

Summary of the Phase II of the National Plan of Action for the Elimination of the Worst Forms of Child Labour (NPA2: 2017 – 2021)

Introduction: The Phase II of the National Plan of Action was developed by the Ministry of Employment and Labour Relations and the National Steering on Child Labour (NSCCL) in consultation with key stakeholders in the fight against child labour. The development of the [NPA2](#) is based on the recommendation from the review of NPA1 and the [Child Labour Report](#) conducted by the Ghana Statistical Service (GSS) as part of the Ghana Living Standard Survey Round 6 (GLSS6, 2014). The NPA2 received Cabinet approval on February 2018. The NPA2 is expected to build on the gains made subsequent to the implementation of the NPA1 (2009–2015) with the view to utilise the good practices and lessons learned to address the challenges of child labour in a more effective and sustainable way. Technical direction and financial support for the preparation of NPA2 were provided by International Cocoa Initiative (ICI), the United Nation Children’s Fund (UNICEF), the International Labour Organization (ILO) and the Government of Canada.

Goal: The overall objective of NPA2 is to reduce child labour to the barest minimum (at least 10%) by 2021 while laying strong social, policy and institutional foundations for the elimination and prevention of all forms of child labour in the longer term.

The objectives of NPA2:

- Build up public awareness and strengthen advocacy for improved policy programming and implementation of child development interventions in order to address the major issue of low public awareness on child labour and insufficient advocacy on child development.
- Improve capacity, collaboration, coordination and resource mobilization for effective implementation of child labour interventions in order to address the major issue of national implementation of policy interventions, law enforcement on child labour, weak capacity, collaboration and coordination by institutions and agencies responsible for the design and implementation of development policies and programmes.
- Ensure effective provision and monitoring of social services and economic empowerment programmes by Local Government Administrators in order to address the major issue of low prioritization and inadequate implementation modalities for child development policies at regional and district levels.
- Promote community empowerment and sustainable action against child labour in order to address the major issue of ineffective leadership and low ownership of community action to protect children from engaging in worst forms of child labour.

Key Values of NPA2:

- The NPA2 recognizes the key role a sustained implementation of Community Action Plans (CAPs) play in mobilizing action at local level towards the elimination of WFCL.
- The NPA2 recognizes the key role education and social protection play in tackling child labour and therefore, calls for strong advocacy and public policy to enhance education outcomes and improve access to social protection services, especially in child labour endemic areas where economic vulnerabilities are the main causes for the exploitation of children.
- The NPA2 recognizes the need to address the underlying problems which make children in deprived communities most vulnerable to exploitation in the WFCL. Strengthening agro processing, creating jobs and reinforcing the fundamental principles and rights at work are among key aspects that must be addressed.

- The NPA2 maintains that poverty and sociocultural and traditional beliefs and practices are not acceptable justifications for the unconditional WFCL, neither is weak capacity among enforcement agencies.
- NPA2 acknowledges that ignorance of risks and hazards of WFCL should no longer be regarded as a justification.
- The NPA2 re-affirms that engagement of children in hazardous activities is a form of exploitation and an infringement of the law, including the Constitution of Ghana and the Children’s Act, and should be considered as an intolerable practice
- The NPA gives attention to the need to mobilize more resources, focus actions on local communities and strengthen educational outcomes so that children are enrolled and retained in school.
- The NPA2 calls for the revision of the GCLMS and link to the Common Targeting Mechanism (CTM) through the Ghana National Household Registry (GNHR) and other existing Social Protection Interventions (E.G. LEAP) to enhance the identification of families affected by child labour as a result of poverty and to refer them to appropriate remediation services.
- The NPA2 gives emphasis to government’s commitment to eliminate child labour in the country and utilizing the good practices and lessons learned to address the challenges of child labour in a more effective and sustainable way.
- The NPA2 recognizes interventions which sensitize the general public, build capacities of partners to tackle all worst forms of child labour, ensure effective provision and monitoring of social services and economic empowerment programmes and also promote community empowerment and sustainable action against child labour in mining, fishing, agriculture, domestic service, child trafficking, kayayoo, ritual servitude, streetism and begging etc.

Key stakeholders in the implementation:

The implementation of this NPA2 is to be driven by Government, with the support of other stakeholders.

They include:

- (i) Ministries, Departments and Agencies (MDAs) at the central level;
- (ii) Metropolitan, Municipal and District Assemblies (MMDAs or “district assemblies”);
- (iii) The Social Partners (employers’ and workers’ organizations);
- (iv) Civil Society Organizations (CSOs), including the Media, NGOs and Religious Groups;
- (v) The private sector (industry) and
- (vi) Development Partners.

Priority actions

- Public awareness and advocacy for effective implementation of key policies in education, social protection, child development, rural economy (including agriculture and Artisanal small scale mining) and youth employment;
- Social mobilization for direct community action towards community empowerment and sustainable action against child labour;
- Proactive and preventive strategies including quality education, gender equality and poverty reduction;
- Direct implementation of actions targeted at where child labour actually occurs, that is, in local communities and among vulnerable families;
- Direct services to affected families and children (Remediation);
- Law enforcement at all levels;
- Protection of children and their rights;
- Withdrawal of children below the age of 15 from child labour and the protection of working children aged 15 and above from exploitation and hazardous work;
- Operationalization of the Hazardous Activity Framework (HAF) and implementation of standard operating procedures and protocols for dealing with cases of child abuse and exploitation; and
- Development of institutional capacities at all levels of government and within civil society to ensure the effective application of established procedures and protocols.

Expected Key outcomes of NPA2

- The Ghanaian Society is well informed on the rights of children and mobilized to take action against child labour.
- National level advocacy on child welfare and development is enhanced and effective.
- The Free Compulsory Universal Basic Education (FCUBE) Policy is effectively implemented, especially in child labour endemic areas.
- Policies and Programmes on integrated area-based approaches towards Child Labour Free Zones (CLFZ) are designed implemented and promoted.
- Laws on child labour are enforced and content gaps in the legal framework addressed.
- The LEAP Programme and other social protection interventions are expanded and operational in all child labour endemic Areas.
- Opportunities for youth employment are available for young people including those children involved WFCL.
- Effective collaboration and coordination among mandated agencies in the development and implementation of national policies and programmes to improve the wellbeing of children.
- Knowledge generation, training and performance oriented capacity building is reinforced among all duty-bearing Agencies engaged in the fight against child labour.
- Metropolitan, Municipal and District Assemblies prioritize the implementation of child development interventions and provide adequate educational and social protection services to child labour endemic communities.
- Community Action Plans (CAPs) are developed and Implemented in all communities in each MMDA
- Local community leaders are responsible and driven towards the elimination of child labour in their communities.
- All children at risk are identified and prevented from child labour.
- All children in the local community engaged in unconditional WFCL, Hazardous work and activities detrimental to their education are identified, sorted and referred to a Social Service providers

Funding arrangements

Funding arrangements for the NPA2 would be given due attention. The implementation modalities would take into serious consideration the need for a strong advocacy for resource mobilization at all levels, maintaining the responsibility of government to ensure that duty bearers have the capacity to carry out their responsibilities.

Summary on the incidence of child labour in Ghana

- Population of children 5-17 years old: 8,697,602
- Working Children: 28.5% (2,476,177)
- In Child Labour (subset of working children): 21.8% (1,892,553)
- In Hazardous Child Labour (subset of children in child labour): 14.2% (1,231,286)

The Governance Structure

The Ministry of Employment and Labour Relations (MELR) is the mandated government institution on child labour. Under the MELR, the National Steering Committee on child labour (NSCCL) has been established as the highest body providing guidance to government on the elimination of child labour. The National Steering Committee on Child Labour (NSCCL) and its Sub-Committees together with the Child Labour Unit will provide the Ministry of Employment and Labour Relations guidance, policy advice and technical assistance towards the effective implementation, supervision and coordination of the NPA2 (2017 – 2021).