



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

**GHANA CHILD LABOUR
MONITORING SYSTEM (GCLMS)**

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LIST OF ABBREVIATIONS

ADR	Alternative Dispute Resolution
APSO	Action Programme Summary Outline
CCLCs	Community Child Labour Committees
CCLMS	Community Child Labour Monitoring Committees
CCPCs	Community Child Protection Committees
CHRAJ	Commission for Human Rights and Administrative Justice
CLCs	Child Labour Committees
CLM	Child Labour Monitoring
CLMS	Child Labour Monitoring System
CLU	Child Labour Unit
DCLCs	District Child Labour Committees
M/M/DCPCSs	Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDCPCs)
DLO	District Labour Officers
DSWO	District Social Welfare Officer
EIB	Employment Information Branch
FAL	Forced Adult Labour
GAWU	Ghana Agricultural Workers Union
GCLMS	Ghana Child Labour Monitoring System
GNAT	Ghana National Association of Teachers
GSS	Ghana Statistical Service
IAs	Implementing Agencies
I-CLMS	Integrated Child Labour Monitoring System
ILO	International Labour Organisation

ILO/IPEC	International Labour Organisation /International Programme on the Elimination of Child Labour
IPEC	International Programme on the Elimination of Child Labour
MMYE	Ministry of Manpower, Youth and Employment
MESW	Ministry of Employment and Social Welfare
MOU	Memorandum of Understanding
NPA	National Plan of Action
NGOs	Non- Governmental Organisation
NMTDP	National Medium Term Development Plan
NPECLC	National Programme on the Elimination of Child Labour in Cocoa
NSCCL	National Steering Committee on Child Labour
TWG	Technical Working Groups
UG	University of Ghana
WACAP	West African Cocoa/Commercial Agriculture Project
WFCL	Worst Forms of Child Labour

SECTION ONE:

OVERVIEW OF CHILD LABOUR IN GHANA

1.0 Background

According to the 2003 Ghana Child Labour Survey (GCLS 2003), of the estimated population of 6.36 million children aged 5 – 17 years, 2.47 million (nearly 40 % of the age group) were economically active, with about 1.27 million in activities classified as child labour. Over 1 million of these child labourers were younger than 13 years of age. Although the GCLS did not collect data on many worst forms of child labour (WFCL), it estimated that more than 242,000 children were engaged in hazardous child labour. Stakeholders at a national stakeholder workshop held in Ho, in 2004, agreed on the prevalence of the following WFCL that calls for immediate attention: child trafficking, customary or ritual servitude, fisheries, small-scale mining and quarrying, commercial sexual exploitation of children, agriculture, child domestic servitude, portage and manual handling of heavy loads and street hawking, including begging.

Ghana led the world to ratify the United Nations Convention on the Rights of the Child, in evidence of the country's recognition of children's right "to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health, physical, mental, spiritual, moral or social development."¹

The prompt ratification of the WFCL Convention and signing unto the ILO/IPEC Programme in 2000, further affirms Ghana's recognition of the problem and commitment to address it. Thus, marking the beginning of an accelerated action against child labour.

Indeed, before 2000, the country had taken significant steps in promoting the rights and welfare of its children by ratifying the ILO Forced Labour Convention, 1930 (No.29) in 1957 and the Abolition of Forced Labour Convention, 1957 (No. 105) in 1958. As far back as 1967, the Labour Decree, (NLCD 157), had provisions for the protection of children from labour exploitation. All these and the enactment of the Children's Act, 1998 (Act 560) and its Legislative Instrument, the Child Rights Regulation, (LI 1705) provided a good platform for the critical momentum that was initiated with the technical support by the ILO's International Programme for the Elimination of Child Labour (IPEC).

Since then, several Government institutions, Employers' and Workers' Organisations, local and international NGOs, the ILO and other international agencies such as UNICEF and IOM have contributed significantly to efforts to address the problem. This has resulted in the development of policy and legislation and the implementation of small-scale direct actions in identifying, withdrawing and rehabilitating children in various WFCL.

To ensure a holistic and frontal attack on the child labour problem, the Ministry of Employment and Social Welfare in partnership with its Social Partners, ILO/IPEC, UNICEF and other key partners have developed a comprehensive National Plan of Action for the Elimination of the Worst Forms of Child Labour by 2015. The following are the specific WFCL identified by national stakeholders to be prioritized under the NPA:

¹ UN Convention on the rights of the child: Article 32

1. Child trafficking,
2. Customary or ritual servitude
3. Fisheries
4. Small Scale mining and quarrying
5. Commercial Sexual exploitation
6. Agriculture
7. Child domestic servitude
8. Portage and manual handling of heavy loads
9. Street Hawking and begging

The National Plan of Action is an integrated framework that seeks to bring together the various sector-oriented activities under a multi-faceted design to address the issue in a more coordinated and sustainable fashion. This will contribute to the achievement of important national and international goals, including the Millennium Development Goals, Education for All by 2015, the Child Labour targets in the ILO Decent Work Agenda for Africa 2007 – 2015.

According to Article 5 of ILO Convention on the Worst Forms of Child Labour (ILO C182², 1999), each ratifying country, in consultation with employers' and workers' organisations, shall establish or designate appropriate mechanisms to monitor the implementation of child labour interventions in the country. To this end, Ghana since 2000, has been developing and implementing various Child Labour Monitoring Systems (CLMS) that aims at monitoring children at risk and in the worst forms of child labour and the impact of interventions.

In 2001, the Labour Department of the Ministry of Employment and Social Welfare (MESW) set up a tracking database of ex-child-labourers, with support from ILO-IPEC to monitor about 2000 children identified and withdrawn/prevented from four sectors. In 2004, under the ILO-IPEC sub-regional project on commercial agriculture, West Africa Cocoa and Commercial Agriculture Project (WACAP), a district-based sector-specific CLMS was created and operational in 5 districts to capture data on over 1000 children. It also included aspects of community surveillance, awareness raising and other preventive approaches. Following on the WACAP experience, an Integrated-Child Labour Monitoring System (I-CLMS) covering 20 districts and reaching out to over 14,000 children in eight (8) WFCL was implemented from 2006 to 2009.

A Community Child Labour Monitoring System (CCLMS) was conceptualised under the National Programme on the Elimination of Child Labour in Cocoa (NPECLC) in 2008, focusing on the cocoa sector. The introduction of a variant concept for CLM under the NPECLC initiated a dual CLMS model for Ghana. Given the central role CLMS plays in the mix of child labour interventions, and the possible administrative and technical inconsistencies that can arise from a dual CLMS in one country, it is critically important to reconcile the I-CLMS and CCLMS and standardize the operation of child labour monitoring in a manner that enhances the Country's ability to deal effectively with child labour and meet its international obligations in that respect.

The National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana provides the framework for the harmonization of child labour interventions. The NPA provides for the implementation of a CLMS that draws on best practices and lessons learnt from similar work under IPEC support programmes and the NPECLC.

² Paragraphs 5,6, 8,9 of ILO recommendation No. 190, provide further elaboration on the provisions of this article of Convention 182

SECTION TWO:

SECTION TWO

CHILD LABOUR MONITORING SYSTEM

2.0. Generic Concept of Child Labour Monitoring

The idea of Child Labour Monitoring (CLM) began in the 1990's through the work of the International Programme on the Elimination of Child Labour (IPEC) of the ILO. The Concept is clearly explained in the *Overview of Child Labour Monitoring and Guidelines for Developing Child Labour Monitoring Process* published by the ILO in 2005. Box 1, below is an excerpt from these publications and describes the meaning of CLM, its framework, purpose and design.

Box 1: Description of the CLMS Concept

One of the most potent means of addressing child labour is to regularly check the places where girls and boys may be working. Child labour monitoring (CLM) is the active process that ensures that such observation is put in place and is coordinated in an appropriate manner. Its overall objective is to ensure that as a consequence of monitoring children and young legally employed workers are safe from exploitation and hazards at work. The active scrutiny of child labour at the local level is supported by a referral system which establishes a link between appropriate services and ex-child labourers. CLM's principal activities include regularly repeated direct observations to identify child labourers and to determine risks to which they are exposed, referral of these children to services, verification that they have been removed and tracking them afterwards to ensure that their situation has improved. CLM is a way of mainstreaming child labour work into all levels of government. It is an active process to regularly check workplaces in order to ensure that children are not working there and that young workers are adequately protected. This is particularly effective at the local level where child labour occurs as it combines continuing identification of child labourer with their referral to available services. The information gathered from CLM is immediately used to provide assistance to children, but it also allows systematizing and analyzing information about the dynamics of child labour at local and national levels. The main activity used by CLM is direct observation by monitoring teams. At the local level, CLM generally links information between work sites and schools/services to enable checking that children are provided with alternatives to work and as consequence of monitoring are better off and have not instead fallen into something worse.

2.1. The CLM Framework

An effective and sustainable monitoring of child labour occurs in the context of an institutionalized structure. The CLM Framework is the association of partners (and agreements among them) that operates and maintains the child labour monitoring process. Although child labour monitoring takes place at the local level, in order for it to be sustainable and effect real impact, it should be part of a larger inspection and enforcement policy. The CLM framework should, therefore, include

government structures, such as the inspectorates (labour, health/safety, and school), and would be likely to take direction from a multi-sector national policy body. In principle, CLM processes should always be part of local government systems and operate under their supervision and authority. It should also connect existing social planning and monitoring mechanisms of local government, wherever they occur. Ideally, the framework will be nationwide and based on a set of national agreements about the information to be collected and how the CLM process will be managed. This would imply the use of common monitoring tools and a common database or repository for the information. CLM activities at the local levels should feed into a coordinated information management mechanism at the national level. This may require changes in existing information management systems. Developing and agreeing to a CLM framework requires political will, adequate national resources and a long-term view on how to mainstream child labour monitoring into existing systems of governance.

2.2 CLM Process

The CLM process comprises the procedures, documents and forms that enable monitoring to be implemented correctly. While each situation is unique, experience has shown that effective child labour monitoring includes the following characteristics:

- It is area-based and applicable to all types of child labour (formal and informal economies, agriculture, illicit work, etc.).
- ✓ It operates at the local level, covers work and service sites, and includes a referral system between the two.
 - –
- ✓ It has a legal mandate and operates under the authority and the supervision of the local government or labour inspectorates.
- ✓ It is linked to national child labour policy and action.
- ✓ It is sustainable in terms of technical complexity, human resource requirements and cost.
- ✓ It is replicable and can be scaled up.
- ✓ It builds upon existing information collection systems.
 - –
- ✓ It is transparent.
- ✓ The information can be verified and there is a process of accountability.

Developing a Child Labour Monitoring System (CLMS) involves two principal stages: I) preparation and II) design, testing and training. These two stages result into the actual CLM model which consists of two distinct phases: monitoring and follow-up.

2.2.1 Activities in the monitoring and follow-up phases

The monitoring and follow-up activities are ongoing: they are repeated on a regular basis. As child labour decreases, however, CLM would be expected to decrease in intensity as well and gradually become incorporated into government social protection functions.

2.2.2 The principal activities of the Monitoring Phase are:

- Identification and assessment: Girls and boys at work or in transit to work are identified. A team of child labour monitors who have been trained in monitoring techniques conduct the monitoring to identify such children.
- Referral: If children are found, identified as child labourers and assessed to be at serious risk, they are removed and referred to services corresponding to their needs via a network of service providers and agreed procedures.
- Protection and prevention: using a common set of tools, the workplace is checked to see what types of work-related hazards exist and to which child labourers may be exposed. Immediate data management and analysis: After the monitoring visit, information is recorded and reported upon for appropriate action.

2.2.3 The principal activities in the follow-up phase include:

- Tracking: Girls and boys covered by CLM are tracked to make sure that they are attending school or have been provided other suitable alternatives.
- Quality control and verification: The information from CLM is checked to make sure that it is credible and accurate.
- Providing information for enforcement of laws: Information about violations of laws related to child labour is made available to law enforcement officials and the judiciary.
- Information dissemination and analysis: Information is actively disseminated to the regional and national levels.
- Inputs to laws, policies and social planning: Information is used to review and promote anti- child labour laws and policies.

Tracking and verification of information are part of the overall monitoring process and are intended to ensure that there is a regular check of the quality and accuracy of the information that the CLM process provides. This is important in order to be sure that the services provided to the child labourers are indeed improving their situation, that the girls and boys are better off, and that they do not instead just transfer to another sector of work with equal or worse conditions. For this reason the CLM must be able to link labour and education data and to cross check information on school attendance with that from monitoring visits conducted at the workplace.

The characteristics of a comprehensive and credible CLMS can include the following:

- The system is focused on the child at work and / or in school
- It involves all relevant partners in the field, including labour inspectors if appropriate
- It uses regular observation to identify children in the workplace
- It refers identified children to the most appropriate alternative to ensure that they are withdrawn from hazardous work
- It verifies whether the children have actually shifted from hazardous work to an appropriate situation (school or other)

- It keeps records on the extent and nature of child labour and the schooling of identified child workers

SECTION 3:

EVOLUTION OF THE CHILD LABOUR MONITORING SYSTEM (CLMS) IN GHANA

3.0 Introduction

This section reviews the development of child labour monitoring in Ghana. It analyses past and current efforts to establish a functional and credible CLMS that enhances the urgent elimination of Worst Forms of Child Labour (WFCL) towards a progressive abolition of all child labour; in fulfilment of national development aspirations and obligations under international laws. The assessment looks at the concepts, features, strengths and weaknesses of the various past and present CLMS, and draws conclusions to inform the development of an improved System that effectively deals with child labour at all levels. The review focuses on work done in the past decade (2000-2010), as specifically listed below:

- i. The Central Tracking Database of ex-working children (2001-2003);
- ii. A Mono-sector Decentralised CLMS (2003-2006)
- iii. Integrated-Child Labour Monitoring System (2006-2009)
- iv. Community Child Labour Monitoring System (2008-date)

3.1 Tracking Database (CTD) of Ex-Working Children [Under the ILO-IPEC Ghana Country Programme (GCP: 2001-2003)]

Organised Child Labour Monitoring in Ghana started in 2001 when the Ministry of Employment and Social Welfare³ (MESW), implemented a project entitled “Establishment of the Central Tracking Database of Ex-working Children”. This Action Programme was under the ILO-IPEC Ghana Country Programme (GCP). It was carried out by the Employment Information Branch (EIB) of the Labour Department and focused on 4 working sectors: Ritual Servitude (*Trokosi*), Child Domestic Servitude, Manual Handling and Transportation of Heavy Loads (*Kayaye*) and Children in Tourism (Commercial Sexual Exploitation of Children-CSEC), in these respective locations: Akatsi District (Volta Region), Kumasi (Ashanti Region) Tolon Kunbungu (Northern Region) and Cape Coast and Elmina (Central Region). The data was collected by the NGOs⁴ serving as Implementing Agencies of the GCP. In all, 2128⁵ withdrawn children were reported covered by the System.

3.1.1. The Concept: The notion of the CLMS under the Ghana Country Programme was deliberately incomprehensive. The Central tracking Database (CTD) was not expected to be a fully fledged CLMS but rather a precursor that would lay the foundation of a more extensive work in the future. Therefore, the CTD focused on former child labourers and central-based. The System was set up to serve as a source of national information on withdrawn children for the provision of support to sustain these withdrawn children in school/Vocational training.

³ In 2001, this Ministry was known as “Ministry of Manpower Development and Employment (MMDE)

⁴ International Needs, Youth Development Foundation, RAINS, Ghana National Coalition on the Rights of Children (GNCRC)

⁵ Due to limited time the analysis of data was done for only 1824 children out of the total of 2128

3.1.2. The Framework: the partners involved were IPEC, EIB and the NGOs serving as implementing agencies of the GCP. Apart from the contractual agreements under the implementation of IPEC Action Programmes, it is not clear there were any commitments made particularly for operation and maintenance of the CTD. At the national level, there was the IPEC National Steering Committee that was overseeing all IPEC interventions, including the CTD. At the sub-national levels there was neither District nor Community Child Labour Committees (D/CLC). Thus, structurally, neither the communities nor the district assembly were involved in the administration of this primordial CLMS at the MMDA level; it was entirely the responsibility of the IPEC Implementing Agency.

3.1.3. The Process: for the CTD, the child labour monitoring process consisted of the identification of affected children through the use of a questionnaire, . The questionnaire had two parts: part one was for the collection of personal, employment, withdrawal or rehabilitation as well as parental or family data on ex-child workers. Part two focused on the status of withdrawn children. There was also a computerised database hosted at the Employment Information Branch (EIB) of the Labour Department. The data generated by the IAs were sent to the EIB for processing and production of reports. However, the process of observing work places to identify, assess and refer affected children to alternative appropriate services was not done repeatedly, but as a one-time activity to fulfil project demands, the expectation was that those children who benefited from the withdrawal interventions of the project would be tracked. But this did not happen after the project life.

3.1.4 Features:

This CLMS:

1. was based at the national/central level.
2. consisted of only a database component.
3. captured only ex-working children.
4. was project-based.
5. covered only four sectors.
6. focused on only direct beneficiaries of the project (withdrawn children).
7. collected data through the Implementing Agencies (IAs) of the ILO-IPEC projects.
8. had no community-based monitors.
9. had no connection with the local government (District Assembly).
10. involved very little partnership collaboration at the national level

3.1.5. Outputs

Computerised data-base containing information on 2000 girls and boys removed from child labour and provided with appropriate social services.

3.1.6 Strengths

- Child-centered
- Connected to the national employment
- Computerised database
- Foundation for the CLM in Ghana

3.1.7 Weaknesses

- Not decentralised
- Project-based
- Focused only on ex-working children
- Focused only on data
- Limited involvement of the communities and district Assembly
- Little partnerships and collaboration

3.2. A Mono-sector Decentralised CLMS

[Under ILO-IPEC West Africa Cocoa/Commercial Agriculture Project (WACAP) 2003-2006]

In 2003 the ILO-IPEC-WACAP project set up a CLMS that focused on commercial agriculture, especially cocoa. The System was piloted in five (5) districts and fifty-two (52) communities. Four of the districts, Suhum-Kraboia-Coalta District (Eastern Region), Amansie West and Atwima Mponua Districts (Ashanti Region), Sefwi Wiawso District (Western Region) focused on cocoa with the Kassena Nankana District (Upper East Region) focusing on rice production.

The Concept: the WACAP CLMS was a mono-sector district-based mechanism to facilitate the identification, withdrawal, prevention and protection of children in/at risk of the WFCL in commercial agriculture (cocoa and rice).

The Framework: the WACAP CLMS was run by a hierarchical administrative system of Child Labour Committees (CLCs) from the community through the district to the national level. The CLCs consisted of identified agencies with mandate, capacity and relevant experience. Thus, members of the CLCs became partners in the operational and maintenance of the CLMS at their various levels. Each Committee had a Terms of Reference that delineated its work. But there was no agreed formal obligation on the individual agencies that required them to carry out specific responsibilities in the CLMS process.

The Process: trained community-based monitors carried out community observations to identify children involved in commercial agriculture (cocoa and rice farming) and those at risk. These children were further assessed and some were selected to be supported by the project. The selected children were linked to referral agencies and thus provided with the appropriate social services (education or skills training). The information generated was collected using a set of eight questionnaires. The completed questionnaires were verified by supervisors before submission to the District Child Labour Committee through the focal agency, the district labour office, where the data was expected to be entered into the computerized software database and cleaned. After, a hired private district consultant provided technical expertise for the analysis of the data. The process also included awareness raising, community surveillance and the utilization of CLM information in district social development planning and law enforcement. The district consultant also facilitated the preparation of a district child labour monitoring report which was submitted to the national level [Employment Information Branch (EIB) and the Child Labour Unit (CLU)]. At the national level, the EIB and CLU compiled all district CLM Reports and did further analysis of the data to generate a National Child Labour Monitoring Report which was presented to the National Steering Committee (NSC). The ILO-IPEC provided technical assistance at all levels of the CLM process.

3.2.1 Features:

The System:

- focused on one sector (agriculture);
- was decentralised and district-based (i.e. the district assembly is the central management agency);
- had the administrative and data management components;
- emphasised very much on data;
- was project-based;
- used private national and district consultants as support to the national district and national agencies;
- had District and Community Child Labour Committees linking to the National Steering Committee on Child Labour;
- jointly engagement the CLU and EIB; and

Outputs

1. an established administrative component of the CLMS comprising Community and District Child Labour Committees (CCLCs and DCLCs)
2. a computerised CLM database software and hardware installed at the national and district levels
3. A database of 1000 children involved or at risk of child labour in agriculture or withdrawn from child labour and provided with alternative social services.

3.2.2 Strengths

- Decentralised
- Had both administrative and database components
- Active Involvement of communities and District Assemblies
- Collaboration between CLU and EIB

3.2.3 Weaknesses

- Mono-sectoral
- Project-based
- Data-heavy
- Reliance on private local consultants?
- Limited engagement of other agencies

2.3. Multi-Sector Decentralised Integrated Child Labour Monitoring System [(I-CLMS) Under the ILO-IPEC Support for the Implementation of Time-Bound Measures for the Elimination of the Worst Forms of Child Labour in Ghana (2006-2009)]

In June 2005, work on an Integrated-Child Labour Monitoring System (I-CLMS) started in Ghana with the support of the International Labour Organisation (ILO). It was a build up on previous work under the ILO-Ghana Country Programme (2000) and the West Africa Cocoa and Commercial Agriculture Project (WACAP-2003). The purpose was to enhance the technical capacity of existing relevant national and local institutions to monitor the incidence of the WFCL. Under this CLMS, eight WFCL (child trafficking, ritual servitude, fisheries, mining and quarrying, commercial sexual exploitation of children, manual handling and portage of heavy loads, child domestic servitude and agriculture) were covered.

The Concept: The System aimed at the design and implementation of a decentralised multi-sectoral and integrated child labour monitoring regime to promote the application of child labour laws, ensure effective and coordinated implementation of child labour interventions and enhance the sustainability of outputs and outcomes of interventions.

The Framework: About fifteen (15) Central Agencies, including Government Ministries Departments and Agencies (MDAs), the Ghana Employers' Association and Organised Labour; twenty (20) Metropolitan Municipal and District Assemblies (MMDAs) and two hundred (200) communities participated in the I-CLMS. There was a contractual agreement for the MMDAs to set up, operate and maintain the I-CLMS in the respective local government areas. Community and District Child Labour Committees (DCLC) were also established for the management of the I-CLMS at the local government (District Assembly) level, linked to the national level.

The process: at the local level, community monitors visited and observed workplaces to identify and assess children affected by WFCL. The children were then referred to social service providers for support. There was active community/district participation in awareness raising, surveillance and self-monitoring. Many individuals took personal initiatives to help get children out of work and into school. At the national level, CLM capacity building workshops were held for central agencies, including law enforcement and human rights agencies. This strengthened them to exercise their existing mandate to carry out child labour monitoring within their jurisdiction. Under the Data-base Component of the I-CLMS, an Administrative Census was carried out to establish baseline data for children in or at risk of the prevalent WFCL in the respective districts. From this baseline data, project beneficiary children were selected. Five monitoring questionnaires (Child Workers/at Risk, Workplace, Supported Children, Training Institutions and Stakeholders (Central Agencies) Questionnaires) were developed for the monitoring of children in/at risk of the WFCL.

The outputs:

1. An elaborate inclusion of child labour in the National Medium Term Development Plan (GPRS 2: 2006-2009)
2. The inclusion of child labour monitoring as an indicator of progress in the implementation of the National Medium term development plan (2007 Annual Progress Report on GPRS2)
3. A heightened awareness and engagement of national level stakeholders in I-CLMS operations
4. A comprehensive I-CLMS database covering all the identified WFCL in Ghana
5. The set up of the CLMS framework at the national and district levels

3.3.1 Features

The System:

- used an area-based approach to CLM;
- had both the data management and administrative components;
- focus on mainstreaming;
- emphasised on institutional and technical capacity building;
- emphasis on national (central, district, community) participation and ownership;
- promoted partnerships, collaboration and coordination;
- was multi-sectoral, decentralised and integrated; and
- focus on prevention.

3.3.2 Strengths

- Multi-sectoral
- Emphasis on mainstreaming
- Decentralised
- Extensive collaboration at the national and district level
- Emphasis on capacity building of local agencies and mainstreaming

3.3.3 Weaknesses

- Delivery was affected by systemic challenges of mandated institutions

2.4. The Community Child Labour Monitoring System (CCLMS) [Under the National Programme on the Elimination of Child Labour in Cocoa, NPECLC: 2008]

Under the auspices of the National Programme on the Elimination of Child Labour in Cocoa (NPECLC), the notion of a variant CLMS, called the Community Child Labour Monitoring System (CCLMS), was conceptualized. The purpose of the CCLMS is to contribute to the elimination of the Worst Forms of Child Labour in cocoa by a community based bottom up cocoa sector wide data collection system with built-in monitoring and remediation components.

The Concept: The CCLMS is an on-going system to collect and analyze data concerning a defined set of indicators of working and vulnerable children in the community. The CCLMS is both a monitoring and a remediation tool, expected to mobilize the local communities to bring about change in attitudes and behaviors with regard to the WFCL, and also to promote an integrated approach to child development at the district and community levels.

Framework: at the community and district levels, identified CCLMS partners are organized into Community/Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDPCs) Metropolitan/Municipal/Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDPCs) (C/DCPCs) with agreed terms of reference for each Committee.

The Process: CCLMS operates at several levels - community, district and national, with involvement of community groups and relevant public and private players at each level. The data gathering process was to be met through a bottom-up data gathering on basic information such as school enrolment and attendance, in and out movement of children, and their involvement in hazardous activities. The remediation component is mainly that of awareness creation on WFCL and support for children in critical need. The system which was still under development prior to the harmonization, had established the Framework (administrative structures) at the local authority level through Community and Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDPCs) Metropolitan/Municipal/Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDPCs) in 48 cocoa districts and a number of communities.

3.4.1 Features:

The CCLMS:

- is community-based and managed;
- institutionally-anchored; and
- driven by Public-Private Partnership (PPP).

The Output: the CCLMS has not been formally implemented. Thus, there are no outputs of it yet.

Strengths: Not applicable

Weaknesses: Not applicable

SECTION FOUR:

THE GHANA CHILD LABOUR MONITORING SYSTEM (GCLMS)

4.0 Introduction

As discussed in the previous section, child labour monitoring has evolved since 2001, through upgrading and scaling-up of successive versions. The CCLMS by NPECLC and the I-CLMS under the TBP Support Project to the National Time Bound Programme operated simultaneously. Given the central role CLMS plays in the mix of child labour interventions; and the possible administrative and technical inconsistencies that can arise from a dual model CLMS in one country, it was critically important to reconcile the I-CLMS and CCLMS and standardize the operation of child labour monitoring in a manner that enhances the Country's ability to deal effectively with child labour and meet its international obligations in that respect.

This also confirms the proposal made in the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana regarding the establishment of an effective child labour monitoring regime. The NPA indicates the need to rationalize all existing child labour monitoring mechanisms into a single system.

Furthermore, in August 2010, an international conference to establish a Broad Framework for the Elimination of the Worst Forms of Child Labour in the West African cocoa Sector, held in Washington DC, USA, discussed the central role of CLMS in the fight against child labour in Ghana. It was agreed that it was necessary to refine and standardize the different CLMS that had been established in Ghana

To this end, in August 2010, a national conference on child labour monitoring for all stakeholders was organized to review, harmonize and standardize the design, operations and management of the CLMS in Ghana. The output of this conference is the Ghana Child Labour Monitoring System. The Ghana Child Labour Monitoring System draws on best practices and lessons from previous works.

4.1. A Description of the GCLMS (GCLMS) Concept

The Ghana Child Labour Monitoring System is a holistic and dynamic process for eliminating the Worst Forms of Child Labour. It involves direct observations, repeated regularly, to identify child labourers and to determine risks, to which they are exposed to, refer them to services, to verify that they have been removed and to track them to ensure that they have satisfactory and sustainable alternatives. It is for direct action aimed at protecting boys and girls; to enhance better socio-economic planning of child labour related activities at the community, district, regional and national levels; for a better and targeted national policy on the fight against child labour, and for a better implementation and monitoring of child labour related conventions at the national and international levels.

(Reference: Children's Act 1998, (Act 560) and ILO C. 182).

4.2 Objectives of the GCLMS

The goal⁶ of the GCLMS is to contribute to the *reduction of the worst forms of child labour to the barest minimum by 2015, while laying strong social, policy and institutional foundations for the elimination and prevention of all other forms of child labour in the longer term.*

Specifically, the GCLMS will:

- obtain comprehensive information on all children in or at risk of the WFCL;
- institute timely, adequate, sustainable and appropriate response at all levels to eliminate the WFCL;
- secure ownership and mainstream the elimination of the worst forms of child labour into national policies and structures; and
- support national efforts to meet its obligations under ILO C.182.

4.3 Stages of the GCLMS

4.3.1. Monitoring phase

This phase comprise of:

- **Identification and assessment:** A team of community child labour monitors/data collectors trained in child labour monitoring techniques will conduct monitoring using a set of agreed tools, to identify girls and boys assessed to be in or at risk of the WFCL.
- **Referral:** Refer children identified to be involved or at risk of the WFCL to social services corresponding to their needs (prevention, removal, protection) through a network of service providers and standard operating procedures and guidelines.
- **Protection and prevention:** Use the monitoring information to provide protection for legally employed children and put in place interventions to protect children at risk of the WFCL.
- **Immediate data management and analysis:** Record information immediately data is collected and reported for appropriate action.

4.3.2. Follow-up phase

The follow-up phase involves:

- **Tracking:** Continuous monitoring of workplaces, schools, training centres to track girls and boys covered to make sure that they are attending school or have been provided other suitable alternatives and that those withdrawn are not replaced with other children.
- **Quality control and verification:** The information from monitoring is checked to ensure that it is credible and accurate.

⁶ This is in consistent with the overall goal of the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana.

- ***Providing information for enforcement of laws:*** Information about violations of laws related to the WFCL is made available to the law enforcement agencies and the judiciary for effective redress.
- ***Information dissemination and analysis:*** Information emanating from the GCLMS is disseminated to all partners and stakeholders at all levels.
- ***Inputs to laws, policies and social planning:*** Monitoring information is used to review and enhance the design and implementation of anti- child labour laws and policies.

4.4. Operational Structures of the Ghana Child Labour Monitoring System (GCLMS)

4.4.1 Components of the GCLMS

The implementation of the GCLMS is done through two operationalisation components. These are:

- Administrative Component; and
- Database Component.

4.4.1.1 Administrative Component

The Administrative Component of the GCLMS is the hierarchical system of Child Protection/Labour Committees (CP/LCs) from the community, through the district to the national level. Thus, at the national level, there is a National Steering Committee on Child Labour (NSCCL), while Metropolitan/Municipal/Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDPCs) Metropolitan/Municipal/Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDPCs) and the Community Committee Protection Committees exist at the Metropolitan/Municipal/District and Community levels respectively. Generally, the role of these Committees is to provide supervision, coordination and management of the GCLMS operations at their respective levels.

i. National Level

National Steering Committee on Child Labour (NSCCL)

The National Steering Committee on Child Labour (NSCCL) is the highest policy advisory body on child labour issues in Ghana. It is a multi-stakeholder national level institution that oversees and provides guidance and overall coordination of the National Plan of Action (NPA) for the Elimination of the Worst Forms of Child Labour in Ghana, including the implementation of the Ghana Child Labour Monitoring System.

The NSCCL facilitates effective inter-ministerial and institutional cooperation among the institutions with relevant mandate to the elimination of child labour. The NSCCL also reviews and advises on the implementation of all child labour interventions by Development Partners, including the ILO-IPEC support projects.

Composition of the National Steering Committee on Child Labour (NSCCL)

The NSCCL is chaired by the Chief Director of the Ministry of Employment and Social Welfare (MESW), with the Child Labour Unit of Labour Department as its secretariat. Membership of the Committee comprises the following categorized institutions, represented by officers of the directorate class:

a) MDAs concerned with the welfare of children and the elimination child labour;

1. Ministry of Employment and Social Welfare (Chairperson)
2. Parliamentary Select Committee on State Enterprises and Social Welfare
3. National Development Planning Commission
4. Ministry of Education
5. Ministry of Interior
6. Ministry of Women and Children Affairs
7. Ministry of Local Government and Rural development
8. Ministry of Food and Agriculture
9. Attorney General's Department
10. Ghana Statistical Service
11. Ghana Cocoa Board
12. Labour Department
13. Department of Social Welfare
14. Projects Management Unit of the Ministry of Employment and Social Welfare
15. Child Labour Unit of the Labour Department
16. National Programme for the Elimination of the WFCL in Cocoa
17. Minerals Commission
18. Commission on Human Rights and Administrative Justice

b) Social Partners;

19. Ghana Employers' Association
20. Organized Labour

c) Research and training institutions;

21. Department of Social Work, University of Ghana

d) Civil Society Organizations active in the field of child labour;

22. National House of Chiefs
23. Ghana NGO Coalition on the Rights of the Child
24. Future Resources Development (NGO)
25. Ghana Journalists Association
26. Christian Council of Ghana
27. Federation of Muslim Council

e) International Development Partners (Advisers)

28. United Nations Development Programme (UNDP)
29. International Labour Organisation /International Programme on the Elimination of Child Labour (ILO/IPEC)
30. United Nations Children and Education Fund (UNICEF)
31. International Organisation on Migration (IOM)

32. United States Agency International for Development (USAID)
33. Canadian International Development Agency (CIDA)
34. Japan International Cooperation Agency (JICA)
35. Danish International Development Agency (DANIDA)
36. Food and Agriculture Organization (FAO)
37. World Vision
38. Plan International (Ghana Office)

The Functions of the NSCCL

Functions of the Committee include:

- Providing *policy guidance* for activities aimed at eliminating child labour in the country and integrating IPEC activities into other national efforts to combat child labour;
- ensuring the achievement by the government and responsible agencies of the objectives and targets set under the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana;
- playing a leading role in advocacy for the elimination of child labour;
- monitoring and periodically reviewing and evaluating the implementation of the National Plan of Action to ensure the achievement of targets set under NPA;
- reviewing and endorsing of Action Programmes aimed at addressing child labour in Ghana;
- advising on human resources and technical needs of key institutions dealing with child labour;
- providing leadership in resource mobilization to support national efforts to eliminate child labour.
- reviewing national GCLMS and Child Labour Progress Reports;
- making recommendations for national social policy planning and International Reporting

The NSCCL works through **three (3)** Sub-Committees whose key responsibilities are to oversee and monitor the progress in the strategic areas of the national child labour elimination programme in addressing the worst forms of child labour in the respective sectors, and to identify policy options and measures required to sustain impact and expand coverage. The sub-committees are:

1. Policy Advisory, Education and Skills Training Sub-committee:
2. Advocacy, Social Mobilization and Child Labour Monitoring Sub-committee:
3. Cocoa, Fisheries and Mining and Quarrying Sub-Committee:

ii. Regional Level

Regional Coordinating Council (RCC)

There will be no formal GCLMS structures at the regional level; however the Regional Coordinating Council (RCC) will have general oversight responsibility over the MMM/M/DCPCSs. The Regional Labour Office will be the key actor who will receive copies of the GCLMS reports from the MMDAs within its area of jurisdiction and collate them into the regional reports for the information and use of the RCC.

iii. Metropolitan/Municipal/District Level

Metropolitan/Municipal/District Child Protection Committee (MMM/M/DCPCS)

At the district level, Metropolitan/Municipal/District Assemblies (MMDAs) will be the implementing agencies of the GCLMS. The possibility of institutionalizing the MMM/M/DCPCS as a special committee of the MMDAs will be explored. The GCLMS will be located within the District Labour Office (DLO) which will be responsible for the day-to-day management of the System. In the absence of a Labour Office, the District Social Welfare Office (DSWO) of the District Assembly (DA) will serve as the focal point.

Composition of the Metropolitan/Municipal/District Child Protection Committee (M/M/DCPCS)

A maximum of eighteen (18) members Metropolitan/Municipal/Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDCPCs), chaired by the Metropolitan/Municipal/District Chief Executives (MMDCEs) and composed of the following:

a) Central MMDA:

1. Metropolitan/Municipal/District Chief Executive (MMDCE)
2. District Planning Coordinating Unit (DPCU)
3. Planning and Budget Officers
4. Presiding Member
5. Conveners of the Social Services Justice and Security and Women and Children Sub-Committees

b) Relevant Government Line Agencies:

1. District Labour Officer
2. District Social Welfare
3. District Education Office
4. District Commission on Human Rights and Administrative Justice
5. District National Commission for Civic Education Office
6. District Police Office
7. District Immigration Office
8. District Customs Excise and Preventive Service
9. District Statistical Office
10. District Community Development Office
11. District Factory Inspectorate Office

c) Employers' and Workers' Organizations:

12. Drivers' Unions
13. Trade Associations

d) Civil Society Organisations:

14. The Media
15. Traditional Authority
16. Religious group
17. Non-Governmental Organization

Functions of the Metropolitan/Municipal/District Child Protection Committee

The functions of the M/M/DCPCS include:

- overseeing the effective implementation of the Metropolitan/Municipal/District Programme for the Elimination of the Worst Forms of Child Labour;
- facilitating the mainstreaming of child labour into the Metropolitan/Municipal/District Medium Term Development Plans and advocate for resources for child labour interventions in the MMDA;
- planning and facilitating the setting up of CCPCs in communities;
- supervising data collection, collation, verification and analyses for use in the district and for onward passage to the Ministry of Employment and Social Welfare (Labour Department);
- facilitating the establishment and/or enforcement of relevant child labour laws and bye-laws; and
- utilising the GCLMS information in the provision of social services (policy, social planning, education, health, law enforcement, etc.).

iv. Community Level**Community Child Protection Committee (CCPC)**

At the community level, GCLMS administrative structure will be made up of a local monitoring team called Community Child Protection Committee (CCPC). The Committee will be chaired by either the Assemblyman or a Key Opinion leader in the community with the Traditional Leader playing key role.

Composition of the Community Child Protection Committee (CCPC)

Membership of the Community Child Protection Committee (CCPC) will range from six to eight (6-8), and will be made up of relevant social partners depending on the size of the community. The membership of the CCPC shall include:

- Representative of the Traditional Council
- Queen mother
- Religious leaders
- Assembly member
- Representative of Unit Committee
- Teacher
- Representative of School Management Committee/Parents and Teachers' Association

- Identified Opinion Leaders
- Representative of Community Watchdog Committees
- Youth Group
- Women's Association
- Trade organization
- Children's representative

Functions of the Community Child Protection Committee (CCPC)

Functions of the CCPC include:

- developing and implement Community Child Protection Action Plans;
- creating awareness and sensitize community on child labour and the importance of education;
- undertaking community surveillance, identification and assessment of children in / or at risk of the WFCL;
- collecting and analyzing data on children in / or at risk of the WFCL;
- referring WFCL cases for remediation and ensure that children get the support needed;
- track into ensure the sustainability of remediation efforts;
- transmitting the data to the MMDA through the Labour Officer; and
- instituting community rules, regulations and sanctions.

Table 2 below summarises the composition and functions of the various GCLMS Committees:

Table 1: Summary table on the Child Protection/Labour Committees: Structure and Functions

NATIONAL LEVEL			
Administrative structure	Secretariat	Composition	Functions
National Steering Committee on Child Labour (NSCCL)	Child Labour Unit (CLU) of the Labour Department	<p>A. Members</p> <ol style="list-style-type: none"> 1. Ministry of Employment and Social Welfare (Chairperson) 2. Parliamentary Select Committee on State Enterprises and Social Welfare 3. National Development Planning Commission 4. Ministry of Education 5. Ministry of Interior 6. Ministry of Women and Children Affairs 7. Ministry of Local Government and Rural development 8. Ministry of Food and Agriculture 9. Attorney General's Department 10. Ghana Statistical Service 11. COCOBOD 12. Labour Department 13. Department of Social Welfare 14. Projects Management Unit of the Ministry of Employment and Social Welfare 15. Child Labour Unit of the Labour Department 16. National Programme for the Elimination of the WFCL in Cocoa 17. Minerals Commission 18. Commission on Human Rights and Administrative Justice 	<ul style="list-style-type: none"> • Providing <i>policy guidance</i> for activities aimed at eliminating child labour in the country and integrating IPEC activities into other national efforts to combat child labour; • ensuring the achievement by the government and responsible agencies of the objectives and targets set under the National Plan of Action for the Elimination of the Worst Forms of Child Labour in Ghana; • playing a leading role in advocacy for the elimination of child labour; • monitoring and periodically reviewing and evaluating the implementation of the National Plan of Action to ensure the achievement of targets set under NPA; • reviewing and endorsing of Action Programmes aimed at addressing child labour in Ghana; • advising on human resources and technical needs of key institutions dealing

		<p>19. Ghana Employers' Association 20. Organized Labour 21. Department of Social Work, University of Ghana 22. National House of Chiefs 23. Ghana NGO Coalition on the Rights of the Child 24. Future Resources Development (NGO) 25. Ghana Journalists Association 26. Christian Council of Ghana 27. Federation of Muslem Council</p> <p><i>Advisers:</i></p> <p>28. UNDP 29. ILO/IPEC 30. UNICEF 31. IOM 32. USAID 33. CIDA 34. JICA 35. DANIDA 36. FAO 37. World Vision 38. Plan Ghana</p>	<p>with child labour;</p> <ul style="list-style-type: none"> • providing leadership in resource mobilization to support national efforts to eliminate child labour. • reviewing national GCLMS and Child Labour Progress Reports; • making recommendations for national social policy planning and International Reporting
<p>Advocacy, Social Mobilization and Child Labour Monitoring Sub-</p>		<ul style="list-style-type: none"> • Min. of Local Government & Rural Development • Ministry of Food and Agriculture • Ghana Statistical Service • Child Labour Unit of the Labour Dept • Employment Information Branch of the Labour Dept • National Programme for the Elimination of the WFCL in Cocoa • Ghana Education Service 	<ul style="list-style-type: none"> • Developing of Child Labour Monitoring Instruments /Tools • Conducting field monitoring. • Providing technical assistance for the implementation of the GCLMS • Reviewing of the periodic GCLMS reports • Making recommendation on the GCLMS

committee:		<ul style="list-style-type: none"> • Dept of Social Welfare • COCOBOD • Minerals Commission • National Commission for Civic Education • Information Services Department • Christian Council of Ghana • Federation of Muslim Council • Ghana Journalists Association 	to the NSCCL
Ministry of Employment and Social Welfare (MESW)	Labour Department (CLU)		Overall management (administration and coordination) of the GCLMS.
REGIONAL LEVEL			
Regional Coordinating Council	Regional Labour Officer / In his absence the Social Welfare Officer		Regional Labour Office will be the key actor who will receive copies of the GCLMS reports from the MMDAs within its area of jurisdiction and collate them into the regional reports for the information and use of the RCC.

DISTRICT LEVEL

Local Government Authority (Metropolitan/Municipal/District Assembly)	Office of the District Chief Executive/District Coordinating Director	DCE, District Planning Coordinating Unit (DPCU) Planning and Budget, Presiding Member, Conveners of the Social services justice and security, Social Services Sub-committee on women and children.	<ul style="list-style-type: none"> • Mainstream CL in medium term development plans • Utilise GCLMS information in the provision of social services (education, health, law enforcement, etc) • Monitoring Child Labour within the Assemblies
District Child Protection Committee	District Labour/Social Welfare Office	<ul style="list-style-type: none"> • District Assembly (DCE) • District Labour Officer • District Social Welfare • District Education Office • CHRAJ • NCCE • Drivers unions • Police Service • Chairman, Social Services Sub-Committee • Chairman, Justice and Security Sub-Committee • Statistical Services • Religious group • District Immigration Office • Trade Associations • Presiding Member • District Community Development Officer 	<ul style="list-style-type: none"> • Oversee the effective implementation of the District Programme for the Elimination of the Worst Forms of Child Labour. • Facilitate the mainstreaming of child labour into the District Medium Term Development Plans and advocate for resources for child labour interventions in the MMDA. • Plan and facilitate the setting up of CCPCs in communities • Supervise data collection, collation, verification and analyses for use in the district and for onward passage to the Ministry of Employment and Social Welfare (Labour Department) • Facilitate the establishment and/or enforcement of relevant child labour by-

		<ul style="list-style-type: none"> • Traditional authorities • Information Services Department • NGOs • The media • Factories inspectorate • Immigration & Customs 	<p>laws</p> <ul style="list-style-type: none"> • Utilise the GCLMS information in the provision of social services (policy, social planning, education, health, law enforcement, etc.)
COMMUNITY LEVEL			
Community Child Protection Committee (CCPC): Monitors and Advocates	Chairman of the CCPC (Assembly man or a Key Opinion leader)	<ul style="list-style-type: none"> • Representative of the Traditional Council • Queen mother • Religious leaders • Assembly members • Rep. of Unit Committee • Teacher • Representative of PTA/School • Management Committee • Identified Opinion Leaders • Representative of Community Watchdog Committees • Youth Groups • Women's Association • Trade organizations <p>Children's representative</p>	<ul style="list-style-type: none"> • Developing and implement Community Child Protection Action Plans • Creating awareness and sensitize community on child labour and the importance of education • Undertaking community surveillance, identification and assessment of children in / or at risk of the WFCL • Collecting and analyzing data on children in / or at risk of the WFCL • Referring WFCL cases for remediation and ensure that children get the support needed • Track into ensure the sustainability of remediation efforts • Transmitting the data to the MMDA through the Labour Officer • Instituting community rules, regulations and sanctions.

4.4.1.1.1 Specific Roles of the Ghana Child Labour Monitoring System (GCLMS) Partners

In order to enhance participation and collaboration among GCLMS partners, each partner is given explicit responsibilities to perform. These responsibilities have been agreed by all the stakeholders. The table below shows the specific roles of the main partners of the GCLMS

Table 2: Roles of the Key GCLMS Actors at the various Levels

Item	Partner Agencies	Roles and Responsibilities
1.	Ministry of Employment and Social Welfare (MESW)	Overall management (administration and coordination) of the GCLMS.
2.	National Development Planning Commission	Incorporate GCLMS in the National Planning, Monitoring and Evaluation Framework.
3.	Ghana Employers' Association (GEA)	Prevent child labour, and support the mobilization of resources for the implementation of the GCLMS.
4.	Organized Labour (OL)	Mainstream and apply the GCLMS tools in their routine activities at all levels.
5.	Ministry of Education (MOE)	Among other things, the MOE will mainstream and apply GCLMS tools and provide relevant school level data. Assist to establish Teachers' Network for the implementation of the GCLMS
6.	Ministry of Local Government and Rural Development (MLGRD)	Ensure that all Metropolitan, Municipal and District Assemblies (MMDAs) mainstream the GCLMS into their medium term development plans (MTDPs) and budgets. Facilitate the inclusion of child labour interventions into their Functional Operational Assessment Tool (FOAT).
7.	Ministry of Food and Agriculture (MOFA)	Integrate the implementation of the GCLMS into their plans of the Extension Services Directorate.
8.	Ministry of Lands and Natural Resources	Prohibit child labour in the mining, quarrying and forestry sectors.
9.	Ministry of Interior	Surveillance, arrest and prosecution of child labour offenders.
10.	Ghana Statistical Service	Support in the compilation, verification, analysis and the production of the National GCLMS reports.
11.	Labour Department	Coordinating the implementation of the GCLMS Training; implementation of Action Programmes.
12.	Employment Information Branch of the Labour Department	Management of GCLMS data (Programme Database)
13.	Child Labour Unit of the Labour Department	Coordination of functional linkages of key Partners and Capacity building of partners
14.	National Programme for the Elimination of the WFCL in Cocoa	<ul style="list-style-type: none"> • Coordination of the GCLMS in the cocoa sector • Linkage of cocoa sector GCLMS to the NPA

District Level		
15.	Metropolitan/Municipal/District Assembly (Local Government Authority)	Provide institutional base for the GCLMS at the district (MMDA) level, including the management and maintenance of the DCPC
16.	District Labour Office	District GCLMS focal Office: Coordination, labour inspection , GCLM data management
17.	District Planning Office	Mainstreaming of GCLM into district development plans, support GCLM data management
18.	District Social Welfare Office	<ul style="list-style-type: none"> • Focal Office (where there is no Labour Office); • Support for referral services
19.	District Statistical Office	Support in the compilation, verification, entering, cleaning, analysis and the production of the MMDAs GCLMS reports.
20.	District Education Office	Provision of educational services to prevented and withdrawn children Coordinating school-based GCLM
21.	Commission for Human Rights and Administrative Justice (District Office)	Law Enforcement, particularly child rights provisions
22.	Commission on Civic Education (District Office)	Awareness raising on constitutional rights of children
23.	Trade Union/Cooperative	Awareness and Advocacy on workers' rights and the promotion of decent work for adults
24.	Representative of Faith-based Organization	Awareness raising; advocacy
25.	Civil Society Organisation (Media, NGOs)	Referral services: satisfactory & sustainable alternatives
26.	District Police Service	Prosecution of child labour offenders and Law enforcement
27.	Representative of Traditional Authority	Designing and implementation of Community regulations and sanctions; Advocacy, social mobilisation
Community Level		
28.	<ul style="list-style-type: none"> • Community monitors (members of the CCPCs with adequate literacy and numeracy capacity) 	Observation of work places, data collection (recording) on identified children, submission of data to CCPC and onward submission to M/M/DCPCS, removal and referral of affected children to social service providers. Also engaged in school-based monitoring
29.	<ul style="list-style-type: none"> • Community advocates (members of the CCPCs who are known opinion leaders of the community) 	Awareness raising and sensitization on child labour, community surveillance, enforcement of community regulations, liaison with District Assembly
30.	<ul style="list-style-type: none"> • General Community 	Involvement in social action against child labour.

4.4.1.2 Database Component

The database Component of the GCLMS comprises the processes, procedures and actors involved in the generation and management of CLM data

Community Level Actors

At the community level, Community Monitors will be involved in the observation of work places, data collection (recording) on identified children, present the data to CCPC and onward submission to M/M /M/M/DCPCS, and referral of affected children to social service providers. They will also be engaged in school-based and the monitoring of other places where children may be found. The Community Monitors shall be members of the CCPCs with adequate literacy and numeracy capacity such as teachers and other public service workers in the community.

District Level Actors

The District Labour Office with support from the District Statistical and Planning Offices shall be responsible for the management of the district GCLMS data. The Labour Office will be provided adequate assistance from the MM/DA and the M/M/M/M/DCPCS to process and analyse GCLM data from the communities and include it in the district child labour report to be prepared by the M/M/DCPCS.

National Level Actors

At the national level, the Employment Information Branch (EIB) of the Labour Department shall collect, collate and compile GCLMS data from the various district labour offices. These shall be analysed to produce a national GCLM data analysis which will be an integral part of the national GCLMS report.

4.4.1.2.1 Incidence and Performance Indicators

A. Incidence Indicators

Children in WFCL

- **% of children engaged in WFCL by classification:**
 - % of children in Slavery or slavery-like conditions (child trafficking, debt bondage, ritual servitude, armed conflict)
 - % of children in Commercial Sexual Exploitation of Children (CSEC) and Pornographic performances
 - % of children in illicit activities (Drug production and trafficking)
 - % of children below 18 years engaged in hazardous work

Children in Child Labour

- % of children in child labour
 - % of child below 13 years engaged in work
 - % of children below 15 years engaged in employment

Children at risk

- % of children at risk
 - % of children below 13 years out of school
 - % of children from very poor families
 - % of children of migrant families
 - % of children who are not living with any of their biological parents
 - % of children in school with poor attendance and performance
 - % of children below 18 years but married
 - % of children found in priority hazardous sectors
 - Number of hours children work in a day whether in school or not

B. Performance Indicators

- Functional national GCLMS database established by January 2011
- % of MMDAs with functional GCLMS database in place
- % of MMDAs with operational D/CPCs
- % of mandated institutions with capacity to deal with the WFCL
- % of institutions with planned interventions on WFCL
- % of planned WFCL interventions executed
- % of institutions with actual budgets on WFCL interventions
- % of Unconditional WFCL cases prosecuted
- % of Central level agencies and MMDAs that submit regular reports
- % change in the incidence of the WFCL
- % of children prevented or withdrawn from child labour and provided with social services

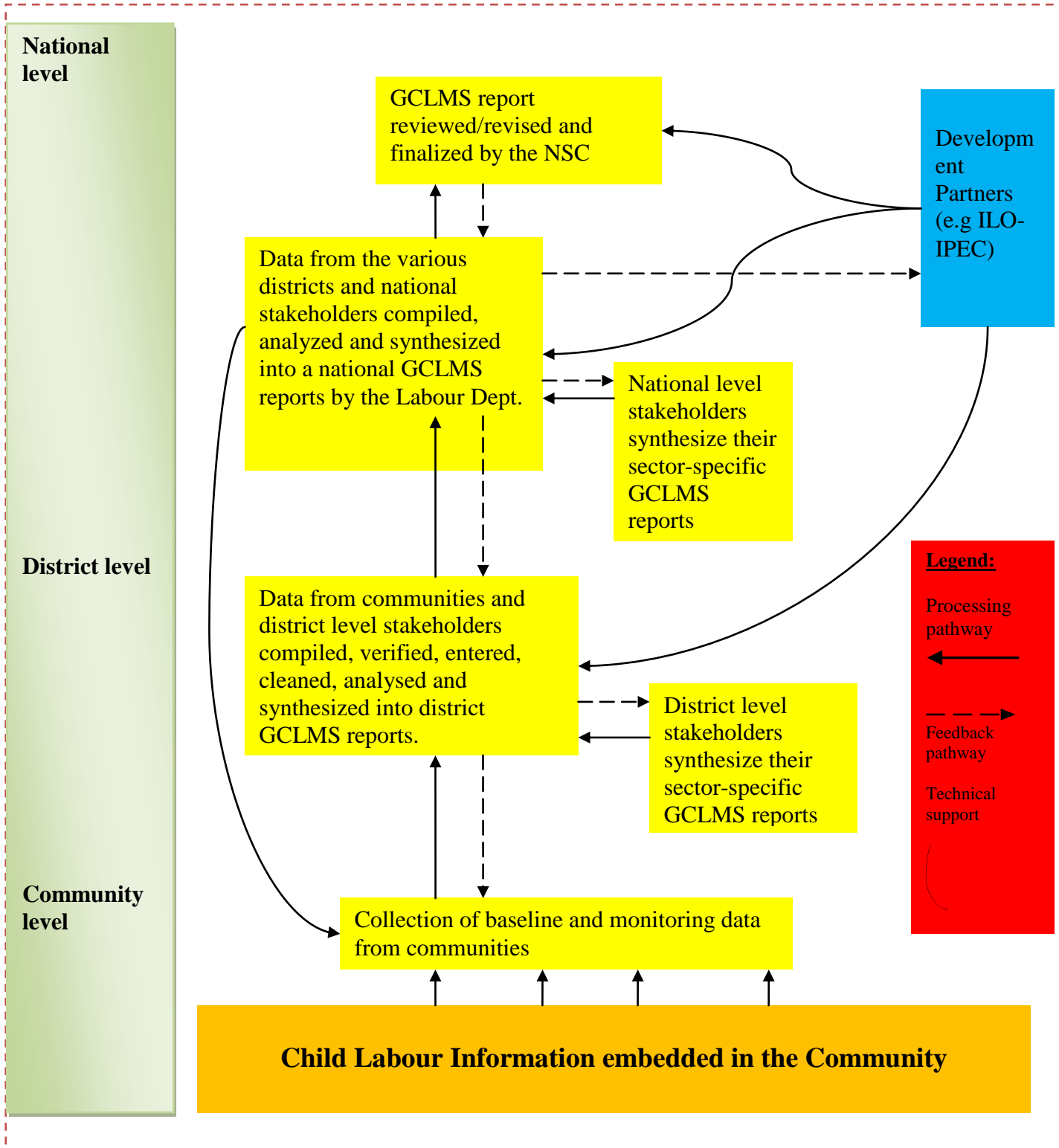
Table 3: Data Collection Matrix

Level	Tools (and key target)	Data Collector	Some Major Outputs	Frequency	Timeframe
Community	Community Registers (Baseline questionnaire (Household))	Community- based monitors	<ol style="list-style-type: none"> 1. Community Register 2. Initial Number of children suspected to be in WFCL 3. Initial number of children suspected to be in child labour 4. Initial Number of children suspected to be at risk of WFCL 	Once	January to March 2011
	<ol style="list-style-type: none"> 1. Monitoring questionnaire (Children in child labour and those at risk) 2. Education/skills training (Head of Institution) 3. Workplace (Employer) 		<ol style="list-style-type: none"> 1. Number of children in or remaining in WFCL 2. Number of children in or remaining at risk of WFCL 	Quarterly	4 quarters annually (Jan-Dec)
District	Agency questionnaire (Heads of Institutions)	District Focal Person	Nature and impact of MMDAs sectoral interventions	Every 5 months	May and October Every year
National	Agency questionnaire (Heads of Institutions)	National Focal Office (CLU)	Nature and impact of national sectoral interventions	Half yearly (Every 6 months)	June & December every year

Table 4: Data Processing Matrix

Level (Manager)	Activity	Actors	Output
Community (CCPC)	Collate community data and submit to M/M/DCPCS	CCPC	Community CLM data submitted to DA/M/M/DCPCS
District (DA and M/M/DCPCS)	<ul style="list-style-type: none"> • Collate district data (including data from the communities and the sector agencies) • Verify the data • Enter the data into district's software database • Clean the data • Analyse the data and generate MMDA GCLMS report to inform local government social development planning • Submit the verified data sets to the national office (EIB), with copies to the Regional Labour Office • Disseminate MMDA GCLMS report to partners and stakeholders (i.e. the communities, line agencies, local donors, NGOs, CSO, etc) 	<p>MMM/M/DCPCS (Labour/Social Welfare Officer)</p> <p>Metropolitan/Municipal/District Assembly (Planning/statistical office)</p>	<p>MMDA GCLMS report produced.</p> <p>Verified data-set submitted to national office.</p>
National (Labour Dept.)	<ul style="list-style-type: none"> • Receive data from all districts and sector agencies and compile a national GCLMS data set • (review and verify the data) • Analyse national data and generate national GCLMS report • Submit GCLMS report to the NSCCL and Government (MESW) 	Labour Dept. (EIB, CLU)	<p>A national GCLMS database</p> <p>A national GCLMS report</p>

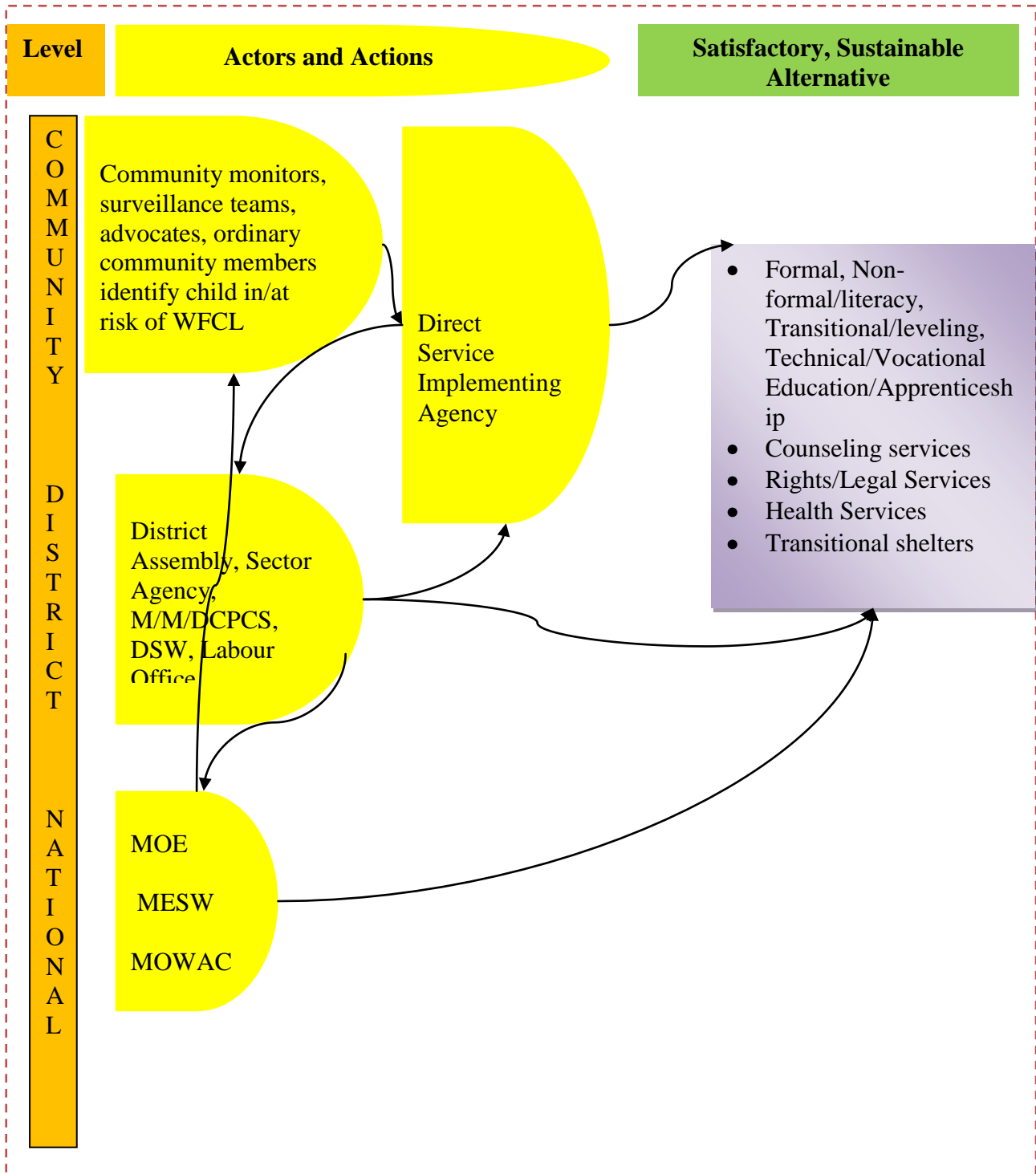
Diagram 1: Data Collection and Processing Pathway



4.5 Referral System

The referral system consists of the mechanisms by which children removed from the worst forms of child labour are linked to alternative, satisfactory and sustainable services. These services are usually education, in the form of school or vocational training. The diagram below shows the nature of the referral system under the GCLMS.

Diagram 2: Referral System



4.6 Linkage of the GCLMS with Relevant Institutions

In addition to the above, it is important to describe the various roles of partners in the GCLMS. These roles depict the multi-dimensional inclusive approach for the implementation of the GCLMS.

i. National Development Planning Commission (NDPC):

The National Development Planning Commission (NDPC) is a core partner in the implementation of the GCLMS. Its role is at the national policy planning level. The Commission has actively included Child Labour issues in the National Medium Term Development Plan (NMTDP), thereby mandating both sector ministries and local government administrations to prioritise the planning and implementation of child labour interventions. In 2007 the NDPC reflected a national level policy focus on child labour monitoring when it included a review of child labour in interventions in its Annual Progress Report on the implementation of the Growth and Poverty Reduction Strategy II (2006-2009).

The Commission will continue to mainstream child labour into the national development agenda and the Guidelines for the development of the Medium Term Development Plans by relevant MDAs and all MMDAs.

ii. Labour Inspection:

The Labour Department is the fulcrum of the GCLMS. At the district level, Labour Inspectors will carry out workplace monitoring, checking both formal and informal establishments to ensure that children are not in illegal employment. In order to overcome the challenge posed by poor administrative infrastructure and logistics, the Department will train community-based monitors who will out voluntary child labour inspection at the community level. The Department will serve as the focal agency at the district level and will also be directly responsible for the compilation and analysis of GCLMS data from the communities. It is the vital link between community monitoring and district monitoring and will liaise with the M/M/DCPCSs and the Local Government Authority, facilitating the application of GCLMS information in social planning and law enforcement. The District Labour Officer or Social Welfare Officers will in submitting their reports to the Labour Department Head Office will copy their regional offices. At the national level, through its Child Labour Unit, the Department will coordinate the network of GCLMS partners, ensuring that stakeholders are functionally linked and sectoral GCLMS data and information are well integrated into a national GCLMS report.

iii. Social Welfare

The Social Welfare Office is a key functionary in the GCLMS. With a national mandate of inspecting the informal workplaces and enforcing child protection and welfare laws, it will in the absence of a Labour Office be responsible for both the data management and receipt of referral cases of WFCL for determination and provision of appropriate social services and also promote networking and coordinating of the district level GCLMS partners. It will in collaboration with the C/M/M/DCPCSs promote child labour advocacy through awareness raising and community mobilisation.

iv. Employers' Organisations and Organized Labour:

The relevant Workers' Organizations such as the General Agriculture Workers Union (GAWU), Mine Workers' Union, Ghana National Association of Teachers (GNAT), etc, will prominently partner the GCLMS. Their organisational skills will facilitate the formation of CCPCs for the effective identification and referral of victims of the WFCL to alternative services. They will also strengthen the capacity of workers including farmers, fishermen, miners, teachers to prevent the exploitative use of children as substitutes for adult labour. At the national level, the Ghana Employers' Association (GEA) will actively engage itself in monitoring child labour through the establishment of standards. The Codes of Conduct developed for its members will be effectively applied to enhance the abolition of child labour in their workplaces.

v. Education Sector

In the communities, school teachers and pupils will be actively involved in identifying children engaged in or at risk of child labour. Through the class registers, teachers will pay special attention to children enrolled but irregular in school. The capacity of pupils will be built to provide information on the possible reasons for the absence of their peers. Those children absent as a result of child labour will then be noted. In addition, teachers will help in the identification of children at risk: such as children who though presently regular in school may drop out as a result of lack of school supplies. In many communities, teachers will be key members of the Community Child Protection Committee (CCPC) and were committed to educating parents and raising their awareness on the negative consequences of child labour and the benefits of education. Also, they will play key roles in the counselling of *withdrawn* children. The district education directorate will carry out periodic school inspections to check the effect of child labour on school attendance and to take remedial measures. Also,, the Association of Teachers will be involved in efforts at the national level to integrate child labour concerns into the national Education Monitoring Information System (EMIS).

vi. Human and Child Rights Agencies

Officers of the Commission for Human Rights and Administrative Justice (CHRAJ) will be members of the M/M/DCPCS. Their role include the provision of information on child labour cases tantamount to human/child rights abuse and to aid the provision of justice to victims. CHRAJ will adopt the application of Alternative Dispute Resolution (ADR) methods to ensure that parents withdraw their children from labour and send them to school in addition to providing their basic livelihood needs. At the national level, CHRAJ will be involved in the education and advocacy against child labour and play a key role in the National Steering Committee on Child Labour. CHRAJ will strengthen the inclusion of child labour in its Annual Human Rights Reports.

vi Law Enforcement

One of the key purposes of the Ghana GCLMS is to enhance law enforcement against child labour. Thus, the Ghana Police Service, especially the Domestic Violence and Victims Support and Anti-Human Trafficking Units will be actively involved in community/workplace inspections and advocacy programmes. Their presence will be strategic in sending warning signals to would be WFCL perpetrators. They will independently identify and also receive referred WFCL cases for

judicial processing. Currently, the Service is integrating child labour into its national training curriculum for all police officers to ensure that all trainees are versed in the issue.

vii. Local Government

The Metropolitan/Municipal/District Assemblies are the Implementing Agencies of the Ghana Child Labour Monitoring System in their areas of jurisdiction. Metropolitan/Municipal/Metropolitan/Municipal/District Child Protection Committees (MMDPCs) (M/M/DCPCS), under the chairmanship of the Metropolitan/Municipal/District Chief Executives (MMDCEs) will be established by the MMDAs to be responsible for the day-to-day management of the GCLMS in the MMDAs. The District Labour and in its absence the Social Welfare Officer will be the focal agency for coordinating the GCLMS in the MMDAs. Thus, information from workplace monitoring, school monitoring, child rights monitoring, child welfare monitoring and others will be compiled, analyzed and integrated into MMDA GCLMS reports by the focal agency. The Employment Information Branch (EIB) of the Labour Department will work together with GCLMS functionaries to ensure that quantitative GCLMS data collected from the community is collated, checked for quality and entered into a computerized system at the MMDA level. Also at the district level, an initial analysis of the data will be carried out. The output which will be used to inform district level planning.

viii. Civil Society Organisations (NGOs, Media, Children's Organisations)

In every MMDA, participating district, district-based Non-Governmental Organisations (NGOs) providing direct services to children in/at risk of child labour will also be involved in the GCLMS. They will play key roles in the verification of identified victims of the WFCL who qualify for social services. They will also help in tracking beneficiaries to ensure that services provided are satisfactory, well utilised and sustainable. The media has been deeply involved in CLMS not only by providing critical visibility to unconditional and hazardous WFCL but also educating and mobilising the society to support the fight against it. They will continue to play and improve upon the investigation and reportage on child labour violations and interventions. Children are key partners in the GCLMS implementation. In community schools, they will help in the identification of their peers who are involved in the WFCL and also raise awareness among teachers and pupils. Nationally, child-based advocacy groups will play active role in calling national attention to the menace of child labour and the need to provide adequately for the welfare of the child.

ix. Community Participation and Ownership:

Community participation is a key ingredient in the GCLMS. Community agencies including schools, churches, women and youth groups, informal employers' associations and key community actors such as school teachers, Assemblymen/women, Unit Committee members, workers'/employers' groups, parents, religious leaders and social workers will be trained in the GCLMS. This will enable them to take part in community surveillance, identification, prevention, withdrawal and referral of children in, or at risk of the WFCL. They will also carry out awareness raising and social mobilization activities; promote the development and enforcement of the MMDA bye-laws and their own community rules and regulations and advocate for increase action against the exploitation of children.

4.7 GCLMS MANAGEMENT AND COORDINATION MECHANISMS

There will be a network of over 25 central agencies involved in the monitoring of child labour. These, including government agents, employers associations, organized labour and civil society organizations, will be functionally linked up in an active national stakeholders forum coordinated by the Ministry of Employment and Social Welfare, through its Child Labour Unit (CLU) of the Labour Department. The coordination will be done through the assignment of institutional mandates, roles and responsibilities to each partner; the sharing of knowledge and experience and periodic joint review meetings. At the national level, key partners will be aware of the various interventions and have access to a multi-sectoral resource provision that informed their respective GCLMS efforts and prevents unnecessary duplication. For instance, the bipartite agreements between employers and trade unions to include child labour clauses in collective bargaining agreements is known and utilised by the Labour Department during labour inspection in the formal sector. Also, the technical capacity provided by the Ghana Association of Teachers (GNAT) to its members will be utilised by the Basic Education Division of the Ministry of Education in the implementation of the ILO SCREAM Methodology in basic schools across the country.

The diagramme below depicts the functional linkages expected between GCLMS partner agencies and the coordination role of the Ministry of Employment and Social Welfare (MESW) through its Child Labour Unit (CLU).

Diagramme 3: Management Arrangements of the Ghana Child Labour Monitoring System (GCLMS)

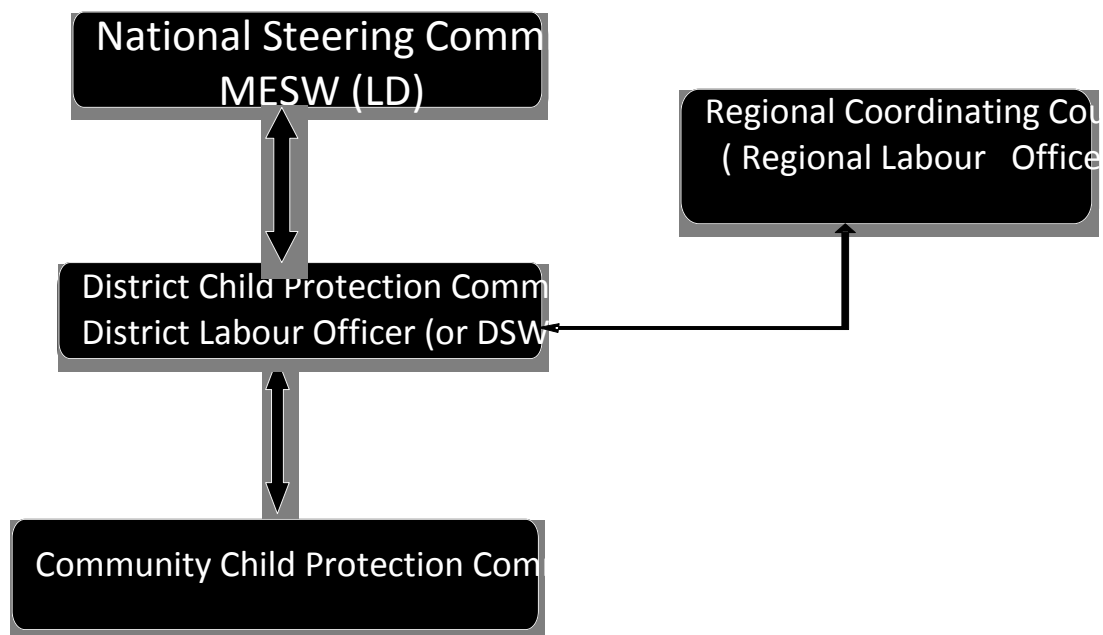
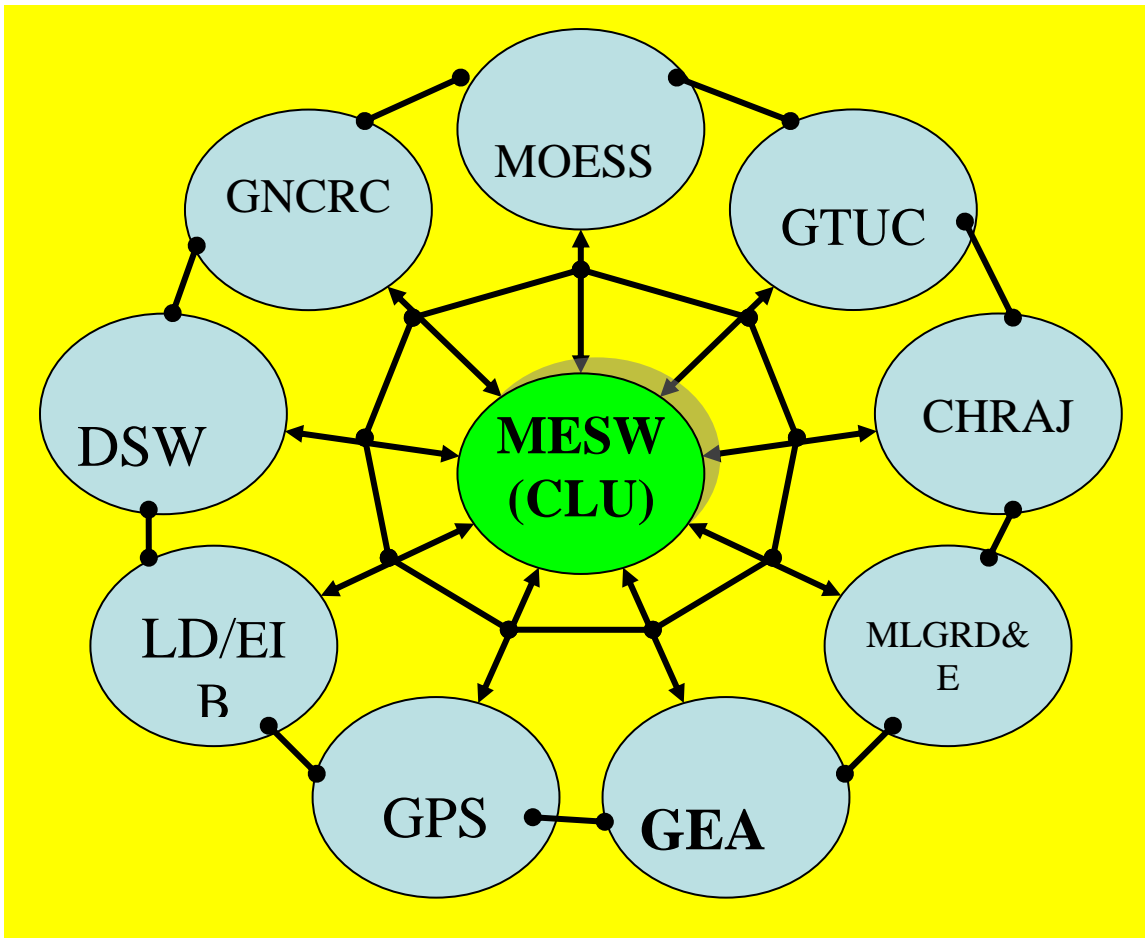


Diagram 4: GCLMS Functional Linkages**Key:**

Joint Action:  Information Sharing: 

- MESW: Ministry of Employment and Social Welfare
- MOE: Ministry of Education
- TUC: Trades Union Congress
- GEA: Ghana Employers' Association
- CHRAJ: Commission on Human Rights and Administrative Justice
- MLGRD: Ministry of Local Government, Rural Development and Environment
- GPS: Ghana Police Service
- LD: Labour Department
- CLU: Child Labour Unit
- EIB: Employment Information Branch
- DSW: Department of Social Welfare
- GNCRC: Ghana NGO Coalition on the Rights of the Child

4.8 REPORTING MECHANISMS

The Ministry of Employment and Social Welfare in consultation with the National Development Planning Commission, the Ministry of Local Government and Rural Development and other key partners will, in consultation with the NSCCL, design and support the application of a simple reporting system for transmitting monitoring information from:

- (a) the community and district levels to the national level, and vice versa with the feed-back; and similarly,
- (b) MDAs, Social Partners and CSOs to the NSCCL (National Policy) and vice versa.

Three types of reports will be developed:

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

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

4.9 CONCLUSION

The Ghana Child Labour Monitoring System (GCLMS) is the central reference information on the implementation of Child Labour Monitoring in Ghana. The mechanisms described represents the agreed modalities by which children in or at risk of Worst Forms of Child Labour (WFCL) can be identified and supported. Through this system there will be effective and efficient monitoring of child labour at the community, district and national levels. The GCLMS will facilitate the sustainability of all child labour interventions beyond projects. As a result of its emphasis on mainstreaming and linkage with existing institutional structures, child labour interventions will be integrated into the routine schedules of mandated national agencies.

The commitment shown by government in this endeavour is an indication of the sincere national ownership required to steer the effective implementation of the GCLMS; and the broad-based participation in the harmonization process, from the community through the district to the national level presents a justifiable anticipation of grass-root involvement in the implementation.

The collaborative support of Ghana government and donor partners has been a critical motivation for the production of this document and it is hoped that this support will be continuous through the roll out of the GCLMS.

This document represents the key reference information on Child Labour monitoring in Ghana.

ANNEX 1**DEFINITIONS AND TERMINOLOGIES**

Item	Terminology	Meaning
1	Bonded labour	A situation arising from a pledge by a debtor of his or her personal services or those of someone under his or her control as security for a debt. Those in bonded labour often find it impossible to extricate themselves from their situation, and may be trapped indefinitely. Many children are given as a collateral for a loan by their parents and become trapped in bonded labour
2	Casual work	Work occurring at irregular or infrequent intervals, or occasionally. For example, contractors in plantations frequently employ children as cheap casual labour, who may engage in dangerous task
3	Child	For purposes of the GCLMS, a child is a person below 18 years of age
4	Child labour	Any work that deprives the child of his/her education, health, dignity, physical, social, moral and mental development. It is the involvement of a child in work that is harmful and not in the best interest of the child.
5	Community Child Protection Committee (CCPC)	These are Committees formed at the community level to perform specific tasks on eliminating child labour in their respective communities.
6	Community Surveillance	It is a deliberate and consistent observation in the community with the purpose of identifying children who are in or at risk of Worst Forms of Child Labour

1.		
7	Domestic service/ domestic work	Work performed in the domestic setting that includes a wide variety of tasks (e.g. looking after children, preparing food, house cleaning, washing and ironing, and caring for the sick).
8	Economic activity	Most productive activities, whether for the market or not, paid or unpaid, for a few hours of full time, on casual or regular basis, legal or illegal. To be counted as economically active in a survey, a child must have worked for at least one hour on any day during a seven-day reference period (It is work for pay, profit or family/household gain - GSS)
9	Employer	A person/organization who engages the services of another, however short, for pay or profit.
10	Employers' Organizations	Any association of employers for the promotion of their interest.
11	Forced labour ⁷	"All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily" or "Work or service that is exacted from a person under threat of a penalty and for which that person has not offered himself or herself voluntarily"
12	Formal education	The system of formalized transmission of knowledge and values operating within a given society usually provided through state-sponsored schools.
13	Formal Sector	The total number of businesses in an area, region, or country, whose activities are registered with the government.
14	Hazardous work	Work which by nature and/or circumstances has the potential to harm the health, safety and moral of the child.
15	Informal Sector	All activities that are "unregulated", all escape institutional regulations.
39	ILO Convention No 182 on the Worst Forms of Child Labour (WFCL)	Convention on the prohibition and immediate action on the Worst Forms of Child Labour, adopted in Geneva in 1999
16	Labour market	A system consisting of employers as buyers, and workers as sellers, the purpose of which is to match job vacancies with job applicants and set wage rates.
16	Light work	Work which is not likely to harm the health or development of the child and does not affect the child's attendance at school or the capacity to benefit from school work. It is under supervision and does contribute to the socialization of the child. This type of work should however be limited for a few hours a day only and should not be allowed to interfere with the child's education, health, safety, morals or the general development.
17	Minimum Age Convention No. 138	Minimum Age Convention requires ratifying countries to set minimum age levels for admission to employment, and

⁷ Definitions from Art. 2 of the Forced Labour Convention No. 29 and Art. 117 of the Labour Act, 2003 (Act 651)

		for light work and hazardous work. (Yet to be ratified)
18	Minimum Age for Employment	The Minimum Age for admission of a child to employment fifteen (15) years
19	Migration	Movement of persons from one geographic area to another for the purposes of settlement.
20	Non-formal education	Any organized educational activity outside the established formal school system, whether operating separately or as an important feature of some broader activity that is intended to serve identifiable learning objectives.
21	Peer pressure	Strong motivation coming from within a group of people of about the same age, social status, political affiliation, or the like, regarded as forming a sociological group sharing a common set of values.
22	Poverty ⁸	Want or scarcity of means of subsistence. 'Poverty is represented by degrees of deprivation of basic human needs, including food, safe drinking water, sanitation facilities, healthcare, shelter, education and information.' Income poverty refers to the level of income that cannot meet basic needs. It is a multi-dimensional phenomenon.
24	Basic education	Elementary education given to children from the time they first attend school until they complete compulsory education.
26	Ratification	A solemn undertaking by a state, formally accepting the terms of a convention, thereby becoming bound to apply it.
27	Slavery	Slavery is when one person completely controls another person, using violence to maintain that control, exploits him/her economically, pays him/her nothing and the enslaved cannot freely walk away.
28	Social partners	For the purposes of this document, the term refers to employers' and workers' organizations engaged in dialogue or partnership with government in the determination of social and labour policies.
32	Human Trafficking ⁹	'The recruitment, transportation, transfer, harbouring, trading or receipt of persons within and across national borders by (a) use of threats, force or other forms of coercion, abduction, fraud, deception, the abuse of power or exploitation of vulnerability, or (b) giving or receiving payments and benefits to achieve consent. (2) Exploitation shall include at the minimum, induced prostitution and other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs. (3) Placement for sale, bonded placement, temporary placement as service where exploitation by someone else is the motivating factor shall also constitute trafficking.'
33	Transitional education	Any form of education designed to integrate or re-integrate children into the formal school system.

⁸ Definition from MOWAC July 2009 publication on children, titled, 'Children in Ghana'

⁹ This definition is taken from the Human Trafficking Act 2005 (Act 694)

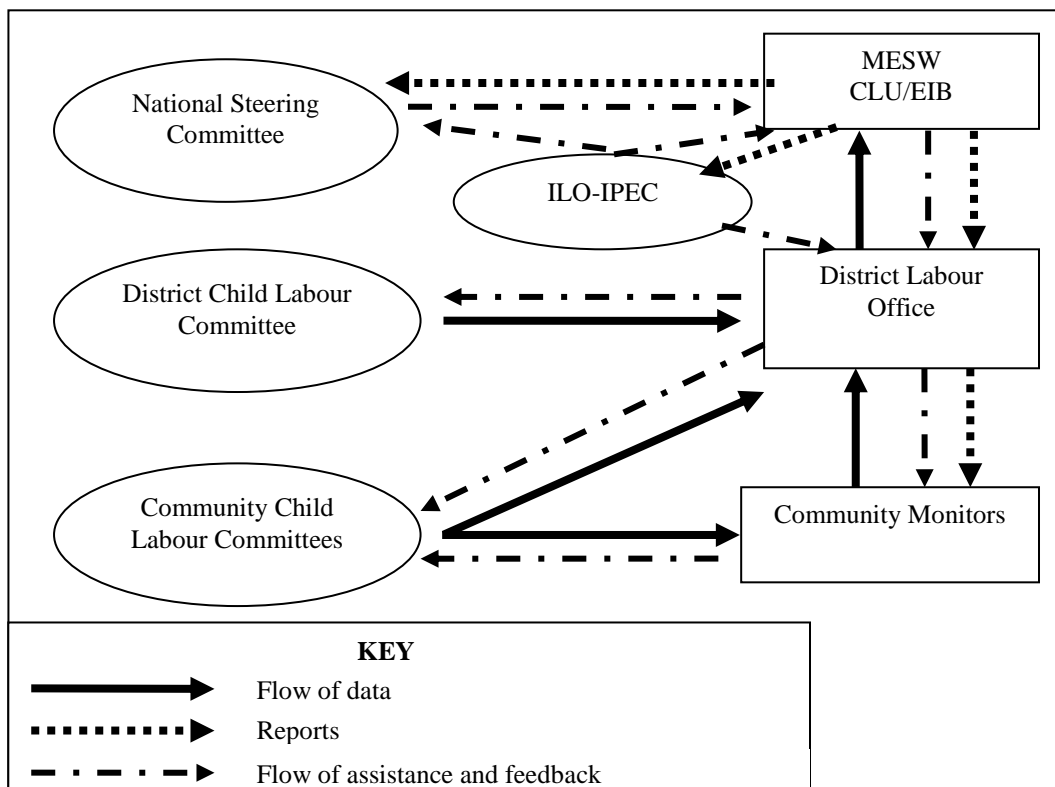
34	Tripartite	The term used to describe equal participation and representation of government, employers' and workers' organizations in bodies both inside the ILO as well as at the national and enterprise level
36	Vocational training	Activities aimed at providing the skills and knowledge required for employment in a particular occupation, or a group of related occupations, in any field of economic activity.
38	Working conditions	The physical, social and managerial factors affecting a worker's job environment.
2.	Worst forms of child labour	All forms of slavery and practices similar to slavery; the use, procuring or offering of a child for prostitution, for the production of pornography, for pornographic performances, and for illicit activities, and work which is likely to harm the health, safety or morals of children. (Ref. ILO Convention 182)

ANNEX II
OPERATIONAL STRUCTURES OF THE PREVIOUS CLMS

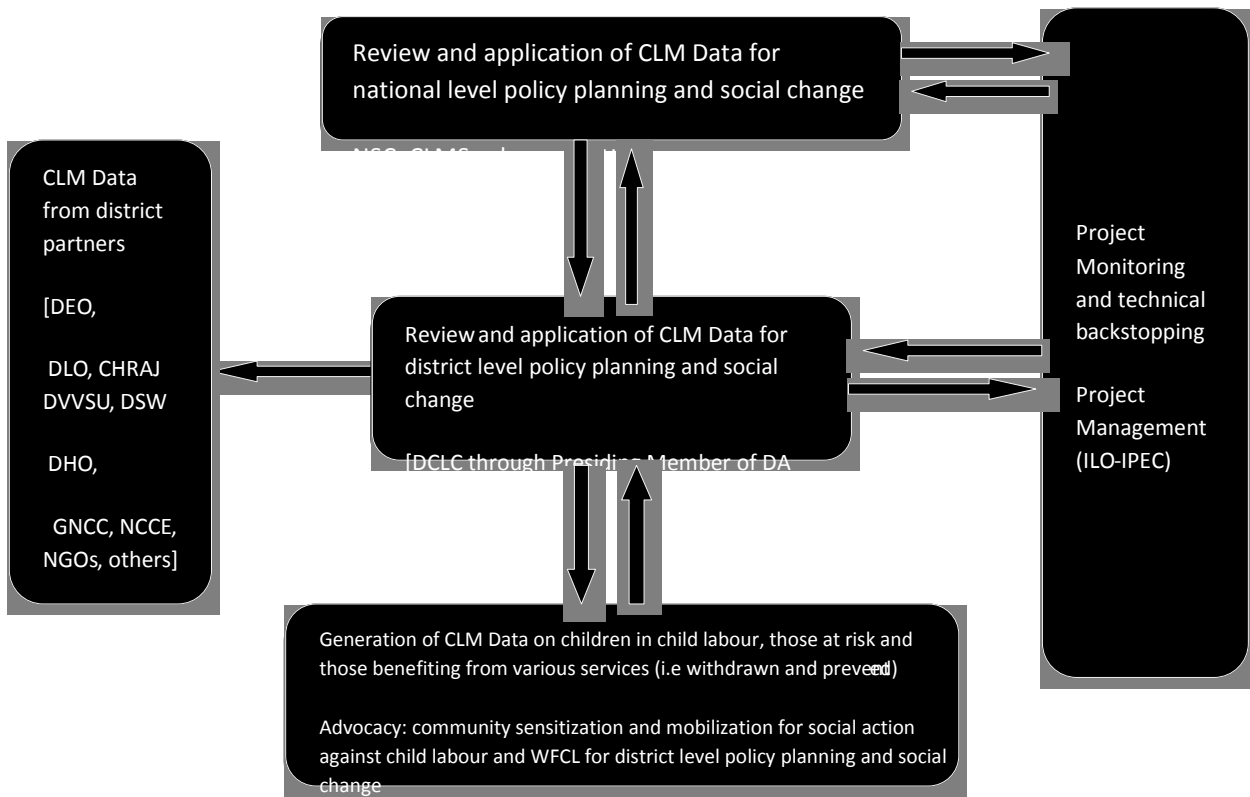
Operational Structure of the Ghana Country Programme Tracking Database



The WACAP Child Labour Monitoring System



Operational Structure of the I-CLMS



Operational Structure of the Community Child Labour Monitoring

Figure 1: CERTIFICATION PROCESS - SCHEMATIC PRESENTATION OF NATIONAL SURVEY & COMMUNITY BASED MONITORING & ROLES & RESPONSIBILITIES OF ACTORS (WHEN IT IS FULLY IMPLEMENTED)

