



**National Plan of Action (NPA)
for the Elimination of the Worst Forms of Child Labour in Ghana
(2009 – 2015)**

**MINISTRY OF EMPLOYMENT AND SOCIAL WELFARE
(MESW)**

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Foreword

Child labour, especially its worst forms, constitutes blight on the development of every country as children are a nation's most valuable asset and its human resource base.

Child labour is at the core of deep poverty in developing countries. It is furthermore, a growing menace which is gradually eroding the skilled labour force of many of these countries, perpetuating poverty and social instability. It is also a threat to, and an abuse of, the rights of the child and generally compromises the total development of the child. The effects of child labour may not be immediately obvious but child labour destroys the individual and undermines the fabric of the family and the nation as a whole.

The Worst Forms of Child Labour as captured in the ILO Convention No. 182 include all forms of slavery or practices similar to slavery such as the sale and trafficking of children, serfdom and forced or compulsory labour including forced or compulsory recruitment of children for use in armed conflict, the use, procuring or offering of the child for prostitution, or for the production of pornography or for pornographic performances; and the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs.

The Government of Ghana considers the elimination of the Worst Forms of Child Labour as a priority for the enhancement of the living standards of its people and the sustainable development of the country. Article 28(2) of the 1992 Constitution of the Republic of Ghana provides that "every child has the right to be protected from engaging in work that constitutes a threat to his health, education or development". This provision finds expression in the children's Act, 1998 (Act 560).

Access to quality basic education is the right response to child labour. Its fundamental importance to the process of national development is reflected in Article 25 of the 1992 Constitution of the Republic of Ghana which upholds Free, Compulsory and Universal Basic Education (FCUBE) as a basic constitutional right.

Since Ghana ratified the ILO Convention No. 182 in 2000, various sectoral interventions have been undertaken. These culminated in the implementation by the Government of Ghana, supported by the ILO/IPEC Project of Support to the Time-Bound Programme under which over 25,000 children were withdrawn and prevented from entering into child labour.

Although these achievements have not yet met the set goal of eliminating the Worst Forms of Child Labour, the resolve of the Government of Ghana to this end remains firm. The commitment to sustain child labour elimination activities and mainstream them into institutional action plans has led to the development of the National Plan of Action (NPA) through the Ministry of Employment and Social Welfare (MESW) with support from the ILO/IPEC and other partners.

The National Plan of Action is a comprehensive framework which seeks to promote a more coordinated effort towards the elimination of the Worst Forms of Child Labour.

The Government of Ghana wishes to express its profound gratitude to its international development partners, particularly to the ILO/IPEC, UNICEF and IOM as well as to its national partners for their financial and technical support in the development of the National Plan of Action.

It is my earnest hope that the ILO/IPEC and our other partners will continue to support Ghana in the successful implementation of the National Plan of Action.

Signed
(Hon. Antwi Boasiako-Sekyere)
Minister of Employment and Social Welfare

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The dream of developing a comprehensive National Plan of Action (NPA) for the Elimination of the Worst Forms of Child Labour in Ghana has finally been realized. Since the process began in 2004, many individuals and organizations have played key roles in this endeavour. The Government of Ghana, owes a debt of gratitude to all of them for their invaluable contributions.

The Government of Ghana acknowledges the commitment and leadership role of all the Hon. Sector Ministers and Deputy Ministers during the NPA development process. Grateful recognition is given to Mr. E. A. Akuffo, the Chief Director of the MESW, for his support in ensuring that Ghana puts in place this comprehensive NPA. The role played by Mr. Mawutor Ablo, Deputy Director of the sector Ministry of Employment and Social Welfare, responsible for Social Development and Child Labour is also very much appreciated.

A special acknowledgement goes to the Ag. Chief Labour Officer of the Labour Department, Ms. Elizabeth Hagan, for her direction and guidance in the entire process. Many thanks are addressed to Ms. Mary Stella Ofori, Senior Labour Officer, and the entire team of the Child Labour Unit of the Labour Department for their selfless dedication in coordination the process and ensuring that Ghana has a child labour policy.

Gratitude is due the National Steering Committee (NSC) on Child Labour, the NPA Task Force, NSC Core Technical Team and the NPA Negotiation Team, for putting together this comprehensive document (Refer to Annex 8 for full list). Mr. Jerry Odotei, Director of Policy, National Development Planning Commission (NDPC); Dr. Stephen Ayidiya, Senior Lecturer, Department of Social Work, University of Ghana; and Mr. Andrews Addoquaye Tagoe, Head of Programmes, General Agricultural Workers Union of the Ghana Trades Union Congress (GAWU of GTUC) were particularly helpful with technical suggestions.

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

Grateful acknowledgement is the editorial support provided by Her Excellency Mrs. Agnes Y. Aggrey-Orleans, former Ambassador to the Swiss Confederation and Ambassador and Permanent Representative to the Office of the United Nations and other international organizations in Geneva and Vienna.

List of Acronyms

AG	Attorney-General
AIDS	Acquired Immune Deficiency Syndrome
B&DR	Births and Deaths Registry
CBA	Collective Bargaining Agreements
CBO	Community-Based Organization
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CHRAJ	Commission for Human Rights and Administrative Justice
CIDA	Canadian International Development Agency
CL	Child Labour
CLM	Child Labour Monitoring
CLMS	Child Labour Monitoring System
CLU	Child Labour Unit
COCOBOD	Ghana Cocoa Board
COTVET	Council for Technical, Vocational Education Training
CPC	Child Protection Committee
CRDD	Curriculum Research Development Division
CRC	Convention on the Rights of the Child
CRIG	Cocoa Research Institute of Ghana
CSEC	Commercial Sexual Exploitation of Children
CSO	Civil Society Organization
CSR	Corporate Social Responsibility
CWIQ	Core Welfare Indicators Questionnaire
DA	District Assembly
DACF	District Assemblies Common Fund
DANIDA	Danish International Development Agency
DCE	District Chief Executive
DCPCs	District Child Protection Committees
DFI	Department of Factory Inspectorate
DHS	Demographic and Health Surveys
DHMTs	District Health Monitoring Teams
DOVVSU	Domestic Violence and Victim Support Unit
DSW	Department of Social Welfare
DOC	Department of Children
ECOWAS	Economic Communities of West African States
EFA	Education for All
EMIS	Education Management Information System
FBOs	Faith-Based Organizations
FCUBE	Free and Compulsory Universal Basic Education
GAWU	General Agricultural Workers' Union
GCLS	Ghana Child Labour Survey
GEA	Ghana Employers' Association
GES	Ghana Education Service
GETFUND	Ghana Education Trust Fund
GHS	Ghana Health Service
GJA	Ghana Journalists Association
GLSS	Ghana Living Standards Survey
GMACL	Global Match Against Child Labour
GNAT	Ghana National Association of Teachers

GNCC	Ghana Commission on Children
GNCRC	Ghana NGO Coalition on Child Rights
GPRS	Ghana Poverty Reduction Strategy
GPRS II	Growth and Poverty Reduction Strategy II
GP	Ghana Police
GPS	Ghana Police Service
GRATIS	
GSS	Ghana Statistical Service
GTUC	Ghana Trades Union Congress
HIV	Human Immunodeficiency Virus
IEC	Information, Education and Communication
ICCES	Integrated Community Centre for Employable Skills
ILO	International Labour Office
IOM	International Organization for Migration
IPEC	International Programme on the Elimination of Child Labour
LAWA	Leadership and Advocacy for Women in Africa
LGSS	Local Government Services Secretariat
LI	Legislative Instrument
LSMS	Living Standards Measurement Survey
ISD	Information Services Department
JHS	Junior High School
JICA	Japan International Cooperation Agency
LEAP	Livelihood Empowerment Against Poverty
LD	Labour Department
MCA	Millennium Challenge Authority
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MMDAs	Metropolitan, Municipal and District Assemblies
MDGs	Millennium Development Goals
MEST	Ministry of Environment, Science and Technology
MOFEP	Ministry of Finance and Economic Planning
MICS	Multiple Indicator Cluster Survey
MLMR	Ministry of Lands and Mineral Resources
MLGRD	Ministry of Local Government and Rural Development
MMDE	Ministry of Manpower Development and Employment
MMYE	Ministry of Manpower, Youth and Employment
MESW	Ministry of Employment and Social Welfare
MOCC	Ministry of Chieftaincy and Culture
MOE	Ministry of Education,
MOFA	Ministry of Food and Agriculture
MOH	Ministry of Health
MOI	Ministry of the Interior
MOI	Ministry of Information
MOU	Memorandum of Understanding
MOWAC	Ministry of Women and Children's Affairs
MTDPF	Medium Term Development Policy Framework
MTI	Ministry of Trade and Industry
NADMO	National Disaster Management Organization
NAGRAT	National Association of Graduate Teachers
NCCE	National Commission for Civic Education
NDPC	National Development Planning Commission

NEPAD	New Partnership for Africa's Development
NFE	Non-Formal Education
NFED	Non-Formal Education Division
NGO	Non-Governmental Organisation
NHI	National Health Insurance
NHIS	National Health Insurance Scheme
NHIA	National Health Insurance Authority
NIS	National Identification System
NLCD	National Liberation Council Decree
NPA	National Plan of Action
NPC	National Population Council
NSC	National Steering Committee for the elimination of child labour
NSPS	National Social Protection Strategy
NVTI	National Vocational Training Institute
NPECLC	National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa
NYEP	National Youth Employment Programme
OIC	Opportunities Industrialization Centre
OSH	Occupational Safety and Health
OVC	Orphans and Vulnerable Children
PEAs	Private Employment Agencies
PTA	Parent -Teacher Association
SCREAM	Supporting Children's Rights through Education, Arts and the Media
SFP	School Feeding Programme
SFPS	School Feeding Programme Secretariat
SHS	Senior High School
SMCs	School Management Committees
SSNIT	Social Security and National Insurance Trust
SOMOPAC	Social Mobilization Partners Against Child Labour
STEP	Skills Training and Employment Placement Programme
TBP	Time-Bound Programme
TUC	Trade Union Congress
TVET	Technical Vocational Education and Training
UN	United Nations
UNCRC	United Nations Convention on the Rights of the Child
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
USDOL	United States Department of Labour
WACAP	West Africa Cocoa and Commercial Agriculture Project
WAJU	Women and Juvenile Unit (now DOVVSU, Ghana Police Service)
WFCL	Worst Forms of Child Labour
YES	Youth Employment Summit
LSP/ES	

1. Introduction

Concern about the engagement of children in activities that may be injurious to their health, education or development has been growing at the national level and internationally. The Government of Ghana recognizes the serious nature of the child labour problem, its impact on the rights and welfare of our children, and its negative consequences for a number of important national goals in areas such as education (Free Compulsory Universal Basic Education, FCUBE), human resource development, poverty reduction, our drive to attain middle income status by 2015, as well as the alleviation of vulnerability and social exclusion¹.

A number of laws and policy measures have been put in place over the last decade with the aim of realising the constitutional provisions and moral obligations for the protection of children from abuse and exploitation. Their purpose is to ensure that every boy and girl has access to education and health, the opportunity for self-development, the ability to compete effectively on the labour market, as well as the ability and the opportunity to contribute to the prosperity of their households, communities and the nation as a whole, in accordance with the law. The main measures among these are summarized in Section 3 below. Together, they provide the important building blocks for creating a solid legal, policy, institutional and social architecture for protecting our children and guaranteeing their development. However, to date these elements have remained disjointed, and progress towards the achievement of the underlying goals has been uneven and inadequate in many areas. There is now an urgent need to bring the different measures together within a coordinated framework and create the focus and the dynamic impetus needed for the effective and timely realisation of these important national goals.

This National Plan of Action against child labour (NPA) is intended to serve that purpose. ItA will provide a concrete and coordinated platform for implementing interventions that give effect to the provisions of the 1992 Constitution of the Republic of Ghana, the Children's Act, 1998 (Act 560), the Human Trafficking Act, 2005 (Act 694), the Domestic Violence Act, 2007 (732), The Criminal Code, 1960 (Act 29) and the Criminal Code (Amendment) Act, 1998 (Act 554) and other national legal instruments which address various forms of child labour. The urgent of this endeavour is underscored by the title of the first National Plan of Action for children prepared in 1992 as a follow-up to the ratification of the UN Convention on the Rights of the Child, *'The Child Cannot Wait'*.

In addition to facilitating and energising Ghana's efforts to meet national responsibilities and imperatives in implementing laws and policies relating to the protection of our children from abuse, exploitation, illiteracy and chronic poverty, the NPA also constitutes the practical instrument for fulfilling Ghana's obligations relating to a number of international instruments to which Ghana is party. These include the UN Convention on the Rights of the Child and its two optional protocols on the sale of children, child prostitution and child pornography and on the involvement of children in armed conflict, the ILO Worst Forms of Child Labour Convention (No. 182), the African Charter on the Rights and Welfare of the Child, the child labour component of the ECOWAS Child Policy and Strategic Plan of Action, the Millennium Development Goals (MDGs). Others are the child labour targets in the ILO Decent Work Agenda for Africa 2007 – 2015 and the ILO Minimum Age Convention (No. 138). Moreover, by dealing with the child labour problem, the NPA will contribute to the realisation of several other national goals, notably those relating to education, health and human resource development generally, poverty and human rights.

¹ The Ghana Human Development Report 2007: "Towards a more inclusive society" (UNDP 2007) affirms the identification of children affected by WFCL as a socially excluded group that need urgent intervention.

The NPA has been formulated through a long consultative process involving several key institutional stakeholders in the fight against child labour. The measures outlined in it have been the subject of discussions and negotiations, and represent a priority set of interventions agreed amongst the key partner organisations for rapid implementation, steady progress and measurable impact. They represent initial steps in what is expected to become a continuing and long-term process. In this regard, the immediate focus is on the prevention and elimination of the worst forms of child labour (WFCL). Guided by the inputs received from the stakeholders, the NPA identified the following nine (9) WFCL to be prioritized: Child Trafficking, Fisheries, Mining and Quarrying, Ritual Servitude, Commercial Sexual Exploitation of Children, Child Domestic Servitude, Portage of Heavy Loads, Agriculture, Street Hawking including Begging. However, progress in these areas should also contribute to Ghana's long-term aim of eliminating all other forms of child labour.

As in many other areas of social development, rapid progress in tackling child labour and improving educational levels can be made in population groups that are within or near the mainstream. Those at the margins require additional and steady efforts in order to overcome the much bigger impediments faced by them. In this regard, communities in the northern regions and in many rural and poor urban localities across the country constitute deprived areas requiring special attention if Ghana is to attain its national education and child labour goals in a timely manner. The NPA recognises this need and calls for special efforts and attention in addressing the underlying problems which make children in those deprived communities most vulnerable to exploitation in the WFCL.

Accordingly, the NPA is rooted in the Medium Term Development Policy Framework (MTDPF 2010-2013) and other sectoral policies which are relevant for ensuring the welfare of children. They include the policies relating to Education, women and children, health, agriculture, social protection, youth and culture.

This NPA is intended to serve as a concise set of agreed measures for implementation by different partners. Three types of agencies are expected to play key roles in this process: (i) Ministries, Departments and Agencies (MDAs) at the central level; (ii) Metropolitan, Municipal and District Assemblies (MMDAs or "district assemblies"); and civil society organisations (CSOs), including employers' and workers' organisations. The actual implementation will be preceded by the translation into detailed agency and MMDA action plans by these organisations. As underscored in Section 4, community participation is considered to be crucial at both the detailed planning and implementation stages.

The Ministry of Employment and Social Welfare (MESW), through its Child Labour Unit (CLU) of the Labour Department, will be responsible for overall coordination and supervision of the NPA. The CLU will work closely with, and provide technical support to, the various partners to ensure an effective and coordinated implementation of the interventions.

In addition to local monitoring and evaluation mechanisms to be developed and applied by all the agencies playing key implementation roles, an overarching monitoring and evaluation system will be set up by the central coordinating body to ensure both the timely execution of agreed implementation schedules and the achievement of objectives. To the extent that NPA expectations are interwoven with the institutional mandates and responsibilities of the respective central and local agencies, actions and outputs will be sustained towards the elimination of WFCL in Ghana.

2. Child labour in Ghana

Definition of child labour

The term “child labour” does not encompass all economic activity undertaken by children. Rather, it refers to employment or work carried out by children that does not conform to the provisions of national legislation, such as the Children’s Act, 1998 (Act 560), nor provisions of international instruments such as ILO Convention Nos. 138 and 182, which define the boundaries of work undertaken by children that must be targeted for abolition.

The Children’s Act defines exploitative labour as work that deprives the child of his/her health, education or development. It sets the minimum age for admission to employment at 15 years for general employment, 13 years for light work,² and 18 years for hazardous work. The Act defines hazardous work as work posing “a danger to the health, safety or morals of a person”, and provides an inexhaustible list including sea going, mining and quarrying, portering of heavy loads, work involving the production or use of chemicals, and work in places where there is a risk of exposure to immoral behaviour.

These definitions are similar to the specifications provided by ILO Conventions 138 and 182, which target the following categories of labour for abolition:³

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

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

² The Act defines “light work” as work that is not likely to be harmful to the health or development of the child and does not affect the child’s attendance at school or his/her capacity to benefit from school work.

³ ILO, *Time-Bound Programmes for Eliminating the Worst Forms of child Labour – An Introduction*, TBP Manual for Action Planning, Guide Book II (Geneva, ILO, 2003), p. 15.

Figure 1: Activities targeted by ILO Conventions 138 and 182

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

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

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

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

NB: Shaded area = child labour for abolition

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

Incidence of child labour

According to the 2003 Ghana Child Labour Survey (GCLS 2003), 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 1 million of these child labourers were younger than 13 years of age. Although the GCLS did not collect data on many worst forms of child labour (WFCL), available evidence shows that large numbers of children are in such activities, including child domestic work, manual handling of heavy loads (*kaya* 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, in transportation, traditional restaurants (“chop bars”), begging and, especially, petty trading, with street children becoming an increasingly visible phenomenon in our cities. The GCLS estimated that more than 242,000 children are engaged in hazardous child labour. Many children are exploited in the large, unregulated traditional apprenticeship schemes. Child labour is prevalent in all regions of the country.

Poverty and other causes of child labour

Poverty is at the core of the problem of child labour. There are, of course, other contributing factors, for not all children from poor households engage in child labour, and some poor societies manage to keep the incidence of child labour low. In Ghana, socio-cultural factors such as ignorance and misconceptions,

inadequacies of the education system, and institutional weaknesses in the application of child labour laws are also important causes. Nevertheless, the poor are more vulnerable to the kind of exploitation that is found in child labour, in part because poor households often need the income earned by their children. Hence poverty is often the principal cause. Moreover, poverty interacts with and reinforces other factors.

Income poverty, which limits access to private goods and services, forms only a part of the relationship between poverty and child labour. Poverty in terms of access to common goods and services is equally important. For example, households in localities where state-provided infrastructure includes potable water, electricity and roads are much better off economically than those from areas that lack such amenities. Furthermore, deprived areas have higher levels of poverty because they lack reliable product markets, transport, financial and other productivity-enhancing services. Such deprivations may lead to risky behaviour by parents and children from poor households, such as engaging in the WFCL.

Child labour – some consequences

Child labour is not only caused by poverty. It also contributes to the perpetuation of poverty. Child labour is a national problem, not only because it contributes to the school dropout rate, but also because, by keeping children out of school, “it breeds another cycle of people who most likely will be less well off or end up in poverty later.”⁴ And the fact that child labour interferes with education has significant implications for social and economic development at the individual, household and societal levels, including the achievement of the FCUBE objective, MDGs and national human resource development goals. Child labour reduces productivity and potential income at the individual level, while limiting the overall growth potential of the economy. It denies significant proportions of the population the opportunity for personal development and gainful employment, and is, thus, a factor in the inter-generational transmission of poverty, with wide-ranging social, economic, demographic and political consequences. It leads to a vicious cycle. When an individual, a household or, at the aggregate level, a society uses child labour as a coping mechanism for responding to income shocks, unfortunately a common feature of our society, that individual, household or society creates a new link in the chain that produces the next generation of vulnerable and socially excluded households.

Equally important is the fact that child labour poses immediate and long-term dangers to health. Children are particularly vulnerable to the various hazards associated with the WFCL, which produce harmful effects on their health and development. Depending on the sector in which they are involved, child labourers in Ghana suffer from excessively long hours of work, bearing of heavy loads, exposure to dust, toxic chemicals and other health hazards, and risks from tools designed for adults, often without adequate training or protective gear. They also suffer from undue exposure to physical, verbal and sexual abuse. Moreover, many child labourers are exploited through being unpaid or grossly underpaid.

National stance against child labour

Child labour is wrong because it:

- is illegal and contravenes the law;
- infringes on the rights of the child;
- affects health;
- may result in injury if the child is not properly equipped and supervised by an adult;

⁴ Government of Ghana (2003), *Ghana Poverty Reduction Strategy (GPRS I)*, pp. 23-24

- prevents, interferes with, or negatively affects education, including interference with the quality of learning, concentration at school and school performance, as well as the level of interest in education;
- may result in dropping out of school;
- leaves irreparable damage – including moral, physical, psychological and emotional damage.
- may include or lead to sexual abuse.
- impacts negatively on the human capital development of the nation.
- contravenes the international instruments to which Ghana is party.

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

3. Summary of national response to date

Government has, since independence, recognized the problem of child labour and has put in place a comprehensive legal framework to deal with it. The 1992 Constitution guarantees the protection of the child from any work that constitutes a threat to his/her health, education or development. The Children’s Act, 1998, (Act 560) seeks to protect the rights of children, including the right to education, health and shelter, and proscribes the engagement of children in exploitative labour, in line with Article 28(2) of the Constitution. These guarantees reflect the nation’s growing concern over the employment of children, particularly in activities that are exploitative or otherwise harmful.

Ghana was one of the first countries to ratify the UN Convention on the Rights of the Child (UNCRC), adopted at the 1990 World Summit on Children, and followed this up with the development of a National Plan of Action dubbed, ‘The Child Cannot Wait’, in June 1992. This Plan of Action provided the critical policy framework, strategies and programmes, for meeting the urgent needs of children. The Government also promptly ratified the ILO Worst Forms of Child Labour Convention (No. 182), in June 2000. Although Ghana has yet to ratify the ILO Minimum Age Convention (No. 138) of 1973, the main provisions of the Convention have been reflected in the Children’s Act. The Act sets the minimum age for employment at 15 years, which coincides with the age for the completion of basic education. Ghana has also ratified the African Charter on the Rights and Welfare of the Child. The Criminal Code was amended in 1998 (Act 554) to strengthen the provisions on sexual offences and to prohibit customary or ritual servitude, such as the *trokosi* system. More recent legislation such as the Human Trafficking Act (Act 694) 2005, the Juvenile Justice Administration Act, 2003 (Act 653), the Whistle Blower’s Act, 2006 (Act 720) and the Domestic Violence Act of 2007 (Act 732) have further strengthened the legal framework for protecting children from exploitation. However, weak institutional capacity within the law enforcement agencies and the effective enforcement of the applicable laws and regulations remain an important challenge.

Apart from efforts to bring the national laws in line with international instruments, strenuous efforts have been made in other areas to address many of the factors underlying the problem of child labour. In 2000, the Government signed a Memorandum of Understanding (MOU) with the ILO for technical support in building national capacity to eliminate the WFCL. This marked the commencement of activities under the International Programme on the Elimination of Child Labour (ILO/IPEC) in Ghana. Since then, several MDAs, Employers' and Workers' Organisations, local and international NGOs, the ILO and other international agencies such as the UNICEF and the IOM have contributed significantly to the development of policy and legislation and the implementation of small-scale direct actions in identifying, withdrawing and rehabilitating children in various WFCL. In 2006, the Government started the implementation of the National Programme for the Elimination of Child Labour in Cocoa, targeting the WFCL in all cocoa growing districts of the country.

Many of the ongoing or planned interventions under the Growth and Poverty Reduction Strategy (GPRS II) relating to areas such as education and skills training, employment creation, microfinance, rural development, the deepening of decentralisation and the provision of increased resources to District Assemblies present excellent opportunities for addressing the main underlying causes of the problem of child labour in the medium to long term. Recent policies and programmes such as the introduction of capitation grants for children in basic public schools, the Government of Ghana/NEPAD school feeding programme, and the National Health Insurance Scheme (NHIS), will contribute substantially to this end. Equally important is the development of the National Social Protection Strategy, including the institution of cash transfer schemes under the Livelihoods Empowerment Against Poverty (LEAP) programme for the poorest and most vulnerable sections of society. In making the WFCL both a targeting criterion and a conditionality, the LEAP provides special opportunities to deal with child labour.

The elimination of child labour is a major element of the GPRS II. The scale of the problem of child labour and its multi-sectoral nature require vigorous, broad-based and large-scale measures within an integrated framework that enhances synergy among the relevant sectoral programmes and the development of stronger partnerships among the key actors. The NPA is a response to the need for a coordinated and concerted effort to address the problem of child labour as indicated in the life-cycle related vulnerability section of the GPRS II (2006-2009). The NPA will provide the necessary focus and impetus for eliminating this serious problem from our society in a timely, efficient, effective and sustainable manner.

4. Overall Approach and Guiding Principles

Focus of priority actions

In view of the limited resources at the disposal of the country, the NPA focuses on a set of priority actions and problems that need to be addressed urgently and which can yield significant impact in the short to medium term. Major emphasis will be placed on preventive strategies against the WFCL. However, in the short to medium term, priority attention will also be paid to addressing the needs of children already involved in the WFCL. The following areas will receive priority attention:

- enforcement of laws;
- broad-based sensitisation and mobilisation to promote attitudinal and behavioural change;
- protection of children and their rights;
- pursuit of universal basic education and generalisation of post-basic education;

- withdrawal of children below the age of 15 from child labour and the protection of working children aged 15 and above from exploitation and hazardous work;
- establishment of standard procedures and protocols for dealing with cases of child abuse and exploitation;
- development of institutional capacities at all levels of government and within civil society to ensure the effective application of established procedures and protocols; and
- extension of social protection measures to provide safety nets for the most vulnerable households and children.

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

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

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

Guiding Principles

The NPA is conceived and implemented as an integral part of the Growth and Poverty Reduction Strategy (GPRS) and its successors. Its design and implementation is guided by the letter and spirit of the relevant national and international instruments. Key among the former are the Constitution, the Children's Act, the Human Trafficking Act, the Domestic Violence Act, the Labour Act, the Criminal Code (Amendment) Act [Act 554 of 1998], and the Child Rights Regulations 2002 [L.I. 1705]. The relevant international instruments include the UN Convention on the Rights of the Child, the African Charter on the Rights and Welfare of the Child, the ILO Minimum Age Convention (No. 138) and Recommendation (No. 146), the ILO Worst Forms of Child Labour Convention (No. 182) and Recommendation (No. 190), the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105), and the ILO Convention on Labour Inspection (No. 81). The NPA is also guided by the Millennium Development Goals (MDGs), the Education for All (EFA) initiative and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the ECOWAS Child Policy and its Strategic Plan of Action, and NEPAD.

In addition, the following principles underpin the NPA:

- In line with the Constitution, the Children's Act, the FCUBE policy, and the new Education Reform 2007, children below the age of 15 should not be working but should be attending school, and those aged 15 - 17 should not be engaged in hazardous work or any other activity considered as a WFCL. Out-of-school children below the age of 15 should be integrated or reintegrated as appropriate into one of the available streams, and there should be services available for both integration and reintegration.
- In line with the Children's Act, 1998 (Act 560) and the UN Convention on the Rights of the Child, interventions for children involved in the WFCL should not make their situation worse than before the intervention. In all cases, programme interventions must actively seek the best interest of the child. This means, among others, that mandated public agencies and licensed private entities should have quality services in place for children in need of special services.
- People dealing with different categories of children should be required to have the necessary qualifications or should meet specified criteria.
- In line with the Local Government Service Act, interventions designed under the NPA are prepared with the local communities and authorities through participatory approaches, and with a view to ensuring local ownership. Furthermore, in accordance with the Children's Act and the UN Convention on the Rights of the Child, children directly or indirectly involved in or affected by the WFCL are to be consulted in the design and implementation of NPA interventions.
- The implementation of the NPA is based on *subsidiarity*, the principle that a central authority should control only those activities that cannot be satisfactorily controlled at a more immediate or local level. Thus, the NPA combines a non-centralized, community-based implementation approach with effective coordination. MMDAs play a key and mandated role in this process, including coordination at the district level, while MDAs at the central level largely play a policy and national coordination role.
- In line with a number of national laws, MMDAs and MDAs are expected to budget for the services needed to implement the relevant laws and policies underpinning the NPA.
- The NPA is based on a comprehensive and multi-sectoral approach requiring the commitment and contributions of a broad range of partners and stakeholders – the Government, trade unions and employers' organisations, other civil society organisations and the general population, the private sector, and development partners.

- The NPA supports and seeks to make the best use of existing interventions that are relevant to the attainment of its goals, thus minimizing duplication.

5. Key Issues to be Addressed, Objectives and Agreed Actions

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

Overall Goal

The main objective of this National Plan of Action is to reduce the worst forms of child labour to the barest minimum by 2015, while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term.

Major issue 1:

Ghana has a comprehensive legal framework for addressing the child labour problem, although updating is needed to plug some gaps. Enforcement is weak and uncoordinated.

Objective 1.1

Laws on the WFCL are updated to ensure continuing adequacy, and are widely disseminated and respected

Labour Legislation

Issue 1.1.1

Ghana is yet to ratify some key International Child Rights Instruments, including the ILO Convention No. 138 (1973) and the two Optional Protocols on the Convention on the Rights of the Child, even though relevant provisions of these instruments have largely been reflected in our national laws.

Action 1.1.1

The Ministry of Employment and Social Welfare and the Ministry of Women and Children's Affairs will in collaboration with relevant institutions carry out the process leading to the ratification of the ILO Convention 138 and the two Optional Protocols to the CRC and any other relevant instrument

Lead: Ministry of Employment and Social Welfare and the Ministry of Women and Children's Affairs
Collaborating Institutions: MOWAC, AG's Department, Parliament, Ministry of Education, Ministry of the Interior, CHRAJ, Organized Labour, GEA and CSOs
- Timelines: March 2010 to June 2015

Issue 1.1.2

The Children's Act is not fully operational. Although the Child Rights Regulations 2002 (L.I. 1705) have been passed, major provisions such as the establishment of child panels remain to be implemented in many districts. Moreover, many districts have yet to issue the relevant by-laws for implementing the provisions of the Act and the L.I. 1705.

The ILO Convention No. 182 calls on ratifying countries to define the set of activities considered hazardous for children and to identify the sectors and geographical areas where such activities take place through a consultative process involving employers' and workers' organisations as well as other stakeholders. The Children's Act provides a summary list of activities inappropriate for children to perform, but falls short of the detail and procedure prescribed by the Convention No. 182 and its associated Recommendation 190 which provides guidelines for the determination of the hazardous work framework. There is, thus, a need to expand on the sectors listed in Section 91(2) of the Act, and to develop a framework that will clearly provide for the identification of hazardous tasks or activities within each of the identified sectors. The framework should also define activities that could be considered as light work (for 13-14 year olds) and normal work (for 15-17 year olds).

Among the unconditional WFCL, practices such as slavery, trafficking, prostitution and pornography have been criminalized in our laws. However, the use of children in armed conflict and other illicit activities such as drug trafficking, illegal mining (galamsey) are yet to be covered by legislation.

Another major gap concerns the lack of explicit regulations and protections for children engaged in domestic service, an area of child labour where exploitation and abuse appear to be widespread.

Child labour inspection as provided for in the Children's Act, 1998 (560) and in the L.I. 1705 falls short of the detailed provisions contained in the Labour Decree (NLCD 157) and in the Labour Act, 2003 (Act 651) which relate to adult employment. It also falls short of the provisions of the ILO Convention No 81. Act 560 limits child labour inspection by the District Labour Officer to other formal sector only, leaving out the informal economy, including apprenticeships, where it is believed a lot of child labour abuses take place. Enforcement of the provisions against child labour infringements in the informal sector is the responsibility of the District Social Welfare Officer and the Social Services Sub-Committee of the District Assembly. In practice, there is little labour inspection, if any, in the informal economy. There is a need to extend inspections to the informal economy, including the large apprenticeships sector, to ensure that the labour rights of working children aged 15 -17 years are protected, in the same way as the labour rights of persons aged 18 years and above are protected under the newly developed L.I. to the Labour Act 2003 (Act 651). There is also a need to review and strengthen the provisions in the Child Rights Regulations regarding the resolution of apprenticeship disputes. Furthermore, working children aged 15 – 17 years need to be protected from exploitation through the application of the minimum wage to all workers, irrespective of their age.

Action 1.1.2

In collaboration with the AG's Department, the Ministry of Employment and Social Welfare will organize the formulation and enactment of the necessary legal instruments for the application of the child labour provisions in the Children's Act, 1998 (Act 560) and other relevant legislation. This will take the form of a comprehensive Legislative Instrument, under Part V of the Children's Act, 1998 (Act 560) addressing, *inter alia*, the following issues:

- completion and publication of the comprehensive, sector specific, hazardous lists being developed by the MESW, to guide activities for which children may or may not be employed;
- application of the minimum wage to all workers, including those who are 15 – 17 years old;
- application of child labour inspection to apprenticeships, including those in the traditional and informal sectors of the economy;
- provision of the requisite human resources and logistics such as vehicles, motor bikes to the Inspectorate Division of the Labour Department to enable it carry out its mandated functions to ensure compliance with provisions of the Labour laws;
- specification of mechanisms for mediating apprenticeship disputes, including possible designation of the District Labour Officer as the first tier of dispute resolution;
- incorporation of provisions relating to child labour inspection into the Child Rights Regulations;
- regulation of child domestic employment, including specification of the conditions under which a child may be employed in domestic service (including the explicit application of the minimum age for employment based on the nature of domestic work in the light of the ILO Recommendation 190), regulation of the practice of fostering to ensure protection of fostered children , hazardous tasks and hazardous work conditions prohibited for children in domestic service, and penalties for breach of such regulation;
- designation of special courts, dedicated child labour teams and panels in tribunals and other law enforcement agencies for WFCL abuses;
- prohibition of the use of children in all forms of armed conflict as a criminal offence with appropriate sanctions;
- revision of the Criminal Code and the Criminal Offences Act, 1960 (Act 29) to include children in illegal mining (galamsey), armed conflict and drug trafficking;
- harmonisation of the general age of contractual capacity with the general age of majority (18 years) in the Children's Act and Labour Act;
- protection of children from prosecution under laws relating to illicit activities in which they are used by adults;
- translation of the Children's Act, 1998 (Act 560), Human Trafficking Act, 2005 (Act 694) Domestic Violence Act 2007 (Act 732) and other relevant legislation into Braille, audio, visual and simplified versions and their dissemination to schools for the blind and to public libraries.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** MOWAC, Attorney General's Department, Security Agencies, CHRAJ, MLGRD, MLNR, MoH, GEA, Organized Labour and CSOs. - **Timelines:** 2010 - 2011

Issue 1.1.3

The Labour Act makes no provisions for the protection of children aged 15 – 17 years, though they are permitted to do non-hazardous work under the Children's Act. The Labour Act, 2003 (Act 651)

provides for the protection of “young persons” (aged 18 – 21) from hazardous work, but is silent about the younger legally working persons. In plugging this gap, the standards for “hazardous work” under the two Acts need to differentiate between the differing capabilities of the two age groups or, at a minimum, reflect the needs and capabilities of the younger age group.

Action 1.1.3

The Ministry of Employment and Social Welfare will organize the formulation and enactment of the necessary legal instruments (amendment of the Labour Act or a Legislative Instrument) to provide explicit protections under the Act.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** Labour Commission, AG’s Department, MLGRD, MOH, GEA, Organized Labour, Law Reform Commission and CSOs - **Timelines:** 2010 to 2011.

Issue 1.1.4

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

Action 1.1.4.1

The Ministry of Women and Children’s Affairs will initiate the formulation and enactment of the necessary subsidiary legislation to facilitate and guide the full implementation of the Human Trafficking and Domestic Violence Acts.

Lead: Ministry of Women and Children’s Affairs **Collaborating Institutions:** MESW, AG’s Department, Parliament, Law Reform Commission, Ministry of Interior , MOH, Organized Labour, GEA and CSOs. - **Timelines:** 2010 to 2011

Action 1.1.4.2

Metropolitan, Municipal and District Assemblies will enact bye-laws under the relevant legislation, in particular, the Children’s Act, 1998 (Act 560), the Human Trafficking Act, 2005 (Act 694) and the Domestic Violence Act 2007, (Act 732). Such bye-laws will prohibit the use of children in the WFCL

Lead: Metropolitan, Municipal and District Assemblies **Collaborating Institutions:** AG’s Department, MESW and its CLU and DSW, MoH, CSOs, Dept. of Women, Dept. of Children and Security Agencies (DOVVSU, Anti-Human Trafficking Unit) - **Timeliness:** 2010 to 2015

Law review & updating

Issue 1.1.5

The following laws relating to various aspects of child labour need to be reviewed periodically and updated to reflect new developments, changes in contextual factors, and improvements or deterioration in the institutional and technical conditions for their application. The Children’s Act, 1998 (Act 560),

the Human Trafficking Act, 2005 (Act 694), the Juvenile Administration Act, 2003 (Act 653), the Domestic Violence Act, 2007 (Act 732), the Child Rights Regulations (LI 1705) and the Education Act, 2009 (Act 778).

Action 1.1.5

The Ministry of Employment and Social Welfare will organize and advocate the periodic reviews of child labour related legislation, particularly laws relating to the prohibition and elimination of the WFCL should be undertaken to ensure their continuing adequacy of such legislation.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** MOWAC, AG's Department, Law Reform Commission, Judicial Service and Ministry of Interior. - **Timelines:** 2010 to 2015

Making the law known

Issue 1.1.6

There is a need for widespread and broad-based public education on the legal provisions regarding the WFCL and the available remedies relating to them. A good starting point is to produce simplified (abridged) versions of the relevant laws and regulations in English and other widely spoken Ghanaian languages. The Children's Act, 1998 (Act 560) has been translated by the MOWAC into six local languages, but the production of a simplified version and its translation into other languages are important outstanding activities. Other instruments that need to be translated include the Human Trafficking Act, 2005 (Act 694), the Child Rights Regulations (LI1705), the Domestic Violence Act, 2007 (Act 732) the Criminal Code Amendment Act, 1998 (Act 554) and the Whistle Blower's Act, 2006 (Act 720). New instruments such as those outlined in Actions 1.1.2. – 1.1.6.1 will also need to be similarly translated. The simplified and translated versions will place at the disposal of the general populace the relevant knowledge of the laws, thus, enabling them to contribute to the fight against child labour.

Action 1.1.6.1

The Department of Children will collaborate with the MESW, Civil Society Organisations, the Judicial Service, the Bureau of Ghana Languages and the Attorney General's Department to produce and disseminate simplified versions of the relevant legal instruments. These versions will be translated into the widely spoken local languages for use in sensitisation and social mobilisation activities. Braille and audio visual techniques will be employed as appropriate. The materials will also include a brochure containing the main protections, procedures, remedies and other provisions of the relevant laws, particularly the Children's Act, 1998 and L.I. 1705 [See Action 2.1.2.1].

Lead: Department of Children **Collaborating Institutions:** AG's Department, MESW and its Labour and Social Welfare Departments, CSOs, Judicial Service and ISD - **Timelines:** 2010 to 2015

Action 1.1. 6.2

The National Commission for Civic Education (NCCE) will publicise laws to inform the general public of child labour laws, using the print and electronic media.

Lead: National Commission for Civic Education **Collaborating Institutions:** CLU, DSW, ISD, GJA, CSOs, CHRAJ, Security Agencies and Faith-based Organizations - **Timelines:** 2010 to 2015

Issue 1.1.7

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

Action 1.1.7.1

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

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

Lead: National Commission for Civic Education **Collaborating Institutions:** MESW, CHRAJ, MOWAC, MOE, MLGRD, MOH, Ministry of Information, Media, Police, GEA, Organized Labour, CSOs, MMDAs, MOCC MLNR and Judicial Service - **Timelines:** 2009 to 2015

Action 1.1.7.2

The Ghana Police will ensure that their personnel receive training on the Child Labour Curriculum and Training Manual.

Lead: Ghana Police Service **Collaborating Institutions:** AG's Department, CLU and MOE – **Timeline:** 2010 to 2015

Objective 1.2: Laws on the WFCL are effectively enforced

Enforcement of laws on the WFCL

Issue 1.2.1

Law enforcement officers are not well versed in the legal provisions relating to the trafficking of children bonded labour and other slavery-like practices, nor in other aspects of the WFCL.

Action 1.2.1

The Child Labour Unit will, in collaboration with the Police Service, , the Judicial Service, the AG's Department, the Immigration Service, the CHRAJ, the Children's Department of the MOWAC and Civil

Society Organizations, formulate and implement a programme of sensitisation on laws relating to the WFCL, the roles and responsibilities of the different enforcement agencies (including the Labour Department and the Dept. of Social Welfare) and on the mechanisms to be established for dealing with cases of WFCL abuse.

Lead: Child Labour Unit **Collaborating Institutions:** Ghana Police Service (DOVVSU, Police Training School & Police College), Judicial Service, AG's Department, Immigration Service, CHRAJ, Department of Children, Labour Department, DSW, CSOs, MLGRDE, MLNR, NCCE and Ministry of Chieftaincy and Culture - **Timelines:** 2010 to 2015

Issue 1.2.2

Public institutions mandated to ensure the protection of children in special need are not organized to carry out their responsibilities; the procedures prescribed in the various laws for dealing with WFCL abuses, particularly the use of children in unconditional WFCL, are neither being followed nor applied.

Action 1.2.2.1

The Metropolitan, Municipal and District Assemblies will establish, train and resource their child panels (to carry out their primary functions under L.I. 1705) in the course of contributing to the elimination of child abuse and exploitation by addressing the WFCL.

Lead: Metropolitan, Municipal and District Assemblies **Collaborating Institutions:** MMDAs, AG's Department, CHRAJ, DSW; Department of Children, Labour Department, CSOs.
- **Timelines:** 2010 to 2015

Action 1.2.2.2

The Department of Social Welfare will organize, develop and test generic standard procedures, protocols and guidelines for the prevention of the WFCL, and for the identification, withdrawal, rehabilitation and social reintegration of children engaged in such activities. These will be adapted and deployed at the district and community levels and will draw on available experiences, lessons and good practices both from within and outside Ghana.

Lead: Department of Social Welfare **Collaborating Institutions:** MLGRD, CLU, MMDAs, Police Service, CHRAJ, MOE, MOH, GEA, Organized Labour and CSOs
- **Timelines:** 2010 to 2011

Action 1.2.2.3

The Metropolitan, Municipal and District Assemblies will adapt, establish and operationalize the standard procedures, protocols and guidelines, and will provide a clear definition of the respective roles and responsibilities of the relevant departments and civil society organisations. As a matter of principle, civil society organisations involved in the application of the procedures, protocols and guidelines will carry out their responsibilities in a manner which complement the actions of the mandated MMDAs and MDAs. As partners with these public bodies they will cooperate actively with them in ensuring that agreed standard procedures and protocols are applied. A CSO-Government forum will be established to strengthen this partnership.

Lead: Metropolitan, Municipal and District Assemblies **Collaborating Institutions:** MMDAs, DSW, Department of Children, LD, CSOs, Security Agencies, Organized Labour and GEA. - **Timelines:** 2010 to 2015

Action 1.2.2.4

The Child Labour Unit will provide technical support to the MMDAs in the establishment of Child Protection Committees (CPCs) in child labour endemic communities. The capacity of the MMDAs will be strengthened to enable them ensure that communities do not use child labour.

Lead: Child Labour Unit **Collaborating Institutions:** MMDAs, DSW, Department of Children, Traditional Leaders, Organized Labour, GEA, PTAs and CSOs. - **Timelines:** 2010 to 2015

Action 1.2.2.5

The Department of Children will coordinate the collection of data on children and compile the reports on the extent of the implementation of the UNCRC for submission to the appropriate authority.

Lead: Department of Children **Collaborating Institutions:** AG's Department, Security Agencies, CLU, DSW, CHRAJ, Ministry of Education, MOH, Ghana Statistical Service and CSOs - **Timeline:** 2010 to 2015

Action 1.2.2.6

The Labour Department will compile and submit reports on progress in the implementation of the relevant ILO Conventions to the International Labour Organization.

Lead: Labour Department **Collaborating Institutions:** Relevant MDAs, MMDAs, Organized Labour, GEA, CSOs and Research Institutions - **Timeline:** 2009 to 2015

Major Issue 2

The rights and welfare of children are not adequately protected nor promoted.

Objective 2

The society is mobilized to respect and protect the rights of children

Issue 2.1.1

As already indicated, there is limited knowledge on children's rights in Ghana. Large sections of the population have a poor attitude or are indifferent to the rights of children. Many are ignorant of or have limited understanding of the child labour phenomenon and its effects on children, families, communities and the society at large.

Parents have a duty and responsibility to their children. Under the Children's Act, 1998 (Act 560), District Assemblies also have the responsibility to protect the welfare of children and promote their rights within their areas of jurisdiction.

The Department of Social Welfare and the Department of Children have the responsibility to ensure that all stakeholders adhere to the provisions of the law and that children's rights are not abused. There is a cultural dimension which further aggravates the problem of the WFCL. This is particularly the case in rural areas where cultural practices are firmly rooted. Some of these cultural practices have not been taken into account in legislation. There is therefore an urgent need for a massive nationwide sensitisation and social mobilisation campaign to ensure the protection of the rights of children and bring about a change in attitudes to the abuse of children's rights in the WFCL.

Action 2.1.1.1

The Department of Social Welfare will formulate and coordinate a nationwide community sensitisation and mobilisation programme to promote understanding of children's rights including the effects and consequences of child labour, and assist MMDAs and Civil Society Organisations in its implementation in the areas of their jurisdiction.

Lead: Department of Social Welfare **Collaborating Institutions:** MOWAC (Department of Children), CLU, MLGRD, MMDAs, MOE, MOCC, Security Agencies, CHRAJ, MOFA, MOH, NCCE, ISD, GEA, Organized Labour and CSOs - **Timelines:** 2010 to 2015

Action 2.1.1.2:

The Child Labour Unit will design and assist MMDAs to put in place community-run surveillance arrangements such as the prevention-oriented child labour monitoring systems piloted in some 25 districts under the ILO/IPEC WACAP and Time-Bound Programme (TBP) Support Project. These arrangements will include procedures for referring out-of-school children to schools, and rapid response mechanisms for aiding children in special need, including, in particular, victims of the unconditional WFCL.

Lead: Child Labour Unit **Collaborating Institutions:** MMDAs, GES, DSW, Security Agencies, CSOs and CPCs - **Timelines:** 2010 to 2015

Action 2.1.1.3

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

Lead: Ministry of Chieftaincy and Culture **Collaborating Institutions:** National and Regional Houses of Chiefs, DSW, CLU, MLGRD, MMDAs, CSOs and CPCs. - **Timelines:** 2010 to 2015

Issue 2.1.2

Children have limited awareness of child labour issues, their own rights, life skills for protecting themselves against exploitation, as well as the protections and remedies available to them under the law and what to do in the case of abuse.

Action 2.1.2.1

The Ministry of Education (Ghana Education Service) will develop and implement a child sensitisation programme on children's rights including protection from child labour. The programme will include both curricular and co-curricular components, possibly with widespread use of the ILO/IPEC SCREAM (Supporting Children's Rights through Education, the Arts and Media) materials. The existing Social Studies, Religious and Moral Education (RME) and Citizenship Education curricula will be reviewed to give child labour issues more prominence.

A brochure containing the main protections, procedures, remedies and other provisions of the relevant laws, in particular the Children's Act, 1998 (Act 560) and the L.I. 1705, will be prepared in English and translated into selected local languages for distribution to help educate children on their rights and the general public on the rights of children.

Lead: Ministry of Education (Ghana Education Service) **Collaborating Institutions:** MESW (DSW/CLU), Department of Children, NCCE, MLGRD, Department of Community Development, MMDAs, ISD, CSOs and CPCs. - **Timelines:** 2010 to 2015.

Action 2.1.2.2:

The Child Labour Unit with the support of the relevant MDAs and CSOs will design and implement child sensitisation programmes targeted at out-of-school and illiterate children on child labour issues, children's rights, life skills against exploitation, WFCL legislation and enforcement arrangements including simple local arrangements for seeking protection and remedies. The purpose of these programmes will be to equip such children against exploitation. The programmes will consist mainly of extra-curricular components, using in particular the ILO/IPEC SCREAM as well as other appropriate materials.

Lead: Child Labour Unit **Collaborating Institutions:** NCCE, relevant MDAs, ISD, CHRAJ, GES, Organized Labour, CSOs, CPCs and CBOs. - **Timelines:** 2010 to 2015

Issue 2.1.3

There is weak collaboration among MDAs towards the implementation of children's rights. The different agencies working for the protection of children's rights have fragmented programmes and there is little collaboration or coordination amongst them. There is therefore a need for an effective partnership amongst them, using mechanisms for information sharing, coordination and policy monitoring.

Action 2.1.3

The Ministry of Women and Children's Affairs will put in place a mechanism for information sharing, coordination and policy monitoring among MDAs and other concerned agencies with the purpose of ensuring child protection and the enforcement of children's rights as well as the promotion of their welfare.

Lead: Ministry of Women and Children's Affairs **Collaborating Institutions:** MESW, CLU, DSW, MLGRD, MOE, GES, MOFA, GHS, MMDAs, CSOs, Security Agencies (DOVVSU) and CHRAJ
- **Timelines:** 2010 to 2015

Issue 2.1.4

Traditional practices and attitudes and practices towards children's rights and welfare favour or readily tolerate the exploitation of children.

Action 2.1.4

The National Commission for Civic Education in collaboration with traditional authorities (National and Regional Houses of Chiefs) and Faith-Based Organizations will facilitate the formulation and implementation of advocacy and sensitization programmes for an attitudinal change with regard to the protection of children's rights including the modification of traditional infringements on the rights of children. The programmes will, amongst others, highlight:

- children's rights;
- the damage caused by the lack of respect for the rights of the child;
- the need for the modification of traditional and cultural practices which infringe on the rights of children;
- the legal and social provisions for the protection of children's rights and the available remedies under both customary and common law.

Lead: National Commission for Civic Education **Collaborating Institutions:** Min. of Chieftaincy & Culture, National and Regional Houses of Chiefs, CSOs, Media, ISD, MOI, MESW, MOWAC, DOVVSU, CHRAJ, GES and MMDAs. - **Timelines:** 2010 to 2015

Major Issue 3

Significant numbers of school-age children are out of school

Objective 3.1

The FCUBE policy is fully implemented, with priority attention given to deprived communities

Access to basic education

Issue 3.1.1

Even though it is a policy of the MOE/GES that schools should be provided in communities within a radius of 5kms, many rural communities do not have basic schools within walking distance for children, and public transport which school children can use is poor or non-existent. This is especially true in the most deprived areas of the country. Although the legal provision for the implementation of

this policy in the Education Act, 2008 (Act 778) there are implementation challenges which need to be addressed if the policy which reflects the right to compulsory basic education is to be enforced. These challenges include the provision of schools and school transport where appropriate to facilitate access to school.

Action 3.1.1.1

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

The MOE will also collaborate with the Ministry of Local Government and Rural Development in implementing measures for guaranteeing the proximity of basic schools, taking into consideration the population size, provision of complementary education especially in remote areas as well as the registration of all pupils/students under the National Health Insurance Scheme (NHIS) and the registration of births and deaths.

Lead: Ministry of Education **Collaborating Institutions:** Parliament, AG's Department, MLGRD, MOWAC, Department of Children, LGSS, MMDAs, MOH, Ministry of Roads and Transport, National Population Council and CSOs. - **Timelines:** 2010 to 2015

Action 3.1.1.2

The Ministry of Education will put in place strategies for the full and speedy implementation of the FCUBE Policy, with a special focus on child labour endemic areas.

Lead: Ministry of Education **Collaborating Institutions:** MMDAs, DSW, Organized Labour (GNAT & NAGRAT), CSOs, CPCs and Security Agencies. - **Timelines:** 2010 to 2011

Action 3.1.1.3

The Ministry of Local Government and Rural Development will, in collaboration with the MOE, MMDAs and the relevant MDAs, draw up, publish and implement a plan for establishing nurseries, basic schools and school transport services in localities where the existing infrastructure and services are inadequate to guarantee pupils easy access to basic schooling as required under the FCUBE policy. The plan will include accessibility criteria for basic education, support to poor communities and to extremely poor parents identified under the LEAP and others, a monitoring mechanism, and arrangements for ensuring implementation and accountability.

Lead: Ministry of Education **Collaborating Institutions:** MLGRD, MMDAs, NDPC, NPC, CSOs, MOWAC, DSW, MESW/SPU and Organized Labour. - **Timelines:** 2010 to 2012

Issue 3.1.2

The Capitation Grant does not cover all schools such as schools established by communities and CSOs to support deprived communities. Nor does the Grant cover all essential educational needs (school uniforms, exercise books, examinations fees, etc). Additionally, the scheme suffers from poor

management in some areas. As a result, children in some of the most deprived communities remain out of school for financial reasons.

Action 3.1.2.1

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

Lead: Ministry of Education **Collaborating Institutions:** MLGRD, MMDAs, Organized Labour (GNAT) and CSOs - **Timelines:** 2009 to 2015

Action 3.1.2.2

The Ministry of Education will extend the fast track initiatives that seek to ensure that vulnerable and hard-to-reach children, including child labourers, are supported to be in school through the provision of basic school materials (school uniforms, , exercise books, examinations fees) for them.

Lead: Ministry of Education **Collaborating Institutions:** MESW, MOWAC, Department of Children, Organized Labour (GNAT and NAGRAT), Private Sector and CSOs - **Timelines:** 2010 to 2015

Quality of basic education

Issue 3.1.3

Some basic schools in many deprived communities have poorly designed, constructed and furnished classrooms, which are not conducive to learning. There are considerable disparities with regard to the quality of school infrastructure between rural and urban communities. The existing FCUBE infrastructure and transportation plan is not effectively implemented.

Action 3.1.3.1

The Ministry of Education will review and enforce the basic standards for school infrastructure, especially classrooms and furniture, to ensure that all basic schools in the country, both public and private, meet these standards within a specified time-frame.

Lead: Ministry of Education **Collaborating Institutions:** GES, MLGRD / MMDAs, MOFEP, Organized Labour, CSOs and FBOs. - **Timelines:** 2010 to 2015

Action 3.1.3.2

The Ministry of Education will ensure the development of all schools under the basic school programme to full stream status.

Lead: Ministry of Education **Collaborating Institutions:** MLGRD, MMDAs, GEA, Organized Labour, Association of Private Schools, School Management Committees, CSOs and FBOs. - **Timelines:** 2010 to 2015

Issue 3.1.4

Some deprived communities especially those in rural areas lack trained and motivated teachers. Existing training colleges do not produce enough teachers to meet the demand. In addition, many teachers refuse postings to deprived communities on the account of lack of basic social amenities such as accommodation, potable water, electricity and transportation. Long delays in the payment of the salaries of newly-trained teachers also discourage the acceptance of postings to rural areas. Moreover, uncompetitive salaries contribute to low motivation and lack of concentration among teachers in rural areas.

Action 3.1.4

The Ministry of Education will take concrete steps to ensure the equitable deployment and retention of qualified teachers in deprived communities. Such steps could include the establishment of more Teacher Training Colleges and the expansion of distance learning programmes to include in-service training for upgrading untrained teachers. The measures should also include the provision of accommodation for teachers in deprived communities, the institution of special “hardship allowances”, the granting of study leave, easy access to loan facilities for qualified teachers assigned to deprived areas and the removal of bottlenecks affecting salary payments to newly-recruited teachers. In the short term, the expanded use of Community Teaching Assistants under the Youth Employment Programme and the building of their capacity would reinforce the measures.

The MMDAs will be encouraged to intensify their effort to have more teachers trained for the schools in their localities.

Lead: Ministry of Education **Collaborating Institutions:** MLGRD, MMDAs, Association of Principals of Training Colleges, Organized Labour (GNAT and NAGRAT), CSOs and FBOs. - **Timelines:** 2010/09 to 2015

Issue 3.1.5

The number of hours allocated for instruction in basic schools is inadequate, particularly where the shift system is applied.

Action 3.1.5.1

The Metropolitan, Municipal and District Assemblies will in collaboration with the MOE implement an accelerated infrastructure expansion programme aimed at the rapid replacement of the shift system in basic schools in order to provide for standard hours of instruction for all children at this level. As part of the programme, the MOE will step up collaboration with MMDAs and local communities to ensure the rapid provision of school infrastructure and other materials needed to make teaching and learning more effective. The infrastructural programme will be matched with the increased deployment of teachers (**Action 3.1.4**) so that all children can be accommodated in one stream in all schools at the Primary and Junior High levels.

Lead: Metropolitan, Municipal and District Assemblies **Collaborating Institutions:** GES, MLGRD, MMDAs, FBOs, CSOs, Association of Private Schools and PTAs. - **Timelines:** 2010 to 2015

Action 3.1.5.2:

The Ministry of Education will take steps to ensure that children still going through the shift system enjoy the full complement of the instructional time.

Lead: Ministry of Education **Collaborating Institutions:** MMDAs, Organized Labour (GNAT and NAGRAT) and Association of Private Schools - **Timelines:** 20010 to 2012

Issue 3.1.6

Many basic schools, particularly in the most deprived areas lack proper teaching and learning materials. This has a considerable negative effect on the learning experience and outcome for children.

Action 3.1.6

The Ministry of Education will review and apply compulsory minimum standards with regard to teaching and learning materials at the basic school level throughout the country. This will involve the re-definition of a set of standards each for the Kindergarten, Primary and Junior High levels, and the execution of an accelerated procurement and fair distribution plan covering the whole country, giving priority to schools in deprived areas.

Lead: Ministry of Education **Collaborating Institutions:** GES, MLGRD, MMDAs, Organized Labour (GNAT and NAGRAT), FBOs CSOs and Association of Private Schools. - **Timelines:** 2010 to 2015

Demand for basic education

Issue 3.1.7

The School Feeding Programme has great potential for encouraging school enrolment and attendance but it is only available in selected schools in a limited number of districts.

Action 3.1.7.1

The Local Government Services Secretariat through the School Feeding Programme Secretariat will implement the plan for the accelerated expansion of the School Feeding Programme to cover basic schools in all deprived areas.

Lead: Local Government Services Secretariat **Collaborating Institutions:** MOE, GES, MLGRD, MMDAs, MOFA, CBOs, Controller and Accountant General's Department, Department of Cooperatives, Department of Community Development and MOH - **Timelines:** 2010 to 2014

Action 3.1.7.2

The Ministry of Education in collaboration with the School Feeding Programme Secretariat will put in place mechanisms to ensure that children stay in school before and after feeding.

Lead: Ministry of Education **Collaborating Institutions:** GES, School Feeding Programme Secretariat, CSOs, MMDAs, SMCs, PTAs, CPCs and Community Health Officers. - **Timelines:** 2010 to 2015

Action 3.1.7.3

The Ministry of Local Government and Rural Development will put in place measures to ensure improvement in the quality of meals provided for children under the School Feeding Programme.

Lead: Ministry of Local Government and Rural Development **Collaborating Institutions:** GES, Organized Labour (GNAT & NAGRAT) and PTAs – **Timelines** – 2010 -2015

Issue 3.1.8

Most parents and children continue to value the perceived short-term gains from work more than they do the longer-term gains from schooling. The demand for education is low among poor households and in deprived communities.

Action 3.1.8.1

The Ministry of Education (Curriculum Research and Development Division) will ensure that the review of the school curricula at all levels (Kindergarten, Primary, Junior High and Senior High levels and Teacher Training Colleges) includes child labour issues. Action in this regard also involves the development and application of a policy framework that ensures the relevance of school programmes through the placement of learners at the heart of the teaching and learning processes.

Lead: The Ministry of Education (Curriculum Research and Development Division) **Collaborating Institutions:** MLGRD, MMDAs Organized Labour (GNAT, NAGRAT), Association of Private Schools and FBOs. - **Timelines:** 2010 to 2015

Action 3.1.8.2

The National Commission for Civic Education will design and carry out, as part of (**Actions 1.1.6.2 and 2.1.4**) its awareness-raising, activities aimed at promoting the demand for education through mentoring and discouraging the premature entry of children into the labour market.

Lead: National Commission for Civic Education **Collaborating Institutions:** ISD, MMDAs, GES, CLU, DSW, CHRAJ, GEA, CSOs, CPCs, Organized Labour and Association of Private Schools. - **Timelines:** 2010 to 2015

Action 3.1.8.3

The Metropolitan, Municipal and District Assemblies will pass bye-laws with sanctions against parents who refuse to enrol and retain their children in school in order to enforce the 'Compulsory' component of the FCUBE.

Lead: Metropolitan, Municipal and District Assemblies **Collaborating Institutions:** MOE, GES, CSOs, Organized Labour and CPCs. **Timelines:** 2010 to 2015

Action 3.1.8.4

The Ministry of Education (Ghana Education Service) will intensify enrolment and retention drives in child labour endemic areas.

Lead: Ministry of Education (Ghana Education Service) **Collaborating Institutions:** MMDAs, CSOs, SMC and PTAs – **Timeline:** 2010-2015

Action 3.1.8.5

The Labour Department will collaborate with the MOE, to obtain information on child labour through its EMIS programme.

Lead: Labour Department **Collaborating Institutions:** MOE, MMDAs, Organized Labour (GNAT and NAGRAT), SMC, PTAs and CPCs – **Timelines:** 2010-2015

Issue 3.1.9

The lack of effective monitoring and supervision of public educational institutions has resulted in low standard and performance in some public basic institutions.

Action 3.1.9

The Ministry of Education (Ghana Education Service) will strengthen existing mechanisms for effective monitoring and supervision to ensure a high quality of education in both public and private schools.

Lead: Ministry of Education (Ghana Education Service) **Collaborating Institutions:** MMDAs, CSOs, SMCs & PTAs, Organized Labour (GNAT & NAGRAT), CSOs and CPCs. - **Timelines:** 2010 to 2012

Objective 3.2 *Children aged 15 years and above in all parts of the country, particularly in deprived communities, have access to quality post-basic education and training*

Access to and demand for post-basic education

Issue 3.2.1

A large proportion of pupils do not continue their studies beyond the Basic Education Certificate Examination. Ill-equipped and poorly qualified for gainful employment, many of these children end up notably as street children in unskilled activities in the informal economy,. Such poor employment outcomes, in turn, help to reinforce, particularly among some of the most vulnerable households, the perception of low returns from education which contributes to low demand for schooling and high drop-out rates. Enhancing the employability of children through training at the senior high school and tertiary levels or through vocational/technical education, including formal apprenticeships, will not only improve their chances for success in the labour market but will also enhance their prospects for improved livelihoods. Other things being equal, it will also result in the reduction of the unskilled labour force and lead to improvements in production technologies, more skilled and semi-skilled jobs,

increased labour productivity and higher wages. It will also lead to improved employment prospects for the youth and, in the medium- to long term, increased demand for education at all levels.

Action 3.2.1.1

The Ministry of Education in collaboration with the MESW will ensure the effective implementation of the basic design and technology curriculum at the basic level, as well as of the technical vocational training programme at the SHS level by providing classrooms, workshops, tools and other equipment and consumables.

Lead: Ministry of Education **Collaborating Institutions:** GES, Organized Labour (GNAT & NAGRAT), MESW (DSW, NVTI, and COTVET), And Association of Private Schools, CSOs and OIC. - **Timelines:** 2010 to 2015

Action 3.2.1.2

The Ministry of Education in collaboration with the MESW and other relevant MDAs, GEA and organized labour will formulate and implement a programme for increasing continuation rates from the JHS level to the SHS level or to vocational/technical training, including formal apprenticeships. Elements of the programme will include:

- enhanced implementation of the policy of creating community-based Senior High Schools and technical vocational institutions with a view to improving access to them for local BECE graduates;
- provide access to remedial programmes for children who need to re-write their BECE to ensure increased progression to further education;
- establishment or expansion of district scholarship schemes for qualified but needy local JHS graduates to enable them continue to SHS and vocational/technical training;
- development of community-based apprenticeship/skills training schemes (expansion of formal sector apprenticeships and formalisation of traditional apprenticeships) to offer further education opportunities to JHS graduates and dropouts.

- **Lead:** The Ministry of Education **Collaborating Institutions:** GES, MESW and other relevant MDAs, MMDAs, , GEA, Organized Labour, Association of Private Schools, , FBOs/CSOs, Traditional Leaders and Master tradesmen and women. - **Timelines:** 2010 to 2015

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Action 3.2.1.3:

The Ministry of Education will ensure the speedy implementation of the two-year apprenticeship training programme in line with the New Education Reform, 2007 Under the programme, the Government will assume full responsibility for the first year of a well-structured system of apprenticeship for JHS leavers who do not qualify or choose not to enter the SHS.

Lead: Ministry of Education **Collaborating Agencies:** MMDAs, COTVET & NVTI, Master tradesmen and women and CSOs. - **Timelines:** 2010 to 2015

Vocational/skills training and apprenticeships

Issue 3.2.2

The deprived and WFCL-endemic communities lack vocational and skills training institutions. With only a small proportion of basic school students in such communities continuing to Senior High Secondary and tertiary education, poor access to vocational training and limited opportunities for decent work at this age means the vast majority of children have few alternatives to unskilled and sometimes hazardous work.

Action 3.2.2.1

The Department of Social Welfare, the Integrated Community Centre for Employable Skills (ICCESS), the Opportunities Industrialization Centre (OIC) and the National Vocational Training Institute (NVTI) will collaborate with stakeholders to provide locally-relevant skills training for out-of-school youth in deprived communities. Towards this end, the MOE and the MESW will encourage and work with MMDAs and Members of Parliament to allocate part of their District Assembly Common Fund to vocational skills training and follow-up business support services. (**Action 5.1.5.1**).

Lead: Department of Social Welfare, Integrated Community Centre for Employable Skills, Opportunities Industrialization Centre and the National Vocational Training Institute **Collaborating Institutions:** MOE, GES, COTVET, NVTI, ICCES, OIC, MMDAs and Master tradesmen and women. - **Timelines:** 2010 to 2015

Action 3.2.2.2

The Labour Department will strengthen the Employment Information Branch of the Department to establish a labour market information system for determining trades with market potential and for tracking jobs.

Lead: Labour Department **Collaborating Institutions:** MESW, GEA, Organized Labour, Labour Commission, AGI, Private Employment Agencies, MOE, GES, COTVET, GEA, Tertiary Institutions and youth Employment Summit, Ghana (YES-Ghana). - **Timelines:** 2010 to 2015

Issue 3.2.3

Existing vocational and skills training programmes in many rural, deprived urban and semi-urban areas are not sufficiently tailored to the needs of local economies and labour markets. Moreover, many programmes suffer from poor quality and sometimes poor patronage. This leads to a waste of resources, and the use of inadequate and obsolete tools and equipment.

Action 3.2.3.1

The Ministry of Education (Council for Technical, Vocational Education Training) will design and publish plans for improving the quality of infrastructure, equipment and tools in vocational/technical institutions, with emphasis on the rural, deprived and semi-urban areas.

Lead: Ministry of Education (Council for Technical, Vocational Education Training) **Collaborating Institutions:** MMDAs, MESW, (ICCESS, NVTI) and CSOs (Trade Associations). - **Timelines:** 2010 to 2015

Action 3.2.3.2

The Ministry of Education (Council for Technical, Vocational Education Training) will ensure the review of the curricula of Technical and Vocational Education and Training (TVET) institutions to make it more relevant to the job market.

Lead: Ministry of Education (Council for Technical, Vocational Education Training) **Collaborating Institutions:** MESW (ICCESS, NVTI and OIC). - **Timelines:** 2010 to 2015

Issue 3.2.4

Traditional apprenticeship schemes, which provide training in a wide range of trades for many children in the country suffer from unstructured programmes, lack of standardisation and certification – which could facilitate mobility and employment growth in the trades sector – weak regulation and vulnerability to exploitation. These weaknesses limit the contributions of the traditional trades sectors to employment growth and the national human resources development strategy. Improvements in these areas will help transform the trades sectors from being fountains of hazardous child labour and other exploitative conditions into producers of skilled labour as well as becoming catalysts for decent work.

Action 3.2.4.1

The Ministry of Education (Council for Technical, Vocational Education Training) will ensure the regulation, standardisation and certification of apprenticeships in the informal economy as well as compliance with the relevant legal provisions on child labour (Part V of the Children’s Act on apprenticeship in the informal economy). This task will be carried out in close collaboration with the trade associations and will draw on recent work carried out by the MESW, the ILO/IPEC and other stakeholders. In the case of sub-sectors and trades where relevant trade associations do not exist, efforts will be made to promote their establishment.

Lead: Ministry of Education (Council for Technical, Vocational Education Training) **Collaborating Institutions:** MMDAs, GEA, Organized Labour, MESW, NVTI and CSOs. - **Timelines:** 2009 to 2015

Action 3.2.4.2

The Ministry of Education (Council for Technical, Vocational Education Training) will design and implement a capacity-building programme to sharpen the knowledge and skills of identified master craftsmen and women for quality transfer of knowledge to their apprentices.

Lead: The Ministry of Education (Council for Technical, Vocational Education Training) **Collaborating Institutions:** MESW and NVTI. – **Timelines:** 2010 to 2015

Objective 3.3

Alternative forms of education, including transitional programmes for mainstreaming, are available to out-of-school children, particularly in the most deprived areas, and children withdrawn from the WFCL are able to access and make good use of the available services.

Alternative forms of education

Issue 3.3.1

There are significantly large numbers of out-of-school children whose educational needs are not being met. Although the recent introduction of Capitation Grant enabled over-age children to enter the formal school system, many others below the age of 15 who had never been to school or who dropped out at an early age were too old to enrol or re-enrol in the basic school system. For such children, the most plausible alternative is to enrol in non-formal education (NFE), followed by enrolment in a skills training programme. However, the NFE programmes do not cater for children aged below 15 years. For those out-of-school children who are young enough to enrol in the formal school system, many would have better experiences and outcomes if they could benefit from transitional preparatory programmes before being mainstreamed into the formal system. Furthermore, the availability of transitional programmes is rather limited. Moreover, school drop-outs generally face serious barriers and impediments that limit their chances of being mainstreamed back into school. These barriers include the lack of a gender-sensitive policy framework and practical measures for meeting the specific needs of adolescent girls and boys.

Action 3.3.1.1

The Ministry of Education (Non-Formal Education Division), in close collaboration with the relevant MDAs, MMDAs and CSOs, will develop and implement skills-based modules for educating out-of-school children, giving priority to areas of the country where there are significant numbers of over-age out-of-school children. These modules will be designed, in terms of content and duration, to enable the beneficiaries to acquire functional literacy and numeracy skills in line with the FCUBE policy. The programmes will be expanded rapidly to reach the largest number of out-of-school children. They will then be gradually phased out as progress is made towards the universal completion of basic education under the FCUBE. These programmes will be linked to and complemented by skills training programmes, which include career guidance and follow-up support schemes, in order to enhance the employment chances of the children.

Lead: Ministry of Education (Non-Formal Education Division) **Collaborating Institutions:** School for Life, MMDAs, Organized Labour (GNAT and NAGRAT), and Association of Private Schools, CSOs and FBOs. - **Timelines:** 2010 to 2015

Action 3.3.1.2

The Ministry of Education (Non-Formal Education Division), in close collaboration with the relevant MDAs, MMDAs and CSOs, will finalize the draft Modules on complementary and levelling education and put in place an accelerated transitional programme. The latter will prepare school drop-outs and young out-of-school children for integration into the formal education system for better outcomes for both children and schools.

Lead: Ministry of Education **Collaborating Institutions:** School for Life, MMDAs, Organized Labour (GNAT and NAGRAT), Association of Private Schools, CSOs and CSOs (e.g. Religious Organizations). - **Timelines:** 2010 to 2015

Action 3.3.1.3

Ministry of Education (Non-Formal Education Division) will strengthen the formulation and implementation of a gender-sensitive policy framework for facilitating the mainstreaming of school drop-outs and other out-of-school children into the formal education system.

Lead: Ministry of Education **Collaborating Institutions:** MOWAC, (DOC), MMDAs, GES and CSOs. - **Timelines:** 2010 to 2015

Action 3.3.1.4

The Ministry of Education (Non-Formal Education Division) will provide career guidance and counselling to enhance the employability of out of school children.

Lead: Ministry of Education (Non-Formal Education Division) **Collaborating Institutions:** Labour Department, DOC, MMDAs and, CSOs, - **Timeline:** 2010-2015

Major Issue 4

Children are involved in the WFCL (GCLS 2003: 242,074 children in Hazardous work)

Objective 4.1

Clear institutional arrangements are in place to identify, withdraw, rehabilitate and socially integrate children engaged in unconditional WFCL⁵ and to prevent others from becoming involved.

Issue 4.1.1

Institutions charged with the protection of children from exploitation and the enforcement of laws relating to unconditional WFCL, including trafficking of children, forced labour, bonded labour and other slavery-like practices, the commercial sexual exploitation of children (CSEC), and the use of children in armed (communal) conflict, are inadequately equipped with regard to the applicable laws and procedures. They are not organized nor are they equipped to carry out their responsibilities in a timely, efficient and effective manner. This is particularly the case at the district, sub-district (Area Council, Unit Committees) and community levels. Furthermore, in many districts, the mechanisms for collaboration and coordination between and amongst agencies with complementary responsibilities in protecting and rescuing children from exploitation have not been put in place. As a result of these weaknesses, the legal provisions for the identification of, and support for, children in need of care and protection are not effectively enforced by the relevant agencies.

In general, there is a lack of inter-agency collaboration for the identification, withdrawal, rehabilitation and integration of children in the WFCL. Few districts have the infrastructure and the institutional capacity (shelters, personnel with the requisite know-how such as specialized police and judges, child psychologists, social welfare officers, Labour Inspectors) for identifying, rescuing, protecting and rehabilitating children in especial need or danger.

⁵ Unconditional WFCL consist of slavery and similar practices, including forced labour and forced recruitment of children for use in armed conflict, the use, procuring and offering of a child for prostitution or pornography, and the use of children in illicit activities. They also include the trafficking of children.

Action 4.1.1.1

The Ministry of Employment and Social Welfare will, in collaboration with the Labour Department, Police Service, the Judicial Service, the AG's Department, the Immigration Service, CHRAJ, the Department of Children under MOWAC and the CSOs, formulate and implement a programme of sensitisation on the laws relating to the WFCL, the roles and responsibilities of the different enforcement agencies (including the Labour Department and the DSW) and the mechanisms to be established for dealing with cases of the WFCL.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** Security Services, AG's Department, MOWAC MLGRD, CHRAJ, Department of Children, Labour Department, DSW, MMDAs, House of Chiefs, CSOs and CBOs. - **Timelines:** 2010 to 2015

Action 4.1.1.2

The Department of Social Welfare will, in collaboration with the MOWAC, MMDAs, the CHRAJ, the Security Agencies, the relevant CSOs and Development Partners, develop and implement a programme for establishing special shelters and rapid response mechanisms for assisting and protecting children in special need or danger, including especially victims of unconditional WFCL. The programme will also include measures for improving existing arrangements for the identification of children in danger or need, as well as for improving the current arrangements for locating families of children trafficked and or sold into bondage. The measures will include steps for ensuring that persons responsible for dealing with cases of children in special need or danger have the requisite qualifications and skills.

Lead: Department of Social Welfare **Collaborating Agencies:** MOWAC, Labour Department, Security Agencies (DOVVSU, Immigration, etc), CHRAJ, MLGRD and MMDAs, the AG's Department, Transport Unions, CSO, CBOs and Traditional Authorities. - **Timelines:** 2010 to 2015

Action 4.1.1.3

The Ministry of Local Government and Rural Development will mainstream the WFCL into its orientation programmes for MMDCEs and Senior Administrators and members of the District Planning Coordinating Units (DPCUs).

Lead: Ministry of Local Government and Rural Development **Collaborating Institutions:** MESW (CLU and DSW), NDPC MMDAs and CSOs. - **Timelines:** 2010 to 2015

Issue 4.1.2

The Child Rights Regulations include only broad instructions for dealing with cases of exploitation. Child protection agencies and officials do not have established sets of procedures for responding to the different situations and needs which they are expected to address. There is also a need for sharing information, distributing responsibilities, and ensuring coherent and effective responses.

Action 4.1.2.

The Department of Social Welfare will organize a process for developing, testing, validation, disseminating and monitoring the application of standard procedures, protocols and guidelines for dealing with each of the unconditional WFCL, as well as other WFCL which call for specialized action (9 WFCL prioritized by stakeholders: child trafficking, fishing, agriculture, small-scale mining, bonded labour (ritual servitude), domestic service by underage children, manual handling of heavy loads and street hawking, including begging). The development process will include identification of and agreement on agency responsibilities. The agreed procedures, protocols and guidelines will be put into effect through an appropriate official instrument. The concerned staff at the MDA and MMDA levels will be trained to apply them. This work will draw upon and build on pilot work carried out under the ILO/IPEC Time-Bound Programme support project and by other partners. [Same as **Action 1.2.2.2**]

Lead: Department of Social Welfare **Collaborating Institutions:** CLU, NPECLC, COCOBOD, DOC, MLGRD, SPU, MOFA, MLMR, MOWAC, MOCC, CHRAJ, MMDAs, Organized Labour, GEA AG's Dept, CHRAJ, CSOs, Security Services. - **Timelines:** 2010 to 2013

Issue 4.1.3

Despite the apparently high incidence of the exploitation of children, very few cases are prosecuted. It is imperative to prosecute systematically offenders, perpetrators and accomplices of unconditional WFCL to ensure deterrence and provide remedies and effective protection for victims.

Action 4.1.3.1

The Commission on Human Rights and Administrative Justice will give special attention to cases of exploitation in the WFCL, violence against and abuse of children. Such attention will also focus on investigation which is more systematic and the resolution of cases.

Lead: Commission on Human Rights and Administrative Justice **Collaborating Institutions:** DSW, CLU, AG's Department and Police Service. - **Timelines:** 2010 to 2015

Action 4.1.3.2

The Attorney General's Department will set up desks in all its offices for dealing with cases on child rights abuses, including exploitation in the WFCL and violence and the prosecution of abuses.

Lead: Attorney General's Department **Collaborating Institutions:** Police Service (DOVVSU), MESW (CLU and DSW) and CHRAJ. - **Timelines:** 2010 to 2015

Action 4.1.3.3

The Ghana Police Service will have a DOVVSU presence in all its offices and will designate Officers who will deal with cases of exploitation in the WFCL, violence and abuse of children. Such action will include more systematic investigation and prosecution of abuses.

Lead: Ghana Police Service **Collaborating Institutions:** Legal Resource Centre, CHRAJ, MESW, MOWAC, Legal Aid Board and the Media - **Timelines:** 2010 to 2015

Action 4.1.3.4

Attorney General's Department will organize and carry out, in collaboration with the DOVVSU, the CHRAJ, the Legal Aid Board, the GJA (Investigative Journalists) and other relevant organizations prosecutions and civil actions as a contribution to the enforcement of the laws relating to the WFCL.

Lead: Attorney General's Department **Collaborating Institutions:** Legal Resource Centre, Police Service (DOVVSU, Anti-Human Trafficking Desk), CHRAJ, MESW, MOWAC, Legal Aid Board and the Media - **Timelines:** 2010 to 2015

Issue 4.1.4

Communities are neither sufficiently sensitized nor mobilized to prevent and protect their children from the WFCL and other forms of abuse as well as related Child Labour situations.

Action 4.1.4.1

The CLU will establish community surveillance systems for continuous sensitization to prevent and address the WFCL. [Same as **Activity 2.1.2.2**]

Lead: Child Labour Unit **Collaborating Agencies:** MMDAs, MLGRD, MOWAC, DSW, Department of Children, Department of Community Development, DCPCs, CCPCs, Area Councils, Unit Committees, CSOs and Development Partners. - **Timelines:** 2010 to 2015

Action 4.1.4.2

The Child Labour Unit in collaboration with the NCCE, the ISD and CSOs will develop standard messages for the sensitisation of communities.

Lead: Child Labour Unit **Collaborating Institutions:** MMDAs, DCPCs, MOI, NCCE, ISD, DSW, CSOs and the Media. - **Timelines:** 2010 to 2015

Issue 4.1.5

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

Action 4.1.5.1

The Ministry of Employment and Social Welfare will develop a policy to mainstream domestic service into the formal employment structure. Formalising domestic service will open it up to the application of labour standards, including the prevention of the exploitation of children.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** Labour Department, Labour Commission, AG's Department, Organized Labour, GEA, DSW, Private Employment Agencies and CSOs. - **Timelines:** 2010 to 2015

Action 4.1.5.2

The Labour Department will intensify its labour inspection of domestic service.

Lead: Labour Department **Collaborating Institutions:** Department of Factory Inspectorate, MOE, MOFA, MMDAs, MOWAC, Department of Children, DSW, GEA, Organized Labour, Private Employment Agencies and CSOs. - **Timelines:** 2010 to 2015

Action 4.1.5.3

The Ghana Police Service will intensify its interventions in the protection of children in the WFCL, including child trafficking, ritual servitude, CSEC, pornography, illicit activities, fishing, mining and quarrying (Gallamsey), child domestic servitude, portage of heavy loads, begging and agriculture and facilitate the prosecution of persons involved in such illegality.

Lead: Ghana Police Service **Collaborating Institutions:** MESW, MCC, MOWAC, MOFA, MLNR, Ministry of Tourism, Ghana Tourist Board, Association of Hoteliers, Minerals Commission and MMDAs. - **Timelines:** 2010 to 2015

Action 4.1.5.4

The Ghana Journalists Association (GJA) will promote the understanding of the media on the WFCL, particularly the unconditional WFCL issues, as a public service contribution to the elimination of these forms of exploitation. It will also continue to coordinate the activities of Social Mobilization Partners against Child Labour, encourage media houses to establish children's desks and liaise with relevant MDAs for information on child labour elimination interventions.

Lead: Ghana Journalists Association **Collaborating Institutions:** MESW, CLU, DSW, Security Agencies, Media Houses, School of Communications Studies and Ghana Institute of Journalism. - **Timelines:** 2010 to 2015

Objective 4.2

Effective measures are in place to prevent and eliminate hazardous child labour including the protection of working age children (15+) from hazardous activities and exploitation.

Issue 4.2.1

There is a general lack of awareness of what constitutes child labour, what hazardous work is, and what acceptable work is for children at given ages. This contributes to the engagement of children in activities inappropriate for their age.

Action 4.2.1.1

The Child Labour Unit will organize and complete the consultations needed for establishing the official list of hazardous *work/processes/activities* in different sectors, publish the list, and sensitise communities appropriately. The specification of activities considered to be “light work” and permitted activities for children above 15 years in different sectors, as well as a set of awareness raising activities will also be covered by the list. (Included in **Action 1.1**)

Lead: Child Labour Unit **Collaborating Institutions:** MOWAC, MMDA’s CSOs, MESW (NPECLC), DSW, DFI and AG’s Department. - **Timelines:** 2010 to 2011

Action 4.2.1.2

The Ministry of Employment and Social Welfare will collaborate with the MLGRD and MMDAs to organise a programme of sensitisation and community mobilisation to persuade parents, guardians and employers to remove children from hazardous activities. Parents and employers will be asked to remove children below the age of 15 from activities other than “light work”. The programme will aim at ensuring the protection of children aged 15 – 17 years within the framework Occupational Safety and Health (OSH). If the hazards cannot be mitigated, parents and employers will be asked to withdraw the children immediately from the activities concerned. This will especially be the case for activities figuring on the official list of hazardous work. Community mobilisation and peer pressure through the community child surveillance system (Action 1.1.1) will be used as the main methods in dissuading parents, guardians and employers from engaging children in hazardous activities. Prosecution and penal sanctions will be employed in the case of recalcitrant offenders.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** MLGRD, MMDAs, DFI, DSW, GES, NCCE, ISD, MOFA, Organized Labour, GEA, CSOs, CPCs, Private sector, Development Partners, AG’s Department, the Police Service. - **Timelines:** 2010 to 2015

Issue 4.2.2

There is a great need for Occupational Safety and Health (OSH) measures to protect working children 15 years and above in a systematic manner.

Action 4.2.2

The Labour Department in collaboration with the Department of Factory Inspectorate, the Ministry of Health and the Ghana Health Services (GHS) will organize the development and implementation of measures for protecting working children in permitted activities (i.e. those not on the list of hazardous work). This will include an extensive OSH outreach programme targeting selected sectors where children are known to be involved in hazardous activities.

Lead: Labour Department **Collaborating Institutions:** Department of Factory Inspectorate, GES, NCCE, MOH, Ministry of Information, Organized Labour, GEA, MMDAs and CSOs - **Timelines:** 2010 to 2015

Major Issue 5

Limited livelihood opportunities for the poorest households and in the most deprived communities contribute to vulnerability to the WFCL. The most vulnerable groups include Orphans and Vulnerable

Children (OVCs), families affected by HIV/AIDS, families with limited access to health care, low income families, children living in deprived communities, children living in agricultural communities where paid adult labour is either minimal or very expensive, out of school and trafficked children and unprotected families/workers.

Households in the most deprived and the WFCL-endemic areas need to be empowered to make the best use of the available social, economic and financial services in order to escape from extreme poverty and vulnerability to exploitation. Public assistance, for example, through the NHIS and the National Social Protection Strategy (NSPS) need to be extended to the very poor.

Objective 5

The most vulnerable households and communities are empowered to overcome the livelihood deficits that make their children vulnerable to exploitation

Issue 5.1.1

Social safety nets are inadequate and do not provide long-term support for families of children most vulnerable to exploitation.

Action 5.1.1.1

The Ministry of Employment and Social Welfare will ensure that the NSPS/LEAP put in place effective mechanisms to prioritize deprived households in the WFCL endemic areas through the implementation of the LEAP and linkages to complementary programmes.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** MLGRD, MOWAC, DSW, SPU, SIF, MOFA, School Feeding Secretariat, NHIA, NYEP, CSO, CLU , Private sector and GES. - **Timelines:** 2010 to 2015

Action 5.1.1.2

The Ministry of Local Government and Rural Development will collaborate with the Ministries of Trade and Industry and Finance and Economic Planning to put in place mechanisms to strengthen, expand and establish Cottage industries, which will make use of local raw material and create market avenues for employment generation to reduce poverty.

Lead: Ministry of Local Government and Rural Development **Collaborating Institutions:** MOFEP & MT&I, Research Institutions, MCC, MOFEP, AGI, MOWAC, SIF, MOFA, NBSSI, CSO, CLU, DSW, Community Development and NBSSI - **Timelines:** 2010 to 2015

Issue 5.1.2

There are many private and public sector initiatives with great potential for assisting the poor in overcoming economic vulnerabilities. These initiatives include microfinance schemes, business development services and agricultural extension programmes. However, the most vulnerable households often have difficulty accessing and utilizing these services to maximum benefit. The

establishment of special programmes and services targeting such households can help to meet the needs of many poor households, but in the longer term such programmes may be unsustainable and suffer other drawbacks. Without discouraging the development of targeted services, the NPA will place more emphasis on assisting vulnerable households to access and benefit from existing programmes and services, thereby bringing them gradually into the mainstream of the economy.

Action 5.1.2.1

The Ministry of Employment and Social Welfare in collaboration with the MOWAC , the MOFA, other relevant MDAs, the MLGRD, MMDAs and CSOs will identify district institutions providing livelihood support programmes and extension services; develop and implement a plan to assist the poorest households, particularly in the most deprived districts, to access and make good use of livelihood support programmes such as microfinance and savings schemes, micro insurance, the LEAP, and other sectoral development initiatives.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** MOWAC, MLGRD, DSW, SPU, MMDAs (LEAP), NDPC, NYEP, MOFA, MMDAs, NHIS Secretariat, SSNIT, CSOs and MCA - **Timelines:** 2010 to 2015

Action 5.1.2.2

The Department of Social Welfare will expand its database on service providers and beneficiaries of livelihood support services to ensure the monitoring of progress and effective targeting.

Lead: Department of Social Welfare **Collaborating institutions:** MOH/GHS, ME/GES, MOFA, DSW, CLU, SPU, MLGRD and CSOs- **Timelines:** 2010 to 2011

Action 5.1.2.3

The Ministry of Food and Agriculture in collaboration with the MOWAC, the MLGRD, the LGSS, MDAs and MMDAs will develop and implement training modules for on-farm and off-farm season income generating activities. The MOFA will also build the capacity of its staff, create awareness and sensitize clients (farmers, fishermen, etc) on child labour issues and mobilize them to initiate actions against the practice.

Lead: Ministry of Food and Agriculture **Collaborating institutions:** MOWAC, MESW, MLGRD, NYEP, DSW, (LEAP), CLU, MESW (SPU, NPECLC), Organized Labour, GEA and CSOs. - **Timelines:** 2010 to 2012

Issue 5.1.3

A broad mobilisation of all sections of society is needed to address the root causes of child labour, particularly endemic poverty. Although much is expected of the Government at the national and district levels in terms of funding for livelihood development schemes for vulnerable groups, the needs are enormous and substantial resource gaps will remain to be filled. Funding from Corporate Social Responsibility programmes by local, national and multi-national companies can complement public funding for the development of desirable alternatives to child labour.

Action 5.1.3.1

The Ministry of Employment and Social Welfare will formulate and support, with other relevant MDAs, employers' and organisations of industry, organized labour, firms, civil society organisations and other stakeholders, a scheme for channelling corporate social responsibility initiatives into WFCL prevention programmes. It will also formulate and support schemes that provide appropriate alternatives to child labour in areas affected by specific WFCL, such as the areas of mining and quarrying, fishing, sending areas of kayayei and kaya, Victims of natural disasters will also be covered by the scheme.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** MLGRD, other relevant MDAs, MMDAs, Employers' Organisations, MCA, NADMO, and CSOs. - **Timelines:** 2010 to 2015

Action 5.1.3.2

The Labour Department will initiate measures for the promotion of core labour standards amongst the vulnerable groups in the informal economy

Lead: Labour Department **Collaborating Institutions:** Department of Factory Inspectorate, GEA, Organized Labour and MOWAC - **Timelines:** 2010 to 2015

Issue 5.1.4

Serious illness is a major source of household economic shocks that lead to children having to fend for themselves and or to support parents and siblings. The NHIS has great potential for helping to minimize the effects of illness-related shocks, but it is still limited in its scope and coverage.

Action 5.14.1

The Ministry of Health will ensure that the health needs of children are adequately covered under its policies and schemes such as the National Health Insurance Scheme;

Lead: Ministry of Health **Collaborating Institutions:** NHIA, Ghana Aids Commission, - **Timelines:** 2010 - 2015

Action 5.1.4.2

The National Health Insurance Authority and the Ministry of Employment and Social Welfare will strengthen the existing systems to deliver improved and efficient access to basic health care services to vulnerable groups, especially children with priority attention in areas known as major sources of children in the WFCL, child access to NHIS services will be detached from the registration of parents.

Lead: National Health Insurance Authority and the Ministry of Employment and Social Welfare
Collaborating Institutions: LGS, NHIS, SPU, DHMTs, MMDAs, DSW and CLU – **Timelines:** 2010 to 2010

Action 5.1.4.3

The National Health Insurance Authority will review and enhance NHIS Information, Education and Communication (IEC) activities to expand coverage.

Lead: National Health Insurance Authority **Collaborating Institutions:** MOH, NHIS Secretariat, ISD, NCCE and MMDAs. – **Timelines:** 2010 to 2015

Action 5.1.4.4

The Ghana Aids Commission will put in place mechanisms for addressing HIV/AIDS induced child labour.

Lead: Ghana Aids Commission **Collaborating Institutions:** MOH, NHIA, GHS, CLU, DSW, MOWAC and MMDAs – **Timelines:** 2010 to 2015

Action 5.1.4.5

The Ministry of Local Government and rural development will ensure that the Births and Death Registry collaborates closely with the Ministry of Health to provide free registration of children below 12 months. It will further collaborate with the Ministry of Education to register school children.

Lead: Ministry of Local Government and rural development **Collaborating Institutions:** B&DR, NHIS, NHIA, DSW and MMDAs. – **Timelines:** 2010 to 2015.

Issue 5.1.5

Girls trapped in particular WFCL, including child domestic servitude, kayaye and CSEC need special attention in the form of immediate withdrawal, rehabilitation and the provision of viable educational and employment alternatives

Action 5.1.5.1

The Ministry of Women and Children's Affairs will collaborate with the DSW to develop and implement a training programme in livelihood creation opportunities for girls involved in kayaye, child domestic servitude, CSEC and similar WFCL in MMDAs in order to offer them viable and decent work alternatives such as work in the shea nut industry, micro and small-scale cottage industries and agro-processing industries.

Lead: Ministry of Women and Children's Affairs **Collaborating Institutions:** MESW, DSW, CLU, CHRAJ, Department of Cooperatives, Department of Community Development, NBSSI, , MMDAs, CPCs, Organized Labour. Private Sector, Department of Community Development, ICCES and NVTI – **Timelines:** 2010 to 2015

Action 5.1.5.2

The Labour Department will strengthen mechanisms to promote the documentation of negotiated agreements between employers and employees especially in the informal sector.

Lead: Labour Department **Collaborating Institutions:** MESW, Labour Commission, GEA and other Employers Groups, Organized Labour (GAWU), MMDAs and CSOs. – **Timelines:** 2010 to 2015

Major Issue 6

The production of goods and services in many traditional economic sectors including agriculture, petty trading and large sections of the informal economy, involves low technology practices which foster dependence on child labour.

Objective 6

New designs, technologies and labour market reforms are progressively introduced to reduce dependence on child labour, particularly in the most endemic sectors and activities

Issue 6.1.1

Although new labour-saving designs and technologies that are relatively inexpensive are available in many areas where recourse to child labour is frequent - areas such as markets (kaya and kayaye), farming (types of demanding and hazardous work traditionally performed by children) fishing (use of little children in diving, net mending, etc.), and artisanal mining and quarrying, there has been little change over the years towards the use of labour-saving equipment and processes. Similarly, despite the existence of high levels of unemployment and underemployment among adults and adolescents, many employers continue to resort to the use of children. In family production units, there is the added factor of capital (cash) constraints favouring the use of unpaid family labour. Probable reasons include the easy toleration of child labour in many sectors, the perception that child labour is cheap, and the ease with which child workers can be controlled, manipulated and exploited in comparison with workers.

For non-family production, there is nothing to be gained from the use of children apart from their exploitation in terms of wages and working conditions, including their alleged pliability. On the contrary, the efficiency and productivity gains that would be derived from the substitution of adult labour for child labour, and from ensuring that children stay as long as possible in school before entering the labour market, far outweigh the short-term and short-sighted gains from employing children. Moreover, with regard to the use of children's labour in family production units, the introduction of new simple technologies and new ways of doing things which frees children to attend and do well at school will, other things being equal, bring immense benefit to the individual child, the family, the community and the nation. It should be noted that for production units in both the wage and the unpaid family labour categories, productivity and hence income levels will not improve much if the widespread recourse to unskilled child labour persists. Moreover, the conversion of child labour into youth employment will bring many additional benefits.

Special initiatives are needed to stimulate, foster and accelerate the technological and labour market improvements needed to reduce dependence on child labour and to improve productivity. As is evident from the national experience, the necessary changes will not take place on their own without the introduction of special measures, or will not do so at a fast enough pace.

Action 6.1.1

The Ministry of Environment, Science and Technology (MEST), in collaboration with the Ministry of Trade & Industry and other relevant MDAs, research institutions, CSOs and private sector entities will formulate and implement a programme for developing and introducing new technical innovations or improving existing innovations. The purpose will be to eliminate the need for child labour in specific sectors or areas with high concentrations of the WFCL, agriculture: (fishing and crop farming), artisanal mining and quarrying, manual handling of heavy loads (such as Kayaye and Kaya in markets) through the replacement of child labour by technology. Improvements in productivity and in the performance of the labour market will facilitate the hiring of youth and adult labour. (Reformulate)

Lead: Ministry of Environment, Science and Technology **Collaborating Institutions:** MESW, MTI, MOFA, MMDAs, GRATIS, Agriculture Engineering Institutions, Research and Engineering Institutions/Universities and Polytechnics, COCOBOD (CRIG), MOWAC, NVTI, (CSIR,), Chamber of Mines, MLNR, Minerals Commission, Ghana Chamber of Commerce, PEF, Organized Labour, Department of Cooperatives and AGI. – **Timelines:** 2010 to 2015

Major Issue 7

Public institutions and civil society organisations with mandates and responsibility respectively for child development and protection from exploitation are inadequately equipped to be effective.

Objective 7

Agencies at national, regional, district, sub-district and community levels have the necessary institutional, technical and organisational capacities to address child labour in the country effectively, placing particular emphasis on the WFCL.

Issue 7.1.1

The multi-sectoral efforts needed to address child labour effectively and the key roles which different agencies at the national and sub-national levels need to play individually and collectively are not sufficiently appreciated. There are overlapping mandates regarding aspects of child labour, and these need to be clarified. There is a need for an effective collaborative and participatory process for implementing the measures needed to make a real and timely impact on the child labour problem.

Action 7.1.1

The National Development Planning Commission (NDPC) will support the MESW to organize consultations which focus more on government institutions, including the Presidency and the Cabinet in order to define and agree on the roles and responsibilities of key partner institutions, including CSOs and Organized Labour at national, regional and district levels. These consultations will also aim at establishing the modalities of coordination and collaboration for the efficient and effective implementation of the National Programme for the Elimination of the WFCL in Ghana (The National Plan of Action). Thereafter, the MESW will put the necessary mechanisms in place and provide technical and administrative support to ensure that they function normally and effectively. These mechanisms will include the designation of child labour desks in all key agencies and child labour focal points in other collaborating agencies, as well as a strong and effective National Steering Committee on Child Labour. The regular meetings of the latter will orient, monitor, review and ensure smooth progress towards the achievement of the national objectives and targets. The mechanisms will also include arrangements for

sharing information, the promotion of close collaboration between the partner institutions, the maximisation of synergies, and the minimisation of duplication.

Lead: National Development Planning Commission **Collaborating Institutions:** MESW, Presidency, Cabinet, RCCs, MMDAs, CSOs, Organized Labour and NSC. - **Timelines:** 2010 to 2012

Issue 7.1.2

The Labour Department and its Child Labour Unit (CLU) under the MESW are understaffed and insufficiently equipped to ensure the effective implementation and coordination of the NPA. Currently, the Department does not have offices in all the 170 districts.

Action 7.1.2

The Ministry of Employment and Social Welfare will support the Labour Department, as a matter of priority, to recruit staff and open offices in each district. At least, six (6) Labour Officers will work full-time on major functions of the Child Labour Unit. In view of the nature of the child labour situation in Ghana and the classifications of the nine WFCL, it is recommended that 6 permanent core staff are employed to work in the Unit. The Labour Department and its Child Labour Unit will be reorganised to ensure an efficient internal structure. Staff of the Unit will be assigned specific thematic areas on child labour, such as Policy and Law; Social Mobilization and Communication; Education and Skills Training; Direct Action and Livelihood Support programmes; Research, Monitoring and Evaluation and Documentation. The National Programme for the Elimination of Child Labour in Cocoa as a component of the NPA is being implemented within the Direct Action Framework of the NPA. The MESW will cover the requirements in terms of human resources, logistics and technical capacity-building for the CLU and the National Steering Committee in its annual budget.

Lead: Ministry of Employment and Social Welfare **Collaborating Institutions:** Labour Department, NDPC, Agencies represented on the National Steering Committee (e.g MoFEP) and Office of the Head of Civil Service. – **Timelines:** 2010 to 2012

Issue 7.1.3

Agencies expected to play key roles in efforts against child labour have insufficient institutional and technical capacities. The CLU, the National Steering Committee, as well as child labour desks and focal points under the Local Government Service System, whether at the national, regional district, sub-district or community levels all need clearly designated roles. They also require training to enable them address effectively the functions assigned to them within the NPA.

Action 7.1.3.1

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

Lead: Labour Department **Collaborating Institutions:** NDPC, NSC, key MDAs, MMDAs, employers' organisations and organized labour and other CSOs- **Timelines:** 2010 to 2013.

Action 7.1.3.2

Agencies which are to play key roles will mainstream child labour into their normal work as the basis for developing and implementing child labour programmes.

Lead: Child Labour Unit **Collaborating Institutions:** MESW, CLU, Training and Research Institutions – **Timelines:** 2010 to 2011

Issues 7.1.4

The NPA will need to be translated into sector-specific and detailed measures (action plans) at the agency and MMDA levels. Many agencies will require technical support to design and implement the interventions for which they have responsibility.

Action 7.1.4

The Child Labour Unit will organize technical support to assist key programme partners (MDAs, MMDAs, and CSOs) to formulate and implement their action plans against the WFCL.

Lead: Child Labour Unit **Collaborating Institutions:** NSC, relevant MDAs, MMDAs, Employers' and Workers' Organizations and CSOs – **Timelines:** 2010 to 2011

Major Issue 8

The Ghana Child Labour Survey was carried out in 2001. The results are outdated especially as a lot of interventions have been implemented since then. A lot of research data exists in many organizations but is not known. Available research is not adequately disseminated or utilized. Additionally, limited sector specific studies on child labour are available to provide information for planning and informed decision making on sectors.

Objective 8

The knowledge base on child labour is enhanced and utilized to inform planning, programme design and implementation, awareness raising and advocacy activities, as well as the coordination, monitoring and evaluation of interventions

Issue 8.1.1

Information and mechanisms for monitoring the well-being of children, ensuring school attendance and primary health care, and tracking progress towards the elimination of child labour-related issues

with emphasis on the WFCL are scattered. There is a need for an integrated system of data collection and reporting that informs mandated institutions at the national, regional, district, sub-district and community levels about the situation of children with regard to these and other key areas of protection and well-being, flags problems to ensure timely and effective interventions, and facilitates accountability at all levels.

A number of local and national programmes provide building blocks and lessons for the development of an efficient and cost-effective information system to support the NPA. Some localities have piloted community registers – many for health-related purposes – that provide a model for extension (to include data on child labour and other relevant factors) and replication. The Education Management Information System (EMIS) of the GES provide a means for linking such registers to school data, for instance, to provide an early warning system for the prevention of school drop-out. The national vital registration system, though incomplete at the present, provides data indispensable for the effective protection of the rights of children and the enforcement of education, child labour and other relevant policies. In this regard, new data expected from the National Identification System can be used to fill in some of the information gaps that hinder the protection of children. There is thus much scope for achieving significant progress in this area, if the necessary efforts are deployed.

Action 8.1.1.1

As part of the district and community child labour surveillance mechanism (“Child Labour Monitoring”), the Labour Department (Employment Information Branch (EIB) and MMDAs will implement, in collaboration with other relevant agencies such as the MOH, the NIS, the NHIS, the MOE, the MLGRD and the GSS, a decentralized system of children’s registers based on relevant information systems already in existence, particularly those being used by the education and health services. The system as a starting point will draw on best practice and lessons learnt from similar work undertaken in Ghana and elsewhere, notably under the National Programme for the Elimination of Child Labour in Cocoa and the ILO/IPEC Time-Bound Programme support project in 67 districts. Its implementation should be cost-effective and not a burden for the MMDAs and community authorities. The system will consist of **Community and District Registers**.

Community registers will cover all children between the ages of 0-17 years, by household, based on or contained in the registers prepared and maintained by the MMDAs. Where such registers exist already, they will be reviewed to ensure that they contain the relevant information, are complete and up-to-date. An integrated approach whereby a single register is used for health (e.g., management of vaccination schedules), education, child labour monitoring and other needs will be pursued at the community level. The registers will contain information on the sex and age of children, their NIS identification number, home address (making use of community maps, NHIS and/or NIS household registration system, house/dwelling numbering and other available information), schools attended (present and past schools, including entry and exit years) and, if out-of-school, main activity. The registers will be updated regularly at the community level using information from the birth and death registers, the NIS, and information about in- and out-migrating households, which could be gathered through the child labour surveillance mechanism or by local social workers. Schooling information will be cross-checked with data from school registers and can subsequently be used by the child labour surveillance mechanism and Parent-Teacher Associations or School Management Committees as an early warning system for preventing school drop-out by following up on children who miss school for a specified number of consecutive days, for example. Given that children between 6 – 15 years of ages, though registered, will not be issued with NIS cards, the possibility of giving them student cards which they can carry everywhere, even when they change schools, will be explored.

A District Register (or database) of children will consolidate all the community registers, will be updated at regular intervals and shared by the various sectoral departments at the MMDA level. Linked to the district EMIS, this database will inform district policies and programmes for ensuring that all children of basic school age enrol and remain at school. Furthermore, District Child Protection and Monitoring Committees and the District Education Department can use information from the integrated database to develop interventions for reducing school dropout.

Lead: Labour Department (Child Labour Unit and Employment Information Branch) **Collaborating Institutions:** NDPC, GSS, MMDAs, MOH, NIS, MOE, MLGRD, Births and Deaths Registry and Unit Committees - **Timelines:** 2010 to 2015

Action 8.1.1.2

The National Development Planning Commission, Ministry of Employment and Social Welfare (Labour Department – Child Labour Unit and Employment Information Branch) and the Ministry of Local Government and Rural Development will, in consultation with the NSC and key partner agencies, design and support the implementation of a simple reporting system for transmitting monitoring information (a) from the community and district levels to the national level, and vice versa with the feed-back and similarly (b) from MDAs and CSOs to the NSC (National Policy) and vice versa. Three types of reports are envisaged:

- (a) District Child Labour Monitoring Reports, to be prepared by MMDAs every six months, containing analytical information on the child labour situation in the districts, using data from the community and district child registers and surveillance mechanisms and indicating new developments with particular regard to the WFCL, as well as progress and difficulties in implementing district action plans and the outcomes of interventions;
- (b) Agency Child Labour Progress Reports, to be prepared by key MDA and CSO partners every six months, providing information, amongst others on progress and difficulties in implementing their action plans, the outcomes of their interventions, new tools and good practices for addressing WFCL issues, etc; and
- (c) National Child Labour Progress Report, to be prepared annually by the CLU. Information on the implementation of the NPA, which indicates the progress made, the difficulties and challenges encountered, child labour trends and emerging issues, etc., and including as appropriate information drawn from the District Child Labour Monitoring Reports and the Agency Child Labour Progress Reports.

These reports will be circulated widely among key stakeholders, and will provide the basis for monitoring at different levels of the implementation of the NPA.

Lead: Labour Department (Child Labour Unit/Employment Information Branch) **Collaborating Agencies:** NDPC, MLGRD, MMDAs, NSC, GSS, MOWAC and Research Institutions. – **Timelines:** 2010 to 2011.

Issue 8.1.2

A Child Labour Survey was conducted in 2001. It included data on hazardous child labour, but limited information on other WFCL. The 2001 data is out of date. There are however, no national, regional or even district estimates of the incidence of different WFCL. There a need for regular and updated information on the incidence and nature of various forms of child labour to facilitate the determination

of the progress being made in fighting the problem and achieving national objectives in related areas such as the FCUBE, social protection and poverty reduction.

Action 8.1.2

The Ghana Statistical Service (GSS) will mainstream child labour issues into its regular surveys and censuses, where relevant, and organize specialized child labour surveys periodically as stand-alone surveys or as modules of relevant surveys (Labour Force, GLSS, CWIQ, DHS, etc). The GSS will also work with other national and international agencies to promote and facilitate the integration of child labour issues into their regular data collection, (e.g., MICS), where relevant.

Lead: Ghana Statistical Service **Collaborating Institutions:** MESW, Labour Department (CLU /EIB), Research Institutions (e.g. ISSER, CSPS), GEA, Organized Labour, NDPC, DSW and MLGRD.
Timelines: 2010 to 2015.

Issue 8.1.3

Grounded knowledge about various aspects of the child labour problem, including the dynamics of supply and demand, the nature of the problem and contextual factors, specific effects on various Ghanaian contexts, interactions with socio-cultural and economic factors and trends, policy alternatives, and impact of policy and programme responses, is relatively limited. There is therefore a critical need for research on these and other aspects of child labour which would inform policy, programme responses and strategies funding decisions, planning, monitoring and evaluation, among others.

Action 8.1.3.1

The Ghana Statistical Service will establish special desks on children's issues and provide child labour related information from the Census upon request. The GSS will also organize coordinated scheme for data on children from 5-17 years of age.

Lead: Ghana Statistical Service **Collaborating Institutions:** MESW, other relevant MDAs, MMDAs, research institutions – **Timelines:** 2010 to 2015

Action 8.1.3.2

The Child Labour Unit will collaborate with the GSS and, other MDAs and research institutions to promote research into the various forms of child labour prevalent in the country, and the utilisation of research findings in policy making, programme development and implementation, advocacy and sensitisation and monitoring and evaluation.

Lead: Child Labour Unit **Collaborating Institutions:** GSS, Universities and other research institutes, MDAs, MMDAs, employers' organisations and organized labour and other CSOs – **Timelines:** 2010 to 2015

6. Governance Structure and Management Arrangements

Institutional Arrangements

The National Steering Committee (NSC) shall be the highest body to oversee and provide guidance and overall coordination of the implementation of the NPA. Its functions will include the provision of policy guidance, ensuring the achievement by Government and responsible agencies of the objectives and targets established under the NPA. It will also mobilize resources to support the implementation of the NPA. It will furthermore facilitate effective cooperation among all MDAs whose mandates are relevant to the NPA.

In terms of its status, the Committee will be upgraded to a Governing Body, chaired by the Minister of Employment and Social Welfare, or in his absence, his/her representative not below the level of a Chief Director.

Membership of the NSC will be reconstituted to include representatives of the MESW and its two key departments of Labour and Social Welfare, the NDPC, MOE, the GSS, MOWAC (Dept of Children), MOH, MLGRD, Attorney-General's Department, CHRAJ, NCCE, DOVVSU, Ministry of Lands, Forestry and Mines, MOFA, Ministry of Information, MOFEP, COCOBOD, MOI, Judiciary, Immigration Service, CEPS, Research Institution, Christian Council and Moslem Council, GEA, Organized Labour, CSOs and Traditional Authorities. Members should, however, be officers holding a position not lower than the rank of the directors of the organisations represented. International Partners including the ILO/IPEC, UNDP, UNICEF, DANIDA, IOM, JICA, USAID, CIDA, World Vision, Plan Ghana, Global March against Child Labour (GMACL), etc. will provide technical support to the NSC in the performance of its work.

Membership of the NSC, on the recommendations of the Minister for Employment and Social Welfare, will be reviewed periodically to reflect changing circumstances, taking into account the composition, roles and responsibilities and operational capacity.

The NSC will work through eight (8) sub-committees, namely, the Policy Advisory, Technical, Education and Vocational Training, Advocacy and Social Mobilisation, Cocoa Sector, Fisheries Sector, Mining and Quarrying Sector and Other Sectors Activities Sub-Committees. The key responsibility of these sub-committees will be to oversee and monitor the progress of the NPA in addressing key concerns in relation to specific issues and recommend options and measures to the NSC. The Sub-Committees may be reviewed when necessary.

Priority attention will be given by the MESW to building the capacity of the NSC and providing it with the necessary logistics to enable it operate effectively.

Programme Management

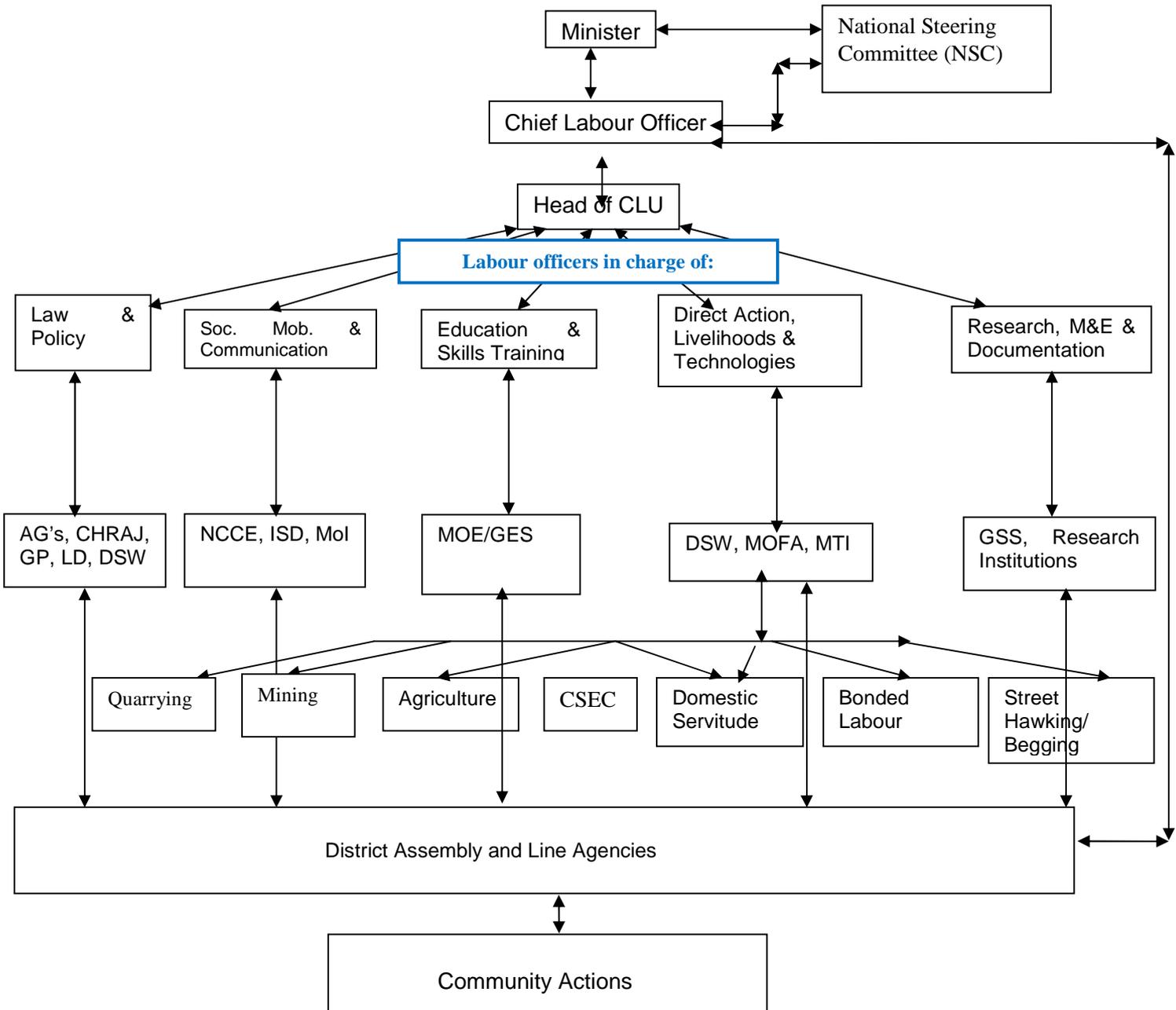
To ensure the efficient coordination of the NPA, the MESW will support the Labour Department to restructure and strengthen the capacity of the CLU to oversee the implementation, monitoring and

evaluation of the NPA. A National Head of the Child Labour Unit will be appointed within the Labour Department and will have overall responsibility for managing and coordinating the NPA. Five Programme Officers will be appointed to be responsible for specific programme areas under the NPA. The capacity of the Labour Department of the MESW will be enhanced in order to support the implementation of the NPA and to collaborate with the key institutions at the national, district, sub-district and community levels in the effectively coordination and management of the implementation of the NPA.

The CLU will have oversight responsibility for specific interventions that will be implemented by designated lead MDAs. The CLU will also have the responsibility for sensitising stakeholders at all levels to ensure commitment to and support for the implementation of the NPA on their part. The Unit will also sensitise district level counterparts and other key implementing partners on their various roles and responsibilities under the NPA. The CLU will additionally be responsible for coordinating and supervising all M&E activities and ensuring an effective design that will harmonize the various components of the various tracking systems.

The implementation of the NPA will be decentralised to ensure that child labour issues are mainstreamed into the Medium Term Plans of sectoral and district agencies. MMDAs and key MDAs will be required through the planning and budget guidelines to prepare and carry out their action plans within the framework of the NPA. The MESW (CLU) will play a coordinating role at the national level, promoting participation, efficiency and the flow of information among partners. The NSC will offer policy guidance and technical assistance. It will also provide resource mobilization support. At the district level, the District Planning Coordinating Units (DPCU) will primarily be responsible for the preparation, implementation coordination and monitoring of the district action plan. As underscored in Section 4, the implementation of MDA, district and CSO action plans will be guided by the principle of subsidiarity.

ORGANOGRAM FOR PROGRAMME MANAGEMENT



Reporting, Monitoring and Evaluation

As with other GPRS II components, Monitoring and Evaluation will be used as an essential management tool for ensuring efficient, effective and timely implementation of the interventions contained in this NPA, accountability, community participation and ownership, and the sustainability of outcomes. Towards this end, an efficient planning, monitoring and evaluation system will be set up at the beginning of NPA implementation, taking into account the main indicators and targets set out in Annex 1, the more detailed indicators and targets to be established under the district, MDA and CSO action plans, and the information gathering and reporting processes outlined under Objective 7.2 (**Actions 7.2.1.1 – 7.2.3**). The system will adopt a transparent and participatory approach involving key stakeholders at national and sub-national levels. It will be based at the CLU, but will benefit from the support of the Monitoring and Evaluation Unit of MESW and those of the other key institutional stakeholders. The system will be closely linked to the broader National Development Framework.

Annex 1: Performance indicators and targets

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
<p>Overall Goal</p> <p><i>The main objective of this National Plan of Action (Framework) is to reduce the worst forms of child labour to the barest minimum by 2015, while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term.</i></p>			% of MMDAs with operational Action Plans	<ul style="list-style-type: none"> • 11 out of 170 MMDAs 	<ul style="list-style-type: none"> • 20% by 2009 • 50% by 2010 • 100% by 2012 	<ul style="list-style-type: none"> • District Monit • Nation • Progre • Copies
			% of (key) concerned MDAs with operational Action Plans	<ul style="list-style-type: none"> • 0 	<ul style="list-style-type: none"> • 20% by 2009 • 50% by 2010 • 100% by 2012 	<ul style="list-style-type: none"> • Agenc • Report • Nation • Progre • Copies
			Incidence of economic activity among 5 – 14 year olds	<ul style="list-style-type: none"> • 35.4% (GCLS 2003) 	<ul style="list-style-type: none"> • 80% of baseline by 2011 • 60% by 2013 • 50% of baseline by 2014 • 20% of baseline by 2015 	<ul style="list-style-type: none"> • GSS c • censu • surve • GLSS
			Incidence of hazardous child labour among 5 – 17 year olds	<ul style="list-style-type: none"> • 242,074 (GCLS 2003) 	<ul style="list-style-type: none"> • 70% of baseline by 2011 • 50% of baseline by 2013 • 30% of baseline by 2014 • < 10% by 2015 	<ul style="list-style-type: none"> • GSS • econo • (CWI • MICS • WFCL • Child • Nation • Progre
			No. of children 5 – 17 years in unconditional WFCL	<ul style="list-style-type: none"> • Data not available (GCLS provided for only hazardous work and not unconditional WFCL) 	<ul style="list-style-type: none"> • <30% by 2013 • < 1% by 2015 of corresponding population 	<ul style="list-style-type: none"> • WFCL • Nation • Surve • Child • Nation • Progre

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
Objective 1.1 Laws on WFCL are updated to ensure continuing adequacy, and are widely disseminated and respected	1.1.1. Ratification of relevant ILO Child Labour Conventions and Optional Protocols on the UNCRC	MESW and MOWAC	Conventions ratified and in force	<ul style="list-style-type: none"> ILO Convention No. 182 ratified ILO C 138 and the two Optional Protocols on the CRC yet to be ratified. 	<ul style="list-style-type: none"> End of 2015 	<ul style="list-style-type: none"> Parliament ILO R
	1.1.2. Formulation and enactment of legal instruments for the application of the child labour provisions of the Children's Act	MESW	Instruments enacted, in force	<ul style="list-style-type: none"> LI 1705 to regulate the Children's Act 1998 [Act 560] in place but with some gaps which needed to be plugged. 	<ul style="list-style-type: none"> End of 2011 	<ul style="list-style-type: none"> Gazette instrument
	1.1.3. Formulation and enactment of legal provisions to provide explicit protections for working children 15 years and above under the Labour Act	MESW	Instruments enacted, in force	<ul style="list-style-type: none"> LI 1822, 1833 in place to regulate the Labour Act 2003 [Act 651] but has no provision for the protection of children 15 and above. 	<ul style="list-style-type: none"> End of 2011 	<ul style="list-style-type: none"> Gazette instrument
	1.1.4.1 Subsidiary legislation for Human Trafficking Act and Domestic Violence Act	MOWAC	Instruments enacted, in force	<ul style="list-style-type: none"> LI for the Human Trafficking Act 2005 [Act 694] not yet in place 	<ul style="list-style-type: none"> End of 2011 	<ul style="list-style-type: none"> Gazette instrument
	1.1.4.2 Enactment of bye-laws by MMDAs	MMDAs (MLGRD)	Bye-laws enacted and in force		<ul style="list-style-type: none"> End of 2015 	<ul style="list-style-type: none"> Gazette Copies Gazette
	1.1.5. Organisation of periodic reviews of child labour related legislation to ensure continuing adequacy	MESW	Each key instrument is reviewed regularly and findings published	<ul style="list-style-type: none"> The Criminal Code 1960 was amended in 1998 to include ritual servitude and provisions on sexual abuse strengthened. Acts 560, 694, 780, 651, etc are yet to be amended. 	<ul style="list-style-type: none"> At least once every 5 years 	<ul style="list-style-type: none"> Findings Dept (and M

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
				<ul style="list-style-type: none"> Domestic Violence Act is currently before Parliament for amendment. 		
			Recommendations for amendments acted on	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Process (towards amendments) launched within 12 months of publication of recommendations Amendment tabled with 24 months 	<ul style="list-style-type: none"> Draft instrument Agency reports
	1.1.6.1 Preparation of simplified versions of relevant legal instruments in English and major local languages.	Department of Children	Simplified versions (in English) of key instruments produced	<ul style="list-style-type: none"> Simplified versions of the Children's Act and Human Trafficking Act produced but not yet translated. 	<ul style="list-style-type: none"> Existing instruments (Children's Act, LI 1705, Human Trafficking Act, Domestic Violence Act, WFCL portions of the Criminal Code, ...) by 2011 Versions of new instruments (Actions 1.1 – 1.3.2 within a year of gazetting) 	<ul style="list-style-type: none"> Copies version Copies the law Agency National Programme
			No of local languages for which simplified (and translated) versions of legal instruments have been produced	<ul style="list-style-type: none"> 0% 	<ul style="list-style-type: none"> 8 legal instrument by 2012 	<ul style="list-style-type: none"> Copies
	1.1.6.2 Publicising the laws to inform the public	NCCE	The populace inform on existing laws	<ul style="list-style-type: none"> Sensitization activities launched in 5 WACAP, 20 TBP and 46 NPECLC districts 	<ul style="list-style-type: none"> 50% by 2012 100% by 2014 Continues activity 	<ul style="list-style-type: none"> MDAs National Programme
	1.1.7.1 National campaign on child labour, relevant laws, protections children are entitled to, roles and responsibilities of mandated public institutions, etc	NCCE	National campaign designed and launched	Campaign designed and launched by NCCE in 20 districts	<ul style="list-style-type: none"> 2011 	<ul style="list-style-type: none"> National Programme Districts Monitoring M & E
			% of MMDAs with mechanisms in place			
			% of districts covered by campaign	<ul style="list-style-type: none"> Sensitization activities launched in 5 WACAP, 20 TBP and 46 NPECLC 	<ul style="list-style-type: none"> 50% by 2011 95% by 2014 	<ul style="list-style-type: none"> Districts Monitoring Agency

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of	
				districts. (43.5%)		<ul style="list-style-type: none"> Nation Progre 	
	1.1.7.2 Training of Police Personnel on Child Labour Curriculum and Training Manual	Ghana Police Service	% of Police Graduates who benefited from the child labour training		<ul style="list-style-type: none"> 50% by 2013 100% by 2015 	<ul style="list-style-type: none"> 	
			% of Police Officers who benefitted from the child labour training		<ul style="list-style-type: none"> 40% by 2013 75% by 2014 100% by 2015 	<ul style="list-style-type: none"> Agenc Nation Progre 	
Objective 1.2: Laws on the are WFCL effectively enforced	1.2.1. Formulation of a programme of sensitisation on WFLC laws, roles and responsibilities of enforcement agencies and mechanisms for dealing with cases of WFCL.	CLU	Programme formulated, roles and responsibilities of enforcement agencies and mechanisms in place	A draft Protocol for dealing with the WFCL in Place	<ul style="list-style-type: none"> 50 % by 2011 95 % by 2013 	<ul style="list-style-type: none"> Agenc Nation Progre Copy of t 	
	1.2.2.1 Establishment, training and resourcing of Child Panels	MMDAs (MLGRD)	% of MMDAs with functional Child Panels	<ul style="list-style-type: none"> 63 Child Panels established nationwide with 11 active. 	<ul style="list-style-type: none"> 2x baseline by 2012 At least 90% by 2014 100% by 2015 	<ul style="list-style-type: none"> System of chil Official (NGO implem 	
	1.2.2.2 Development and deployment of standard procedures, protocols and guidelines for dealing with WFCL	DSW		Proportion of unconditional WFCL [as per Art 3(a)-(c) of ILO Convention 182)] for which standard procedures, protocols and guidelines have been agreed for deployment	<ul style="list-style-type: none"> Draft Protocols in place 	<ul style="list-style-type: none"> 100% by 2011 	<ul style="list-style-type: none"> Nation Progre Copies Agenc
				Standard procedures, protocols and guidelines agreed for under age children in domestic service, mining and fishing	<ul style="list-style-type: none"> 0% 	<ul style="list-style-type: none"> 2010 	<ul style="list-style-type: none"> Nation Progre Copy
	1.2.2.3 Adaptation, establishment and operationalization of standard procedures, protocols and guidelines for dealing with WFCL in MMDAs	MMDAs (MLGRD)	% of MMDAs applying agreed protocols and standard procedures for dealing with different kinds of WFCL	<ul style="list-style-type: none"> 0% 	<ul style="list-style-type: none"> 40% by 2010 90% by 2012 	<ul style="list-style-type: none"> District Monit Nation Progre 	
				No. of WFCL cases dealt with (children withdrawn and rehabilitated from unconditional WFCL, employment in hazardous work, or hazardous activities imposed by recalcitrant parents/guardians)	<ul style="list-style-type: none"> Over 25,000 children withdrawn and prevented from the WFCL since 2003 Cases dealt with by the Human Trafficking desk of the Police Service 	<ul style="list-style-type: none"> [To be determined] 	<ul style="list-style-type: none"> Nation Progre Agenc District Monit Court

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of	
	1.2.2.4 Establishment of Child Protection Committees	CLU	% of Child Protection Committees established	<ul style="list-style-type: none"> 277 under WACAP and TBP 122 under NPECLC 	<ul style="list-style-type: none"> 50% by 2012 85% by 2014 100% by 2015 	<ul style="list-style-type: none"> Agency National Programme 	
	1.2.2.5 Submission of reports on the extent of the implementation of the UNCRC to the appropriate authority.	Department of Children	Report Submitted every five years	<ul style="list-style-type: none"> The last report was submitted in 2005 and the next due date for submission is 2010 	<ul style="list-style-type: none"> By end of 2010 Every five years 	<ul style="list-style-type: none"> 	
	1.2.2.6 Submission of progress report on implementation of ILO Cs to ILO	Labour Department	Submission of annual reports on the implementation of relevant ILO Cs and upon special requests	<ul style="list-style-type: none"> The last report submitted in 2008 Next due date for submission is 2009 	<ul style="list-style-type: none"> Before every ILO Conference 	<ul style="list-style-type: none"> Copies Agency National Programme 	
Objective 2 The society is mobilized to respect and protect the rights of children and promote their welfare	2.1.1.1 Nationwide community sensitisation programme to promote understanding and implementation of children's rights	DSW	Sensitisation programme designed and launched		<ul style="list-style-type: none"> 2010 	<ul style="list-style-type: none"> National Programme MDA Report Agency 	
			% of districts covered by sensitisation programme		<ul style="list-style-type: none"> 40 % by 2011 80 % by 2014 	<ul style="list-style-type: none"> MDA Report National Programme 	
	2.1.1.2 Establishing community surveillance system for the referral of children in the WFCL and out of school children to schools	CLU	Generic surveillance system designed and agreed at the central level		<ul style="list-style-type: none"> Generic system not yet available 	<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> Copy of National Monitoring
			% of districts/communities covered with the surveillance arrangements		<ul style="list-style-type: none"> 252 communities under IPEC and 110 communities under NPECLC 	<ul style="list-style-type: none"> 50% by 2012 85% by 2014 100% by 2015 	<ul style="list-style-type: none"> MMD National Programme
	2.1.1.3 Mainstreaming of child labour by religious and traditional organizations	MOCC	% of religious organizations mainstreamed child labour		<ul style="list-style-type: none"> Christian Council of Ghana has mainstreamed child into their activities 	<ul style="list-style-type: none"> 40% by 2012 80% by 2015 	<ul style="list-style-type: none"> Agency National Programme
			% of traditional organizations mainstreamed child labour		<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 40% by 2012 80% by 2015 	<ul style="list-style-type: none"> Agency National Programme
	2.1.2.1 Child sensitisation programme on child labour issues, child rights, life-skills against exploitation, WFCL legislation and	MOE(GES)	Curriculum and materials designed, validated and ready for deployment		<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> National Programme MDA Report 	

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
	enforcement arrangements, etc.		% of districts with at least 50% of basic schools using the developed curriculum and materials in child sensitisation programmes		<ul style="list-style-type: none"> • 40 % by 2012 • 80 % by 2015 	<ul style="list-style-type: none"> • Copy • Copies • Agenc • MMD • Monit • Nation • Monit
	2.1.2.2 Child sensitisation targeting out-of-school illiterate children	CLU	Child sensitisation programme designed	<ul style="list-style-type: none"> • Generic system yet to be established. 	<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Nation • Progre • MDA • Report • Agenc
			% of districts with at least 50% of communities covered by surveillance local systems	<ul style="list-style-type: none"> • Different Surveillance system exist under the LUTRENA, WACAP, TBP and NPECLC which need to be harmonized 	<ul style="list-style-type: none"> • 40% by 2012 • 75% by 2015 	<ul style="list-style-type: none"> • Nation • Progre • MDA • Report • Agenc
	2.1.3. Establishment of mechanism for information sharing, coordination and policy monitoring on children's rights	MOWAC	Information sharing, coordination and policy monitoring mechanism designed and agreed		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Agenc • Nation • Progre
			% of concerned MDAs participating regularly in the mechanism		<ul style="list-style-type: none"> • 60% by 2010 • 90 % by 2012 	<ul style="list-style-type: none"> • Agenc • Nation • Progre
	2.1.4. Sensitisation and advocacy for attitudinal and cultural change in favour of the protection of children's rights and promotion of their welfare	NCCE	Advocacy and sensitisation programme formulated and launched		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Agenc • Nation • Progre
			% of districts covered by sensitisation programme		<ul style="list-style-type: none"> • 40 % by 2010 • 80 % by 2012 	<ul style="list-style-type: none"> • MMD • Monit • Nation • Progre
Objective 3.1 The FCUBE policy is fully	3.1.1.1 Development and operationalization of an LI to the Education Act for enforcing FCUBE policy	MOE	LI formulated and public consultations completed	<ul style="list-style-type: none"> • Education Act, 2009 (Act 778) in place awaiting an LI 	<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Draft • Agenc • Report • Nation • Progre

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
implemented, with priority attention to deprived communities			LI approved by cabinet and submitted to Parliament for consideration	<ul style="list-style-type: none"> Education Act 2009 (Act 778) in place awaiting an LI 	<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> Cabinet Parliament Agency National Progress
	3.1.1.2 Strategies for the full and speedy implementation of the FCUBE Policy	MOE	Strategies in place and being enforced		<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> Agency National Progress
	3.1.1.3 Formulation and implementation of plan for establishing schools and transport services to guarantee easy access to basic schools under FCUBE policy	MLGRD	FCUBE infrastructure and transport plan completed and launched		<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> Agency National Progress
			FCUBE accessibility criteria established and monitored		<ul style="list-style-type: none"> 2011, followed by six-monthly reviews 	<ul style="list-style-type: none"> Agency Copy of
	3.1.2.1 Extension and improved management of capitation grant to ensure no child stays out of school for financial reasons	MOE	Gross Primary and JHS enrolment ratios in deprived districts		<ul style="list-style-type: none"> 5 percentage points above baseline by 2010 At least 98% by 2012 	<ul style="list-style-type: none"> MOE GSS reports UNICEF
	3.1.2.2 Extension of Fast Track initiatives to deprived communities	MOE	Fast Track initiative extended to deprived communities		<ul style="list-style-type: none"> 40% by end of 2013 75% by end of 2015 	
	3.1.3.1 Review and enforcement of minimum standards for school infrastructure and furniture	MOE	Minimum school infrastructure and furniture standards reviewed (by appropriate legal instrument)	<ul style="list-style-type: none"> Minimum standards in place but not strictly enforced 	<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> Official and standards Agency
			% of basic schools [in rural areas] falling below minimum standard		<ul style="list-style-type: none"> 50% of baseline by 2011 < 5% by 2015 	<ul style="list-style-type: none"> MOE GSS reports
	3.1.3.2 Establishment of full stream status programme	MOE	All schools have full stream		<ul style="list-style-type: none"> 40% by 2012 100% by 2015 	<ul style="list-style-type: none"> MOE/ GSS reports
	3.1.4. Formulation and execution of accelerated programme for the deployment and retention of qualified teachers in deprived communities	MOE	Accelerated programme formulated and officially approved		<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> Official programme Agency
% of basic schools in deprived communities falling below set criteria for staffing of qualified teachers				<ul style="list-style-type: none"> 50% of baseline by 2012 < 10% by 2015 	<ul style="list-style-type: none"> MOE GSS reports 	
3.1.5.1 Replacement of shift system in basic schools to provide standard hours of instruction for all children	MMDAs (MLGRD)	Accelerated infrastructure expansion programme for basic schools formulated and officially approved		<ul style="list-style-type: none"> By end of 2011 	<ul style="list-style-type: none"> Official programme 	

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
			% of basic schools running the shift system		<ul style="list-style-type: none"> • 50% of baseline by 2011 • < 5% by 2014 	<ul style="list-style-type: none"> • MOE • GSS reports
	3.1.5.2 Ensuring full complement of the instructional time	MOE	Additional hour for two stream schools approved and in force		<ul style="list-style-type: none"> • By end of 2012 	<ul style="list-style-type: none"> • Official program • Agency
	3.1.6. Establishment and application of minimum standards for teaching and learning materials at the basic school level across the country, with priority to deprived areas	MOE	Minimum standards for teaching and learning materials established (by appropriate legal instrument)		<ul style="list-style-type: none"> • By end of 2012 	<ul style="list-style-type: none"> • Official and standards • Agency
			% of basic schools falling below minimum standard		<ul style="list-style-type: none"> • 50% of baseline by 2011 • < 5% by 2015 	<ul style="list-style-type: none"> • MOE • GSS reports
	3.1.7.1 Accelerated expansion of school feeding programme to cover all deprived areas	LGSS (MLGRD)	% of basic schools in deprived areas benefiting from school feeding programme		<ul style="list-style-type: none"> • 2 x baseline by 2010 • 60 % by 2012 • 100% by 2015 	<ul style="list-style-type: none"> • MOE • School Annual • GSS reports
	3.1.7.2 Retention of school children before and after meals	MOE	% of basic schools retain retaining children as a result of the SFP		<ul style="list-style-type: none"> • 2 x baseline by 2010 • 60 % by 2012 • 100% by 2015 	<ul style="list-style-type: none"> • MOE • School Annual • GSS reports
	3.1.7.3. Improvement in the quality of meals under the School Feeding Programme	MLGRD	% of basic schools benefiting from quality meals		<ul style="list-style-type: none"> • 40% by 2012 • 65% by 2014 • 85% by 2015 	<ul style="list-style-type: none"> • National Report
	3.1.8.1 Curriculum review to enhance relevance of school programmes (basic and SHS levels) to include child labour	MOE (CRDD)		<ul style="list-style-type: none"> • Curriculum reviewed in 2007 • The next review is in 2010 		<ul style="list-style-type: none"> • Copy of • Agency
	3.1.8.2 Awareness raising activities promoting demand for education and discouraging premature labour market entry by children	NCCE	National campaign designed and launched		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Agency • National Programme
			% of districts covered by campaign	<ul style="list-style-type: none"> • 20 TBP Districts 	<ul style="list-style-type: none"> • 50 % by 2011 • 95 % by 2013 	<ul style="list-style-type: none"> • Agency • National Programme

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
	3.1.8.3 Bye-laws to sanction parents for refusal to enforce Compulsory component of FCUBE	MMDAs (MLGRD)	Bye-laws passed and in force		<ul style="list-style-type: none"> • 40% by 2011 • 75% by 2013 • 100% by 2015 	<ul style="list-style-type: none"> • Copies • MMD • MMD • Nation • Progre • GES A
	3.1.8.4 Intensification of enrolment and retention drives	MOE (GES)	Enrolment and retention drives intensified			
	3.1.8.5 Capturing of child labour data by EMIS	MOE	Data on child labour available through EMIS	<ul style="list-style-type: none"> • EMIS currently captures information on school dropouts 	<ul style="list-style-type: none"> • 2010 	<ul style="list-style-type: none"> • Educa • Labour • Report • NPA I
	3.1.9. Improvement in the monitoring of public schools	GES	Improved performance of public schools		<ul style="list-style-type: none"> • By end of 2012 	<ul style="list-style-type: none"> • GES A • Copies • Nation • Progre
Objective 3.2 Children aged 15 years and above in all parts of the country, particularly in deprived communities, have access to quality post-basic education and training	3.2.1.1 Improving the basic design and technology curriculum at the basic as well as Technical Vocational Training and the SHS levels	MOE	Improved basic design and technology curriculum		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Annual • NPA I
			% of districts with improved TVET and SHS infrastructure, tools and consumables		<ul style="list-style-type: none"> • 40% by 2013 • 60% by 2015 	<ul style="list-style-type: none"> •
	3.2.1.2 Formulation and implementation of programme for increasing continuation rates (to SHS or tertiary level or vocational/technical education) after basic education	MOE	Programme for increasing continuation rates completed and launched		<ul style="list-style-type: none"> • 2012 	<ul style="list-style-type: none"> • Official • MOE
			% of Primary school graduates continuing to JHS		<ul style="list-style-type: none"> • 10% above baseline by 2013 • At least 95% by 2015 	<ul style="list-style-type: none"> • MOE • GSS • reports
			% of JHS graduates going on to post-basic education		<ul style="list-style-type: none"> • 10% above baseline by 2013 • At least 80% by 2015 	<ul style="list-style-type: none"> • MOE • GSS • reports
3.2.1.3 Implementation of the 2-year post JHS apprenticeship system	MOE	The 2-year post JHS apprenticeship programme in place		<ul style="list-style-type: none"> • 40% by 2012 • 85% by 2014 	<ul style="list-style-type: none"> • GES A • MMD 	

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
					<ul style="list-style-type: none"> • 100% by 2015 	<ul style="list-style-type: none"> • National Progress
	3.2.2.1 Infrastructure development and equipment for TVET institutions in rural areas	DSW/ICCE SS/OIC	% of Infrastructure development and equipment acquired		<ul style="list-style-type: none"> • 60% of rural areas by 2013 • 75% by 2015 	<ul style="list-style-type: none"> • MOE/Annual
	3.2.2.2 Strengthening of Labour Market Information System	Labour Department	An effective system to determine trades with market potentials and tracking jobs in place		<ul style="list-style-type: none"> • 20% by 2011 • 50% by 2013 • 75% by 2015 	<ul style="list-style-type: none"> • Labour Report • Labour Report • National Progress
			% of districts benefiting from the Labour Market Information System		<ul style="list-style-type: none"> • 50% by 2013 • 75% by 2015 	<ul style="list-style-type: none"> • MMD Regpo
	3.2.3.1 Formulation and implementation of a plan for improvement of TVET	MOE (COTVET)	An improved TVET plan in place and operational		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • MOE • Copy
	3.2.3.2 Improvement in content of TVET programmes and coordination with local economies and labour market needs	MOE (COTVET)	Consultations with functionaries of local economies		<ul style="list-style-type: none"> • Consultations completed by 2010 	<ul style="list-style-type: none"> • MOE
			Improved TVET programme in place		<ul style="list-style-type: none"> • Programme in place by 2011 	<ul style="list-style-type: none"> • MOE
	3.2.4.1 Regulation, standardisation and certification of apprenticeships in the informal economy	MOE (COTVET)	Informal economies regularized and standardized		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • MOE
			% of districts benefiting from improved apprenticeships		<ul style="list-style-type: none"> • 30% by 2013 • 75% by 2015 	<ul style="list-style-type: none"> • MOE
	3.2.4.2 Capacity building for master craftsmen and craftswomen	MOE (COTVET)	% of master craftsmen with their capacity built		<ul style="list-style-type: none"> • 30% by 2013 • 65% by 2015 	<ul style="list-style-type: none"> • MOE
Objective 3.3	3.3.1.1 Establishment of Non-formal education to target over aged who cannot enrol or re-enrol in the formal school	MOE (NFED)	% of MMDAs with functional NFE Programmes		<ul style="list-style-type: none"> • 70% by 2015 	<ul style="list-style-type: none"> • The o MMD
Alternative forms of education, including transitional programmes for mainstreaming, are available to out-of-school children,	3.3.1.2 Transitional programmes for mainstreaming out-of-school children into formal system	MOE (NFED)	% of MMDAs with functional transitional education system		<ul style="list-style-type: none"> • 40% by 2013 • 70% by 2015 	<ul style="list-style-type: none"> • MOE
	3.3.1.3 Removal of impediments to mainstreaming of out-of-school children into formal system	MOE	% of MMDAs with effective mechanisms to mainstream out-of-school children into formal schools		<ul style="list-style-type: none"> • 40% by 2013 • 70% by 2015 	<ul style="list-style-type: none"> • MOE
	3.3.1.4 Improving career guidance	MOE	Improved career guidance and counselling services	<ul style="list-style-type: none"> • GES currently has a Guidance and 	<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • MOE

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
particularly in the most deprived areas, and children withdrawn from the WFCL are able to access and make good use of the available services.	and counselling to enhance the employability of out of school children			Counselling Unit		
Objective 4.1 Clear institutional arrangements are in place to identify, withdraw, rehabilitate and socially integrate children engaged in unconditional WFCL ⁶ and to prevent others from becoming involved.	4.1.1.1 Formulation and implementation of programme of sensitisation on laws relating to WFCL [Same as Action 1.1.7.1]	MESW	Sensitisation programme formulated and launched % of MMDAs implementing WFCL sensitisation programme	• Sensitisation launched in 66 districts	• By end of 2011 • 50% by 2012 • 75% by 2014 • 100% by 2015	• Nation • Nation • MESW Report
	4.1.1.2 Establishment of shelters and Rapid Response mechanisms for aiding and protecting children in special need or danger	DSW	Programme for establishment of shelters and Rapid Response mechanisms completed and launched % of MMDAs with Rapid Response mechanisms and own shelters or with arrangements for utilising shelters in nearby district		• By end of 2011 • 40% by 2012 • At least 75% by 2015	• Official progra • Distric Monit • Agenc Report
	4.1.1.3 Orienting MMDCEs, DPCUs and Senior Administrators on WFCL	MLGRD	% of MMDAs mainstream WFCL in their orientations programmes		• 50% by 2011 • 100% by 2013	• MMM Monit • Nation Progre
	4.1.2 Development, dissemination and monitoring application of standard procedures, protocols and guidelines for dealing with unconditional WFCL [Same as Action 1.2.2.2]	DSW	Standard procedures for dealing with the WFCL established	• Draft Standard procedures exist	• By end of 2011	• Copy establi
			% of MDAs and MMDAs with the capacity to apply the protocol	• 0%	• 20% by 2012 • 70% by 2015	• MMD
	4.1.3.1 Giving special attention to issues of WFCL	CHRAJ	No of WFCL cases investigated and resolved		• TBD with CHRAJ	• Agenc Report

⁶ unconditional WFCL consist of slavery and similar practices, including forced labour and forced recruitment of children for use in armed conflict, the use, procuring and offering of a child for prostitution or pornography, and the use of children in illicit activities. They also include the trafficking of children.

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
	4.1.3.2 Establishment of WFCL desks in AG's offices	AG's Department	% of AG's offices with functional child labour desks/Child Labour Focal Persons		• TBD with AG	• Agency Reports
	4.1.3.3 Designation of DOVVSU officers on Child Labour	GP (DOVVSU)	% of DOVVSU offices with functional child labour desks/Child Labour Focal Persons		• 70% by 2015	• Agency Reports
	4.1.3.4 Prosecutions and civil actions against WFCL abuses	AG's Department	No of prosecutions and civil actions carried out		• 60% by 2015	• Agency Reports • Copies
	4.1.4.1 Community Surveillance Systems [Same as Action 2.1.2.2]	CLU	% of MMDAs running surveillance system	• 52 under WACAP, 200 under TBP, 110 under NPECLC	• 40% by 2011 • 75% by 2013 • 100% by 2015	• MMDA Monitoring • National Progress
	4.1.4.2 Development of standard messages for community sensitisations	CLU	Standard messages developed % of MMDAs using messages in their community sensitisations	• Some messages have been developed but needed a review	By end of 2011 40% by 2011 100% by 2013	• National Progress • Copy of • MMDA Monitoring
	4.1.5.1 Mainstreaming of domestic service into the formal employment system	LD	Domestic service formalized and regulated	• A Draft Bill on domestic service developed by LAWA, Ghana	By end of 2011	• Copy of • Agency Reports
	4.1.5.2 Extension of Labour Inspection to domestic service	Labour Dept	Labour Inspections including domestic service		By end of 2011	• Labour Reports
	4.1.5.3 Increase in Police WFCL interventions	Ghana Police Service	Identification of the locations where CSEC occur			• Agency Reports
			% of such locations where the activity had reduced as a result of swoops			• Agency Reports
	4.1.5.4 Promotion of WFCL reportage among Journalists	GJA	% of Journalists with the capacity to report on the WFCL	• SOMOPAC has created the platform to build the capacity of Journalists on WFCL	• 50% by 2011 • 85% by 2013 • 100% by 2015	• Copies • GJA Reports
			No of WFCL reportage every year	• GJA to provide information		
Objective 4.2 Effective	4.2.1.1 Establishment, publication and sensitisation on official list of hazardous activities	CLU	Official list of hazardous activities established (by appropriate legal instrument)	• Draft List for all sectors in place with Hazardous Framework in cocoa	• By end of 2011	• Issued • Gazette • National

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
measures are in place to prevent and eliminate hazardous child labour (including the protection of working age children (15+) from hazardous activities and exploitation)	4.2.1.2 Mobilisation to remove children from hazardous activities	MESW	Sensitisation and mobilisation programme completed and launched	completed	• By end of 2010	• National Progre
			% of districts covered by sensitisation programme		• 40 % by 2011 • 80 % by 2013	• District Monit • National Progre
	4.2.2 Development and implementation of OSH measures protecting working children (in permitted activities); OSH outreach programme	LD	Programme of OSH for young workers formulated and approved	• NPECLC has developed OSH messages for the cocoa sector	• By end of 2011	• OSH P • National Labou
			% of relevant sectors covered by OSH outreach programme	• Cocoa sector by the NPECLC	• At least 75 % by 2012	• District Monit • National Labou
			% of districts with at least 50% of communities covered by OSH outreach programme		• 40 % by 2012 • 80 % by 2015	• District Monit • National Labou
	Objective 5 The most vulnerable households and communities are empowered to overcome the livelihoods deficits that make their children vulnerable to exploitation	5.1.1.1 Accelerated roll-out of LEAP in areas that are major sources of children in WFCL	DSW	Lists of deprived communities and major sources of children in WFCL approved by NSC and cleared by cabinet	• A list of districts and communities used for the selection of TBP	• 2010
% of communities in 2 lists (the deprived and WFCL source areas) covered by LEAP					• 20% by 2010 • 40% by 2012 • At least 75% by 2015	• LEAP • National Labou
5.1.1.2 Mechanisms for strengthening of cottage industries for use of local raw materials		MLGRD	No of cottage industries established		• 30% by 2012 • 50% by 2015	• MOFE reports • Agenc • National Progre
5.1.2.1 Assistance for poor households, particularly in the most deprived districts, to access and make good use of livelihood support programmes		DSW	Plan for facilitating access to and use of livelihood support programmes completed and launched		• By end of 2011	• Official • Agenc Report
			% of districts covered by facilitation services under the plan		• 50% by 2011 • 70% by 2014 • 90% by 2015 • 20% by 2011 •	• Agenc Report • Agenc •

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
	5.1.2.2 Creation of a database on livelihood support programmes	DSW	Number of service providers and beneficiaries identified and included in the database		<ul style="list-style-type: none"> End of 2010 	<ul style="list-style-type: none"> Official Database MOW
	5.1.2.3 Development of Training Modules for non-farm & off season income generating activities	MOFA	No of Training Modules Developed and trainings conducted		<ul style="list-style-type: none"> 80% by 2012 	<ul style="list-style-type: none"> Copies MOW Nation Progre
	5.1.3.1 Channelling of Corporate Social Responsibility initiatives into WFCL prevention programmes and schemes providing appropriate alternatives to child labour	MESW	No. of CSR schemes implemented in favour of the elimination of WFCL		<ul style="list-style-type: none"> 10% by 2010 30% by 2013 50% by 2015 	<ul style="list-style-type: none"> Database institu Report support District Monit Nation Labou
			Number of institutions providing funding and services to support implementation of plan			<ul style="list-style-type: none"> Nation Progre
	5.1.3.2 Promotion of Core Labour Standards among vulnerable groups in informal sector	LD	% of informal sector covered by standards		<ul style="list-style-type: none"> 10% by 2010 20% by 2012 50% by 2015 	<ul style="list-style-type: none"> Nation Progre
	5.1.4.1 Catering adequately for the health care needs of children	MOH	% of children enjoying adequate health care		<ul style="list-style-type: none"> 60% by 2012 85% by 2015 	<ul style="list-style-type: none"> Nation Report
	5.1.4.2 Expansion of NHIS to meet the basic health care needs of the most vulnerable groups, with priority attention to areas that are major sources of children in WFCL	NHIA	NHIS coverage vis-à-vis basic health care needs of vulnerable groups reviewed and recommendations validated by the NPA partners and cleared by cabinet		<ul style="list-style-type: none"> 2010 	<ul style="list-style-type: none"> Review Official recom
			% of communities in the lists of deprived and WFCL source areas (cf. indicator, Action 5.1) covered by expanded NHI scheme		<ul style="list-style-type: none"> 20% by 2010 40% by 2012 At least 75% by 2015 	<ul style="list-style-type: none"> NHIS Nation Labou
			No. of vulnerable children benefiting from NHIS		<ul style="list-style-type: none"> 20% by 2011 50% by 2013 80% by 2015 	<ul style="list-style-type: none"> Agenc Nation Labou

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
			No. of children registered by the Births and Deaths Registry		<ul style="list-style-type: none"> • 10% by 2011 • 20% by 2013 • 50% by 2015 	<ul style="list-style-type: none"> • Agency • National Programme
	5.1.4.3 Review of IEC on NHIS to expand coverage	NHIA	A comprehensive IEC system in place	<ul style="list-style-type: none"> • IEC in place 	<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Copy of • Agency • National Programme
			% of districts covered by the IEC		<ul style="list-style-type: none"> • 20% by 2011 • 50% by 2013 • 100% by 2015 	<ul style="list-style-type: none"> • Agency • National Programme
			% of expansion of the NHIS		<ul style="list-style-type: none"> • 40% by 2012 • 75% by 2015 	<ul style="list-style-type: none"> • Agency • National Programme
	5.1.4.4 Mechanism to tackle HIV/AIDS induced child labour	Ghana Aids Commission	Mechanism developed, validated and being implemented	0%		<ul style="list-style-type: none"> • National Report
			% of HIV/AIDS induced child labour addressed	0%	65% by 2015	<ul style="list-style-type: none"> • National Report
	5.1.4.5 Mechanisms put in place for the registration of children	Births and Deaths Registry (MLGRD)	No. of children registered by the Births and Deaths Registry		<ul style="list-style-type: none"> • 10% by 2011 • 20% by 2013 • 50% by 2015 	<ul style="list-style-type: none"> • List of • Agency • National Programme
			% of the indentified children withdrawn and supported		<ul style="list-style-type: none"> • 20% by 2011 • 40% by 2013 • 90% by 2015 	<ul style="list-style-type: none"> • Agency • National Programme
	5.15.1 Programme of training and support for girls involved in <i>kayaye</i> , domestic servitude, CSEC and other WFCL	MOWAC	Training and support programme completed and launched		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Official programme • Agency Labour
			No. of girls withdrawn from these WFCL benefiting from training and support programme		<ul style="list-style-type: none"> • 85% by 2015 	<ul style="list-style-type: none"> • District Monitor • National Labour

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
	5.1.5.2 Documentation of negotiated agreements in informal sector	Labour Department	% of negotiated agreements documented		<ul style="list-style-type: none"> • 60% by 2012 • 85% by 2014 • 100% by 2015 	<ul style="list-style-type: none"> • Copies • Agenc
Objective 6 New designs, technologies and labour market reforms are progressively introduced to reduce dependence on child labour, particularly in the most endemic sectors and activities	6.1.1. Formulation and implementation of programme for developing and introducing innovations (technology, labour market improvements) that reduce need for child labour	MEST	Innovations programme formulated and launched		<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Official • progra • Agenc • Labour
			No. of innovation projects implemented to reduce need for child labour		<ul style="list-style-type: none"> • 10% by 2010 • 30% by 2012 • 50% by 2015 	<ul style="list-style-type: none"> • Project • Agenc • Labour
Objective 7 Agencies at central, regional, district sub-district and community levels have the necessary institutional, technical and organisational capacities to effectively address child labour in the country, with particular	7.1.1 Establishment and functioning of modalities and mechanisms for coordination and collaboration	NDPC	Roles and responsibilities of key partner agencies agreed	<ul style="list-style-type: none"> • Roles are not clear. For instance, there are so many agencies: CHRAJ, Social Welfare, Labour Department, etc 	<ul style="list-style-type: none"> • 2010 	<ul style="list-style-type: none"> • Agreee • respon • MESW • matter
			% of key agencies (MDAs, CSOs...) with functional child labour desks and focal points	<ul style="list-style-type: none"> • COCOBOD, GEA, MOFA, GAWU, GES, MOWAC, DOVVSU, etc. 	<ul style="list-style-type: none"> • 50% change by 2010 • 70% change by 2013 • 90% change by 2014 	<ul style="list-style-type: none"> • Agenc • Labour
			% of MMDAs with functioning coordination and collaboration mechanisms	<ul style="list-style-type: none"> • 0% 	<ul style="list-style-type: none"> • At least 30% by end 2010 • At least 70 % by end 2011 	<ul style="list-style-type: none"> • Distric • Monit • Nation • Labour
	7.1.2 Strengthening the capacity of CLU	MESW	Staff strength of CLU (MESW) increased to support NPA implementation	<ul style="list-style-type: none"> • 30% 	<ul style="list-style-type: none"> • 100% by end of 2010 (7 staff) 	<ul style="list-style-type: none"> • MESW • and sta • Agenc • Labour
	7.1.3.1 Orientation and training for	Labour Dept.	Orientation and training programme formulated and launched, with	<ul style="list-style-type: none"> • 58.2% 	<ul style="list-style-type: none"> • 80% by 2010 (37 staff strength employed) 	<ul style="list-style-type: none"> • Agenc • Labour

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
emphasis on the WFCL.	key stakeholders and partners		implementation benchmarks		<ul style="list-style-type: none"> • 90% by 2011 • 100% by 2012 	
			Implementation benchmarks monitored			<ul style="list-style-type: none"> • Orient • activit • Agenc • Labou
	7.1.3.2 Mainstreaming of child labour	CLU	% of Agencies who have mainstreamed child labour into their normal work		<ul style="list-style-type: none"> • 40% by 2010 • 100% by 2011 	<ul style="list-style-type: none"> • Agenc • Agenc • Nation • Progre
	7.1.5 Support for formulation and implementation of MMDA, MDA and CSO action plans	CLU	Action Plans of MMDAs and key agencies (MDAs, CSOs,...) designed and operational	<ul style="list-style-type: none"> • Draft Format in place 	<ul style="list-style-type: none"> • Agency plans designed by June 2010 • At least 40% of MMDA plans designed by end 2010, at least 75 % by end 2011 	<ul style="list-style-type: none"> • Action • Distric • Monit • Agenc • Labou
Objective 8						
<i>The knowledge base on child labour is enhanced and utilized to inform planning, programme design and implementation,</i>	8.1.1.1 Decentralized system of children's registers	EIB	% of MMDAs with Community Registers covering all children below 18 years	<ul style="list-style-type: none"> • Limited existing registers by MOH 	<ul style="list-style-type: none"> • At least 60% by end 2010 • At least 80 % by end 2011 • 100% by 2015 	<ul style="list-style-type: none"> • NPEC • Distric • Monit • Nation • Progre
			% of MMDAs with integrated District Register (or database) of Children	<ul style="list-style-type: none"> • No existing Database 	<ul style="list-style-type: none"> • At least 50% by end 2012 • At least 70 % by end 2013 • Over 100% by 2015 	<ul style="list-style-type: none"> • Distric • Monit • Nation • Progre
	8.1.1.2 Child labour monitoring and progress		% of MMDAs producing the six-monthly District Child Labour	<ul style="list-style-type: none"> • WACAP districts produce 2 quarterly 	<ul style="list-style-type: none"> • 80 % by 2011 • Over 100 % by 2015 	<ul style="list-style-type: none"> • Distric • Monit

Objective	Action	Lead Agency	Indicator	Baseline (As at March 2009)	Target Value/Date	Means of
<i>awareness raising and advocacy activities, as well as the coordination, monitoring and evaluation of interventions</i>	reports		Monitoring Reports twice a year	monitoring reports		<ul style="list-style-type: none"> • National Progress
			% of concerned MDAs and CSOs producing the six-monthly Agency Progress Reports twice a year		<ul style="list-style-type: none"> • At least 30% by end 2010 • At least 60 % by end 2012 • Over 90% by 2015 	<ul style="list-style-type: none"> • Agency Reports • National Progress
	8.1.2 Mainstreaming of child labour factors into censuses and relevant surveys	GSS	Proportion of relevant national surveys providing data on child labour	<ul style="list-style-type: none"> • Review existing surveys and other relevant materials 	<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Surveys
	8.1.3.1 Establishment of children's desk provision of child labour related information from the Census and organization of coordinated scheme for data on children from 5-17 years.	GSS			<ul style="list-style-type: none"> • By end of 2011 	<ul style="list-style-type: none"> • Study • Child • Intern • Googl
8.1.3.2 Promotion of child labour research	CLU	No. of studies on child labour published (printed or web-based)	<ul style="list-style-type: none"> • ILO, Agencies to provide information 		<ul style="list-style-type: none"> • National 	

Annex 2: Programme rollout

The implementation of the NPA will be decentralized, with MMDAs playing a critical role. MMDAs will build strong and coherent district sub-programmes while ensuring effective community participation and ownership. MDAs at the central level will play a largely policy, coordination and monitoring role. National and regional CSOs will determine the extent of the decentralisation of their interventions, but will endeavour to make choices that ensure efficiency, effectiveness and sustainability.

All agencies (MDAs, MMDAs, and CSOs) are expected to mobilize resources, internal and otherwise, in order to carry out the agreed actions that fall under their responsibility. However, the MESW and other key agencies at the central level will provide support for resource mobilisation, including some core funding from THE Government.

Initial actions within the framework of the NPA implementation of the NPA will involve the establishment of the necessary capacity at the CLU and within the NSC to drive and support the implementation, coordination and monitoring processes. Agencies (MDAs, CSOs) will set up and/or strengthen their child labour desks (or appoint their Child Labour Focal Points) at the beginning of the implementation process (within the first quarter) and set about developing their Action Plans.

MMDAs will plan to set up and/or strengthen their child labour desks and formulate their Action Plans within the first year of the implementation of the NPA, that is, by the end of 2009. The MESW and other MDAs at the central level will provide technical and, to the extent possible, logistical support to MMDAs for the formulation and implementation of their Action Plans, with a major focus on capacity building and implementation monitoring. The MESW will give priority to deprived districts and those with large WFCL problems, including major sources of children engaged in the WFCL, in the provision of assistance from the central level. However, the criteria to be followed will also include the potential impact on the WFCL, as well as an element of “first come, first served”. Consequently, programme rollout across the country will, to a considerable extent, be driven by the initiatives taken by MMDAs.

Summary table of NPA setup and rollout timelines:

- agreed list of agencies (MDAs and CSOs) that need to set up child labour desks;
- agreed list of agencies (...) that need to appoint child labour focal points;
- establishment of child labour desks and designation of focal points;
- establishment of initial list of deprived communities (districts) requiring priority attention under the NPA;
- establishment of initial list of communities (districts) considered as major sources of children into the WFCL;
- establishment of monitoring and evaluation system;
- formulation of MDA, district and CSO action plans.

Annex 3: Actions by MDAs

Presentation format:

Agency	Has Principal Responsibility for		Contributes to but is not lead agency for	
	Actions	Timeline	Actions	Timeline

Annex 4: Actions by MMDAs (Generic Action Steps)

This Annex contains a summary of the actions proposed for inclusion in the District Action Plans. Please refer to Section 5 for the detailed outlines of what needs to be done.

Sub-programme setup and capacity building

1. Establish child labour desk: designate unit and staff responsible for the overall implementation of actions against child labour in the district.
2. Appoint members of District Child Protection Committees (DCPCs) [Resources for capacity support for functions, planning, monitoring, coordination and information sharing mechanism: **Actions 7.1.1, 7.1.3.1 and 2.1.3.**].
3. Determine prevalent WFCL in district, affected localities, and contextual information, including underlying causes and characteristics of localities. [Resource: Official list of hazardous tasks/activities, **Action 1.1.2.**].
4. Draft District Action Plan for the elimination of child labour, with priority focus on the prevalent WFCL, ensuring district-wide consultation of stakeholders, including parents and children. [Support from MESW, MLGRD – **Action 7.1.4.**].
5. Allocate responsibilities (among DA officials, local offices of non-decentralised agencies, CSOs, etc.) for specific actions against the different forms of child labour prevalent in the district, respecting sectoral mandates. [Guidance and support from the MESW, outcome of **Action 7.1.1.**].
6. Organize orientation/training sessions on laws and regulations for district departments, local offices of non-decentralised agencies, CSOs, etc., responsible for different aspects of the fight against child labour [**Action 1.2.1**] [Support from and collaboration with the NCCE, **Action 1.1.7.1**; Support from the Labour Department, **Action 7.1.3.1**; further resources: **Action 1.1.6.1**].

Law enforcement

7. Pass and publicise outstanding by-laws [**Actions 1.1.2, 1.1.3, 1.1.4.1**] and put enforcement measures in place. [Resource for making the law known: **Action 1.1.7.1**].
8. Establish, train and resource Child Panels, and entrust them with additional responsibilities on the WFCL [**Action 1.2.2.1**; Support from the MOWAC and the MESW].
9. Organise (with the MESW and the relevant agencies) sensitisation and training for district law-enforcement departments and agencies [**Action 1.2.1**]. [Support and resources: **Action 4.1.1.1**].
10. Put the necessary measures in place for the prohibition of the employment of children below the age of 15 years (except in light work for 13-14 year-olds) and that of children 15-17 years of age in tasks on the hazardous list (**Action 1.1.2**).
11. Put the necessary measures in place for the enforcement of the minimum wage for working children aged 15 years and above, application of labour inspections to apprenticeships, mediation of apprenticeship disputes, and the regulation of domestic employment (**Actions 1.1.2, 4.1.5.1, 4.1.5.2**).

Protection and promotion of children's rights, including withdrawal from WFCL

12. Adapt, establish and operationalize standard procedures, protocols and guidelines for dealing with each of the unconditional WFCL, including the identification, withdrawal, rehabilitation and reintegration of child victims [**Action 1.2.2.2**].
13. Establish community-run WFCL surveillance mechanism [**Action 2.1.1.2**; Resource from the MESW].
14. Organise (with the DSW) community mobilisation programme [**Action 2.1.1.1**].
15. Implement (with the MOE) child sensitisation programmes [**Action 2.1.2.1**].
16. Collaborate with the NCCE and other concerned agencies to implement the general sensitisation programme for attitudinal change in favour of the protection of children (**Action 2.1.4**).
17. Collaborate with the MESW, districts, and relevant MDAs and CSOs to establish shelters and Rapid Response Mechanisms for children in special need or danger, including victims of unconditional WFCL (**Action 4.1.1.2**). Shelters may be established and shared by groups of (neighbouring) districts where appropriate.
18. Collaborate with the MESW, the MLGRDE, the relevant CSOs and local communities to sensitise and mobilise parents, guardians and employers to remove children from hazardous activities (**Action 4.2.1.2**).
19. Collaborate with the MESW to ensure the implementation of the OSH outreach programme for protecting working children (15 years of age and above) in the district from hazardous tasks (**Action 4.2.2**).

Education

20. Collaborate with the MLGRD, and contribute to the implementation of the plan for establishing basic schools and school transport in underserved areas (**Action 3.1.1.3**).
21. Collaborate with the MOE to strengthen School Management Committees and the management of the capitation grant at the school level (**Action 3.1.2.1**).
22. Collaborate with the MOE in implementing the programme for the realisation of minimum standards for school infrastructure (especially classrooms and furniture, **Action 3.1.3.1**), deployment and retention of qualified teachers (rural areas, **Action 3.1.4.1**), expansion of infrastructure with a view to eliminating the shift system (**Action 3.1.5.1**) and for the implementation of the plan for enforcing minimum standards for teaching and learning materials (**Action 3.1.6.1**).
23. Collaborate with the MLGRD and other relevant agencies to expand the School Feeding Programme (Districts on the “Deprived Communities” list, **Action 3.1.7.1**).
24. Collaborate with the MOE to ensure the enhancement of the relevance of basic school programmes (**Action 3.1.8.1**).
25. Collaborate with the MOE and other relevant MDAs, CSOs, etc. to implement the programme for increasing continuation rates from JHS to higher levels (**Action 3.2.1.2**).
26. Collaborate with the MOE and other relevant agencies, and contribute to the establishment of vocational/technical training institutions (Districts on the “Deprived Communities” list, **Action 3.2.2.1**), and to the improvement of infrastructure, equipment and tools in existing institutions (**Action 3.2.3.1**).
27. Collaborate with the COTVET to improve the relevance of the training programmes of TVET institutions to local economies and the needs of local labour markets (**Action 3.2.3.2**).

28. Collaborate with the COTVET to ensure regulation, standardisation and certification of informal economy apprenticeships in the district (**Action 3.2.4.1**).
29. Collaborate with the COTVET on capacity building for master craftsmen and craftswomen (**Action 3.2.4.2**).
30. Collaborate with the MOE and other relevant MDAs, CSOs, schools, etc. on the implementation of the NFE modules targeting children who cannot enrol/re-enrol in the formal school system (**Action 3.3.1.1**). Also collaborate with the GES and other relevant partners to implement the levelling/complementary education programmes for mainstreaming out-of-school children into the formal system (**Action 3.3.1.2**), and for the elimination of impediments to mainstreaming (**Action 3.3.1.3**).

Other (economic) measures

31. Collaborate with the relevant partners on, and contribute to, programmes for empowering vulnerable households and communities to overcome livelihoods deficits that make their children vulnerable to exploitation (**Actions 5.1.1.1 – 5.1.5.2**).
32. Collaborate with the relevant partners on, and contribute to, the implementation of programmes for reducing the need for child labour in selected sectors (**Action 6.1.1**).

Knowledge base and reporting

33. In collaboration with the relevant agencies, implement the decentralised system of community and district registers and ensure its sustained and timely operation (Activity 8.1.1.1).
34. Make the necessary arrangements for the regular and timely preparation of the six-monthly District Child Labour Monitoring Reports (Action 8.1.1.2).

Annex 5: Actions by Civil Society

Actions by the Ghana Employers' Association (GEA)

1. The Ghana Employers' Association will encourage members to enshrine child labour clauses in Collective Bargaining Agreements (CBAs) with Organized Labour.
2. The Ghana Employers' Association will continue to implement projects/programmes on child labour as a contribution to the elimination of the Worst Forms of Child Labour in Ghana. ;
3. The Ghana Employers' Association will create general awareness regarding child labour among workers and employers.
4. The Ghana Employers' Association will encourage employers to adopt safe and sound employment practices and be socially responsible by not employing children (e.g. Code of Conduct).
5. The Ghana Employers' Association will press for the review and enforcement of child labour laws and educational reforms.

Actions by the Ghana Trades Union Congress (GTUC)

1. The Ghana Trades Union Congress will develop and ensure compliance with child labour clauses in their Collective Bargaining Agreements (CBAs) in partnership with the Employers' Organizations (GEA).
2. The Ghana Trades Union Congress will campaign and advocate for the ratification and enforcement of relevant international conventions.
3. The Ghana Trades Union Congress will advocate the review and effective enforcement of national child labour laws.
4. The Ghana Trades Union Congress will monitor the extent of child labour at the workplace and the implementation of the NPA.
5. The Ghana Trades Union Congress will mobilize and sensitize workers to take action against child labour.
6. The Ghana Trades Union Congress will develop and provide alternative livelihood schemes (non-farm income generating activities) for workers.
7. The Ghana Trades Union Congress will enhance the visibility of Organize Labour on Child Labour through Leadership/Membership Education.
8. The Ghana Trades Union Congress will organize Civil Society Coalition on child labour.

Actions by Teacher Organizations (GNAT and NAGRAT)

Teachers' Organizations will:

1. coordinate child labour interventions in the education sector;
2. influence national educational policies, programmes and budgets;
3. use various means to advocate quality education for all children of school going age on the Annual World Teachers' Day' (5th October);
4. negotiate better working conditions for teachers;
5. raise awareness among teachers and communities on the effects of child labour and the importance of providing quality education for all as well as mobilize communities to take action against child labour;
6. monitor the extent of school enrolment, attendance, drop-out rate, etc, to identify problems in the education sector and propose solutions to address them;
7. fight for the inclusion of child labour in the education curriculum;
8. be instrumental for the ratification of relevant international conventions and the enforcement of child labour laws;
9. influence national education policies so that the education system prevent children from being drawn prematurely into labour;
10. develop a local Child Labour Resource Kit for teachers;
11. The NAGRAT will institute scholarship schemes to support brilliant but needy children.

Actions by other Civil Society Organizations (NGOs, FBOs, CBOs)

Annex 6: Community actions

To be completed after the review of MMDA actions. Include:

- sensitisation,
- community-owned child labour surveillance arrangements,
- contributions to education sector actions,
- community registers of children.

Annex 7: Glossary⁷

Item	Terminology	Meaning
1.	Adoption of a Convention or Recommendation	What the International Labour Conference does when it endorses such an instrument by a 2/3 majority vote
2.	Bonded labour	A situation arising from a pledge by a debtor of his or her personal services or those of someone under his or her control as security for a debt. Those in bonded labour often find it impossible to extricate themselves from their situation, and may be trapped indefinitely. Many children are given as a collateral for a loan by their parents and become trapped in bonded labour
3.	Casual work	Work occurring at irregular or infrequent intervals, or occasionally. For example, contractors in plantations frequently employ children as cheap casual labour, who may engage in dangerous task
4.	Child	A person below 18 years of age
5.	Child labour	Work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development. It depends on the child's age, the type of work performed, the conditions under which the work is performed and the objectives pursued by individual countries
6.	Child Domestic Servitude	
7.	Convention	International treaty, subject to ratification by States. Countries that ratify a convention become legally bound by it and are obligated to carry out its requirements.
8.	Curriculum	A programme of study that details what students learn, how they are to learn it, what the teacher's role is, and the context in which learning and teaching will take place.
9.	Declaration on Fundamental Principles and Rights at Work	Declaration adopted by the International Labour Conference in 1998, which highlights the importance of respecting the most fundamental labour rights in the context of globalization. These include the right to freedom of association and collective bargaining, the abolition of forced labour, non-discrimination in employment and occupation, and the effective abolition of child labour. All ILO Member States are under obligation to respect, promote and act upon the child labour conventions in good faith—even if they have not yet ratified them—and to make their best efforts to abolish child labour
10.	Domestic service, also domestic work	Work performed traditionally by women that includes a wide variety of task in the household, such as looking after children, preparing food, house cleaning, washing and ironing, and caring for the sick.
11.	Economic activity	Most productive activities, whether for the market or not, paid or unpaid, for a few hours of full time, on casual or regular basis, legal or illegal. To be counted as economically active in a survey,

⁷ Most of the definitions and explanations of the terminologies were taken from the ILO publication entitled CHILD LABOUR, A TEXTBOOK FOR UNIVERSITY STUDENTS. Copyright: International Labour Organisation 2004.

		a child must have worked for at least one hour on any day during a seven-day reference period (It is work for pay, profit or family/household gain - GSS)
12.	Employers' Organizations	Term used to refer to any group of employers in the defence of their interest
13.	Forced labour ⁸	"all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily" or 'Forced Labour Means work or service that is exacted from a person under threat of a penalty and for which that person has not offered himself or herself voluntarily.....'
14.	Formal education	The system of formalized transmission of knowledge and values operating within a given society usually provided through state-sponsored schools.
15.	Formal sector	The total number of businesses in an area, region or country, whose activities are registered with the government. Such registered activities include the number of employees it has and how much revenue it produces.
16.	Gender	A social category, referring to a set of learned social differences and expectations regarding girls and boys, women and men. These can vary widely within and between cultures
17.	Gender-sensitive policy framework	Policy structure that pays serious attention to gender issues
18.	Hazardous work	Work which jeopardizes children's health, safety and morals because of the nature or the circumstances under which it is done. Children in hazardous work comprises all those up to the age of 18years. It concerns work which exposes children to physical, psychological or sexual abuse; work underground, under water, at dangerous heights or in confined spaces; work with dangerous machinery, equipment and tools, or which involves the 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 vibration damaging to their health; work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.
19.	HIV/AIDS	Human Immunodeficiency Virus-Acquired Immune Deficiency Syndrome.
20.	Informal sector ⁹	It includes all activities that are 'unregulated' or 'escape institutional regulation'
21.	International Labour Office	Permanent secretariat of the International Labour Organization, controlled by a Governing Body consisting of representatives of governments, workers' and employers' organizations of the ILO member states
22.	International Labour	A specialized agency of the United Nations. Founded in 1919 to

⁸ Definitions from Art. 2 of the Forced Labour Convention No. 29 and Art. 117 of the Labour Act, 2003 (Act 651)

⁹ Definition from 'Organizing the Informal Economy, Experiences and Lessons from Africa and Asia' compiled by Anthony Yaw Baah

	Organisation (ILO)	advance social justice and better living conditions throughout the world. In 1946 it became the first specialized agency associated with the United Nations. It is a tripartite organization: workers' and employers' representatives take part in its work with status equal to that of governments.
23.	International Programme for the Elimination of Child labour (IPEC)	The ILO's International Programme for the Elimination of Child labour works towards the progressive elimination of child labour by strengthening national capacities to address child labour problems, and by creating a worldwide movement to combat it. Its priority target groups are bonded child labourers, children in hazardous working conditions and occupations and children who are particularly vulnerable i.e very young working children (below 12 years of age), and working girls
24.	Labour market	A system consisting of employers as buyers, and workers as sellers, the purpose of which is to match job vacancies with job applicants and set wage rates.
25.	Light work	The work that is not hazardous to the child's health or development and does not hinder the child's education.
26.	Market	A mechanism or institution which brings buyers and sellers together to determine what will be exchanged and at what prices. In the case of child labour, the market includes those who provide child labour (supply of child labour), such as the households in which the children live and those who utilize it (demand of child labour)
27.	Minimum Age Convention No. 138	Adopted in 1973, the Minimum Age Convention requires ratifying countries to pursue a comprehensive national policy to eliminate child labour, and to set minimum age levels for admission to employment, and for light work and hazardous work.
28.	Mobility	Movement, including movement between different social and / or economic positions within a stratification system or movement within different locations
29.	Non-formal education	Any organized educational activity outside the established formal school system-whether operating separately or as an important feature of some broader activity that is intended to serve identifiable learning objectives.
30.	Orphans and Vulnerable Children	
31.	Peer pressure	Strong motivation coming from within a group of people of about the same age, social status, political affiliation, or the like, regarded as forming a sociological group sharing a common set of values.
32.	Policy	A plan or course of action, as of a government, political party, or business, intended to influence and determine decisions, actions and other matters.
33.	Poverty ¹⁰	It is a multi-dimensional phenomenon. Want or scarcity of means of subsistence. There is no single measure of poverty; it is unclear which measure should be used above all the others, and across all

¹⁰ Definition of Poverty taken from a MOWAC July 2009 publication on children, titled, 'Children in Ghana'

		societies. 'Poverty is represented by degrees of deprivation of basic human needs, including food, safe drinking water, sanitation facilities, healthcare, shelter, education and information.'
34.	Primary education	Elementary education given to children from the time they first attend school until they enter secondary education or complete their compulsory schooling
35.	Productivity	The rate at which goods and services are produced, measured in output per unit of labour.
36.	Ratification	A solemn undertaking by a state formally accepting the terms of a convention, thereby becoming bound to apply it. The country must, if necessary, adopt new laws and regulations or modify the existing legislation and practice in the light of the Convention. It must apply the convention not only in law but in practice, and provide reports on its application to the International Labour Office.
37.	Recommendation	An ILO instrument not opened for ratification but which lays down general or technical guidelines to be applied at the national level. It often provides detailed guidelines to supplement principles set out in a convention, or it may provide guidelines on subjects which are not covered by a convention.
38.	Rural areas	Characteristic of farming or country life. On the global scale far more children work in rural than urban areas.
39.	Secondary education	The second stage of education following primary education.
40.	Slavery	Slavery is when one person completely controls another person, using violence to maintain that control, exploits them economically, pays them nothing and they cannot walk away.
41.	Social partners	The term used to refer to employers' and workers' organizations engaged in dialogue or partnership with government in the determination of social and labour policies
42.	Subsistence level	The level of consumption at which basic needs are met at the household level
43.	Sustainability	Sustainable actions meet the needs of the present generation without compromising the ability of future generations to meet their needs
44.	Time-Bound Programme (TBP)	a set of tightly integrated and coordinated policies and programmes to prevent and eliminate a country's worst forms of child labour within a specified of time. It is a comprehensive approach that operates at many levels, including international, national, provincial, community and that of the individual or family
45.	Trade Union	See workers' organization
46.	Human Trafficking ¹¹	'The recruitment, transportation, transfer, harbouring, trading or receipt of persons within and across national borders by (a) use of threats, force or other forms of coercion, abduction, fraud, deception, the abuse of power or exploitation of vulnerability, or

¹¹ This definition is taken from the Human Trafficking Act 2005 (Act 694)

		(b) giving or receiving payments and benefits to achieve consent. (2) Exploitation shall include at the minimum, induced prostitution and other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs. (3) Placement for sale, bonded placement, temporary placement as service where exploitation by someone else is the motivating factor shall also constitute trafficking.....’
47.	Transitional education	Any form of education designed to integrate or reintegrate children into the formal school system.
48.	Tripartite	The term used to describe equal participation and representation of government and employers’ and workers’ organizations in bodies both inside the ILO as well as at the national and enterprise level
49.	Urban	Relating to or concerned with a city or largely populated area
50.	Vocational training	Activities aimed at providing the skills and knowledge required for employment in a particular occupation, or a group of related occupations, in any field of economic activity.
51.	Workers’ organizations	Organization of employees usually associated beyond the confines of the enterprise, established for protecting or improving the economic and social status of its members through collective action e.g. Labour Unions
52.	Working conditions	The physical, social and managerial factors affecting a worker’s job environment
53.	Worst Forms of Child Labour Convention No 182 on the Worst Forms of Child Labour	Convention on the prohibition and immediate action on the Worst Forms of Child Labour adopted in Geneva in 1999
54.	Worst forms of child labour	Convention No 182 prioritizes the elimination of: all forms of slavery and practices similar to slavery; the use, procuring or offering of a child for prostitution, for the production of pornography, for pornographic performances, and for illicit activities, and work which is likely to harm the health, safety or morals of children.

Annex 8: Stakeholders Consulted

A. Ministries, Departments and Agencies (MDAs)

1. National Development Planning Commission (NDPC)
2. Ministry of Employment and Social Welfare (MESW)
3. Ministry of Finance and Economic Planning (MoFEP)
4. Ministry of Women and Children's Affairs (MOWAC)
5. Ministry of Education (MOE)
6. Ministry of Local Government and Rural Development (MLGRD)
7. Ministry of Food and Agriculture (MOFA)
8. Ministry of Environment, Science and Technology (MEST)
9. Ministry of Health (MOH)
10. Ministry of Lands and Natural Resources (MLNR)
11. Ministry of Justice and Attorney-General's Department
12. Ministry of Chieftaincy and Culture
13. Ministry of Interior
14. Ghana Cocoa Board
15. Ghana Statistical Service (GSS)
16. Ghana Police Service (GPS)
17. Ghana Immigration Service (GIS)
18. Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service
19. Criminal Investigation Department of the Ghana Police Service
20. Anti-Human Trafficking Unit of the Ghana Police Service
21. Commission on Human Rights and Administrative Justice (CHRAJ)
22. National Commission for Civic Education (NCCE)
23. Local Government Services Secretariat (LGSS)
24. National Health Insurance Authority (NHIA)
25. Information Services Department (ISD)
26. Ghana Education Service (GES)
27. Curriculum Research and Review Division (CRDD) of Ministry of Education
28. Council for Technical Vocational Education Training (COTVET)
29. Non-Formal Education
30. Labour Department (LD)
31. Department of Social Welfare (DSW)
32. Department of Children (DOC)
33. Department of Factory Inspectorate (DFI)
34. National Vocational Training Institute (NVTI)
35. Births and Deaths Registry (B&DR)
36. Minerals Commission (MC)
37. Ghana Chamber of Mines (GCM)
38. Fisheries Commission (FC)
39. National Youth Council (NYC)
40. Environmental Protection Agency (EPA)
41. National Population Council (NPC)
42. Metropolitan, Municipal and District Assemblies (MMDAs)

B. Social Partners

1. Ghana Employers' Association (GEA)

2. Ghana Trades Union Congress (GTUC)
 - i. General Agricultural Workers Union of GTUC
 - ii. Ghana Private Road Transport Union of GTUC
 - iii. Ghana Mine Workers Union of GTUC
 - iv. Teachers and Education Workers' Union of GTUC
3. Ghana Federation of Labour (GFL)
4. Ghana National Association of Teachers (GNAT)
5. National Association of Graduate Teachers (NAGRAT)

C. Academia

1. Department of Social Work, University of Ghana
2. Centre for Social Policy Studies (CSPS), University of Ghana

D. Civil Society Organizations

1. Ghana NGO Coalition of Child Rights (GNCRC)
2. Future Resources Development (FURDEV)
3. Rescue Foundation, Ghana
4. Challenging Heights
5. Parent and Child Foundation
6. Ark Foundation
7. Federation of Muslim Council
8. Christian Council of Ghana
9. New Generation for Africa
10. Foundation Development and Relief Centre
11. Salvage International
12. Ghana Journalists Association

E. The Media

1. Ghana News Agency
2. Ghana Broadcasting Corporation
3. Metro TV
4. Net 2
5. TV3
6. TV Africa
7. Ghanaian Times
8. Daily Graphic
9. The Patriot
10. The Daily Democrat
11. The Insight
12. National Focus
13. Daily Express
14. Business Week
15. Rite FM
16. Great FM
17. Kessben FM
18. Pink FM

F. Development Partners

1. International Labour Organization/International Programme for the Elimination of Child Labour (ILO/IPEC)
2. United Nations Children's Fund (UNICEF)
3. United Nations Development Programme (UNDP)
4. International Organization on Migration (IOM)
5. International Cocoa Initiative (ICI)
6. Free the Slaves

Annex 9: Committees that Produced the NPA

i. Members of the National Steering Committee (NSC) on Child Labour

N O	NAME	ORGANIZATION
Government Ministries, Departments and Agencies (MDAs)		
1	Hon. Antwo Boasiako-Sekyere	Ministry of Employment and Social Welfare (MESW)
2	Mr. Jerry Odotei	National Development Planning Commission (NDPC)
3	Mr. E. A. Akuffo	Ministry of Employment and Social Welfare (MESW)
4	Mr. Mawutor Ablo	Ministry of Employment and Social Welfare (MESW)
5	Mrs. Rita Owusu-Amankwah	Ministry of Employment and Social Welfare (National Programme for the Elimination of the WFCL in Cocoa (NPECLC))
6	Miss Elizabeth Hagan	Labour Department
7	Ms. Stella Ofori	Labour Department
8	Mr. Stephen Adongo	Department of Social Welfare (D. S. W)
9	Mrs. Benedicta Kwame	Ministry of Finance and Economic Planning (MoFEP)
10	Mr. E. T. Quartery	Ministry of Finance and Economic Planning (MoFEP)
11	Dr. Dominic Pealore	Ministry of Education
12	Mrs. Josephine Kuffour-Duah	Ghana Education Service (BED/GES)
13	Mrs. Fati Lily Soale	Min. of Local Government, Rural Development (MLGRD)
14	Mr. Tony Fofie	COCOBOB
15	Mr. Barnnet Quacoo	COCOBOD
16	Ms. Abena Anorbea Asare	Ministry of Women and Children's Affaires (MOWAC)
17	Mr. Felix Blay Kenya	Ministry of Food and Agriculture (MOFA)
18	Chief Director	Ministry of Foreign Affairs
19	Mrs. Nana F.E. Ampratuum	Ministry of Interior
20	Mr. Samuel Akuamoah	National Commission for Civic Education (N.C.C.E)
21	Mrs. Josphine Kaba	Commission on Human Rights and Administrative Justice (CHRAJ)
22	Mrs. Agnes Barima	Domestic Violence and Victim Support Unit (DOVVSU)
23	Mrs. Patience Quaye	Interpol (Anti-Human Trafficking Unit)
24	Mr. J.K. Amoah	Information Services Department (I.S.D)
Social Partners		
25	Mr. Charles Asante - Bempong	Ghana Employers' Association (GEA)
26	Mr. David Dorkenoo	Ghana Trades Union Congress (GTUC)
27	Mr. Andrews Addoquaye Tagoe	General Agricultural Workers' Union of Trades Union Congress (GAWU of GTUC)
Academia		
28	Dr. Stephen Ayidiya	University of Ghana, Legon
Civil Society Organizaiton (CSOs)		
29	Mr. S. K. Kuma	Ghana NGO Coalition on Child Rights (G.N.C.R.C)
30	Mrs. Syliva Hinson-Ekong	Future Resources Department (FURDEV)
31	Mr. Muhammad K. Addo	Federation of Muslim Council

32	Mrs. Joyce Steiner	Ghana Christian Council
33	Dr. Nii Moi Thompson	ILO
34	Mr. Francesco d’Olivio	ILO/IPEC
35	Dr. Mrs. Margaret Sackey	ILO/IPEC
36	Mr. E. Kwame Mensah	ILO/IPEC
37	Mr. Eric Okrah	UNICEF
38	Mr. Emmanuel Otoo	Free the Slaves
39	Mr. Patrick Asare-Nelson	ILO/IPEC

ii. **Members of the NPA Task Force**

NO	NAME	ORGANISATION
1	Hon. Antwi Boasiako-Sekyere	Dep. Minister, Ministry of Employment and Social Welfare (MESW) (Chairperson)
2	Mr. Jerry Odotei	National Development Planning Commission (NDPC)
3	Mr. E. A. Akuffo	Ministry of Employment & Social Welfare
4	Mr. Mawutor Ablo	Ministry of Manpower, Youth & Employment
5	Mrs Rita Owusu Amankwah	Ministry of Employment and Social Welfare (National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa (NPECLC)
6	Ms. Elizabeth Hagan	Labour Department (LD)
7	Mr. Eugene Korletey	Labour Department (LD)
8	Ms. Stella Ofori	Child Labour Unit (CLU) of the Labour Department
9	Mr. Stephen Adongo	Department of Social Welfare (DSW)
10	Mrs. Benedicta Kwame	Ministry of Finance and Economic Planning (MoFEP)
11	Ms. Magerate Buabeng	Ministry of Women and Children’s Affairs (MOWAC)
12	Mrs. Fati Lily	Ministry of Local Government and Rural Development (MLGRD)
13	Dr. Dominic Pealore	Ministry of Education (MOE)
14	Mrs. Josphine Kufuor-Duah	Ghana Education Service, Basic Education Division
15	Government Statistician	Ghana Statistical Service (GSS)
16	Mr. Nyame-Adu Samuel	Ghana Police Service (GPS)
17	Mrs. Faustina A. K. Andoh-Kwofie	Domestic Violence and Victims Support Unit (DOVVSU) of the Ghana Police Service
18	Mrs. Josphine Kaba	Commission on Human Rights and Administrative Justice (CHRAJ)
19	Mr. Andrews Addoquaye Tagoe	General Agricultural Workers’ Union of the Ghana Trades Union Congress (GAWU of GTUC)
20	Mr. Charles Asante-Bempong	Ghana Employers’ Association (GEA)
21	Dr. Stephen Ayidiya	Department of Social Work, University of

		Ghana (UG)
22	Mrs. Sylvia Hinson-Ekong	Future Resources Development (FURDEV)
23	Mrs. Josphine Kodua	Ghana NGO Coalition on the Rights of the Child
24	Dr. Mrs Margaret Sackey	ILO/IPEC
25	Mr. Patrick Asare-Nelson	ILO/IPEC
26	Mr. Emmanuel Kwame Mensah	ILO/IPEC
27	Mr. Eric Appiah Okrah	UNICEF

iii. Members of the NPA Negotiation Team

NO	NAME	ORGANISATION
1	Hon. Antwi Boasiako-Sekyere	Dep. Minister, Ministry of Employment and Social Welfare (MESW) (Chairperson)
2	Mr. Jerry Odotei	National Development Planning Commission (NDPC)
2	Mr. E. A. Akuffo	Ministry of Employment & Social Welfare
3	Mr. Mawutor Ablo	Ministry of Employment & Social Welfare
4	Ms Elizabeth Hagan	Labour Department (LD)
5	Mrs Lydia Owusu-Brafi	Labour Department (LD)
6	Ms. Stella Ofori	Child Labour Unit (CLU) of the Labour Department
7	Mrs. Benedicta Kwame	Ministry of Finance and Economic Planning (MoFEP)
8	Mr. Andrews Addoquaye Tagoe	General Agricultural Workers' Union of the Ghana Trades Union Congress (GAWU of GTUC)
9	Mr. Charles Asante-Bempong	Ghana Employers' Association (GEA)
10	Dr. Stephen Ayidiya	Department of Social Work, University of Ghana (UG)
11	Dr. Mrs Margaret Sackey	ILO/IPEC
12	Mr. Patrick Asare-Nelson	ILO/IPEC
13	Mr. Emmanuel Kwame Mensah	ILO/IPEC
14	Mr. Eric Appiah Okrah	UNICEF

iv. Members of the NSC Core Technical Team

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2	Mr. Mawutor Ablo	Ministry of Manpower, Youth & Employment
3	Mr. Jerry Odotei	National Development Planning Commission (NDPC)
4	Ms Elizabeth Hagan	Labour Department (LD)
5	Ms. Stella Ofori	Child Labour Unit (CLU) of the Labour Department
5	Dr. Dominic Pealore	Ministry of Education

6	Mr. Andrews Addoquaye Tagoe	General Agricultural Workers' Union of the Ghana Trades Union Congress (GAWU of GTUC)
7	Dr. Mrs Margaret Sackey	ILO/IPEC
8	Mr. Patrick Asare-Nelson	ILO/IPEC
9	Mr. Emmanuel Kwame Mensah	ILO/IPEC
10	Mr. Eric Appiah Okrah	UNICEF