GHANA NATIONAL PROGRAMME FOR THE
ELIMINATION OF THE WORST FORMS OF CHILD
LABOUR IN COCOA (NPECLC)
PROGRESS & WAY FORWARD

Presentation at Expert Panel Meeting
18th – 20 May 2009 at Holiday Inn, Accra

Presented by:
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MAP OF GHANA COCOA DISTRICTS

- There are 6 regions producing cocoa in Ghana
- 64 cocoa growing districts

Eliminating WFCL in cocoa - Ghana's approach
The concept of the NPECLC

- The “National Programme for the Elimination of Worst Forms of Child Labor in Cocoa” (NPECLC) is a Government of Ghana intervention drawing from studies performed by West Africa Cocoa and Commercial Agriculture Project (ILO/IPEC/WACAP)
- The NPECLC provides a framework for interventions in Ghana to eliminate WFCL in cocoa, and plays a coordination role.
- Implementation of NPECLC started in August 2006
- The NPECLC uses an “all-hands-on-deck” approach, with government and non-government partners working towards a common goal:
  - To eliminate worst forms of child labor in cocoa by 2011, and contribute to eliminating all forms of child labor in the long term.
Coverage

<table>
<thead>
<tr>
<th>Org</th>
<th>No. of Region</th>
<th>No. of M/D A</th>
<th>No. of Communities</th>
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<tr>
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<td>525</td>
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<td>PDA/ICI</td>
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<td>IBIS</td>
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<tr>
<td>Total</td>
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- The Districts Overlap
- 6 regions
- A total of 48 M/DAs are being covered out of 64
- It is expected that all M/DAs would be covered by 2010
Objectives of the NPECLC

1. Enhancement of the knowledge base on child labour in the cocoa sector;
2. Strengthening of the legal framework for dealing with WFCL in cocoa-growing areas;
3. Mobilization of cocoa growing communities, district assemblies, the local cocoa industry and other stakeholders to work together to eliminate WFCL in cocoa;
4. Development and implementation of interventions for eliminating WFCL in cocoa;
5. Promotion of universal basic education and human resource development among cocoa growing communities;
6. Development and implementation of interventions that reduce the need for child labour in the cocoa sector;
7. Development of institutional, technical and organizational capacities at central, regional, district and community levels to effectively address child labour.
Eliminating WFCL in cocoa - Ghana's approach

Structures put in place to implement the NPECLC

- National Steering Committee on elimination of child labour
  - Cocoa sub-committee supports the work of the TWG
  - Technical support, especially at policy level
  - Integration of lessons from the NPECLC to shape the National Plan of Action on Elimination of Child Labour
- The NPECLC Secretariat
  - Coordinates activities concerning elimination of WFCL in cocoa in Ghana
- A multi-sectoral Technical Working Group comprising representatives from
  - Government Ministries and Agencies; Research Institutions, Workers Unions, NGOs and UN Agencies has been set up and working very actively
  - Technical & organizational support to surveys

- Research Team
- District & Child Protection Committees (DCPC)
  - Implement action plans
  - Monitor activities of community members to ensure children are in school
- Community CPC
  - Community surveillance
  - Sensitization
  - Implement community action plans (CAP)
- National Partners’ Forum
  - Created Partners Forum made up of all partners implementing projects to eliminate WFCL in cocoa (Government agencies, NGOs, local industry partners, trade union, research institutions, etc)
  - Meet to share best practices and plans
  - Monitors adherence to the national framework.
Eliminating WFCL in cocoa - Ghana's approach
Activities & support to the NPECLC - summary

- Surveys funded by World Cocoa Foundation and Ghana Cocoa Board
    Supported by World Cocoa Foundation and Ghana Cocoa Board
  - Cocoa Labour Survey in Ghana (Scale up Survey) 2007/2008
- Development of Hazardous Child Labour Framework (HAF)
  - Supported by Danish Embassy and ICI
- Remediation (initial 11 Municipal/District (MDAs))
  - Funded by Danish Embassy Ghana Cocoa Board and Municipal/District Assemblies
- Community sensitization
  - Supported by UNICEF, Danish Emb & MDAs

- Development of OSH messages using HAF – supported by COCOBOD
- Scale-up of remediation activities to 36 M/DA(s) – funded by COCOBOD, UNICEF & DANISH EMBASSY
- Individual partners’ projects
  - COCOBOD self-supported interventions
  - Yen Daakye (YDK) Project, funded by ICI
  - General Agricultural Workers’ Union (GAWU) interventions, supported by ILO
  - UG – Dept. of Agric Economics & Agribusiness
  - UG- Medical School Cargill
  - ECHOES /WINROCK CARE
  - iMPACT – Mars FURDEV
  - STCP IFESH
  - IBIS Barry Callebaut

Eliminating WFCL in cocoa - Ghana's approach
Surveys

Research Team
- University of Ghana (Department of Agric Economics and Agribusiness) – Leader
- Ghana Statistical Service (GSS)
- Employment Information Bureau
- Cocoa Research Institute of Ghana (CRIG)
- University of Ghana Medical School (UGMS)
- Staff of NPECLC

- Pilot survey was undertaken in the 2006/2007 cocoa season.
- Scale-up survey was undertaken in the (current) 2007/2008 cocoa season covering 60% of Ghana cocoa areas.
  - Validation of results done on June 6th, 2008
  - Posted on www.childprotection.gov.gh; www.cocobod.gh

Eliminating WFCL in cocoa - Ghana's approach
Hazardous Child Labour Activity Framework (HAF)

- The HAF was completed and released in June 2008. (full report on [www.childprotection.gov.gh](http://www.childprotection.gov.gh)
- It defines hazardous cocoa farm activities.
  - It gives specific conditions that make activities hazardous:
    - Duration of work, activity-per-age of child, work intensity, load per distance, etc.
Hazardous Child Labour Activity Framework

- Development of a Hazardous Child Labour (HAF) Framework for the cocoa sector
  - Framework validated on June 5th, 2008
  - It spells out clearly the conditions and activities that make various cocoa-growing activities hazardous for children
  - It will feed into a larger framework for hazardous activities in other sectors and advocated as a Protocol to the Children’s Act of Ghana
  - On www.childprotection.gov.gh

Eliminating WFCL in cocoa - Ghana's approach
Hazardous Activity Framework (HAF)

- **HAZARDOUS ACTIVITIES- BELOW 18 YEARS**
  - Bush burning
  - Clearing of forest and /or felling of trees
  - Working with Agrochemicals i.e. Purchasing, transport, storage, use (mixing, loading and spraying/applying), washing of containers and spraying machine and disposal.
  - Present or working in the vicinity of farm during pesticide spraying or re-enter sprayed farm in less than 12 hours Using machetes/long cutlass for weeding
  - Climbing trees higher than 3metres (9 feet’s) to cut mistletoe with cutlass
  - Working with motorized mist blower, knapsack sprayer and chainsaw
  - Harvesting overhead cocoa pods with harvesting hook
  - Breaking cocoa pods with breaking knife
  - Carrying heavy load beyond permissible carrying weight i.e. above 30% of body weight for more than 2 miles (3Km).

- Working on the farm for more than 3 hours per day or more than 18 hours per week (for children on weekends, holidays and/or have completed school).
  - For children in school, working more than 2 hours a day on a school day
- 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)
- Going to or returning from the farm alone or working on farm between 6.00 p.m. and 6.00 a.m.
- A child withdrawn from school during cocoa season to do farm work
- Working full time on farm and not attending formal / non formal school (applicable to children under 15 years)

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Permissible work

- **Age group 5-7 years**
  - May accompany parents to the farm during weekends or holidays but do not undertake any specific task

- **Age Group 8-11 years**
  - Assist in taking care of babies and toddlers on the farm
  - Helping in cooking and serving food
  - Running farm errands
  - Picking harvested pods from under cocoa trees in the company of adults
  - Uprooting weeds around young cocoa plants

- **Age group 12-14**
  - Fetching water for spraying and leaving the farm before spraying commences
  - Filling of Nursery bags with black soil
  - Gathering of cocoa pods
  - Scooping and removal of beans
  - Carting minor loads (see permissible carrying load standard in Table 10.2)
  - Watering of Seedlings at the nursery

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HAF – Permissible work and its recommendation

- Permissible Work
  - Age Group 15-17
    - Assisting in planting cocoa
    - Weeding/brushing undergrowths with age-appropriate cutlass (Sua-ado or small cutlass)
    - Plucking within hand-reach pods
    - Breaking cocoa pods with breaking mallet or hitting on the ground
    - Carting load

- Recommendations for permissible child labour activities (age category)
  - **Age 5-7**
    - Children should be under adult supervision
  - **Age 8-11**
    - Children should be under adult supervision
  - **Age 12-14**
    - The child needs adequate training
    - Children should be under adult supervision
  - **Age 15-17**
    - Carrying weight should not exceed 30% bodyweight for more than 2 miles (3 Km)
    - The child needs adequate training
    - Children should be under adult supervision
Remediation Concept

- Remediation is informed by the results of the pilot and scale-up surveys as well as other studies:
  Ghana Child Labour Survey (2003); GAWU (2006);
  IITA (2002); MOWAC (2005)
- It includes all interventions implemented as a response to studies conducted and community needs assessments done
Remediation

- **Sensitization**
  - Key stakeholders in 47 cocoa-growing districts sensitized about child labour issues
  - NGO partners have undertaken community and school sensitization/dialoguing
  - Awareness about child labour in cocoa has increased (76% Scale-up survey).
  - Formation & training of District and Community Child Protection Committees (460)
  - Formation/strengthening of Child Rights Clubs (30 clubs)

- **District Assembly Action Plans**
  - 11 supported with funds from COCOBOD & Danish Embassy
  - Additional 36 M/DAs have signed MOUs with MESW to implement their action plans—being supported by COCOBOD, UNICEF, DANISH Embassy.
- **Institution of community bye-laws**
  - By District Assemblies & Traditional Leaders
  - The laws make child participation in hazardous work, or work during school hours unlawful
Remediation (3)

- Use of child centered approaches
  - Anti child labour clubs
  - To improve literacy skills
  - To teach child rights & responsibilities
  - Sensitization using drama

- Formation & training of Child Protection Committees (CPCs)
  - 11 District Committees (DCPC)- 166 trained
  - 36 are being established
  - 110 Community Committees (CCPC)- 1050 have been trained
  - 415 (CCPCs) are being established by July 2009
- CCPCs carry out action planning, sensitization, monitoring & surveillance.
Educational support

- Psychosocial and career counseling
- Needs assessment
- Periodic monitoring & support visits
- Provision of uniforms and learning materials (start-up)

- Support to over 1,300 vulnerable children to pursue formal education or skills training in 11 districts (This is a one off intervention)
  - 5000 children to be supported in 2009
  - Support includes uniforms, footwear, exercise books and bags
  - Payment of apprenticeship fees
Educational support
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Capacity Building

- Programme Inception Workshop for Implementing Partners (M/DAs & NGOs and traditional Authorities)
- Training of Data Collectors for Scale-up Survey
- Capacity Building Workshop for NPECLC District Field Staff
- Action Planning Workshop for District Assembly Staff-Batch I
- Action Planning Workshop for District Assembly Staff-Batch II
- PLA Skills Training for Field Staff/Mid Term Evaluation Workshop
  - Zonal Capacity Building Workshop for Media Personnel-Koforidua
  - COCOBOD/ICI/Field staff Training
  - Capacity building for CCPCs
- Zonal Capacity Building Workshop for Media Personnel-Kumasi
- Zonal Capacity Building Workshop for Media Personnel-Sefwi Wiawso
- 11 sensitization workshops for District Child Protection Committees
- 11 Capacity Building Workshops for Community Child Protection Committees
- Training of security agencies; COCOBOD & LBC staff on concepts of child labour (450 people) (COCOBOD/ICI/FURDEV Collaboration
- 11 Capacity Building Workshops for Law Enforcement Agencies and Security Agencies
- TOT /Inception training for 400 District Level Officers & Social Service Providers (partners NGO) (2009 - 300 have been trained already)
Capacities Building

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Remediation (4)

- Provision of:
  - COCOBOD scholarships to needy wards of cocoa farmers
    - To attend secondary school
  - Over 500km of roads linking cocoa-growing communities.
  - Affordable housing for cocoa farm households.
  - Solar lamps to cocoa-growing communities
    - To enhance evening studies

- COCOBOD/ICI Community sensitization using radio
  - Being broadcast by 18 FM Stations scattered in all the 6 cocoa growing districts
Remediation activities (2)

- Follow up of critical cases emerging from surveys by Response Team
  - A few cases of suspected child trafficking, child prostitution and FAL emerged from the surveys that required further probing and intervention.
  - The respondents were traced and revisited for verification of the cases.
  - No cases of FAL or child trafficking were confirmed.
  - One case of suspected child prostitution is still being investigated (the girl is pregnant and her boyfriend has accepted responsibility).
- Monitoring of district & partner activities
Improve the well being of farmers and families

- Roads – cocoa roads continue to be developed. A total of 531 kms of roads linking cocoa growing communities in the six cocoa growing regions have been earmarked for rehabilitation for 2008.
- Provision of scholarships to children of cocoa farmers
- Health facilities have been built in the cocoa growing regions (e.g. Akim Tafo, Tepa, Trabuom, Nkrankwanta, Abuom and Sankore) to cater for cocoa farmers and their families. Additional ones are also being planned (e.g. Sefwi Debiso).

Other actualised policies for farmers welfare
- Consistent increases in cocoa producer prices, the latest for the 2007/08 season having been increased from GHc950 to GHc1,200 representing an increase of twenty-six percent (26%). (82% FOB price)
- Implementation of government cocoa pests and diseases control programme (CODAPEC) to manage pests and diseases.
- Timely payment of farmers’ bonus in two well spaced instalments.
- Provision of solar street lights.
- A pilot housing scheme for farmers in selected cocoa communities in the Western region.
### Funding sources - 2009

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<td>Danish Embassy</td>
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<td>WCF/GIG/NCA</td>
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<td>UNICEF</td>
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<td>M/DAs</td>
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<td>Gap (for implementation of CCLM)</td>
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<td><strong>Total</strong></td>
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Eliminating WFCL in cocoa - Ghana's approach

2009 budget ($1:₵1.3)

Percentage Contributions

- COCOBOD: 40%
- Danish Embassy: 29%
- WCF/GIG/NCA: 13%
- UNICEF: 5%
- M/DAs: 9%
- Gap: 4%

Eliminating WFCL in cocoa - Ghana's approach
<table>
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<th>Remediation (including CCLM)</th>
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<td>Communication</td>
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<td>UNICEF</td>
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Funding Sources – 2006-2009

COCOBOD: 49%
WCF/GIG/NC: 21%
Danish Emb: 18%
UNICEF: 7%
MDAs: 4%
ICI: 1%

Eliminating WFCL in cocoa - Ghana's approach
2008 Ghana Government Budget through COCOBOD (to improve livelihoods of farmers & families)

- COCOBOD child Labour Desk : $268,000
- Support to NPECLC (2008) : $1,277,800
- CODAPEC (free spraying for farmers) : $87,488,569
- Solar Street light : $9,107,350.25
- Solar/ powered deep well : $13,800,000
- Scholarship for children : $2,000,000
- Total : $113,941,720.25
- This cost does not include free education, medical and school feeding, micro credit and LEAP

Eliminating WFCL in cocoa - Ghana's approach
Outlook

- Support to cocoa-growing districts and communities to implement their district action plans (Expansion of remediation activities 36 more districts)
  - Promotion of basic Education and human resource development (5000 to benefit)
  - Pilot micro credit scheme (est. 300 to benefit)
  - Sensitization
  - TOT/Inception Workshop for 400 Municipal & District Level Officers & Social Services Providers (Partner NGOs) (300 have been trained already)

- Institution of Community-Based Child Labour Monitoring (CCLM) to ensure:
  - Child surveillance
  - Sustained community sensitization, mobilization, planning and implementation of action plans to eliminate WFCL in cocoa
  - Annual data collection on child labour in cocoa to inform interventions and planning
  - Training of Community Child Protection committees
  - Provision of bicycles to CCPCs to do monitoring (1000)

- Integration of approaches into National Planning systems
  - National Child Labour surveys
  - Inclusion of district-specific interventions in Medium Term Development Plans and National Budgets

Eliminating WFCL in cocoa - Ghana's approach
Outlook (2)

- Community Empowerment programmes: Institution of a micro-credit scheme for needy mothers in cocoa households micro credit to farmers especially mothers to generate additional revenue sources
- Link extremely poor households to complimentary services such as LEAP
- Government policies on free education, school feeding, free health care for pregnant women; Health Insurance will continue to be implemented
- Extensive education on HAF; a communication strategy and messages are being developed;
- Legalizing HAF as a protocol to Children Act 1998(560)
- Rapid assessment is underway
- Weighting scale-up results to get national estimate is almost complete
Outlook (3)

- Setting up M&E system to track interventions
- Sustaining interventions. Continue to strengthen capacities of Districts Assemblies especially Social Welfare & Labour offices to support communities and do monitoring (logistics have been provided – motorbikes; computers and accessories;
- Training and support to over 460 Child Protection committees
- Training of teachers using ILO SCREAM methodology
- Strengthen coordination through the partners forum and mapping interventions (being done by Tulane University)
Child labour in cocoa is a multi-faceted problem.
  - Eliminating WFCL in cocoa therefore requires tackling such areas as:
  - Infrastructural development (schools, health centers, roads, affordable housing, etc.)
  - Providing nutritious food & safe water
  - Improving health (vaccination, family planning, malaria control, HIV AID sensitization, health insurance, etc.)
  - Enforcing existing laws on child labour and education
  - Improving quality of education
Challenges
Challenges
Challenges

- Inadequate Sustained funding for the programme
Challenges

- False media reports about slavery in Ghana’s cocoa sector
  - Some foreign media persons make up stories and broadcast them.
  - The video titled “Gate of no return” by World Vision Australia is an example of such stories.
Lessons learnt

Child labour and slavery are not the same.
- Children live with their parents or relatives.
- They are not slaves.
- Withdrawal is therefore used as a last remediation resort.

Partnership works in eliminating WFCL in cocoa.
- Government collaborating with the private sector (industry & NGOs)
- Central Government working with District Assemblies & community leadership & members
- Sharing lessons, plans and best practices has kept activities of partners focused on the national goal.
Conclusion

- Government is on course to eliminate worst forms of child labour in cocoa.
- A multi-prong, multi-partner approach is being used.
- All the lessons learned from implementation of the NPECLC will be applied to other sectors for elimination of worst forms of child labour in all sectors.
- Activities and support of partners are appreciated.
- A more sustained financial and technical support needed
- Thank you.
Cocoa – our heritage; children – our future

Eliminating WFCL in cocoa - Ghana's approach