



International
COCOA
Initiative

ICI STAKEHOLDER MEETING REPORT

“Working together: linking cocoa-growing communities,
supply-chains and national policies”

Monday 9th November 2015, Accra



WELCOME & INTRODUCTORY ADDRESS

(Avril Kudzi, ICI Ghana National Coordinator and Nick Weatherill – ICI Executive Director)

Avril Kudzi welcomed the participants and introduced the topic for the day's discussion: "Working together: linking cocoa-growing communities, supply-chains and national policies". In his introductory address, Nick Weatherill explored the potential that the cocoa-supply chain has to improve the lives of smallholder farmers, perhaps more so than short-cycle development budgets. But he also explained that a failure to harmonise the efforts of different actors was impeding progress and frustrating that ambition. Highlighting the fact that child labour remains prevalent in cocoa-growing areas with critical consequences for future generations of cocoa farmers, he stressed the importance of multi-stakeholder collaboration to tackle the issue of child labour in cocoa production, and referenced ICI's model of community-driven development as one example of different actors working together. He applauded the diversity of stakeholders present at the meeting, and urged them to strive, during the day, beyond previous meetings' consensus on the need to work together, to a pragmatic agreement on what needs to be done, and how.

PERSPECTIVES FROM ICI'S CO-PRESIDENTS



Cléophas Mally, Director – WAO-Afrique

Cléophas Mally shared on the importance of education and some of the fundamental educational challenges in cocoa-growing communities: lack of qualified teachers, violence in schools, issues of justice and law-enforcement. Cléophas emphasised that more advocacy and awareness raising is needed to eliminate child labour and that one must go beyond the cocoa sector to ensure that children are not displaced from cocoa production into other sectors.

Jeff Morgan, Director of Global Programmes – MARS International

Jeff Morgan explained that child labour and hazardous child labour in cocoa production remains prevalent (as confirmed by the recent Tulane University 2013/2014 Survey Report). He commended the progress that ICI has made since it was established, specifying that:

- ICI's community-based intervention has helped industry to understand the complexity of the problem at the family-level and highlighted the fact that there was no magic solution to eliminating child labour.
- ICI has adapted its strategy to work increasingly through the supply-chain – an approach that gives more incentives and resources to farmers and has proved to be very effective in improving industry's understanding of its role, and so strengthening its engagement.

Jeff emphasised that all stakeholders need to work together to tackle child labour, as there is a shared responsibility extending all the way from those who grow cocoa to those who consume chocolate.

PERSPECTIVES FROM CÔTE D'IVOIRE

Amany Konan, Consultant National – Comité National de Surveillance des Actions de Lutte contre la Traite, l'Exploitation et le Travail des Enfants, CNS, Cabinet de la Première Dame

Amany Konan conveyed the greetings from the First Lady of Côte d'Ivoire and her gratitude to ICI for having organised a similar stakeholder meeting in Côte d'Ivoire in 2013. Mr. Konan, provided an overview of cocoa production in Côte d'Ivoire and listed some of the measures that have been taken to date to eliminate child labour:

- Reforming the cocoa sector through increased productivity investments and guaranteed farm-gate prices.
- Reorganization of the institutional framework (Le Comité Inter-Ministériel - CIM, and Le Comité National de Surveillance - CNS) to have a more systemic and integrated approach to addressing child labour.
- A compulsory education policy for children aged 6-16 years.
- A child protection policy introduced by the Ministry of Family in collaboration with UNICEF.
- Operationalisation of SOSTECI's Child Labour Monitoring System in 5 districts and the current expansion of the programme.
- The imminent adoption of a new National Action Plan against Trafficking, Exploitation and Child labour (NAP, 2015-2017) which has an objective of a 30% reduction in child labour by 2017.

Amany Konan closed by encouraging stakeholders in Cote d'Ivoire to align their actions against child labour to the NAP 2015-2017 framework. He emphasised that the objective of reducing child labour by 30% is possible if stakeholders work together and coordinate their efforts.

KEY NOTE ADDRESS – GHANA MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS

Mr. Sammy-Longman Attakumah, Chief Director on behalf of the Honorable Minister Haruna Iddrisu – Ministry of Employment and Labour Relations, Government of Ghana

Mr. Sammy-Longman Attakumah, on behalf of the Honorable Minister, commended ICI and all of the stakeholders present for their support and commitment over the recent years, highlighting that:

- The Tulane University 2013/14 survey report on child labour in West African cocoa growing areas shows progress in the fight against child labour in Ghana, evidenced by a 6% decrease in the number of children engaged in hazardous work in cocoa production in cocoa-growing areas between 2008/09 and 2013/14 (from 0.93 million to 0.88 million).
- The Ghana Shared Growth and Development Agenda (2014-2017) has created a framework for government agencies, civil society and NGOs to improve the welfare of children and their families.

- The Ministry of Labour and partners have implemented the 2009-2015 National Plan of Action for the Elimination of the Worst forms of Child Labour in Ghana (NPA) and are currently finalizing the new NPA.
- The Ministry of Labour has supported NPECLC to share successes and challenges in fighting child labour in the cocoa sector, including the implementation of the GCLMS since 2012.

The Ghana Ministry of Labour Representative concluded by thanking all stakeholders for their support.

The speeches were then followed by two thematic panel discussions.

Thematic Panel 1: CHILD LABOUR MONITORING AND REMEDIATION – IMPROVING COVERAGE AND IMPACT IN COCOA-GROWING AREAS

Panel Participants

- Kwame Osei, Field Representative for Ghana and Nigeria – **UTZ Certified**
- Jeff Morgan, MARS International – **Representing CocoaAction**
- Simon Steyne, Senior Advisor, FPRW Integration – **International Labour Organization (ILO)**
- Kenneth Mamadou, National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa (NPECLC) – **Ministry of Employment and Labour Relations, Government of Ghana**
- Alexis Gbana Gnaly, Coordinateur Adjoint, Système de Suivi et d’Observation du Travail des Enfants en Côte d’Ivoire (SOSTECI) – **Ministère de l’Emploi, des Affaires Sociales et de la Formation Professionnelle, Gouvernement de Côte d’Ivoire**

Moderator: Nick Weatherill, **ICI Executive Director**

The panel discussion focused on how the coverage (estimated by ICI to be less than 5% of cocoa-farmers) and impact of child labour monitoring and remediation systems could be improved:

- One of the key challenges raised was the cost of CLMRS, and how this needs to be examined to understand how the cost of the systems could be reduced without jeopardizing impact.
- **Alexis Gbana Gnaly** mentioned that the coverage of SOSTECI system is currently at 2% and highlighted the potential role that industry could fulfil in reinforcing the national systems.
- **Simon Steye** shared that a rapid acceleration of a formal national tax collection system could support the financing of national child labour monitoring and remediation systems.
- **Jeff Morgan** highlighted that we need to share evidence and good practices, with a willingness of actors to see how we can create an effective and cost-efficient CLMR systems.

Participants also discussed the good practices that they would like to see taken to scale:

- **Jeff Morgan** mentioned that he would like to see supply-chain CLMRS approaches taken to scale, wherein each farming household has 3 monitoring visits per year and where remediation efforts ensure that the system is supportive rather than punitive, something which ICI has proven to be essential to keeping the issue visible, rather than hidden.
- **Kwame Osei** shared that UTZ Certified have recently reviewed and updated their code of conduct (with the support of ICI). He mentioned that he would like to see all certification

standards consistently verifying cooperatives' child labour monitoring and remediation capacities and including community child labour risk assessments within their codes of conduct.

- **Simon Steyne** raised the issue of the cost of hiring adult labour for small-holder farmers and how farmers need support to increase their productivity and incomes so that they can hire adult labour (mentioning the work done by Mars with ILO on this aspect). He also mentioned positive examples from other sectors like the tobacco industry, and urged for lessons and experience to be shared across sectors.
- **Kenneth Mamadou** shared that a sustainable plan is needed wherein district level administrators are trained on child labour and include the community action plans and child labour reduction efforts in their district plans of action and budget.

Thematic Panel 2: EDUCATION – IMPROVING THE SUPPLY OF QUALIFIED TEACHERS AND OVERCOMING EDUCATION GAPS IN COCOA-GROWING AREAS

Panel Participants

- Adele Khudr, Country Representative – **UNICEF Côte d'Ivoire**
- Divine Ayidzoe, Director of Statistics, Research, Information Technology and Public Relations – **Ministry of Education, Ghana**
- Sarah Berko, Member Farmer from Asuoso Community, Oda District, Eastern Region – **International CoCoca Farmers Organization (ICCFO)**
- Paul Macek, Senior Program Director for West Africa, World Cocoa Foundation – **Representing CocoaAction**

Moderator: Mil Niepold, **Independent ICI Board Member**



Panelists considered good practices in teacher deployment:

- **Adele Khudr** shared some good practices from Lesotho including i) recruiting teachers locally; ii) paying teachers incentives to teach in rural areas; iii) obligating teachers to serve in rural areas at the start of their careers. She congratulated the Government of Côte d'Ivoire for its new education policy, but highlighted that the decision on teacher training and how the gap in the supply of teachers will be filled is still pending.
- **Divine Ayidzoe** mentioned the deployment of teacher's policy introduced in the 2014/2015 academic year by the government of Ghana, with positive results witnessed in the Ashanti region. He shared that the western region does not have good roads, services or infrastructure which makes it difficult to attract teachers.

Panelists discussed how to improve the quality of children's education:

- **Paul Macek** highlighted the importance of early childhood education to improve children's learning outcomes.
- **Sarah Berko** explained that in her home community of Asuoso, teacher absenteeism is a major problem that discourages school attendance, and parents' inability to overcome the financial obstacles to education was still commonplace.
- **Divine Ayidzoe** responded that teacher absenteeism has in fact reduced from 25% to 9%, nationally, and emphasised the importance of the decentralization education plan whereby school management committees, parent-teacher-associations and district assemblies will be further empowered to improve teacher's attendance and punctuality.

Panelists explored how collaboration could help fill the education gaps:

- **Paul Macek** shared that industry has a role in increasing farmer's income so that parents can afford to send their children to school. He mentioned the support that an increasingly aligned industry will provide as a result of the CocoaAction strategy, which includes interventions such as supporting primary schools with teacher's accommodations, latrines and school canteens.

CONCLUDING PERSPECTIVES – GHANA MINISTER OF EMPLOYMENT & LABOUR RELATIONS



Hon. Haruna Iddrisu, having had the key note speech made on his behalf by Mr. Sammy-Longman Attakumah earlier in the day, reiterated the commitment his government had to eliminate child labour, and the pleasure his Ministry had in working with the International Cocoa Initiative and its partners. Hon. Haruna Iddrisu, specifically welcomed the support and any future recommendations from ICI on the new National Plan of Action and how this can be implemented.

FACILITATED GROUP WORK

Group Work 1 – Child Labour Monitoring and Remediation (*Strategic Collaboration to Improve Coverage and Impact in Cocoa-Growing Areas*)

Group Work 2 – Education (*Strategic Collaboration to Improve the Supply of Qualified Teachers and Overcome Education Gaps in Cocoa-Growing Areas*)

This session delved deeper into the strategic collaboration required to improve coverage and impact of CLMRS, and to improve the supply of qualified teachers and overcome education gaps, in cocoa-growing areas. The following methodology was followed:

1. Each group focused on the realisation of a specific governmental policy in cocoa-growing areas - noting down progress to date, blockages to progress and possible solutions.
2. Participants from other groups (within each of the thematic areas) then voted on the solutions proposed.
3. The groups reconvened and then selected the two solutions which had the highest numbers of positive votes.
4. Groups discussed roles and responsibilities for different stakeholders in realising each of these solutions and then fed back in plenary.



The detailed notes from the group discussions are listed in Annex 1 from page 9 onwards, but significant recommendations for each of the thematics included:

CLMRS

- Move/initiate discussion on the location and resourcing of the CLU.
- Regularly integrate more detailed CL indicators into the Ghana living standards survey.
- Include financing in the national and decentralised budget and mobilise the participation of partners (including supply-chain actors).
- Expand supply-chain monitoring efforts in line with initiatives of producer countries.
- Ensure coherence of supply-chain efforts with national frameworks through a private / public platform.
- Broaden the circle on education and child labour data collection and technical advice with the Child Labour Steering Committee providing advice to the Ghana Statistical Service on child labour indicators.

EDUCATION

- Pass the new Education Service Bill to empower district assemblies to provide funding to teachers, to empower SMCs, and to provide teaching infrastructure.
- Ensure teachers' service deprived communities before posting to bigger cities (teachers to be sponsored by district assembly).
- Payment of incentives to teachers who accept postings to deprived areas (MOE/GES/MOF to secure budget by 2016, Teachers unions to negotiate for the payment by 2016).
- Cocoa industry to collaborate with Ministry of Education/MMDAs to improve education infrastructure.
- Intensify community led actions in provision of amenities (like teacher housing).
- Ensure effective school management systems by head teachers to ensure teachers professional development (ongoing).
- Improve living conditions for teachers assigned to cocoa-growing areas.
- Reduce the costs of birth certificates (Côte d'Ivoire) and oblige communities to register children's births.
- Prioritise the community's role to participate in school management committees.
- Ensure integration of Community Action Plans into District development plans to secure district funding for education infrastructure and support.



CLOSING REMARKS

In closing the day's event, ICI's Executive Director, Nick Weatherill, thanked the participants for the breadth and depth of the subjects covered, and congratulated them for reaching a far more pragmatic, solution-focused, technically-informed and innovative set of recommendations compared to past stakeholder meetings. He stressed that the outcomes of the day's discussion should not get buried but should rather lead to specific actions based on the recommendations within each of the participant's organisations. Accordingly, he noted that ICI would be seeking feedback from each participant on a specific recommendation within this report that they plan to advance, and how. He concluded that ICI, for its part, would also review the recommendations to see how they can be incorporated into its influencing strategy for each of the two thematic areas covered.

Annex 1: Group Discussion Notes

Child Labour Monitoring and Remediation Systems				
Policy Objective: “The knowledge base on child labour is enhanced and utilized to inform planning, programme design and implementation, awareness raising and advocacy activities, as well as the coordination, monitoring and evaluation of interventions”				
Progress to Date	Obstacles	Solutions	No. of Yes Votes	No. of No Votes
<ul style="list-style-type: none"> Structures in Ghana CL issues integrated into Government development agenda National steering committee set up NPECLC – national partners’ forum CLU DCPC & CCPC Signed MoUs with government institutions to implement NPA/MPA Progrès : - Existence de plan d’action en Côte d’Ivoire et au Ghana (Ghana 2009-2015, RCI Pan 1 2012-2014, RCI PAN 2 2015-2017) RCI – 7 CNS & CIM – Gouvernance des actions de lutte contre le travail des enfants Ghana – NPECLC, Ministry Improved recognition identification and remediation and platforms for exchanges, i.e. SOSTECl – PPP, GHANA, G.CLMS 	<ul style="list-style-type: none"> Lack of funding from GoG Lack of coordination Emphasis on cocoa sector over other sectors Lack of commitment Financing, weak finances to put in place the system Limited duration and mixed results Lack of awareness in communities 	<ul style="list-style-type: none"> Revive national partners forum 	7	0
		<ul style="list-style-type: none"> Maintaining institutional memory 	4	4
		<ul style="list-style-type: none"> Secure government funding 	11	4
		<ul style="list-style-type: none"> Move/initiate discussion on the location and resourcing of the CLU 	13	0
		<ul style="list-style-type: none"> Strengthen CSO advocacy role 	3	0
		<ul style="list-style-type: none"> Supply chain actors should stimulate and coordinate CL related activities 	6	0
		<ul style="list-style-type: none"> Alignment of definitions to national framework/ILO 	8	0
		<ul style="list-style-type: none"> Regularly integrate more detailed CL indicators into Ghana Living Standards Survey (GLSS) 	10	0
		<ul style="list-style-type: none"> Increase technological capacity skills 	5	0
		<ul style="list-style-type: none"> Open source tech platform 	3	4
		<ul style="list-style-type: none"> Solutions as indicator (education) 	2	0
		<ul style="list-style-type: none"> Reinforce role of district government assemblies in information channel/interval/remediation 	0	0
		<ul style="list-style-type: none"> Include financing in the national budget and mobilise the participation of partners (including supply-chain actors) 	15	0
<ul style="list-style-type: none"> Facilitate community empowerment l’autonomisation e.g. community IGAs, micro-credit 	7	0		

How to operationalise the top three identified solutions:

<p>1. Regularly integrate CL indicators into GLSS Ghana Statistical Service (GSS)</p> <ul style="list-style-type: none"> - Leads on survey design/implementation/analysis - Need to broaden circle on education/child labour data collection/tech advice Steering Committee CL - Needs to fully engage and educate on CL indicators - President's office/ ministry – instruct GSS to labour/education/youth expand survey for data on CL - Min employment and labour relations – workshop and make recommendations to National Steering Committee - Universities and research centres conduct studies on the level of contribution of actors and the identification of efficient practices against CL 	<p>2. Alignment of definitions to national framework /ILO / ICLS</p> <p>National Steering Committee Guidance spec sheet/ document re: methodology/definition</p>	<p>3. Financing</p> <p>Government</p> <ul style="list-style-type: none"> • Include the finance within the national and decentralised budget (especially for coordination) • Involve decentralised community structures in community resource mobilisation • Create a specific fund to counter child labour in the supply-chain <p>Supply Chain</p> <ul style="list-style-type: none"> • Expand supply-chain monitoring efforts in line with initiatives of producer countries • Ensure coherence of supply-chain efforts with national frameworks through a public/private platform <p>Communities</p> <ul style="list-style-type: none"> • Contribute proportionally to financing (finance or in-kind)
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Education Group 1

Policy Objective: Improve quality of teaching and learning (GSGDA)

Policy Objective: Improve management of education service delivery (Ghana's Education Strategic Plan 2010-2020)

Progress to Date	Obstacles	Solutions	No. of Yes Votes	No. of No Votes
75 districts identified with the following social interventions: <ul style="list-style-type: none"> • GPEG (Gh) – capitation grant • SMC • Social interventions: free – exercise books, text books, uniforms, sandals, scholarships for girls • Building new schools (removal of schools under trees) • INSET programme ongoing for teachers • UTDE programme in basic education • GOG capitation grant • School feeding programme 	<ul style="list-style-type: none"> • Teachers do not accept postings to deprived areas • No ready availability of teachers to community-built/initiated schools • Non-payment of transfer grants • Communities not empowered to take action or when action is taken, there is no legal/district administration backing (SMCS) • Budget spent on salaries (95%), ghost teachers, ineffective spending • Lack of funding to support education budget at district/assembly levels (95% of budget spent on salaries) • No proper follow up on district assembly sponsored teacher trainers 	<ul style="list-style-type: none"> • Pass the new Education Service Bill to empower district assemblies to provide funding to teachers, to empower SMCs, provide teaching infrastructure etc. 	15	0
		<ul style="list-style-type: none"> • Payment of transfer grants 	1	5
		<ul style="list-style-type: none"> • Service to deprived communities before moving to bigger cities (when teachers are sponsored by district assembly) 	6	1
		<ul style="list-style-type: none"> • Payment of incentives to teachers who accept postings to deprived areas 	12	0
		<ul style="list-style-type: none"> • Providing incentives like “first on the list” preference to fill teaching vacancies in urban areas after successfully teaching in rural areas for about 4 years 	1	3
		<ul style="list-style-type: none"> • District assemblies (DA) to give a declaration of vacancies, potential teachers will apply 	5	1
		<ul style="list-style-type: none"> • Target cocoa growing areas for increased coverage of untrained teachers diploma in basic education (interim) 	3	2

How to operationalise the top two identified solutions:

<p>1. Pass the new Education Service Bill to empower district assemblies to provide funding to teachers, to empower SMCs, provide teaching infrastructure etc.</p> <p>All stakeholders should lobby parliament of Ghana (cocoa growing countries) to pass the bill</p> <ul style="list-style-type: none"> - Min of Edu/ GER - MELR - MLGRD - ICI - MGSP - Industry (cocoa processing, marketing companies) - GNAT/Teachers unions - MMDAs (SMCs, PTAs) - Other civil society groups - MOJAG 	<p>2. Payment of incentives to teachers who accept postings to deprived areas</p> <ul style="list-style-type: none"> - MOE/GES/MOF to secure budget by 2016 - Teachers unions to negotiate for the payment by 2016 - MMDAs initiate work plan to incentivise teachers in deprived areas by 2017 - Cocoa industry to collaborate with MoE/MMDAs to improve education infrastructure e.g. teacher accommodation, school building, social amenities, canteens, more visible action through CocoaAction (ongoing) - Government to improve social infrastructure in deprived communities – ongoing - Cocoa industry to pay/fund teachers to run community activities (e.g. child labour training, resource persons, providing financial literacy programmes, encouraging those youth to stay interested in cocoa), outside school hours – ongoing - Funding from development partners (study opportunities etc.) (ongoing) - GNAT annual sponsorship of 100 teachers (ongoing) in cocoa growing areas - Effective school management systems by head teachers to ensure teachers professional development (ongoing)
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Education Group 2

La Politique de Scolarisation Obligatoire (PSO) : "Donner à toutes les filles et à tous les fils du pays le droit à l'éducation et à une formation de qualité". (Côte d'Ivoire, Education Policy, 2015). Améliorer l'accès à l'éducation de base ; Améliorer la qualité de l'éducation ; Réduire les obstacles à l'accès plus au manqué de documents d'état civil ; Mettre en place des primes pour les enseignants affectés en zone difficile

Progress to Date	Obstacles	Solutions	No. of Yes Votes	No. of No Votes
<ul style="list-style-type: none"> • La loi sur l'école obligatoire de 6 à 16 ans • 68% de taux de scolarisation • + de 6000 salles de classe construites et rénovées • Distributions de kits et de manuels scolaires 	<ul style="list-style-type: none"> • Manque de stratégie sur la scolarisation de la fille • Non-déclaration à l'état civil dans les délais, cout prohibitif du jugement supplétif • Insuffisance d'écoles dans les communautés cacaoyères • Les conditions non attractives dans les communautés cacaoyères (électricité, l'eau courante, logement) 	<ul style="list-style-type: none"> • Définir et vulgariser une stratégie de scolarisation de la jeune fille 	7	2
		<ul style="list-style-type: none"> • Faciliter la délivrance des extraits d'acte de naissance Réduire les couts 	9	0
		<ul style="list-style-type: none"> • Améliorer les conditions de vie et de travail des enseignants des communautés cacaoyères 	10	0

Comment opérationnaliser les deux premières solutions identifiées ?

<p>1. Faciliter la délivrance des extraits d'acte de naissance Réduire les couts</p> <p>Rôle d'état :</p> <ul style="list-style-type: none"> • Rapprocher les centres d'Etat Civil des communautés • Rendre obligatoire les déclarations de naissance • Sensibiliser les communautés sur l'importance de la déclaration des naissances <p>Rôles des communautés :</p> <ul style="list-style-type: none"> • Déclarer les enfants à l'Etat Civil • S'approprier la nécessité de déclarer les enfants à l'Etat Civil dans les délais légaux 	<p>2. Améliorer les conditions de vie et de travail des enseignants</p> <p>Rôle d'état :</p> <ul style="list-style-type: none"> • Définir les politiques « incitatives » et le cadre légal et réglementaire • Veiller à l'application effective des mesures prises par le Gouvernement • Construction des infrastructures scolaires <p>Rôles des communautés :</p> <ul style="list-style-type: none"> • Participer à l'intégration de l'enseignant • Participer aux activités des COGES
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Education Group 3

Policy Objective: Advance the implementation of the compulsory component of FCUBE (GSGDA)

Policy Objective: Improve equitable access to and participation in quality education at the basic education level. (Ghana's Education Strategic Plan 2010-2020) Objective 3.1 The FCUBE policy is fully implemented, with priority attention given to deprived communities Access to basic education

Progress to Date	Obstacles	Solutions	No. of Yes Votes	No. of No Votes
<ul style="list-style-type: none"> In terms of access, the majority of children are in school (basic level) Capitation grant to schools School feeding programme, free uniforms, textbooks and sandals 38 colleges of education to train teachers, sandwich training programmes, expect increased number of trained teachers 	<ul style="list-style-type: none"> Lack of social amenities in some hard to reach cocoa communities Inadequate data/statistics to help in targeting specific rural/hard to reach areas Lack of enforcement on compulsory education 	<ul style="list-style-type: none"> Improved road network in cocoa growing areas (local government, COCOBOD cocoa roads) 	6	1
		<ul style="list-style-type: none"> Improved school infrastructure (new schools, rehabilitation) 	13	1
		<ul style="list-style-type: none"> Additional Colleges of Education needed 	14	12
		<ul style="list-style-type: none"> Intensify community led actions in provision of amenities (like teacher housing) 	16	0
		<ul style="list-style-type: none"> Collect better data/share available data – role of MoE/GES 	8	0

How to operationalise the top two identified solutions:

<p>1. Improved school infrastructure for rehabilitation/Community led actions in provision of amenities</p> <ul style="list-style-type: none"> Community contribution of labour and materials Local government financial support NGOs/Civil society financing, technical-assistance Certified farmer groups use of premiums (industry) Development partners (DFID, USAID, UNICEF, etc) financing Businesses (e.g. GHA/CEM) - materials (cement) corporate bodies, banks etc, financing – Vodafone /MTA foundations 	<p>2. For new schools:</p> <ul style="list-style-type: none"> Community-develop CAP, lobby local government, provide available local resources (land, labour, materials) Local government financing NGOs/civil society – advocacy, lobbying GES – provision of teachers, and TLMs (teaching and learning materials) International NGOs – financing (SNV, Plan, Care, WV etc.) Development partners (DFID, JICA, etc.) – financing Corporate partners – financing
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	<ul style="list-style-type: none">• Industry partners (if amplifier under cocoa action – financing)• Intensify community led actions in provision of amenities• NGOs/civil society – awareness raising<ul style="list-style-type: none">– Facilitation of development of CAP– Forming of partnerships for implementation of specific projects/activities in the CAP– Documentation of impact• Communities – development and implementation of CAP• Lobbying with local governments for support• Financing of CAP• Involved in design and documentation of impact• Local government – financing, materials, etc., integration of CAPs into District development plans
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Annex 2: AGENDA

- 8:30 AM Registration & coffee
- 9:00 AM **WELCOME** (Avril Kudzi – ICI Ghana National Coordinator)
INTRODUCTORY ADDRESS (Nick Weatherill – ICI Executive Director)
- 9:30 AM **PERSPECTIVES FROM ICI’S CO-PRESIDENTS**
Cléophas Mally, Director – WAO-Afrique
Jeff Morgan, Director of Global Programmes – MARS International
- 10:00 AM **PERSPECTIVES FROM CÔTE D’IVOIRE**
Amany Konan, Consultant National – Comité National de Surveillance des Actions de Lutte contre la Traite, l’Exploitation et le Travail des Enfants, CNS, Cabinet de la Première Dame
- 10:30 AM **KEY NOTE ADDRESS – MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS**
Mr. Sammy-Longman Attakumah, Chief Director – Ministry of Employment and Labour Relations, Government of Ghana
- 11:00 AM **Coffee break**
- 11:30 AM **Thematic Panel 1: CHILD LABOUR MONITORING AND REMEDIATION – IMPROVING COVERAGE AND IMPACT IN COCOA-GROWING AREAS**
- Kwame Osei, Field Representative for Ghana and Nigeria – **UTZ Certified**
 - Jeff Morgan, MARS International – **Representing CocoaAction**
 - Simon Steyne, Senior Advisor, FPRW Integration – **International Labour Organization (ILO)**
 - Kenneth Mamadou, National Programme for the Elimination of the Worst Forms of Child Labour in Cocoa (NPECLC) – **Ministry of Employment and Labour Relations, Government of Ghana**
 - Alexis Gbana Gnaly, Coordinateur Adjoint, Système de Suivi et d’Observation du Travail des Enfants en Côte d’Ivoire (SOSTECI) – **Ministère de l’Emploi, des Affaires Sociales et de la Formation Professionnelle, Gouvernement de Côte d’Ivoire**

Moderator: Nick Weatherill, ICI Executive Director

- 12:00 PM **Thematic Panel 2: EDUCATION – IMPROVING THE SUPPLY OF QUALIFIED TEACHERS AND OVERCOMING EDUCATION GAPS IN COCOA-GROWING AREAS**
- Paul Macek, Senior Program Director for West Africa, World Cocoa Foundation – **Representing CocoaAction**
 - Divine Ayidzoe, Director of Statistics, Research, Information Technology and Public Relations – **Ministry of Education, Ghana**
 - Sarah Berko, Member Farmer from Asuoso Community, Oda District, Eastern Region – **International CoCea Farmers Organization (ICCFO)**
 - Adele Khudr, Country Representative – **UNICEF Côte d’Ivoire**
- Moderator: Mil Niepold, Independent ICI Board Member*
- 12:30 PM **Lunch**
- 12.30 PM **Press Conference (12.30-1pm)**
- 2:00 PM **FACILITATED GROUP WORK**
- Group Work 1 – Child Labour Monitoring and Remediation (*Strategic Collaboration to Improve Coverage and Impact in Cocoa-Growing Areas*)
- Group Work 2 – Education (*Strategic Collaboration to Improve the Supply of Qualified Teachers and Overcome Education Gaps in Cocoa-Growing Areas*)
- 3:10 PM **Coffee break**
- 3:30 PM **FACILITATED GROUP WORK**
- Group Work 1 – Child Labour Monitoring and Remediation (*Strategic Collaboration to Improve Coverage and Impact in Cocoa-Growing Areas*)
- Group Work 2 – Education (*Strategic Collaboration to Improve the Supply of Qualified Teachers and Overcome Education Gaps in Cocoa-Growing Areas*)
- 5:10 PM **CONCLUDING REMARKS**
- 5:30 PM **CLOSE OF MEETING**
- 6:00 PM **COCKTAIL RECEPTION (hosted by ICI)**
- 7:30 PM **End of cocktail reception**

Annex 3: Participant List

ICI Stakeholder Meeting – Monday 9th November, 2015

First Name	Surname	Representing
Aidan	Mcquade	Anti-Slavery International
Patience	Quaye	Anti-Human Trafficking Unit, Ghana Police
Marina	Morari	Barry-Callebaut
Elizabeth	Fay	Cargill
Alex	Kadja	Cargill
Bright	Kweku Appiah	Child Rights International
Amany	Konan	Comité National de Surveillance des Actions de Lutte contre la Traite, l'Exploitation et le Travail des Enfants (CNS)
Karim	Traore	Conseil du Café Cacao (CCC)
Carine	Poe	Conseil du Café Cacao (CCC)
Helena	Obeng-Asamoah	Department of Children, MoGGSP
Jacob	Achulo	Department of Social Welfare
Niamien Adjouah	Kone	Direction de l'Alphabétisation et de l'Education Non Formelle, Ministère de l'éducation (DAENF)
Alexis	Gbana Gnaly	Direction de la Lutte contre le Travail des Enfants, Ministère de l'Emploi, des Affaires Sociales et de la Formation Professionnelle
Lawrencia W.	Akorli	DOVVSU
Jason	Green	ECOM Trading
Juliet	Dekou	European Union in Ghana
Jeanne	Murphy	Ferrero
Joha	Braimah	Free the Slaves
Andrews	Tagoe	GAWU/Global March
Kingsley	Obeng-Kyere	GBC Radio
Michael	Owusu-Manu	Ghana Cocoa Board
Barima Akwasi	Amankwah	Ghana NGO Coalition on the Rights of the Child
Thomas	Musah	GNAT
M.V.V.K.	Demanya	GNAT
Merit	Buama	GIZ
Inga	Wodoris	GIZ
Jeff	King	Hershey's
Tawiah	Agyarko-Kwateng	Hershey's
Andy	McCormick	Hershey's
Jeff	King	Hershey's
Robert	Zehnder	ICI Treasurer
Mil	Niepold	Independent ICI Board Member
Olivia	Agbenyega	Independent, Kwame Nkrumah University of Science and Technology (KNUST)
Richard	Longhurst	Institute of Development Studies
Bianca Ama	Mills	International CoCoca Farmers Organization (ICCFO)
Sarah	Berko	International CoCoca Farmers Organization (ICCFO)
Brou	Allatin Ernest	International Cocoa Initiative National Office in Côte d'Ivoire

Euphrasie	Aka	International Cocoa Initiative National Office in Côte d'Ivoire
Allatin	Brou	International Cocoa Initiative National Office in Côte d'Ivoire
Avril	Kudzi	International Cocoa Initiative National Office in Ghana
Emefa	Avle-Gavor	International Cocoa Initiative National Office in Ghana
Delali	Awadey	International Cocoa Initiative National Office in Ghana
Emmanuel	Boakye	International Cocoa Initiative National Office in Ghana
Stephen	Pabby	International Cocoa Initiative National Office in Ghana
Aaron	Alerigesane	International Cocoa Initiative National Office in Ghana
Prince	Gyamfi	International Cocoa Initiative National Office in Ghana
Nick	Weatherill	International Cocoa Initiative Secretariat
Matthias	Lange	International Cocoa Initiative Secretariat
Terri	Salter	International Cocoa Initiative Secretariat
Marianne	Gémin	International Cocoa Initiative Secretariat
Borjana	Pervan	International Cocoa Initiative Secretariat
Sherelle	Wilson	International Cocoa Initiative Secretariat
Sonja	Molinari	International Cocoa Initiative Secretariat
Olivier	Laboulle	International Cocoa Initiative Secretariat
Simon	Steyne	International Labour Organization
Cromwell	Awadey	International Needs
Daniel	Sam	International Organisation for Migration
Charles	Kugblenu	Labour Department
Piera	Waibel	Lindt & Sprüngli (International) AG
Jeff	Morgan	Mars
Sandrine	N'Doly Kraidy	Ministre de la Solidarité de la Famille, de la Femme et de l'enfant
Divine	Ayidzoe	Ministry of Education
Sammy-Longman	Attakumah	Ministry of Employment and Labour Relations (MELR)
Claude	Ewa	Ministry of Employment and Labour Relations (MELR)
Haruna	Iddrisu	Ministry of Employment and Labour Relations (MELR)
Elizabeth	Akanbombire	Ministry of Employment and Labour Relations (MELR)
Shaibu	Muniru	Ministry of Food and Agriculture (DAES)
Victoria	Natsu	Ministry of Gender, Children and Social Protection
Cathy	Pieters	Mondelez International (Cocoa life)
Yaa	Amekudzi	Mondelez International (Cocoa life)
Margreet	Groot	Mondelez International (Cocoa life)
Aaron	Fenu	Nestle
May-Gloria	Andoh	Nestle
Jemimah A.K	Mensah	NCCE
Bernice	Gavey	NCCE
Kenneth	Mamudu	NPECLC, Ministry of Employment and Labour Relations
Andrew	Brooks	Olam
Isaac	Sackey	Olam Ghana Ltd
John	Ajigo	Oxfam Nigeria
Joseph	Amenowode	Parliamentary Select Committee on Employment, Social Welfare and State

Christian	Mensah	Rainforest Alliance
Hans	Perk	Solidaridad
Suzan-Hermina	Yemidi	Solidaridad
Daniel	Lauchenauer	Swiss Embassy
Rita	Owusu-Amankwah	Tony's Chocolonely
Alexander	Gyedu	Transmar
Iddris	Abdallah	UNICEF
Joanna	Erickson	UNICEF
Adele	Khudr	UNICEF
Susan	Namondo Ngongi	UNICEF
Kwame	Osei	UTZ Certified
Cléophas	Mally	WAO Afrique
Paul	Macek	World Cocoa Foundation
Sona	Ebai	World Cocoa Foundation
Thelma	Thompson	World Vision
Media		
Esther	Abankwa	Angel TV
Charles	Annan	Angel TV
Yakubu	Alhassan	Angel TV
Ryan	Brown	CB Monitor
Melanie	Freeman	CB Monitor
Nii Ogbamey	Tetteh	Daily Guide
Raphal	Aptugbu	Daily Express
Kingsley	Obeng-Kyereh	GBC Radio
Christabel	Addo	Ghana News Agency
Anku	Morkporkpor	Ghana News Agency
G.D	Zaney	Ghana Government Website (Information Services Department)
Isaac	Parbey	Information Services Department
Matilda	Wemyah	Joy News
Razak	Abdul	Joy News
Eric	Ayiri	Modern Ghana
Michael Sena	Dzansi	Public agenda
Kojo	Blay	Spy news agency
Frabk	Aryee	TV3
Daniel	Poku	TV3
Araba	Aidoo	Tv3
Kweku	Topu	TV3
Muniratu	Issah	Viasat 1
Alex	Amoatey	Viasat 1
Majorie	Lampsey	XYZ