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Analytical studies on child labour in mining and quarrying in Ghana

**International
Programme on
the Elimination
Of Child Labour
(IPEC)**

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Abbreviations and acronyms

ASM	Artisanal Small Scale Mining
CBOs	Community Based Organisations
CCPCs	Community Child Protection Committees
CL	Child Labour
CLU	Child Labour Unit
CSOs	Civil Society Organisations
DAs	District Assemblies
DCPCs	District Child Protection Committees
ECOWAS	Economic Community of West African States
fCUBE	Free Compulsory Universal Basic Education
FGDs	Focus Group Discussions
GEA	Ghana Employers Association
GDP	Gross Domestic Product
GNASSM	Ghana National Association of Small Scale Miners
GNCC	Ghana National Commission on Children
GSS	Ghana Statistical Service
HAF	Hazardous Activity Framework
ILO	International Labour Organisation
IPEC	International Programme for the Elimination of Child Labour
ISD	Information Services Department
LEAP	Livelihoods Empowerment Against Poverty
MDAs	Ministries, Departments and Agencies
MESW	Ministry of Employment and Social Welfare
MMDAs	Metropolitan, Municipal and District Assemblies
MMYE	Ministry of Manpower, Youth and Employment
MOWAC	Ministry of Women and children’s Affairs
NCCE	National Commission for Civic Education
NGOs	Non-Governmental Organisations
OAU	Organisation of African Unity
WFCL	Worst Forms of Child Labour

Executive summary

Child labour incidence in mining is indeed worldwide. In 2010, sub-Saharan Africa had the highest incidence rates of child labour; with several African nations witnessing over 50 per cent of children aged 5–14 working. Agriculture is the largest employer of child labour worldwide. Majority of child labour is found in rural settings and informal urban economy. Ghana's illegal mining sector, has multiplied in the past 10-15 years. They are mainly small-scale gold mining economy and are populated by about one million informal workers who produce over two million ounces of gold annually, these small scale operators, however, have ignored recognized mining regulations and laws. Their operations are popularly referred to as "galamsey", they are generally unsupervised and unregulated.

The galamsey camps have rapidly become locations of widespread prostitution, HIV/AIDS, and child labour. Illegal ASM operators, allow children to engage in galamsey to supplement or as main source of family income. The child labourers are motivated by the quick cash returns. Thus many of the children 15-17 years, who have completed basic school, prefer galamsey to higher education. In a significant number of cases, younger children (10-14 years) are involved in working in galamsey pits and using dangerous chemicals. Working children are found in gold mining and quarrying in various parts of Ghana including Western, Ashanti, Eastern, Brong Ahafo, Northern and Upper East Regions in Ghana. The work done by these children are considered hazardous because it exposes them to physical, psychological and/or sexual abuse, involves work underground and in confined spaces, includes the use of dangerous equipment and manual handling or transport of heavy loads, the use of hazardous substances and work for very long hours.

The definition of Child Labour is derived from the United Nations Convention on the Rights of the Child, ILO Convention No. 138, and No. 182, and the Ghana Children's Act 1998 (Act 560). It is all work that is harmful and hazardous to a child's health, safety and development; taking into account the age of the child, the conditions under which the work takes place, and the time at which the work is done (MMYE, 2003). According the ILO, child labour refers to work that (i) is mentally, physically, socially and morally dangerous and harmful to children; and (ii) interferes with their schooling by depriving them of the opportunity to attend school, by obliging them to leave school prematurely, or by requiring them to attempt to combine school attendance with excessively long and heavy work. The worst forms of child labour (WFCL) is defined (by ILO Convention No. 182) to include all forms of slavery or practices similar to slavery (the sale and trafficking of children, debt bondage and serfdom, forced or compulsory labour including recruitment for use in armed conflict); the use or offering of a child for prostitution and/or pornography, illicit activities including the production and trafficking of drugs; as well as work which when performed is likely to harm the health, safety or morals of the child (as determined by national authorities).

The government of Ghana recognizes the right of the child to education, and with a view to achieving this right progressively and on the basis of equal opportunity, the right of the child to be protected from economic exploitation and from performing work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development. Ghana has taken a series of measures in response to eliminate child labour. Such measures include legislative frameworks (Children's Act, 1998 (Act 560), the Labour Act, 2005 (Act 651), the Human Trafficking Act, 2005 (Act 694)).

Scope, objectives and methodology of study

The **rationale** for the study is to undertake an empirical study as a precondition for understanding the problem of child labour in mining and quarrying. The study would also help to deepen already existing knowledge on the subject of child labour in mining and quarrying. This would provide the impetus for making recommendations and proposing interventions that would effectively address the issue of child labour in mining and quarrying.

The purpose of this study therefore is to support national efforts to eliminate worst Forms of Child Labour (WFCL) in the Mining and quarrying sector. Specifically, the study aims at the following **objectives**: To examine the scope of the problem of child labour in mining and quarrying; to find out the, nature and dimensions of Child Labour in mining and quarrying, including the extent of trafficking into the sector especially of children from other regions and countries; to recommend measures to enhance interventions against child labour in the mining and quarrying sector in Ghana.

The study used secondary and primary source information. Secondary information was sourced from literature review from various documents. Primary information was gathered from different stakeholders which included the Ministries, Departments and Agencies, the District Assemblies and non-governmental organizations. Primary information was also gathered from field respondents in mining and quarry communities. These respondents include child labourers, parents/guardians of child labourers, employers/users of child labourers and community members. Geographically, the study was conducted in 8 Regions of Ghana in selected districts.

To get primary information and data from the field, data collection protocols were developed. These data collection protocols were administered to various individuals and institutions. The data collection protocols were tested through pre-tests to ensure that the desired information in relation to the objectives, scope and expected outputs of the research were captured.

The study involved multiple units of data which needed to be carefully collated and analysed. Primary data collected from the field were analysed using the computer programme STATA 11 which is a computerised worksheet programme for statistical analysis was used.

Research findings

The study identified positive and negative findings for which remedial measures have been proposed. Identified findings include the following:

Socio-economic

- Over 80 per cent of child labourers stay with both parents and either mother alone or father alone. The survey shows that children who stay with both parents or with mother alone or father alone receive better care than their counterparts who stay with either family relations or guardians. This shows a direct relationship between people children stay with and the kind of care they receive.

- More than one-third of parents/guardians are engaged in small scale mining (galamsey) as a major economic activity. Farming and petty trading follow in that order as preferred occupations. Farming and petty trading were being used as back up activities though for some of the inhabitants of the mining communities, farming and trading serve as their main economic activity.

Education of child labourers

- Many child labourers combine school with work. The survey shows that about 64.7 per cent of children combine school with work. The result, more often than not, is that they drop out of school with time to allow them time to work. Those who continue to combine suffer in terms of poor academic performance and irregular school attendance. The long term result of such irregular and improper education is poorly educated people, creation of unskilled people, societal deviants who engage in all imaginable kinds of vices, perpetuation of poverty and poor living standards amongst others.
- The biggest reason accounting for children not being in school is lack of support from parents/guardians, which 35.0 per cent of the children alluded to. In a similar vein, 66.7 per cent of children who dropped out of school confirmed that lack of support is the major reason accounting for they dropping out of school. This indicates that the children, unable to pay their own fees and other educational items, naturally drop out of school to earn a living for themselves.
- Some child labourers combine school with work. The majority of children who combine school with work do so after school hours (30.6 per cent). This situation shows that at least children understand the importance of education and therefore would participate in school activities before going to work. Other children who combine school and work, work before school, work on holidays and weekends whilst other skip school sometimes.
- School children combine work and school on every day of the week. Of significant note is Thursday (53.9 per cent) and Friday (81.6 per cent) where most of the children combine work and school.
- Child labourers (73.7 per cent) were of the view that given the necessary support, they would prefer to return to school and focus on their education instead of working in mining/quarrying. The child labourers also mentioned that interventions such as creation of awareness and sensitising the general public on the hazards and unacceptability of child labour, enforcing appropriate laws on child labour and providing incentives for educating child labourers would provide the impetus for child labourers to stay in school when they are removed from mining/quarrying.

Working conditions of child labourers

- Children work directly or indirectly with chemicals such as mercury, cyanide, sulphur and borax. Those that do not use chemicals directly work around chemicals which have adverse effects on the health of the children, some of which are itchy eyes, respiratory problems, cough with blood stains and chest pains amongst others.
- Children work between one and 15 hours a day. Majority of the children (68.0 per cent) work between 2 to 9 hours a day. Though this falls within regular working hours of 8 hours a day, it is irregular for children between ages 5-17 years to work such hours bearing in mind that mining/quarrying is very manual and tedious in nature.
- Tools provided by employers and used by child labourers include rudimentary tools such as buckets, head pans, chisels, pick axes, shovels, sieves etc. Whilst a section of the children (about 70.0 per cent) indicated that the tools used were appropriate, the other 30.0 per cent were of the opinion that the tools were inappropriate.
- Child Workers are paid some amount of money as wages. Payments are made to the children on either daily, weekly, bi-weekly monthly and sometimes yearly bases. Most of the children receive wages on a daily basis (55.0 per cent). Only 1.0 per cent receive wages on yearly basis and these are due to some special arrangements between the child labourer and the employer.
- Child labourers spend their wages on food, clothes, books and school fees. The most important expenditure item is food followed by clothes and books. Other items of expenditure include supporting siblings financially, payment of utility bills, supporting family income and savings.

Health and safety of working children

- Safety working gear provided for child workers include overalls, safety boots, eye goggles and hand gloves amongst others. As many as 73.8 per cent of children said that their employers did not provide any form of working gears for them. Employers of children claim that once they pay wages, the children are responsible for acquiring their own safety working gear. Some children gave the indication that the working gear provided for them were not appropriate. This means that many children work without any protection.
- Boys and girls engage in different activities. Boys generally are engaged in more difficult tasks which include digging or excavation, crawling into pits, chiselling, blasting and machine operation. Girls are normally involved in washing of ore, stone cracking and loading and transporting of ore or stones.
- Back injury was reported as being the most common injury within the six month period reviewed. This was closely followed by muscle injuries. These injuries have a direct relationship with the posture in which children work. Much of the work at the mine/quarry site involves bending over long hours. The survey also showed that on the average more boys suffered injuries than girls.

- Working children are exposed to several hazards. These hazards include mercury and other chemicals, dust, use of explosives, poor ventilation and lack of adequate working space. The most reported hazard is dust pollution followed by poor ventilation and working with chemicals like mercury.
- More than 70.0 per cent of the children resort to self-medication in treating their health conditions. This is because many of them see self-medication as a quicker and less time consuming method of getting relief from some health conditions. Others resort to seeking medical attention or use herbal medications.

Recommendations

The following recommendations are made for elimination of child labour in mining and quarrying.

Law enforcement - enforcement of international and national laws

International and National Laws on child labour in mining and quarrying should be enforced. This would require that the necessary environment is created to enable the law enforcement agencies to effectively enforce laws. Law enforcement agencies (especially the Police and in some cases the Military) should be provided with vehicles and other logistics to enable them undertake continuous monitoring and enforcement of laws on illegal mining and quarrying.

Role of the District Assemblies

District Assemblies through the District Security Committee (DISEC) should be empowered (through the provision of supplies and logistics and support from public and private institutions) to enforce its bye laws on child labour in mining and quarrying. The District Assembly as an authority and the law enforcement agencies in the respective Districts should collaborate and cooperate to eliminate the use of child labour in mining/quarrying.

Legalise the operations of illegal miners

Regularise the operations of the illegal mining and quarrying operators through the Minerals commission and encouraging them to become members of the Ghana National Association of Small Scale Miners (GNASSM). A national programme of action should be instituted to engage small scale illegal miners to regularise and legalise their operations. The guidelines for regularising the illegal operations should be made simple (as a motivation) to enable the illegal miners to voluntarily legalise their operations.

Political commitment

There should be a political commitment to the problem of child labour and trafficking or child protection through the provision of financial and human resources to the law enforcement agencies. Political leadership (Presidency, Ministries, Departments and Agencies) should have the wherewithal to ensure and enforce the elimination of child labour in mining/quarrying.

Stakeholder collaboration

There should be strong collaboration and networking amongst all stakeholders and interested parties towards eliminating child labour and trafficking. The Government of Ghana through the Ministry Employment and Social Welfare to bring together all stakeholders to harmonise their activities to ensure that resources, skills and knowledge are appropriately channelled towards the elimination of child labour in mining/quarrying.

Social interventions

Existing social intervention programmes aimed at removing child labourers from working in mining and quarrying should be strengthened. Alternative livelihood programmes which support parents of child labourers and the child labourer should be implemented to eliminate child labour in mining and quarrying. Poverty is an underlying factor for children engaging in child labour and hence effective poverty reduction schemes (such as LEAP, LESDEP, ILO's Child Labour Elimination Interventions) should be strengthened to support vulnerable children and families. The programmes and projects of various Civil Society Organisations and Non-Governmental Organisations and even government agencies are largely uncoordinated and results from these programmes and projects are not very effective in addressing the child labour issue. There is thus a need to get these programmes and projects coordinated for effective achievement of results.

Awareness creation and education

Sensitisation programmes which educate the public on the hazards of child labour and its effects on children and the country should be intensified. Researches must be conducted on the problem of child labour and trafficking to bring out issues involved for remedy. Efforts should be made to get small scale illegal operators in mining and quarrying to seminars and workshops where they would be educated on the undesirable nature of child labour and trafficking and also to persuade them to desist from using and employing children as labourers. The workshops and seminars should also include dissemination of information on laws in Ghana on child labour and trafficking, organisation of awareness creation programmes on special days set aside by the United Nations, for instance "Child Labour Day" to draw attention to the issues of child labour. Use Information Services Department (ISD), National Commission for Civic Education (NCCE), District Child Protection Committees (DCPC) and various radio stations available within the Districts to disseminate information on the hazards of child labour. Seminars and workshops for small scale illegal miners should be organised by institutions such as The Minerals Commission, Ghana National Small Scale Miners Association and other stakeholders to educate illegal miners.

Education of child labourers

Child labourers should be removed from mining/quarrying to enable them concentrate and focus on their education. In view of this, children who are removed from child labour should under no circumstance be allowed to return to the mining/quarrying. Indeed, child labourers made the point that given the opportunity, they would rather be in school rather than work at a mine/quarry site. Comprehensive and sustainable social intervention programmes would have to be instituted to support child labourers who are eventually removed from mining/quarrying. These social interventions may include provision of school supplies to child labourers, putting parents/guardians of child labourers into viable economic activities. To ensure that such programmes are sustainable, parents/guardians who depend on wages of these child labourers to support household incomes would have to be made a necessary part of the interventions to be introduced. It is important for the parents/guardians to be part of the interventions because the survey identified lack of support from parents/guardians for child labourers as one of the compelling reasons for working in mining/quarrying.

Chemical use

The survey has shown that child labourers work (directly or indirectly) with chemicals like mercury, cyanide, sulphur and others. These chemicals have serious effects on the health of the child labourers such as respiratory problems, itchy eyes, burns amongst others. The relevant institutions in conjunction with the law enforcement agencies need to intensify monitoring of illegal mining sites to remove child labourers. Miners found using children to use chemicals should be sanctioned under existing laws.

Working hours

Child labourers work long hours, between 2 and 9 hours a day. Considering the fact that small scale illegal mining/quarrying is tedious and hazardous, it is improper for galamsey operators to engage children over long hours, which involves a lot of bending, carrying of heavy loads, washing and digging resulting in various health problems. Law enforcement agencies and other responsible agencies would have to take necessary actions to ensure that child labourers at mine/quarry sites are either removed from the sites or that child labourers only engage in light and non-hazardous work. The ideal situation, however, is to eliminate child labour in mining/quarrying. It is recommended that galamsey operators should be compelled by the law enforcement agencies to desist from using child labourers to work with such hazardous chemicals. This effort will include institutions like the Minerals Commission, the Ghana National Association of Small Scale Miners and Civil Society Organisations.

Health and safety of working children

Child labourers work in very poor conditions at the mine/quarry sites. Conditions the child labourers have to contend with on a daily basis are dust pollution, limited space for work, working with hazardous chemicals and explosives amongst others. This condition has affected child labourers with different types of health conditions. Employers/users of child labourers should provide appropriate safety working gear (such as face masks, protective clothes, hand gloves, ear plugs etc.) to protect the children and this should be enforced by the appropriate law enforcement agencies, national institutions and Civil Society Organisations involved in issues of child labour.

Treatment of health conditions

The study established that most of the child labourers depend heavily on self-medication to treat health conditions. This practise is not helpful for the child labourers since overtime, it could have dire consequences on their health. Bearing in mind also the hazardous nature of the work they are engaged in, they need proper medical attention, sensitisation and education of child labourers together with their parents/guardians as well as the employers/users of children on the dangers of self-medication. The sensitisation should also encourage child labourers and their parents/guardians to resort to the use of medical facilities for treatment of health conditions. Child labourers should be educated to go for regular medical check-ups for early detection of health problems that may be affecting them.

Education and sensitisation

The generality of society and the children are ignorant of laws available that provide for the protection of children from child labour in any form. The social Welfare Department in collaboration with the Ghana Education Service, the Ministry of Gender, Children and Social Protection, to organise a sensitisation programme on laws bordering on child labour issues.

Strategic intervention framework

It is obvious that there are several interventions being implemented to address the phenomenon of child labour in mining/quarrying. These interventions have made some remarkable achievements but there is no gainsaying that there still remains a lot to be done. In view of this, based on the findings from the study, a strategic intervention framework has been proposed to address the issues identified from the survey, paying particular attention to the negative ones. The framework identifies a thematic area (education, health etc.), key findings, proposes a strategic intervention for each identified finding and provides a list of implementing institutions/associated stakeholders.

1.1 Background of the study

Ghana's artisanal and small-scale gold mining economy, populated by as many as one million informal workers who produce over two million ounces of gold annually, has mushroomed in the past 10-15 years. In 1989, the government legalized Artisanal and Small Scale Mining (ASM) by passing the Small-Scale Gold Mining Law, Mercury Law and Precious Minerals and Marketing Law. Like their large-scale counterparts, prospective concessionaires are required to follow a streamlined process in order to secure a small-scale gold mining license, which entitles them to work legally on a demarcated plot of land approved by the government. Most of the country's ASM operators, however, have ignored these laws. They continue to work illegally in localities such as Prestea and Japa in the Western Region, Dunkwa in the Central Region, and Noyem and Ntronang in the Eastern Region.

The country's illegal mining sector, whose operators are popularly referred to as "galamsey" are generally unsupervised and unregulated and the galamsey camps have rapidly become locations of widespread prostitution, HIV/AIDS, and child labour.¹ Poor families, motivated by the "quick and good money" illegal ASM provides, allow their children to engage in galamsey to supplement or as main source of family income. Generally, children prefer galamsey to education.

The Ghana Child Labour Survey (GCLS) of 2003 estimates that 1,273,294 (approximately 20 per cent) of children of school-going age are actively involved in various forms of work classified as Child Labour. Of this percentage figure, 242,074 are engaged in what is described as Worst Forms of Child Labour (WFCL) and includes hazardous work, adversely affecting their health, safety and morals. The GCLS (2003) reports that about 10,500 children are engaged in mining and quarrying activities. Most of these are found in the Western, Greater Accra, Ashanti, Brong Ahafo and Upper East Regions. There are also frequent reports of children involved in "galamsey" in the Eastern region.

Anecdotal evidence also indicates that Ghana's artisanal and small scale gold mining economy is populated by about one million informal workers who produce some two million ounces of gold annually. A significant number of informal workers are equally engaged in quarrying. Over 100,000 working children are found in gold mining and quarrying in various parts of Ghana including Western, Ashanti, Eastern, Brong Ahafo, Northern and Upper East Regions in Ghana. The work done by these children are considered hazardous because it exposes them to physical, psychological and/or sexual abuse, involves work underground and in confined spaces, includes the use of dangerous equipment and manual handling or transport of heavy loads, the use of hazardous substances and work for very long hours.

¹ Hilson, G. 2008. *Challenges with Eradicating Child labour in the Artisanal Mining Sector: A case study.*

A July 2007 “Girls in Mining” study by the Centre for Social Policy Studies (University of Ghana) indicates the involvement of girls “in a wide range of activities related to the whole production line of small scale mining and quarrying.” Poor families, motivated by the “quick and good money” the illegal ASM provides, allow their children to engage in galamsey to supplement or as main source of family income. Thus, many of the children between 15-17 years, who have completed basic school, prefer galamsey to higher education. In a significant number of cases, younger children (10-14 years) are involved in working in galamsey pits, using dangerous chemicals and exposed to immoral influences. Some girls are engaged in carrying the ore to the points of refinery while others are prone to commercial sex.

1.2 Rationale for the conduct of the study

Child labour practice is considered exploitative by many international organizations. Legislations across the world prohibit child labour. In Ghana, child labour occurs in every socioeconomic endeavour. The GCLS (2003) report shows that about 10,500 children are engaged in mining/quarrying activities. Some work in hazardous activities and environment that often threaten health conditions and depriving them from schooling and other child rights and dignity. However, there are national laws, conventions and regulations that protect child’s rights.

Given the importance of mining/quarry products, especially from illegal small scale operations in Ghana’s economy, the Government of Ghana works in collaboration with the International Labour Organization (ILO), to promote programmes that seek to eliminate the WFCL. The country’s illegal mining sector, whose operators are popularly referred to as “galamsey” employs large numbers of child labourers in all activities. The menace of child labour seems to be difficult to eliminate due to some factors that include poverty, lucrateness of mining activity and truancy of children. The activities do not require any specialized skills, informal in nature, produces quick financial benefits and therefore attracts large numbers of people including child labourers.

The rationale for the study is to undertake an empirical study as a precondition for understanding the problem of child labour in mining and quarrying. The study would also help to deepen already existing knowledge on the subject of child labour in mining and quarrying. This would provide the impetus for making recommendations and proposing interventions that would effectively address the issue of child labour in mining and quarrying.

1.3 Objectives

The Government of Ghana has prioritized the small scale mines and quarries sector for regularisation and dealing with child labour and trafficking remains key to government’s development agenda. The purpose of this study therefore is to support national efforts to eliminate worst forms of child labour (WFCL) in the Mining and quarrying sector. Specifically, the study focuses on the following objectives:

- i. To examine the scope of the problem of child labour in mining and quarrying.
- ii. To find out the, nature and dimensions of Child Labour in mining and quarrying, including the extent of trafficking into the sector especially of children from other regions and countries.
- iii. To recommend measures to enhance interventions against child labour in the mining and quarrying sector in Ghana.
- iv. Support the dissemination of the research findings.

1.4 Scope

In line with the specific objectives, the assignment seeks to expand and deepen the knowledge base of child labour in the mining sector, including issues relating to the practice of hazardous work by children living and/or working in mining and quarrying localities. It builds on previous works, and throws more light on how to improve the utility of interventions.

Examining the scope of the problem of child labour in mining and quarrying includes, *inter alia*, analysing both primary and secondary data on the extent to which child labour occurs in mining and quarrying. Issues such as the incidence (including disaggregated data on sex, age etc.), coverage (including locations and spread) of the menace have been investigated to provide credible, comprehensive and cohesive information for knowledge enhancement. It also determines the motives of the mining and quarrying operators in order to get them associated with solutions to the child labour problem. Detailed scope of the study will involve the following:

- i. Finding out the, nature and dimensions of CL in mining and quarrying, including the extent of trafficking into the sector especially of children from other regions and countries: in this regard, the study investigates the types and forms of the specific activities carried out by child labourers (girls and boys), the relationship between child labourers and their employers and the posture of the community regarding the engagement of children in hazardous mining and quarrying. It also finds the hazardousness of the task performed by the children with reference to ILO Recommendation No. 190 and the national Hazardous Activity Framework (HAF). Also, work was done in relation to the exploitative movement of children. Child trafficking in mining and quarrying is commonly reported and this assignment sought to collect and process credible data into information in respect to the extent to which both internal and external trafficking of children occurs in this sector.
- ii. Recommend measures to enhance interventions: The assignment recommends measures to enhance the relevance, effectiveness, efficiency and sustainability of interventions against child labour in this sector in Ghana.
- iii. Support the dissemination of the research findings based on validation and finalisation of report.

1.5 The research process

1.5.1 Inception activities

The inception activities involved putting together a professional and competent team, logistics and quality assurance plan for undertaking the project. Other inception activities included the following:

- an initial meeting with the ILO Project Officer to discuss and clarify issues regarding the execution of the project;
- preliminary literature review to inform the study;
- identification of stakeholders for engagement; and,
- drafting of data collection protocols.

1.5.2 Development of research protocols

To get primary information and data from the field, data collection protocols were developed. These data collection protocols were administered to various individuals and institutions. The data collection protocols were tested through pre-tests to ensure that the desired information in relation to the objectives, scope and expected outputs of the research were captured. The pre-tests also provided useful information which was used to review the protocols for the actual field survey. The various protocols developed are listed as follows.

Table 1.1: Type of questionnaire and target group

No.	Type of questionnaire	Target group
1	Child Labourer Questionnaire	Child labourers
2	Employers and users of child labourers	Employers/owners of mining and quarry sites
3	Parents/guardians questionnaire	Parents/guardians of child labourers
4	Community questionnaires	Traditional leaders, assembly members, teachers, church leaders etc.
5	Civil society organisations	Ghana National Association of Small Scale Miners (GNASSM), Third World Network (TWN), Ghana Employers Association (GEA), Mine Workers Union of Trades Union Congress, Ghana Chamber of Mines, Network for community Planning and Development (NECPAD), Wassa Association of Communities Affected by Mines (WACAM), Social Support Foundation (SSF)
6	Institutional questionnaires	Ministry of Education, Ministry of Environment, Ministry of Women and Children Affairs (MOWAC), Ministry of Employment and Social Welfare (MESW)/Child Labour Unit and Social Welfare Department, Ministry of Education (MoE)/Ghana Education Service (GES), Environmental Protection Agency (EPA), Minerals Commission, District Assemblies.
7	Focus group discussions	Child labourers, employers and users of child labourers, community opinion leaders, parents of child labourers.

1.5.3 Determination of sample

Stratified sampling technique was used to develop the sample used for the survey. Regions in Ghana known to have mining and quarrying as major activities were identified. This informed the choice of Districts where mining/quarrying is typical activity and where child labourers could be identified. A total of 40 communities were selected across the country. The field interviews identified child labourers, community members, employers/users of child labourers and parents/guardians of the child labourers as elements of the sample which were selected randomly. Overall, 1,000 questions were administered constituting 400 child labour respondents, 200 parent/guardians, 200 employers/users of child labourers and 200 community members. Detailed distribution of the sample size is shown in Table 1.2.

Table 1.2: Distribution of sample size

No.	Name of district	Sample size				Total
		Child labourers	Employers/users of children	Parents/guardians	Community members	
1	Asutifi District	40	20	20	20	100
2	Bibiani-Anwiaso-Bekwai	40	20	20	20	100
3	Atiwa Kwabeng	40	20	20	20	100
4	Ga South Municipal	40	20	20	20	100
5	Denkyira Central	40	20	20	20	100
6	Wassa Amenfi East	40	20	20	20	100
7	Wassa Amenfi West	40	20	20	20	100
8	Tarkwa Nsuaem Municipal	40	20	20	20	100
9	Prestea Huni Valley	40	20	20	20	100
10	Wa East District	20	10	10	10	50
11	Talensi Nabdam District	20	10	10	10	50
Total		400	200	200	200	1,000

Institutional sample: National, Regional and District Level institutions were important for eliciting information for the study. In view of this, a sample of relevant institutions was identified and all of them interviewed. Thus for the institutional surveys, 100 per cent of the institutions identified were covered.

Community level sample: Sample for the community level survey was drawn from different districts with varied elements. To ensure that each of the 11 districts selected was properly represented and individual elements to be selected had a probable chance to be selected, stratified sampling and random sampling methods were used. The stratified sampling was used to identify the mining/quarry districts within the sampling frame whilst random sampling was used to identify elements to be interviewed within the districts.

Stakeholder sampling: Various stakeholders were identified. These are institutions and organisations who have an interest or whose work impacts on child labour and trafficking issues in mining/quarrying. A number of such stakeholders were identified but significant ones identified for the study include:

- Third World Network (TWN);
- Ghana National Association of Small Scale Miners (GNASSM);
- Ghana Employers Association (GEA);
- Ghana Chamber of Mines;
- Afrikids; and,
- Network for Community Planning and Development (NECPAD).

1.5.4 Data collection

Based on review of existing information and data on child labour and sampling, the consultant designed data gathering instruments for fieldwork. The different instruments were replicated for data gathering on the field. The field instruments include:

- Structured questionnaires – for collection of information from institutions, employers and users of child labourers, parents of child labourers and opinion leaders in the communities.
- Interview guides and checklist – for collection of information from key informants and community-based organisations.
- Guidelines for conduct of Focus Group Discussions (FGDs) – to facilitate the interaction with Groups and to draw conclusions.

To ensure that the data gathering instruments were appropriate for the survey, a pre-test was undertaken at quarry site at Weija in the Ga South District of the Greater Accra Region. The data gathering instruments were reviewed based on information from the pre-test.

1.5.5 Data collation and analysis

The study involved multiple units of data which needed to be carefully collated and analysed. Primary data collected from the field and secondary data which involved desk work and relevant literature review were analysed. To ensure that the quantity of data collected was analysed in a scientific and logical manner, the computer programme namely Stata 11 was used.

1.5.6 Limitations to the survey

Though the project team managed to collect information from the field, this was not without some constraints. The difficulties encountered include:

- The unwillingness of some targeted respondents (child labourers, employers and users of child labourers, parents of children and opinion leaders) to provide clear and frank information on the issue of child labour in mining and quarrying for the fear of arrest as a result of previous experiences with law enforcement agencies and Civil Society Organisations.
- The unwillingness of key respondents in institutions (Ministries, Departments, Agencies and District Assemblies) to provide information which resulted in a number of calls backs and delayed responses. In some instances, there was no response from the institution.
- Due to the complexities faced in data and information collection from the field, the time allocated for the completion of the project had to be extended.

These hindrances notwithstanding, the project team was able to collect the required information thereby not affecting the outcome of the survey.

1.6 Organisation of the report

The report is organised as follows:

Section 1: Introduction

This section presents highlights on some problems of child labour in mining/quarrying, the rationale of the study, objectives, scope and expected output of the assignment. It also explains in detail the research process and development of study protocols for data collection and analysis. The section also outlines some constraints encountered during the data collection.

Section 2: Policies and regulations on mining and quarrying in Ghana and its relationship to child labour and trafficking

This section of the study report focuses on International Laws and National Policies and Regulations on Child Labour and Trafficking. It highlights rights of children, regulations to address the welfare of children in Ghana and ILO legislative framework on children's vulnerability on elimination of worst forms of child labour.

Section 3: Child labour and trafficking in mining and quarry—The national perspective

The section covers national perspectives on child labour and trafficking in mining and quarry with focus on definitions and occurrence of child labour in the various sectors of the Ghanaian economy. The section highlights historical overview of the mining and quarry industry, production levels, the Ghana Hazardous Child Labour Activity Framework (HAF) relating to mining and quarry. This part of the report also examines the Socio-economic Impact of Small-scale mining on the economy.

Section 4: Field data analysis of child labour in mining/quarrying

Section four presents detailed analysis of field data on child labour and trafficking in mining/quarrying in Ghana. The section analyses the situation from the perspective of stakeholders such as working children, parents/guardians, employers/users of children, mining/quarry community members, national institutions and FGDs. The section presents mandates and interventions of national and district level institutions on child labour and trafficking issues. It uses narrative analysis with graphical presentation of information from the field survey and desk review.

Section 5: Summary of major findings, recommendations and conclusions

This part of the report provides summary of findings, recommendations, strategies for addressing child labour and trafficking and research conclusions. The findings are presented according to:

- i. demographic characteristics of working children, the work and work environment, Remunerations, health implications etc.;
- ii. perspectives of other stakeholders interviewed: employers/users of children, parents/guardians and the community members; and
- iii. the report provides a Strategic Interventions for stakeholders to address the major findings of the research.

Section 2: Policies and regulations on mining and quarrying in Ghana and its relationship to child labour and trafficking

2.1 Introduction

The fight against the exploitation of children is universal, and draws together a wide variety of actors. There is a growing number of initiatives to tackle the problem of child labour and trafficking particularly in the mining/quarrying sector, at every level (local, national, regional and international), by individuals, civil society organizations, governments, parliaments, trade unions and international organizations. This section reviews some national and international laws, policies and regulations in the Mining and Quarrying sectors in relation to Child Labour and Child Trafficking.

2.2 Review of international laws, policies and regulations on child labour and trafficking

Child labour practice is considered exploitative by many international organizations. Legislations across the world prohibit child labour. These laws do not consider all work by children as child labour; however, certain categories of work in agriculture, manufacturing, mining and services that engage children while depriving them from schooling and other child rights and dignity is considered child labour. Child Trafficking occurs internally and across borders. The elements of child trafficking are the conclusion of a transaction, the handing over of children to a third party with or without a fee for the purpose of exploitation.

There has been indeed child labour incidence in mining in Africa. In 2010, sub-Saharan Africa had the highest incidence rates of child labour, with several African nations witnessing over 50 per cent of children aged 5–14 working. Agriculture is the largest employer of child labour worldwide. Majority of child labour is found in rural settings and informal urban economy. International policy is premised upon the belief that children should not be present at mining sites because the work children do exceeds their physical capabilities and the physical and social environment of mining and quarry sites is detrimental to children's well-being. The awareness of child labour incidence rates dawned on policy makers and civil organizations thereby promoting advocacy on child labour Laws, Policies and Regulations.

Over the years, laws, policies and regulations have been promulgated against child labour and trafficking worldwide. The United Nations Convention on the Rights of the Child 1989; Children have rights as human beings and also need special care and protection. This is the first legally binding international instrument to incorporate the full range of human rights—civil, cultural, economic, political and social rights. In 1989, world leaders decided that children needed a special convention just for them because people under 18 years old often need special care and protection that adults do not. The leaders also wanted to make sure that the world recognized that children have human rights too. It ensures a more frontal attack on child labour and further facilitates child labour elimination process. Legislation, policy and implementation on the Elimination of Child Labour have been achieved through ILO-IPEC support. It spells out the basic human rights that children everywhere have: the right to survival; to develop to the fullest; to protection from harmful influences, abuse and exploitation; and to participate fully in family, cultural and social life.

The Organization of African Unity (OAU) adopted the African Charter on the Rights and Welfare of the child in 1990 and in 2010 it had been ratified by 45 member states of the African Union (AU). Article 15 refers specifically to child labour, stating that:

- Every child shall be protected from all forms of economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral, or social development.
- Countries signing the Charter take all appropriate legislative and administrative measures to ensure the full implementation of this Article, which covers both the formal and informal sectors of employment and having regard to the relevant provisions of the International Labour Organisation's instruments relating to children. The law also promotes the dissemination of information on the hazards of child labour to all sectors of the economy.

At the sub regional level, the Economic Community of West Africa States (ECOWAS) has adopted a regional Child Policy and regulations to assure adequate investment in children and develop programs to safeguard the well-being of children. The ECOWAS Child Policy and its regulations include measures for combating the WFCL, with specific actions against child trafficking. However, ECOWAS requires increased capacity to achieve its goals. The policy seeks to withdraw and prevent children from the WFCL in the mining and quarry.

ILO's most recent global estimate is that 215 million children worldwide are involved in child labour, with more than half this number involved in its worst forms. The children concerned should be at school being educated and acquiring skills that prepare them for decent work as adults. By entering the labour market prematurely, they are deprived of this critical education and training that can help to lift them, their families and communities out of a cycle of poverty. In its worst forms, child labourers may also be exposed to physical, psychological or moral suffering that can cause long term damage to their lives.

The ILO Convention No. 138 stipulating the minimum age for admission to paid employment, the ILO Convention No. 182 calling for the elimination of the worst forms of child labour for all children below the age of 18 years, and the ILO Recommendation No. 190 which adds specifications to the ILO Convention No. 182 related to mining work in industrial exploitation. As one of the international policy responses, ILO advocates against a combination of work and schooling, arguing that work affects children's performance in school negatively and that recreational and leisure activities should be encouraged to help children's development.

Table 2.1: Categorisation of work for child labourers

	The minimum age at which children can start work.	Possible exceptions for developing countries
Hazardous work Any work which is likely to jeopardize children's physical, mental or moral health, safety or morals should not be done by anyone under the age of 18.	18 (16 under strict conditions)	18 (16 under strict conditions)
Basic minimum age The minimum age for work should not be below the age for finishing compulsory schooling, which is generally 15.	15	14
Light work Children between the ages of 13 and 15 years old may do light work, as long as it does not threaten their health and safety, or hinder their education or vocational orientation and training.	13-15	12-14

Source: ILO Declaration on Fundamental Principles and Rights at Work.

Since the early twentieth century a number of international conventions have created an international legal framework applicable to child labour and thus influenced the development of national and regional legislation. The UN Convention on the Rights of the Child is probably the most well-known and internationally accepted definitions of child labour as enshrined in the ILO Conventions No. 138 and No. 182. At a regional level the Organization of African Unity has adopted the African Charter on the Rights and Welfare of the Child and more recently a number of bi-lateral and multi-lateral agreements concerning child trafficking in West Africa have been signed.

Ghana was the first country to ratify the United Nations Convention on the Rights of the Child, in 1990 - evidence of the country's recognition of children's right "to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health, physical, mental, spiritual, moral or social development." Under the auspices of the International Labour Organisation (ILO), a new international human rights instrument, Convention No. 182 targeted at the elimination of the Worst forms of Child Labour (WFCL) was adopted by Ghana in 1999. By agreeing to undertake the obligations, the Ghana government has committed itself to protecting and ensuring children's rights and has agreed to be held accountable for this commitment before the international community. States and parties to the Convention are obliged to develop and undertake all actions and policies in the light of the best interests of the child.

2.3 Review of national laws, policies and regulations on child labour and trafficking

2.3.1 The Labour Act, 2003 (Act 651)

Labour Act, Part VII, Section 58, prohibits the employment of young persons in hazardous work and specifically prohibits the employment of a young person in an underground mine work. The four core principles of the Act are non-discrimination; devotion to the best interests of the child; the right to life, survival and development; and respect for the views of the child. Every right spelled out in the policies are inherent to human dignity and harmonious development of every child. All Conventions protects children's rights by setting standards in health care; education; legal, civil and social services.

2.3.2 Children’s Act, 1998 (Act 560)

The Children’s Act, Section 88 outlaws exploitative child labour and specifically bans “night work” which is defined (for children) as “work between 8 o’clock in the evening and 6 o’clock in the morning.”

2.3.3 The Human Trafficking Act, 2005 (Act 694)

The Human Trafficking Act seeks to prevent, reduce and punish human trafficking as well as provide for rehabilitation and re-integration of trafficked children. The enactment of the law was necessary because although the Criminal Code creates offences associated with the subject, these relate to the perpetrator rather than the victim whose rights have been violated. The Act provides for the rehabilitation and re-integration of victims of the phenomenon. It is an offence to convey, send to or receive any person for purposes of trafficking. This extends to intermediaries and the penalty is a minimum of five years imprisonment without the option of a fine. The Act also established a Human Trafficking Fund and the inter-ministerial cooperation required to co-ordinate matters concerned with human trafficking.

2.3.4 The Child Labour Unit of the Labour Department of MESW

Child labour issues remain one of the key agenda of the GoG and thus its commitment to eliminate the canker is high. The MESW has been the lead Ministry and to give it the needed impetus, the Child Labour Unit (CLU) was established as the focal point of the National Child Labour Elimination Programme with the mandate to coordinate the child labour issues of MDAs, Employers and Workers Organisations, International agencies (IOM, ILO, UNICEF etc.), CSOs, etc. in the area of policy and legislative formulation. The Unit also spearheaded the development of the National Plan of Action for the Elimination of the WFCL in Ghana by 2015 and it is coordinating its implementation. It also led the development of the of comprehensive hazardous child labour activities framework for Ghana. In all these child labour occupies a critical position and the Unit has been deeply involved in the design, planning and implementation of programmes and projects towards its elimination.

2.3.5 The National Steering Committee on Child Labour

Given that high level consultations is required in efforts to deal with child labour, a National Steering Committee on Child Labour was established in 2000 as a coordinating body for child labour elimination programmes in Ghana. The Committee is composed of the following institutions: MDAs, Employers and Workers Organisations, Research Institutions and CSOs which provide broad policy advice.

2.3.6 National Plan of Action for elimination of worst forms of child labour in Ghana

The National Plan of Action is developed as a coordinated framework in the fight against child labour. As Ghana needs to fulfil several international conventions, constitutional obligations and legislative instruments, the NPA provides the guidelines for implementing and achieving the government’s commitment to eliminating child labour, child trafficking and other slavery-like practices. The goal of the NPA is to reduce the WFCL to the barest minimum by 2015 and build a platform for dealing critically with all forms child labour in the long run. The Plan was endorsed in October, 2010 by Cabinet and launched by the Chairman of Council of State on 13th June, 2011 as the National Child Labour Policy.

2.3.7 Free Compulsory Basic Education (fCUBE), Capitation Grant and the School Feeding Programme

Education is an important tool for development and the GoG recognises its role in providing free access to education. The 1992 constitution incorporated the Free Compulsory Universal Basic Education (fCUBE) with the view of encouraging school attendance and ensures that children from the age of six years enjoy fee-free formal education. Over the years, several reforms have been made aimed at making education more accessible and affordable. However, the substantial difficulties faced by children along the Volta Lake (including walking long distances to school, studying in dilapidated school blocks, few teachers – sometimes none, remoteness of schools and lack of school amenities, inadequate school supplies – textbooks, copybooks, pens etc.) are just enough to render the fCUBE unattainable. Also in some schools, the payment of PTA dues, payment of development fees (to cover examinations, water, electricity, sports, maintenance, equipment, extra curriculum activities) equally affects the purpose and achievement of the fCUBE.

The Capitation Grant proposed by the Educational Strategic Plan was meant to boost the attainment of universal basic education. The Capitation Grant was introduced and initially piloted in 40 districts with World Bank funding during 2004/2005 academic year and by the beginning of the 2005/2006 academic year, the grant was extended to all basic schools countrywide with Government funding. The Grant is a fee-free policy which covers culture, sports and schools internal development fees. In the first term of the 2010/2011 academic year, government released GHC 8.398 million as Capitation Grant based on the previous year's academic year enrolment of 5,598,133 pupils.

The School Feeding Programme (SFP) was informed by the fact that children going out of the school compound or home to eat during break results in many not returning to school for the rest of the day. To increase school enrolment and make children go and remain in school, especially at basic schools, the SFP was introduced and there have been tremendous improvements as their full concentration and participation led to better studies and performance.

2.4 Overview of ILO's Hazardous Child Labour Activity Framework (HAF)

Ghana in a bid to deal with the menace of child labour and trafficking has ratified a number of ILO conventions including the following:

- ILO Convention No. 182 (WFCL convention) in June 2000;
- ILO Convention No. 138 (minimum age on admission into employment); and,
- ILO Convention No. 184 (occupational safety and health in agriculture) in June 2011.

Ghana has enacted its own laws on child labour as the ILO Conventions oblige Member Countries to do so. In view of this Ghana has enacted the following laws to deal with child labour and trafficking:

- Constitution of Ghana 1992;
- Children's Act, 1998 (Act 560);
- Human Trafficking Act (Act 694); and,
- Domestic Violence Act, 2007 (Act 732).

The ILO Convention No. 182 enjoins countries that ratify the convention to develop a list of hazardous sectors and activities guided by the ILO Recommendation No. 190. The CLU of the MESW spearheaded the development of the Hazardous Child Labour Activity Framework (HAF) to secure the future of children.

The HAF consists of various sectors made up of 34 work activities which can harm the health, safety and moral of children engaged in any of the activity sectors. For the purposes of this study, HAF in the sector of small scale mining is of interest.

Mining

The basic essential tasks in mining as identified by the HAF relates to the following extract from the HAF report.

Box 3.1: Summary of HAF- mining gold ore/diamond

A. Mining

1. Alluvial (river basin)

After exploration/prospecting for gold/diamond

- Land vegetation around river bed is cleared.
- Top soil is excavated manually or by use of excavator.
- Dig through various layers till the gravel layer.
- Gold/diamond bearing gravels is removed.
- Flooded water is pumped out with the help of big generators.
- Gravel is collected into head pans and carried unto surface.
- Larger boulders of stones are sieved of with metallic sieve (top).
- Smaller gravel is spread unto a net ("gyigi"/jig) and washed under water.
- Larger particles are scooped off.
- Smaller particles with diamond are left on top of the sieve.
- Watch closely and pick out diamond ("goza").
- Waste gravel is disposed off.
- Sand is washed on the washing bench (sluice) to remove gold.

2. Alluvial (underwater or river)

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

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

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

4. Hard rock-underground mining/local deep mining

- After Exploration/prospecting for gold.
- Surface vegetation is cleared.
- Overburdened/waste is dug out.
- A pit/shaft is dug to intercept gold bearing reef/cock (about 20 ft. deep or more).
- Steps are created along shaft/pit or provide a descent rope is provided.
- Sides of shaft is supported with pieces of timber (timbering) to hold the pit and prevent it from collapse.
- Drive is created along the reef.
- Timber props are fixed to support roof of drive.
- Ore bearing rocks are broken with chisel or explosives and bagged into sacks.
- Sacks of gold bearing rocks are hoisted/pulled/conveyed unto surface (by hoisting group /locco boys).
- Bigger rocks are cracked into smaller pieces using hammer (by crackers) and bagged.
- Bags of gold bearing rocks is shared according to sharing agreement.
- The rocks are conveyed to milling/grinding machine (site).
- Rocks are crashed with a crusher.
- Crashed rocks are grinded smoothly with a smoothening machine.
- It is then conveyed to washing site and processed into gold.

B. Processing of gold

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

C. Milling the gold rock

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

Manual

In hard rock or surface mining (colluvial material) gold bearing rock is crashed into smaller pieces and further grounded into powder before sluicing.

The grounding process is by the following:

- pounding (crushing& grinding) using metal mortars & pestles; and,
- milling (hammer mill or modified corn mill).

Semi-mechanised

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

Hazards associated with mining

- Being buried alive due to collapse of the pits.
- Falling in to the pit.

- Drowning in alluvial river mining or underground pit get flooded.
- Exposure to dust.
- Lifting and carrying of heavy loads.
- Slips and Falls under heavy load.
- Moral hazards (promiscuity, STI, hard drugs theft violence, vulgar words, early exposure to money).
- Awkward posture (bending for long time looking for diamond or jigging can lead to crooked waist).
- Injury from working tools e.g. bucket.
- Exposure to mercury.
- Exposure to heat in the mines.
- Rock splinter entering the eye.
- Babies/ children left un attended to on the sites exposing them to dangers.

Table 2.2: HAF in small scale mining

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

Section 3: Child labour and trafficking in mining and quarrying: The national perspective

3.1 Introduction

Child-work is an acceptable practice in most African countries, including Ghana. In that view, the child is expected to help with chores in the home and to graduate into activities that more significantly contribute to the economic and social well-being of the household. This attitude to child-work is a vestige of the “gather and hunt to survive instinct” developed by man from the dawn of time. That vestige is yet to be shredded off by the Ghanaian society. Adults have to work to survive and children, it is felt, have to be taken through the drills of survival-work skills.

3.2 Definition of child labour²

Child labour is work that harms children or keeps them from attending school. Around the world growing gaps between rich and poor in recent decades have forced millions of young children out of school and into work. The International Labour Organization estimates that 215 million children between the ages of 5 and 17 currently work under conditions that are considered illegal, hazardous or extremely exploitative. Underage children work at all sorts of jobs around the world, usually because they and their families are extremely poor. Large numbers of children work in commercial agriculture, fishing, manufacturing, mining, and domestic service. Some children work in illicit activities like the drug trade and prostitution or other traumatic activities such as serving as soldiers.

3.2.1 Definition of child labour

According to the 1989 UN Convention on the Rights of the Child,³ a child is a person under 18 years of age. The 1999 ILO Convention No. 182 on worst forms of child labour also states that the term “child” shall apply to all persons under 18 years. Not all work performed by children is child labour that must be eliminated. While child labour by definition is unacceptable and should be abolished-in particular the worst forms of child labour as a matter of urgency-there is work carried out by children which is not harmful but can be beneficial to them. Child labour has been condemned internationally as work that impairs children’s well-being or hinders their education, development and future livelihoods.

“Child labour has thus been defined as work that is damaging to a child’s physical, social, mental, psychological or spiritual development because it is performed at too early an age or otherwise unsuitable for children, e.g. due to the hazardous nature or conditions of the work.”

² Child Labour Educational Project.htm.

³ FAO-ILO *Good Practice Guide for Addressing Child Labour in Fisheries and Aquaculture: Policy and Practice, Preliminary Version, 2011.*

3.2.2 Characteristics of child labour

Child labour involves at least one of the following characteristics:

- violates a nation's minimum age laws;
- threatens children's physical, mental, or emotional well-being;
- involves intolerable abuse, such as child slavery, child trafficking, debt bondage, forced labour, or illicit activities;
- prevents children from going to school; and,
- uses children to undermine labour standards.

3.3 Occurrence of child labour

Of an estimated 215 million child labourers around the globe: approximately 114 million (53 per cent) are in Asia and the Pacific; 14 million (7 per cent) live in Latin America; and 65 million (30 per cent) live in sub-Saharan Africa. Child labour can be found in nearly every industry.

It is estimated that 60 per cent of child labour occurs in agriculture, fishing, hunting, and forestry. Children have been found harvesting **bananas** in Ecuador, **cotton** in Egypt and Benin, **cut flowers** in Colombia, **oranges** in Brazil, **cocoa** in the Ivory Coast and Ghana, **tea** in Argentina and Bangladesh, **fruits and vegetables** in the U.S.

Children in **commercial agriculture** can face long hours in extreme temperatures, health risks from pesticides, little or no pay, and inadequate food, water and sanitation.

About 14 million children are estimated to be directly involved in manufacturing goods, including **carpets** from India, Pakistan, Egypt; **clothing** sewn in Bangladesh; **footwear** made in India and the Philippines; **soccer balls** sewn in Pakistan; **glass and bricks** made in India; **fireworks** made in China, the Dominican Republic, El Salvador, Guatemala, India, and Peru; **surgical instruments** made in Pakistan.

In **mining and quarrying**, child labourers suffer extremely high illness and injury rates in underground mines, opencast mines and quarries. Children as young as 6 or 7 years old break up rocks, wash, sieve and carry ore. Nine-year-olds work underground setting explosives and carrying loads. Children work in a range of mining operations, including **gold** in Ghana and Colombia; **charcoal** in Brazil and El Salvador; **chrome** in Zimbabwe; **diamonds** in Cote d'Ivoire; **emeralds** in Colombia; **coal** in Mongolia.

Many children, especially girls, work in **domestic service**, sometimes starting as young as 5 or 6. This type of child labour is linked to child trafficking. Domestic child labourers can be victims of physical, emotional, and sometimes sexual abuse.

Some of the work of young people in the **hospitality sector** (hotels, restaurants and retail) is considered legitimate, but there are indications of considerable abuse. Low pay is the norm, and in some tourist areas, children's work in hotels and restaurants is linked to prostitution. In at least one example, child hotel workers received such low pay that they had to take out loans from their employers; the terms of the interest and repayment often led to debt bondage.

3.4 Mining and quarry: The case of Ghana

In Ghana, one can only deal in gold or other precious minerals upon the grant of a valid license by the Minister of Lands and Natural Resources. These types of miners are mainly of large and medium scale production. They are said to be formal and therefore have regulated operational structure.

The Mining industry of Ghana accounts for 5 per cent of the country's GDP and minerals make up 37 per cent of total exports, of which gold contributes over 90 per cent of the total mineral exports. Thus, the main focus of Ghana's mining and minerals development industry remains focused on gold. Ghana is Africa's 2nd largest gold producer, producing 80.5 t in 2008. Ghana is also a major producer of bauxite, manganese and diamonds. The country has 23 large-scale mining companies producing gold, diamonds, bauxite and manganese, and, there are also over 300 registered small scale mining groups and 90 mine support service companies.

Government policies and programs

The overall legislative framework for the mining sector in Ghana is provided by the Minerals and Mining Law of 1986 (PNDC Law 153), as amended in 1994 and 2005. Under the Law, mining companies must pay royalties; companies may also pay corporate taxes at standard rates. The 1986 mining law had been instrumental in attracting more than \$5 billion in foreign investment to the Ghanaian mining industry between 1986 and 2002. The 1994 amendments reduced the 45 per cent general mining corporate tax rate to 35 per cent, which is the same as that imposed on other industries. The 2005 amendments included changes to royalty rates and the establishment of the period of duration of a mining lease. The royalty payable by the mining sector to the government was increased from 3 to 5 per cent in 2010.

Other legislation that affects mining and mineral exploration in Ghana includes the Minerals Commission Law of 1986 (PNDC Law 154); the Small-Scale Gold Mining Law of 1989; the Investment Promotion Act, 1994 (Act 478); the Additional Profits Tax Law, 1985 (PNDC Law 122); the Minerals (Royalties) Regulations, 1987 (LI 1349); the Environmental Protection Agency Act, 1994 (Act 490); and the Environmental Assessment Regulations, 1999, and as amended, 2002. The Petroleum (exploration and production) Law, 1984 (PNDC Law 84), sets out the policy framework and describes the role of the Ministry of Mines and Energy, which regulates the industry. The Ghana National Petroleum Corporation (GNPC), which is empowered to undertake petroleum exploration and production on behalf of the Government, is authorized to enter joint ventures and production-sharing agreements with commercial organizations. GNPC was established under the GNPC Law of 1983 (PNDC Law 64). The regulation of artisanal gold mining is set forth in the Small-Scale Gold Mining Law, 1989 (PNDC Law 218). The Precious Minerals Marketing Corporation Law, 1989 (PNDC Law 219), set up the Precious Minerals Marketing Corporation (PMMC) to promote the development of small-scale gold and diamond mining in Ghana and to purchase the output of such mining, either directly or through licensed buyers.

The relevant institutions involved in regulating the mining/quarrying sector include:

- Ministry of Mines and Energy - overall responsibility for the mining industry;
- Minerals Commission - recommends mineral policy. The first contact for prospective investors and source of essential information;

- Geological Survey Department - geological studies including map production and maintenance of geological records;
- Mines Department - health and safety inspections and maintenance of mining records;
- Lands Commission - legal records of licences and legal examination of new applications;
- Chamber of Mines - association of representatives of mining companies; and,
- Environmental Protection Agency - overall responsibility for environmental issues related to mining.

3.5 Gold production in Ghana

More than 90 per cent of gold production in the early 1990's came from underground mines in western and Ashanti Region, with the remainder coming from river beds in Ashanti Region and Central Region. During the early 1990's, AGC (Ghana's largest gold producer) saw its overall share of the domestic gold market decline from 80 per cent to 60 per cent as other operators entered the industry.

In 1992, Ghana's gold production surpassed 1 million fine ounces, up from 327,000 fine ounces in 1987. In March 1994, the Ghanaian government announced that it would sell half of its 55 per cent stake in AGC for an estimated US\$ 250 million, which would then be spent on development projects.

3.6 Small scale and artisanal mining in Ghana

Small-scale mining in Ghana,⁴ as in most developing countries, was for decades treated as an informal industrial sector, employing thousands of people but featuring largely rudimentary, unmonitored and uncontrolled practices. Up until the 1980's, small-scale mining activities in Ghana remained largely unregulated and received little, if any, support from governmental bodies. This, however, changed with the implementation of the national Economic Recovery Plan (ERP), which was launched in the mid-1980's. In a desperate move to revitalize a stagnating economy, the then Provisional National Defence Council (PNDC) government consulted authorities from both the World Bank and International Monetary Fund (IMF) to assist in the drafting of national economic plans and policies. The Ghanaian minerals sector was heavily targeted, which, between 1960 and 1980, had experienced mass declines in mineral output: gold production had declined from 900,000 oz. in 1960 to 232,000 oz. in 1982; manganese output had dropped from 600,000 t in 1960 to 160,000 t in 1982; bauxite production declined from 407,000 in 1974 to 64,700 t in 1982; and diamond output had declined from 2,340,000 carats in 1975 to 683,524 carats in 1982. Foreign investment was promoted, and a series of tax breaks and benefits were offered to foreign companies seeking to acquire mineral prospecting licenses' in Ghana.

⁴ Gavin Hilson, *A Contextual Review of the Ghanaian Small Scale Mining Industry*, Imperial College Centre for Environmental Technology, London, UK, 2001.

The small-scale mining segment of the industry was also heavily targeted. For the first time in history, the Ghanaian government discussed plans to formalize the sector after identifying the potential earnings in the industry, revenue that under an informal organizational scheme is largely lost via smuggling and other avenues of illegal trading. By the end of the 1980's, the government had fully regularized the small-scale mining sector through a series of policies and regulations.

3.7 Socio-economic impact of small-scale mining in Ghana

Most small-scale miners in Ghana are engaged in the extraction of gold and diamonds simply because they can generate wealth quickly. In fact, with the exception of specialist commodities, in most instances, it is economically unviable to mine anything *other* than precious metals and stones. Approximately two-thirds of Ghana's small-scale miners are engaged in the extraction of gold, and most of the others extract diamonds; only a small group of miners are involved in industrial minerals production.

Small-scale mining brings several benefits to developing countries, manifested mainly as employment and revenue. Although not capital intensive, small-scale mines require sufficient manpower; labour-intensive small-scale mining operations are economically feasible because investment costs per job are typically only 10–12 per cent as those costs in large mining operations. Small-scale mining, therefore, has a major impact on the employment situation in the developing world, especially in rural areas where there are few alternatives. Moreover, the enactment of relevant legislation and effective legalization of small-scale mining has had a positive impact on the economies of certain developing countries. By formalizing operations, illegal smuggling channels are being eliminated, thereby enabling the complete capture of internally mined product. The successful containment of the minerals mined on a small-scale contributes enormously to sector revenues, and also contributes positively to foreign-exchange earnings.

Overall, women constitute some 15 per cent of the legalized segment of Ghanaian small scale mining labour force. Women account for 6 per cent of licensed buyers, 10 per cent of concession holders and 15–20 per cent of the sponsors of work groups, members of cooperatives or mining groups. Participation is more widespread, however, in small scale clay mining and stone quarrying, where there is a need to perform more basic washing, transport and sieving activities. Furthermore, 75 per cent of the Ghanaian small scale salt-mining workforce is female as well as 50 per cent of the illegal *galamsey* industry. The small percentage of female participation is attributable to both a lack of training and socio-economic attitudes. In Africa, women generally have minimal education and an insufficient knowledge of small-scale mining techniques, and are therefore confined to basic scratching, panning, transport and washing activities.

Furthermore, because of traditional cultural values — more specifically, the continental perception of men playing a more prominent role in society — African women experience difficulties in securing bank loans for small-scale mining equipment, which more often than not, discourage female involvement.

Although there is some degree of child participation in Ghanaian small-scale mining activities, it was discovered that accurate tabulations of the total number of children employed in the country's small-scale mining operations do not exist. Furthermore, most of the child employment statistics that have been maintained are manually recorded and stored separately in a number of different regional offices around the country and are highly inaccessible to researchers.

The Precious Minerals Marketing Corporation Law (PNDC Law 219) of 1989 officially established the PMMC. The law granted the organization authority to buy and sell gold in addition to diamonds. Its mission is to buy from small-scale miners, and to sell precious minerals profitably in order to enhance foreign-exchange earnings from the sector. The corporation has some 750 licensed buying agents and subagents who travel the country, purchase gold from artisanal miners and in turn sell it back to the corporation; only ingots are purchased by the Corporation, which mandates that all customers smelt gold in the form of dust before offering it for sale.

**Box 3.2: Characteristics of the
Ghanaian small-scale mining industry**

Employment statistics

- Estimated 30,000 working on registered plots, 170,000+ illegal galamsey.
- 15% female participation in legal segment, 50% female participation in illegal segment.
- 60% of the known Ghanaian mining labour force is employed at small-scale mines.

Revenue statistics

- Approximately two-thirds of the Ghanaian small-scale mining industry is engaged in the extraction of old, with most of the balance involved in diamond mining.
- Over \$117 million in gold and \$98 million in diamond product has been obtained from small-scale mining operations since complete legalization of the industry in 1989.
- Gold production from the small-scale gold-mining industry has increased nearly tenfold since 1989, from 17,234 oz. in 1990 to 107,093 oz. in 1997.

3.8 Support schemes for small-scale mining in Ghana

The government has undertaken a series of initiatives to support small scale miners. The literature provides a detailed analysis of these efforts but what it fails to describe are how and why many of the other attempts made to improve the sustainability of resident small scale mining operations have failed. Both the successes and failures are documented in the discussion that follows.

It is important to clarify that the government of Ghana, in regularizing and formalizing small scale mining operations, has taken a necessary first step toward improving the sustainability of the sector. More specifically, legalization, intervention and control are keys to eliminating unacceptable work practices and the illicit marketing of minerals, and are a necessary prerequisite for removing operational constraints limiting productivity and competitiveness.

However, these efforts have only led to the creation of a much-needed regulatory framework for use by government. Needless to say, they have not translated into real

benefits for small scale miners, who had operated illegally using the same methods before the enactment of the legislation.

3.9 Regulatory framework for small-scale mining in Ghana

Initially, only diamonds could be legally mined on a small scale in Ghana. However, in 1989, a much-needed move was taken to legalize small-scale gold mining, which, from an economic perspective, is by far a more important sector of the economy. The following three laws were passed:

- The Small-scale Gold Mining Law (PNDCL 218): provides for the registration of activity; the granting of gold-mining licences to individuals or groups; the licensing of buyers to purchase product; and the establishment of district-assistance centres.
- The Mercury Law (PNDCL 217): legalized the purchasing of mercury (for mineral processing purposes) from authorized dealers.
- The Precious Minerals Marketing Corporation Law (PNDC Law 219): transformed the Diamond Marketing Corporation into the Precious Minerals Marketing Corporation (PMMC), which was authorized to buy and sell gold.

Whereas some countries define small-scale mining operations in terms of output and manpower, the Government of Ghana adopts a definition of small-scale mining based upon concession size. In principle, a small-scale mining operation in Ghana is that which is based on a land plot measuring less than 25 acres.

Information from the national Geological Survey, Mines Department, Environmental Protection Agency (EPA) and Minerals Commission confirmed this, although they did indicate that there are supplementary indicators that are occasionally used for classification purposes as well. These include manpower, equipment type and operating time. The procedure by which an individual obtains a small-scale mining licence is tedious, requiring that several of criteria must be met and restrictions apply. Given these difficulties, a large number of people operate illegally known as galamsey.

Institutionally, the Ghana Minerals Commission is responsible for all regulatory activities in the mining sector. Established under the Minerals Commission Law of 1986, the Mineral Commission, which is one of four main departments of the Ministry of Energy and Mines, seeks to help formulate government policy with respect to “exploration for and exploitation of mineral resources’ and to handle ‘all public agreements relating to mining.” The series of laws and policies that constitute the small-scale mining regulatory framework are outlined in Box 3.3 and Box 3.4.

Box 3.3: Classification and registration criteria for Ghanaian small-scale mining

- Licences are granted only to Ghanaian nationals.
- A licence issued to an individual shall not exceed three years but can be renewed for a period of not more than three years for two consecutive terms.
- A licence issued to a cooperative shall last for a period of five years but is renewable for a period not longer than five years for two consecutive terms.
- A group of individuals not exceeding four shall be granted an area not more than three acres; a group exceeding four but not more than nine shall be granted an area not more than five acres; and a company or a cooperative society shall be granted an area not exceeding 25 acres.
- An applicant must complete the application form fully and have it endorsed by district administration.
- Although all small-scale miners are exempted from payment of taxes and royalties for the first three years of operation, they are not exempted from local imposts.
- After successful application, the mine operator must erect concrete posts at the four corners of the concession atop of the four discs (with number engraved) provided; the edges of the concession must be kept clear for concession purposes; and successful applicants must also erect a signpost within the concession with their name and number written on it.

Box 3.4: Small-scale mining regulatory framework in Ghana

General mining laws

- Minerals and Mining Law (PNDCL 153).
- Minerals Commission Act, 1993 (Act 450; formerly PNDCL 153).
- Small Scale Gold Mining Law, 1989 (PNDCL 218).
- Diamonds (Amendment) Law (PNDCL 217).
- Environmental Protection Council Decree, 1974 (NRCD 239).
- Precious Minerals Marketing Corporation Law, 1989 (PNDCL 219).
- Diamonds Decree, 1972 (NRCD 32).
- Additional Profit Tax Law, 1985.

Regulations

- Mining Regulations, 1970 (LI 665).
- Explosives Regulations, 1970.
- Minerals (Royalties) Regulations, 1987.

Small-scale mining enactments

- Diamond Mining Industry Protection Regulations, 1927 (No. 9/ 1927).
- Concessions Ordinance, 1939 (c.136, Laws of G.C. 1951 Revision), s.38 and Form of Schedule.
- Gold Mining Products Protection Ordinance (c.149, Laws of the Gold Coast, 1951 Revision).
- Mining Health Areas Ordinance (c. 150, Laws of the Gold Coast 1951 Revision).
- Mining Health Areas Regulations, 1935 (Vol. VIII, 1954 Laws of the Gold Coast p. 1123).
- Prospecting & Digging License Regulations, 1950 (Vol. VIII, 1954 Laws of the Gold Coast, p. 1032).
- Minerals Regulation, 1962 (L.I. 231), especially regulation 1 and Form 5 of the first schedule.
- Minerals Regulations, 1963 (L.I. 253).
- Mining Regulations, 1970 (L.I. 665), especially regulations 4,6,10 and 194–205.
- Explosives Regulation, 1970 (L.I. 666).
- Diamonds Decree, 1972 (NRCD 32) (as amended by the PNDCL 216).
- Minerals and Mining Law, 1986 (PNDCL 153, especially Part X – s.73-76, and s.77).
- Mercury Law, 1989 (PNDCL 217).
- Small-Scale Gold Mining Law, 1989 (PNDCL 218).
- Precious Minerals Marketing Corporation Law, 1989 (PNDCL 219).
- Minerals Commission Act, 1993 (Act 450).
- Environmental Protection Agency Act, 1994 (Act 490).
- Water Resources Commission Act, 1996 (Act 552).
- The Constitution, 1992.

3.10 Prevalence of child labour in Galamsey

Galamsey activities surfaced in the 1980's in the Tarkwa area. Since then, the phenomenon has gained wide currency in most mining areas across the country. Much of the galamsey activities are carried out on encroached concessions of the larger mining companies, usually resulting in conflicts between the illegal miners and the legal owners of the concessions.

At the inception of galamsey in the 1980's, illegal miners largely used simple tools and processes for their operations. However, over the years, illegal miners have developed financial capacity to acquire and use heavy equipment such as excavators. The practice is either open pit, alluvial or underground mining. The nature of galamsey is hazardous and has resulted in many accidents such as pits collapsing on miners, health conditions and injuries.

The lucrateness of the galamsey business has attracted a large labour force including children and women. Mining work is hazardous and it is therefore it is important to note that children below a certain age (usually below 18 years as accepted internationally) are not supposed to work in and under hazardous conditions. However, children working in mining is a common site and though previous efforts have been made to eliminate child labour from mining, additional programmes and policies need to be implemented to ensure that children are eliminated from working at the mining sites as child labourers.

3.11 Child trafficking in Ghana

Child trafficking⁵ is a broad term that refers to the buying, selling or illegal transportation of children. According to the Palermo Protocols definition, it is "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, of abduction, fraud, deception."

It also includes "giving, receiving payments or benefits to achieve control over another person, for the purpose of exploitation..." According to the Palermo Protocols, exploitation includes forced labour and servitude. Child exploitation can also include forced labour services, slavery or practices similar to slavery, servitude, the removal of organs, illicit international adoption, trafficking for early marriage, recruitment as child soldiers and for use in begging.

Ghana is a country of origin, transit, and destination for women and children subjected to trafficking in persons, specifically forced labour and forced prostitution. The non-consensual exploitation of Ghanaian citizens, particularly children, is more common than the trafficking of foreign migrants. The movement of internally trafficked children is either from rural to urban areas or from one rural area to another, as from farming to fishing communities. Boys and girls are subjected to conditions of forced labour within the country in fishing, domestic servitude, street hawking, begging, portering, and agriculture.

Girls, and to a lesser extent boys, are subjected to commercial sexual exploitation within Ghana. Internal labour traffickers are commonly freelance operators, and may be known to members of the source community. Uninformed parents may not understand that

⁵ www.ghanaweb.com, *Child Trafficking must Stop*, Bill Graham Osei Akomea.

by cooperating with trafficking offenders, they may expose their children to bonded placement, coercion, or outright sale. Women and girls from China, Nigeria, Côte d'Ivoire, and Burkina Faso are subjected to forced prostitution after arriving in Ghana. Citizens from other West African countries are subjected to forced labour in Ghana in agriculture or involuntary domestic servitude. Trafficking victims endure extremes of harsh treatment, including long hours, debt bondage, lack of pay, physical risks, and sexual abuse.

Ghana increased its law enforcement efforts by prosecuting and convicting an increased number of traffickers, including the first convictions relating to forced child labour in the Lake Volta fishing industry. The Ghana Police partnered with Interpol to host regional training for law enforcement officials from Anglophone Africa, and the government took steps to establish four regional anti-trafficking units to manage cases more effectively at the regional level. In August 2009, the president appointed new members to the Human Trafficking Management Board, which had been disbanded when the previous government left office in January 2009. However, the government did not demonstrate increased efforts to ensure that victims receive adequate protection, such as funding a shelter for trafficked victims, or increasing assistance to NGOs or international organizations to provide victims of trafficking care and support.

Ghana prohibits all forms of trafficking through its 2005 Human Trafficking Act (HTA) of which the penalty is sufficiently stringent and commensurate with penalties prescribed for other serious offenses. The Ghana Police Service (GPS) and other agencies have over the years spearheaded the fight against human trafficking.

The government demonstrated overall improved victim protection efforts and continues to operate dedicated trafficking shelters for victims in locations such as Osu and Medina in the greater Accra region and in the Atebubu Amanten District Assembly in the Brong Ahafo region. Victims are also placed in shelters operated by NGOs. The government provided training for law enforcement officials on identification of trafficking victims and also sustains partnerships with local and international NGOs to rescue and rehabilitate forced child labourers in fishing or mining.

The Government also demonstrated renewed efforts to prevent trafficking through the conduct of anti-trafficking education campaigns and workshops to prevent trafficking. The Ghana Immigration Service maintains a task force responsible for patrolling the borders and ports to expose crimes related to human trafficking. A draft for a national plan of action covering human trafficking was developed by government.

Section 4: Analysis of field data on child labour in mining and quarrying

4.1 Introduction

Survey on child labour is an issue of interest to stakeholders including, government, international community, Child labourers, parents/guardians of child labourers, communities, employers and users of child labourers. This section of the report provides an analysis of the dynamics of child labour issues collected from the field survey.

4.2 Social characteristics

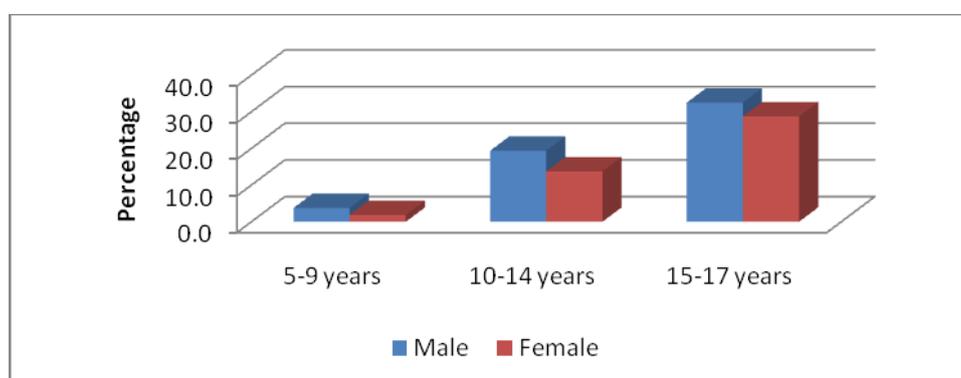
4.2.1 Estimated number of children in mining and quarrying

The survey covered 400 child labourers in 40 communities. As the exact numbers of children engaged in mining is difficult to determine by this study, discussions with key respondents (opinion leaders and community members, parents and employers and users of children) indicated that several thousands of children are engaged in various activities in illegal mining/quarrying. This assertion is confirmed by observations by field staff to illegal mining/quarrying sites where a large number of children were seen working.

4.2.2 Age and sex distribution

Child labour in mining and quarry involves both sexes due to the different types of roles they undertake. Even though traditionally, certain types of activities at the mine sites are male dominated it is possible to find females engaged in such activities. More males are engaged in activities such as blasting, machine operation, chemical application, chiselling and digging whereas, washing and carrying are mostly done by females. In total there are 55.6 per cent males and 44.4 per cent females. The older the age-group, the more children that are involved. The Figure 4.1 shows that there are 5.6 per cent of children in the 5-9 age-group, 33.1 per cent in the 10-14 age-group and 61.3 per cent in the 15-17 age group.

Figure 4.1: Age-sex distribution



Source: Field Survey, September/October 2012.

4.2.3 Origin and background of child labours

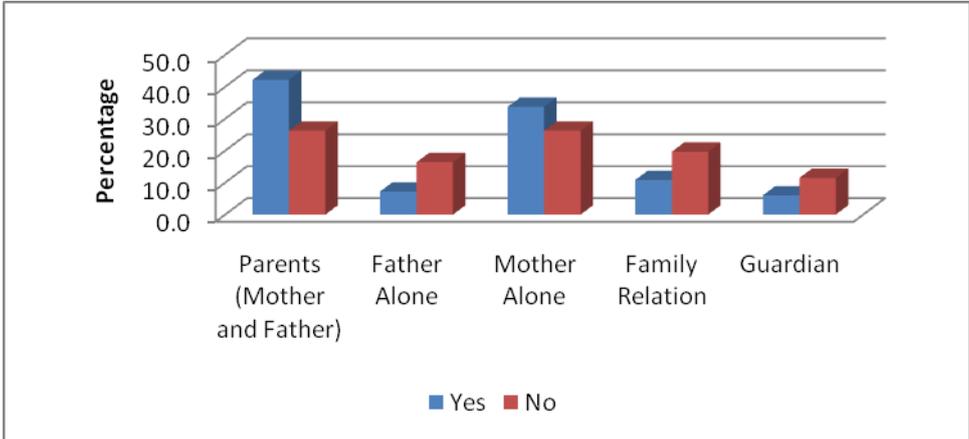
Data collated indicated that 76 per cent are natives of the communities they worked in while 24 per cent are migrant families and/or individual child labourers from other districts and regions. The illegal mining/galamsey and quarry activities attract people from poor/low income households within the same districts, other districts or other regions to work in mining communities. There are fewer migrant children compared to native children who work at the mine/quarry sites.

4.2.4 Parents/guardians of child labourers

The survey results revealed that child labourers either stayed with their parents (that is both father and mother), father alone, mother alone, family relation or with guardians. 42.2 per cent of child labourers interviewed indicated that they live with both parents whilst 7.2 per cent live with their father alone and 33.7 per cent live with their mother alone. Those child labourers who live with family relations make up 10.8 per cent and the remaining 6.0 per cent live with guardians as shown in Figure 4.2.

Child labourers who live with their parents and mother indicated that they receive better care than their counterparts who were living with their father alone, family relation or guardian. Most of these children feel they were not adequately taken care of because they had to provide their own food, educational needs, and other necessities. This situation of low child care in the case of children living with fathers alone, family relations and guardian is very real in households in Ghana, more so in these galamsey and quarry communities where poverty is very high and children have to either cater for their own needs or contribute to family incomes.

Figure 4.2: Person child lives with



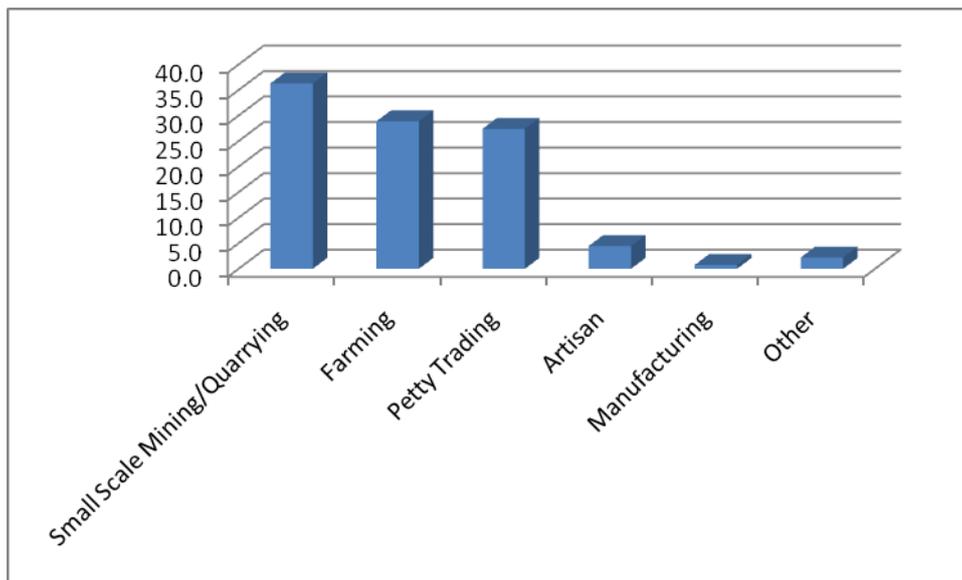
Source: Field Survey, September/October 2012.

4.2.5 Occupation of parents/guardians

The survey showed that most parent/guardians (36.3 per cent) were engaged in small scale mining/quarrying as a major economic activity followed by farming (28.9 per cent) and petty trading (27.4 per cent). The other economic activities include artisans (4.4 per cent), manufacturing (0.7 per cent), and others which were people in the public institutions (2.2 per cent).

Small Scale mining/quarrying is the dominant economic activity that parents/guardians undertake because within these communities mining is a major economic activity which engages both the youth and adults and generates quick financial returns. Other activities such as farming and trading are used as back up ventures to mining. It is evident that the three top economic activities in the mining areas are small scale mining/quarrying, farming and petty trading as depicted in Figure 4.3.

Figure 4.3: Occupation of parents/guardians

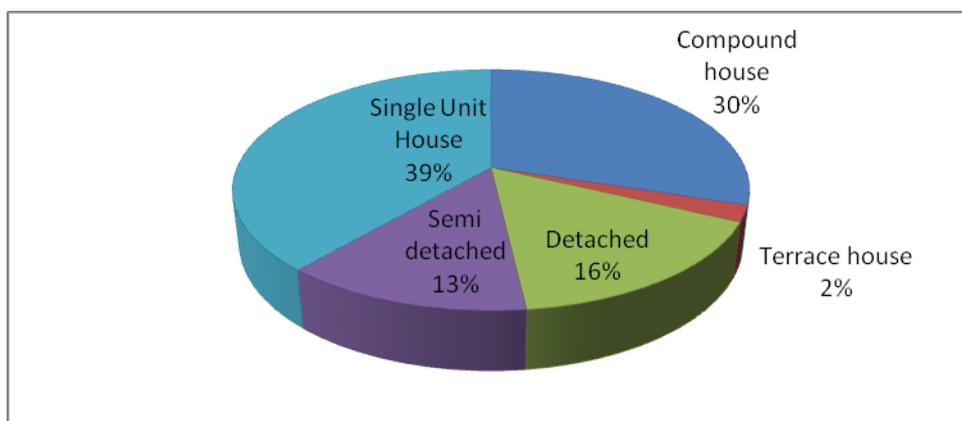


Source: Field Survey, September/October 2012.

4.2.6 Housing facilities

Parents/guardians lived in various house types. The survey shows that 39 per cent live in single unit houses, 30 per cent live in compound houses, the rest live in detached and semi-detached houses. The majority of them 69 per cent live in single unit and compound houses with primary material for the wall to be sandcrete. About 82 per cent of such dwelling units had zinc roof, and 13 per cent had palm or raffia with wood shutters, planks and glass louvers as windows (See Figure 4.4).

Figure 4.4: Housing conditions



Source: Field Survey, September/October 2012.

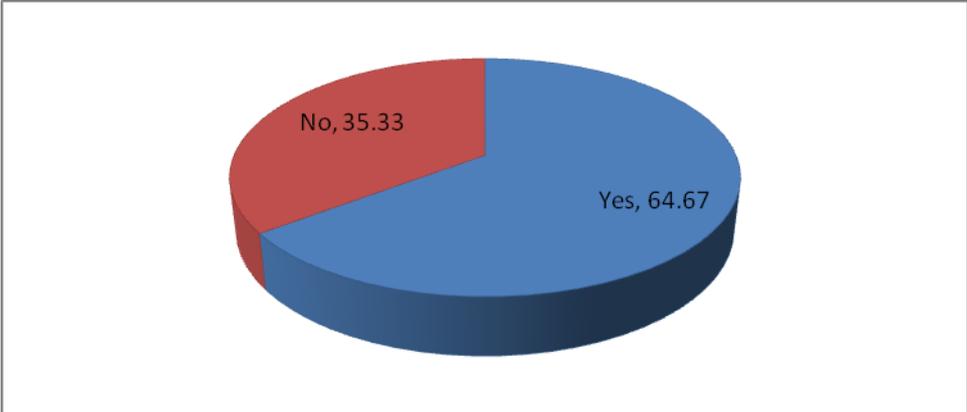
4.3 Educational status of working children

4.3.1 Child labourers currently in school

The education of child labourers engaged in mining/quarrying is more often than not jeopardised because they have to balance their time between school and work. This situation does not benefit the education of child labourers because they eventually drop out of school and remain permanently on the mine/quarry sites.

The survey shows that child labourers combine schooling with work. About 64.7 per cent of child labourers said that they combine school with work whilst 35.3 per cent indicated that they were not in school (see Figure 4.5). This situation has implications for the education of children involved in child labour to the extent that most of them may not have a complete and meaningful education which does not auger well for the development of the child and the society at large.

Figure 4.5: Educational status of child labourers



Source: Field Survey, September/October 2012.

Child labourers who said they were in school were either at the primary level, in Junior High School or Senior High School. The distribution of the child labourers within these three levels of education is presented in Table 4.1.

Table 4.1: Educational level of child labourers in school

Level of education	Percentage of children
Primary	61.9
Junior High School	28.9
Senior High School	9.2

Source: Field Survey, October 2012.

From Table 4.1, it is evident that there are more child labourers in primary level (61.9 per cent) than those in Junior High School and Senior High School combined. This is a worrying trend because children in primary are usually aged between 5 to 13 years. This level is the time where the child needs to build a strong educational foundation.

Unfortunately, the children have to split their time between school and work and therefore bring into question the kind of education they get.

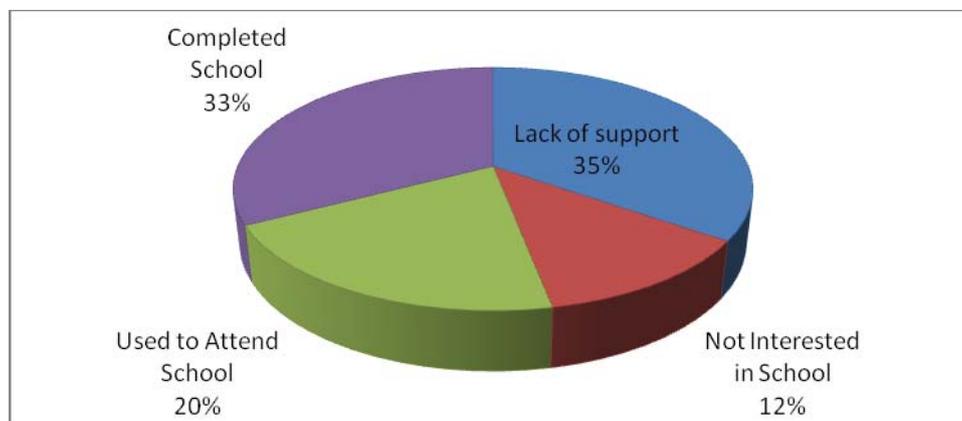
4.3.2 Regularity of attendance to school

For those children who are currently in school, 54.3 per cent indicated that they regularly attend school all school going days within the week. The remaining 45.7 per cent said they do not attend school regularly. This is because they have to skip school sometimes to work at the mine/quarry sites. It thus becomes evident that the numbers of children whose education is adversely affected because they have to work is higher than the number of children who attend school regularly.

4.3.3 Reasons children are currently not in school

Child labourers gave reasons why they are currently not in school. About 35 per cent of them attributed their inability to be in school to lack of support to enable them continuing with their education whilst 33 per cent said they had completed school. A further 20 per cent said they used to attend school but had to drop out and 12 per cent said they were not interested in school at all. The responses are represented in Figure 4.6. The reasons the child labourers provided for not being in school, especially as a result of lack of support, lack of interest in school and the inability to continue with their education is worrying and has to be rectified. This also shows that though they are out of school and working, they do not earn enough to enable them pursue their education further.

Figure 4.6: Reasons children are currently not in school

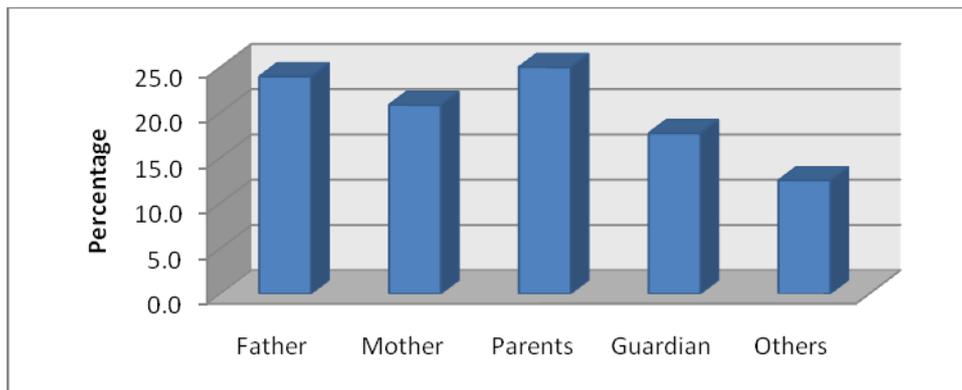


Source: Field Survey, September/October 2012.

4.3.4 Provision of educational needs

Educational needs of child labourers are taken care of by their father, mother, parents/guardian or from other means (which include Non-Governmental Organisations, churches and scholarships). About 25 per cent of child labourer respondents indicated that both parents take care of their educational needs. This is closely followed by fathers (24 per cent) and mothers (20.8 per cent) who also take care of their children's education's needs. This picture is not surprising because parents and fathers or mothers are obliged to ensure that their children get the best of education they can provide for their children.

Figure 4.7: Person bearing educational expenses

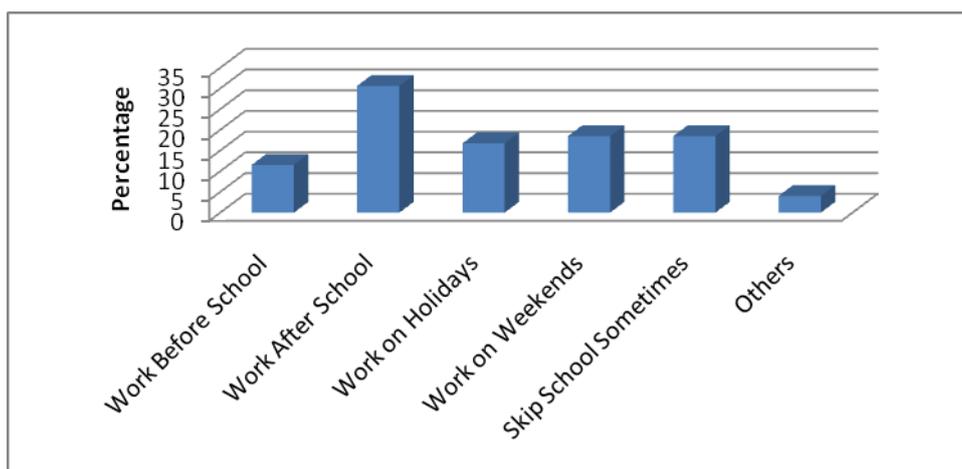


Source: Field Survey, September/October 2012.

4.3.5 Combining school and mining/quarrying activities

Child labourers, who did not attend school regularly, often combine schooling with work in a variety of ways. Figure 4.8 shows that 30.6 per cent of children who are in the majority work after school. This shows that the children are mindful of the benefits of education and therefore would participate in school activities before ending up at the mine/quarry site to work, though in terms of quality education for the children, this is not the best approach. About 18.5 per cent of the children work over the weekends and skip school sometimes to work respectively. A further 11.6 per cent work before they go to school and therefore are tired and sleepy and cannot concentrate on their studies. The remaining 4 per cent which gave other reasons for combining education with work indicated that they helped their mother to sell at the mine site; went to the mine site to work mostly on Fridays; due to peer pressure.

Figure 4.8: Combing school with work

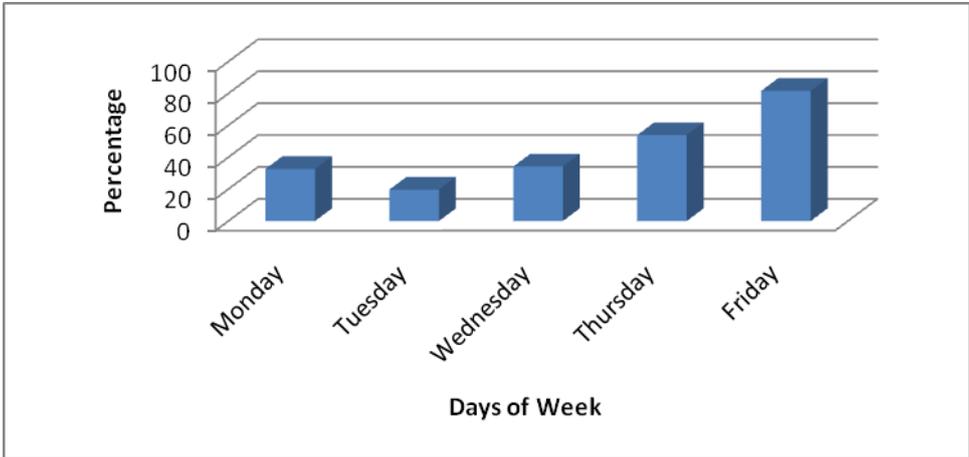


Source: Field Survey, September/October 2012.

4.3.6 Days on which school and mining are combined

Child labourers often combine school and work. The survey shows that 81.6 per cent of child labourers combine work and school on Fridays, 53.9 per cent on Thursdays whilst 34.2 per cent combine school and work on Wednesdays. On Mondays, 32.7 per cent of child labourers combine school with work and 19.7 per cent do so on Tuesdays (See Figure 4.9). The trend shows that as the weekend approaches, especially on Thursdays and Fridays, more child labourers tend to combine school with work. Tuesdays came out as the day on which few of the child labourers combine school with work. Overall, the numbers of child labourers combining school with work is significant and it would be necessary to put in place interventions to relieve child labourers from working to focus on their education.

Figure 4.9: Days on which school and work are combined

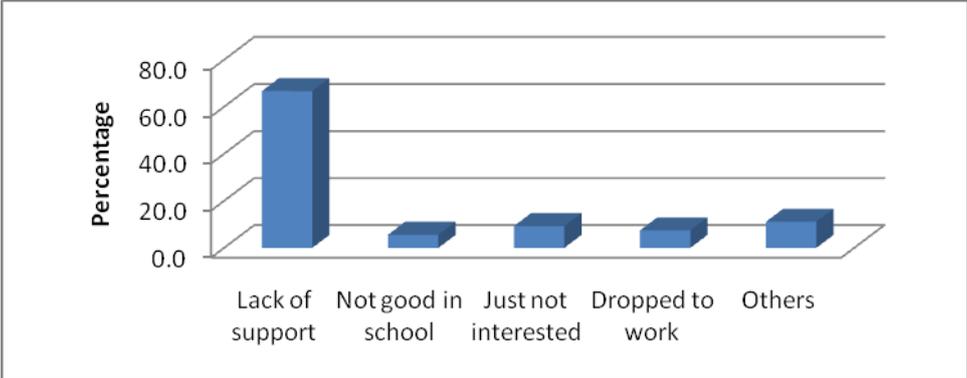


Source: Field Survey, September/October 2012.

4.3.7 School enrolment and drop out

Children currently in school (61.3 per cent) said that they had never dropped out of school whilst 38.7 per cent had ever dropped out of school. Reasons adduced for dropping out of school include lack of support (66.7 per cent); not good in school (5.6 per cent); just not interested in school (9.3 per cent); dropped out of school to work (7.4 per cent) and others (11.1 per cent) as presented in Figure 4.10. Other reasons provided for dropping out of school were that they were forced to get married especially in the case of girls, left school because of punishment from the teacher, lucrateness of the mining/quarrying, pressure to supplement household income and dropped out to do business. The trend shows that majority of parents/guardians in the mining communities do not support their children’s education.

Figure 4.10: School drop out



Source: Field Survey, September/October 2012.

The study sought to find out the effect of children dropping out of school on the children, immediate family/household, society/community and on the country. The reasons advanced are summarised in Table 4.2.

Table 4.2: Effect of children dropping out of school

Factor	Effect
Children	<ol style="list-style-type: none"> 1. The children end up not being well educated and therefore may not have a good future. 2. Children get exposed to several social vices which is detrimental to their development. 3. Children get into early marriages.
Immediate family/household	<ol style="list-style-type: none"> 1. Brings disappointment and disgrace to the family. 2. Teenage pregnancy and early parenthood. 3. Children who drop out of school become a burden on the family.
Society/community	<ol style="list-style-type: none"> 1. Breeds lots of social misfits who are not useful within the society/community. 2. Increased rates of illiteracy in the society/community. 3. Increase in drug addiction and prostitution. 4. Society loses human capital. 5. High dependency ratio.
Ghana	<ol style="list-style-type: none"> 1. Results in bad leaders. 2. Ghana will lose its human resource. 3. Increased illiteracy. 4. Perpetuate the child labour syndrome and child streetism. 5. Burdens and hampers national development.

Source: Field Survey, September/October 2012.

The survey investigated the possibility of children who had dropped out of school returning to school if they were given the necessary support. About 73.7 per cent of the respondents were of the view that they would return to school if they were given the required support and they would not return to the work at the mine/quarry site. Another 26.3 per cent said they would not like to return to school if they were given support. The children who indicated that they would not return to school explained that they would rather learn a vocation or continue with their present business. They further explained that

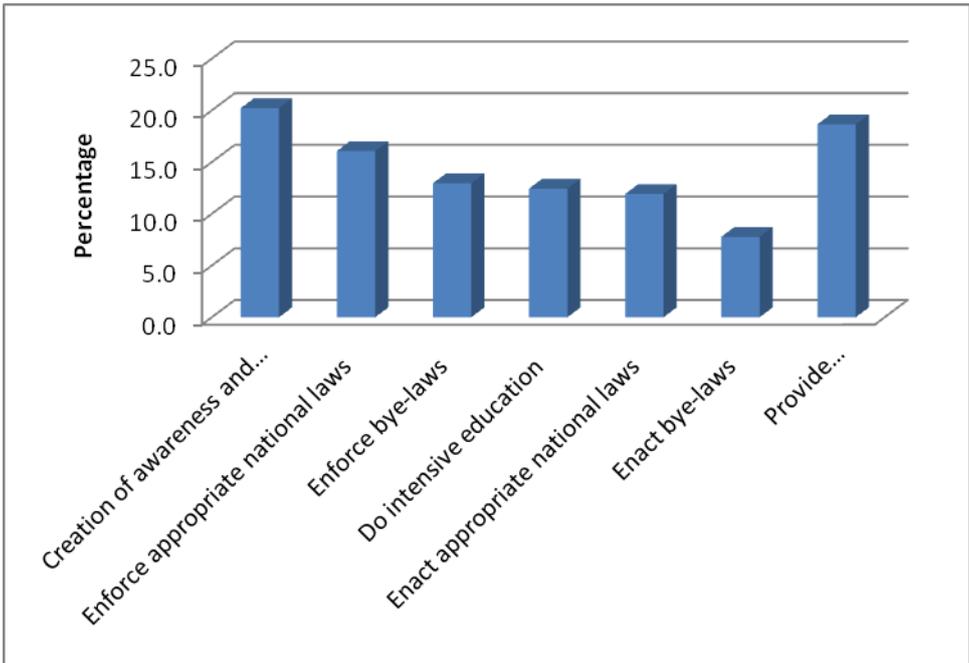
the support being provided by their parents was inadequate and therefore needed to work to provide additional funds to cater for their needs.

4.3.8 Interventions to stop children dropping out of school

Respondents expressed their opinions on what interventions need to be put in place to stop children dropping out of school. About 20.2 per cent of respondents were of the view that to stop children dropping out of school and working, there should be increased awareness creation and sensitisation on the need to eliminate child labour and to keep children in school. About 18.7 per cent of respondents indicated that their educational needs should be provided to children to draw them out of working and rather continue or concentrate on their education (See Figure 4.11).

Other respondents said that appropriate national laws should be enacted (11.9 per cent), enforcement of existing national laws on child labour should be intensified (16.2 per cent), District Assemblies should enact appropriate bye laws (7.8 per cent) whilst 13.0 per cent of respondents said that bye-laws should be strictly enforced. The remaining 12.4 per cent said that there is a need for intensive education to curb children from working and get them back in school.

Figure 4.11: Interventions to stop children dropping out of school



Source: Field Survey, September/October 2012.

4.4 Working conditions of child labourers

4.4.1 Workplace of child labourers

The survey shows that 87.3 per cent of children work in mines and 12.7 per cent work in the quarries. This implies that there are more children working in the mines across the country than in the quarries. This is obvious because there are many galamsey mine sites than there are quarry sites.

4.4.2 Reasons for children engaging in mining/quarrying

Children are engaged in mining/quarrying mainly to make money to cater for their needs. About 49.0 per cent of child labourers work to cater for themselves and 46.0 per cent work to supplement household incomes. Income earned by 7 per cent of child labourers serves as the main source of household income. The fact that children have to work to support themselves and their families attest to the high levels of poverty which is a key motivating factor that drives children to work. There is therefore a need to develop interventions that can support children and their families and to prevent children from working in mining/quarrying.

4.4.3 Use of chemicals

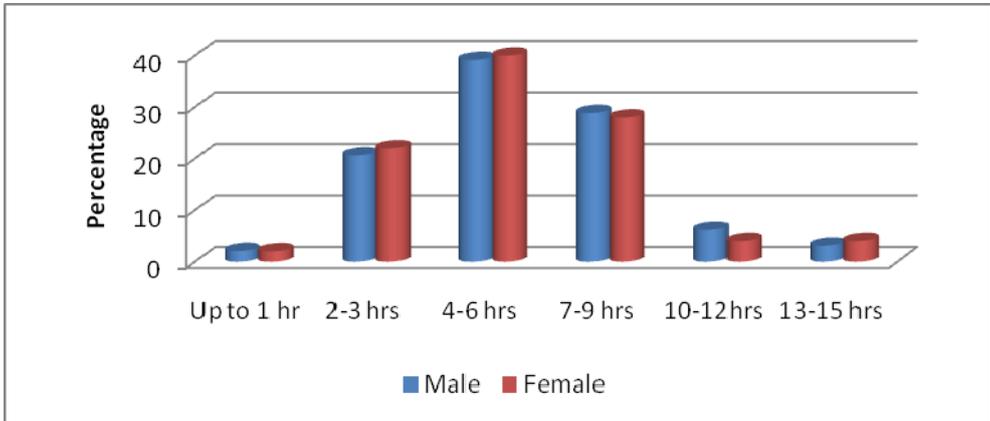
Over 27 per cent of the children use chemicals at the work place and the main type of chemical used is mercury. Other chemicals such as sulphur and borax, cyanide, and saltpetre were mentioned. These chemicals have serious effects on the health of the children who use them. These include skin rashes, eye itches, and cancer. Others include respiratory problems, chest pains and cough with blood stains and stomach disorders.

The study investigated if some of these children worked around chemicals even though they might not be in direct contact with chemicals. It was discovered that 17 per cent of those who didn't use chemicals at the work place worked around chemicals.

4.4.4 Work hours per day

Child labourers work between one hour to fifteen hours a day. The survey shows that most of the children (39.0 per cent) work between 4 to 6 hours daily. About 29.0 per cent work between 7 to 9 hours daily whilst 23.0 per cent work between 2 to 3 hours. A further 9.0 per cent however work very long hours, between 13 to 15 hours daily as shown in Figure 4.12. It is evident that children working at the mine/quarry sites work long hours and this is not beneficial to their health and education. It is also worthy of note that both boys and girls work same number of hours per day.

Figure 4.12: Work hours per day



Source: Field Survey, September/October 2012.

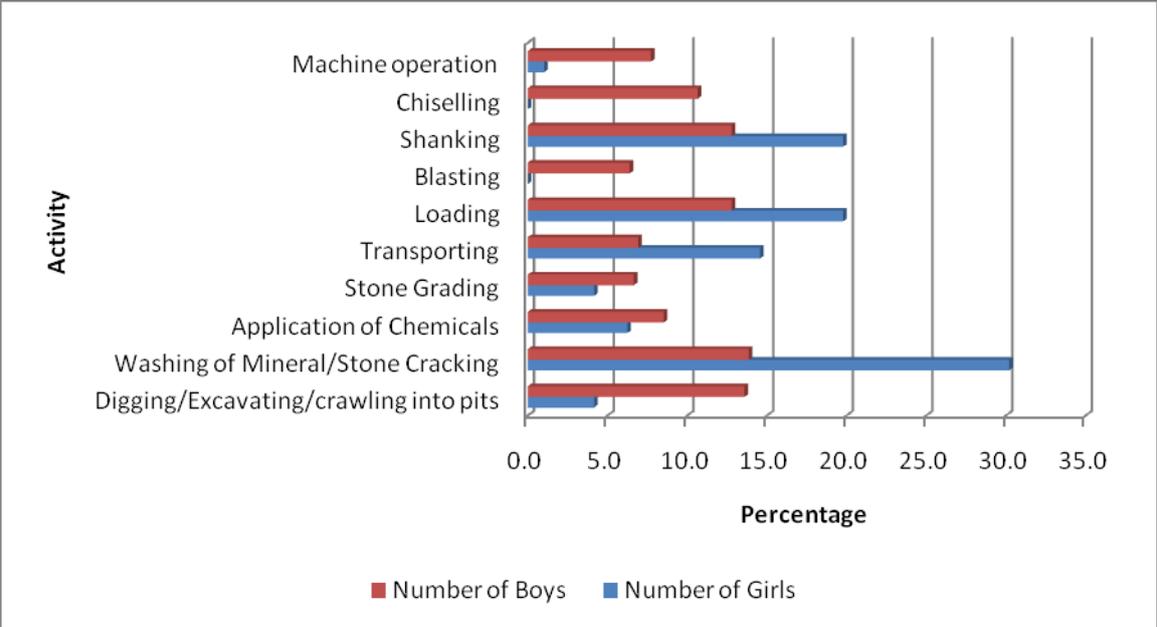
4.4.5 Activities undertaken by boys and girls

Figure 4.20, shows the activities boys and girls are mainly involved in. The survey results show that boys are involved in all the activities at the mine/quarry site. Key activities in which boys are involved include digging/excavating/crawling into pits (13.6 per cent), washing of ore/stone cracking (13.9 per cent), chiselling (10.7 per cent) and machine operation (7.7 per cent).

Girls have a higher concentration in washing of minerals/stone cracking (30.2 per cent), loading of ore or stones (19.8 per cent) and shanking (19.8 per cent). Girls are usually not involved in chiselling, blasting and machine operation. These activities are considered risky and therefore more boys than girls are involved. In cases where girls are involved, their numbers are very low.

This trend shows that at the mine/quarry sites, there is a clear distinction in the kind of activities that girls and boys participate in. The more risky and more difficult the activity the more boys are involved.

Figure 4.13: Activities undertaken by boys and girls

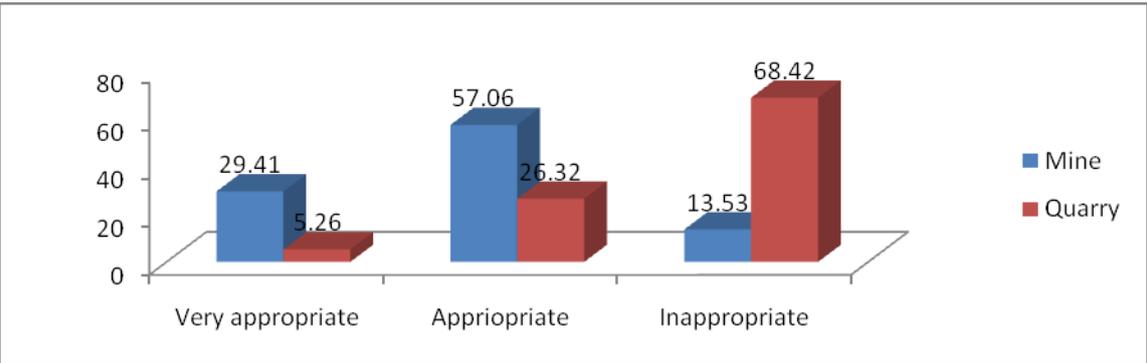


Source: Field Survey, September/October 2012.

4.4.6 Types of tools used and appropriateness

The main tools child labourers work with in mining/quarrying include bucket, chisel, head pan, pick axe, shovel and sieve. Other items are sacks, drums for storing water, hammers, basin, wheel barrow, cutlass and shovel.

Figure 4.14: Types of tools used



Source: Field Survey, September/October 2012.

Over 57 per cent of children at the mines indicated that the tools being used for their operations were just appropriate, very appropriate (29 per cent) and inappropriate (14 per cent). The main tools mentioned which were considered inappropriate included chisel, hammer, wheel barrow and head pan because they were not in good condition. Figure 4.13 shows that the quarries were guilty of providing inappropriate tools for child labourers to work with as indicated by 68.4 per cent of children working in the quarry. This is worrying because for the children to work, they require appropriate tools which will not expose them to the dangers on the mine/quarry sites and also to prevent the children being exposed to hazards detrimental to their health.

4.5 Remuneration for child labourers

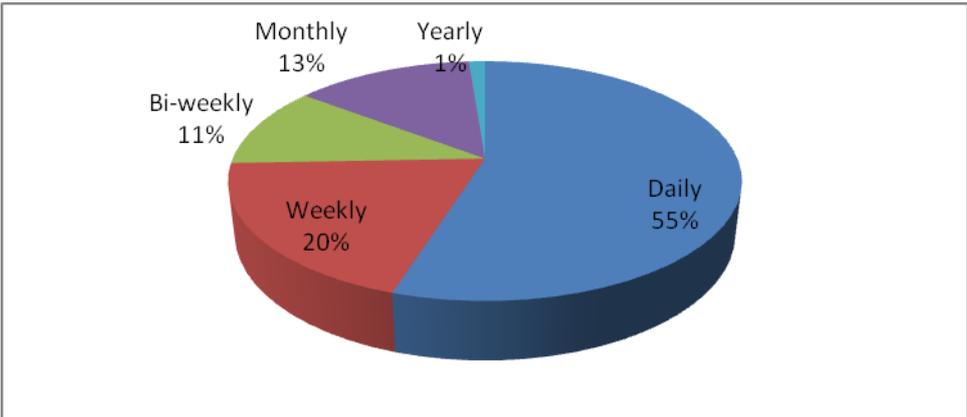
The survey results show that child labourers are paid wages for the work they do. About 89.7 per cent of child labourers interviewed indicated that they are paid wages whilst 10.3 per cent are not paid any wages at all. Those who do not earn wages are taken care of by their employers and family members.

4.5.1 Work agreements and remuneration

Payment of wages is made to child labourers on daily, weekly, bi-weekly, monthly and yearly basis. 55.0 per cent are paid daily basis, 20.0 per cent weekly, 11.0 per cent are paid on bi-weekly, 13.0 per cent monthly and 1.0 per cent on a yearly basis as shown in Figure 4.14. The nature of the work demands that wages are paid within short periods of time to labourers and also because labourers are usually paid daily wages in Ghana. This explains the reason why only 1.0 per cent of child labourers are paid on yearly basis. This may also be attributed to special arrangements that may exist between the employer and the parent/guardian of the child labourer.

There is some kind of work agreement between the child labourers and their employers. About 84.6 per cent of child labourers said that they have verbal agreements with their employers whilst the other 15.4 per cent have written agreements. It is evident from the survey that the educational levels of employers are low and therefore would normally not enter into written agreements with the child labourers. Much of these agreements are also based on trust that neither party would breach the agreement terms.

Figure 4.15: Period of payment of wages



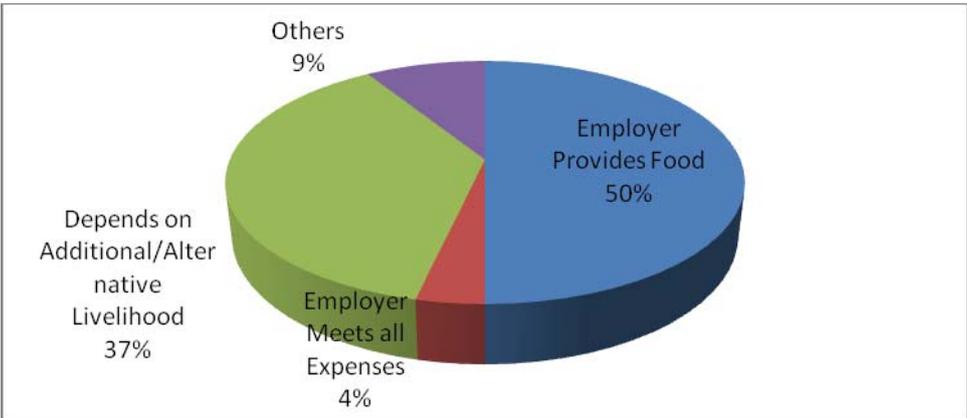
Source: Field Survey, September/October 2012.

4.5.2 Regularity of remuneration

On the regularity of payment of wages, 65.6 per cent of child labourers, which were in the majority, said that they were paid regularly and 34.4 per cent said they were not paid regularly by their employers. Those child labourers who were not paid regularly finds other means of survival.

To cope with irregular payment of wages, some of the employers provided food and took up all other expenses of the child labourer. In some cases, the children depended on other livelihood activities such as selling, carrying farm loads and other menial jobs to earn some money. Some of the child labourers who suffered irregular payment of wages depended on their families for their needs whilst others depended on savings they made from previous wages they earned. Figure 4.15 depicts the coping strategies adopted by the children.

Figure 4.16: Coping mechanisms of child labourers



Source: Field Survey, September/October 2012.

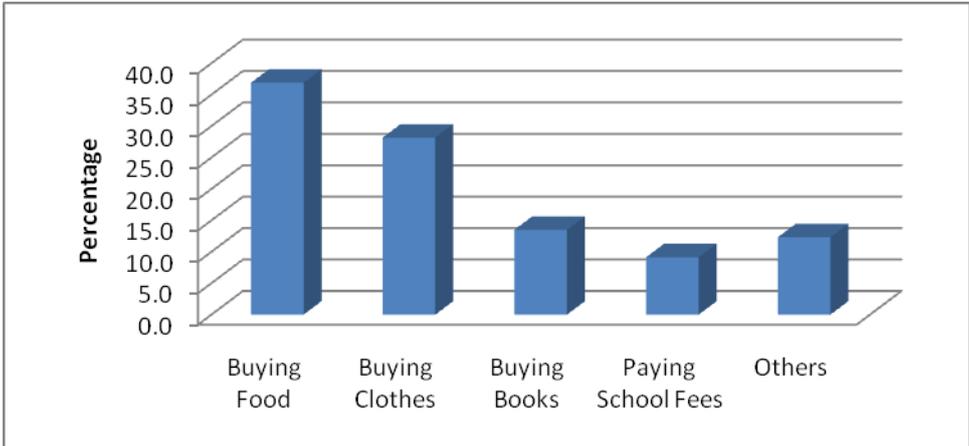
4.5.3 Adequacy of remuneration

Child labourers reported on the adequacy of wages paid to them by their employers. About 42.9 per cent of the children said that the wages they earned were inadequate compared to the amount of work they do at the mine/quarry site. However, 57.1 per cent said wages paid to them was adequate. In contrast, 90.8 per cent of employers/users of children interviewed said wages paid to child workers was adequate. Only 9.2 per cent of employers/users of children gave an indication that wages paid to the child labourers were not adequate. This is not surprising because in Ghana workers are generally not satisfied with wages being paid to them, whilst employers also feel that they are paying adequate wages to their workers. Indeed, child labourers have little negotiation rights and therefore are forced to take any amount offered them by their employers, which amounts to exploitation.

4.5.4 Uses of wages

Child labourers spend their money on a number of items. These include food, clothes, educational needs and other items. Majority of the children, 36.9 per cent spend their wages on food and 28.2 per cent spend their income on clothes. Another 13.5 per cent spend their income on books and 9.1 per cent spend their income on paying school fees, whilst 12.3 per cent spend their income on other items as shown in Figure 4.16. The trend shows that the needs of the children in terms of priority is first feeding themselves, followed by clothing and lastly catering for their educational needs. Apart from these key expenditure items, part of the income is also spent on items like supporting siblings, paying utility bills, supporting family income and keeping some of the money as savings.

Figure 4.17: Expenditure items of child labourers



Source: Field Survey, September/October 2012.

4.6 Health and safety of child labourers

The safety and health of children working in mining/quarry cannot be disregarded since the work and environment contributes to the condition of health of the child. The work involves lifting of heavy loads, use of inappropriate tools and use of dangerous chemicals. This section discusses the safety and health condition of working children in mining/quarrying.

4.6.1 Type and appropriateness of safety working gear

Employers provide some level of safety working gear for use by child labourers. The safety working gear provided includes overalls, safety boots, eye goggles, hand gloves amongst others. Only 21.7 per cent of children indicated that employers provide safety working gears. The majority of children, 78.3 per cent said that their employers did not provide them with any working gears. This assertion was confirmed by the employers/users of children when only 25.7 per cent of them indicated that they provide working gears for child labourers with 74.3 per cent of the employers saying they do not provide working gears. This is not surprising because galamsey/quarry operators care very little about safety at the mine sites and the environment resulting in many avoidable accidents.

On the appropriateness of overall coats provided by employers, 27.8 per cent of children were of the opinion that they were very appropriate with another 27.8 per cent indicating that they were appropriate and the majority of children, 44.4 per cent saying the overall coats provided were inappropriate.

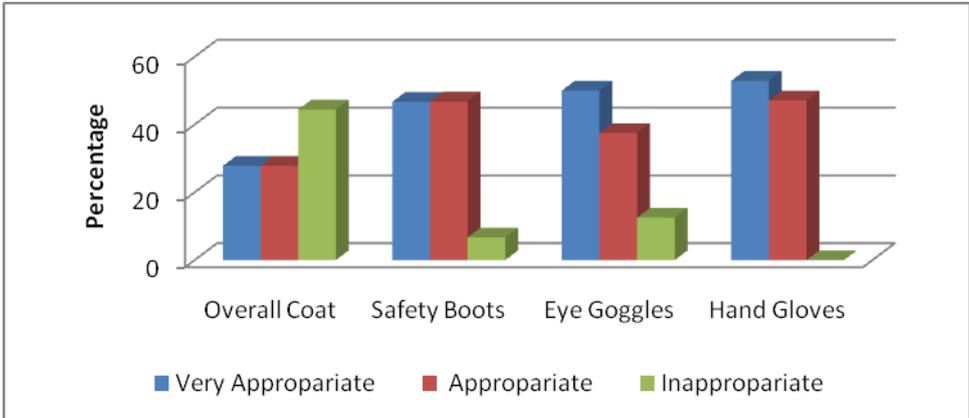
On safety boots, 46.7 per cent of children reported that they were appropriate, whilst 46.7 per cent also said they were appropriate and the remaining 6.7 per cent said the safety boots were not appropriate.

50.0 per cent of children responded that eye goggles provided them were very appropriate, 37.5 per cent said they were appropriate and 12.5 per cent said they were inappropriate.

Employers also provide hand gloves for working children. Whilst 52.9 per cent reported that hand gloves provided were very appropriate, 47.1 per cent were of the opinion that hand gloves provided was appropriate.

The fact that not all the safety gears are appropriate gives the indication that many children work at the mine sites without adequate safety protection and therefore are exposed to the hazards of mining/quarrying. The situation also shows that mine/quarry operators are not committed to providing appropriate and adequate safety working gear for working children. Figure 4.17 depicts the appropriateness of working gear for working children.

Figure 4.18: Safety working gears



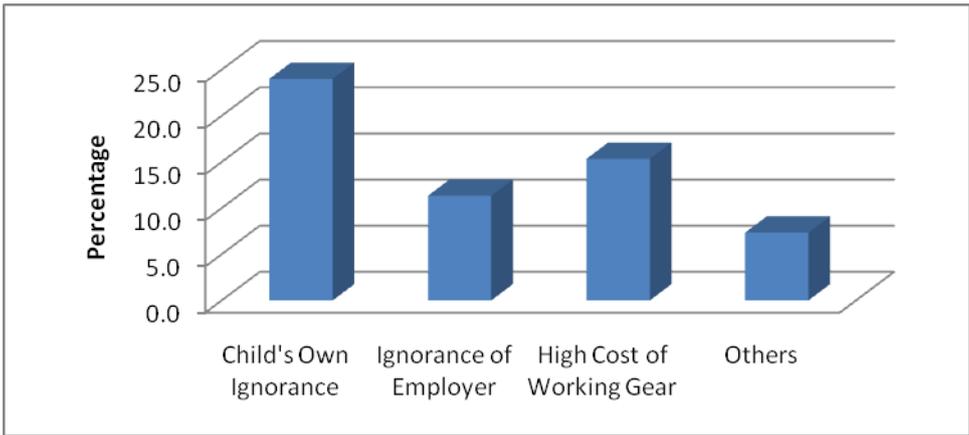
Source: Field Survey, September/October 2012.

4.6.2 Non-provision of safety working gear

Some employers do not provide safety working gear for child workers. The survey revealed that the major reason for employers not providing safety working gear can be attributed to the ignorance of the children (24.0 per cent). Another 15.3 per cent of children also indicated that employers do not provide safety working gear because of the cost involved and 11.3 per cent reported that employers were ignorant about the importance of safety working gears.

Child labourers also provided other reasons for non-provision of safety working gears. The children indicated that they found it difficult working with safety working gears. Other children also indicated that it was not a practise on the mine/quarry site to use working gears and that explains the reason for some of them not using working gears even if it was provided. Some employers were of the view that since child labourers were being paid wages, the children were responsible for acquiring their own safety working gears. More so, the employers said that child labourers do not do any risky or hazardous work and therefore did not require any safety working gears.

Figure 4.19: Reasons for not providing safety working gear

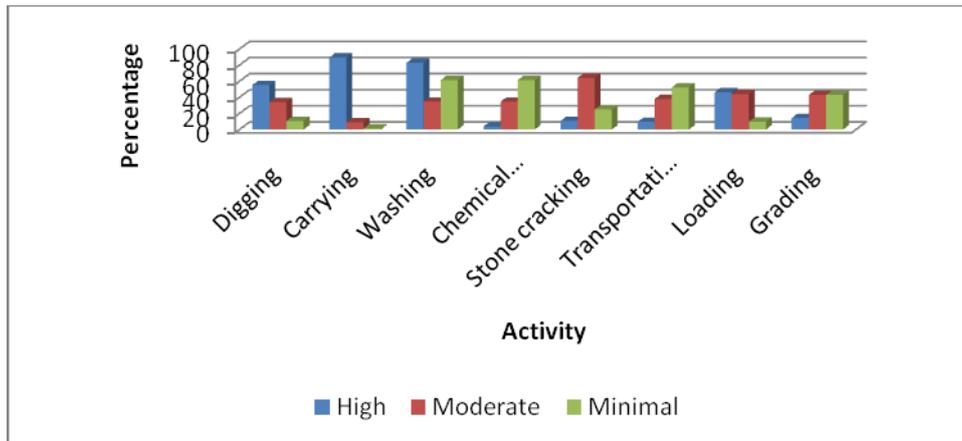


Source: Field Survey, September/October 2012.

4.6.3 Level of operation of working children

Child labourers engage in various activities. These activities include digging, carrying, washing of ore, application of chemicals, stone cracking, transportation/conveyance, loading and grading. From Figure 4.19, activities that attract the highest concentration of children include digging, carrying, washing and loading. Activities in which children’s participation is moderate include washing, chemical application, stone cracking, transportation/conveyance and grading.

Figure 4.20: Level of operation of working children



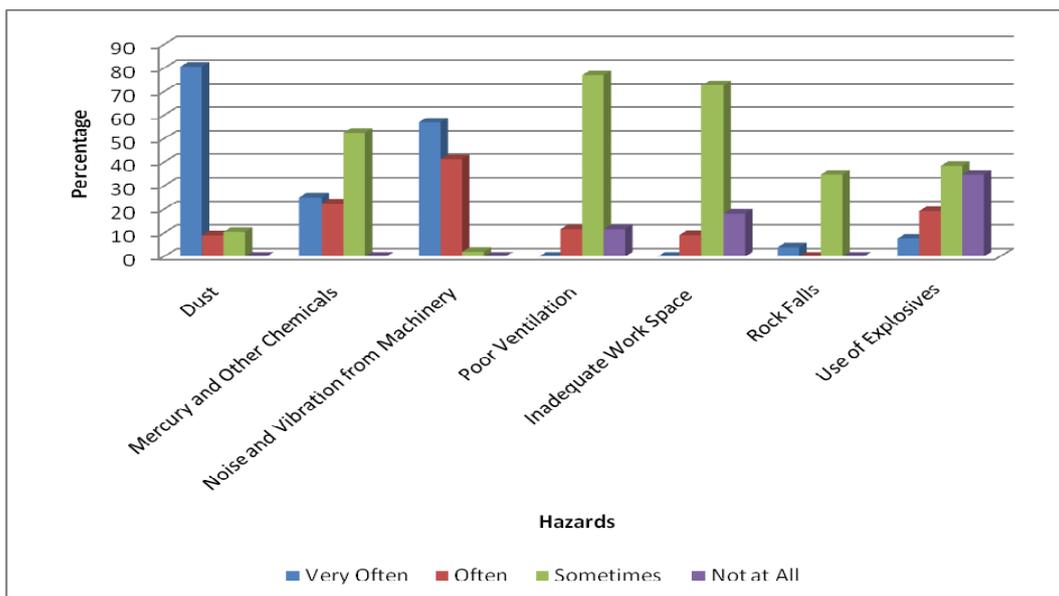
Source: Field Survey, September/October 2012.

4.6.4 Hazards child labourers are exposed to

Child Labourers are usually exposed to hazards like dust, mercury and other chemicals, use of explosives and poor ventilation amongst others as depicted in Figure 4.21. Respondents were asked to indicate whether they were faced with these hazards very often, often sometimes or not at all. Significant responses in the categories indicate that under very often most of the respondents that they were affected by dust, noise and vibration from machinery. For those who responded that they were often affected by the hazards mentioned noise and vibration from machinery, use of mercury and other chemicals and use of explosives.

Those who said they were sometimes confronted with hazards on the mine/quarry site mentioned poor ventilation, inadequate workspace, use of mercury and other chemicals, rock falls and use of explosives. Some respondents said they did not face any hazards at all.

Figure 4.21: Hazards child labourers are exposed to



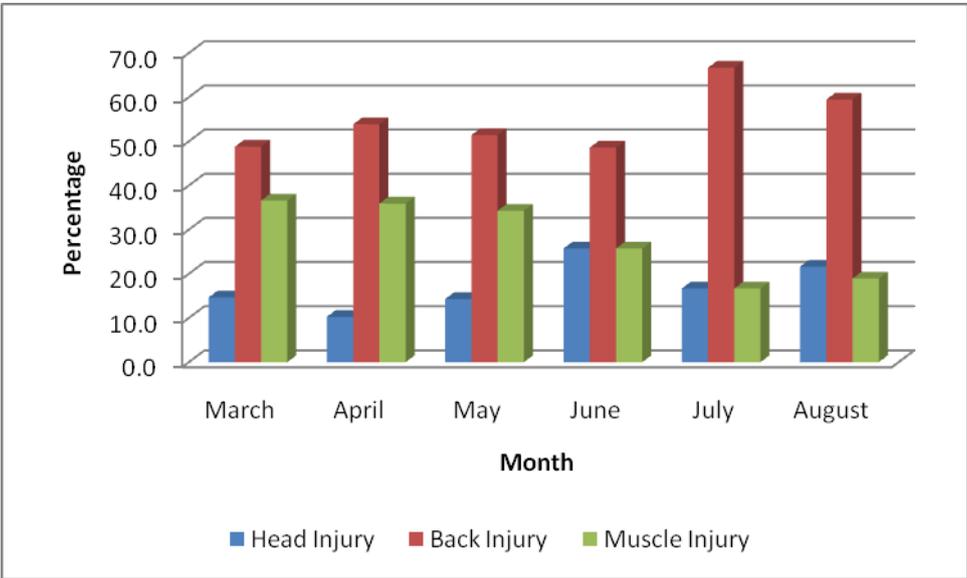
Source: Field Survey, September/October 2012.

4.6.5 Health status of child labourers

Mine/quarry work is encumbered with a lot of hazards and therefore it is obvious that children working in such conditions would definitely have health problems. The survey shows that 79.6 per cent of children affirmed that they have a number of health problems. The most common injuries recorded over a six month period (March to August 2012) are Head Injuries, Back Injuries and Muscle Injuries as shown in Figure 4.22.

The survey revealed that back injury was the most recurring injury recorded throughout the six months. The lowest number of cases of head injuries occurred in April (10.3 per cent) and the highest was recorded in July (25.7 per cent). Muscle injury was the next recurring injury after back injuries recording a low of 16.7 per cent in July and a high of 36.6 per cent in March. Head injuries recorded a low of 10.3 per cent in April peaking at 25.7 per cent in June.

Figure 4.22: Types of injuries



Source: Field Survey, September/October 2012.

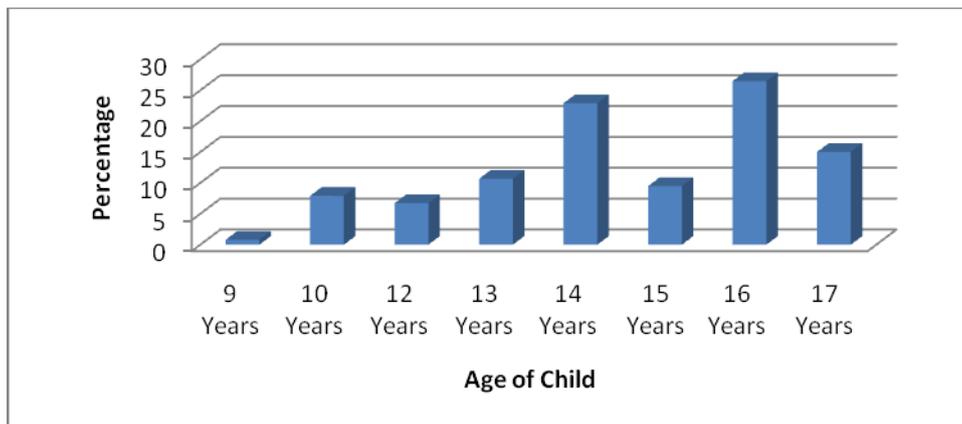
Other injuries that were recorded over the six month period included hand injuries (28.6 per cent), knee injury (14.3 per cent), ankle injury (14.3 per cent), whilst burns, cuts, fever, neck, waist and coughs all recorded 7.1 per cent respectively.

4.6.6 Injury

Injury count by sex showed that 66.0 per cent of males were injured over the six month period in contrast to 34.0 per cent who were females. This implies that more males are more susceptible to injuries than females given that at the mine/quarry sites, males tend to undertake more risky and more difficult work than females and also bearing in mind that not much protective working gears are used at the mine/quarry sites.

Children between the ages of 9 years to 17 years obtain injuries over the six month period under review. Figure 4.23 shows that 26.5 per cent of children aged 16 years had the most injuries followed by children aged 14 years (22.9 per cent). Children between ages 9 to 12 years suffered fewer injuries compared to those between 13 years and 17 years. This can be explained by the fact that the older children perform riskier tasks than the younger children and therefore are prone to more injuries.

Figure 4.23: Injury by age

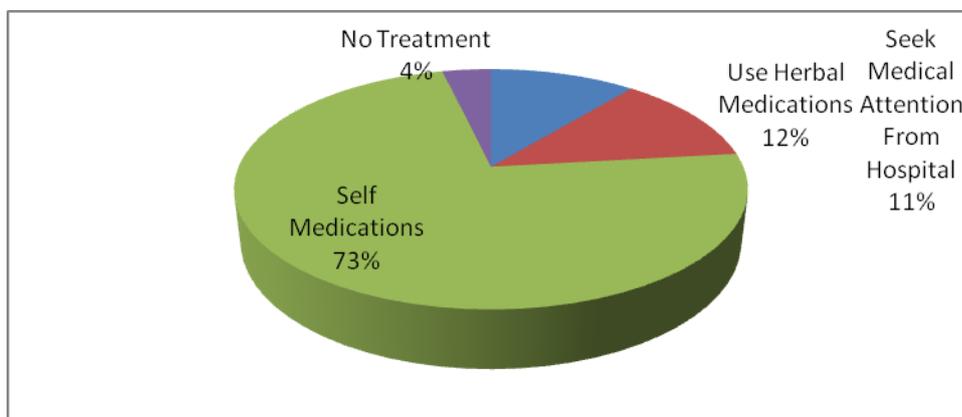


Source: Field Survey, September/October 2012.

4.6.7 Treatment of health condition

Children treat health conditions in different ways. According to the survey results as portrayed in Figure 4.24, 73.0 per cent of children use self-medication. This situation is not favourable since self-medication has its own implications on the health of the children, especially when the medication is not taken according to prescription. Another 12.0 per cent of children resort to herbal treatment whilst 11.0 per cent seek medical attention. The remaining 4.0 per cent do not apply any treatment at all and this could be detrimental to their health condition.

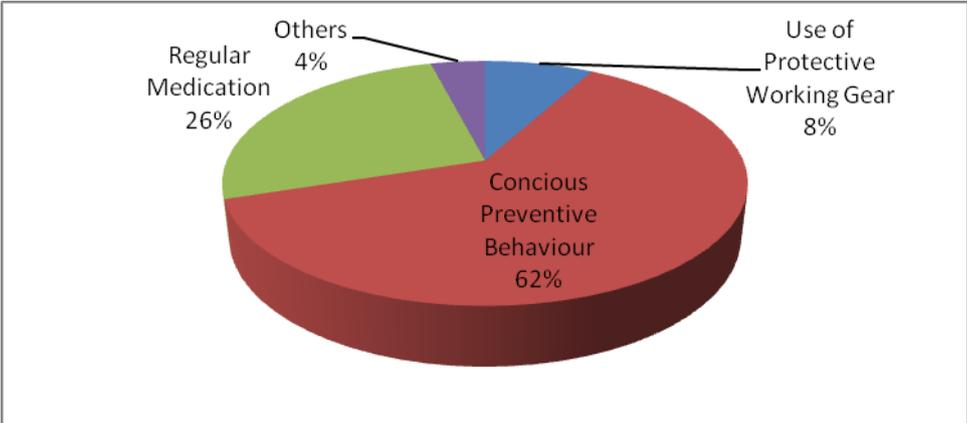
Figure 4.24: Treatment of health condition



Source: Field Survey, September/October 2012.

There is a conscious awareness of the need to take precautionary measures to reduce the rate of occurrence of ailments. In this regard, 62.0 per cent indicated they adopt conscious preventive behaviour, 26.0 per cent said they use regular medication whilst 8 per cent use protective working gear. Another 4 per cent said that they rest when they find it necessary and therefore do not have to suffer certain health conditions.

Figure 4.25: Precautionary measures to prevent health problems



Source: Field Survey, September/October 2012.

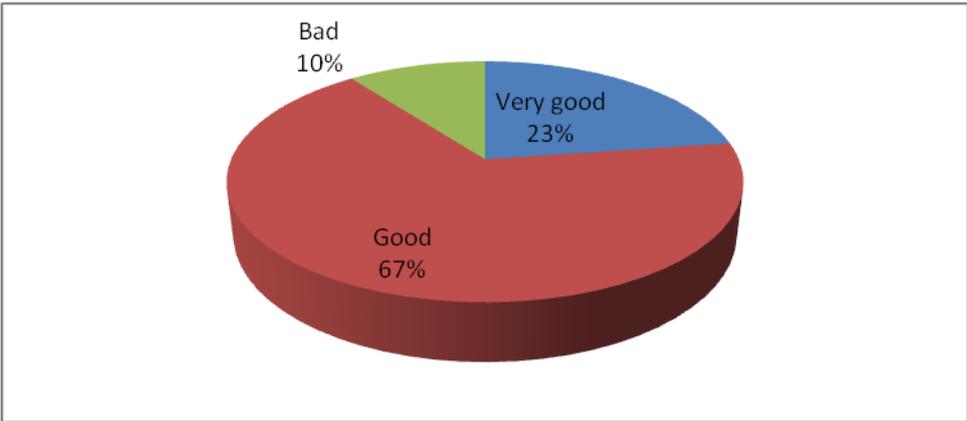
4.6.8 Types of equipment used

Workers at the mine/quarry sites use different types of equipment which include heavy duty equipment and simple hand tools. About 86.5 per cent of workers use simple tools such as hammers, chisels, pick axes amongst others. In few cases 13.5 per cent of respondents use heavy duty equipment like excavators.

4.6.9 Employer-child worker relationship

Employer and child worker relationships are very crucial to create a cordial atmosphere for work, especially in the case of child labourers since they are very vulnerable to the whims and caprices of their employers. About 23.0 per cent of the children said they had very good relationship with their employers whilst 67.0 per cent of children, who are in the majority, indicated that they have just cordial working relationship with the employer. Another 10.0 per cent however mentioned that they did not enjoy good relationship with their employers. This has implications for eventual withdrawal of children from child labour in mining/quarrying. This is so because once they enjoy good work relationship with the employer, it would be quite difficult to convince children to give up work and therefore interventions to eliminate child labour would have to target the employers.

Figure 4.26: Employer worker relationship

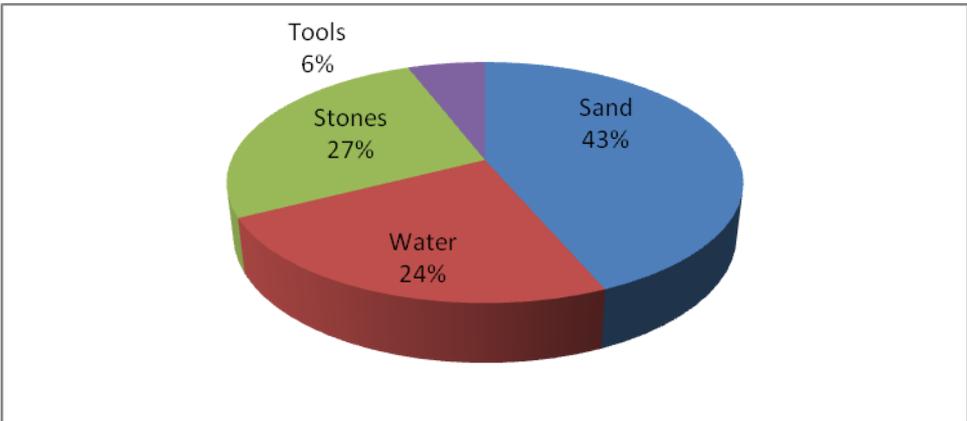


Source: Field Survey, September/October 2012.

4.6.10 Types of loads children carry

Child labourers carry loads like sand, water, stones and tools. The survey shows that 43.0 per cent of children carry sand (or mineral bearing ore), 27.0 per cent carry stones, and 24.0 per cent carry water. Only 6.0 per cent of children carry tools. Figure 4.27 depicts the situation.

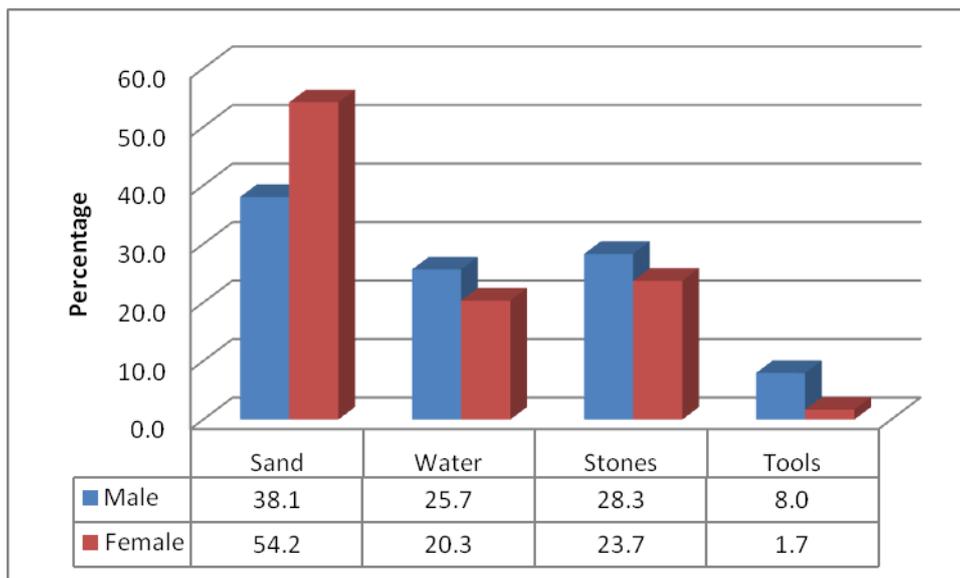
Figure 4.27: Types of loads carried by children



Source: Field Survey, October 2012.

Disaggregated into gender, with respect to loads that children carried, Figure 4.28 shows that more females than males carried sand, more males than females carried water and stones respectively and more males than females carried tools. This pattern is also in consonance with what takes place on a typical mine/quarry site. Containers such as buckets, baskets and sacks are used to carry the various items.

Figure 4.28: Disaggregation of loads carried by males and females



Source: Field Survey, September/October 2012.

4.6.11 Suggestions towards elimination of child labour

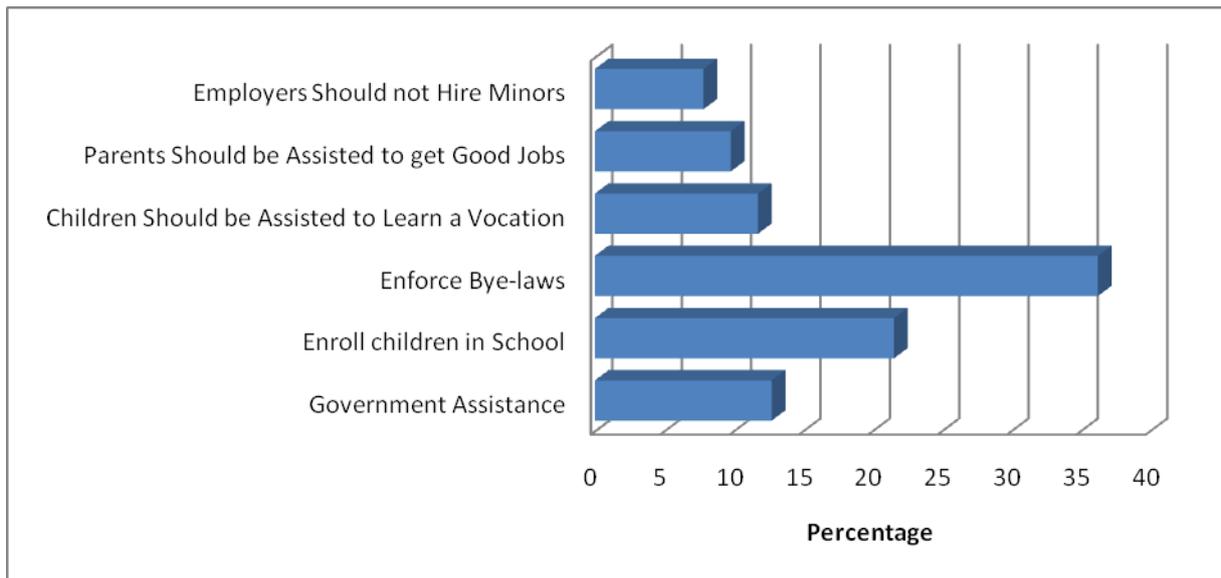
Most working children find themselves working at mine/quarry sites because of the peculiar circumstances they find themselves in which causes them to work. Some 20.5 per cent of working children interviewed indicated that they were happy with the work they were doing. On the contrary, 79.5 per cent of the children were unhappy working. The majority of the children (91.3 per cent) indicated that they were not happy with their present prevailing conditions and would be glad if their circumstances changed. Summary of reasons children advanced against child labour include the following.

Box 3.5: Quotes from children on elimination of child labour

“All the money I earn is used to buy medicine because the work is tedious and stressful and am unable to save any money”
 “My parents are unable to cater for my needs and therefore I have to cater for myself so I am forced to work”
 “Because of this work, I am unable to focus on my education. In many cases, I have to skip school to enable me work and earn money”
 “There is always the threat of death as a result of open pits filled with water which has claimed the life of other children working on the mine/quarry site”
 “The mining work is beyond my capacity and I as a child am not supposed to be doing such work”
 “Galamsey is not a profession and it is not worth doing”

In view of the foregoing, 79.3 per cent of the children are of the opinion that child labour should be entirely eliminated. Children suggested that child labour could be eliminated through means as depicted in Figure 4.29.

Figure 4.29: Interventions for elimination of child labour



Source: Field Survey, September/October 2012.

4.7 Product chain assessment in small scale mining/quarrying

An assessment of the mining/quarrying product chain shows the key steps involved from the mine/quarry to the consumer or the market. The steps are summarized in Figure 4.30 and Figure 4.31.

Figure 4.30: Product chain assessment in mining

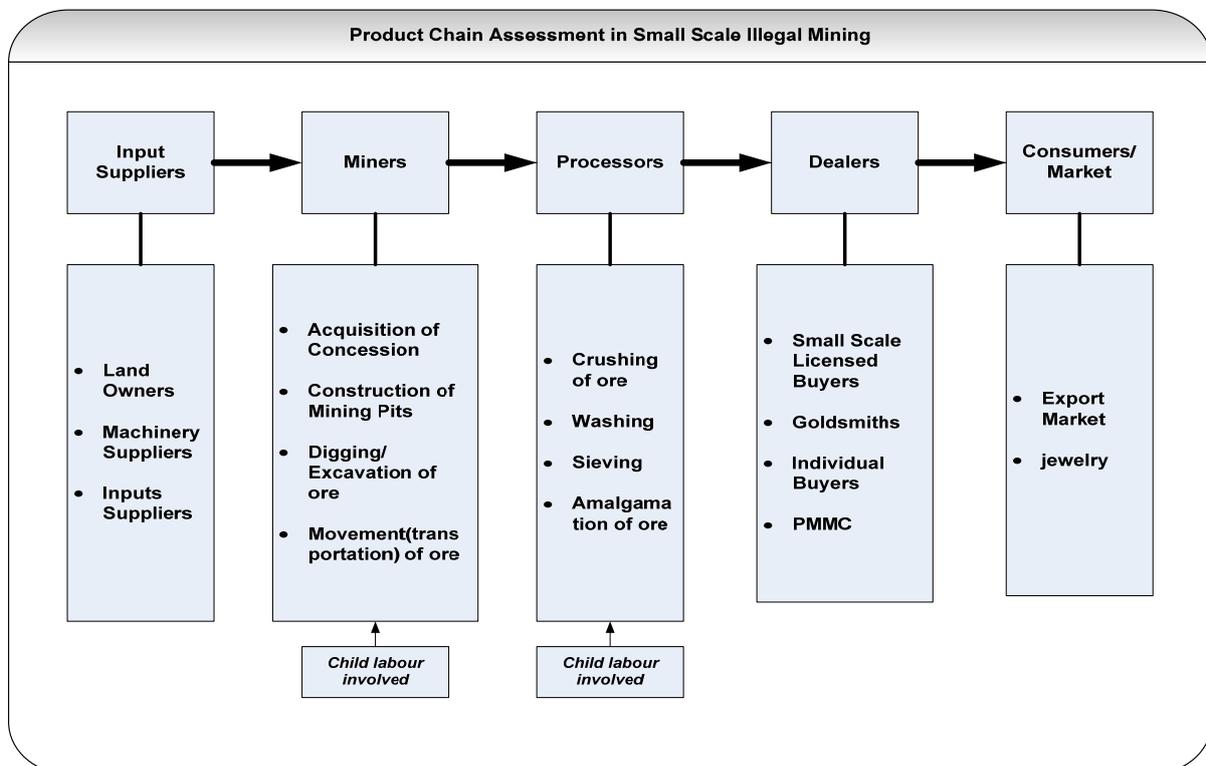
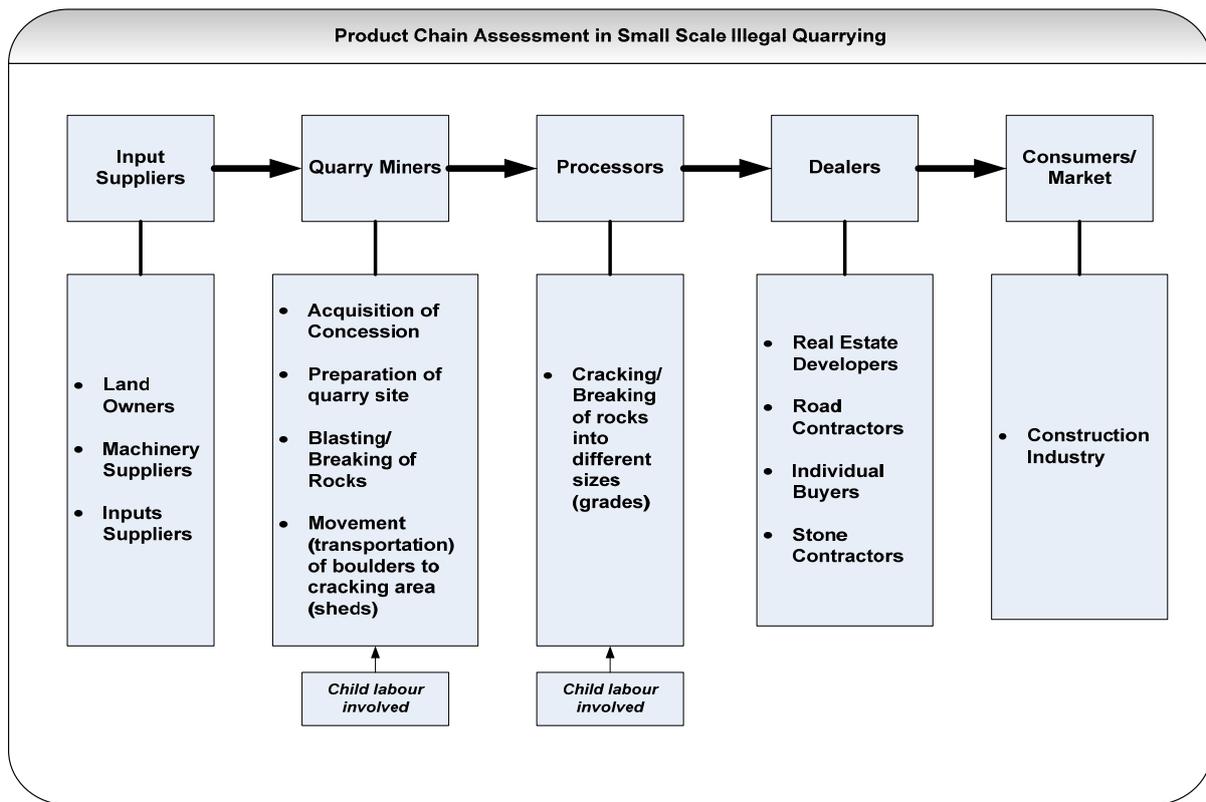


Figure 4.31: Product chain assessment in quarrying



The assessment of the product chain for both mining and quarrying shows that child labour is prevalent in mining and processing of gold and quarry stones. This implies that interventions that would be developed to eliminate child labour in mining/quarrying must target the mining and processing aspects in the value chain.

Table 4.3: Actors in the value chain

Actor	Role in the value chain-gold	Role in the value chain-quarrying	Involvement of child labourers
Miners	These are local people who acquire concessions from land owners or sometimes encroach on concessions legally acquired by large scale formal mining companies. These miners usually recruit or employ labourers (which may include children) to work on the mine sites. They use crude means to extract and process the ore.	Miners acquire land from land owners or work on quarry sites that have been abandoned by quarry companies. They engage people to assist with the cracking of the rocks which are later reduced to various grades.	
Processors	Mine Site Processing: The processors are engaged in crushing the ore, washing the ore and amalgamating the gold. This process goes on at the mine site where the ore is extracted and involves significant numbers of child labourers.	The boulders of rocks cracked are transported to sites where mostly women and children are engaged in breaking the rocks using rudimentary implements like hammers and chisels into different sizes or grades.	
Refiners	Refining of gold is not a major activity since most of the gold is sold to dealers, retailers and individuals. The only kind of refining is where goldsmiths use the gold to make jewellery.	-	x

Actor	Role in the value chain-gold	Role in the value chain-quarrying	Involvement of child labourers
Dealers	Communities where small scale mining is prevalent have dealers who have been licensed to purchase gold. These gold dealers sell gold to PMMC and individuals.	Stone contractors depend on the products of the small scale quarries to supply the market or consumers with products.	x
Equipment suppliers	These are people who deal in gold extraction equipment from whom small scale miners purchase or rent equipment such as generators, heavy duty excavators. Other equipment and supplies miners acquire from the suppliers include chemicals (mercury), pick axes, hammers, chisels, cutlasses amongst others.	These are people who deal in quarry extraction equipment from whom small scale miners purchase or rent equipment such as generators, heavy duty excavators. Other equipment and supplies acquired from the suppliers include pick axes, hammers, chisels, cutlasses amongst others.	x
Stakeholders	Stakeholders are institutions/organisations which have an interest in the mining sector, especially on issues of child labour in mining. These stakeholders include various government Ministries, Law enforcement Agencies, Non-governmental Organises, Local Authorities, Community Based Organisations and individuals.	Stakeholders are institutions/organisations which have an interest in the mining sector, especially on issues of child labour in quarrying. These stakeholders include various government Ministries, Non-governmental Organises, Local Authorities, Community Based Organisations and individuals.	X
Law enforcement agencies	The law enforcement agencies ensure that the laws on child labour in mining are not flouted. They undertake arrests and prosecution of miners and persons found to be in breach of the mining laws.	The law enforcement agencies ensure that the laws on child labour in quarrying are not flouted. They undertake arrests and prosecution of miners and persons found to be in breach of the mining laws.	x

4.8 Institutional perspectives on mining/quarrying

This section provides institutional perspectives of child labour and trafficking in mining and quarrying. The institutional perspective analyses the situations and conditions under which child labourers work and the types of interventions that the institutions are undertaking or have undertaken to eliminate the menace. The institutions include Ministries, Departments and Agencies, District Assemblies and Civil Society Organisations.

4.8.1 National level institutions (MDAs)

National level institutions were interviewed to get their perspectives on child labour in mining/quarrying since the national institutions play cardinal roles in the fight against using children as child labourers in various activities including mining/quarrying. Key institutions contacted to elicit their views on the child labour menace include the following:

- Ministry of Employment and Social Welfare (MESW);
- Ministry of Women and Children Affairs (MOWAC);
- Ministry of Education (MoE);
- Ghana Education Service (GES);
- Child Labour Unit/Social Welfare Department;

- Minerals Commission;
- Ghana National Association of Small Scale Miners (GNASSM);
- Ghana Chamber of Mines;
- Precious Minerals and Marketing Corporation (PMMC); and,
- Ghana Mine Workers Union of the Ghana Trades Union Congress.

Information provided by the National Institutions categorised their operations to include:

Policy formulation, enactment of laws and regulations: Child labour issues are central to government in its quest to eliminate child labour from other sectors of the economy and in particular from mining/quarrying. In a bid to achieve this, a number of laws, regulations and policies have been developed to address the menace. The Children’s Act, 1998 (Act 560), the Human Trafficking Act, 2005 (Act 694) and the Domestic Violence Act, 2006 (Act 732) are among the key policy instruments that govern children’s welfare and help deal with their vulnerability. To regulate the mining sector the Minerals Commission has promulgated a number of laws which include Minerals and Mining (general) Regulations, LI 2173, Minerals and Mining (explosives) Regulations, LI 12176, Minerals and Mining (health and safety) Regulations, LI 2182.

Law enforcement: It is important to note that enactment of laws, policies and regulations, though important, are not in themselves enough. These laws need to be enforced to ensure compliance by operators in mining/quarrying. In view of this law enforcement agencies working with state institutions have conducted several operations at illegal mining/quarrying sites to flush out illegal operators and where children are involved, remove them from such mining/quarrying sites. Enforcement by the security agencies, state institutions and sometimes CSOs have largely been feeble attempts since there is a lack of resources to keep up the policing roles of the state and the law enforcement agencies.

Awareness creation: Awareness creation is key in the fight against elimination of child labour and child trafficking in Ghana. As a result of this, many MDAs whose mandate interlocks with ensuring the safety and security of children have over the years undertaken awareness creation programmes. In recent times, in a bid to increase the tempo, the Minerals Commission (partnering with the GNASSM) is undertaking a nationwide tour to educate illegal small scale mine/quarry operators on the illegality of galamsey, the use of children in mining and the hazards of illegal mining amongst others. The nationwide education is a continuous activity which will be undertaken in all the mining areas across the country.

To make the efforts of the nationwide education more effective, the Minerals Commission and the GNASSM are collaborating on a programme of action to subdivide mining districts into zones and units for ease of administration of both legal and illegal mining. Apart from the awareness raising, the Commission is also educating the illegal small scale miners on how to regularize their operations to make it legal.

4.9 District level institutions

The District Assemblies indicated that small scale illegal mining activities are important informal economic activities within the districts because it provides employment and incomes to inhabitants who are unable to get employed in formal private or public institutions. Apart from generating direct income to inhabitants, informal mining activities have also generated other forms of employment for community members which include petty trading in all kinds of goods (food vending, dealing in second hand clothes etc.) and provision of a variety of services such as accommodation services, transport services etc.

Mining and quarrying has contributed enormously to household incomes within the Districts. The activity serves as the main source of livelihood and income for people working in the mine/quarry sites. In the case of formal established mines, they provide employment and income for people through legal systems. However, in the case of small scale illegal mining, the Districts were unable to estimate the amount of income the activity generated for individuals but used the improved standard of living of people and the ability of the people to build houses for themselves as a proxy to judge that the activity generated enough income for them or that the activity was lucrative.

Mining impacts the economy of the Districts positively and negatively. The impacts as identified by the Districts are presented in Table 4.3.

Table 4.4: Impact of mining on economy of districts

Impact	Positive	Negative
Revenue from large scale mining companies	✓	
Employment and income generation	✓	
Pollution of water bodies (streams and rivers)		✓
Flooding		✓
Land degradation		✓
Deforestation		✓
High school dropout rates		✓
Commercial sex/prostitution		✓
Increase in criminal activities		✓
Prevalence of HIV/AIDS		✓
Increased demand for social infrastructure		✓
Increased cost of living		✓
Immigration of people into mining communities		✓

Source: Field Survey, September/October 2012.

Origin of child labourers engaged in mining/quarrying

Mining/quarrying is an activity that engages both adults and children. Children engaged in mining/quarrying are between the ages of 5 to 17 years and either come from within the District, outside the district but within the region or outside the region. Indications of where child labourers come from are presented in Table 4.3.

Table 4.5: Origin of child labourers

Reporting district (receiving district)	Origin of child labourers (sending district)
Wassa Amenfi West	Tarkwa Nsuaem Municipal
	Amenfi Central District
	Amenfi East District
	Prestea Huni Valley
Bibiani-Anhiawso-Bekwai	Kumasi (Ashanti Region)
	Dunkwa (Central Region)
	Ayanfuri (Western Region)
	Asankragwa (Western Region)
Asutifi	Tarkwa
	Obuasi
	Konongo
	Walewale
	Tamale
	Techiman
	Bolgatanga

Child labourers are attracted into the various mining and quarrying communities for various reasons which include the following:

- ***To support themselves:*** Some children do not have any social support mechanism for survival and therefore are attracted to mining areas where they can work and earn some income to cater for their needs.
- ***Financial considerations by their parents:*** Parents of children, for financial considerations, cajole their children to work as child labourers in the mine and quarry sites.
- ***Peer pressure:*** Some children out of curiosity and peer pressure follow their friends to the mining areas to become child labourers.
- ***To support their families:*** The level of poverty and deprivation of some families makes them vulnerable and these forces the children to support their families by becoming child labourers.
- ***Trafficking:*** Some of the children are trafficked to mining areas to work.

Prevalence of child labour and its effects on child labourers

Information elicited from the District Assemblies is unanimous on the fact that there is prevalence of child labour. The prevalence of child labour is attributed to the fact that children have to work to support their families and therefore drop out of school entirely to work on the mine/quarry sites or work on the mine/quarry sites after school and weekends. At the mine sites, children are engaged in activities such as running errands for the site owners, carrying ore, digging, chiselling, washing of ore etc. In some extreme cases, children use the mine sites as their living quarters.

Child labourers suffer a number of health related problems as a result of the hazards and risks they are exposed to on the mine/quarry sites. During their regular work schedules which involve chiselling, digging and washing amongst others, child labourers sustain various types of injuries such as cuts and burns. In some extreme cases, caves and pits collapse on children resulting in deaths or severe injuries which maim them for life. Poor working conditions result in ailments like cough, respiratory diseases and headaches which are quite frequent.

Regulations on child labour and trafficking

Bye laws regulating child labour issues are not available in all of the districts. Some of the districts that do have some bye-laws on child labour do not enforce them as a result of lack of requisite logistics. However, the Districts depend on National and International laws and bye-laws enacted by the district on child labour and trafficking.

Challenges in dealing with child labour

The District Assemblies acknowledge that child labour and trafficking are unacceptable practices in mining and therefore have made attempts at curbing the menace through withdrawing children from working at mine sites and ensuring that they get education. The intervention of the District Assemblies in dealing with the issue has been met with some challenges which include:

Ineffective remediation: The District Assemblies have tried to withdraw children from the mine sites and get them into school. As a result of the ineffective implementation of these interventions by the District Assemblies, the children slip back into the practice of child labour after sometime.

Lack of logistics: The District Assemblies lack the necessary logistics (vehicles, motorcycles and human resource) to carry out effective monitoring of interventions to remove child labourers from mining and quarrying.

Inability to undertake awareness creation activities: The Districts are constrained by their inability to raise enough funds to combat the child labour menace and this hampers to a large extent the effectiveness of awareness creation and sensitisation activities which is aimed at educating the communities on the dangers of child labour and trafficking. For instance people do not understand what child labour is and why they should not allow children to work and rather see the practice as children being trained for life and at the same time contributing towards family income.

Child neglect: There is a level of child neglect experienced in some of the Districts. This situation forces the children to fend for themselves and therefore they are compelled to do any kind of work that can provide them with some income thus leading them into child labour in the mining and quarrying.

4.10 Civil Society Organisations (CSOs)

CSOs contribute enormously towards child labour and child trafficking issues and therefore have developed mandates that guide their activities. Generally, most CSOs undertake the following mandates:

- i. research and advocacy;
- ii. deployment of interventions based on research and advocacy;
- iii. promote responsible mining;
- iv. educate illegal small scale miners to regularise their operations; and,
- v. providing livelihood activities for the marginalised in society.

4.10.1 Interventions of Civil Society Organisations (CSOs)

Various Civil Society Organisations (CSOs) have vested interest in child labour and child trafficking and therefore have played various advocacy roles towards the elimination of the menace. In this regard, CSOs have made policy contributions and developed interventions towards eradicating the menace of child labour from society. CSOs are essentially intervention driven. Some interventions that have been undertaken or are being undertaken by CSOs include:

Awareness raising: Many of the CSOs undertake awareness raising campaigns to draw government's attention to the issue of child labour and trafficking. The awareness campaigns are also directed towards employers/users of child labourers to sensitise them to desist from using children as labourers. These awareness campaigns also educate the public on the unacceptability of child labour, especially its worst forms, and what steps the public should take to help eradicate the menace.

Policy formulation and advocacy: CSOs engage in formulation of child labour policies which seek to eliminate child labour and child trafficking. Apart from policy formulation, the CSOs also serve as strong advocates in the areas of Occupational Health and Safety (OHS), environment, education amongst others.

For instance in making its advocacy efforts effective, the Ghana National Association of Small Scale Miners (GNASSM), has formed District and Zone Associations which monitor mine sites and if it is detected that children work on any mining site, the license of the operator is revoked as a sanction. The sanction has however not been effectively applied. In one such case in point at Joaso in the Ashanti Region, before the inspection team could get to the site, the perpetrator had left the mine site.

Capacity development and training: CSOs provide training for communities with incidence of child labour and child trafficking to enable them acquire skills in identifying and reporting child labour issues to the appropriate authorities for action. In some cases, some companies also provide training for their staff to enable them engage illegal small scale miners and communities on contentious mining issues and child labour in mining.

Alternative livelihood programmes: CSOs develop and implement alternative livelihood programmes to ensure that parents of child labourers are adequately resourced (through training in life skills and provision of funds and logistics) to enable them disengage from mining. These interventions also factor in child labourers who are offered incentives (provision of school uniforms, text and exercise books, stationery etc.) to ensure that children stay in school. In Tarkwa such an intervention is being undertaken by NECPAD which is providing alternative livelihoods and removing children from mining.

Recommendations for eliminating child labour in mining/quarrying

CSOs made some recommendations for eliminating child labour. These recommendations are outline as follows:

- i. **Implementation of laws on child labour:** Responsible authorities should ensure that laws on child labour are implemented. In the course of implementing the laws on elimination of child labour, government should ensure that other sectors of the economy are expanded to ensure that there are jobs to absorb people who would be displaced from illegal small scale mining. Local Authorities, that is District Assemblies, should get involved in law enforcement to ensure that children are kept out of mining/quarrying.
- ii. **Funding for CSOs:** CSOs require increased funding from donor agencies to enable them effectively implement social intervention policies that are targeted at eliminating child labour. In some cases, as soon as donor funded programme ends, the intervention also ends. In this regard, social interventions and accompanying donor funds should be developed in a sustained manner to achieve the objective of effectively eliminating child labour.
- iii. **Intensify education on child labour issues:** CSOs play crucial advocacy roles and therefore would need to intensify on their advocacy roles through abundant awareness creation, sensitisation and training of operators in mining/quarrying and the general public.

4.11 Community level institutions/opinion leaders

Community level institutions are instrumental in dealing with the problem of child labour in mining and quarrying and have appropriately done so over the years. Community level institutions/opinion leaders such as the Chiefs and Elders, community groups such as Farmers Associations, Traders Associations, Youth Groups and Faith Based Institutions, etc. as well as prominent opinion leaders have made contributions towards the elimination of child labour in their various communities where the practice is common. Such community level institutions have insisted that children need to be protected from children working in mines/quarries since the risks are enormous and outweigh the financial gains the children seek. In view of these, some suggestions these community institutions/opinion leaders have made include:

- i. Outright removal of all children engaged in child labour in the mining/quarrying from the sites.
- ii. Facilitation by the District Authorities to place children withdrawn from mining/quarrying into school.
- iii. Social protection interventions to poor families to enable them engage in productive work other than mining/quarrying to support their children which will discourage the children from engaging in mining/quarrying.
- iv. District Authorities should ensure that they are well equipped to prevent children from undertaking mining/quarrying through enforcement of national laws and District bye-laws on mining/quarrying.

4.12 Institutional mapping

Various stakeholders collaborate to combat the menace of child labour through various programmes and projects. The effectiveness of collaboration amongst the stakeholders depends to a large extent on the approaches that are adopted to achieve their own organisational goals and that of eliminating child labour. This section discusses the mandates of selected stakeholders (Ghana Education Service, Ministry of Employment and Labour Relations, The Ghana Police Service, Ministry of gender, Children and Social Protection and Department of Social Welfare), their areas of collaboration and the challenges encountered in discharging their duties. The mandates and challenges the institutions face in discharging their duties with respect to elimination of child labour are summarized in Table 4.6.

Table 4.6: Mandate and resource constraints of institutions

Institution	General mandate	Specific mandate with respect to mining/quarrying	Execution of mandate	Availability of adequate logistics	Strategy for coping with logistics constraints	Additional logistics required
Department of Social Welfare	Mandate relates to children engaged in child labour, including children in hazardous child labour activities in mining/quarrying as provided for in the Children's Act, Act 560 (1998).	Section 19 of the Children's Act, Act 560 (1998) mandates the Department accompanied by the police to investigate any contravention of the rights of a child and take appropriate actions.	The Department has Officers at the Regional and District levels that handle cases of contravention of the rights of children and protect them from further harm.	No	<ul style="list-style-type: none"> • Collaboration with other institutions and organisations. • Support from the District Assemblies in the form of funds and vehicles. 	<ul style="list-style-type: none"> • Vehicles at the district level for effective monitoring. • Availability of adequate funds. • Availability of adequate numbers of staff. At least 4 social workers in each District.
Ghana Education Service	To provide education on the Civil Rights of children.	Educate parents and teachers on issues of child labour in mining/quarrying during Parent/Teacher meetings.	The mandate is carried out through guidance and counselling sessions for both children and parents.	No	<ul style="list-style-type: none"> • Through periodic sensitization meetings with parents and children in the communities. 	<ul style="list-style-type: none"> • Require adequate funds. • Need cameras for covering child labour activities which would be used for educational purposes. • Vehicles to enhance sensitization activities.

Institution	General mandate	Specific mandate with respect to mining/quarrying	Execution of mandate	Availability of adequate logistics	Strategy for coping with logistics constraints	Additional logistics required
Ministry of Employment and Labour Relations	Mandated by law to undertake establishment inspections at all workplaces in the formal and informal sectors.	To identify children being used as child labourers through establishment inspections and also monitor interventions by collaborators for withdrawn child labourers.	The mandate is achieved through inspections carried out through labour inspections and monitoring of interventions in the Districts.	No	<ul style="list-style-type: none"> Work with the few logistics available to the Ministry. 	<ul style="list-style-type: none"> Vehicles and motorbikes for inspection. Computers for office work. Staff needs to be beefed up. Training for staff to make them more versatile.
Ghana Police Service	Ensure the security of children against child labour.	Provision of security for children being used as child labourers.	The mandate is executed through provision of security to officials during inspection of illegal mine/quarry sites and the protection of liberated children. The Police also ensure that liberated children are sent to the appropriate agencies like the Department of Social Welfare.	No	<ul style="list-style-type: none"> Make the best use of the limited resources (vehicles, personnel) available. 	<ul style="list-style-type: none"> Funds. Vehicles. Communication equipment (walkie-talkie). Camera. Laptop computers.
Ministry of Gender, Children and Social Protection	<p>To take effective actions to prevent and protect children involved in hazardous labour.</p> <p>To collaborate with all stakeholders to take measures to prevent and punish offenders.</p>	The Ministry has the mandate to protect and ensure the total development of children.	The Ministry executes its mandate through policies and laws such as the Human Trafficking Act and National Plan of Action.	No	<ul style="list-style-type: none"> Government has initiated interventions to eliminate child labour in mining. IOM and ILO supported the Ministry to eliminate hazardous forms of child labour. 	<ul style="list-style-type: none"> Adequate funds. Technical assistance. Capacity building programmes for stakeholders.

Level of collaboration

Institutions involved in combating child labour collaborate at various levels. The issues and areas on which the institutions engage each other are summarized in Table 4.7.

Table 4.7: Level of collaboration of institutions

Institutions	Department of Social Welfare	Ghana Education Service	Ministry of Gender, Children and Social Welfare	Ministry of Employment and Labour Relations	Ghana Police Service
Minerals Commission	Collaboration	-	Collaborate in mining/quarrying to end child labour	Collaboration	-
Ministry of Environment, Science and Technology	Collaboration	-	-	Collaboration	-
Ministry of Lands and Natural Resources	Collaboration	-	Collaborate on the implementation of the NPA	Collaboration	Collaborate to clamp down on child labour in mining/quarrying areas
Department of Social Welfare	-	Collaborate on the welfare of children	Strong collaboration in rescue and rehabilitation of victims	Collaboration	Liberated children are sent to the department of Social Welfare for rehabilitation
Ghana Education Service	Collaborate for social education	-	Collaborate on reintegration and education of child labour victims	Collaboration	Collaborate with DOVVSU for educating children liberated from child labour
Ministry of Gender, Children and Social Welfare	Collaborate on policy direction and financial support	Collaborate on the protection of children	-	Collaboration	Collaborate with DOVVSU for child protection
Ministry of Employment and Labour Relations	Collaborate for social protection		Collaborate on the implementation of the NPA	-	-
Ghana Police Service	Collaborate on investigations and protection of child labour victims	Collaborate for the protection of children	For rescue, protection of children and punishing offenders	Collaboration	Provide security
Ghana Employers Association	Collaboration		Collaborate to prevent child labour and to implement the NPA	Collaboration	-
Metropolitan/ Municipal/ District Assemblies	Collaborate for financial and logistics support	-	Collaborate for advocacy on child labour issues and training programmes	Collaboration	Collaborate with Assemblymen to identify parents of child labourers

Section 5: Summary of major findings, recommendations and conclusion

This section presents a summary of the major findings from the survey. The section also presents recommendations for combating the child labour menace.

5.1 Major findings

5.1.1 Socio economic

The survey sought to get a broad based assessment of the problem of the child labour in mining/quarrying and therefore engaged a survey population of 1,000 respondents from 40 mining/quarrying communities across the country. Respondents who were interviewed included 400 child labour respondents, 200 parents/guardians, 200 employers/users of child labourers and 200 community members. The sampled enabled the collection of representative responses of the actual situation of the child labour problem in mining/quarrying. The findings from the survey and presented below.

5.1.2 Age-sex distribution

The survey results show that the older the age-group, the more children that are involved. There are 5.6 per cent of children in the 5-9 age-group, 33.1 per cent in the 10-14 age-group and 61.3 per cent in the 15-17 age group. Generally, there are more males than females in mining/quarrying.

5.1.3 Origin and background of child labourers

There are fewer migrant children compared to native children who work at the mine/quarry sites. In all cases (natives and migrants) children are from poor families.

5.1.4 People children stay with and care they receive

Over 80 per cent of child labourers stay with both parents and either mother alone or father alone. The survey shows that children who stay with both parents or with mother alone or father alone receive better care than their counterparts who stay with either family relations or guardians. This shows a direct relationship between people children stay with and the kind of care they receive. Even though, a majority of the children stay with parents and receive better care, they still have to work to support themselves.

5.1.5 Occupation of parents/guardians

More than one-third of parents/guardians are engaged in small scale mining (galamsey) as a major economic activity. Farming and petty trading follow in that order as preferred occupations and used as back up activities though for some of the inhabitants of the mining communities, farming and trading serve as their main economic activity. As a result of most parents/guardians engaging in mining/quarrying as a major source of economic activity, the children are introduced to mining/quarrying at an early age.

5.2 Educational status of child labourers

5.2.1 Child labourers currently in school

Many child labourers combine school with work. The survey shows that about 64.7 per cent of children combine school with work. The result, more often than not, is that they drop out of school to work. Those who continue to combine suffer in terms of poor academic performance and irregular school attendance. The long term effect of such irregular and improper education results in poorly educated people, unskilled labour, societal misfits, perpetuation of poverty and poor living standards amongst others.

5.2.2 Reasons for children not being in school

The biggest reason accounting for children not being in school is lack of support from parents/guardians, which 35.0 per cent of the children alluded to. In a similar vein, 66.7 per cent of children who dropped out of school confirmed that lack of support is the major reason accounting for their dropping out of school. This indicates that the children, unable to pay their own fees and acquire other educational items, naturally drop out of school to earn a living for themselves in mining/quarrying.

Most of the children drop out of school before they get to Junior High School (JHS) whilst other working children drop out several times but continue later to complete JHS. This makes them older than their peers who go through school without dropping out. Due to their age after JHS, they no longer continue with their education and rather prefer to work in mining/quarrying.

5.2.3 Combining school and work

Some child labourers combine school with work. The majority of children who combine school with work do so after school hours (30.6 per cent). This situation shows that at least children understand the importance of education and therefore would participate in school activities before going to work. Other children who combine school and work, work before school, work on holidays and weekends whilst others skip school sometimes. School children combine work and school every day of the week. Of significant note is Thursday (34.2 per cent) and Friday (53.9 per cent) where most of the children combine work and school.

5.2.4 Enrolment in school

Child labourers (73.7 per cent) were of the view that given the necessary support, they would prefer to return to school and focus on their education instead of working in mining/quarrying. The child labourers also mentioned that interventions such as creation of awareness and sensitising the general public on the hazards and unacceptability of child labour, enforcing appropriate laws on child labour and providing incentives for educating child labourers would provide the impetus for child labourers to stay in school instead of working.

5.3 Working conditions of child labourers

5.3.1 Reasons for children engaging in mining/quarrying

Children opt to work or are forced to work in mining/quarrying because of poverty. They do not receive the needed financial support from their parents/guardians to enable them get proper education and to cater for their other needs. Other reasons that have caused children to work include supporting household income and for some of them, the income they earn from working serves as the main source of family income.

5.3.2 Chemical use

Children work directly or indirectly with chemicals. Those who work directly with chemicals use mercury, cyanide, sulphur and borax. Those that do not use chemicals directly work around chemicals. These chemicals have adverse effects on the health of the children, some of which are itchy eyes, respiratory problems, cough with blood stains and chest pains amongst others. Chemicals have adverse effects on the health of working children whether they work directly or indirectly with it.

5.3.3 Working hours

Children work between one and 15 hours a day. Majority of the children (68.0 per cent) work between 2 to 9 hours a day. Though this falls within regular working hours of 8 hours a day, it is irregular for children between 5-17 years to work such hours also bearing in mind that mining/quarrying is very manual and tedious in nature.

5.3.4 Tools used

Tools provided by employers and used by child labourers include rudimentary tools such as buckets, head pans, chisels, pick axes, shovels and sieves. Other tools include wheel barrows, hammers, sacks, drums for storing water and cutlasses. A section of the children (about 30.0 per cent) indicated that the tools used were inappropriate and therefore ineffective. A critical analysis of the tools used vis-a-vis the work involved in mining/quarry indicates that the tools used need to be upgraded to make work much easier.

5.3.5 Remuneration for child workers

Child Workers are paid wages. Payments are made to the children on either daily, weekly, bi-weekly monthly and sometimes yearly bases. Most of the children receive wages on a daily basis (55.0 per cent). Only 1.0 per cent receive wages on yearly basis and these are due to some special arrangements between the child labourer and the employer. For instance the child is released by the parents to an employer based on the agreement that the employer would cater for the needs of the child and at the end of the year, some token is given to the child to cater for some other needs. Agreements for payment of wages are largely verbal and based on trust.

Whilst 42.9 per cent of child labourers were not satisfied with the wages paid them, more than 50.0 per cent of them said that wages paid them were adequate. More than 90.0 per cent of employers said that wages paid to the children was adequate. It was only 9.2 per cent of the employers who indicated that wages they paid to child workers was inadequate.

5.3.6 Uses of wages

Child labourers spend their wages on food, clothes, books and school fees. The most important expenditure item is food (36.9 per cent) followed by clothes (28.2 per cent) and books (13.5 per cent). Apart from these major expenditure items, other items of expenditure include supporting siblings financially, payment of utility bills, supporting family income and savings.

5.4 Health and safety of working children

5.4.1 Type and appropriateness of safety working gear

Safety working gear provided for child workers include overalls, safety boots, eye goggles and hand gloves amongst others. As many as 73.8 per cent of children said that their employers did not provide any form of working gears for them. Employers of children claim that once they pay wages, the children are responsible for acquiring their own safety working gear. Some children gave the indication that the working gear provided for them were not appropriate. This means that many children work without any protection.

5.4.2 Activities undertaken by boys and girls

Boys and girls engage in different activities. Boys generally are engaged in more difficult tasks which include digging or excavation, crawling into pits, chiselling, blasting and machine operation. Girls are normally involved in washing of ore, stone cracking and loading and transporting of ore or stones. This shows that there is some distinction made in terms of the types of tasks that are assigned boys and girls.

5.4.3 Activity in relation to injuries

Based on the activities undertaken by both boys and girls, back injury was reported as being the most common injury within the six month period reviewed. This was closely followed by muscle injuries. These injuries have a direct relationship with the posture in which children work. Much of the work at the mine/quarry site involves bending over long hours. The survey also showed that on the average more boys suffered injuries than girls.

5.4.4 Hazards child workers are exposed to

Working children are exposed to several hazards. These hazards include the use of mercury and other chemicals, dust, use of explosives, poor ventilation and lack of adequate working space. The most reported hazard is dust pollution followed by poor ventilation and working with chemicals like mercury.

5.4.5 Treatment of health conditions

Health conditions that arise are treated differently by the children. More than 70.0 per cent of the children resort to self-medication in treating their health conditions. This is because many of them see self-medication as a quicker and less time consuming method of getting relief from health conditions. Others resort to seeking medical attention or use herbal medications. A small number of children (4.0 per cent) do not use any medication at all.

5.5 Recommendations

The following recommendations are made for elimination of child labour in mining and quarrying.

No.	Recommendation	Implementation strategy
5.5.1	<p>Law enforcement</p> <p>Enforcement of international and national laws</p> <ul style="list-style-type: none"> International and National Laws on child labour in mining and quarrying should be enforced. This would require that the necessary environment is created to enable the law enforcement agencies to effectively enforce laws. <p>Strengthening of institutions</p> <ul style="list-style-type: none"> Institutions tasked with enforcement of laws should be strengthened to enable them discharge their law enforcement duties accordingly. <p>Role of the district assemblies</p> <ul style="list-style-type: none"> District Assemblies through the District Security Committee (DISEC) should be empowered to enforce its bye laws on child labour in mining and quarrying. <p>Legalise the operations of illegal miners</p> <ul style="list-style-type: none"> Regularize the operations of the illegal mining and quarrying operators through the Minerals commission and encouraging them to become members of the Ghana National Association of Small Scale Miners (GNASSM). <p>Political commitment</p> <ul style="list-style-type: none"> There should be a political commitment to the problem of child labour and trafficking or child protection through the provision of financial and human resources to the law enforcement agencies. <p>Stakeholder collaboration</p> <ul style="list-style-type: none"> There should be strong collaboration and networking amongst all stakeholders and interested parties towards eliminating child labour and trafficking. 	<ul style="list-style-type: none"> Law enforcement agencies (especially the Police and in some cases the Military) should be provided with vehicles and other logistics to enable them undertake continuous monitoring and enforcement of laws on illegal mining and quarrying. The District Assembly as an authority and the law enforcement agencies in the respective Districts should collaborate and cooperate to eliminate the use of child labour in mining/quarrying. A national programme of action should be instituted to engage small scale illegal miners to regularise and legalise their operations. The guidelines for regularising the illegal operations should be made simple (as a motivation) to enable the illegal miners to voluntarily legalise their operations. Political leadership (Presidency, Ministries, Departments and Agencies) should have the wherewithal to ensure and enforce the elimination of child labour in mining/quarrying. The Government of Ghana through the Ministry Employment and Social Welfare to bring together all stakeholders to harmonise their activities to ensure that resources, skills and knowledge are appropriately channelled towards the elimination of child labour in mining/quarrying.

No.	Recommendation	Implementation strategy
5.5.2	Social interventions <ul style="list-style-type: none"> • Existing social interventions programmes aimed at removing child labourers from working in mining and quarrying should be strengthened. • Alternative livelihood programmes which support parents of child labourers and the child labourer should be implemented to eliminate child labour in mining and quarrying. 	<ul style="list-style-type: none"> • Poverty is an underlying factor for children engaging in child labour and hence effective poverty reduction schemes (such as LEAP, LESDEP, ILO's Child Labour Elimination Interventions) should be strengthened to support vulnerable families. • The programmes and projects of various Civil Society Organisations and Non-Governmental Organisations and even government agencies is so uncoordinated results from these programmes and projects are not very effective in addressing the child labour issue. There is thus a need to get these programmes and projects coordinated for effective achievement of results.
5.5.3	Awareness creation and education <ul style="list-style-type: none"> • Sensitisation programmes which educate the public on the hazards of child labour and its effects on children and the country should be intensified. • Researches must be conducted on the problem of child labour and trafficking to bring out issues involved for remedy. • Efforts should be made to get small scale illegal operators in mining and quarrying to seminars and workshops where they would be educated on the undesirable nature of child labour and trafficking and also to persuade them to desist from using and employing children as labourers. The workshops and seminars should also include dissemination of information on laws in Ghana on child labour and trafficking. 	<ul style="list-style-type: none"> • Organisation of awareness creation programmes on special days set aside by the United Nations, for instance "Child Labour Day" to draw attention to the issues of child labour. • Use Information Services Department (ISD), National Commission for Civic Education (NCCE), District Child Protection Committees (DCPC) and various radio stations available within the Districts to disseminate information on the hazards of child labour. • Seminars and workshops for small scale illegal miners should be organised by institutions such as The Minerals Commission, Ghana National Small Scale Miners Association and other stakeholders to educate illegal miners.
5.5.4	Education of child labourers <ul style="list-style-type: none"> • Child labourers should be removed from mining/quarrying to enable them concentrate and focus on their education. In view of this, children who are removed from child labour should under no circumstance be allowed to return to the mining/quarrying. Indeed, child labourers made the point that given the opportunity, they would rather be in school rather than work at a mine/quarry site. 	<ul style="list-style-type: none"> • Comprehensive and sustainable social intervention programmes would have to be instituted to support child labourers who are eventually removed from mining/quarrying. These social interventions may include provision of school supplies to child labourers, putting parents/guardians of child labourers into viable economic activities. • To ensure that such programmes are sustainable, parents/guardians who depend on wages of these child labourers to support household incomes would have to be made a necessary part of the interventions to be introduced. It is important for the parents/guardians to be part of the interventions because the survey identified lack of support from parents/guardians for child labourers as one of the compelling reasons for working in mining/quarrying.

No.	Recommendation	Implementation strategy
5.5.5	<p>Chemical use</p> <ul style="list-style-type: none"> The survey has shown that child labourers work (directly or indirectly) with chemicals like mercury, cyanide, sulphur and other chemicals. These chemicals have serious effects on the health of the child labourers such as respiratory problems, itchy eyes, burns amongst others. 	<ul style="list-style-type: none"> The relevant institutions in conjunction with the law enforcement agencies to intensify monitoring of illegal mining sites to remove child labourers. Miners found using children to use chemicals should be sanctioned under existing laws.
5.5.6	<p>Working hours</p> <ul style="list-style-type: none"> Child labourers work long hours, between 2 and 9 hours a day. Considering the fact that small scale illegal mining/quarrying is tedious and hazardous, it is improper for galamsey operators to engage children over long hours, which involves a lot of bending, carrying of heavy loads, washing and digging resulting in various health problems. Law enforcement agencies and other responsible agencies would have to take necessary actions to ensure that child labourers at mine/quarry sites are either removed from the sites or that child labourers only engage in light and non-hazardous work. The ideal situation, however, is to eliminate child labour in mining/quarrying. 	<ul style="list-style-type: none"> It is recommended that galamsey operators should be compelled by the law enforcement agencies to desist from using child labourers to work with such hazardous chemicals. This effort will include institutions like the Minerals Commission, the Ghana National Association of Small Scale Miners and Civil Society Organisations.
5.5.7	<p>Health and safety of working children</p> <ul style="list-style-type: none"> Child labourers work in very poor conditions at the mine/quarry sites. Conditions the child labourers have to contend with on a daily basis is dust pollution, limited space for work, working with hazardous chemicals and explosives. This condition has affected child labourers with different types of health conditions. The immune system of children is not developed as that of adults and therefore is prone to be affected by various diseases and injuries. 	<ul style="list-style-type: none"> Employers/users of child labourers should provide appropriate safety working gear (such as face masks, protective clothes, hand gloves, ear plugs etc.) to protect the children and this should be enforced by the appropriate law enforcement agencies, national institutions and Civil Society Organisations involved in issues of child labour.
5.5.8	<p>Treatment of health conditions</p> <ul style="list-style-type: none"> The study established that most of the child labourers depend heavily on self-medication to treat health conditions. This practise is not helpful for the child labourers since overtime, it could have dire consequences on their health. Bearing in mind also the hazardous nature of the work they are engaged in, they need proper medical attention. 	<ul style="list-style-type: none"> Sensitisation and education of child labourers together with their parents/guardians as well as the employers/users of children on the dangers of self-medication. The sensitisation should also encourage child labourers and their parents/guardians to resort to the use of medical facilities for treatment of health conditions. Child labourers should be educated to go for regular check-ups for early detection of health problems that may be affecting them.
5.5.9	<p>Ignorance of laws on child labour</p> <ul style="list-style-type: none"> The generality of society and the children are ignorant of laws available that provide for the protection of children from child labour in any form. 	<ul style="list-style-type: none"> The social Welfare Department in collaboration with the Ghana Education Service, the Ministry of Gender, Children and Social Protection, to organise a sensitisation programme on laws bordering on child labour issues.

5.6 Strategy for action

The survey reveals several challenges facing child labourers. This section catalogues the challenges and provides some strategies for remedying them. The strategies for addressing the challenges are presented in Table 5.1.

Table 5.1: Strategies for action on issues affecting child labourers

Thematic area	Key finding	Strategic intervention	Implementing agency/. associated stakeholders
Education	Child labourers combine school with work and some of them end up dropping out of school	<ul style="list-style-type: none"> Child labourers should be withdrawn from mining/quarrying and put in school by the relevant institutions. Attractive incentive packages should be instituted to make education attractive to child labourers. 	<ul style="list-style-type: none"> Ministry of Education. Ghana Education Service. District Directorates of Education. Ministry of Women and Children Affairs. Donor partners. Parents/guardians.
	Lack of support from parents/guardians to keep child labourers in school	<ul style="list-style-type: none"> Parents/Guardians of child labourers should be compelled by relevant institutions in education to support their children to attend school. Appropriate social interventions should be instituted to assist parents to enable them support their children to attend school. 	<ul style="list-style-type: none"> Ministry of Education. Ghana Education Service. District Directorates of Education. Ministry of Women and Children Affairs. Donor partners. Parents/guardians.
	High school dropout rate among child labourers.	<ul style="list-style-type: none"> Re-enrolling child labourers in school through appropriate interventions (e.g. Capitation grant, provision of free school uniforms, making education fee-free etc.). Sensitization of employers/users of children to desist from the act. Relevant institutions to ensure laws on child labour are enforced and prosecuted. 	<ul style="list-style-type: none"> Ministry of Education. Ghana Education Service. District Directorates of Education. Ministry of Women and Children Affairs. Ministry of Interior (Ghana Police Force). Minerals Commission. Ghana National Association of Small Scale Miners. Donor partners

Thematic area	Key finding	Strategic intervention	Implementing agency/. associated stakeholders
Health	Limited use of and inappropriateness of Safety working gears.	<ul style="list-style-type: none"> Employers/users of child labourers should be sensitized to provide appropriate safety gears for child labourers. Employers should be compelled to provide appropriate safety working gears for child labourers. 	<ul style="list-style-type: none"> Ministry of Employment and Social Welfare. Social Welfare Department. Minerals Commission. Ghana National Association of Small Scale Miners.
	Child labourers undertake hazardous activities (working with chemicals like mercury, blasting, crawling into pits etc.), which is not good for their health and general well-being.	<ul style="list-style-type: none"> Child labourers working under hazardous conditions should be identified and withdrawn from mining/quarrying. Laws on child labour preventing employers/users from using children for hazardous work should be strictly enforced. 	<ul style="list-style-type: none"> Ghana Police Force. District Security Council. Commission on Human Rights and Administrative Justice. Ministry of Employment and Social Welfare. Social Welfare Department.
	Child labourers encounter a number of Injuries. In many cases, the appropriate medical treatment is not sought and self-medication is also rife amongst the child labourers.	<ul style="list-style-type: none"> Medical and health personnel should work with users/employers, child workers and parents/guardians to sensitise them to understand the importance of seeking proper medical attention and to desist from self-medication. Parents/guardians should be educated by health personnel to pay particular attention to their children's health, especially those working in mining/quarrying in view of the hazardous nature of the work the children do. Employers should set up a mechanism of ensuring that they assist in paying medical expenses of child labourers. 	<ul style="list-style-type: none"> District Assemblies. District Directorate of Health Services. Community Based Organisations.

Thematic area	Key finding	Strategic intervention	Implementing agency/. associated stakeholders
Working conditions	The incidence of poverty causes children to end up in mining/quarrying. Very often children are at the mercy of their employers and work under poor conditions. Additionally, because of the poverty levels, children work to support family income.	<ul style="list-style-type: none"> Social intervention programmes such as LEAP, LESDEP should be intensified to enable parents/guardians alleviate their poverty so that they would not allow their children to engage in child labour. 	<ul style="list-style-type: none"> Ministry of Employment and Social Welfare. Social Welfare Department. District Assembly.
	Child labourers are exposed to hazardous chemicals such as mercury which has health implications for child labourers.	<ul style="list-style-type: none"> As a matter of urgency, child labourers working in hazardous conditions should be withdrawn from the mine/quarry sites. Appropriate social interventions need to be introduced to enable parents earn enough money to support their children so that the children would not have to work to support family incomes. 	<ul style="list-style-type: none"> Ministry of Employment and Social Welfare. Social Welfare Department. District Assembly.
	Child labourers receive low wages which is also inadequate to meet their needs.	<ul style="list-style-type: none"> Employers/users of children should be impressed upon to pay adequate wages to working children in view of the fact that the work children do at the mine/quarry sites is beyond their capacity. 	<ul style="list-style-type: none"> Ministry of Employment and Social Welfare. Social Welfare Department. District Assembly.

5.7 Conclusion

The study has shown that there are numerous children involved in child labour in both mining and quarrying. Children undertake all sorts of activities at the mine sites which are both hazardous and injurious to their health. Children who work at the mine/quarry site are unable to get good education and most of them end up dropping out of school. A key motivating factor which has led children to engage in mining/quarrying is poverty.

The study points to the fact that children work in conditions that are way beyond their capacities and therefore have to be taken away from the mine/quarry sites. To ensure that the elimination of child labourers from the mine sites is sustainable, effective alternative livelihood programmes need to be implemented whilst strengthening existing ones.

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Appendix

The survey interviewed various respondents which include child labourers, parents of child labourers, employers/users of child labourers and community members. A summary of the perspectives of the various respondents is presented in Table A1-A4.

Table A1: Summarized views on educational status of working children

Respondent	Summarized views on educational status of working children
Child labourers	<p>Educational levels of child labourers: According to the survey, 65% child labourers were still attending school. It was also found that as many as 55% of those who were not attending school were aged 17 years. Among these children 34% were school drop outs. About 66% had either completed school or never attended school. 46% indicated they could not attend school on all school days and had to work on some days. 62% of child labourers were still in the primary school, 29% had completed primary school and were at the junior high school, and 9% were in the senior high school.</p> <p>Combining school and work: About 19% of respondents indicated that children sometimes skip school to work. 12% worked before going to school and 35% worked on holidays and on weekends.</p> <p>Expenditure pattern of child labourers: 25% of child labourers indicated their educational expenditure is borne by both parents, whereas only fathers was 24%, only mothers was 21%, guardian was 18% and other family relations was 7%.</p> <p>School dropout: Majority of those who were not in school claimed they didn't have anybody to support them (35%), 20% had dropped out, 12% were not interested and 33% had actually completed school. Two-thirds of those who have dropped out of school claimed there was no support, 9% were just not interested in school, 7% dropped to work and 6% were not good in school and so decided to stop. An additional 11% dropped out of school due to issues like early marriage, relocation from community and to escape punishment. 84% of Children who dropped out of school expressed the desire to return to school if they were provided with the necessary support. Those children who did not want to return to school even if they were provided with the necessary support, indicated they wanted to learn a vocation instead or were already in business and wanted to keep on doing it, and therefore not interested in going back to school.</p>
Parent/guardian of child labourers	<p>Educational level of working children: 50.7% of parents indicated that their children engaged in mining/quarrying were in Junior High School whilst 41.3% said their children were in Primary School. The remaining 8% indicated that their children were in Senior High School.</p> <p>Combining school and work: 65.3% of parents said their children combine school with work whilst 34.7% indicated that their children did not combine school and work. The days on which school and work are combined most is on Wednesdays (21%), Thursdays (22%) and Fridays (38%). Mondays (8%) and Tuesdays (11%) recorded the least number of children combining school and work.</p> <p>School drop-out: Parents of working children agreed that children drop out of school to engage in mining/quarrying. Reasons that account for children dropping out include inability of parent/guardian to cater for child (35.2%), lucriveness of mining/quarrying (24.8%), pressure to supplement family/household income (20.8%), trafficking (15.2%) and debt bondage (0.8%).</p> <p>Effects of school drop-out: Parents/Guardians indicated that children dropping out of school poses various challenges to the children themselves and society at large. These challenges include high level of illiteracy, exposure to social vices and the creation of social misfits.</p>
Employers/users of child labourers	<p>Days on which school and work are combined: Respondents, on the education of the children, said some of the children attend school and work at the mine/quarry site only on weekends, whereas some also indicated that most of the children combine work with schooling on schooldays. 31.6% of respondents said they children who combine school with work. They also said the children are exposed to social vices such as drinking and smoking and are also very disrespectful.</p> <p>Health problems of child labourers: Some of the respondents mentioned that the children experience many health problems and the often reported cases include headache, body and chest pains. These respondents indicated that the children go to clinic to seek medical care when sick and also are not allowed to work when they report sick.</p>

Respondent	Summarized views on educational status of working children
	<p>Combining school and work: According to the largest percentage of the respondents, 81.6% said the children combine work with school on Fridays, while the lowest percentage of 19.7% said Tuesdays. The trend of days the children combine work with school indicates that the number of children working at the mining/quarry sites increases towards the weekends.</p> <p>School drop-out: The survey shows that as a result of children working, many of them drop out of school to work. The survey data shows that 74% of the respondents said children drop out of school to engage in mining/quarrying. 26% said children do not drop out of school to work at the mining/quarry sites. Respondents attributed reasons for children dropping out of school to work. These reasons include the inability of parents/guardians to cater for their children (32.1%) and 1.3% attributed it to child trafficking. The second highest percentage of 26.3%, said the lucrativeness of mining/quarrying entices the children to drop out of school to work at the mining/quarrying sites, while 22.4% said the children drop out of school due to truancy. Also, 13.5% attributed the cause of school drop out to pressure to supplement family/household income. According to the respondents, some of the effects as a result of school drop out on the children themselves are that the children become illiterate which negatively affects their future opportunities in life. The respondents again said the effect on the society and Ghana, as a result of school dropout, are that it increases the illiteracy rate and breeds social vices. On measures to put in place to prevent children dropping out of school to work at the mine/quarry sites, 24.8% said children and stakeholders should be made aware of the menace of dropping out of school to be employed to work at mine/quarry sites and sensitisation programmes should be undertaken to influence children and parents/guardians to prevent their children from going to the mine/quarry sites. Whereas other respondents, that is, 10% said there should be laws enacted to prevent children working at the mine/quarry sites. Other policy measures such as enforcement of appropriate national laws, enforcement of bye-laws, enactment of appropriate laws, and intensification of education were suggested by 19.7%, 15.9%, 15.3% and 14.6% respectively. These recommendations from the employers themselves reveal their willingness to help to reduce child labour at the mine/quarry.</p> <p>Wages: Majority of the respondents (96%) said the children receive wages from the work they do, while 4% said the children do not receive wages from engaging in mining/quarrying activities.</p>
Community members	<p>Activity child labourers are engaged in: According to the community members interviewed, more boys were found to be involved in chiselling, crawling into pits, washing of sand for minerals, digging and carrying. Girls were more active and involved in carrying and washing.</p> <p>Average number of hours children are engaged in mining/quarrying: Both boys and girls engaged in mining/quarrying work long hours. There is virtually no difference in the number of hours both girls and boys work. Community respondents indicated that child labourers work between one hour to 16 hours a day. According to community respondents, 41.9% of them said that boys worked between 7 to 9 hours while 36.5% of them said boys worked between 4 to 6 hours and 13.5% said boys worked between 10 to 12 hours. 5.4% of community respondents indicated that boys worked 1-3 hours a day. Only 2.7% of respondents indicated that boys worked between 13 to 16 hours. 45% of Community respondents also reported that girls worked between 4 to 6 hours, 26.7% said girls worked 7 to 9 hours. 22.5% also reported that girls worked between 1 to 3 hours. Following from the foregoing, it is apparent that boys worked 3 hours more than girls.</p> <p>Days that children are engaged in mining/quarrying: 49% of community respondents said 70% of child labourers are engaged in Mining/Quarrying all day, with 11% also said children are engaged in Mining/Quarrying all day and night. 7% of respondents said child labourers are engaged in mining/quarrying every other day and 3% of the respondents said children are engaged in Mining/Quarrying every week. Only 1% said that children are engaged in mining/quarrying monthly.</p>

Table A2: Summarized views on working conditions of working children

Respondent	Summarized views on working conditions of working children
<p>Child labourers</p>	<p>Reasons for children engaging in mining/quarrying: 49% of the children engaged in mining and quarrying activities to cater for themselves, 46% do it to supplement household income, and for 7% of them, it is the main source of household income.</p> <p>Use of chemicals: Over 27% of the children use chemicals at the work place and the main one is mercury. Other chemicals such as sulphur and borax were mentioned. These chemicals have serious effects on the health of the children. These include skin rashes, eye itches, and cancer. Others include respiratory problems, chest pains and cough with blood stains and stomach disorders. It was discovered that 17% of those who didn't use chemicals at the work place worked around chemicals which include mercury, cyanide, sulphur, salt peter and borax. The main hazards the children suffered were chemical burns on their skin and respiratory problems.</p> <p>Tools/equipment used: The main tools these children use to work in the mining/quarrying activities included bucket, chisel, head pan, pick axe, shovel and sieve. Other items were sacks, drums for storing water, hammer and basin, head pan, wheel barrow, cutlass and shovel. Over 57% of valid responses from children at the mines indicated that the tools the children used for their operations were just appropriate, very appropriate (29%) and inappropriate (14%).</p> <p>Number of hours worked daily: 39% of the children worked for 4 to 6 hours, 29% worked for 7 to 9 hours, 23% worked for at most 3 hours, and 9% worked for 10 to 15 hours. For those who worked 4 to 6 hours, 43% worked for 3 to 5 days in a week, 31% worked for at least 6 days in a week, and 26% worked for at most 2 days in a week. For those who worked 7 to 9 hours, 25% worked for at most twice a week, and 39% worked for 6 days or throughout the week. Majority of the children who worked after school could work for only 2 to 3 hours.</p> <p>Wages: Only 10% revealed they don't receive wages for the work they do. More than half of the children in the quarries work for free. Further analysis of the results show that almost all these children said they were contributing family workers. Payment intervals for their wages were daily, weekly and bi-weekly. The minimum daily wage was found to be GH 3.00 and the maximum was GH 100.00 with a mean of GH 18.91. 74% of the boys and 70% of the girls were on daily wage arrangements. Just a few people (8%) received bi-weekly wage payments and about 70% of these were girls.</p> <p>Work agreements: Even though over 78% of the children reported they had some established agreement concerning their work, about 83% of such agreements were just verbal.</p> <p>Regularity of payment of wages: Over 65% had regular payments of their wages. The children who received irregular payments relied on employers for their livelihood (54%), additional livelihood activities (37%), and support from family relatives (9%).</p> <p>Adequacy of wages: As many as 57% of children found their pay to be inadequate. More than half of the children indicated they used the money they received to buy food (40%), for buying clothes (28%), for buying books (13%) and paying their own fees (9%).</p>
<p>Parent/guardian of child labourers</p>	<p>Wages received by child labourers: 86% of parents/guardians indicated that child labourers receive wages and 14% reported that child labourers did not receive wages. Child labourers are paid a minimum of GHc 2 and a maximum GHc 55 daily.</p> <p>Work agreements: Employers/users of child labourers enter into either written or verbal agreements with child labourers. 65.6% of parents/guardians said that written agreements were established between employers and child labourers whilst 28.2% said agreements were only verbal.</p> <p>Regularity of payment of wages: 51.5% of parents reported that payment of wages to child labourers was regular whilst 49% said payment was irregular. This point to the fact that some of the employers/users were not keeping to the agreements, whether written or verbal.</p> <p>Adequacy of wages: 70% of parents/guardians said wages paid child labourers were inadequate because the amount was unable to cater for medical and other expenses. Thus, parents had to supplement amounts paid child labourers to cater for their needs.</p> <p>Expenditure pattern of child labourers: Parents/guardians described the expenditure pattern of child labourers to include consumption on food (27%), support household income (22.7%), buying clothes (22.0%), buying books (16.3%) and paying fees (5.7%).</p>

Respondent	Summarized views on working conditions of working children
Employers/users of child labourers	<p>Wages: Majority of the respondents 96% said the children receive wages from the work they do, while about 4% said the children do not receive wages from engaging in mining/quarrying activities.</p> <p>45% indicated that the children are paid daily with the GHc 3.00 and GHc 10.00 are the minimum and maximum amounts respectively as the daily wage. 1% of the respondents said the children are paid yearly amount of GHc 150.00. This could be as a result of such children working for their parents/guardians. The maximum weekly wages, according to the respondents, is GHc 50.00 and GHc 500.00 as the monthly wages of children who work at the mine/quarry sites.</p> <p>Work agreements: A majority of representing 70% said the children are paid under established agreement which is verbal while about 28% said the agreement is written. 30% said there is no established agreement for paying the children.</p> <p>Regularity of wages: Majority of the respondents (72%) said wages paid to the children are regular, while 28% said the payment is not regular. The latter indicates that some employers do not honour agreements they make with the child labourers. Children who indicated that payment of their wages was irregular constitute 75% who said the employers provide food to support the children while 25% said the children depend on additional or alternative livelihood to support themselves. 91% of the respondents said the amount paid to children are adequate since it can cater for the basic needs of the children, 9% said the wages paid to the children are not adequate. Some other reasons given in support of the adequacy of the wages are that the children are able to save to pay their school fees and also able to support their families. Also, according to some of the employers/respondents a child only leaves one employer to work for another employer if the amount is not adequate and so as long as a child stays with an employer it is an indication that the amount paid to that child is enough. One of the reasons to support why the amount paid to the children is not adequate is that the children do not negotiate with the employers for they only accept what the employers offer them.</p> <p>Expenditure patterns of child labourers: According to 71.1% of respondents children use their wages to buy food indicating that food forms the major component of the budget of the children. while 23.7% said the children use their wages to pay school fees.</p> <p>Working gear: On the issue of working gear, 50% said the working gears are in good condition, whereas an equal percentage of 50% describe the condition of the working gears as fair. This therefore raises the question about the type and appropriateness of safety working gears provided. 56% said gloves are very appropriate among the safety gears under "Very appropriate" category. However, about 43%, 33.3% and 25% said ear plugs, helmets, and overall respectively are inappropriate. But there were no responses on the inappropriateness of boots, goggles, and gloves. According to majority of the respondents representing 39%, safety working gears are not provided for the children because safety gears are expensive with 15% attributing the non-provision of working gears to ignorance of the children. 22% said it is a deliberate refusal by the employers to provide safety gears, with another equal percentage of 22% saying it is as a result of ignorance of the employers.</p> <p>Hours worked in a day: Majority of the respondents constituting about 43% indicated that the children work at the mine/quarry for 4 hours to 6 hours in a day with 5% working between 10 hours to 12 hours. 38% said the children work for between 7 hours to 9 hours in a day, while about 14% said between 1 to 3 hours. These responses, generally, reveal that most of the children work between 4 hours to 9 hours a day. Also, on the average, every child working at the mine/quarry works for 6 hours and 30 minutes a day.</p> <p>Activities undertaken by children: Carrying was indicated by majority of the respondents constituting 83% as the major activity which the children engaged in at the mine/quarry followed by washing. Generally, according to the respondents, carrying, washing, and digging form the major activities of the children working at the mine/quarry site, while application of chemical, stone cracking, and grading are the least activities of the children.</p>

Respondent	Summarized views on working conditions of working children
Community members	<p>Working gears provided for working children: On the issue of provision of safety working gears for child labourers, 84% of the respondents said the children are not provided with working gears, while about 16% of the respondents also said children engaged in Mining/Quarrying are provided with working gears. 32% of the respondents said the children are provided with overall, 26% of the respondents also said children are provided with safety boot, 19% of the respondents said the children are provided with hand gloves and 16% of the respondents said the children are given Eye goggles. On the appropriateness of working gears, 29% of the respondents said the Overall is very appropriate, 43% of the respondents said the Overall is appropriate, and 29% of the respondents said the overall is inappropriate. About 22% of the respondent said the safety boots are very appropriate, 78% of the respondents said the Safety boots are appropriate. 100% of the respondents said the Eye goggles are appropriate. 40% of the respondent said the Hand gloves are very appropriate, and 60% of the respondents said the hand gloves are appropriate. 100% of the respondents who said Ear plugs are provided said they are very appropriate.</p> <p>Reasons safety working gears are not provided: Community respondents gave reasons why some employers do not provide working gears. According to 14% of the respondents do not provide safety working gears because employers are not aware that they should provide working gears, 15% of the respondents said children are not aware they should be provided with working gears, 28% said it is the cost of providing working gears that makes it difficult for it to be provided, 32% said employers deliberately refuse to provide working gears, 6% of the respondents said children do not even use the working gears when provided.</p> <p>Payment of wages: 92% of the respondents said child labourers were paid wages whilst 8% of the respondents said child labourers were not paid wages. On the account of frequency of payments to working children, about 75% of the respondents said working children are paid on Daily bases, 13% said working children are paid on Weekly bases and 13% said working children are paid Bi-weekly.</p> <p>On the question how much is paid to working children, 9% of the respondents said working children up to GHc 100, 26% said working children are between GHc 100 and GHc 201, and 38% said working children are paid between GHc 200 and GHc 501, and 28% said working children receive more GHc 500.67% of the respondents who said working children are not paid wages said those children work as a Family Members, whilst 33% said working children are not paid because they are Bonded Labours.</p> <p>Working children contribute to household incomes. On this issue, 8% of the respondents said it is the main source of Household Income, with 82% of the respondents saying it is a supplement to Household Income. Other areas of house hold income that child labourers support include meeting Health Needs (12%), 45% favoured Purchasing of food, 30% of the response favoured Meeting Education needs.</p> <p>Child trafficking in the community: On the issue of child trafficking, 71% said there did not have any idea of child trafficking within the community. However, 29% of the respondents said there was incidence of child trafficking in the community. On the question where are children trafficked from, about 14% of the respondents said Within the Community, 34% said outside the Community but Within District, 32% said outside District but Within Region, and about 15% said outside Ghana. 46% of the community respondents indicated that they came on their own, 30% of the responses shows that they were brought by their parents and 11% indicated that they were brought by employers. Reasons accounting for child trafficking are attributed to the lucrativeness of the business (48%), 33% of the responses show that child trafficking is a result of generating money to support one's family back home, 13% of the responses indicated that child trafficking is an attempt to pay off debt.</p>

Table A3: Summarized views on health status of working children

Respondent	Summarized views on health status of working children
<p>Child labourers</p>	<p>Safety working gear: The survey found that a vast majority, over 78% indicated their employers did not supply them with safety working gears. The gears referred to include overall coat, safety boots, eye goggles, hand gloves, ear plugs and nose mask. Children revealed being provided with overall coats. However, 44% of these overall coats were not in good condition. None of the children who worked at the quarries had any of these safety gears. In general, about 44% of these safety gears were considered to be in a good condition, 39% were just appropriate and 17% were inappropriate. About 9% of these safety gears were used by girls. Most of these gears, over 76% are replaced annually. Most of the children indicated they didn't know they had to be provided with any safety working gears (41%). Others attributed the non-provision of these working gears to their high cost (26%), and ignorance of the employer (20%).</p> <p>Health problems: Close to 80% of the children indicated they had health problems associated with their work. With respect to the precautionary measures the children take to prevent these health problems, 62% reported exercising conscious preventive behaviour, regular education (26%) and using protective working gears (8%).</p> <p>Injuries: The highest occurrence of injuries was recorded in March with 41 cases. It was followed by April with 39 cases, fell to 35 cases in May and June, and declined further in July. However, in August there was 23% increase in injuries as it rose to 37 cases in that month. On the average, 24% of the children suffered injuries throughout the 6 month period, which is from March to August. About 57% of those who sustained injuries were children working at the mine sites. Again, every two out of three of these children were boys and majority of them 26% were aged 16 years, 14 years (23%), 17 years (15%), and 13 years (11%) of total cases of injuries in the six month period. Critical analysis of the survey data revealed that 14 and 16-year-boys working at the mine/quarry site sustained head, back and muscle injuries throughout the 6 month period. About 25% suffered at least one form of injury in the 6 month period.</p> <p>Treatment of injuries: The children used various forms of treatment for these injuries. Majority of them resorted to self-medication (73%), herbal medication (12%), sought medical attention from hospital and other health facilities (11%) and some 4% just allowed these injuries to die off themselves.</p> <p>Working relationship with employer: Quite a few children (10%) had bad working relations with their employers. Relatively, a lot more girls (13%) had bad working relations with their employers as opposed to 8% of the boys. About 67% of these children indicated they had good working relation with their employers.</p> <p>Types of loads carried by child labourers: Over 65% of the children indicated they carry load at their work site. About 44% (75 children) carried sand, 26% (46 children) carried stones, 24% (41 children) carried water, and 6% (10 children) carried tools at the workplace. About 78% of the girls who carried load at the workplace carried sand and stones</p>
<p>Parent/guardian of child labourers</p>	<p>Provision of working gears: 71.1% of responding parents/guardians said that child workers are not provided with safety working gears whilst 9.0% of parents/guardians said safety working gears were not provided for working children. 19.7% of respondents did not have any information on the provision of safety working gear. In situations where the safety working gear were provided, they were in poor condition.</p> <p>Number of hours child labourers work: The survey shows that child labourers work long hours. Respondent parents/guardians (42.7%) said children work between 4 to 6 hours daily. 22.7% of parents/guardians also mentioned that 22.77% of children work between 7 and 9 hours daily.</p> <p>Health problems suffered by child workers: The most common reported health problem is headache. This is followed by chest pains. Respondents indicated that back injuries were the highest recorded injuries followed by head injuries and back injuries.</p> <p>79% of respondents said that children are very often exposed to dust, noise and vibration from equipment (46%). Other hazard reported was working under excessive sunshine.</p>

Respondent	Summarized views on health status of working children
Employers/users of child labourers	<p>Health problems: Headache, according to the respondents was the most occurring health problem experienced by the children working at the mine/quarry sites from March to August with cuts as the second highest. The highest number of cases of headache was recorded in March 26 cases, followed by 25 cases in May with 18 cases as the least number of cases was recorded in April. Headache, cuts, chest pains, skin diseases, blistered hand and feet as well as respiratory problems, stomach disorders, and chemical burns were recorded in all the months of March to August, while broken bones, burns, amputation of limb(s), and born with deformity were differently recorded in only one month.</p> <p>Treatment of health conditions: Children sought medical care for treatment of their health conditions. Most of the children (40%) resort to herbal medicine while those who did not seek treatment of any means formed 26% of respondents. There were records in the months of March to August of children who experienced headache, respiratory problems, and chest pains to have used any of the four treatments. Surprisingly, for the children who sought treatment for their eye problems chose to use herbal medicine and self-medication with no medical care.</p> <p>Injuries: 58% said there was no case of incidences of injuries from March to August, while about 42% said there had been incidences of injuries. This raises the question of the type of injuries the children experienced over the past six months. According to the respondents, head and back injuries as well as heat stroke and muscle injury was recorded in the months of March to August. Muscle injury was high (7 cases) in March with the number of cases of head injury (8 cases) occurred in April. Most back injury cases (10 cases) were recorded in May, while heat stroke was high (5 cases) in June.</p> <p>Hazards children are exposed to: A majority of the respondents 81%, said the children are very often exposed to dust hazard followed by noise and vibration from machinery according to about 57% of the respondents. Some other hazards reported by the respondents were acid burns and working under scorching sun for long hours.</p> <p>Medical relief provided by employers: According to 74% of respondents, employers partly pay for medical expenses of children working for them with about 25% said the employers fully pay for the medical expenses, while 1% said the employers do not pay anything.</p>

Table A4: Summarized views on suggestions towards elimination of child labour

Respondent	Summarized views on suggestions towards elimination of child labour
Child labourers	<p>Appropriate interventions to eliminate child labour: Close to 80% of the children indicated there was the need to of society to stop using children under 18 years to work. However, many of them did not forget to mention it was their source of livelihood and could not just stop working when there was nobody to take up this responsibility. There was therefore a need for the appropriate social interventions to prevent children from working.</p> <p>Law enforcement: Most of the children were of the view that bye-laws should be enforced (36%), enrol children in school (22%), and the government and other non-governmental organisations should assist them with school facilities and learning materials (13%). Other suggestions included assisting children to learn a vocation (12%), encouraging parents to cater for their children and assisting them to get good jobs (10%), and employers identifying the need and not to hire children less than 18 years.</p>
Parent/guardian of child labourers	<p>Education, awareness creation and sensitisation: 38.4% of parents/guardians are of the view that intensive education, awareness creation and sensitisation of actors engaged in mining/quarrying should be undertaken. 14.3% were of the opinion that attractive incentives and motivation should be provided to the keep the children from working and rather keep them in school. The remaining 47.3% would want the law enforcement agencies to enforce existing laws on child labour whilst enacting new laws where the need be.</p> <p>Putting children in school: Parents/guardians are of the view that to eliminate child labour, children should be put in school. Others who cannot be in school should be assisted to learn a vocation.</p> <p>Provision of loans: Parents/guardians of child labourers should be assisted with small loans to enable them start small businesses.</p> <p>Strengthening of social intervention programmes: Existing programmes initiated by some NGOs which includes training programmes for school drop outs, provision of educational materials for school children and sensitisation programmes for employers of child labourers should be strengthened.</p>
Employers/users of child labourers	<p>Keeping children in school: As measures to prevent children dropping out of school to work at the mine/quarry, a majority of the respondents suggested enrolling and keeping children in school. Another group of the respondents constituting 30 per cent recommended encouraging children to learn trades other than mining/quarrying, whiles 29.3% suggested enforcing laws against child labour.</p>
Community members	<p>Education and awareness creation: Parents/guardians must be educated on the harmful effects of child labour and therefore be responsible towards their children to prevent them from engaging in child labour.</p> <p>Enforcement of existing laws on child labour: Existing laws which prohibit child labour need to be enforced. In view of this the law enforcement agencies themselves should be strengthened with manpower, logistics and funds to enable them perform their mandates effectively.</p>

Table A5: Stakeholder distribution list: Ministries, Departments and Agencies (MDAs)

Number	Institution/organisation
1	Ministry of Employment and Labour Relations The Deputy Director 0208215426
2	Ministry of Finance and Economic Planning The Minister Attn: Director Real Sector (RSD) Room 402
3	Ministry of Gender, Children and Social Protection The Minister 0302688181
4	Ministry of Education The Chief Director 0302683614
5	Ministry of Local Government and Rural Development The Deputy Director 0208164864
6	Ministry of Environment, Science and Technology The Minister 0302662626
7	Ministry of Health The Minister 0302665323
8	Ministry of Lands and Natural Resources The Public Relations Manager 030268337, 0207208421
9	Ministry of Justice and Attorney Generals Department The Public Relations Manager 0205580742
10	Ministry of Chieftaincy and Culture The Minister
11	Ministry of Interior The Minister 0302684421
12	Ghana Police Service (Headquarters) ACP, Mr. Frederick Adu-Anim Ring Road East Cantonments, P. O. Box GP 116, Accra 03022761250, 03022776672
13	Domestic Violence and Victim Support Unit The Regional Coordinator 0302687744

Number	Institution/organisation
14	Commission on Human Rights and Administrative Justice Old Parliament House, High Street, Accra P.O.Box AC 489, Arts Centre, Accra 0302 668839 / 664267 chraj@ighmail.com www.chrajghana.org
15	National Commission for Civic Education No. E199/2, 8th Avenue, Castle Road, Ridge (Electoral Commission H/O Premises), PMB Ministries Post Office, Accra 0302 222995 E-mail: info@nccegh.org
16	Information Services Department The Director
17	Ghana Education Service The Director General 0244187763
18	Labour Department The Child Labour Unit National Steering Committee
19	Department of Social Welfare 030 2684536
20	Minerals Commission No. 12 Switchback Rd. Cantonments Accra; 030 2773053; 030 2771318; 030 2779823
21	Ghana Chamber of Mines The CEO Dr. Toni Aubynn No.22. Sir Arku Korsah Road Airport Residential Area Accra; 030 2760652; 030 2761893; 030 2761392
22	National Youth council Kaneshie Sports Complex Accra; 030 2231411; 030 2221246; 024 4725141
23	Environmental Protection Agency The Executive Director 0302664697/98
24	Metropolitan, Municipal and District Assemblies The Metropolitan/Municipal/District Coordinating Director

Table A6: Stakeholder distribution list: Civil Society Organisations

Number	Institution/organisation
1	Ghana Employers Association The Chief Executive Officer 0302683614
2	Ghana Mine Workers of Trades Union Congress Baffour Boakye 0277446073
3	Ghana NGO Coalition on Child Rights c/o Save the Children,P.O. Box C976, Cantonments,Accra Ghana Tel: 0302 768551 Email: gncrc@ghana.com
4	Rescue Foundation, Ghana Address: African Screen Bldg. Comm. 4. Tema 030 3216567; 028 5279469.
5	Challenging Heights President P. O. Box KN 1979 Kaneshie, Accra, Ghana. Tel: +233 302 256460/+233 302 256459 Cell: +233 244 515761 email: jameskofiannan@gmail.com
6	Parent and Child Foundation P. O. Box MP 209, Mamprobi, Accra 0277600858
7	Christian Council of Ghana General Secretary Rev. Dr. Fred Degbey
8	Ghana Journalists Association Press Centre Abdul Nasser Ave. Ringway Estates Accra 0302 234694.
9	WACAM Hannah Owusu-Koranteng, P.O Box 558. Tarkwa. Ghana. 0362 20137. wacam@ghana.com , kowus75@Yahoo.com .
10	Network for Community Development (NECPAD) The Director Paul Asamoah-Kukwaw P. O. Box 17002, Accra North 024-4380403
11	Ghana National Association of Small Scale Miners Emmanuel Dzeble 0204966144

Table A7: Stakeholder distribution list: The media

Number	Institution/organisation
1	Ghana News Agency The News Editor 0302665135-7, 0302662381

Table A8: Stakeholder distribution list: Development partners

Number	Institution/organisation
1	United Nations Development Programme P.O. Box GP 1423 Accra - Ghana UN House, No. 7 Ring Road East. Near Fire Service HQ Tel.: +233 0302 215670 - 83
2	International Organisation on Migration Opposite Medlab, No. 17 Ridge Rd. Street, Roman Ridge, Accra 0307 012051; 0307 012003; 0307 012004; 024 4335856; 024 4335857
3	World Vision, Ghana North Industrial Area Accra Contact T 0302 226643; T 0302 227216 M 020 2027430 F 0302 232602 Eharry_addor@wvi.org
4	Plan, Ghana No. 10, Yiyiwa Street Abelenkpe Accra Ghana Tel: 223 030-277 8039 E-mail: ghana.co@plan-international.org