30kgs (50% of body weight) for short distances (< 1km)

- Subjecting to persistent physical abuse, i.e. *severe beating, kicking, pinching, whipping, slapping, pushing, pulling hair, shaving hair, scalding, burning with hot water or oil or an iron or any other hot object, denying of adequate food, clothing, health and accommodation.*
- Subjecting child to sexual exploitation, i.e. *use of sexually explicit language, inappropriate advances, indecent assault, harassment, sodomy, defilement, rape or attempted rape, forced prostitution, and forced abortion*
- Subjecting a child to emotional torture, i.e. *discrimination, marginalization, constant reassurance of inferiority and hopelessness*

30. Working at night:

- Working between 8pm and 6am in city, town, community or domestic settings
- Working between 6pm and 6am in the field, farm, bush, forest, field or other open space outside the community setting

31. Working for unreasonably long duration of time:

- Working for more than 4 hours per day in physically demanding or hazardous occupations, e.g. agriculture, fishing and mining, permissible manual work
- Working for more than 8 hours per day in sedentary or light duty work, e.g. in offices and shops

32. Working during school hours:

- A child of school-going age and enrolled in school working during school hours or withdrawn from school to work during peak seasons of work or on market days
- A child enrolled in school, working more than 2 hours per day on a school day outside school hours
- A child enrolled in school, working more than 15 hours per week within a school week

33. Working without adequate basic personal protective clothing:

- Engaging in permissible work without adequate body, foot, finger, eye or nose protection where necessary.

34. Working under a contract that does not permit a child of school-going age to attend school. e.g. cattle herding, fishing and domestic work.

6.3 Priority occupations

The hazard stated in Chapter 6 may occur in any work occupation or sector. However, Ghana has chosen the following work sectors as priority occupations for development of the Hazardous Child Labour Activity Framework.

These include:

1. Fishing in open waters, i.e. sea, river, lake and lagoon
2. Fish processing and sale (fish mongering)
3. Mining and quarrying
4. Crop agriculture – cocoa, rubber, cotton, oil palm, citrus, rice, vegetables and fruits
5. Livestock – cattle herding, goat & sheep rearing
6. Domestic work

7. Porterage and carting of heavy loads, e.g. *kayaye*
8. Street hawking
9. Street beggars guide
10. Scavenging garbage dump
11. Working in commercial kitchens, i.e. chop bars and restaurants
12. Working in hospitality places, i.e. hotels, drinking bars, casinos and night clubs
13. Small-scale textile manufacturing, e.g. Tie and Dye making
14. Foundries works including Aluminium and lead smelting, blacksmithing
15. Mills and machine shops, i.e. Saw mills and grinding mills
16. Transportation of passengers and goods, including driver's mate
17. Automobile repair workshops and garages

As described in the previous chapters, it is the application of the GHAHCL on the details of the above priority hazardous occupations that produced the HAF.

6.4 Sector-specific Hazardous Child Labour Activity Framework

6.4.1 Fishing sector

1. Inland Fishing (lakes and rivers)

Basic Essential Job steps in Lake Fishing

Preparation and travel to fishing site

- Packing of working tools into canoe (calabash, anchor, fishing net outboard motor, sail paddle, etc.)
- Canoe is pushed into lake
- Paddling or spark motor or set sail according to wind direction
- Directing canoe to avoid tree stump or direct to destination
- Scooping water from the canoe
- Stopping canoe with a long paddle/ remove sail (*abala*)
- Stabilizing canoe at a point

Fishing process

- Starting point is identified using anchor or tree stump
- Net or other fish catching instrument is laid from starting point (e.g. hooks and traps such as bamboo, basket or under water wood pile) from this point
- Area is marked with a cork or other marker, e.g. yellow gallon
- Trapped fish is removed into canoe
- Travel back and pull canoe to shore
- Sale of fish

Post fishing

- Mending nets/traps for next day's work
- Mending canoe
- Scrubbing of canoe with a mesh.

Fishing Methods

Net Fishing

- Laying the net from starting point
- Net floats by cork and underside sinks by the lead sink
- Fish is trapped in the net
- Pull the net into the canoe
- Dive into water to disentangle net from tree stumps
- Remove fish from net
- Re-cast or pull net to get more fish (if necessary)

There are other types of net fishing. These are:

- *Nkyae*: when the lake overflows, the fish goes under the net because the net is hanging, so someone has to go down to make sure that the net is not hanging to entrap all fishes.
- *Abro*: normally done by laying the net in the water in the afternoon. Then at night when the fishes are asleep, the lake/river is hit repeatedly with a big stick so that when they are running away, they go straight into the net. The net is then dragged ashore with the fish.
- Sieve fishing in lake/ocean: deep sea or lake fishing using a sieve
- Dragnet (*Twui*) fishing
- *Otseii* fishing: During flooding, the fishing net is used to scoop the edges of the river bank where some fishes may have been washed.
- *Mpatoaboa (Asabu)* fishing/cast net: **done** in both lake and ocean fishing where the net is cast and children hold the 2 ends to trap the fishes.

In each of these fishing methods, children are observed to dive into the water.

Bamboo Fishing

- 200 pieces of bamboo arranged in line on a rope are laid from a starting point to act as a trap.
- The bamboo trap is kept afloat by cork.
- Fish enters the bamboo and it is trapped
- The bamboo with fish is pulled and emptied one after the other whilst the canoe is controlled
- The bamboo trap is re-arranged at the bottom of the lake
- Water is scooped from the canoe

Basket Trap Fishing

A basket with a narrow neck is used as the trap. The basket is made of either wire netting or palm branches.

- Fish feed, i.e. *akple* or *teku* is prepared
- Feed (*akple/teku*,) is put into the trap
- A stone is put in the basket trap to make it sink
- The basket trap is lowered into the lake by a rope
- Surface end of the rope is kept afloat by a cork
- Trapped fish is harvested after some time

- The trap is reset. Note that several traps are set at each time.

Hook and Line Fishing

- Earthworms and termites (*babar*) are hunted
- Earthworm is fixed on hook as bait
- The hook with the earthworm is lowered into the lake
- Rope is pulled when fish eats bait
- Fish is then removed from hook

Wood Pile Fishing

- Pieces of wood log are cut
- Wood log is then transported to fishing site in canoe
- The wood pile is arranged at the bottom of the water by divers
- The wood pile is left for about a month
- Net is cast around the wood pile
- Wood pile is removed
- The underside of the net is tied
- Net is pulled into the canoe to remove fish

There are also illegal fishing methods including use of chemicals or dynamite to kill fish in the upstream river (and the fish are harvested when they wash downstream) and use of light to attract fish into net, *i.e. Disco light fishing*.

Dangers/ Hazards Associated with Lake fishing

- Violent wind or storms
- Canoe hits a tree stump and causes accident or disintegrates the canoe
- Drowning from diving
 - Children getting trapped by the net when disentangling from tree stumps
 - Wounds from tree stumps
 - Encounter with dangerous fishes like the '*odor*' and electric fish
- Slip and fall on the edge of canoe and hurt ribs (sometimes resulting in death)
- Snake bites
- Stunted growth of children from excessive work
- Bloody urine/bilharzia
- Hearing impairment
- Nose bleeding
- Children beaten by master with ropes, wires, paddles, etc.

HAF FOR LAKE FISHING

Hazardous Activity in Lake Fishing	Non Hazardous Activity	Light Work
<ul style="list-style-type: none"> • Going on fishing expedition at night after 6pm and before 6am whether alone or accompanied • Going on long fishing expeditions exceeding 4 hours per day • Pushing or pulling large canoe to or from shore before or after fishing expedition • Laying net, laying bamboo or basket traps • Pulling net into canoe during fishing • Marking fishing area with a cork • Controlling canoe when fishing • Paddling canoe for long distances exceeding 3km • Operating and controlling outboard motors • Directing canoe to avoid tree stump or to destination when travelling on the water • Stopping canoe with a long paddle or throwing an anchor to stabilise the canoe • Diving into deep water to disentangle net from tree stumps or for any other purpose • Scooping water from the canoe while on water • Assisting in minor work in canoe as apprenticeship in the course of fishing • Engaging in the following types of fishing: hook and line, wood pile or large <i>Asabu</i> , <i>NkyaeAbro</i> or <i>disco</i> fishing • Using chemicals in fishing • Casting nets or dragging/pulling huge nets • Carrying heavy loads, e.g. fish load, fishing net, outboard motor beyond 30% of body weight 	<ul style="list-style-type: none"> • Moving light working tools (not more than 30kgs) from home to canoe for fishing expedition • Assisting adults in pushing or pulling canoe back to or from the shore in the course of a fishing expedition • Checking and removing fish from net to shore • Mending or adapting the net • Scrubbing of the canoe with a mesh for not more than 2 hours a day • Carrying age-acceptable fish load from river bank to home/market 	<ul style="list-style-type: none"> • Moving light working tools from home into canoe during day time fishing expedition, e.g. calabash, anchor, fishing net, paddle, etc. • Obtaining feed/bait for basket trap or hook and line fishing • Cook and run errands for adult fishermen • Assisting in washing the canoe by fetching items like the mesh, soap and water

2. Ocean Fishing

Basic Essential Job Steps

Preparation and travel to fishing site

- All team members are gathered (*Ocean fishing expedition is done mostly in teams/groups*)
- Dress in working attire and pick sea bag (bucket)
- Fishing tools are conveyed from sea house (*po fie*) to the shore
- Bigger canoes are pulled ashore or those packed on shore are rolled into sea on a round log or metal
- Fishing equipment (paddle, net, motor, packed food, drinking water and other logistics) are put into canoe and team climbs aboard
- Prayers are offered by the leader of the group (capo/captain) according to their religious belief/affiliation
- Outboard motor is filled with pre-mix fuel
- Start motor and set off or paddle canoe into sea
- The canoe is steered by the *jumpa* operator who sits at the rear of canoe with machine operator
- The fish haul is located by the '*bonsu*' who is positioned in front to direct canoe and who knows the fishing routes

Fishing Process

- The *bonsu* shouts "*oboe*" when fish is sighted and the machine is slowed down
- The "*danka*" (a mark) is lowered into the sea to mark net-casting starting point
- The net is then cast circularly to trap fish in middle and meet at where *danka* is
- The *bonsu* shouts "*lagee*" when fish sense danger and wants to run away
- Then 2-3 boys jump into the sea facing direction of fish to drive fish back into the net by splashing the water
- Rope is pulled to close the bottom of the net with fish in it
- The entire net with catch is pulled into the canoe
- Fish is removed from the net into the canoe and covered with a wooden lid
- Water is scooped from the canoe
- Net is cast several times to get an appreciable catch of fish

Post-fishing Activities

- Travel back to shore
- Fish is distributed to members according to the sharing agreement
- Fish is left in canoe for watchmen who clean canoe and prepare tools for following day's work
- Canoe is parked empty on shore or on sea
- The fishing material is packed back into the 'sea house' (*po fie*)

Dangers / Hazards Associated

- Heavy rains or storms which threaten to capsize the canoe
- Strong waves/rough tides during landing
- Fire outbreak as a result of cooking at sea (lighting fire with petrol and matches)
- Canoe crashes into a rock and capsizes
- Fighting at sea among two groups over haul of fish
- Ship running over canoes during the night
- Collision of two canoes

- Slips and falling off a speeding canoe
- Slip and fall on canoe, hitting ribs on canoe (death)
- *Jumpa* can break into two, throwing operator into sea
- Drowning at sea
- Injury by the outboard motor
- Outboard motor failure
- Run-over by bigger ships at night
- Trauma due encounter with the supernatural

HAF IN OCEAN FISHING

Hazardous work	Non Hazardous Work	Light Work
<ul style="list-style-type: none"> • Towing heavy canoe from sea and parking site to shore • Handling premix fuel for outboard motors • Operating the outboard motor • Operating as '<i>jumpa</i>' • Functioning as a captain or '<i>bonsu</i>' of a fishing team • Conveying outboard motor or fuel from '<i>pu fie</i>' (sea house to and back from the sea shore) • Lowering a mark ('<i>danka</i>') into sea to mark net-casting starting point • Assist in casting or pulling net during the fishing process • Jumping into the sea, swimming on the sea surface and splashing water to drive fish back into the net • Covering fish with a heavy wooden lid • Scooping water from the canoe • Pulling net rope to close the bottom of net with fish in it • Pulling net heavy with catch into canoe • Long or distant fishing expeditions, e.g. sieve fishing • Packing empty canoe back on sea • Being canoe watchman 	<ul style="list-style-type: none"> • Call all team members (fishing expedition is team work) • Convey basic fishing tools from '<i>po fie</i>' (sea house) to the shore, e.g. food, drinking water, paddles, nets, etc. 	<ul style="list-style-type: none"> • Remove fish from net into canoe on shore • Wash canoe on shore • Mending net

6.4.2 Fish Mongering

Basic Essential Job Steps

- Get firewood and wire net ready
- Fish is obtained from the shore and conveyed to the house or smoking shed
- Fish is scaled
- Fish is washed
- Fish is bent (depending on type of fish)
- Bigger fishes are cut into pieces
- Arrangement of fish on wire net
- Set fire and control it under fish
- Fish is turned intermittently till it is well smoked
- Fish is sorted by size
- Fish is packed into baskets
- Sending to market for sale
- Accounting to know if there was profit or a loss
- Fish can also be salted, fried or sold fresh

Dangers/Difficulties

- Knife cuts
- Pricks by fish fins especially in the fish bending process
- Exposure to heat from fire
- Exposure to smoke which can hurt the eyes and affect breath
- Fire outbreaks
- Carrying heavy loads from the shore to the house and after smoking to the market.

HAF FOR FISHMONGERING

Hazardous Activities	Non Hazardous Work	Light Work
<ul style="list-style-type: none"> • Carrying heavy fish loads (fresh or smoked) above 20-30 kg from shores to the house or to the market. • De-scaling fish with sharp knife • Bending fish • Cutting the huge fish with sharp knife • Smoking/frying fish • Working in a smoking shed with inadequate ventilation • Travelling long distances on foot or by boat to sell fish • Obtaining firewood for smoking or frying fish • Setting up the fire • 	<ul style="list-style-type: none"> • Carrying permissible fish load, i.e. up to 30% of body weight, from the shore to the house or to the market within town • • • • Packing of fish into baskets • Salting of fish • Selling fish in the community outside school hours and for not more than 3 hours daily 	<ul style="list-style-type: none"> • Accompanying adult to buy/obtain fish from the shore • Carrying permissible fish load • Washing fish after de-scaling • Assisting adults to look for fire wood • Arranging of fish on wire net before setting fire • Sorting of fish by sizes • Drying of salted fish

6.4.3 Mining

Basic Essential Job Steps in mining

A. Mining Gold Ore/Diamond

1. Alluvial (River Basin)

After exploration/prospecting for gold/diamond

- Land vegetation around river bed is cleared
- Top soil is excavated manually or by use of excavator
- Dig through various layers to the gravel layer
- Mineral-bearing gravels are removed
- Wash water is pumped out with the help of big generators
- Gravel is collected into head pans and carried unto surface
- Large boulders of stone are sieved off with metallic sieve (*top*)
- Small gravels are spread unto a net ('gyigi'/jig) and washed under water
- Large particles are scooped off
- Small particles with minerals are left in the sieve
- Sieves are closely observed and diamonds or gold pieces ('goza') are picked out
- Waste gravel is disposed off
- Sand is washed on the washing bench (sluice) to remove gold or diamond

2. Alluvial (underwater or river)

- The river is waded through/river is plied in a canoe
- Canoe is anchored
- Persons dive under (deep) water
- Gold or diamond-bearing gravel is scooped into canoe or head pan/ bucket
- Scooped gravel is then processed to remove gold/ diamond

3. Surface mining (Colluvial): Exploration/prospecting for gold

- Surface vegetation is cleared
- Overburdened/waste is dug out
- Gold-bearing material is stockpiled with head pans / buckets/ sacks/ excavators
- Gold bearing material is carried into washing trammels
- Colluvial material is grinded with *changfa* machine or special mortar and pestle
- Gold-bearing material is washed on sluice boxes
- Gold-bearing material is processed to remove gold

4. Hard rock – Underground mining/local deep mining

After Exploration/prospecting for gold

- Surface vegetation is cleared
- Overburdened/waste is dug out
- A pit/shaft is dug to intercept gold-bearing reef (about 20ft deep or more)
- Steps are created along shaft/pit or a strong rope is provided
- Sides of shaft are supported with pieces of timber (timbering) to hold the pit and prevent it from collapse
- Drive is created along the reef
- Timber props are fixed to support roof of drive

- Ore-bearing rocks are broken with chisel or explosives and bagged into sacks
- Sacks of gold-bearing rocks are hoisted/pulled/conveyed unto surface (by hoisting group or *locco boys*)
- Bigger rocks are cracked into smaller pieces using hammer (by crackers) and bagged
- Bags of gold bearing rocks are shared according to sharing agreement
- The rocks are conveyed to milling/grinding machine (site)
- Rocks are crushed with a crusher
- Crushed rocks are grinded smoothly with a smoothening machine
- The crushed rock is then conveyed to washing site and processed into gold

B. Processing of gold

- A sluice box is prepared
- A blanket/mat is laid on sluice
- Gold pulp is fetched unto upper end of sluice
- Water is poured unto it
- Gold is trapped in blanket as water runs over it
- Gold-laden blanket is washed/shaken in a bowl to capture gold and sand particles in bowl of water or on rubber tyre
- Water is decanted whilst moving tyre in a slanted circular motion (panning) to retain gold particles on tyre
- Mercury (*med*) is added to gold concentrate to amalgamate it
- Gold amalgam is picked into a handkerchief
- Mercury is then squeezed out into a container and covered
- The amalgam is treated in a retort or burnt in open air
- Gold is weighed and sold

C. Milling the gold rock

Rock milling is an intermediate process between ore mining and processing in rock mining. Milling increases the surface of the gold-bearing rock to facilitate gold processing. There are two main methods of rock milling used in galamsey sites. These are manual and semi-mechanised.

Manual

In hard rock or surface mining, colluvial material, i.e. gold-bearing rock is crushed into smaller pieces and further grounded into powder before sluicing.

The grounding process is by the following:

- pounding (crushing & grinding) using metal mortars & pestles
- Milling (hammer mill or modified corn mill)

Semi-Mechanised

In the semi-mechanised gold processing the *Changfa* machine is used. This machine grinds gold-bearing rocks and connects to the sluicing process thereby enhancing efficiency.

Hazards Associated with Mining

- Falling in to the pit
- Being buried alive due to collapse of the pits
-
- Drowning in alluvial river mining or underground pit should they be flooded
- Exposure to dust
- Lifting and carrying heavy loads
- Slips and falls under heavy load
- Moral hazards (promiscuity, STI, hard drugs, theft, violence, vulgar words, early exposure to money)
- Awkward posture (bending for long periods of time while looking for diamond)
- Injury from working tools
- Exposure to mercury
- Exposure to heat in the mines
- Rock splinter entering the eye
- Babies/ children left unattended on the sites exposing them to dangers

HAF IN SMALL SCALE MINING

Hazardous Work	Non-Hazardous Work	Light Work
<p><u>Ore mining</u></p> <ul style="list-style-type: none"> • Undertaking any activity in underground mines or mine pits deeper than 6 metres • Alluvial underwater ore mining (all processes) • Exploring or prospecting for gold/diamond • Clearing vegetation for mining • Excavating various layers of earth • Blasting rocks with explosives • Removing mineral-bearing gravels from mine • Carrying heavy loads of mineral-bearing gravels weighing above 30kg • Pounding/crushing gold rocks using metal mortars and pestles • Milling gold rocks with grinding mill • Operating mining machines such as excavator or <i>changfa</i> machines <p><u>Processing of Diamond/Gold</u></p> <ul style="list-style-type: none"> • <i>Jigging</i> for diamond under water and picking diamonds for more than 4 hours per day • Amalgamating gold with mercury to form gold amalgam in handkerchief or piece of cloth • Treating gold amalgam in a retort or burning in open air • Weighing and selling gold • Engaging in age-acceptable work without adequate foot, body and finger protective clothing 	<ul style="list-style-type: none"> • Carrying ore-bearing materials not exceeding 20kg and from depth not exceeding 2.5 metres • Fetching water for sluicing • Sluicing for gold • Panning for gold • (Sieving) larger gravel for diamond, i.e. topping • Watching closely and picking out diamond, i.e. <i>goza</i> 	<ul style="list-style-type: none"> • Fetching water for sluicing • Running errands • Selling food

6.4.4 Quarrying & Sandwining

Basic Essential Job Steps

After obtaining a concession site:

- Land is cleared and top soil removed
- The rocks are heated and cold water poured on to create cracks
- Rocks are excavated or chiselled with metal bars or ball hammer
- Drill holes in hard rocks and blast with dynamite
- Block (large) rock is transported on the head or in wheel barrows to the platform
- Rocks are stockpiled onto the platform
- Block (large) rocks are cracked into smaller rocks
- Smaller rocks are cracked into stones and chippings (*kanana*)
- Stones and chippings are carried and loaded into the trucks
- Stones and chippings are offloaded from the truck

In sand winning:

- Land is cleared and top soil removed
- Sand is excavated and hipped
- Vehicles are loaded using head pans or direct shoveling in to vehicles

In alluvial sand winning in some parts of the country, e.g. Battor, the process is similar to alluvial mining:

- Workers dive with buckets into the river or lake
- Sand is fetched and poured into the canoe
- The process is repeated until a full trip is obtained to sell

Hazards/Dangers

- Exposure to reptiles (snake bites)
- Cuts from stones
- Stone splinters entering the eyes of crackers
- Exposure to dust
- Exposure to excessive noise from drilling
- Exposure to harsh weather
- Drug abuse (pain killers and illicit drugs to boost energy)
- Drowning
- Waist pains
- Body pains
- Chest pains
- Injuries from working tools such as hammers, chisels and sharp cutlasses

HAF FOR QUARRYING AND SAND WINNING

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Excavating rocks • Use of ball hammer, chisel and bar • Chiselling or cutting stones • Blasting rocks • Carrying block (large) rocks from excavation site to platform • Breaking block rocks with large hammer • Loading stones into vehicles • Working without eye, hand and foot protection • Stone cracking • Digging and heaping sand 	<ul style="list-style-type: none"> • Carrying smaller stones from excavation site to platform in an environment not polluted with dust and not in harsh conditions • Cracking small stones on platform • Stock piling smaller sizes/quantities of stones, chippings and sand 	<p>Not permitted</p>

6.4.5 Crop Agriculture

Basic Essential Job Steps in Crop Farming

<p>Nursery</p> <ul style="list-style-type: none"> • Plastic bags are prepared • Plastic bags are filled with black soil • Seeds are collected from the farm for seedling preparation • Seeds are sowed in the plastic bags • Seedlings are watered twice daily • A shed is made to provide shade for seedlings • Seedlings are carried to the farm in a basket or a basin for transplanting 	<p>Land Preparation</p> <ul style="list-style-type: none"> • Land is cleared with cutlass, bulldozer or tractor • Trees are felled • Weeds/branches are gathered, dried and burnt • Firewood is gathered and convey to house • Tree stumps are removed • Lining and pegging are done at specified intervals with a stick
<p>Budding/Grafting <i>Is done before or after transplanting</i></p> <ul style="list-style-type: none"> • Cut lemon seedling by the stem • Cut a piece of stem/branch from an orange tree • Bind cut ends together with a piece of rubber • Cut off outgrowths from the original lemon seedling stem 	<p>Planting</p> <ul style="list-style-type: none"> • Holes are dug with cutlass or hoe along the pegs • Plastic bags are cut off from seedlings using cutlass or blade • Seedlings are put in the holes, covered with soil and pressed with hand to firm it • Empty plastic bags are hanged on peg sticks for easy identification • Base of the plant is hedged with empty cans, baskets or wire nets to protect plants from rodents • Plant other foodstuffs such tomatoes, pineapple, cassava, etc. (mixed cropping)
<p>Farm Maintenance</p> <ul style="list-style-type: none"> • Weeds are cleared with cutlass or sprayed with weedicide • Pruning • Fertilizer application • Plant pest control using pesticides • Removal of mistletoes 	<p>Harvesting (citrus)</p> <ul style="list-style-type: none"> • Fruits are harvested using harvesting hook (<i>akree</i>) • Oranges are gathered • Oranges are then heaped • The oranges are counted • The counted oranges are covered with branches to hide them and shade them from the sun • Oranges are carried in baskets from the farm to a site which is easily accessible by vehicle • Oranges are loaded onto a vehicle • Oranges are sold
<p>Harvesting (oil palm)</p> <ul style="list-style-type: none"> • Fruits are harvested using cutlass or Malayan knife • Fruit bunches and loose fruits are gathered • Bunches are conveyed home or to the road side 	<p>Harvesting Cocoa</p> <ul style="list-style-type: none"> • Pods are harvested, gathered and heaped • Cocoa pods are broken • Beans are scooped • Beans are carried to fermentation site • Beans are fermented • Fermented beans are carried to the drying point

	<ul style="list-style-type: none"> • Beans are dried
<p>Harvesting/tapping of rubber: <i>Tapping starts when 50% of rubber attains the required girth (measurement). Tapping follows a special programme:</i></p> <ul style="list-style-type: none"> • Spout is fixed on tree to collect latex • Cup is fixed under spout with a metallic string which allows for expansion of tree • Trees are tapped following a special tapping programme • Coagulated rubber is collected into a basin and cup is fixed back to collect more latex • Day's harvested crop is conveyed for weighing • Harvested crop is conveyed to factory using trucks 	<ul style="list-style-type: none"> •

Dangers in Farming

- Insect attack and bites including bee sting
- Snake bites
- Injuries caused by falling fruits (e.g. cocoa, orange, palm bunches), particles and tree branches during harvesting and rains storms
- Injuries by tree stumps or thorns
- Exposure to agro chemicals and organic vapour from rubber latex
- Injuries from farming and harvesting implements ,e.g. cutlass, hoe, axe, Malayan knife, harvesting axe, abandoned metals in the farm
- Injuries from farm machines. e.g. tractor, bulldozer, chain saw and motorised mist blower
- Burning desired trees, oneself, other persons and other farms
- Neck, waist, bodily pains from awkward postures (looking up during harvesting and persistent bending during weeding) and carrying heavy loads
- Slips and falls under heavy loads
- Sight problems from direct sun rays in the eyes when harvesting cocoa or orange

HAF IN CROP AGRICULTURE

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Clearing of forest • Felling of trees • Removing tree stumps • Bush burning • Exposure to agrochemicals, i.e. purchase, transport, storage, mixing, loading into spraying machine, spraying trees, washing containers and spraying machine, disposing of empty agrochemical containers • Being present or working in the vicinity of farm during spraying of agrochemicals or re-entering a sprayed farm within less than 12 hours • Grafting in citrus and rubber farming • Using machetes/long cutlass for weeding or pruning • Climbing trees higher than 2.5metres to cut mistletoe or harvest or prune with sharp cutlass or implement • Working with motorized farm machinery, i.e. mist blower, knapsack sprayer, chainsaw, tractor and bulldozer • Harvesting overhead cocoa pods, palm fruits, orange or rubber with Malayan knife, axe or other implements • • Breaking cocoa pods with sharp breaking knives , stripping palm fruit from stem bunches with sharp axe or cutlass • Carrying heavy load beyond permissible carrying weight i.e. above 30% of body weight for more than 2 miles (3Km). • Working without adequate basic foot and body protective clothing (e.g. long sleeves, trousers and ‘Afro Moses’ • A child working alone on the farm in isolation (i.e. beyond visible or audible range of nearest adult • Covering the counted oranges with branches to hide it and shade it from the sun 	<ul style="list-style-type: none"> • Making a shed to provide shade for seedlings • Assisting in planting and securing seedlings and other crops, e.g. cassava and maize • Weeding/brushing under-growths with age –appropriate cutlass (<i>sua-ado</i>) • Plucking pods or oranges within hand-reach • Collecting rubber latex • Breaking cocoa pods with breaking mallet or hitting it on the ground • Carrying and carting age-appropriate load (permissible weight) e.g. seedlings, water, harvested pods • Heaping of cocoa, orange, rubber or oil palm • Gathering harvested pods • Scooping cocoa beans out of broken pods • • Assisting in loading harvested produce into vehicles 	<ul style="list-style-type: none"> • Filling the plastic bags with back soil • Picking and gathering cocoa, orange, loose palm fruits and other produce during harvesting • Counting oranges and cocoa pods • Fetching water for spraying and leaving the farm before spraying commences • Running basic farm errands • Helping in cooking and serving food • Assist in taking care of babies and toddlers on the farm during weekends and holidays

6.4.6 Cattle Herding

Basic Essential Job Step in Cattle Herding

Preparation

- Join experienced cattle herders for about year at age 6-8years
- Enter 4-5 year herding agreement with cattle owner
- Take cattle out for grazing for up to a week (*gbedordor*) during dry season

The child may start school after serving agreed contract or start his own cattle ranch.

Daily Activities

- Wake up by 5am
- The number of cattle is checked and any theft is reported to kraal owner/master owner (*enyekpotor/enyotor*)
- Health status of cattle is checked
- Kraal is opened to let cattle out
- Cattle is walked to grazing fields
- Cattle is kept away from the streets/farms
- Cattle is monitored to prevent theft and danger
- Nursing cows are sent back to kraal to feed their calves around 12noon and then return to the field
- Fighting bulls are separated and injured cattle are helped
- Cattle is directed back to the house around 6pm
- New-born calves are carried in hand along to the kraal
- On return to the kraal, cattle is head counted by owner to ensure that they are up to the number
- In some cases the cattle owner takes over responsibility once cattle is in the kraal. In other cases, herders sleep near the kraal and keep watch over them.

Other activities

- Fire is set near kraal to drive away insects
- Cattle are bathed in insecticide to remove ticks
- Cow dung is swept, bagged and sold as manure to crop farmers
- Search for firewood for cattle owner
- Locate suitable grazing sites (this is done by the cattle owner during the dry season)
- Cook for cattle owner or other herders

Dangers / Difficulties

- Physical and emotional abuse by crop farm owners when cattle destroy crops
- Attack from cattle newly delivered of its calf (resulting in wounds and deaths)
- Snake and scorpion bites
- Insects (e.g. bee) attacks
- Attack by thieves on the field
- Injuries from tree stumps and thorns
- Communicable diseases such as cholera resulting from herders drinking same water as cattle
- Infection from drinking unpasteurized fresh milk due to hunger
- Exposure to vagaries of weather

- Walking long distances in search of pasture in the dry season
- Not attending school while serving contract
- Injury from tree stumps and thorns

HAF FOR CATTLE HERDING

Hazardous work	Non-Hazardous	Light work
<ul style="list-style-type: none"> • Starting work before 6am • Going long and distant herding expeditions (<i>gbedodor</i>) during the dry season unaccompanied by adults for several days • Separating fighting bulls • Helping injured cattle • Taking care of cattle in the kraal at night • Bathing the cattle with chemicals • Getting lost while herding cattle to unknown pasture during the dry season • Herding without protective clothing such as boots and raincoats • Picking young cattle after delivery • Setting fire near the kraal • Not attending school 	<ul style="list-style-type: none"> • Checking number of cattle and reporting missing cattle to the owner/master (<i>enyekpotor/enyeter</i>) • Checking health status of cattle • Opening kraal to let out cattle • Herding cattle to short distances and for short times • Monitoring cattle to prevent theft • Milking cows • Carrying new-born calves home within few hours of delivery • Cutting grass and fetching water for the animals during the dry season • Repairing kraals • Collecting firewood for domestic use 	<ul style="list-style-type: none"> • Sweeping and collecting cow dung into bags (sold as manure to crop farmers) • Assisting to milk cow

6.4.7 Domestic Work

Basic Essential Job Steps in Domestic Work

- Cleaning, e.g. sweeping, dusting
- Fetching water
- Washing
- Ironing
- Cooking
- Serving
- Gardening
- Caring for children, i.e. babysitting or child minding
- Running errands
- Assisting in the running of businesses
- Going to the market/shopping

HAF FOR DOMESTIC WORKERS

Hazardous Work	Non Hazardous Work	Light Work
<ul style="list-style-type: none"> • Working under abusive conditions (physical, verbal, emotional and sexual) • Sleeping for less than 8 hours per day • Working with household chemicals and cleaning agents without protective gear • Being confined • Being denied enough food, rest, care, protection recreation and socialization • Working for more than 3 hours without break. • Handling unfamiliar household appliances without training and supervision, e.g. gas, blender, electric stove, iron, etc 	<ul style="list-style-type: none"> • Basic domestic chores such as dish washing, sweeping, washing few clothes and hawking in the neighbourhood • Running errands • Baby minding/ baby sitting • Assist in running business 	<p>Not permitted</p>

6.4.8 Porterage And Carting Of Heavy Loads (Kayaye)

Basic Essential Job Steps

<p>Kayayei</p> <ul style="list-style-type: none"> • Wake up at about 4am • Set off to market on foot with head pan (metal basin), a wooden board and a rag (<i>kahyire/ekr</i>) • Walk around market or chase cars soliciting for loads to carry (i.e. in case of roaming head porters) • Work with shop/warehouse owners to carry loads of buyers (i.e. in case of stationary head porters) • Carry goods to and from the ware houses and shops or from point to point • Child minding/ baby sitting 	<p>Truck Pushing</p> <ul style="list-style-type: none"> • Wake up at about 4am • Gather working tools such as needles and thread • Hire truck • Load goods from cars unto trucks and push to destination for a fee • Pulling and pushing of the loaded/unloaded trucks
<p>Loading and off-loading of goods</p> <ul style="list-style-type: none"> • Wake up at about 4am • Go to the loading area or lorry station • Charge owner of goods • Loading goods onto vehicles • Off-load of goods from arriving vehicles 	

Dangers/Difficulties

Common to all the three groups

- Musculoskeletal pains (daily head, neck, chest, waist, whole body pains), hernia and slip disc due to heavy loads
- Toppling and falling under heavy loads, hurting the body and breaking bones
- Being accused for stolen or damaged goods
- Lack of respect leading to low self esteem
- Verbal, physical, psychological and emotional abuse
- Inadequate remuneration (financial abuse)
- Exposure to deviant behaviour (stealing, prostitution, drug abuse, fighting, etc.)
- Lack of proper medical care (self-medication)
- Denial of basic education
- Sleeping in the open and at the mercy of the weather
- Poor hygiene and lack of adequate food
- Being knocked down by moving vehicles
- Harassment by local government authorities (to buy toll ticket)
-
-

Kayayei

- Sexual abuse and sexually transmitted diseases including HIV/AIDS
-
- Getting lost in town
- Teenage pregnancy
- Loss of personal belongings

Truck Pushing

- Losing control of truck leading to crashing into cars, shops, passers-by, etc
- Being run over by vehicles

Loading and Offloading of goods

- Injuries from extremely heavy loads, e.g. engines, ceramic tiles, etc.
- Cuts from items being loaded e.g. tiles and roofing sheets
- Injuries from lifting heavy objects through heights

HAF FOR PORTERAGE AND CARTING OF HEAVY LOADS

Hazardous work	Non Hazardous	Light work
<p>Kayaye</p> <ul style="list-style-type: none"> • Working before 5.00am • Carrying heavy load above 20kg for long distances or unpredictable distance • Carrying load above 30kg for short or definite distance less than 1km • Carrying acceptable load (20kg) for more than one hour • Working without adult supervision • Sleeping in the street, open places and crowded rooms • Working without learning permanent trade or attending school 	<ul style="list-style-type: none"> • Carrying light goods into or from store/ ware 	<p>Not Permitted</p>
<p>Truck Pushing</p> <ul style="list-style-type: none"> • Lifting heavy loads more than 50% (30kg) body weight from customer or vehicle to the truck and vice versa • Working actively for more than 3 hours per day • Working without learning a trade or attending school • Work without clear terms of remuneration • Abuse (verbal, physical, emotional and financial) from customers or other road users • Injury from heavy and sharp objects in the course of loading, transporting or offloading • Pushing or pulling very heavy loads⁶ without adequate assistance • • Pushing truck in overcrowded area or on the street 		<p>Not Permitted</p>

• ⁶ 60kg in two-tyre trolley or 100kg in four-tyre trolley or truck

<p>Loading and Offloading</p> <ul style="list-style-type: none"> • Lifting and raising very heavy loads, e.g. vehicle parts, engine, ceramic tiles (generally loads above 30kg) • Being the central cargo loader • Working without wearing gloves or appropriate protective gear • Loading items with sharp edges and breakable objects such as louvre blades and roofing sheets • Abuse from motorists, customers and the general public • Loading continuously for more than 4 hours • Financial abuse by customers • Climbing high trucks to load or offload goods • Working before 6am or after 8pm 	<ul style="list-style-type: none"> • Assisting loaders with lighter loads 	<p>Not permitted</p>
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6.4.9 Street Hawking and Begging

Basic Essential Job Steps

Street Hawking

- Carrying loads on the head and or in the hand
- Walking and running after vehicles in the street to sell items
- Standing in between moving vehicles to attract customers

Street Beggar's Guides

- Walking and running in the street with a beggar
- Singing or performing dances for money
- Running between vehicles to collect monies that almsgivers drop on the ground

Hazards/Dangers

- Exposure to traffic accidents
- Exposure to drugs, violence and criminal activities
- Physical, verbal and sexual abuse from motorist
- Working under the scorching sun or in the rain
- Living in poor condition
- Exposure to carbon monoxide from exhaust fumes of vehicles
- Working long hours including beyond 8pm

HAF FOR STREET HAWKING AND BEGGING

Hazardous Work	Non Hazardous work	Light work
<ul style="list-style-type: none">• To be in any street, premises or place for the purpose of begging or receiving alms, or of inducing the giving of alms (whether or not there is any pretence of singing, playing, performing, offering anything for sale or otherwise)• Begging is against the laws of Ghana. Hazardous, non-hazardous and light work are not permitted.	<ul style="list-style-type: none">• Selling by the roadside under direct adult supervision.	<ul style="list-style-type: none">• No light work is permitted

6.4.10 Scavenging

Basic Essential Job Steps

1. GARBAGE DUMP

- The dump is searched/waded through for items of interest
- Rubbish is lifted over or excavated to find items
- Items of interest are picked from the rubbish
- Items are packed into a sack
- Items are heaped at an identified spot
- Items are sorted out into categories, e.g. plastics and metals, and packed into sacks
- Some items especially plastics are then washed to remove dirt
- Sacks of items are carried home or to the sales point

Hazards/Dangers

- Inhalation of pungent air leading to abdominal upset and sickness
- Cuts and puncture from sharp objects such as broken bottles
- Burns from fire under rubbish
- Back pain from prolonged bending and lifting of heavy items
- Infections arising from exposure to bacteria, viruses, helminths, flies, mosquitoes, rodents, etc. from decomposing rubbish and faecal matter
- Ailments arising from smoke and ingestion of toxic materials
- Injury from falling into holes

2. SCRAP COLLECTING

- Rent a push truck
- Take some money with which to buy scrap or obtain capital from master
- Push truck around town to search for scraps to buy

Hazards/Dangers

- Walking long distance to search for scrap
-
- Exploitation by masters
- Attacks by thieves
- Physical abuse from masters
- Carrying heavy loads
- Poor hygiene and insufficient food
- Hernia
- Exposure to harmful gases and smoke from the refuse dumps
- Cuts and burns
- Exposure to deviant behaviour (stealing, use of drugs, cheating, etc.)
- Exposure to poor health conditions as a result of not wearing protective clothing
- Being labelled as thieves as they go into individual homes to look for and buy scrap
- Language barrier leading to being cheated
- Buying stolen items

HAF FOR SCANVEGING

Hazardous work	Non-hazardous	Light work
<p>SCAVENGING ON GARBAGE DUMP</p> <ul style="list-style-type: none"> • All activities involved in actual dumb scavenging • Carrying scavenged items above 50% of body weight • Sorting heaped scavenged items into categories • Washing of the scavenged items • Packing sorted items into sacks • Transporting items to sale sites 	None	None
<p>SCAVENGING FOR SCRAPS</p> <ul style="list-style-type: none"> • Walking long distances (5km or more) in search of scrap • Scavenging dumpsites for metal scrap • Working with masters under unclear contract terms • Doing scrap work without being in school or gaining any formal apprenticeship • Working without protective gear/clothing • Stealing metal scraps • Pushing trucks along major roads • Carrying, pushing or loading very heavy scraps 	<ul style="list-style-type: none"> • Assisting adults to collect light scrap • Assisting adults to push truck without a heavy load • Undertaking distant scrap scavenge trip • Counting money 	<ul style="list-style-type: none"> • No light is permitted

6.4.11: Work In Commercial Kitchens (Local/Traditional Restaurants)

Basic Essential Job steps

- Cleaning of premises (sweeping, collecting and disposing of rubbish, dusting windows and furniture, scrubbing floors and walls)
- Preparing of food
- Serving of food and drinks
- Washing of plates, glasses and utensils.
- Laundering (clothes, napkins, aprons and rags)
- Shopping for foodstuffs
- Cleaning, handling and cutting vegetables, meat and other ingredients

Hazards/Dangers

- Exposure to heat and hot objects including hot food
- Poor ventilation leading to inhalation of smoke
- Crushing of finger from *fufu* pestle
- Cuts from sharp objects, i.e. knives and fish bones
- Lifting heavy objects
- Working in awkward postures for long durations
- Whitlow and other fingernail infections due to long contact with detergents, soap and scouring powders
- Infectious diseases from raw food and customers, e.g. typhoid or TB
- Working long hours
- Low remuneration
- Job insecurity

HAF FOR COMMERCIAL KITCHEN WORKERS

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Pounding fufu for commercial purpose • Carrying or assisting to move large, hot pot of soup, banku, rice, kenkey and other sticky foods from the fire • Prolonged use of open flames • Working with sharp objects such as knives or cutlasses • Washing dishes daily for long hours without protective gloves • Carrying/lifting heavy loads of foodstuffs⁷ within or near the work place • Working continuously for more than 8 hours per day • Bending to work for long hours • Working after 8pm or before 6am • Subjecting child to abuse (physical, verbal, psychological or financial) • 	<ul style="list-style-type: none"> • Fetching water • Sweeping and scrubbing age-appropriate areas on the premises • Serving customers food and water • Accompanying an adult to shop for foodstuffs (without having to carry heavy loads of foodstuffs) • Receiving payments from customers 	<p>Not permitted</p>

⁷ Loads above 50% body weight or 30kg

6.4.12: Hospitality Work (Hotels, drinking bars, night clubs, casinos)

Work groups

- Clerks, cashiers and receptionists
- Bartenders
- Waiters
- Porters
- Laundry work
- Dancers, singers and other performers
- Massage therapists
- Prostitutes and pimps
- Croupiers
- Stripers

HAF FOR THE HOSPITALITY INDUSTRY

Hazardous work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Work in places with liquor, prostituting or massaging services. • Working where production or distribution of obscene materials takes place, or where a child could be sexually exploited. • Work in places where gambling takes place 	Not permitted	Not permitted

6.4.13: Small-Scale Textile Manufacturing (Batik/Tie & Dye)

Basic Essential Job Steps

- Prepare the stove and melt the wax.
- Cut motifs (patterns) out of pieces of foam
- Dip the foam into the wax and print the first motif onto the material.
- When the wax is dry, wash the cloth in cold water.
- Dip the cloth in the dye and move it around for 30 minutes.
- Lay the cloth out and then hang it up to oxidise to the right colour.
- Print the second pattern and wash it again.
- Dip the cloth in the second colour and hang to oxidise.
- Wash out excess dye and plunge into hot water for de-waxing
- Wash and hang out the finished product
- Iron the finished product with an electric or box iron or hot plate

Hazards/Dangers

- Exposure to excessive heat resulting in burns and fire outbreaks
- Exposure to molten wax and wax smoke
- Inhalation of or direct contact with dye (aniline)

HAF FOR TIE/ DYE BATIC WORK

Hazardouss work	Non-Hazardous	Light Work
<ul style="list-style-type: none">• Handling molten wax• Ironing (with box/electric/hot plate irons)• Handling the dye and dyeing cloths	<ul style="list-style-type: none">• Assisting to set the fire• Fetching water• Packing the dry waxed cloths• Assisting to transport cloths to sale points	<ul style="list-style-type: none">• Not permitted

6.4.14 Foundries Work (Lead and aluminium smelting and blacksmithing)

Job Steps

- Lead, aluminium and other metals are carried to the workshop
- The sand mould and the core are prepared
- The metal is melted
- The molten metal is poured into the mould and left to cool
- The mould and ore are removed
- Grinding is done
- The product is polished and finished
- Then chemical treatment is done

Hazards/Dangers

- Prolonged awkward posture
- Exposure to burns from fire and heat from hot molten iron
- Exposure to metal dust and fumes
- Exposure to chemicals
- Exposure to excessive noise

HAF FOR FOUNDERY WORK

Hazardous work	Non Hazardous	Light work
<ul style="list-style-type: none">• Handling molten metal (pouring the molten metal into the mould)• Treating mould with chemicals• Working without appropriate protective gear/clothing (nose mask, ear plug and goggles)	<ul style="list-style-type: none">• Operating the pneumatic bellows• Grinding and polishing new moulds• Removing the mould	<ul style="list-style-type: none">• Running errands• Observing as work is done (from a safe distance)• Packing tools and finished products• Sweeping and cleaning the premises

6.4.15: Mills and Machine Shops

Job Steps in Corn milling

CORNMILL

Preparations

- Place is opened up
- Place is swept and machine is fixed
- Debris is removed from mill
- Oil quantity in bearing pot/steering pot is checked and replenished

1. Grinding cereals, vegetables or cassava, etc

- The mill is switched on
- Cereals, vegetables (e.g. maize, pepper, tomatoes, onions) or cassava is poured into the mill
- Steer is tightened
- Cereals, vegetables or other items are pushed into grinder
- Cereals and vegetables are pushed with stick down into the mill
- Steer is tightened according to various specification to get the desired texture
- The process is repeated until the desired smoothness is attained
- The mill is opened to remove residue of grinded items
- Working area is swept intermittently to keep it clean

Hazards/Dangers

- Finger amputation from grinding teeth/blade or rotating belt
- Crushing of metal pieces that accidentally enter the mill, leading to injury of persons around the mill
- Coughing and running nose due to pepper, onions and other spices
- Prolonged improper sitting postures
- Lifting of heavy loads
- Persistent exposure to cereal dust, i.e. corn, pepper, onions, groundnut, cassava, etc.
- Exposure to excessive noise

2. Sharpening corn mill teeth

- Board/foam is fixed on thigh
- Tyre is fixed on steel
- Grinding teeth are put on thigh and sharpened in a special orderly manner with a metallic stone

Hazards/Dangers

- Inhalation of iron filings, or filings entering the eyes
- Exposure to excessive heat from grinding teeth
- Prolonged awkward working posture
- Electric shock from faulty motor
- Rotating grinding teeth entangling clothes of operator and hurting the operator
- Rotating grinding teeth exploding to harm the operator
- Exposure to excessive noise

SAW MILL/CHAIN SAW OPERATION

Preparing wood for processing

- Fresh wood is kept for 2 months to dry
- The wood is treated with wood preserving chemicals, i.e. '*desbine*'
- Customer specifications are taken from customer
- Pricing is done

Wood Processing

- Bigger boards are divided into smaller single boards with a band saw
- The whole wood is planned in a planning machine (both sides of wood)
- The wood is straightened with the smoothing machine
- The wood is cut or straightened to get the correct shape using saw bench
- Cross cutting is done
- Moulding/spindling is done
- Wood is sand-papered with sanding machine/ part sander (sand paper)

Dangers

- Exposure to wood dust causing respiratory diseases and asthma
- Cutter coming off and entering any part of a person's body, resulting in death
- Amputations or deep cuts from saw
- Exposure to very high noise levels
- Fire outbreak due to saw dust
- Exposure to wood chemicals
- Lifting and packing heavy wood

HAF FOR GRINDING MILLS AND SAW MILL OR CHAINSAW OPERATION

Hazardous Work	Non-Hazardous work	Light work
<p>GRINDING MILLS</p> <ul style="list-style-type: none"> • Starting a diesel-operated corn mill engine • Feeding the grinder with load • Lifting heavy loads • Working without eye, ear and nose protection • All processes in teeth sharpening 	<ul style="list-style-type: none"> • Preparatory corn mill work • Cleaning the mills after grinding 	<ul style="list-style-type: none"> • Errands and sweeping
<p>SAWMILLS/CHAINSAW OPERATION</p> <ul style="list-style-type: none"> • All processes 	<ul style="list-style-type: none"> • Not permitted 	<ul style="list-style-type: none"> • Not permitted

6.4.16: Transportation of Goods And Passengers (Driver's mate)

Basic Essential Job Steps

- Calling passengers into the vehicle
- Jumping onto moving vehicles
- Constantly opening and closing of doors
- Lifting and carrying loads onto and off vehicle
- Collecting fares from passengers
- Give the driver signals about traffic situation
- Cleaning the vehicles

Hazards/Dangers

- Slipping and falling from a moving vehicle leading to slip disk, broken bones and other injuries
- Lifting and carrying heavy loads
- Verbal and physical abuse
- Long working hours without adequate breaks

HAF FOR DRIVER'S MATE

Hazardous Work	Non-Hazardous work	Light work
<ul style="list-style-type: none">• Jumping onto moving vehicles• Hanging onto moving vehicles• Unlicensed driving• Lifting and handling heavy loads	<ul style="list-style-type: none">• Collection of fares from passengers• Loading and off-loading light loads• Give signals about traffic situation• Cleaning vehicles• Soliciting for passengers to join the vehicle	Not permitted

6.4.17: Welding and Spraying

1. WELDING

Basic Essential Job Steps

- Prepare to work (*wear working attire and sweep work place*)
- Cut plate
- Straightening (*pushing with hammer and pulling with wire or chain*)
- Charge carbide
- Weld vehicle
- Apply filler
- Sand-paper vehicle
- Ground vehicle

Charging the carbide

- Open port
- Put carbide inside
- Pour water into the carbide
- Shake the cylinder

Welding

- A position is taken to have access to welding site (lie under car, bend over, etc)
- The carbide is ignited
- The oxygen is adjusted
- The two ends are positioned or held together and welded with a rod

Hazards/Dangers

- Explosion from leaking carbide resulting in death or severe injuries
- Burns from welding flames or hot plates

- Cuts from sharp plates
- Injuries by hammer
- Exposure of the naked eyes to tiny hot splinters resulting in eye problems
- Fire outbreaks from leaking fuel
- Respiratory problems from inhalation of dust and fumes from welding, smoothening or grinding
- Being crushed by car or heavy object when working underneath the car
- Electrocution from arc welding

SPRAYING WORK

Basic Essential Job Steps

- Clean the surface of the object, e.g. car, fridge, wood, etc.
- Apply filler and potty and sand paper to smoothen body surface
- Apply primer
- Finalize smoothing
- Mix paint and load into spraying gun
- Spray

Hazards/Dangers

- Inhalation of dust and paint causing respiratory diseases (e.g. chest diseases)
- Cuts by sharp edges
- Awkward posture resulting in waist, neck and back pains
- Eye problems

MECHANIC WORK

Basic Essential Job Steps

- Wear working attire and sweep work place
- Fault is detected
- Faulty part is removed if possible
- Parts are repaired
- Parts are replaced
- Parts are fixed back to the original position

Work Commonly Done

Work ranges from:

- plug removal,

- jerking,
- tyre removal,
- Removing and fixing engine parts
- Pushing cars to start them

Hazards/Dangers

- Being crushed by slipping vehicles or failing hydraulics
- Being crushed by falling heavy vehicle parts, e.g. gear box, back axle, engine
- Being trapped or cut by rotating engine fan
- Burns from radiator tanks
- Fire outbreaks from petrol leakage resulting in burns
- Physical injuries during coil spring removal
- Battery explosion
- Awkward posture, i.e. twisting the body to fit under the car or narrow spaces

HAF FOR WELDING/SPRAYING AND MECHANIC WORK

Hazardous Work	Non Hazardous work	Light work
<p>WELDING & SPRAYING</p> <ul style="list-style-type: none"> • Charging carbide cylinder • Welding with either gas or electricity • Working under vehicle • Straightening large dents • Grinding welded surface using grinding machine • Plate cutting with hammer and chisel • Mixing and loading of paints/spraying materials/ chemicals • Spraying • Working without appropriate protective clothing, e.g. goggles, nose mask or footwear 	<ul style="list-style-type: none"> • Smoothing car object • Preparing object for spraying • Packing tools 	<ul style="list-style-type: none"> • Observing work from a safe distance • Running errands • Fetching water for spraying
<p>MECHANIC WORK</p> <ul style="list-style-type: none"> • Working under vehicle or on inaccessible parts requiring prolonged bending or twisting of the body • Lifting heavy vehicular parts, e.g. gear box, back axle, engine and large tyres • Working on a running engine • Working on shock absorbers • Working on radiator with overheating problems • Opening and closing of the bonnet during overheating or in the event of fire outbreak • Pushing heavy duty vehicles or pushing small vehicles over long distances • Jacking of vehicles • Handling of liquefied petroleum gas (LPG) 	<ul style="list-style-type: none"> • Removal and replacing of light engine parts • Removal of engine plugs • Minor body work • Washing of vehicles 	<ul style="list-style-type: none"> • Observation of work from a safe distance • Running errands

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CHAPTER 7

RECOMMENDATIONS

The HAF as presented in the previous chapter shows the activities in which child participation is not encouraged. It is clearly demonstrated that while a sector is classified as hazardous, there may be some specific activities within the sector that are light enough for children to take part in because those activities or processes are not hazardous or the hazards could be removed for the activity to become safe. Some assumptions have been made in developing the HAF which have implications that need to be observed and noted. These are outlined below.

7.1 Policy Implications

7.1.1 Reducing the minimum age for light work in the Children's Act from 13 to 12 years

This project found clearly that the current age at which light work is permitted as per the Children's Act is out of keeping with the general development level of children in the country, especially in rural areas. Though the minimum age for engaging children in light work is pegged at 13 years, the communities see age categorization differently. From interactions with cocoa communities, Hinson-Ekong (2006) found that rural communities generally define a child as any person below 12 years of age. She noted that children in rural farming settings mature faster than their city counterparts and attributed this to early socialization into family economic activities and responsibility. This is further proved in the development of the HAF for cocoa production. As mentioned in Chapter 4, the HAF is applicable when it is in conformity with international laws as well as cultural practices.

For practical purposes, this framework suggests light work for children in Ghana to be fixed at 12 years instead of 13 years. Children as early as 9-10 years have been observed to do light work. Moreover, a child who starts school at 6 years is estimated to complete primary school by the end of 12 years. Fixing the minimum age for light work at 12 years would therefore allow a child to perform light activities after completing primary school. It is also in keeping with the ILO C138 recommendation for developing countries.

7.1.2 Legal Endorsement

To authenticate the framework for implementation, there is need to give it full legal endorsement. Section 91 of the Children's Act already caters for the expanded list of hazardous work/activities. This framework should therefore be forwarded to the Attorney General's office for inclusion to the available Act as part of the legislative instrument.

The Districts Assemblies are encouraged to introduce the hazardous activity framework into their bye-laws, taking note of the activities that are prevalent in the district and emphasizing

them. This should however be preceded by adequate community sensitization and education on the framework.

7.2 Interventions

7.2.1 Development of Training and Educational Materials

The framework was adopted in a stakeholders' forum. Therefore there is the need to convert the framework into educational and campaign material to facilitate dissemination. This will involve abridging the document into a field training manual, leaflets, brochures, billboards and other campaign materials. The document also needs to be translated into local languages. The concepts of permissible carrying weights, working depths and heights will have to be made clear using pictures and videos. They also need to be broken into familiar terms, e.g. carrying weights need to be likened to basket, bucket and basin sizes which could be easier appreciated by community members.

7.2.2 Training of Stakeholders on the Framework

Owing to the complex nature of the concepts in child labour, the consultant proposes the training of core persons who will be assigned the role of training all key partners such as MMDAs, NGOS, GES, Security Agencies, District Assemblies, District Child Protection Committees (DCPC), the media, etc. A cascading effect is encouraged to ensure that the training descends to the end-users' level.

7.2.3 Awareness and Sensitization on the Hazardous Child Labour Activity Framework

The health hazards to which these children are exposed, and their potential impact on health and development, call for immediate, effective, well targeted and sustained interventions. Major initiatives should be taken to promote the understanding and adherence to the framework. Awareness creation and discourse on child labour using this framework in the communities and at policy level is recommended. In addition, the importance of education to the child in particular and the family and society in general needs to be stressed as a replacement for child labor.

In dealing with culturally rooted issues like child labour, it is recommended that engagement of the communities using innovative social marketing strategies, mass media (radio, TV and mobile vans), social media and media advocacy approach on sustained basis will be most effective. These campaigns should use effective culturally-sensitive strategies in educating and reaching communities to maximise impact. Informal discussions, peer education, drama, theatre and other participatory community interaction methods are highly recommended at community levels. It is therefore important to invest in community interactions which will lead to a change in socio-cultural paradigms.

7.2.4 Occupational Safety and Health interventions - safe work initiatives

The current level of involvement of children in hazardous work calls for safety initiatives targeting the following domains:

- Health and safety (i.e. preventing risks and avoiding harm to the working child)
- Safe handling of working tools
- Promoting production and use of locally-made, cheap, basic protective clothing

- Chemical safety (i.e. safe use of chemicals).

This requires preparation of OSH guidelines in companies (large, medium or small), by associations of persons in particular work sectors, communities and oversight bodies, e.g. Environmental Protection Agency (EPA). Inspection of work places needs to be actively done and those who are found to flout the guidelines need to be named and punished. Likewise, those who protect workers including children of appropriate working ages need to be named and rewarded.

7.2.5 Community Suggestions

The suggestion from communities on efforts to combat hazardous child labour of any type indicates that an all-inclusive remediation efforts anchored on socio-economic development of affected households should be the key intervention strategy. Their suggestions can be categorised as follows:

Community empowerment

- Provision of working tools and equipment
- Making small loan facilities available for expansion of business
- Provision of storage and processing facilities
- Assisting the workers to form cooperatives and associations
- Facilitating ready market arrangement for the sale of produce
- Increasing local mining and saw mills concessions
- Alternative livelihood opportunities

School

- Increasing school infrastructure
- Providing transitional education where possible for older child labourers
- Scholarships for children progressing to SHS
- Extension of school feeding programme to rural schools
- Motivating teachers
- Providing apprenticeship and vocational training for older child labourers
- Making schools more attractive and beneficial

Direct intervention

- Increasing public education and sensitization on the child labour
- Formulating and enforcing community rules and bye laws against child labour

Others

- Provision of capital for older out-of-school children to start business
- Creating employment opportunities for older children
- Encouraging family planning
- Rescuing and resettling trafficked children
- Provision of protective clothing for all workers

7.3 Expansion of the HAF

The development of the HAF as an on-going process is important to ensure all sectors of the informal economy are progressively covered. Below is suggested list of occupations and sectors that could be considered for next phase of HAF development.

1. Construction and demolition
2. Abattoirs/Slaughter House;
3. Small soap factory work (crude process)
4. Handling of toxic or inflammable substances or explosives
5. Handloom and power loom industry
6. Carpentry
7. Tannery work
8. Hairdressers and barbers
9. Battery recharging
10. Printing presses
11. Kaolin mining
12. Oyster shell mining
13. Work with dangerous and wild animals e.g. bee keeping, snake or crocodile rearing
14. Work in sewers and digging tunnels or wells
15. Work in public toilets
16. Bakery
17. Cold storage
18. Salt mining and brine processing
19. Forestry
20. Rural agro-based processing activities, e.g. gari, cassava dough, palm kernel, groundnut and copra oils, palm wine tapping, local *pito* brewery, local gin distillery, and traditional soap-making.

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APPENDICES

APPENDIX 1: EVOLUTION OF HAZARDOUS CHILD LABOUR ACTIVITY FRAMEWORK IN GHANA

LEGISLATIVE APPROACH

1.1 CHILDRENS ACT (1998)

Prohibitions

- Exploitative Labour
- Night work(8pm-6am)
- Engagement in light work below 13yrs
- Employment below 15years

Hazardous work

- Going to Sea
- Mining & Quarry
- Potorage of heavy loads
- Chemical handling & usage
- Bar/ hotels & places of entertainment

1.2 EMPLOYMENT OF YOUNG PERSONS IN HAZARDOUS WORK (Labour Regulations, 2007 [LI 1833] Section 7)

An employer shall not engage a young person in work which involves

1. Manual lifting of loads the weight of which exceeds 25kg
2. Work on scaffold and other structures at a height exceeding 2.5 metres
3. Use of substances and materials that emit
 - Radiation
 - Poisonous gases or fumes
4. The use dangerous chemicals
5. Excessive noise
6. Felling of timber
7. Night work exceeding 8 continuous hours
8. Production and screening of pornographic materials
9. Work at areas in a hotel which is likely to corrupt the moral development of the young person
10. Other situations considered by the Chief Labour Officer as hazardous

*Young person: means a person of or above 18years but below 21 years

2.0 CHILD LABOUR PROGRAMMATIC PRIORITY LIST

2.1 ILO TBP- GHANA LIST (AUGUST, 2004)

- Child Trafficking
- Kayaye (Head Porters)
- Child domestic ersvitude
- Trokosi system (ritual servitude)
- Commercial sexual exploitation of children
- Quarrying and galamsey (small scale mining)
- Children in fishing
- Children in commercial agriculture

2.2 CLU NATIONAL PLAN OF ACTION (NPA) 2009

- Child Trafficking
- Fisheries
- Mining and Quarry
- Ritual Servitude
- Commercial sexual exploitation of children
- Transportation and manual handling of heavy loads
- Child domestic servitude
- Ritual servitude
- Agriculture

APPENDIX 2: IMPACT OF CHILD LABOUR ON EDUCATION

Enrolment

- Enrol late in school (start school at age 9, 10, 13, etc.)
- Standard educational age enrolment does not apply e.g. child of age 12 in KG 2
- Enrolment is all year round (some enrol in the 2nd or 3rd term instead of the 1st term)
- Low enrolment due to exposure to money

Attendance and Punctuality

- Irregular school attendance
- Truancy
- Children fend for themselves and having to work
- Children not remaining in class till school close especially during harvest
- Lateness to school

Retention

- High school dropout rate as parents don't value education enough to sponsor wards higher
- Dropping out to work to cater for themselves and younger siblings
- Dropping out due to frustration (difficulty in coping with studies, having to study with much younger children)
- Dwindling numbers of children from lower classes to upper classes
- Schooling not being a priority to the fishing and farming folks
- Most children not progressing beyond JHS level

Performance

- Abysmal performance
- Poor assimilation in class
- Some look up to their teachers as role models and climb higher on academic ladder
- Inability of illiterate parents to help wards with homework
- No time for extra learning outside class since they go working after school hours
- Sleeping in class due to tiredness
- Punishment for poor performance, leading to low interest in education and perception of school as a place for punishment

Behaviour

- Disrespect for teachers (some children insult, ridicule or shout at teachers)
- Violent behaviour (fighting at the least provocation)
- Use of foul (profane) language
- Abnormal behaviour including timidity and hallucinations due to trauma from child labour (common among children who work on the lake in Yeji)
- Bullying other children or younger class mates
- Low self esteem and perspective
- Indiscipline

APPENDIX 3: WORK HAZARD ANALYSIS

Sector/Activity	HAZARDS	Health Impact
Agriculture	Weeds, reptiles, rodents, sharp cutlasses, axes and chisels, manual handling, noise from chain saw, stumps, falling trees, agrochemicals	Allergic dermatitis, contusions, lacerations, fractures, immunodeficiency, cancer, reproductive health problems (infertility); Snake/insect bites Asthma
Sand Winning	Reptiles, weeds, falling trees, cutlasses, pick axes, shovels, poor working posture, sand dust, silica, manual handling	Musculo-skeletal disorders (MSD), contusions, cuts, fractures, Allergic dermatitis, Silicosis
Small scale mining (<i>galamsey</i>)	Reptiles, weeds, sharp rocks, cutlasses, hammer, chisel, pick axes, shovel, poor working posture, unhealthy confined underground environment, rock dust, silica, radioactive minerals (radon), manual handling, chemicals (mercury, CO ₂ , hydrochloric acid), falling rocks/sand	MSD, contusion, lacerations, fractures, allergic dermatitis, Silicosis, teratogenic effect, mercury poisoning, Asphyxiation
Quarrying	Reptiles, weeds, sharp rocks, hammer, chisel, pick axes, shovel, poor working posture, underground rock dust.(mainly silica), Radioactive minerals (e.g. radon), manual handling	Allergic dermatitis, contusion, lacerations, fractures, musculoskeletal disorders, Silicosis, Cancer, teratogenic effect, eye injuries
Small scale sawmills	Manual handling, electricity, Sharp tools, Slips and falls, exposure to wood dust	MSD, electric shocks/electrocution, crush injuries, traumatic amputation, Noise-Induced Hearing Loss, cancer of the nasal cavities
Porterage/ Carting	Manual handling Hot/cold conditions, Physical violence, sexual harassment, slips and falls, drug usage e.g. marijuana	MSD, Injuries, Headaches, Teenage pregnancy, STIs/HIV/AIDS, emotional stress Psychiatric problems
Grinding Milling e.g. corn mills	Noise, electricity, exhaust fumes, cereal dust	Hearing impairment, electric shock/ electrocution, lung problems, traumatic amputations, Allergic dermatitis, rhinitis, conjunctivitis
Work in places such as bars, hotels and places of entertainment (Hospitality industry)	High/low temperature, sharp objects (e.g. knives, broken glasses, plates, bottles), physical violence, sexual harassment, drug & alcohol abuse, chemicals (detergents/solvents)	Burns, Cuts and Bruises, Teenage pregnancy, STIs/HIV/AIDS, Psychological & emotional stress, deviant behavior
Driver's mate	Slips and fall, manual handling, Whole Body Vibration, noise, verbal & physical abuse	Injuries, MSD, slips and fall, exhaust fumes, long working hours without adequate breaks
Domestic Aides	Manual handling, physical, verbal, financial and sexual abuse, Long working hours	MSD, injuries, teenage pregnancy, STI/HIV/AIDS, emotional and psychological stress

	Exposure to high temperature Explosion and fire hazards Exposure to heat, noise, dust fines, fly-ash, oxides of Nitrogen, Sulphur and metals	Severe burns Eye irritation Headache metal fume fever
Cattle herd boys	extreme weather conditions Exposure to animals, i.e. snake bite, bee, wasp and scorpion stings, attack by aggressive cows during milking, attacks by cattle thieves, Punishment for farm destruction by cows Long working hours, long travel distances	Stunted /delayed growth Injuries, MSD, animal diseases, emotional and psychological stress
Garbage dump scavenging	Biological hazards, Chemicals including heavy metals (e.g. Al, Pb), solvents, industrial chemicals, sharp objects (e.g. broken bottles)	Respiratory tract infection (RTI), MSDs, Cholera, Zoonosis Malaria, Teratogenic effect, physical injuries, Allergic dermatitis, Asthma
Street Hawking	RTA, Exhaust fumes hot/cold weather, manual handling Physical violence, falling, Sexual harassment / abuse, Drug abuse	RTI, Fatalities, Physical Injuries, MSD, Psychological stress, STIs/HIV/AIDS, Teenage Pregnancy
Street Beggar's Guide	RTA, Exhaust fumes, hot/cold weather manual handling, Physical violence, Sexual harassment / abuse, Drug abuse	RTI, Fatalities, Physical Injuries, Psychological stresses, STIs/HIV/AIDS Teenage Pregnancy
Batik/Tie & Dye	Fire outbreak from overheated wax, Exposure to molten wax and wax smoke, Inhalation of dye dust and contact with dye (aniline)	Respiratory problems, skin disorders (splits in the skin), eye irritation, urinary tract cancers, burns
Street work (hawking and begging)	Exposure to drugs, violence and criminal activities and prostitution; exposure to traffic accidents, danger to health and morals, long hours	Motor vehicle injuries; drug addiction; Being branded as social outcasts; fatigue, malnutrition; STI; unwanted pregnancy
Welding	Inhalation of metal fumes and smoke, fire, electricity, sharp objects, intense light, exposure of gas cylinders	Metal fume fever, Respiratory problems, eye problems (arc eye), crush injuries, MSDs, Burns, electric shock, death
Aluminum pot manufacturing (Dadesan)	Manual handling, fire and heat, sand and aluminum dust	MSD, asthma and increased risk of bladder cancer.
Welding	Manual handling, , hammer, chisel Fire, electricity	MSD, injuries (e.g. cuts, aberrations, eye injuries), Increased risk of lung cancer
Spraying	Manual handling, Hand-powered machine, filler and metal dust, isocyanates	MSD, Hand vibration syndrome, injuries, occupational asthma
Fish Mongering	Manual handling, sharp knives, fish fins, Salt concentrates, smoke (carbon monoxide)	MSD, Allergic dermatitis, Respiratory tract irritation/infection

APPENDIX 4: STAKEHOLDERS CONSULTED

Stakeholders consulted in the course of the HAF project

FISHERIES	<ul style="list-style-type: none"> • Fisheries Commission • MOFA • Fishermen Association • IOM • Free the Slaves
MINING	<ul style="list-style-type: none"> • Small Scale Miners Association • Mining Workers Union (GTUC) • Mineral Commission • Ministry of Lands and Natural Resources • Chamber of Mines • EPA
AGRICULTURE	<ul style="list-style-type: none"> • Agric Extension Directorate • GAWU • Livestock /Cattle Herding Associations • NPECLC
PORTERAGE OF HEAVY LOADS	<ul style="list-style-type: none"> • LAWA, Ghana • Kayaye Association
SAW MILLS	<ul style="list-style-type: none"> • Forestry Commission • Sawmillers Association
SCAVENGERS	<ul style="list-style-type: none"> • NBSSI • Coalition of NGOs (GNCRC)
HOTELS	<ul style="list-style-type: none"> • Ghana Tourist Board
DRIVER'S MATE	<ul style="list-style-type: none"> • GPRTU/PROTOA
OTHERS	<ul style="list-style-type: none"> • Coalition of NGOs • ILO • UNICEF • ICI • FAO • Technical Working Group (TWG) on Child Labour • NSCCL

Some places visited during community consultation

District/Area	Places visited	Focus
Kpando	Kpando-Torkor, Awate-Tornu	Lake fishing
Sogakofe	Awusakpe, Fievie, Kototsikope	Cattle herding
Winneba	Sankor, Winneba	Ocean fishing
Akwatia	Anwiaso, Bamenase, Akim Abodom, GOPDC concession	Diamond mining, citrus and oil palm
Prestea	Heman, Asompa, Prestea	Gold mining
Takoradi	Ahanta-GREL, Mondia, Kokompe,	Rubber, saw mill

	Timber Market (Accra)	
Accra	Nima	Corn millers
Accra	Kwabenya	Stone quarry
Accra	Agbogbloshie	kayaye

APPENDIX 5: GLOSSARY

<i>Abala</i>	sail
<i>Abro</i>	a type of fishing, normally done by laying the net in the water in the afternoon, then at night when the fishes are asleep, the lake/river is hit with a big stick so when they are running away they go straight to the net
<i>akple/ teku</i>	is a prepared feed used to trap fish in basket trap fishing
<i>Akree</i>	harvesting hook
<i>babar</i>	Termites; it used as baits
<i>Bonsu</i>	captain/leader of the fishing group
<i>Capo</i>	is the captain of the group of fishermen at sea
<i>Changfa</i>	Chinese milling machine used in grinding gold bearing material
<i>Croupiers</i>	a person who works in a casino and responsible for a particular table and whose job is to collect and payout money and give out playing cards
<i>Danka</i>	a mark in the form of a floating gallon used to identify the ends of the net when fishing
<i>Enyekpotor/enyeter</i>	kraal owner/cattle owner
<i>Galamsey</i>	a term meaning gather and sell used to refer to illegal mining
<i>Gbedordor</i>	take cattle out for grazing for up to a week without returning
<i>Goza</i>	a term for diamond
<i>Gyigi</i>	jigging
<i>Oboe</i>	is a call made when a haul of fish is sighted
<i>Odor</i>	a type of dangerous fish which injures divers in the lake
<i>Otseii fishing</i>	a type of fishing done at the edges of the bank of the lagoon during flooding
<i>Mpatoaboa (Asabu)</i>	a type of fishing known as cast net fishing
<i>Jumpa</i>	a long stick usually made from bamboo used to direct the canoe on sea
<i>Kanana</i>	stone chippings
<i>Kaya</i>	load
<i>Kayaye</i>	female porters
<i>kehyire/ ekr</i>	a piece of rag that supports load on the heads of head porters. It also reduces the direct impact of goods on the head.
<i>Lagee</i>	is a call to boys to jump into sea to drive escaping fish back into the net
<i>Loco boys</i>	a group of men who hoist sacks of gold bearing rocks from pits unto surface
<i>Med</i>	mercury
<i>Nkyae Abro/Disco</i>	when the lake overflows, the fish goes under the net because the net is hanging, so someone has to go down to make sure that the net is not hanging to entrap all fishes.)
<i>Po fie</i>	a small house near the beach where fishing tools are kept also known as sea house
<i>Sua- ado</i>	a type of cutlass used for weeding undergrowth in farms
<i>Top</i>	a metallic sieve used in sieving large boulders of stones from smaller ones
<i>Trokosi</i>	Ritual servitude
<i>Twui</i>	a type of drag net fishing