

OBUASI MUNICIPAL ASSEMBLY
MUNICIPAL ACTION PLAN FOR THE ELIMINATION OF
WORST FORMS OF CHILD LABOUR IN COCOA 2008-2009

INTRODUCTION

According to the United Nations Convention on the Right of the Child (UNCRC); the ILO Conventions 138, and 182, and the Ghana Children's Act 1998 (Act 560), Child Labour is all work that is harmful, hazardous and exploitative to a child's 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 to the ILO, child labour refers to work that is mentally, physically, and socially dangerous and harmful to children; and 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 combine school attendance with excessively long and heavy work.

On the other hand, child work according to section 90(2) of the Children's Act of 1998 (Act 560) constitutes work which is not likely to be harmful to the health or development of the child and does not affect the child's attendance at school or the capacity of the child to benefit from school work. Light work include those activities useful for the child's development, such as the normal household chore.

The worst forms of child labour (WFCL) according to ILO convention 182 include all forms of slavery or practices similar to slavery (the sale and trafficking of children, debt bondage and selfdom, 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).

Child Labour is a very prominent socio-economic phenomenon in Ghana. It is estimated that about thirty-one percent (31%) of the population in Ghana (20.3 million) is made up of children aged 5-17 years; and according to the Ghana Child Labour Survey (GCLS) 2.47 million children aged 5-7 years representing about thirty-nine percent (39%) of the estimated 6.36 million children in the age group were engaged in economic activities. Half of rural children and one-fifth of urban children are unpaid family workers and apprentices, while 5.9 percent were self-employed. As many as 1.5 million children are working while attending school. Nearly 20 percent of children (about 1.27 million) were engaged in activities classified as child labour. The phenomenon is prevalent in all regions of the country (GSS, 2003; MMYE, 2006).

The extent of the child labour issue can be linked up with the type of economic system prevailing in a particular country. The phenomenon of child labour is prominent in a developing country like Ghana where over 60 percent of the people are in the informal economy, characterized by issues like small family businesses, capital scarcity, subsistence farming, and low level

technology which result in low levels of productivity and low income. These limit the ability to save and thus create a vicious cycle of poverty.

Also the socio-cultural environment within which child work or child labour is examined is relevant for correct interpretation of the various activities of the child that are categorized, and the circumstances of the child involved in such activities. In Ghana, a key area of interest in looking at the circumstances of the child is the influence of the extended family system. It is very normal for a child not to live with the parents but with aunts or uncles, or even grandparents. In some cases, parents living in the same town or village with some relatives may choose to send the child to live with the relative instead; and in most communities, the upbringing of the child is not just the responsibility of the parents but the entire community. Thus except in the case of hazardous work or the unconditional worst forms of child labour, the activities children are involved in such as house chores and light work on the farm are considered normal and indeed healthy to the proper up-bringing of the child. Traditionally, working on family farms and with family enterprises is seen as part of the process by which children are trained for useful/responsible adulthood.

CHILD LABOUR IN COCOA

The 2003 Ghana Child Labour Survey (GCLS) does not provide detailed information allowing an estimation of the number of children in the Cocoa Sub-Sector. The survey, however, indicates that an estimated 1,128,072 children are engaged in agriculture, forestry and fishing. These represent 57 percent of the working children. The report also states that 88 percent of the total working children were unpaid family workers and apprentices.

Due to its predominantly peasant nature, with much of the production taking place in an environment of subsistence agriculture, Cocoa production in Ghana tends to be labour intensive. The main sources of labour for Cocoa farming activities are care takers or sharecroppers, hired labour, and family labour. Children's involvement in the production of Cocoa is an age-old tradition which, besides the immediate labour value, constitutes a traditional way of imparting Cocoa farming skills to them and equipping them to take over from ageing parents and relatives.

However, despite the benefits of the practice, there could be some abuse in certain cases of children working on Cocoa farms. The Labour Practices in Cocoa Production in Ghana Pilot Survey (LPCPGPS) indicates that children of all age groupings are involved in the various Cocoa activities. The involvement according to the survey however differs by activity and age group, and as children age, their involvement in Cocoa farming activities also intensifies. The larger proportion of the age groups the survey indicates are found in weeding (50-57 percent), carrying water for spraying (61-73 percent), pod gathering and heaping (84-89 percent), bean scooping (58-65 percent) and carting dry beans for sale dominate among the 13-17 age group.

From the Pilot Survey it is observed that children involvement in Cocoa activities and therefore exposure to hazardous farm work is wide-spread and diverse. The incidence of exposures in farm work and subsequent health problems captured by the survey is suggestive of significant presence of hazardous work; such as using cutlass; spraying pesticide; carrying load; applying fertilizer; etc.

BACKGROUND TO THE NATIONAL PROGRAMME FOR THE ELIMINATION OF WORST FORMS OF CHILD LABOUR IN COCOA

The issue of child labour is an age-long global problem. Its main causes can be assigned to poverty and socio-cultural practices. Child labour has been considered in general terms, till recent publications and discussions in the Western media, that thousands of children were being forced to work on Cocoa farms in West Africa. This concern led to threats by some consumers of chocolate products in America and Europe to boycott chocolate products if the practice is not stopped. There has been consistent global efforts since 2001 to find interventions to combat and eliminate the use of worst forms of child labour and forced adult labour (FAL) in Cocoa farming. These efforts culminated in the elaboration of a strategy codified the “Harkin – Engel Protocol” – named after Senator Tom Harkin and Representative Elliot Engel, both of the U.S. Legislature, who threatened to bring up a legislation for the boycott of Cocoa from countries found to be indulging in Worst Forms of Child Labour (WFCL) and Forced Adult Labour (FAL) (according to ILO convention no.182) to deal with the problem. The protocol was signed in September, 2001 by representatives of major stakeholders in Cocoa including Ghana (a leading producer of Cocoa).

A critical part of this agreement was the commitment to design and implement “Standards of Public Certification” in the Cocoa Sector of Ghana. The protocol also requires that governments of Cocoa producing countries establish to monitoring systems and also issue certificates or reports, which describes the current state of child labour and forced labour in the Cocoa Sub-Sector and efforts being made to improve upon the situation, where necessary.

A significant step towards addressing child labour in the Cocoa Sector and Certification of Cocoa growing within Ghana was taken in February 2006 when the Ministry of Manpower, Youth and Employment (MMYE) produced the National Programme for the Elimination of Worst Forms of Child Labour in Cocoa (NPECLC) in collaboration with Ghana Cocoa Board (COCOBOD), Ministry of Finance and Economic Planning (MOFEP), International Cocoa Industry, and other partners.

NPECLC GOAL

The goal of the National Programme for the Elimination of Worst Forms of Child Labour in Cocoa is to eliminate child labour in its worst forms in Cocoa as well as all the other sectors of the economy.

STRATEGIC OBJECTIVES OF NPECLC

The strategic objectives of the NPECLC include the following;

- Enhancement of the knowledge base on child labour in the Cocoa Sub-Sector.
- Strengthening of the legal frame work for dealing with worst Forms of Child Labour (WFCL) in Cocoa-growing area;
- Mobilization of Cocoa growing communities, District Assemblies, the local Cocoa industry and other stakeholders to work together to eliminate WFCL in Cocoa;
- Development and implementation of interventions for eliminating WFCL in Cocoa;
- Promotion of universal basic education and human resource development among Cocoa growing communities;
- Development and implementation of interventions that reduce the need for child labour in the Cocoa Sector;
- Development of institutional, technical and organizational capacities at central region, district and community levels to effectively address child labour.

The achievement of the NPECLC has been very remarkable so far; in that it has immensely expanded the knowledge base of child labour in its worst forms in the cocoa sub-sector. The programme as at First July 2008 has enable the country to cover 60 percentage of all cocoa producing areas (in the country) in the “Standards of Public Certification ” module under the “Harkin - Engel” protocol, thus exceeding the 50 percentage target set in the protocol in the same period.

This achievement implies that the monitoring and the remediation process have to be scaled up (to cover all the remaining cocoa districts) to enable the country attain 100 percent certification cover. Municipal/District Assemblies of cocoa growing areas in Ghana have played a very crucial role in the implementation of the NPECLC and will continue to do so to enable the nation meet its set objective to eliminate all forms of child labour especially in its worst form of cocoa

MUNICIPAL PROGRAMME FOR THE ELIMINATION WORST FORMS OF CHILD LABOUR IN COCOA (MPECLC)

1.0 PROFILE OF OBUASI MUNICIPALITY

1.1 Mandate

The Obuasi Municipal Assembly, which formed part of the erstwhile Adansi West District Assembly, came into being by virtue of the Executive Instrument No. E.I. 15 of 15th December, 2003 and Legislative Instrument L. I. 1795 of 17th March, 2004.

1.2 Mission Statement

The Municipal Assembly has the mission to create an enabling environment to ensure a high quality of living standard for the people by formulating and executing policies and programmes for the socio-economic development of the municipality.

1.3 Location and Size

The municipality is located between Longitudes 6 35' W and 6 90' W, and Latitudes 5 35' N and 5 65' N. It is 64 km South of Kumasi, the capital of the Ashanti Region, sharing boundaries with Adansi South to the East and South, Amansie Central to the West, and Adansi North to the North. The municipality has a total land area of 162.4 square kilometers.

2.0 DEMOGRAPHIC CHARACTERISTICS

2.1 Population Size, Growth Rate and Density

According to the recent survey from Ghana Health Services and projections from the 2000 Population and Housing Census, the population of the Obuasi Municipality currently stands at 210, 912 (2007). The annual growth rate in the municipality is 4.0% resulting from group of migrant job seekers in the mining sector. The average population density is 1299 persons per square kilometer.

2.2 Rural – Urban Split

Population distribution in the municipality is mainly urban. About 90 percent the population is urban while 10 percent is rural. Important urban communities in the municipality include following; Kunka Junction; Bongobiri; Mensakrom; Nyameso; Koffekrom; Anyinam; Gausu; Mangoase; Bedieso; Abompekrom; Kokoteasua; Estates; Central; Antoboase; Emuye; Wawase; Anyimadukrom; Kwabrafosu; Tutuka; Boete; Brahabebome and Bossman.

Key rural/peripheral communities also include: Sansu, Anglo, Apitiso, Apitikoko, Nhyiaeso, Mamiriwa 1&2, Binsere, Dokyiwa, Ntonsua, Abaam, Pomposo, Asonkore, Kwabenakwa, Mampanhwe, Nyanfrase, Nyamesomyede, Odumase, Jams, Diawuoso, Ahansoywodea, Ayease, and Domeabra. These are also the main agricultural farming communities in the municipality.

2.3 Migration Trends

Migration is a critical factor of population growth in the municipality and one of the important area in dealing with issues of child labour. The urban nature of the municipality and the vibrant mining activity (both legal and illegal), coupled with

activities of other industries and trading continue to attract people (including children) from all walks of life into the municipality.

2.4 Traditional Set – Up

The area is under the traditional authority of the Asantehene. The areas have a Paramount Chief (The Adansihene). The indigenes exhibit a typical “Akan” culture, and their lineage system is matrilineal with “Twi” as the indigenous and predominant language. However the urban and industrial nature and the large population of “Immigrants” make the culture of the municipality a complex one. This is a very significant issue in the explanation of child welfare problems including child labour in the municipality.

3.0 SOCIAL SERVICES

3.1 Health

There are four (4) Hospitals in the Municipality: Obuasi Government Hospital, Anglo Gold Ashanti (AGA) Hospital, Bryant Mission Hospital and St. Jude Hospital. There are also six (6) clinics, which complement the services of the Hospitals. There are 11 doctors, 129 nurses and 223 paramedics responsible for the health care of the people in the Municipality. The Municipality is also implementing a Mutual Health Insurance Scheme to ensure that majority of the populace have access to affordable health care.

3.2 Education

The Obuasi Municipality has a large number of public as well as private schools especially at the basic level. The Municipality is never short of number of teachers needed in classrooms. Enrolment is generally high both at the public and private schools. However there is large room for improvement especially in most of the rural communities. Infrastructure like classroom blocks, furniture etc are also generally good. For three consecutive years 2003/2004, 2004/2005, and 2005/2006 academic years, the municipality has been adjudged the best in the performance in the Basic Education Certificate Examination in the whole country.

There are three (3) Second Cycle Schools; two (2) public and one (1) private in the municipality. These are Christ the King Catholic Senior High School, Obuasi Senior High and Technical School, and Saint Margaret Senior High School. There are four (4) private technical and vocational schools also in the municipality.

3.3 Water and Sanitation

The total coverage of portable water in the municipality is about 91%. The sources of portable water include pipe borne water-82 percent and boreholes-18 percent. A total of eighteen (18) communities within the municipality have access to pipe borne water provided by Ghana Water Company Limited in addition to residential areas of AngloGold Ashanti. Like all urban, commercial and highly industrialized communities with its dense population the municipality is confronted with a big task in the area of sanitation; however it has been able to attain an enviable record of being adjudged the cleanest municipality in Ghana in 2004.

4.0 THE MUNICIPAL ECONOMY

4.1 Economic Infrastructure

A number of roads traverse the municipality, linking up the core townships to all the suburbs of the municipality and other areas of the country. Out of the 52 communities 41 are connected to the national electricity grid. In the area of telecommunication, almost all the mobile phone networks are in the municipality in addition to fixed or land lines. The municipality has a total of thirteen (13) daily markets which include eight (8) satellite markets. The markets are easily accessible to all the communities.

4.2 The Structure of the Municipal Economy

In the Municipality, the service and commercial sector takes the lead in terms of employment (55%). However mining and its related activities, second in terms of employment (35%) is the mainstay of the municipal economy. The municipality is well known globally of its rich gold and mining industry, currently operated by AngloGold Ashanti (AGA). AGA was created in April 2004 as a result of the business combination of erstwhile Ashanti Goldfields Company of Ghana and erstwhile AngloGold of South Africa. AGA is the only underground company in Ghana currently and it employs over six thousand (6000) Ghanaians.

Agriculture is the third important sector of the municipal economy employing 10 % of the labour force in the municipality. Agriculture is predominantly on small basis in the municipality. About 90 % of farm holdings are less than two (2) hectares in size. However, there are some large farms and plantations, particularly for citrus, oil palm and cocoa, cassava, vegetables and pineapples. Major food crops grown are cassava, maize, yam, rice and cocoyam. Vegetables like pepper, tomatoes, okro, cabbage, legumes etc are also cultivated. Major tree cash crops cultivated are cocoa, citrus, oil palm and teak.

5.0 GOVERNANCE

Governance of the municipality is provided by the Municipal Assembly and its administrative and political structures whilst judicial system and conflict resolution include a Magistrate court and a circuit court. The Municipality can also boast of four (4) Alternative Conflict Resolution Mechanisms; Commission for Human Rights and Administration Justice (CHRAJ), Social Welfare Department, the Public Relations and Complaints Unit of the Assembly and the Municipal Security Committee. Security agencies available in the municipality include the Police, Fire, Prisons and Immigration services and Urban Guards of the Municipal Assembly. Peace and security is generally at a high level in the municipality.

6.0 CHILD LABOUR IN THE OBUASI MUNICIPALITY

Child labour is globally an age-old socio-economic phenomenon mostly common in poor or developing countries including Ghana. In Obuasi like elsewhere in the country, Children have long been involved in all kinds of labour supposed to be for adults due to many factors including poverty, ignorance of many people (especially parents) about existing legislation on child labour as well as poor or ineffective implementation of the laws on the problem.

6.1 Administrative Census in Child Labour

The Municipal Assembly with support from ILO conducted an administrative census in 2006 on children involved in worst forms of labour. The targeted WFCL for the census were: galamsey (illegal mining); domestic servitude; child trafficking; driver-mates; car washing; commercial sex work and head portering. The objective of the census carried out in 20 of the 57 communities of the municipality was to enable the Assembly implement an intervention programme under the ILO/IPEC Time Bound project Against Child Labour in its worst forms (CLWF); to disengage and rehabilitate children already involved in these CLWF, and also prevent others who were at risk of entering into CLWF. In compliance with the ILO guidelines for the census, inhabitants of the target communities, including teachers, health and Social workers etc were used to identify victims of CLWFs and vulnerable children and collected data on them.

6.2 Census Field Reports

The field reports of the Administrative census indicate a large number of children (5-7) in different age groups involved in many different kinds of work, that are hazardous, exploitative, and detrimental to the children's health, education and overall development; among these hazardous work was commercial agriculture of farming.

Several factors were elicited to explain the children's involvement in the hazardous work, but the most basic (or underlining) factors was the poverty-driven situation in most of the communities as well as families or households where the victims had found themselves. It is also observed that almost all victims in the more urban communities were involved in all kinds of hazardous labour apart from farming, but those in the rural communities were mostly involved in farming and in many cases other forms of CLWF especially galamsey domestic servitude and commercial sex work in the case of female victims.

6.3 Child Labour in Cocoa

Agriculture is an important sector in the municipal economy, third only to services and mining in the entire municipality. It employs 10 percent of the labour force in the municipality, therefore a significant source of livelihood for a very large number of the inhabitants of the rural communities. Cocoa, oil palm and citrus fruits are the major cash crops cultivated in the municipality. Farm sizes are generally small; however there are a few large farms and plantations in some of the farming communities. Farming practices are predominantly peasant in nature with much of the production taking place in an environment of subsistence, so it tends to be labour intensive. The main sources of labour for cocoa farming activities like elsewhere in Ghana are care takers or share croppers, hired labour, and family labour including children. Children involvement in cocoa production in Obuasi and its catchment communities is an age-old tradition which besides the immediate labour value constitutes a traditional way of imparting cocoa farming skills to them, and equipping them to take over from aging parents and relatives.

The incidence of exposures in farm work and subsequent health problems as established by the MMYE Survey on Labour practices in Cocoa production in Ghana (2007) is suggestive of significant presence of hazardous experiences by children engaged in farming, and for that matter, cocoa in the Obuasi Municipality. There is therefore the need for the Municipal Assembly, its development partners and all stake holders in cocoa in the Municipality (and else where) to partner MMYE to partner MMYE under the national programme for the elimination of worst forms of child labour (NPECLC). To eliminate all worst forms of child labour in all sectors and cocoa in particular, in the Obuasi municipality. This situational analysis provides

basis for the development of annual action plans by the Municipal Assembly and its development partners and all stakeholders both within and outside the Obuasi municipality to address the problem of Worst Forms of child labour in cocoa and all sectors of the local economy.

7.0 PROGRAMME JUSTIFICATION

7.1 Child labour is hazardous and deny children their rights

Child labour especially in cocoa can be very hazardous to the physical health of children and also disturb their proper growth and development. Child labour constitutes denial of children of their rights as enshrined in both national and international laws.

7.2 Child labour is unacceptable in Assembly's development agenda

Child labour prevents many children from benefiting effectively from the heavy investments the Assembly has made in the areas of education, health etc, for children, and thus prevent the contributions of these affected children in future to the development of the municipality and the entire nation. In this regard, child labour is totally unacceptable to the Assembly in the light of its development agenda

7.3 Incidence of Child Labour in Cocoa established in the Municipality

The Administrative Census on Child labour in its Worst Forms conducted by the Assembly has established the incidence of Child labour in cocoa in many communities in the municipality.

7.4 Municipal Assembly's Mandate in the Children's Act (Act 560, 1998)

The Municipal Assembly is mandated by Section 16 of the Children's Act, (Act 560 of 1998) to protect all Children within its area of authority, and to promote the enjoyment of their right as enshrined in the Act. The Assembly is therefore obliged to implement programmes and policies that will enable it to eliminate all forms of Child labour since they are inimical to the welfare, growth and development of affected children in the municipality, and for that matter their enjoyment of rights as enshrined in the Act for all children in the country.

7.5 Assembly has been sensitized on the issue of Child labour.

The Municipal Assembly and its stakeholders have been much aware and sensitized enough by the Administrative census; the ILO/IPEC Time Bond project CLWF as well as the MMYE sensitization programme on NPECLC and the determination of government to eliminate the phenomenon in compliance with the international protocol and conventions it has ratified, and also as a way of boosting the human resource of the country.

7.6 Municipal Assembly has Institutions and Personnel to address CLWF in Cocoa

The Municipal Assembly has institutions or organizations both governmental and non governmental that has the traditional roles and mandate to provide services and implement interventions to protect the welfare and rights of people in general, and children in particular such as the Department of Social Welfare, Commission on Human Right and Administrative Justice, the courts, the police, Ghana Education Service, the Labour Department, Traditional and Religious Organizations and their leaders etc.

7.7 Assembly's Commitment to Support Project

The Municipal Assembly is ready to commit human, financial and material resources to support the implementation of the project while the project has the potential to contribute immensely to human resource development by way of education of the victims.

8.0 PROGRAMME GOAL

The goal of the Municipal programme for the elimination of worst forms by child labour in cocoa is to eliminate all forms of child labour in the Municipality, and ensure access to quality basic education to all children in the Municipality.

9.0 STRATEGIC OBJECTIVES (2008/2009)

The following are the strategic objectives of the programme;

- i. To identify 10 worst – affected communities and implement interventions to reduce the need for child labour especially in the cocoa sub – sector by ending of September 2008.
- ii. To create awareness on worst forms of child labour in cocoa and its effects on human resource development throughout the municipality by ending of December, 2008.
- iii. To build and develop the capacities of 10 communities and 7 public institutions for the reduction of the incidence of worst forms of child labour in the cocoa sub – sector by ending of December 2008.
- iv. To enhance access to basic education to 300 children in the identified communities worst affected by child labour by ending of July 2009.

10.0 PROGRAMME ACTIVITIES

Selected communities

1. Odumasi
2. Diawuoso
3. Mampamhwe
4. [Pomposo](#)
5. [Apitikooko](#)

6. [Binsere](#)
7. [Mmemiriwa \(I &II\)](#)
8. [Dokyiwa](#)
9. [Kwabenakwa](#)

10. G y i m e s o

10.1 Objective One (1): Identification of 10 worst affected communities

10.1.a Formation of Municipal Child Protection Committee.

10.1.b Identification of 10 worst affected communities

10.2 Objective Two (2): Sensitization & Awareness Creation throughout the Municipality

10.2.a Municipal Seminar on WFCL in cocoa

10.2.b Community Mobilization / Formation of CCPCs at 10 worst affected communities

10.2.c Sensitization of municipality on FM Radio and Information centres, Churches and Mosques.

- Traditional leaders, CBO Networks, Cooperatives, Cocoa Buying Companies
- 2 Radio Panel discussions
- 1 day meeting with all CSO + CBOs
- Meeting identified community and Social and at their meetings

10.2.d Community sensitization by CCPCs on WFCLC

10.2.e Formation of school-based Child Rights and protection clubs - *Window of Hope*

10.2.f *Mid year and end of year Stakeholders review meetings*

10.3 Objective Three(3) : Capacity building and development .

10.3.a Capacity building and sensitization workshops for Child protection Committees.

- 1 day Training on Child labour monitoring tools(Indicators of Child labour)
- 1 day Training on Psychosocial counseling.
- 1 day Training on facilitation of group discussion.

- 1 day Training on Team building and report writing.

10.3.b. Capacity building workshops for public child welfare law enforcement agencies (Social Welfare, CHRAJ, DOVVSU, Ghana Immigration Service, Anti Human Trafficking Unit of Ghana Police Service, Assembly members (10 communities), Judicial Service officials, Head Teachers 10 selected schools, CSOs Representatives, 10 Traditional Leaders)

- 2 days training on the legal framework and monitoring tools.
- 2 days workshop for Municipal Child Protection Committee (MCPC) on Project management, Monitoring and Evaluation – OMA.

10.4 Objective four (4): Enhancing access to quality education.

10.4.a Identification (through monitoring) of worst affected children through child labour monitoring system (CLMS)

- Quarterly Follow up visits and monitoring at community level.

10.4.b Capacity building and sensitization workshops for Child protection Committees.

10.4.c. Guidance and Counseling for victims and parent/ guardians - Window of Hope.

10.4.d. Enrolment / re-enrolment in school or placement in apprenticeship - Window of Hope.

10.4.e. Provision of school needs (where parents or guardians can not afford) - Window of Hope.

10.4.f. Monitoring the progress of beneficiary children in schools – Ghana Education Service (GES)

10.4.g. Sensitization & Capacity building workshops for key education stakeholders at affected communities (Head Teachers, SMC, PTA's, Circuit Supervisors, Assembly members, Unit committee members).

- 1 day Sensitization workshop each in the 10 selected communities

10.4.h. Support for community schools improvement initiative.

- Supply of Teaching & Learning (T&L) materials
- Teacher's motivation and Awards.
- Recreational and Sports facilities.
- Supply of Library accessories and books

10.4.i. Quarterly MCPC meeting - Social Support Foundation

10.4.j. MCPC media briefing and advocacy - Social Support Foundation

ACTION PLAN 2010

ACTIVITY	TARGET	TIME FRAME	RESPONSIBILITY	RESOURCES	BUDGET (GH¢)	EXPECTED OUTPUT
Sensitization & Awareness Creation throughout the Municipality						
Sensitization of Municipality on <u>WFCL in Cocoa & its impact</u> <u>2 FM Radio discussions</u> <u>-Visit 10 Community Information Centres,</u> <u>1 day meeting with all CSO</u> <u>Meeting 10 identified community and Social groups at their locations (e.g Churches and Mosques)</u>	Municipality <u>Traditional & Religious leaders,</u> <u>CBO Networks,</u> <u>Cooperatives,</u> <u>Cocoa Buying Companies</u>		MCPC	Vehicle (<u>Information Van</u>), fuel, Resource persons and allowances	304.00	<u>Key stakeholders in the Municipality sensitized on WFCLC concepts.</u>
<u>2-Day Refresher Training</u> workshop for Child Protection Committees covering- <u>Child labour monitoring tools(Indicators of Child labour),</u> <u>Psychosocial counseling and facilitation of group discussions</u>	CCPC members		MCPC	Vehicle, fuel, Resource persons, allowances and snack	938.40	CCPC can sensitize their communities on <u>WFCL in cocoa more effectively.</u>
Community sensitization by CCPC at Churches, Mosques, Schools and with farmer associations.	Churches, Mosques, Schools.		CCPC	<u>T&T</u> , stationery and allowances.	164.00	<u>Members of 10</u> Communities sensitized and accept WFCLC concepts.

<u>End of year Stakeholders review meeting</u>	<u>OMA, MCPC, CCPC, CSO, GES, Religious & Traditional leaders, Cocoa buying companies, other stakeholders</u>		<u>OMA, MCPC</u>	<u>Vehicle, fuel, Resource persons, allowances and lunch.</u>		<u>Key stakeholders gathered and reviewed progress of work</u>
Identification of Victims by CCPC.	Children <u>involved and affected by WFCL in selected communities.</u>		MCPC	Stationery and allowances	90.00	Worst affected children identified
<u>Capacity building and development</u>						
Capacity building workshop <u>for public child welfare and law enforcement agencies covering the legal framework and monitoring tools.</u>	Social Welfare, CHRAJ, <u>DOVVSU & Anti Human Trafficking Unit of Ghana Police Service,</u> GES (Head Teachers, PTA, SMC), Labour, Information and MOFA, <u>Ghana Immigration Service, Assembly members (10 communities), Judicial Service officials, CSOs Representatives, 10 Traditional Leaders</u>		MCPC	Vehicle, fuel, Resource persons, allowances and lunch.	170.00	Capacity of the <u>social protection and law enforcement Institutions improved to enforce laws on WFCL</u>
<u>2 days workshop for Municipal Child Protection Committee (MCPC) on Project management, Monitoring and Evaluation</u>	<u>MCPC</u>		<u>Regional Social Welfare, OMA</u>	<u>Vehicle, fuel, Resource persons, allowances and lunch</u>		<u>MCPC functioning more efficiently</u>

<u>Enhancing access to quality education</u>						
Sensitization and Capacity building workshops <u>at community levels</u> for key education stakeholders at worst affected communities.	Chiefs, Unit committees, PTAs, School management committees. <u>Head Teachers, PTA's, Circuit Supervisors, Assembly members.</u>		MCPC	Vehicle, fuel, Resource persons, allowances and lunch.	536.00	Stakeholders charged the need to improve access to education in the communities.
<u>Support for community schools improvement initiative. Supply of Teaching & Learning (T&L) materials, Teacher's motivation and Awards, Recreational and Sports facilities. Supply of Library accessories and books</u>						
<u>Identification of Victims of WFCL in Schools and Communities through child labour monitoring system (CLMS), follow up monitoring visits</u>	<u>Children involved and affected by WFCL in selected communities</u>		<u>CCPC, MCPC</u>	<u>Stationery and allowances</u>	90.00	<u>Worst affected children identified</u>
Monitoring of progress of beneficiary children <u>in Schools</u> .	Beneficiary school children	March to end of programme	MCPC, <u>GES</u>	Allowances, vehicle, fuel, stationery.	378.00	Progress assessed for necessary action
Programme monitoring.	All programme activities	Mid and end of programme	MCPC	Allowances, vehicle, fuel, stationery	600.00	Achievement of programme assessed
<u>MCPC media briefing and advocacy</u>	<u>Media houses and Reporters</u>		<u>MCPC, SSF</u>	<u>Allowances, vehicle, fuel</u>		

Quarterly meeting of MCPC	MCPC members	Quarterly	MCPC, Social Support Foundation	Lunch	312.00	
Report preparation	MESW, Donor, OMA	Quarterly	MCPC	Stationery, Lunch	212.00	
GRAND TOTAL					8,597.20	(not revised)

STAKEHOLDERS AND INVOLVEMENT

<u>STAKEHOLDER</u>	<u>RESPONSIBILITY</u>
1. NPECLC Secretariat	<ul style="list-style-type: none"> i. Capacity building ii. Financial Support iii. Logistical Support
2. Municipal Assembly	<ul style="list-style-type: none"> i. Personnel ii. Financial Support iii. Logistics iv. Approval of bye laws v. Formation of MCLC vi. Monitoring of activities of CCPC vii. Data Collection
3. Communities/ Traditional leaders	<ul style="list-style-type: none"> i. CCPC ii. Identification of victims iii. Enactment of bye-laws (for approval by Assembly) iv. Monitoring v. Data Collection.
4. NGOs	Financial and Technical Support

BUDGET 2010

ACTIVITY	TIME FRAME	RESOURCES	UNIT COST (GH¢)	QUANTITY	TOTAL COST (GH¢)	SOURC OF FUNDIN
-Sensitization of Municipality on WFCL in Cocoa & its impact	Aug. 2008	Vehicle (Information Van), fuel,	6.00	15	90.00	OMA MMYE OMA
		Resource persons and allowances	25.00	20	500.00	
					590.00	
2 FM Radio discussions Visit 10 Community Information Centres	Aug.-Sept. 2008	Airtime	250.00	2	500.00	OMA MMYE
		Allowance for MCPC	15.00	6	90.00	OMA MMYE
					590.00	
1 day meeting with all CSO	Sept. 2008	Airtime	10.00	10	100.00	MMYE MMYE
		Allowance	10.00	20	200.00	OMA OMA
					300.00	MMYE
Meeting 10 identified community and Social groups at their locations (e.g Churches and Mosques)	Oct.-Nov. 2008	Stationeries-	50.00	1	50.00	OMA
		T&T-	20.00	50	1,000.00	MMYE
		Snacks/Lunch-	15.00	50	750.00	
		Allowance for -	15.00	6	90.00	MMYE
		Resource persons Venue-	100.00	1	100.00	OMA
					1,990.00	
2-Day Refresher Training workshop for Child Protection	Sept.- Nov. 2008	Allowance for Resource Persons	25.00	12	300.00	OMA OMA
		Lunch for participants	15.00	25 for 2 days	750.00	MMYE

Committees covering Child labour monitoring tools(Indicators of Child labour), Psychosocial counseling and facilitation of group discussions		T&T	20.00	25 for 2 days	1,000.00	
		Venue	100.00	1 for 2 days	200.00	
		stationary	50.00	1 for 2 days	100.00	
					2,350.00	
Community Sensitization by CCPC at Churches and Mosques schools and with farmer association	Nov. 2008	T&T for Participants	10.00	20	200.00	OMA OMA
		Allowance for CCPC	15.00	20	300.00	MMYE
		Stationery	20.00	2	40.00	MMYE MMYE MMYE
					540.00	
End of year Stakeholders review meeting	Oct.- Dec. 2008	Allowance for Resource Persons	25 .00	6	150.00	OMA OMA OMA
		Snacks/Lunch-	15.00	25	375.00	
		T&T for CCPC	20.00	25	500.00	MMYE
		Stationery	10.00	1	10.00	
		Venue-	100.00	1	100.00	
					1,135.00	
Identification of Victims by CCPC.	Jan.-March 2009	Stationery	20.00	2	40.00	OMA
		Snacks for CCPCs	6.00	240	1,440.00	MMYE
					1,480.00	
Capacity building	Jan.-March	Stationery	20.00	1	20.00	

workshop for public child welfare and law enforcement agencies covering the legal framework and monitoring tools	2009	Allowance for Resource Persons	25.00	6	150.00 250.00	
		Lunch for participants & resource persons	10.00	25	500.00	
		T&T	20.00	25	100.00	
		Venue	100.00	1	1,020.00	
2 days workshop for Municipal Child Protection Committee (MCPC) on Project management, Monitoring and Evaluation.	Jan.-March 2009	Stationery	20.00	2	40.00	MMYE
		T&T for MCPC	20.00	25 for 2 days	1,000.00	OMA
		Snacks/Lunch-	15.00	25 for 2 days	750.00	
		Venue	100.00	2	200.00	
					1,990.00	
Sensitization and Capacity building workshops at community levels for key education stakeholders at worst affected communities	Feb- March 2009	Vehicle /fuel	6.00	10	60.00	MMYE
		Allowance for Resource Persons	25.00	20 for 2 days	1,000.00	MMYE
		Snacks	3.00	2	6.00	
					1,066.00	
Support for community schools improvement initiative. Supply of Teaching & Learning (T&L) materials, Teacher's motivation and						

Awards, Recreational and Sports facilities. Supply of Library accessories and books						
. Identification of Victims of WFCL in Schools and Communities through child labour monitoring system (CLMS), follow up monitoring visits	March 2009	Allowance for MCPC	30.00	3	90.00	OMA OMA
		T&T	15.00	3	45.00	MMYE
		Snacks	5.00	3	15.00	MMYE MMYE MMYE
					150.00	
Monitoring the progress of beneficiary children in school.	March to end of programme	Vehicle/ Fuel	6.00	25	150.00	OMA OMA
		Stationery	20.00	1	20.00	OMA MMYE
		T&T for MCPC	30.00	15	450.00	
					620.00	
Programme Monitoring.		Vehicle / Fuel	6.00	50	300.00	OMA OMA
		Lunch for MCPC	15.00	10 persons for 10 days	1,500.00	MMYE
					1,800.00	
Quarterly meetings of MCPC		Lunch for members	6.00	13 for 4 days	312.00	MMYE
					312.00	
Report preparation		Stationery	5.00	4 days	20.00	MMYE
		Lunch	6.00	8 for 4 days	192.00	MMYE
					212.00	

GRAND TOTAL

16,203.00

MONITORING AND EVALUATION PLAN

ACTIVITY	TIME FRAME	LOCATION	OUTPUTS	INDICATORS	MEANS OF VERIFICATION	BY WHO
Formation of MCPC	Aug. 2008	Municipal Assembly	Committee formed	Reports and minutes of committees.	Inspection of documents	
Identification of affected Communities	Aug.-Sept. 2008	Municipal Assembly	10 worst affected communities identified	Reports on Community assessment.	Inspection of documents/ Interview of community leaders.	MCPC
Municipal Seminar on WFCL in cocoa.	Sept. 2008	Municipal Assembly	Municipal level stakeholder agencies sensitized on WFCL in the cocoa industry.	Attendance list, participants output of work, Reports, photographs	Interview with some participants/ Inspection of documents.	MCPC
Community Animation/ Formation of Community Child Protection Committees (CCPCs).	Oct.-Nov. 2008	10 worst affected communities	Community Child Protection Committees formed for 10 worst affected communities.	Reports, minutes of committees.	Inspections/ Interviews	MCPC
Sensitization of Municipality on FM Radio and Information Centres, Churches and Mosques.	Sept.- Nov. 2008	Municipality	Municipality sensitized on WFCLC concepts.	Increased knowledge and awareness.	Interview with individuals in the communities.	MCPC
3-Day Capacity building workshop for Child Protection Committees on	Nov. 2008	Communities	Members of CCPC have acquired the skills of counselling and monitoring on	CCPC members have been able to identify victims of WFCLC and counselled them.	Observation of Counsel sessions, monitoring records and interviews.	MCPC

Guidance and Counselling and WFCLC monitoring.			CLWFC.			
Community sensitization by CCPC at Churches, Mosques, Schools and with farmer associations.	Oct.-Dec. 2008	Various selected localities.	Sensitization talks held at churches, mosques and schools.	Increased knowledge and awareness in the communities.	Interviews with community leaders and social groups.	CCPC
Identification of Victims by CCPC.	Jan.-March 2009	Identified communities.	Worst affected children identified.	Reports on the identified children	Inspection and interview with some of the children.	CCPC
Guidance and Counselling for Victims and Parent/Guardians	Jan.-March 2009	Various selected communities	Victims and their parent/guardians accept concept and support offered by programme.	Victim disengaged from WFCLC/ Victims ready to go back to school.	Interviews with beneficiary children	CCPC
Enrolment/ re-enrolment/ placement in apprenticeship.	Jan.-March 2009	Communities.	Identified children sent back to school/ placed in apprenticeship	Enrolment/Apprenticeship records in various places.	Inspection of records/ interview with school authorities/trade masters.	MCPC
Provision of school needs.	Feb.-March 2009	Communities.	School needs/tools provided to children whose parents cannot afford.	Availability of items on beneficiaries.	Inspection/ Interview	MCPC
Capacity building workshop for law enforcement agencies.	March 2009	Municipal Assembly.	Capacity of the Institutions improved to enforce laws on	Institutions are able to collaborate effectively to enforce laws on child labour.	Inspections, observations and interviews.	MCPC

			CLWF			
Sensitization and Capacity building workshops for key education stakeholders at worst affected communities.	March 2009	Communities	Stakeholders recognized the need to improve access to education in the communities.	Key education stakeholders can work effectively.	Inspection, Observation and interviews.	MCPC
Monitoring of progress of beneficiary children.	March to end of programme	Communities	Progress assessed for necessary action	Records of programme	Inspection, Observation and interviews	CCPC
Programme monitoring.	Mid and end of programme	Communities.	Achievement of programme assessed	Records	Inspection, Observation and interviews.	MCPC

SUSTAINABILITY PLAN

1. Programme components will be integrated/mainstreamed into the mandated core programmes of MDAs.
2. Municipal Assembly will provide budgetary lines for key areas of the programme.
3. Collaboration among stakeholder agencies will be strengthened to ensure effective pooling/ sharing of resources.
4. Collaboration will also be sought from donor agencies to support the funding of key project components.
5. Synergies will be developed between programme components and related on-going as well as future programmes.