

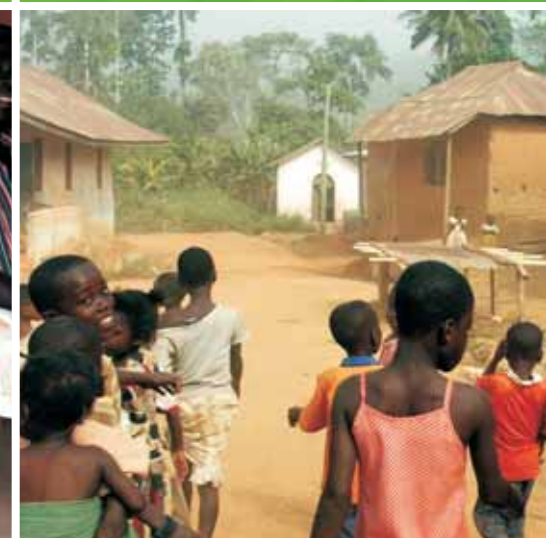
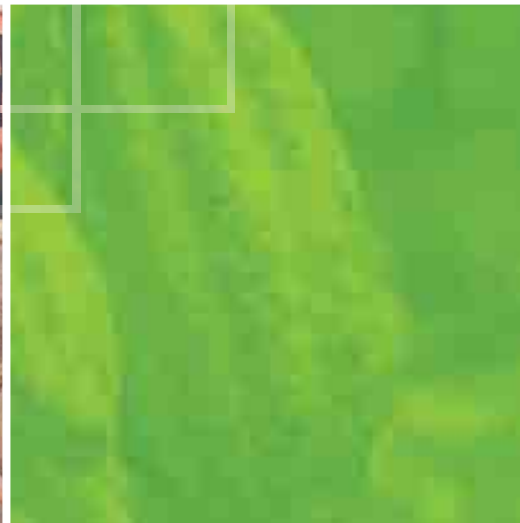
Rooting out child labour from cocoa farms

Paper No. 3

Sharing experiences



International
Labour
Organization



*Rooting out child labour
from cocoa farms*

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IPEC

Rooting out child labour from cocoa farms. – Paper No. 3: Sharing experiences

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Preface

Of the ILO's estimate of 218 million child labourers from 5-17 years old in the world, about 70 per cent are working in agriculture. These children work on small family farms or large plantations, caring for domestic animals, weeding and harvesting, collecting fodder and fuel. A countless number of these children are missing out on school and many are regularly exposed to serious hazards and exploitation. The extent to which agricultural work is harmful or beneficial to children depends on a number of factors, including the type of work they do, the hours they work, their age and their access to education. It also depends on whether or not they are separated from their families for long periods, and the degree to which they are exposed to specific hazards. Children who work on family farms – which characterize most child agricultural workers – are by no means immune to the many hazards associated with agriculture.

The problems related to agricultural child labour are particularly acute in sub-Saharan Africa, where nearly 30 per cent of all children under the age of 15 are thought to be working. International media attention at the beginning of the decade on the use of child labour in cocoa farming in West Africa under appalling conditions placed a glaring spotlight on just how harmful and hazardous agricultural work can be for children, particularly in areas of extreme rural poverty. This increased concern about child labour in cocoa and other crops in the region and the urgent need for immediate action to address it at all levels gave rise to the ILO-IPEC technical assistance programme to combat hazardous and exploitative child labour in cocoa and commercial agriculture called WACAP. From 2002 to 2006, WACAP supported projects in five countries: Cameroon,

Côte d'Ivoire, Ghana, Guinea and Nigeria. Overall, the programme was very effective in raising awareness, mobilizing stakeholders, building capacities or organizations in the countries and removing several thousand children from hazardous work in agriculture. Most importantly, it demonstrated that working with communities to help them resolve their own problems related to child labour can make a substantial difference in keeping children out of the workforce.

The four papers in this series, *Rooting out child labour from cocoa farms*, synthesize the knowledge and experiences acquired from implementation of the WACAP programme in the individual countries.

- *Paper No. 1: A synthesis report of five rapid assessments*
- *Paper No. 2: Safety and health hazards*
- *Paper No. 3: Sharing experiences*
- *Paper No. 4: Child labour monitoring – A partnership of communities and government*

They are complemented by training manuals for education practitioners and farmers.

- *Rooting out child labour from cocoa farms – A manual for training education practitioners: Ghana*
- *Training resource pack on the elimination of hazardous child labour in agriculture*

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Abbreviations

ACASA	Anti-Child Abuse Society of Africa	INADER	Institut National pour le Développement Rural (Guinea)
AGRAAD	Association Guinéenne de Recherche Action et d'Alphabétisation pour le Développement (Guinea)	LUTRENA	Lutte contre la Traite des Enfants à des Fins d'Exploitation de leur Travail en Afrique de l'Ouest et du Centre (an IPEC subregional project)
AICD	Alliance Internationale pour la Coopération et le Développement Durable	NGO	Non-governmental organization
ANADER	Agence Nationale d'Appui au Développement Rural (Côte d'Ivoire)	NSC	National steering committee
ASA	Afrique Secours et Assistance	ODECO	Organisme de Développement, d'Études, de Formation et de Conseils au Cameroun (Cameroon)
ASED	Association Sauvons les Enfants Déshérités	PAC	Project advisory committee
CEDEP	Centre for the Development of the People	REDEF	Resource Development Foundation
CIFED	Centre d'Information et de Formation pour l'Environnement et le Développement (Cameroon)	ROLEP	Réseau des Organisations de Lutte contre l'Exploitation des Enfants dans les Plantations (Côte d'Ivoire)
CPC	Country project coordinator	SCREAM	Supporting Children's Rights through Education, the Arts and the Media
CTA	Chief technical adviser	SOCODEVI	Société de Coopération pour le Développement International (Canada)
EPAG	Environmental Protection Association of Ghana	SOF	Serve the Orphans Foundation
FAO	Food and Agriculture Organization of the United Nations	SPCIA	Sauver le Patrimoine Communautaire d'Intérêt Agricole (Guinea)
FEMAD	Femme Action Développement	STCP	Sustainable Tree Crops Programme
FONJAK	Fondation Fritz Jakob	TFU	Tonikoko Farmers Union (Nigeria)
FRADE	Fraternelle (la) de Développement	UNESCO	United Nations Educational, Scientific and Cultural Organization
GAWU	Ghana Agricultural Workers' Union	UNICEF	United Nations Children's Fund
GDP	Gross domestic product	WACAP	Programme to Combat Hazardous and Exploitative Child Labour in Cocoa/Commercial Agriculture in West Africa
ICI	International Cocoa Initiative		
IITA	International Institute for Tropical Agriculture		

1. Introduction

From 2002 to early 2006, the International Programme on the Elimination of Child Labour (IPEC), ILO's largest technical assistance programme, carried out a subregional project to halt child labour in the cocoa and commercial agricultural sector in West and Central Africa. Stakeholders attest that the project, known as WACAP¹, made a substantive and durable contribution to eliminating child labour from commercial agriculture, particularly the cocoa sector, in the five countries where it was active, (Cameroon, Côte d'Ivoire, Ghana, Guinea and Nigeria). One in Atwima Mponua District in Ghana, speaking for many others, described WACAP as an "eye-opener on child labour issues". They recognized that it was a very worthwhile intervention, although perhaps too short lived, and suggested that it be documented for the use of others.

This report is a synthesis of the experiences, outcomes and lessons learned from implementing WACAP in the five countries. While it highlights the emerging successful strategies, of which there are many, it also explores the project's limitations and weaknesses in the face of numerous contextual and programmatic challenges.

WACAP was implemented in the five countries and duly adapted to the particular context of each. Project components covered:

- **capacity building** for numerous individuals and organizations on how to deal with child labour;
- **awareness raising and social mobilization** amongst families, children and communities as well as public and private sector agencies;

Box 1: IPEC's strategy to eliminate child labour

The International Programme on the Elimination of Child Labour (IPEC) is a technical cooperation programme of the International Labour Organization (ILO). As the world's leading technical cooperation programme on child labour, IPEC promotes the implementation of the ILO Minimum Age Convention, 1973 (No. 138) and the ILO Worst Forms of Child Labour, 1999 (No. 182). In line with these Conventions, IPEC's overall goal is the progressive elimination of all forms of child labour, with a priority on the worst forms. IPEC works with governments, employers' and workers' organizations, as well as with non-governmental organizations to strengthen national capacities to address the problem. It also promotes a worldwide movement to combat child labour.

Typically, IPEC supports partners to:

- begin dialogue on the issue of child labour, determine the nature and extent of the problem, and create awareness in the community and the workplace;
- develop and implement time-bound measures which aim at preventing and eliminating child labour;
- withdraw children from hazardous work;
- provide acceptable alternatives to children withdrawn from child labour and/or their parents/guardians;
- improve the working conditions in non-hazardous and non-exploitative work for children above the legal minimum working age;
- assist governments to develop programmes to fulfil their obligations to eliminate child labour, with a priority on the worst forms, in accordance with the International Labour Conventions on child labour.

¹ WACAP full project title: Programme to combat hazardous and exploitative child labour in Cocoa/Commercial Agriculture in West Africa.

- **social protection**, including education and training, options for working children, children-at-risk of starting work and their families, including withdrawing children from child labour;
- **community-based child labour monitoring**; and
- **enhancing the knowledge base** on the problem and sharing of information generated by the project.

The pilot interventions to remove children from work and get them into education or training generally functioned well. WACAP demonstrated that children can be removed from child labour in cocoa production and returned to school if there is sufficient awareness among parents and the community about the hazards of child labour. Over 13,000 children were withdrawn from child labour by WACAP or prevented from starting work, mainly through the provision of schooling or training and health services.

Additionally, measures to help families of children withdrawn from child labour also proved to be important. Over 1,500 family members across the five countries benefited from income generating activities and other services, such as health advice and counselling. The extent and impact of this component was not as great as had been expected, mainly because collaboration that had been planned and negotiated with other agencies through considerable effort ultimately did not come through. This was the case particularly in Côte d'Ivoire as a result of the conflict situation. At the project planning stage, it was envisioned:

The project will make an effort to reach a larger number of families with the training, income-generation, credit-loan intervention through linkages with other programmes, such as the Canadian-funded SOCODEVI.^{2, 3}

Capacity building, awareness raising, rallying support and reviewing what could and had worked to remove children from child labour was organized through WACAP. Often it is

difficult to implement interventions aimed at withdrawing children from child labour unless awareness raising has already taken place amongst their parents, guardians and the communities. Regular and continuous sensitization proved very effective in improving their understanding of child labour in agriculture and helped gain their commitment to take action. Vast numbers of people were reached through these awareness-raising campaigns.

Implementing agencies, including government departments, trade unions, employers' associations and non-governmental organizations developed processes that allowed communities to participate in decisions about how best to reduce child labour. These agencies were responsible for putting into action the various components of WACAP.

At the end of WACAP, the continuation of the pilot initiatives and sustainability of their impact were left primarily in the hands of governments and other stakeholders in the countries. A network of committed and enabled agencies, groups and individuals had emerged who had experience in sensitizing communities, withdrawing children from child labour, linking these children and their families to the services they needed, monitoring the children to ensure they continued to be safe, and so on. Above all, they had come to believe that child labour was not the right option for their children and together they could make a difference. The outcomes and the enthusiastic involvement of stakeholders in the process illustrate that attitudes towards child labour in agriculture can be changed if individuals and communities can understand the logic behind the need to change. For such change to occur, there is need for a realistic vision, concrete action, and involvement of many levels of society.

This report provides a brief synthesis of the WACAP experience in terms of emerging successful strategies and challenges encountered. It also notes what appear to be its major outcomes in the five countries and

² Société de coopération pour le développement international.

³ Source: IPEC: *Programme to combat hazardous and exploitative child labour in Cocoa/Commercial agriculture in West Africa (WACAP)*, project document (Geneva, 2002), p. 29.

illustrates how multi-faceted approaches can fuse together within a coherent and coordinated framework to make action effective and sustainable in the long-term. The report recognizes the creativity, innovativeness, the willingness of stakeholders to take a chance even in cases of uncertainty, and their courage to break with traditions that harm children.

Documenting experiences provides a means of learning from them with the view to improvement, but also to application elsewhere. Enhancing institutional memory, ensuring that important information is not lost or forgotten, but is shared with others is an important aspect of IPEC's work.

1.1 Sources of information

The primary source of information for this report came from a WACAP stakeholder meeting in April 2006 entitled "Experiences, lessons learned and the way forward". In addition to WACAP/ILO-IPEC staff, the participants included government officials and representatives of employer organizations, trade unions and non-governmental agencies that were involved in some way with WACAP in the five participating countries (see Annex 1). Representatives from cocoa associations and a representative from the cocoa industry were also present and interviewed for this report.

Further details came from five country reports on lessons learned and emerging good practices, one for each of the participating WACAP countries (see Annex 2). Information on strategies applied also came from special questionnaires sent to WACAP project staff in each country. The questionnaires collected information on what worked and what did not work while implementing WACAP on the ground.

Background information on child labour was provided by IPEC headquarters staff, IPEC fact sheets, training resources and other publications, which are listed in Annex 2.

1.2 Structure of this report

In Chapter 2 some background and the particular circumstances of the WACAP project are presented. The context for each WACAP participating country is sketched in Chapter 3, with information on how WACAP operated and the quantitative results achieved through the project. Chapter 4 outlines the strategies that were adopted in the region through the WACAP framework, with examples from each WACAP participating country. In addition to the conclusions presented in Chapter 5, an outline of how the national WACAP stakeholders intend to follow up on the achievements is also provided, which reinforces the significance of the contextual and programmatic challenges highlighted in the document.

2. Background and history of WACAP

2.1 The hazards for children in cocoa farming

Fermented, roasted, and ground cocoa beans that are taken from the pod of the tropical cocoa tree are the major ingredients of chocolate. More than 70 percent of the world's cocoa originates in West Africa. Regrettably, cocoa production is one of the agricultural sectors where children (boys and girls) below the legal minimum age for employment can be found working in unhealthy and even dangerous circumstances. Often this work is inappropriate for their age and their physical and mental capabilities. At the turn of the millennium, media reports of child labour, slave labour and trafficking in West Africa placed a spotlight on child labour, particularly in cocoa production.

Growing and harvesting cocoa has remained labour intensive in West Africa, as have other forms of agricultural production, such as rice and cashew nuts cultivation. Pods that grow on the cocoa tree are harvested or plucked using short, hooked blades mounted on long poles to reach the highest pods. The pods are then opened with a long knife called a *machete*. The pulp and cocoa seeds are removed and stored for several days to undergo fermentation. The fermented pulp trickles away, leaving behind cocoa seeds to be collected. The fermented seeds are spread out and dried in the sun, unless drying machines are available to speed up the process. The seeds are eventually packed into sacks, which can weigh between 60 to 90 kilograms, and sold and exported. The chocolate manufacturers subsequently take over, roasting and grinding the seeds, adding ingredients, blending, heating, and completing the process of making chocolate.

The fall in producer prices for cocoa and coffee on the world market that started in the 1980s contributed to the deteriorating conditions of rural populations in the production areas. Other factors were soil exhaustion and diseases. It is highly probable that under these conditions,

characterized by a significant increase in poverty of the producers and highly labour-intensive production methods, producers depended more and more on the use of family labour (including children) and unpaid or underpaid hired child labour.⁴

Children have been found to be involved in all stages of cocoa production in West Africa. Many children who work in cocoa production miss out on schooling and their work can be dangerous. For instance, they use *machetes* to clear fields; they mix and apply pesticides and do so without protective gloves or masks; they pluck cocoa pods and slice them open using dangerous implements, and so on. The major safety and health hazards for children engaged in growing and harvesting cocoa include:⁵

- Musculoskeletal injuries from repetitive and forceful movements involved in cutting down the pods, and also from lifting and carrying the heavy sacks of cocoa beans;
- Injuries from machetes used in cutting down the pods and in breaking them open, ranging from minor cuts to severing of body parts;
- Skin abrasions;
- Poisoning and long-term health problems from using or being exposed to pesticides;
- Concussions or other injuries from being hit by falling cocoa pods;
- Snake and insect bites;
- Exhaustion from working long hours;
- Heat exhaustion from working for a long time in hot conditions without adequate water;
- Skin cancer due to the high levels of sun exposure;
- Sexual abuse of young girls and sometimes young boys, particularly if they are alone and working in plantations away from their home;
- Stress from trying to perform adequately.

Paper No. 2 of this series, *Rooting out child labour on cocoa farms: Safety and health hazards*, provides details on the hazards and risks involved in cocoa production.

⁴ Source: IPEC: *Programme to combat hazardous and exploitative child labour in Cocoa/Commercial agriculture in West Africa (WACAP)*, project document (Geneva, ILO, 2002).

⁵ IPEC: *Hazardous Child Labour in Agriculture: Cocoa*, Safety and health fact sheet (Geneva, ILO, 2004).

Box 2: When *helping out* on the farm becomes *child labour*

Drawing a distinction between acceptable forms of work undertaken by children (which may be seen as positive) and child labour that must be eliminated can be difficult.⁶ Child labour for elimination comprises work that is mentally, physically, socially or morally dangerous and harmful to children. Child labour typically interferes with the schooling of children, obliging them to leave school early, or try to combine school and work which makes for long hours without rest, or making it impossible for them to attend at all. To help action against child labour, the ILO sets international standards⁷, including the criteria for fixing the minimum working age in each country. Work is considered acceptable if the children have reached the minimum age (usually 14 or 15 years) where the tasks or conditions are not classified as “hazardous”⁸, or if they are at least 12 (or 13) years and working only a few hours a week in light work without hindrance to schooling. Child labour in cocoa and agricultural production is often overlooked because it occurs in the rural and informal sector and, therefore, is mainly invisible.

It is common that children in rural areas engage in agricultural activities in some form, whether seasonal to coincide with crop cycles and/or school holidays, or full time out of necessity. In West Africa, as in many parts of the world, the participation of children in agricultural work, alongside adults is a valued tradition. Children are likely to travel with a parent or guardian to work and at times are placed in the households of other members of the extended family in order to study or participate in an apprenticeship. While such children are expected to “help out” in their adopted homes, doing agricultural work (or domestic chores) for their board and keep, such work can easily turn into child labour.

In the cocoa industry, many children work on small family farms of five to six hectares, the products of which are sold to local markets or consumed by the families themselves. Another category of children work on large plantations, where one or two crops are cultivated for export. These children usually live with their parents on the plantations. Generally, they are not employed directly by the farm owner, but work with their parents according to seasonal and other demands. Seasonal demands are particularly high during harvesting, while other demands may be imposed by circumstances, such as illness or death in the family. Often, orphans have little choice other than to work wherever they can.

2.2 Commitment to international labour conventions on child labour

In most countries, it is illegal or considered exploitative if a child below a certain age works (except for light household chores). An employer is thus not allowed to hire a child below this age. The minimum legal age for admission to employment or work depends on the country and is determined by national legislation. For instance it can be set at 14, 15, or 16 years, but should not be lower than the end of compulsory education according to the Minimum Age

Convention (No. 138) – adopted by ILO member states in 1973. The minimum age for nationally listed “hazardous” work should be 18 years. However, national laws or regulations may permit light work of children from 13 (or 12) years of age that:

- is not likely to be harmful to their health or development; and
- does not affect their attendance at school, their participation in vocational orientation or training programmes approved by the competent authority or their capacity to benefit from the instruction received.⁹

⁶ IPEC has specific briefing material on these distinctions available at: <http://www.ilo.org/public/english/standards/ipecc/>

⁷ The fundamental ILO standards on child labour are: the Minimum Age Convention (No.138) and Recommendation (No.146), and the Worst Forms of Child Labour Convention (No.182) and Recommendation (No.190).

⁸ IPEC: *Steps toward determining hazardous child labour: A toolkit of reference materials and practical examples* (Geneva, ILO, 2006). See also, ILO: *The end of child labour: Within reach* (Geneva, 2006) and F. Hagemann et al.: *Global child labour trends 2000 to 2004* (Geneva, ILO, 2006) for the global estimation of children involved in child labour, and especially in hazardous work.

⁹ Article 7 of the ILO Convention No. 138.

Table 1: Status of legal instruments in five WACAP participating countries

	Cameroon	Côte d'Ivoire	Ghana	Guinea	Nigeria
UN Convention on the Rights of the Child	Ratified	Ratified	Ratified	Ratified	Ratified
ILO Convention 182 on the Worst Forms of Child Labour (1999) ¹⁰	Ratified June 2002	Ratified Feb 2003	Ratified June 2000	Ratified June 2003	Ratified Oct 2002
ILO Minimum Age Convention 138 (1973) ¹¹	Ratified Aug 2001	Ratified Feb 2003	—	Ratified June 2003	Ratified Oct 2002
Minimum age for work (years) ¹²	14	14, 12 for domestic work and light agriculture work	15, 19 for hazardous work	16, 12-16 for light work including some agriculture work	Under 15 prohibited from working in commerce & industry. No more than 8 hours a day allowed for agriculture or domestic work
Exception or younger age for agriculture ¹³	14 for all sectors, exception may be authorised	Light agriculture work is permitted at 12. Labour code does not apply to contracts less than 3 months	Under 15 may perform light agriculture tasks under family supervision	Yes, younger age for agriculture work	There is no minimum age for light agriculture work
Convention 184: Safety & health in agriculture (2001) ¹⁴	—	—	—	—	—
Compulsory education ending age 2002/2003 ¹⁵	Until 6-11	6-15	6-14	7-12	6-14
Primary completion rate, total (% of age group) ¹⁶	55% for 2000; 70% for 2003	45% for 2000	58% for 2000; 62% for 2003	Unavailable (Net primary enrolment % of relevant age group = 53% for 2000)	Unavailable

¹⁰ Source: ILOLEX Database of International Labour Standards.

¹¹ Source: ILOLEX Database of International Labour Standards and ILO Bureau for Workers' Activities Child Labour in Agriculture: *A Survey of National Legislation* (Geneva, ILO, 2000).

¹² <http://www.ilo.org/ilolex/english/convdisp1.htm>

¹³ ILO Bureau for Workers' Activities Child Labour in Agriculture: *A Survey of National Legislation* (Geneva, ILO, 2000).

¹⁴ Source: ILOLEX Database of International Labour Standards and ILO Bureau for Workers' Activities Child Labour in Agriculture: *A Survey of National Legislation* (Geneva, ILO, 2000).

¹⁵ <http://www.uis.unesco.org/TEMPLATE/html/Exceltables/education/compulsory.xls>

¹⁶ Key Development Data and Statistics – World Bank Accessed on 4.4.06 Primary completion rate is the total number of students successfully completing (or graduating from) the last year of primary school in a given year, divided by the total number of children of official graduation age in the population.

Of course, implementing the minimum age for work is more complicated when children are not employed as such, but toil on family farms. Some countries make an exception in relation to minimum age for work in agriculture. Table 1 outlines exceptions in the five WACAP countries.

The Worst Forms of Child Labour Convention (No. 182) is concerned with child labour which is so severe that it must be eliminated as a matter of urgency. It includes forced labour, such as child trafficking and debt bondage, as well as hazardous work – defined as work, which, by the nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of children. Due to its hazardous nature, children's work in certain aspects of agriculture is often considered one of the worst forms of child labour. Convention No. 182, the most speedily ratified International Labour Convention to date, has been ratified by all five WACAP countries (Table 1).

The United Nations Convention on the Rights of the Child is a universally-agreed set of non-negotiable standards and obligations around children's rights to help meet their basic needs and to expand their opportunities to reach their full potential.¹⁷ These basic standards set minimum entitlements and freedoms that should be respected by governments.

There is also a worldwide consensus and a commitment towards basic education for all children. In April 2000, 164 countries gathered in Dakar, Senegal, for the World Education Forum and adopted the Dakar Framework for Action, Education for All. This initiative specifies that no child should be denied the opportunity to complete a good quality primary education. Child labour must not stand in the way of education.¹⁸

The general international consensus is that children should not be engaged in activities threatening their health and safety, or those that interrupt their education. As a result of ratifying Conventions and making commitments

such as those outlined in Table 1, many countries have specific policies, laws, decrees, children's acts or employment acts that specify rights of children. However, these words must be brought into action and reality. For example the Education for All initiative obliges governments to ensure that goals and targets for education are reached by 2015.

Even when conventions are ratified and national laws enacted, the enforcement of laws that give effect to obligations under ratified Conventions is a challenge for many governments and requires leadership, responsibility and commitment. Poverty often leaves parents/guardians with little choice other than to allow their children to work from an early age. Indisputably, national anti-poverty measures are required. In agriculture, government labour inspection systems may be absent or ineffective, and the use of children in cultivation, animal husbandry and farming in general is not deterred. Agricultural extension agents are generally not trained on child labour in agriculture issues. Labour inspectors do not deal with small-scale family based farms. Poverty, HIV/AIDS, inadequate schooling facilities, ignorance, demand, and lack of choices all lead to an indifference to child labour on part of the community and law enforcer. Cultural factors, particularly in the agricultural sector often condone child labour as natural and a continuation of what their parents did from an early age.

2.3 The Cocoa Protocol and the creation of WACAP

The cocoa industry and governments of producing countries were placed under scrutiny in 2000 due to media reports alleging that children were being trafficked and employed in large numbers in hazardous work and in slave-like conditions in West Africa. Following persistent newspaper reports, a television documentary asserting the use of slave labour, increasing concern and reaction from consumer groups, and the threat of legislative action in the United States, the cocoa industry

¹⁷ More information on this Convention is available from UNICEF at: <http://www.unicef.org/crc/>

¹⁸ Dakar Framework for Action Education For All: Meeting Our Collective Commitments. World Education Forum Dakar, Senegal, 26-28 April 2000 http://www.unesco.org/education/efa/ed_for_all/dakfram_eng.shtml

responded with a commitment to improve the well-being of cocoa farmers and to ensure that cocoa is produced without child labour.

A broad partnership was launched which brought together stakeholders, including industry, governments of producing countries, employers' organizations, trade unions, consumer groups, international organizations, and non-governmental agencies. The ILO, as the lead United Nations agency dealing with child labour, was asked to play an advisory role. As a first step, this partnership agreed on a Protocol,¹⁹ known as the Harkin-Engel Protocol,²⁰ that was signed by the Chocolate Manufacturers Association and the World Cocoa Foundation on 19 September 2001 in Washington with signatories and witnesses from industry groups, the United States, Ghana and Côte d'Ivoire governments, the ILO, trade unions, and activist groups.

The Protocol recognizes "the ILO's unique expertise and welcomes its involvement in addressing this serious problem." It further elaborates: "The ILO must have a 'seat at the table' and an active role in assessing, monitoring, reporting on, and remedying the worst forms of child labour in the growing and processing of cocoa beans and their derivative products." More specifically, the Cocoa Protocol calls upon major stakeholders to establish "a joint action programme of research, information exchange, and action to enforce the internationally recognized and mutually agreed upon standards to eliminate the worst forms of child labour in the growing and processing of cocoa." It also calls for the establishment of "independent means of monitoring and public reporting on compliance with those standards." Among key actions called for in the Protocol are the development and implementation of "credible, mutually acceptable, voluntary, industry-wide standards of public certification" by industry in partnership with other major stakeholders.

Various steps were taken as a result of the Cocoa Protocol. The International Cocoa Initiative (ICI) was established in 2002 to work towards responsible labour standards for cocoa growing. ICI, with representatives of the global chocolate industries, international trade unions, and concerned child labour organizations supports the ILO global campaign to bring good working practices to the cocoa industry.

Surveys were undertaken in the cocoa producing countries of West Africa to find out more about child labour in cocoa production. Strong pressure was exerted on governments, particularly the government of Côte d'Ivoire, to follow through on their international obligations. The governments in West African countries responded in various ways; many focused initially only on trafficking of children for work in cocoa plantations rather than the underlying problem of child labour in agriculture and its complexity. The government of Côte d'Ivoire sought assistance from the ILO on the elimination of child labour in cocoa production.

The ILO's response consisted of technical assistance through WACAP, with funding from the United States Department of Labor and the cocoa industry's Global Issues Group – International Confectionery Association. WACAP enabled IPEC to support the concerned governments and stakeholders to assess, monitor, report on, and demonstrate viable strategies for preventing and remedying the worst forms of child labour in cocoa growing and production. In addition to the technical assistance, the ILO's involvement in the multi-stakeholder process to address the problem also included *advisory services* to the national governments and the ILO social partners²¹ and stakeholders within the countries and to the global industry and non-industry partnership, particularly through the International Cocoa Initiative.

¹⁹ Full title: Protocol for the growing and processing of cocoa beans and their derivative products in a manner that complies with ILO Convention 182 concerning the prohibition and immediate action for the elimination of the worst forms of child labor.

²⁰ The Protocol draws its name from United States Senator Tom Harkin and the United States Congressman Eliot Engel, who were concerned about identifying and addressing abusive child labour practices in the cocoa-growing areas of West Africa and lobbied for the protocol.

²¹ ILO social partners refers to employers' and workers' organizations who, together with governments, comprise ILO constituents in the countries.

An existing programme to improve production and reduce chemical use in tree crops was already underway in Côte d'Ivoire, Nigeria, Cameroon, Ghana and Guinea. This project, the Sustainable Tree Crops Programme (STCP), was funded by the United States Agency for International Development (USAID), among other donors, and implemented through the International Institute for Tropical Agriculture (IITA) based in Nigeria. WACAP intended to complement and create synergies with other initiatives, particularly the farmer field schools, of this IITA-implemented project, by covering Cameroon, Ghana, Guinea and Nigeria, plus Côte d'Ivoire.

2.4 A set of comprehensive objectives under WACAP

WACAP, with a subregional project office in Accra²², was implemented in Côte d'Ivoire, Cameroon, Ghana, Guinea and Nigeria. Within the project's overall five objectives, each country component was tailored to the country's specific situation.

The five overall objectives focused on:

1. Building capacities of partners

Public and private sector agencies were provided training to build their capacities to plan, initiate, implement, monitor, and evaluate action to combat child labour. Many of these agencies were also involved in the implementation of various project actions, and these in particular were advised to integrate child labour prevention and elimination as part of their agenda or programme.

2. Raising public awareness and mobilizing stakeholders²³

Awareness raising initiatives were not limited to the concerned public and private sector agencies, but were taken to the communities

so that the children and the families would also be aware of issues related to child labour, particularly hazards for children in the cocoa/agriculture sector. Awareness was also raised about viable alternatives to child labour.

3. Implementing model social protection activities to directly aid children and families

Model interventions were tested for the withdrawal of children from work, removal of workplace hazards for those of working age, and provision of appropriate alternative options for them and their families. Typical protection activities included enrolling children, who had been withdrawn from child labour, in formal or non-formal education. Older children were offered skills or vocational training. Families were supported to take on new economic activities to enable their children to refrain from child labour. Children of working age were provided with protective clothing and gear and made more aware of work hazards.

4. Setting up a child labour monitoring system

Based on IPEC's previous experience, the project established community-based child labour monitoring systems to identify worksites where children might be working and to monitor the situation of children withdrawn from work to see that they are placed in and continue to benefit from social protection services. Child labour monitoring of workplaces, in this case farms, helps deter other children being engaged to replace those who have been removed.

The situation of children withdrawn and prevented from child labour was to be monitored and verified through a credible, affordable and sustainable child labour monitoring system. Community-based monitors were trained to conduct monitoring visits,

²² It was planned to situate the project office in Abidjan as of 1 October 2002, but in view of the political conflict in Côte d'Ivoire, IPEC, in consultation with donors and key stakeholders, decided to establish the office in Accra in January 2003.

²³ The stakeholders are the ILO tripartite constituents (i.e., representatives of governments, employers' and workers' organizations), project beneficiaries and target groups, implementing and collaborative agencies for ILO action programmes, those with a particular interest or impact on the issue, and those in a formal or informal partnership on a specific issue. In the case of cocoa, the local and global cocoa industries would also be stakeholders.

detect child labour and assess the different types of hazards and working conditions that are harmful to children. Databases recorded the situation of specific children in the project areas and also captured trends and information on child labour.

5. Improving the knowledge base on child labour in agriculture

Enhancing the knowledge base through action-oriented research and an information dissemination system was also a goal of the programme. The documentation, analysis, synthesis and sharing of experiences from each country were specific outputs of WACAP.

2.5 The agricultural sector and cocoa in the project countries

For each of the five WACAP participating countries, agriculture as a sector adds at least 25 per cent value to GDP²⁴ (almost 44 per cent for Cameroon). As indicated in table 2, in Cameroon, Côte d'Ivoire and Ghana the agricultural population²⁵, or those that depend on agriculture for their livelihood and their dependents, is nearly or just over half the total population. In Guinea, over 80 percent of the population depends on agriculture, whereas in Nigeria only about a quarter of the population depends on agriculture.

Table 2: Population, GDP, GNI, contribution of agriculture

	Cameroon	Côte d'Ivoire	Ghana	Guinea	Nigeria
Population, total million (2004) ¹	16.4	17.1	21.1	8.1	139.8
Agriculture population, millions (2000) ²	7.9	7.7	11	6.8	38
Surface area (sq. km) thousand ¹	475.4	322.5	238.5	245.9	923.8
Gross national income (GNI) per capita \$US (2004) ³	800	770	380	460	390
Gross domestic product (GDP) \$US billion ¹	14.7	15.3	8.6	3.5	72.1
Value added in Agriculture (% of GDP) (2004) ¹	43.9%	25.3%	35.3%	24.9%	26.4% (2003)

¹Source: World Bank: *Key Development Data and Statistics*, accessed on 4.4.06 <http://web.worldbank.org>

²Source: FAO: *FAOSTAT* data, 2006.

³GNI per capita (formerly GNP per capita) is the gross national income, converted to U.S. dollars using the World Bank Atlas method, divided by the midyear population. GNI is the sum of value added by all resident producers plus any product taxes (less subsidies) not included in the valuation of output plus net receipts of primary income (compensation of employees and property income) from abroad.

²⁴ GDP is defined as the market value of all final goods and services produced within a country in a given period of time.

²⁵ The agricultural population also includes all persons depending for their livelihood on hunting, fishing or forestry and their non-working dependants.

Chocolate and other cocoa products are in demand worldwide. Two-thirds of all cocoa products are consumed in Europe and North America. World demand for cocoa products has grown strongly over the years. Global production increased by 99 per cent in the last 30 years (to 2004). According to the FAO, world cocoa production was estimated at 3.2 million tonnes in 2004-05.

West Africa continued to be the leader in world cocoa production in 2005, with roughly 70 per cent of the world total.²⁶ A large part of this comes from Côte d'Ivoire, which is the source of 40 per cent of the world's cocoa. Table 3 lists the main cocoa producing countries in the world, with Ghana in second position behind Côte d'Ivoire and Nigeria and Cameroon in fourth and sixth place respectively.

Table 3: Top cocoa producing countries

Cocoa bean production (metric ton)	Year 2005
Côte d'Ivoire	1,330,000
Ghana	736,000
Indonesia	610,000
Nigeria	366,000
Brazil	213,774
Cameroon	166,754
Ecuador	137,178
Malaysia	33,423

Source: FAO: *FAOSTAT*, data, 2006

Guinea is not among the top cocoa producing countries. In gross production terms Guinea grows very little cocoa compared with the other WACAP countries. However, given the

importance of agriculture in the country and evidence of child labour there, Guinea was included in the WACAP programme with the additional focus on child labour in the production of cashew nuts, coffee and tea.

Cocoa processing continues to be undertaken predominantly in Europe and North America with the Netherlands and the United States as the world's two leading cocoa processing countries. However, there has been a steady increase in origin grindings of cocoa, partly as a result of government policies geared towards exporting value-added semi-finished products rather than raw cocoa beans. This has triggered investments in cocoa processing capacity at origin by multinational companies.²⁷

2.6 Child labour on cocoa farms and plantations

In each of the five WACAP participating countries, child labour in agriculture takes many forms and can be seasonal or full time. It is often to be found on family land and thus hard to detect, although child labour is also clearly present on larger farms and cocoa plantations.

In four of the countries where WACAP operated (Cameroon, Côte d'Ivoire, Ghana and Nigeria), surveys on labour practices in the cocoa/agriculture sector had been undertaken prior to the start of the project. With the ILO's advice, a child labour component was added to these studies. Furthermore, a community rapid assessment on child labour was carried out in Côte d'Ivoire.²⁸ Large numbers of children were found to be engaged in hazardous activities in cocoa farming in these countries, with an estimated 284,000 children clearing fields, the overwhelming majority of them – 200,000 – based in Côte d'Ivoire²⁹, and an estimated 153,000 children were reported involved in the application of pesticides.

²⁶ See: <http://www.worldcocoaoundation.org/Basics/Market/market.asp>

²⁷ International Cocoa Organization: *Annual Report 2003/2004*, page 13 available at <http://www.icco.org/anrep/anrep0304english.pdf>

²⁸ By the Sustainable Tree Crops Programme in the International Institute of Tropical Agriculture funded under the auspices of USAID/USDOL/ILO. August 2002

²⁹ IITA: *Child Labour in the Cocoa Sector of West Africa: A Synthesis of Findings from the Child Labour Investigations of the Sustainable Tree Crops Programme* (2002).

When WACAP started in the five countries, additional rapid assessments on child labour in cocoa/agricultural were carried out in Cameroon, Ghana, Guinea and Nigeria. (A synthesis of these assessments is provided in WACAP series *Paper No. 1: A synthesis report of five rapid assessments*.) These assessments were instrumental in initiating

debate on child labour in the cocoa sector within the countries and served as the basis for much of the awareness raising strategies on hazardous child labour. Thus, they served the extremely useful purpose of advancing discussion and knowledge on the nature of child labour in the cocoa/ agriculture sector.

3. Programme implementation and outcomes

Each country presents a different socio-economic context which posed specific challenges for the programme. This section summarises the child labour situation, the particular context for WACAP implementation and some of the significant outcomes achieved in each of the five participating countries.

3.1 Côte d'Ivoire

Cocoa exports are very valuable to the economy of Côte d'Ivoire, which produces more than 40 percent of the world's cocoa. In March 2001, Anti-Slavery International provided a videotape submission to the United States Department of Labor under Executive Order 13126³⁰ alleging the use of forced child labour in the cocoa industry in Côte d'Ivoire. The Department of Labor³¹ reviewed the submission and sought information on Côte d'Ivoire from various sources. Under pressure of negative media attention and the cocoa industry's commitment under the Harkin-Engel Protocol, the Côte d'Ivoire government committed to setting up a child labour monitoring and certification system.³² A failed coup attempt in September 2002 and the ensuing political turmoil and tensions initially delayed the implementation of WACAP in the country. Rebel forces claimed the northern half of Côte d'Ivoire. In January 2003, the rebel forces were granted ministerial positions in a unity government. Several thousand French and West African troops were in Côte d'Ivoire to facilitate the disarmament, demobilization, and rehabilitation process.³³ In April 2005, the government of the Côte d'Ivoire agreed with leaders of rebel forces to end all hostilities. Implementing that agreement proved difficult during WACAP's life cycle.

No doubt, the political situation in Côte d'Ivoire complicated WACAP implementation there as well as in the other project countries. Travel to

rural areas was often restricted under the United Nations security system. With no resolution to the conflict in sight and clock ticking for the project, WACAP's subregional office, which was to be located in Abidjan, was alternatively located in Accra, Ghana. With the relocation of the office and international staff to Accra, came a shift of some of the programming focus from Côte d'Ivoire to Ghana.

Political tensions aside, the allegations of child slavery and child labour in the context of cocoa were given high priority by the government in Côte d'Ivoire due to the importance of cocoa to the country's economy. A task force on child labour was established within the Prime Minister's office. One pilot area, Oumé, was selected for monitoring and piloting a certification system. In addition to support to the Ministry of Labour, WACAP collaborated with and provided assistance to the Prime Minister's office in its efforts in meeting obligations under the Harkin-Engel Protocol. Prior to WACAP there was no child labour unit in the Ministry of Labour. Such a unit was established with assistance from the programme.

According to the WACAP project staff in Côte d'Ivoire, the project's most important achievements were:

- technical advisory services to the government and other agencies for their involvement and the commitment in the fight against child labour; and
- a system put in place by WACAP and its partners to prepare children, through transitional education and counselling, before being integrated into formal schools.

³⁰ "Prohibition of Acquisition of Products Produced by Forced or Indentured Child Labor," (June 1999). The Executive Order is designed to prevent US federal agencies from buying products that have been made with forced or indentured child labour. <http://www.dol.gov/ILAB/regs/eo13126/main.htm>

³¹ The review is done in consultation with Departments of Homeland Security, State, and Treasury.

³² Comments Nadine Koffi Assemien, CPC Côte d'Ivoire.

³³ See <http://www.cia.gov/cia/publications/factbook/geos/iv.html>

In Côte d'Ivoire, 24 action programmes and other interventions³⁴ were implemented in 12 administrative departments.

These departments were: Abengourou, Alepe, Agnibilekro, Aboisso, Adzope, Agboville, Gagnoa, Daloa, Oumé, Soubre, San Pedro and Divo.

WACAP in Côte d'Ivoire reached 144 communities. Over 7,400 children were withdrawn from child labour or prevented from starting such work through education and training options. Over 600 parents/guardians were trained in various income-generation activities.³⁴

3.2 Cameroon

Cameroon's agricultural economy is relatively diversified with cocoa, coffee, rubber and timber. Of the five WACAP participating countries, Cameroon has the highest gross national income (GNI) per capita at US\$ 800.

WACAP began in Cameroon against a background of denial, non-commitment and a lack of awareness on why child labour in agriculture is unacceptable. The government's initial position was that there was no child labour or child trafficking in the country. Another ILO project (commonly called LUTRENA), which focused on the trafficking of children, had already initiated some action. Notwithstanding the denial, the launch of WACAP was very high profile. Covered by the media, it reached a wider than expected audience.

Over time, once sensitized the Government of Cameroon changed its perspective on child labour completely, moving from denial to determination to do something about the problem. Its commitment to combating child labour was demonstrated during World Day against Child Labour, celebrated for the first time in Cameroon on 12 June 2003. Government representatives agreed that, because of Cameroon's relative peace and strategic position in the Central African subregion, Cameroon could indeed be a trafficking route.

WACAP activities started later than planned in Cameroon. However, once action programmes took off, individuals in partner organizations worked extremely hard to meet project goals. A planning workshop brought stakeholders together to prepare a plan of action and to discuss overall project strategies in the context of Cameroon and determine how best to implement the various project components. The workshop allowed ILO specialists to inform the agencies about ILO's core work and how it relates to the fight against child labour. The involvement of the stakeholders at the start secured their commitment and helped overcome initial delays and setbacks.

According to the WACAP project team in Cameroon, the most effective components were successes in awareness raising on the issue of child labour, along with the social protection component of WACAP.

In Cameroon, 22 action programmes and other interventions were implemented in four Provinces; North West; South West; South and Central Province.

Fifty-five communities were reached in these provinces. Over 1,500 children were withdrawn from child labour, mainly through education/training options or health services, or prevented from starting such work. Some 600 parents/guardians were trained in various income-generating activities.

3.3 Ghana

Ghana grows 15 percent of the world's cocoa. The focus of the mounting international pressure had so far been Côte d'Ivoire. When WACAP established office in Accra in January 2003, there was still public denial of the existence of the problem, reiterating that the problem was an external one and not within its borders. The initial period was particularly challenging for WACAP. The situation in Côte d'Ivoire allowed for only sporadic attempts at project start-up in the country, and Ghana, where action could be started immediately, was in denial. Several months later and after numerous and various sensitization efforts, Ghana's official

³⁴ Other interventions included assessments, specific awareness raising campaigns, documentation of experiences, and similar work.



Children harvesting rice in Ghana.

acknowledgement of the problem came through and activities gained momentum. Moreover, the relocation of WACAP's subregional office to Accra from Abidjan added momentum to the project in Ghana.

WACAP heightened awareness considerably on child labour at the national level. Significantly, it contributed to the formulation of a national programme for addressing child labour in the cocoa industry under the auspices of the Ministry of Manpower, Employment and Youth. It would sustain the action started by WACAP and envisioned expansion of WACAP initiatives to all 67 cocoa growing districts in the country. The programme seeks to eliminate the worst forms of child labour in the cocoa sector by the year 2011. However, by the close of WACAP, the government's national programme was not funded. In the meantime, the District Assemblies, which are a form of local governance, agreed to sustain some of WACAP's activities until the start of the national cocoa programme. After initial reluctance to take on the issue, the Ghana Cocoa Board developed a plan of action, with support from WACAP, to sensitize and train its frontline officers so that they would address child labour. The Cocoa Board expressed commitment to supporting the government with its national programme on child labour in the cocoa sector.

Local stakeholders considered WACAP as a wake-up call for the Ministry of Manpower, Employment and Youth, local governments,

farmers, parents, communities and civil society. On the whole, the awareness raising/social mobilization component and the child labour monitoring system stand out as the most important achievements of WACAP in Ghana. Collaboration amongst various stakeholders at many levels was also important. Many of the models tested under WACAP were initially developed (or adapted from other IPEC experience) in Ghana and then further adapted in the other countries. Among these was the community-based child labour monitoring system, the trainers manual for farmers, another training manual for educators, and the adaptation of the IPEC SCREAM³⁵ methodology for child participation used in conjunction with the training of educators. In addition to cocoa, WACAP concentrated on child labour in a rice growing district (Kassena Nankana District).

In **Ghana**, 32 action programmes and other interventions were implemented in five Districts. The districts were Amansie West, Atwima Mponua, Kassena Nankana, Sefwi Wiawso, and Suhum-Kraboia-Coaltar.

In these districts, 52 communities were reached. Over 1,300 children were withdrawn from child labour, mainly through education/training options or health services, or prevented from starting such work. Over 260 parents/guardians were trained in various income-generating activities.

³⁵ SCREAM – Supporting Children's Rights through Education, the Arts and the Media.

3.4 Guinea

Guinea has the smallest population of the five participating WACAP countries and the smallest surface area. It has a wide range of natural resources. Bauxite, the raw material most widely used in the production of aluminium on a commercial scale, accounts for a very high percentage of export earnings in Guinea. Good soil and climate holds potential for high crop yields. WACAP in Guinea did not focus solely on cocoa production but on child labour in a number of agricultural crops.

WACAP was launched in the country at the end of 2003. Delays in starting the action programmes were experienced, but many of the target communities proved to be very motivated in the fight against child labour and demonstrated strong community cohesion. Ten agencies were involved in putting in place WACAP activities. Among these agencies were nine non-governmental agencies and a trade union. Government ministries in the social sector (Ministry for Employment and the Public Office, Ministry of Education, Ministry for Social Affairs and Childhood, and the Ministry for Health) gave institutional support for the implementation of WACAP.

Components of WACAP were carried out with real dynamism in all project sites. The efforts made by WACAP in Guinea were reported to be highly appreciated by various stakeholders. As in the other countries, there were many requests for information on the problem of child labour in commercial agriculture by partners and others.

Perceptions of decision makers about child labour in commercial agriculture were greatly improved and local leaders from the WACAP project sites developed a better understanding of how to tackle child labour. Another positive outcome was the setting up of a network of concerned actors to fight against child labour.

The social protection component was considered as particularly successful by WACAP Guinea staff, particularly because it incorporated other components of WACAP such as rallying people around the cause of child labour and capacity building.

In **Guinea**, 20 action programmes and other interventions were implemented in five prefectures covering three administrative areas.

These prefectures were Boké; Kouroussa; Mandiana; Macenta and Nzérékoré.

Close to 2,000 children were withdrawn from child labour, through education, training and other options, or prevented from starting such work. Some 340 parents/guardians were trained in various income-generating activities.

3.5 Nigeria

Nigeria is Africa's most populous state and has the largest surface area of the five WACAP participating countries. While it has the highest GDP of the WACAP countries, due largely to its oil production, it has the lowest GDP per capita. Nigeria was once a major producer of tropical vegetables and fruit, now only cocoa remains of its traditional agricultural exports.

WACAP's major action in Nigeria was delayed largely because the cocoa producing communities were unreceptive and opposed action. They considered WACAP's intervention as an accusation and a way of pushing up the price of their cocoa in the international market. Nevertheless, activities got underway focusing on the mobilization and involvement of the target groups in the communities where WACAP operated. Involvement of the target groups in the child labour campaign provided the platform for implementing other project activities. In the end, participation and community involvement was a major achievement in view of the initial opposition to WACAP in the cocoa producing communities.

The most important achievement of the WACAP project in Nigeria, according to the WACAP Nigeria team, was an increased awareness of the problem of child labour in agriculture in the WACAP districts. In all, over 200 villages within six communities were sensitized on hazardous and exploitative child labour.

The social protection component, particularly the provision of education, was also considered

by the WACAP project team as effective. However, the continued education of withdrawn children who had been returned to school was a concern of the project team. The establishment of the child labour monitoring system was the first of its kind in the country, and was influential at the national level. If the monitoring system is fully established and expanded after the close of WACAP, it will enable the country to keep tabs on child labour in agriculture and will also be helpful for following up to ensure that children withdrawn from child labour remain in school.

In **Nigeria**, 19 action programmes and other interventions were implemented in six cocoa producing communities of one state – Ondo State.

The communities reached in Ondo State are Bamikemo, Idanre, Ile-Oluji, Okeigbo, Owena and Wasimi.

Over 1,500 children were withdrawn from child labour, mainly through education/training options or health services, or prevented from starting such work. Over 500 parents/guardians were trained in various income generating activities.

3.6 WACAP in operation

At the subregional level, the project management team included an IPEC chief technical adviser (CTA) and a programme officer. They were responsible for project implementation and worked under the overall supervision of the ILO director³⁶ and the technical supervision of IPEC management based in Geneva. At the country level, a country project coordinator (CPC) was responsible for implementing the national component under the technical supervision of the project management team. To encourage broad-based participation of relevant agencies and experts in the implementation of WACAP, a project advisory committee (PAC) was established in each country. The PAC was to facilitate communication and information flow amongst its members with a view to their collaboration and coordination, to avoiding

duplication and to creating programmatic and political synergy. Two of the participating countries, Ghana and Nigeria, had already signed with the ILO the wider Memorandum of Understanding on child labour and pursuant to that each had in place a National Steering Committee (NSC) on child labour. In Côte d'Ivoire, the National Committee on Child Trafficking had been established under the Ministry for Families, Women and Children. In 2004, during the launch of WACAP, the Memorandum of Understanding on child labour between the ILO and Côte d'Ivoire was signed. WACAP coordinated with these national committees, as well as with other specific committees that were relevant to the issue of child labour in agriculture. Among these was the STCP Steering Committee.

WACAP coordinated with other IPEC national and subregional projects for increased synergy and integration on three levels: coordination mechanisms in project implementation; assurance of consistency in strategic approaches of all projects; and unified political dialogue. Among these were the trafficking in children project (LUTRENA), national programmes on child labour in Nigeria and Ghana, and the capacity building Africa regional project with components in Nigeria and Ghana.

As with all ILO projects, WACAP's key institutional points were the ministries of labour, employers' and workers' organizations. Partnerships were established with wide-ranging organizations, including ministries and departments of labour and education, and to some extent the ministries of agriculture, employers' organizations and the cocoa industry representatives within the countries, workers' organizations – particularly those working in the agricultural sector, non-governmental organizations and community groups, research institutes and universities, media groups, and the international cocoa industry and the cocoa foundation. Dialogue was also maintained with other UN agencies, particularly UNICEF, and donors.

³⁶ The ILO Office in Nigeria is responsible for Ghana, and therefore, had responsibility for the project management team based in Accra and the project components for Ghana and Nigeria.

IPEC worked through local and national implementing agencies³⁷ in each of the five countries. The implementing agencies were responsible for the 117 action programmes (box 3) and other interventions including rapid assessments, documentation of experiences, awareness raising campaigns and similar work, which contributed to the achievement of WACAP's objectives. The selection of these agencies was done according to IPEC's criteria and they implemented the action programmes in line with IPEC strategies and following ILO financial and other procedures. Among these agencies were governmental agencies, employers' and workers' organizations, and non-governmental organizations. Also involved in the programme were universities and media entities. A list of the implementing agencies in WACAP is provided in Annex 3.

Box 3: What is an IPEC action programme?

The IPEC action programme is a modality for implementing project activities through sub-contracts. Such sub-contracts are with non-profit agencies, including governmental agencies, employers' and workers organizations' and non-governmental organizations. These agencies constitute the project implanting agencies and work in collaboration with other partner agencies. Each action programme must contribute to the overall goal of a particular project.

The basis for IPEC action is the long-term political will and commitment of individual governments to address the problem of child labour. Such political commitment of governments is required in collaboration with employers' and workers' organizations, industry, non-governmental agencies and other interested parties. Securing the commitment of

parents, guardians and the communities at large is also essential. Without such broad-based commitment, achievements from action programmes, which often result in immediate benefits for the direct beneficiaries, would be difficult to sustain beyond the action programme duration.

3.7 Key quantitative achievements

WACAP's major quantitative achievements vis-à-vis its targets are noted in the tables 4-6.

Table 4 provides the numbers of children who were either withdrawn from hazardous child labour in cocoa/commercial agriculture or prevented from entering such work as per criteria used under IPEC projects. Annex 4 defines the terminology used in the heading of table 4.

Community authorities, leaders and members in general were mobilized to get involved in the fight against child labour and made indispensable contributions towards the achievement of WACAP's targets (table 5).

Parents/guardians of child beneficiaries were trained in various income generating activities including soap and pomade³⁸ making, poultry farming, rice parboiling and milling, oil extraction from groundnuts and shea butter, for example. Some who were already farmers attended the Sustainable Tree Crops Programme's Farmers' Field Schools to learn how to improve the quality of their production practices. Some were also provided with basic education/literacy classes and provided information on savings and credit schemes and were provided with start-up tools such as a husking machine or a sprayer. Table 6 gives the total numbers of family members assisted in these ways.

³⁷ "Implementing agencies" are those with which there is an ILO contractual arrangement to implement specified activities under the project. "Collaborating agencies" are those which contribute to or participate in the project action according to specified criteria but where there is no contractual arrangement. "Partner agencies" refer to agencies who are stakeholders in some way but do not necessarily have contractual or collaboration arrangements. Implementing and collaborating agencies are also considered as partners or partner agencies.

³⁸ Pomade is a traditional medicinal cream.

Table 4: Children withdrawn and prevented from child labour

Country	Target	Educational services	Non-educational services	Actual total
Côte d'Ivoire	6,000	7,478	0	7,478
Cameroon	1,000	1,383	134	1,517
Ghana	1,000	1,016	304	1,320
Guinea	700	799	1,127	1,926
Nigeria	1,000	1,017	528	1,545
Total	9,700	11,693	2,093	13,786

Table 5: Communities reached through WACAP action

Country	Target	Actual total
Côte d'Ivoire	17	144
Cameroon	5	55
Ghana	5	52
Guinea	5	43
Nigeria	5	6
Total	37	300

Table 6: Parents/guardians benefiting directly

Country	Target	Actual total
Côte d'Ivoire	Not specific	600
Cameroon	Not specific	605
Ghana	Not specific	266
Guinea	Not specific	340
Nigeria	Not specific	505
Total	500	2,316

4. Strategies applied and lessons learned

The strategies of WACAP were linked and interdependent. Each component benefited from the impact of the other components, and in turn impacted them. For example, awareness on why child labour is not acceptable was required before children could be withdrawn from hazardous work. Much depended on how the intended beneficiaries and stakeholders interpreted child labour and envisioned solutions.

Sometimes even successfully tested and well-planned strategies can be constrained and ineffective because of lack of commitment on part of governments, social partners and civil society. After an initial period of sensitization and settling in, WACAP was able to draw on the commitment and dedication of governments at all levels, parents and guardians of working children, employers of children, teachers, individuals in the community, members of unions representing the agricultural sector, cooperatives, producer groups, cocoa industry agencies, individuals working in non-governmental organizations, those working in the media, and many others.

This section highlights some strategies that were implemented through the WACAP project framework in the five countries. Although there was not sufficient time for the project impact to be felt fully, the overall WACAP plan and strategy was considered by many stakeholders, and in particular the children withdrawn from child labour, to be far reaching.

The lessons learned, which are provided at the end of each strategy, are derived from the recommendations and comments made by WACAP project staff and partners in the five WACAP participating countries. Additionally, through a questionnaire, WACAP staff and partners were asked to give suggestions regarding what they would do differently if given a second chance, or if they were involved in a future project of a similar nature. Useful insight and recommendations were provided and these are reflected in this paper. The fact that a point has been made in the form of a lesson learned does not imply that WACAP staff and partners did not actually implement it. Rather, the point is stressed as advice for future programmes to

combat hazardous and exploitative child labour in agriculture. Also, where an example is cited from one country this does not necessarily exclude the attribution of the lesson learned to the other countries in the project.

4.1 Awareness raising and sensitization

A clear message about the difference between child labour and acceptable work for children of legal working age is the starting point for creating awareness on child labour. Understanding the distinction between the two is often difficult at first. In each of the five countries there was a need to engage parents, guardians, implementing agencies and others in discussions on the matter. Information sessions were organized and sensitizing activities, which reinforced the differences between the two concepts, assisted in the change in attitudes over time.

Time and again, WACAP was confronted with the belief that child labour was in fact a natural means of transferring skills in farming from parents, guardians and families to children. It was seen as a means of preparing children to one day take over the farms. Parents and guardians were often ignorant of the harmful effects of child labour on the physical and emotional development of young children. The messages on hazardous child labour were harmonized with those on education as a means for families to break the bonds of poverty. Creative and innovative strategies were used to pass on these messages. These included house-to-house sensitization, drama/theatre that the communities could relate to, advocacy by role models (including former child labourers), production and distribution of flyers and posters. Messages about child labour were broadcast on television, radio and in the newspapers. A wide range of information on child labour in agriculture, particularly in the cocoa sector was provided to parents, individuals, trade unions, non-governmental agencies, students, the media, employers' associations, other UN agencies and so on. The community or village

child labour committees, established with support from the project, were involved in sensitizing the community at large. Special events, such as World Day against Child Labour, the ILO-IPEC Red Card campaigns at the African Cup of Nations³⁹, New Year celebrations, and cocoa days were used to highlight the issue.

In **Cameroon**, awareness raising on child labour transformed the government's attitude on the issue from denial of the problem to enthusiastic commitment to take action. Numerous articles on child labour and WACAP also appeared in both French and English language newspapers. A video documentary was produced as part of the BBC World series on child survival. Stakeholders recognized that awareness raising must be done on a continuous basis, rather than as a once off activity. Village child labour committees, which were set up at the project sites, helped raise awareness within the communities.

In **Côte d'Ivoire** considerable success was achieved in clearing up the general misunderstanding about what is hazardous child labour and what is acceptable work. A video on child labour in cocoa production was produced. The Ministry of Labour's list of hazardous labour in agriculture for children under 18 years, as well as Conventions No. 138 and No. 182, were printed and disseminated largely in the communities and amongst stakeholders. In

addition to this, sketches and drama performances were used to improve children's understanding about child labour.

CEDEP, an implementing partner in **Ghana**, raised awareness at the national, district (which included the district assembly), and community levels. It targeted opinion and traditional leaders, religious groups and other key persons including parents and the children. Involving parents and guardians in implementation activities made it easier to clarify many misconceptions. One-to-one dialogue and counselling of parents and guardians enabled them to articulate underlying beliefs that contributed to child labour. At celebrations and community events (*durbars*), the parents were encouraged to keep their children in school. Some of WACAP's implementing agencies in Ghana were able to link the children with the government's implementation of a grant for education. The termination of school fees by the Government through the Capitation grant was highlighted as an opportunity for parents to keep their children at school. The Ghana Agricultural Workers' Union (GAWU), in collaboration with the Kassena Nankana District, also embarked on extensive awareness raising aimed at parents, farmers, community leaders and district authorities and philanthropists. At the time the project ended, about 20 individual philanthropists were supporting some of the children to retain them in school.



Members of a community child labour committee in Ghana

³⁹ The ILO has a Red Card to Child Labour Campaign involving sports personalities. With support from FIFA, ILO-IPEC teamed up with the African Football Federation to launch this global campaign against child labour at the African Cup of Nations in 2002.

Emerging lessons from awareness-raising initiatives

- **Awareness raising and social mobilization can be effective when sufficient time and resources are devoted.** Drama, posters, flyers, role-play, documentaries and radio discussions are all reliable means of raising awareness at the district and community levels, while national media is important for gaining widespread attention. Projects requiring extensive awareness raising, do well with a comprehensive communication strategy.
- **Community-wide sensitization is more effective than that restricted to only programme areas.** In Guinea, for example, it was found that sensitizing for action programmes is best when developed with a focus on the community as a whole, rather than solely on beneficiaries.
- **Sensitization is not a one-time, but an on-going activity.** WACAP Ghana and Cameroon noted the importance of continuous and aggressive public relations sensitization for the general public on child labour. All countries noted that considerable time is required for the messages to be absorbed for impact.
- **Convincing the parents and employers is effective.** All countries reported that convincing parents and employers about the hazards of child labour through dialogue was a more effective than an accusatory approach.

Peer education was an important awareness raising strategy in **Guinea**. Children were actively involved in all rallies and campaign programmes. Articles on WACAP's activities were published in the newspapers and on web sites. Community meetings were organized, sensitization sessions conducted in mosques and churches, and discussions were held with families. A video documentary was also produced. Artists and *griots*⁴⁰ were involved in dissemination of information through plays, songs and drama. An implementing agency, CNTG, organized a poetry contest on the theme of hazardous work in commercial agriculture. Children, from remote areas were invited to the ceremony. The presence of the Minister for Education and the Minister for Social Affairs and Children, as well as important individuals in trade union federations sent an important message to these children and their families from the rural areas. Rural radio broadcasts contributed, specifically in Boké, Haute Guinée and N'zérékoré to getting people's attention.

In **Nigeria**, WACAP's awareness-raising efforts centred on getting articles in national daily newspapers and news and features on television. The Ministers of Information and Labour were reported as praising WACAP for championing the campaign to eradicate child labour. WACAP actively solicited the support of the Nigerian Television Authority and the Federal Radio Corporation of Nigeria, so that

these two stations would cover the issue of child labour in agriculture. WACAP (in conjunction with the Sustainable Trees Crops Programme and a project for the Improvement of Cocoa Marketing and Trade) sponsored an integrated media programme both on radio and television for 13 weeks. This programme highlighted the issue of child labour on cocoa farms and its radio jingles became popular.

Other awareness raising activities used in Nigeria included highlighting the issues through workshops, rallies, posters and football matches, sensitizing traditional rulers and community leaders, working with opinion leaders, and farmers. The growing attention to cocoa production by the government of Nigeria resulted in the declaration of a National Cocoa Day in March each year. This day will provide recurring opportunities in the future to highlight the question of child labour and cocoa production in national debates.

Knowledge, attitude and perception studies were undertaken in **Ghana** and **Nigeria** to determine how WACAP could change the deeply embedded attitudes that accept child labour as normal. The participation of children themselves in the campaign against child labour elicited the support and sympathy from community leaders. In some schools, implementing agencies were able to organize peer-to-peer action so that children could reach

⁴⁰ West African poet, singer of eulogies, and wandering musician.

out to other children. They were encouraged to compose songs, which appealed to parents to consider their future and envision education as the lasting legacy they can leave for them. Such songs elicited deep emotions.

4.2 Institutional capacity building and training

The WACAP project succeeded in training and empowering many individuals and organizations with knowledge and proficiency to deal with specific child labour problems and put in place responses. Implementing agencies were also trained on reporting and project management (see section 4.8 on building capacities of implementing agencies).

Farmers were given opportunities for training in areas that would provide them with alternative incomes beyond cocoa (see section 4.6 concerning income generating activities). Agricultural workers or facilitators were trained, often in collaboration with the Sustainable Tree Crops Programme, as part of the farmer field schools strategy. Benefits of the training were amplified when the farmer field school facilitators trained other farmers. Teachers and educators were trained on child labour issues and teaching techniques. Specific manuals were produced under WACAP for both target groups of trainers of farmers and teachers/educators.

In **Nigeria**, over 30 facilitators associated with the Sustainable Tree Crops Programme were

trained by WACAP, who in turn sensitized cocoa farmers. The spin-off effect of this was that over 1,200 cocoa farmers were reached by these facilitators with messages on child labour. This process of sensitization is on-going. Modules on child labour were included in training of trainers manuals for farmer field school facilitators.

Workshops to train those in charge of the education system took place in **Côte d'Ivoire** so that they would understand the causes and consequences of child labour, and how child labourers have special education needs. A handbook for sensitizing and training trainers was prepared.

In **Cameroon**, training inputs and materials for farmer field schools were also developed with the Sustainable Tree Crops Programme.⁴¹

The Ministries of labour in Côte d'Ivoire, Cameroon and Ghana in particular were trained on child labour monitoring concepts, database management and child labour monitoring report analysis and writing. Several training sessions for various staff were organized under the project and training materials were developed and pilot tested.

Regional workshops on the theme of stopping child labour were organized using IPEC products such as the SCREAM⁴² capacity building package. For example, in **Ghana** training of trainers was done for teachers and other educationists from the districts. They were also

Emerging lessons from capacity building interventions

- **Capacity building and training activities work best when tailored to the participants.** Different training materials are required when working with farmers than when working with teachers. Training materials for government officials require more emphasis on legislation, enforcement and national commitments, whereas training materials for non-governmental organizations focus generally on providing services to target groups and other community-based action, and training for educational practitioners more focused on the special needs of the ex-child labourer.
- **Long-term capacity building requires a full training programme.** This includes training needs, assessment, training and re-training, assessment of impact, and adjustments. To go through this entire cycle requires time and long-term commitment.

⁴¹ Implemented through the International Institute for Tropical Agriculture IITA by USAID.

⁴² SCREAM is an education pack which supports Children's Rights through Education, the Arts and the Media. More information on SCREAM available at: <http://www.ilo.org/public/english/standards/ipsec/scream/>

provided training on child labour issues using this pack in the Kasena Nankana district. An education and child labour manual was prepared (see education section below). This manual has given teachers insights on how to involve children in the fight against child labour. A manual which helps teachers understand child labour and cope with ex-child labourers in their classroom was also prepared for **Cameroon, Nigeria, Côte d'Ivoire** and **Guinea**.

Training and capacity building created a cadre of individuals ready to tackle child labour issues in a systematic manner. For instance, in **Guinea**, it was found that a new generation of social agents was equipped and operating with IPEC methodologies and IPEC implementation strategies.

In **Nigeria**, WACAP linked with the international community's efforts to achieve Education for All by organizing a training workshop for teachers on child labour and the importance of education in combating it. Twenty-five trainers drawn from the Federal Ministry of Education and the States' Universal Basic Education Units participated.

In **Côte d'Ivoire**, the Labour Inspectorate organized a workshop for labour inspectors in Grand Bassam. Funds for workshop were shared by two ILO projects (LUTRENA and WACAP) and the International Cocoa Initiative, while the ILO provided expertise as well. An important recommendation from the workshop was that a child labour unit should be created at the department of the Labour Inspectorate. This was done with support from IPEC through WACAP.

4.3 Child labour monitoring

The situation of children withdrawn from work in agriculture and prevented from child labour was to be monitored and verified through child labour monitoring in the project areas of each of the five countries. These child labour monitoring systems were to be credible, affordable and sustainable.

IPEC expertise in setting up child labour monitoring (CLM) systems, particularly in agricultural contexts, enabled WACAP and its stakeholders to adapt systems swiftly to the West African context. **Ghana** was the first among the WACAP countries where the child labour monitoring system was designed, established and implemented, with **Côte d'Ivoire** following. National reports, as a result of collating and analysing monitoring data on child labour, were produced in both these countries. The child labour monitoring systems in the other three countries were only initiated on a pilot basis before the close of the project.

As there was great interest of stakeholders in information on the achievements of the child labour monitoring system in Ghana and Côte d'Ivoire, a separate paper is produced in this series that documents the process of setting up a community-based monitoring system in each of the two countries, the lessons learned, and the challenges and conclusions drawn from the experience.⁴³ The child labour monitoring component of WACAP has also contributed significantly to IPEC's knowledge on this subject.⁴⁴

In **Ghana**, the monitoring system was set up at three levels: community, district and national. Community child labour committee members in 52 communities provided the institutional and policy support at the grass roots level, while the community monitors and supervisors performed the monitoring functions within the communities and advised on child labour issues. District child labour monitoring committees oversaw the community level, verified the raw data and provided it to the national level. The preparation of the monitoring reports was done at the national level.

Setting up the monitoring system in Ghana enabled the Child Labour Unit and the Employment Information Bureau in the Ministry of Manpower, Employment and Youth as well as other stakeholders (focal persons, monitors and supervisors of the Child Labour

⁴³ *Rooting out child labour on cocoa farms in West Africa – Paper No. 4: Child labour monitoring – A partnership of communities and government.*

⁴⁴ WACAP staff participated in two IPEC workshops organized to share child labour monitoring experiences: in Naivasha, Kenya (July 2005) and in Turin, Italy (October 2005).

Committee) to collect and utilize relevant data for monitoring and assessing the situation of the children involved in labour in the cocoa areas and the child labour trends in those areas. It also succeeded in mobilizing district and national partners to take decisions that led to the development programmes at the district level as well as to the development of a national cocoa programme to scale up WACAP interventions.

The child labour monitoring system was the first comprehensive data collection system on child labour in **Côte d'Ivoire**. The system was up and running before the WACAP project ended. It was organized around six departmental committees, and 24 community child labour monitoring committees were in place. The database managed by the Child Labour Unit at the Ministry of Labour was adapted from that of Ghana, and contained baseline and monitoring information of more than 6,000 children. WACAP also provided training and technical support for the child labour monitoring set up in Oumé by the Prime Minister's Office.

In **Cameroon**, the child labour monitoring system was operational on a limited basis and allowed collecting and analysing data on child labourers. Village committees on child labour were set up in each of the project sites. The first child labour monitoring report was almost ready by the time the project ended. The Ministry of Labour passed a budget of US\$ 40,000 in the National Assembly for continuing child labour monitoring activities after the project's end.

In **Nigeria**, the establishment of the monitoring system was the first of its kind in the country. In addition to monitoring the child labour situation, the system was to ensure that the children continue their education. Implementation of this component had not advanced by close of the project.

Lessons learned regarding child labour monitoring are elaborated in *Paper No. 4: Child labour monitoring – A partnership of communities and government* of this series.

4.4 Highlighting occupational health and safety issues

For children working in cocoa production or other agricultural work, exposure to pesticides, fungicides, and other toxic chemicals was found to be common, resulting in ailments such as intoxication, eye and skin irritation, as well as respiratory problems. Ailments resulting from performing repetitive tasks and carrying heavy loads were documented in all five WACAP countries, with suggested actions for avoiding such problems. Other documented health problems included physical ones such as deep cuts from machetes, and psychological problems such as exposure to sexual assault whilst out in the cocoa plantations or in fields away from villages.

Further information on health and safety issues is provided in *Paper No. 2: Safety and health hazards*. Information on specific hazards that children face when working in cocoa production were highlighted in WACAP studies has also been included in general ILO-IPEC training materials on child labour in agriculture.

In **Côte d'Ivoire** it was noted that the WACAP project led to requests for materials on how to protect young workers (children of legal minimum age for employment) in the selected WACAP areas. More interest was also reported in finding out about health issues at work. The vocational health team at the Ministry of Labour, Employment and Administrative Reforms was particularly dynamic with regard to this component of WACAP, with medical doctors and labour inspectors on their team. The team created awareness in the communities about types of health hazards from cocoa farming. Unfortunately this team was unable to widen its outreach in the field due to financial constraints. The AICD, an implementing agency, was involved in an outreach programme on health issues. Youth teams were trained to highlight health and safety issues amongst children, reaching about 20,000.

In **Cameroon**, simple aspects of health and safety issues from the assessment on children working in cocoa were integrated into awareness-raising messages. Health and safety

issues were highlighted in discussions with parents as strong arguments to stop child labour on cocoa farms. Parents were encouraged to use protective gear themselves. Messages were delivered to reach at least 15,000 children in Cameroon. ODECO, a non-governmental implementing agency, collaborated with other WACAP implementing agencies such as CIFED, FONJAK, REDEF and SOF to outline the principle risks and dangers children face when working in cocoa production. Staff from implementing agencies in Cameroon noted that psychological damage resulting from child labour is often ignored and should receive greater consideration.

ODECO also found it useful to show links between traditional cures for certain hazards and protection measures. For example, a traditional remedy such as *“la pierre noir”* which is supposed to protect when stung by a scorpion can be coupled with advice to wear long sleeves, hats, boots, protective glasses, gloves, and filters for breathing. While younger children must be removed from dangerous work urgently, for the older children of legal working age WACAP implementing agencies promoted the use of protective gear. In some cases, these children were provided with protective gear and training was organized on its proper use. A brief handbook on health and education in agricultural work was also produced.

In **Ghana**, it has been a tradition for children to chase birds away from rice paddies. This deprives children from the opportunity to go to school. Since the *quelea quelea* birds migrate in large flocks at a particular time of the year, GAWU, the workers organization implementing a WACAP action programme in this rice growing district, tried introducing varieties of rice that mature earlier than the birds' arrival. It has also introduced equipment to scare away the birds.

GAWU noted that the lifestyle of people working in rural areas had to be taken into account when covering health and safety issues. Even if children were not actually spraying pesticides themselves, they were often exposed to them. Pesticides were often stored in rooms where children slept, children often helped their parents to carry pesticides to the fields, and children were often found sitting and eating in areas that had been recently

sprayed sites, causing more risk of exposure to chemicals.

GAWU also documented other forms of occupational hazards. Young boys trying to pull and operate power tillers (without draught power) damaged their backs and limbs, particularly when working on rough terrain or in mud. Some children even had limbs amputated. To address such risks, GAWU trained health and safety facilitators and developed and tested an occupational health and safety booklet for agricultural workers. GAWU also took steps to sensitize the Government of Ghana on ILO Convention No. 184 which concerns health and safety for agricultural workers. Initiating discussion with the government, GAWU was able to draw attention to a policy gap – the lack of a national policy on health and safety for agricultural workers. The Ghanaian Ministry of Health was one of the main collaborators on the occupational health and safety study under WACAP and would be the institution taking the lead in future outreach in this regard.

As a consequence of WACAP in **Guinea**, there was a great demand for improvements in working conditions for boys and girls. The health centres of Bonia and Kolobougny were very effective in the prefecture of Boké, with individuals displaying good medical knowledge on children's health problems. Following an action programme to sensitize the public, the occupational risks of 40 *talibés* (students) decreased considerably. Children who were under the exclusive responsibility of the Islamic religious teacher were expected to help pay their way through work in plantations. These children were subject to long and demanding work, with little food and they were often sick. The teacher was advised that there could be alternatives for the children. Parents and guardians also became more aware of their responsibility for nourishing and looking after the children. Unfortunately, the health centres in Bonia had little means to extend their services to a greater number of children.

As a consequence of WACAP, there was increased concern for the occupational safety and health conditions of children in **Nigeria**. One implementing agency, Anti-Child Abuse Society of Africa (ACASA), brought occupational safety

and health issues concerning children to the fore by starkly highlighting the health implications of agricultural work for children. ACASA also provided medical assistance to child labourers. The study on the occupational health and safety hazards drew considerable attention to this issue.

In Nigeria WACAP trained agricultural extension agents on child labour and occupational safety and health issues in agriculture. Likewise in **Cameroon**, WACAP staff, noting that agricultural extension staff has access to family farms whereas labour inspectors do not, established linkages with the Ministry of Agriculture and Rural Development in Cameroon for training of agricultural extension workers on the issue.

Recommendations and lessons learned regarding occupational health and safety issues are provided in *Paper No. 2: Safety and Health Hazards* of this series.

4.5 Education for children withdrawn from child labour

The role education plays in the elimination of child labour cannot be over emphasized. Since the Education for All Initiative under the Dakar Framework of Action,⁴⁵ every country, including the five WACAP countries, now has a national plan or strategy for education with clear targets. Child labour is a major obstacle to the achievements of the Education for All initiative. Equally, education is a very effective strategy to eliminate child labour.

Ex-child labourers often lag behind in their education and do not integrate easily into formal education. The reintegration of child labourers into regular formal schools is a process that requires different types of support on an ongoing

basis.⁴⁶ Non-formal education is often offered as a transition measure to allow children to catch up before they are reintegrated in schools. Some countries may have an informal education section in their national plan. Non-formal educational initiatives for children withdrawn from child labour must fit with the national strategy for education.

Depending at what age children are withdrawn from child labour, they will either be integrated into the formal school system, often with some transitional make-up courses, or if older, they will be provided skills training opportunities with some basic education. It is also likely that children withdrawn from child labour in agriculture will return to agricultural work once they reach the minimum working age.

Former child labourers require both academic support and encouragement to help them adjust to the new system and catch up with other children. Those children new to formal school may find it difficult to keep pace with other classmates and may require special support and remedial teaching, at least in the early stages.⁴⁷ With this in mind, each of the WACAP countries produced an education manual. The manuals use a learner-centred approach to teaching and aim at sensitizing educational practitioners on child labour and focusing on the special needs of former child labourers and at-risk children. Generally a core group of trainers was first trained in using this manual.

All education manuals developed through WACAP followed a methodology previously tested by IPEC. However, each country's manual focussed on country specificities, such as outlining the country's national legislation with regard to education, which is different for each country (see table 1 in Part 1).

⁴⁵ 164 countries gathered in Dakar, Senegal, for the World Education Forum. Ranging from teachers to prime ministers, academics to policymakers, non-governmental bodies to the heads of major international organizations, they adopted the 2000-word Dakar Framework for Action, Education for All: Meeting Our Collective Commitments. This document reaffirms the goal of education for all as laid out by the World Conference on Education for All (Jomtien, Thailand, 1990) and other international conferences. It commits governments to achieving quality basic education for all by 2015 or earlier, with particular emphasis on girls' education, and includes a pledge from donor countries and institutions that "no country seriously committed to basic education will be thwarted in the achievement of this goal by lack of resources". http://www.unesco.org/education/efa/ed_for_all/framework.shtml

⁴⁶ IPEC: *Education as an intervention strategy to eliminate and prevent child labour. Consolidated good practices of IPEC* (ILO, Geneva, 2006), page 89.

⁴⁷ Ibid.

In **Côte d'Ivoire**, an informal education system was set up so that former child labourers who had missed on schooling and were far behind for their ages could be accommodated. The Ministry of Education, through its unit dealing with literacy, implemented a highly successful pilot action programme on informal education and mobile schooling. As a result, education centres (classrooms) were set up near cocoa areas where there were no schools for the many migrant children without parents. Local people were organized to teach basic literacy under the supervision of nearby primary school teachers. Locating tutors for children working in cocoa camps was difficult, particularly when there were no schools in the camps. Local teachers were identified and trained, after which they reached out to parents to convince them to allow their children to attend school. Initially, teachers were paid through WACAP. Later the community began to provide the trainers an allowance. Literacy classes were also offered to parents of working children. The non-formal schools offered their services anywhere children could be accommodated: verandas, meeting rooms, or even under the shade of trees. In some communities, NGOs helped to renovate old schools, and in others they helped with building schools. An example was FEMAD helping the community in San Pedro. In addition, Kedesh helped the community in Gagnoa to build additional classes so that 200 WACAP beneficiary children could be provided with education.

The idea behind the mobile and non-formal schools was that eventually the children inclined to continuing on the academic track would be enabled to return to formal schools. Children who could not be reintegrated into formal schools continued to learn a trade. In Côte d'Ivoire, WACAP was instrumental in support to the issuance of an education Decree⁴⁸ that was announced in December 2005. This enabled the continuation, and thus sustainability, of these community centres for education.

A three-month preparation helped children immensely before they returned to school. Two levels (CP1 and CP2) were covered intensely in the three-month course. The approach was

successful for example as in N'doubatto (Alépé), where children withdrawn from farm work obtained basic education through the project and many achieved good grades on return to the state school. Approximately 7,400 children benefited from education and vocational training. The project assisted some 600 parents and guardians to start improving their economic status as a result of income generation support activities including training.

Training was also provided to formal school teachers so that they could improve their skills to work with ex-child labourers. In Gonaté (Daloa) Côte d'Ivoire, according to teachers in the state school, sensitization on child labour and the distribution of school kits to at-risk children seemed to encourage children to stay in school and all the beneficiary children succeeded in their examinations. In this particular village a pre-education centre for children up to six years old was set up through the Ministry of Health and Social Affairs.

In **Cameroon**, the implementation of the social protection component surpassed the project expectation by over 10 per cent, with 1109 children withdrawn from child labour and integrated in both formal and non-formal education (1000 was planned).

Ghana is forging ahead in implementing its free compulsory basic education policy for all children attending government schools. Part of this policy includes providing children with free textbooks. WACAP in collaboration with the Ghanaian Basic Education Division of the Ministry of Education and Sports developed a manual on education and child labour. A group of core educators was trained, including personnel from the Ministry of Education and the district education officers from the five districts where WACAP operated. The Ministry of Education trainers were from various departments⁴⁹. These core trainers were to act as a catalyst for change within the education system, incorporating child labour issues, as well as forming a body of expertise within the Ministry. They would be responsible for training other teachers in Ghana on child labour issues.

⁴⁸ Agreement of the Ministry for National Education, Signature of N° Decree 0093 MEN/CAB/SAA, 2 December 2005.

⁴⁹ The wide range of departments that now have trainers include the primary education department, counselling, curricula development, pre-school education, teachers' training and the vocational training department.

In addition to the direct child beneficiaries, WACAP Ghana also impacted children indirectly. For example, in Amangoase in the Atwima Mponua District, twelve children were placed in school another nine children were enrolled in the same school by their parents and guardians without any direct support from the project. Increased enrolment in schools created the need for more teachers and classrooms. At Gyeniso in the Amansie West District and Amangoase in the Atwima Mponua District, new school blocks were being built by the local administration with support from a social investment fund.

School packages given as support to children boosted the morale of the children withdrawn

from child labour and provided motivation for parents/guardians to send their children to school. It was noted that in Ghana the basic school cycle is six years for primary and three years for junior secondary school, making nine years in total. WACAP could only provide for two years of schooling. Even with the government's capitation grant, which in theory takes care of school fees, it was evident that there would still be costs that must be covered by parents or guardians.

In **Guinea** WACAP supported the development of the manual for education practitioners in collaboration with the Ministry of Education. **Cameroon** also organized workshops on the manual for education practitioners.

Emerging lessons from education and child labour initiatives

- **School infrastructure is essential for child labour elimination efforts.** The WACAP team in Guinea felt that for similar projects in the future, support needs to be provided for school buildings and infrastructure. Often, children who had been withdrawn from hazardous work had to try and attend school in locations far from their homes. Resistance from parents in the face of long distances was a clear obstacle. Getting girls to school is often difficult enough, but in poor rural circumstances much more problematic. The Nigerian WACAP team also reported that the overall WACAP plan and strategy did not fully incorporate the problem of educational infrastructure. A major problem in Nigeria at the community level is inadequate educational facilities. Therefore, linking with those responsible for the improvement of schools or vocational training infrastructures is imperative. Moreover, allocation in the project for the construction of schools would have helped because the lack of infrastructure, including schools, is a major problem in rural areas.
- **EMIS can complement child labour monitoring.** Under the Education for All initiative, every country must monitor school attendance. An education monitoring information system (called EMIS for short) provides an excellent opportunity to monitor children who are missing from school because of child labour.
- **Getting national education ministries to support non-formal education is important.** As was evident from Côte d'Ivoire, linking with national ministries for education is key to providing non-formal education opportunities for former child labourers. The Decree signed by the Ministry of Education in Côte d'Ivoire is a case in point, where the non-formal has started to play an important role as a transitional measure before the children can be integrated into formal school or training. Support to or links with public education systems for rural areas is critical for sustainability.
- **Teacher competency makes a difference.** Teachers training is important and can make a difference between the children staying in school or dropping out.
- **Parents/guardians contribution, even if token, to the cost of education, demonstrates a commitment to education.** Among some stakeholders there was a belief that those parents/guardians who could afford, should contribute to the cost of teachers and tutors, even with a token amount. This, they noted, would demonstrate their commitment to their child's education and make it a priority for them. There could be other, non-financial, ways of contributing to the education of their children and projects.

In the Kolomakambaya district, Sanguiana in Guinea, there was strong motivation to return children to school. The community provided an old mosque and three verandas to shelter 108 children. It also found benches for the children who had been withdrawn from labour. Two teachers were hired and were paid for one year through parents forming a group and raising money. Several other initiatives, where the communities took responsibility for the salary of the teacher for preparatory classes for children, were reported in **Guinea**. For example in N'zao and Yalenzou (both in N'zérékoré), and Loukouma in Macenta.

In Guinea, the AGRAAD, a non-governmental implementing partner, initiated an intensive course for preparing ex-child labourers to obtain the level required to return to school in Karana, Yalenzou, Moata and Zao. Sessions were held during the holidays. Older teachers living in the community were rallied to teach. Teachers were paid with local contributions. To compensate for their children returning to school and not working, the implementing agency organized the parents into economic groups according to their interests.

4.6 Skills training and income-generating activities for families and older children

Poverty is often cited as a major cause of child labour in rural areas. Efforts to stimulate income generating opportunities can help to overcome the poverty obstacle. Empowering parents and guardians to increase their income through new or existing sources improves the chances of the children to continue to attend school. However, opportunities for enhancing income of the rural poor are few and challenging in a context of limited market opportunities, unaffordable transportation costs and a general lack of business skills. Thus, the time and energy invested by projects in income generation activities must be carefully weighed against the real market potential of the activities that older children or their parents choose.

A major question is whether implementing agencies that can be remarkable in community mobilization and delivery of direct services also possess the expertise for entrepreneurial and business development expertise. Theoretically,



Schoolchildren in Ghana

it should be possible to link these agencies with those who do have the required expertise, but in reality such options are not readily available for rural contexts. If marketability of products, prices, quality, promotion and transportation are not carefully considered in advance, income-generating activities will be short lived.

WACAP tested pilot interventions to withdraw children from work and these worked well for the younger children in particular. For the older children, the project provided other appropriate options, including skills training or interventions focusing on protection at work for children of legal working age who wanted to continue to work on farms. For the parents/guardians of the target group children, the project provided training and support for enhanced income generation. This was a challenging component to implement in many respects, but some successful and interesting strategies did emerge as a result of the efforts.

In **Côte d'Ivoire**, the implementing partner FEMAD provided school supplies and training kits to over 140 former child labourers so that they could undergo training in auto mechanics, hairdressing and needlework. However, it was reported that children could not always find work in their chosen occupation. Boys often chose engineering type training. In another instance, agricultural tools were provided to 200 members of a women's cooperative to enable them to improve their productivity and

at the same time have less need for their children's assistance.

In the case of parents and guardians, FEMAD began with needs identification, prior to organizing income generating activities. Organizing women in production groups proved very effective. These groups profited from information on maize production and breeding poultry and pigs, products that they knew about and which had an existing market that could still absorb more. A manual on income generating activities was produced by ANADER/ASA and used in training of implementing agencies.

In **Ghana** the actual cost of skills training was higher than planned. Availing of skills training opportunities also required that some children relocate closer to urban areas where there were master craftsmen available to teach them. Adjusting to life in urban centres was stressful for some children. Transportation costs to and from the training created further financial difficulties for them, as did the need for food. In some cases, the trainees preferred to seek and do casual work like weeding on farms and carrying loads to earn money.

In Ghana, support to parents/guardians whose children had been withdrawn from child labour was in the form of training in other sources of livelihood skills such as soap making, pomade and powder making and provided them with small start-up tools (to the value of about ₵600,000, about US\$ 65). Links were

Emerging lessons from skills training and income generating initiatives

- **Institutional capacity, time and resources are indispensable for the success of the skills training and income generating initiatives.** Across all countries, WACAP experience affirmed that skills training in the rural cocoa area required substantial time, resources and institutional capacity of local agencies to plan and deliver the component. With constraint of these three elements, WACAP and its implementing agencies faced considerable challenges achieving success in these initiatives.
- **Working through cooperatives can facilitate and support income generating activities.** The Nigerian WACAP team found cooperatives helpful for consolidating income generation activities for families of children withdrawn from child labour. More purposeful links to farmers' organizations would also be fruitful.
- **Group formation for income generation purposes can be helpful.** The WACAP team in a number of countries considered it useful to support groups with similar economic interests and linking them together. This would help the sustainability of income generating activities.

beginning to be made to microfinance institutions to support micro loans, but more time was needed to fully develop and implement this component. CEDEP, EPAG and GAWU trained family members and provided them with start-up tools for enterprise.

In **Guinea**, girls found vocational training more easily in the villages than boys did. Generally girls chose hair braiding or dressmaking for skills development, whereas boys wanted to become mechanics or plumbers, skills for which training options are less common in rural villages.

In **Nigeria**, 250 wheelbarrows were provided to selected farmers so they would no longer need children to carry heavy loads from the cocoa farms. The rapid assessments undertaken the project identified heavy loads as one of the major safety and health problems.

In one location in **Cameroon**, parents of children withdrawn from child labour started a common initiative group through which they supported each others efforts for stopping their children from working and devising ways to generate income. WACAP recognized this as an emerging good strategy and encouraged common initiative groups in other project locations, which resulted in the formation of nine groups.

4.7 Gender strategies

The division of labour between men and women, and as a result between boys and girls in agriculture varies considerably from region to region and community to community. In general, this division remains poorly understood, particularly because traditionally much of women's work in crop production consists of unpaid labour in fields.⁵⁰ Understanding gender related issues in the agriculture and child labour context is important because gender differences influence opportunities to return to school, constraints faced during work, or even recognition of what constitutes agricultural work. Without sensitizing, there is a tendency for gender related issues to remain invisible or simply ignored.

In many of the WACAP participating countries, girls were targeted for withdrawal from child labour based on their vulnerability as well as on the premise that educating girls has enormous repercussions for their future families. WACAP staff and partners recognised that special measures must be taken to address barriers to girls education Globally 60 per cent of the children denied an education are girls.⁵¹

Emerging lessons related to gender strategies

- **While the overall strategies leading to the prevention of child labour and withdrawal from it may be the same or similar, different approaches may be required for girls than for boys in agricultural work.** Family and contextual situations, tradition and gender roles are key factors structuring the incidence and nature of child labour in agriculture. How communities value boys' and girls' access to education and the opportunity cost of sending either of the two to school, all affect their future choices. Investigation into the different value placed on the girl child in comparison to the boy child would be helpful in guiding gender-based approaches and the need for any specific strategies for girls and boys.
- **Sensitization on gender differences should take place early in the project.** Fortunately many of WACAP's implementing agencies already had the capacity to address gender issues in project implementation. Sensitization sessions on gender differences in child labour in agriculture and the consequences of this for project activities is useful when it takes place early on in the project lifecycle, but it needs to be repeated at a different time and context. ILO-IPEC tools on this topic are available for facilitators and can be adapted.⁵²

⁵⁰ U. Murray: *A comparative analysis: girl child labour in agriculture, domestic work and sexual exploitation. The cases of Ghana, Ecuador and the Philippines, Girl child labour studies, Volume No. 2* (Geneva, ILO, 2004), pp. 16-17.

⁵¹ IPEC: *Education as an intervention strategy to eliminate and prevent child labour: Consolidated good practices of IPEC* (Geneva, ILO, 2006).

⁵² For example, IPEC: *Gender equality and child labour: A participatory tool for facilitators* (Geneva, ILO, 2005) or N. Haspels and B. Suriyasarn: *Promotion of gender equality in actions against child labour and trafficking: A practical guide for Organizations* (Geneva, ILO, 2003).

In **Côte d'Ivoire**, girls tended to choose needlework and boys carpentry or auto mechanics for vocational training. Implementing partners in Côte d'Ivoire, such as FEMAD, were highly skilled in addressing gender related issues and fully understood the importance of working with women particularly around income generating activities. One particular action programme organized women around income generating activities in cooperatives. The women received agriculture inputs and materials and this proved an effective strategy.

The occupational health and safety study in **Cameroon** clearly illustrated that the roles of boys on farms differed from those of girls. Such differences related to the types of tasks boys and girls are expected to do, along with the physical strength required for some tasks. The Cameroon study reported that more boys than girls worked on the farms. It also noted that more boys than girls sprayed crops with chemicals. Girls were more involved in tasks such as drying and bagging the cocoa beans. Girls also take on domestic work responsibilities (carrying water and cooking), because this is seen as a natural extension of preparation for motherhood. The implementing agency ODECO focused primarily on girls and their access to education as it found that girls were generally less literate than boys.

In **Ghana**, the overall strategies for prevention and withdrawal applied in project implementation were similar for boys and girls, but certain additional measures were put in place for girls. It was reported that placing adolescent girls (aged 13) in primary school required additional interventions to enable the girls to cope with formal education. These girls required extra tuition, sex education, special counselling and considerable encouragement. CEDEP in Ghana reported that their activities lead to an improved status of some women at the community level. This was because women became involved in economic opportunities where previously they did not have such extra income.

In **Guinea** there were some differences in approaches because boys and girls were rarely involved in the same activities in the field. Male child beneficiaries were identified through

field visits or their names were provided in public meetings. Girls were involved mostly in domestic child labour, fetching water, or looking for firewood, but also with harvest crops when carrying farm loads. In fact, it was acknowledged that it was sometimes difficult to reach girls as they were always busy with domestic chores. Vocational training and sensitization on health issues, which included reproductive health topics, attracted girls to WACAP project activities. Withdrawing girls from child labour required more sensitizing with their parents than withdrawing boys. While boys became involved in peer education on child labour issues, parents were reluctant to let girls take on such a role. However, the girls and their parents appreciated schooling and vocational training as it helped the girls move beyond domestic work, and also helped to prevent them from early marriage.

Changing gender roles is often difficult, and needs to be carefully thought out. In one district of Guinea, Kaboukaria, in the prefecture of Kouroussa, ASED, a nongovernmental implementing agency organized a football match for girls to mark World Day against Child Labour. Since, football is perceived as a boys' activity and not suitable for girls, only boys played.

In **Nigeria**, the strategies applied in the withdrawal and prevention of child labour were reported to work for both boys and girls. However, more girls were reached because preference was given to the girl child due to what was described as their *special vulnerability*.

4.8 Building the capacities of implementing agencies

The implementing agencies played a key intermediary role between WACAP project objectives, government policy on child labour and individuals and households at the community level. There was a range of implementing agencies, including governmental agencies at the national and local levels, employers' and workers' organizations including those representing the local cocoa industry and agricultural workers, and NGOs.

In order to organize interventions, many of the WACAP implementing agencies first required capacity building. Capacity building focused on IPEC programming and administrative structures, but also on improving knowledge on child labour issues and how to tackle the problem in a systematic manner.

Implementing agencies involved in WACAP activities learned many new skills and these new skills were highly appreciated. Building the capacity of implementing agencies has had many positive effects, not least that they will be able to work on other child labour projects in the future.

In **Guinea**, implementing agencies successfully applied the knowledge and skills they learned through WACAP. For example, staff from INADER, a WACAP implementing agency, was selected to do the follow-up and evaluation of a Save the Children project. INADER and ASED, another WACAP implementing agency were selected to work on projects related to education and child labour for the same international agency. FRADE, yet another implementing agency, followed the strategies from WACAP with UNICEF Guinea. It also negotiated a project with Germany's development cooperation focusing on citizen participation and included some of WACAP beneficiaries. Other agencies too used the IPEC strategies, concepts and logical framework applied in WACAP in their work beyond WACAP.

Likewise in **Cameroon**, some implementing agencies were able to successfully apply for funding from other donors using programming skills built through WACAP. These implementing agencies were able to apply IPEC strategies, concepts and use IPEC materials for stopping child labour in their funding proposals.

Many capacity building workshops were organized for implementing agencies with action programmes as well as non-IPEC implementing agencies. Participants appreciated the content as it helped them improve their knowledge about child labour. Strengthening the capacity of many NGOs was a good strategy as it promoted the mainstreaming of child labour into their other work.

Similarly in **Ghana**, child labour issues were integrated into the mainstream programmes of some agencies. For example, CEDEP integrated child labour issues into its Alternative Livelihood Programme as well as another programme on HIV/AIDS. The lessons learned from the project are either being used to develop proposals for addressing child labour (in the case of EPAG, which entered into partnership with Winrock International) or used for reviewing a project already being implemented (in the case of CEDEP). In Ghana it helped that some of the implementing agencies had previous knowledge and past experiences of similar projects.

Emerging lessons from strengthening implementing agencies

- **Capacity building helps mainstream child labour concerns into other development work.** Building the capacity of agencies on child labour issues, regardless of whether or not they work directly on a particular child labour project, is a good strategy.
- **Pre-implementation and review workshops for all the relevant stakeholders prior to beginning work and once it is underway are useful for networking and coherence.** Once the planning and programming have been done, it is useful to bring the implementing agencies together to ensure that everyone who will be working at the community level gives the same message about child labour. The overall strategy for dealing with child labour will be clear. Agencies have an opportunity to link, develop a network and learn from each others' experiences.
- **Close monitoring of action programmes keeps them on track.** Frequent visits to project sites are necessary to review action programmes, verify performance being reported, see progress, communicate with the stakeholders and beneficiaries, and have an opportunity to advise on operational and substantive matters.

4.9 Improving the knowledge base

The WACAP project generated a wide range of information, including the result of assessments on child labour in the respective countries, information on specific hazards and baseline and monitoring data on children engaged in agricultural tasks in given locations where child labour monitoring was established, particularly in Côte d'Ivoire and Ghana. Numerous newspaper articles were published in all five countries and there have been many media reports within the countries and internationally on child labour in the West African cocoa/agricultural sector.

Furthermore, it produced, with stakeholder participation, training materials for specific target groups, including for teachers and educators, and farmers.

In each of the five countries, reports on occupational health and safety issues in cocoa and other selected commercial agriculture were conducted. The five reports were synthesised in *Paper No. 2: Safety and Health Hazards*.

Rapid assessments to determine key issues related to child labour in production and some other agricultural sub-sectors were prepared in Cameroon, Ghana, Guinea and Nigeria. Côte d'Ivoire was not included as a study had already been conducted there prior to WACAP. The rapid assessments are synthesised in *Paper No. 1: A synthesis of five rapid assessments*.

The discussions in each country on the reports of the assessments provided an excellent opportunity to the stakeholders to debate the issue and reflect upon it.

Manuals to help teachers and educators who are working to make education inclusive for working children were developed in collaboration with ministries of education. **Ghana's** manual on child labour for education practitioners⁵³ covers national policies and structures, the impact of work on children, educational inclusion issues, how to provide quality education for working children, effective teaching, and the roles and responsibilities of education personnel and child labour monitoring. The manual was translated in French and adapted for training of trainers (educationist, including teachers) in Côte d'Ivoire, Guinea and Cameroon.

Manuals for trainers of farmers were also developed under WACAP and pilot-tested in Ghana and Côte d'Ivoire, followed by the other countries. Training based on these manuals contributed to knowledge on the issue within the communities. The training was highly successful and done in collaboration with various entities, including GAWU in Ghana and the Sustainable Tree Crops Programme in a number of the countries.

Both the manuals for teachers and educators, and for farmers are being promoted by IPEC as tools to be used in other projects and countries.

Emerging lessons from initiatives of knowledge base on child labour in agriculture

- **Transfer of knowledge should not be overlooked.** Ensuring that the knowledge materials developed under the project are available with the concerned agencies is important. Knowledge materials and experiences can also be useful for similar situations in other countries.
- **Baseline studies and various assessments are useful for guiding strategies and action and should be completed as early as possible.** This is also helpful in selecting the implementation areas and the types of action programmes that should be put in place.
- **Communication materials can contribute to dissemination of knowledge.** A range of country specific child labour information, education and communication materials should be produced early on, if at all possible. This would help in harmonising awareness on child labour.

⁵³ IPEC: *Rooting out child labour on cocoa farms – A manual for training education practitioners: Ghana* (Geneva, ILO, 2007).

The national reports on child labour monitoring also provide a sound knowledge base on the numbers of children withdrawn from child labour and in an alternative situation. Ghana had produced two child labour monitoring reports, and **Côte d'Ivoire** had produced one by close of the project. These reports are helpful for national level planning and policy on child labour in agriculture, as well as planning towards cocoa certification.

In **Nigeria**, WACAP initiated a number of studies. The Federal University of Technology in Akure carried out a study on hazards faced by children in cocoa/commercial agriculture. The findings of the study were useful in organizing medical services for child labourers. A baseline survey on child labour was also carried out. Additionally, the sociology department at the University of Ibadan conducted an assessment with WACAP on child labour in cocoa producing communities entitled *Knowledge, Attitudes and Perceptions*.

At the final WACAP stakeholders meeting, it was recommended that a handing over package should be developed for governments and other stakeholders. Such a package should include copies of WACAP education and farmers manuals, and various synthesis reports.

4.10 Networking, collaboration and coordination

Collective efforts among implementing agencies and other partners in the community can enhance the success and continuation of activities to stop child labour. Work in isolation often results in duplication and uncoordinated activities. WACAP encouraged networking and collaboration, and as a result great energy and enthusiasm were generated on difficult issues that are often discouraging to say the least.

This networking and collaboration took place at a number of levels, including amongst the WACAP implementing agencies and partners, amongst ILO and ILO-IPEC projects in the region, particularly the trafficking project, namely LUTRENA, amongst WACAP and non-ILO projects and entities, such as the Sustainable Tree Crops Programme and the International Cocoa Initiative, amongst WACAP

and other United Nations agencies, such as UNICEF and the FAO, the local and international cocoa industry, and various others.

The ILO, as the lead UN agency on child labour, and its project WACAP as lead programme dealing with child labour in the cocoa sector, were seen to be in the coordinating role on the issue by the ILO's tripartite constituents (that is representatives of governments and employers' and workers' organizations) as well as the non-governmental agencies in these countries. In Côte d'Ivoire this role was evident prior to the start of WACAP and in the other countries it became evident as the project was launched in each country. For the ILO, it was important to see that the National Steering Committees, in countries where they existed, or the Project Technical Advisory Committees be capacitated to assume the coordinating role for their countries. By the end of WACAP this was the case to some degree, but further strengthening of capacity was needed. However, given the high interest of international entities in this issue, there also was a tendency to start numerous small initiatives (particularly in Côte d'Ivoire and Ghana) that were not fully in the fold of the mainstream programme.

In each of the five countries, collaboration took place with governments, employers' and workers' organizations, nongovernmental organizations, and the private sector. In **Côte d'Ivoire**, WACAP's partners created a network of organizations involved in the fight against the exploitation of children in cocoa. The network is called *Réseau des Organisations de Lutte contre l'Exploitation des Enfants dans les Plantations* (ROLEP). Together, FEMED and other partners sensitized communities, worked to take children out of the fields and provided support to them in the form of school kits, school stationery and literacy classes. They also joined forces to support older children in terms of their access to training.

Through networking, implementing agencies in **Cameroon** exchanged experiences and worked together for income generating initiatives for parents of children withdrawn from child labour. Additionally implementing agencies jointly carried out educational programmes for children.

Emerging lessons from networking and collaborating initiatives

- **Networking amongst NGOs and other partners is very effective in the fight against child labour and helps ensure a coherent message.** After all, no single agency can do everything. All countries provided good examples where nongovernmental agencies worked effectively together, complementing each other's work. Collaboration ensures that child labour initiatives will have a common message and will not contradict each other in terms of activities and approaches.
- **Linking to other ILO programmes is easiest in countries where there is an ILO office.** Where an ILO office was located in the country, it was possible to link with other core ILO activities, particularly those related to labour standards or involving the ILO tripartite constituents.
- **A high profile and inclusive project launch and planning meeting can give a good start.** A high profile launch provided the government an opportunity to be in the lead and to commit to the issue, if not immediately at least in due time. A project planning meeting for implementation involves all key stakeholders at the outset and clarifies operational and other issues.

In **Guinea**, each implementing agency learned from the experiences of the other agencies and the challenges faced. Sharing of information motivated the implementing agencies enormously. The child labour theme and objectives of WACAP were widely diffused in many high-level meetings and with many actors. For example, the WACAP staff participated in meetings with the heads of UN agencies who were preparing for the World Summit for Social Development in 2005. This increased the visibility of child labour in agriculture in the country.

The WACAP project came into contact with and integrated ideas from many sections of the IPEC family. For example, inputs were provided for the IPEC-supported time-bound programme in **Ghana**, the LUTRENA project to combat the trafficking of children for labour exploitation in West and Central Africa, and the SCREAM educational programme. Links were made with other UN agencies, such as UNICEF, UNESCO and FAO. As was expected from the planning stage, WACAP coordinated with the Sustainable Tree Crops Programme⁵⁴ operating in the five countries, and other international agencies, such as Winrock International.

All in all, the collaboration amongst key stakeholders involved in the implementation of

WACAP from the national level right down to the district and community levels proved to be very effective in **Ghana**. Implementing agencies displayed good team spirit in their work for WACAP. Having multiple stakeholders and networking was considered by the WACAP Ghana team as a very effective strategy.

4.11 Working within existing structures

A multi-sectoral and multi-disciplinary approach to eliminating child labour is best. As much as possible, the WACAP project worked within existing institutional structures in each country. This helped avoid duplication and gave sustainability of impact a better chance. WACAP's own organizational structure included the network of ILO offices⁵⁵ in the countries and IPEC headquarters in Geneva. The overarching national institutional structure for the project was the National Steering Committees on Child Labour.⁵⁶ At start of WACAP these were present in Ghana and Nigeria, and later established in Côte d'Ivoire. To highlight the focus on child labour in the cocoa sector and to provide an opportunity for larger stakeholder participation in guidance to WACAP, Project Technical Advisory Committees were established in the project

⁵⁴ The STCP is implemented through the International Institution of Tropical Agriculture (IITA), one of several institutes of the Consultative Group on International Agricultural Research (CGIAR).

⁵⁵ ILO field offices with responsibility for the project included Abidjan/Dakar Office for project components in Côte d'Ivoire and Guinea; Abuja Office for Ghana and Nigeria; and Yaounde office for Cameroon.

⁵⁶ NSCs on child labour are instituted, generally by Ministries of Labour, pursuant to countries signing the Memorandum of Understanding with the ILO. The NSCs include the ILO's tripartite constituents, relevant public agencies and non-governmental agencies.

Emerging lessons from working within existing structures

- **Working within existing structures improves long-term sustainability.** The coordination role of local government, and the support that was provided by WACAP to local governments, particularly in Ghana and Côte d'Ivoire was a very effective strategy. Linking local governments and other stakeholders and facilitating networking is also highly critical.
- **Recognizing the local hierarchies and context facilitates implementation.** At the village level, respecting community leaders and introducing them first to the objectives of a child labour project is extremely effective.

countries. These were important in the initial stages and helped the project pick up momentum.

In **Côte d'Ivoire**, working within the existing national, regional, district and local administrative structures was highly effective for the child labour monitoring system.

A major accomplishment in Côte d'Ivoire was working with the Literacy Unit at the Ministry of Education to provide non-formal and mobile education facilities in rural areas (see section 4.5 on education). This collaboration resulted in the government undertaking a ministerial decree for creating and administering community education centres.

In **Ghana**, existing structures such as the district assemblies, line agencies, child labour committees, civil society organizations, and other stakeholders received extensive sensitization and training on child labour issues. Agencies such as the Labour Department, National Commission on Civic Education, Commission on Human Rights and Administrative Justice, and some non-governmental agencies did as a result mainstream child labour and related issues into their normal training activities. It will contribute to sustaining child labour issues on the national agenda.

In **Guinea**, the strong support of the ministerial departments helped WACAP considerably. The Ministry of Information was involved in sensitization through rural radio programme,

helping to broadcast in local languages. Through the Ministry of Education, teachers were trained on how to deal with children brought back into the formal education system. The Ministry of Labour and Social Affairs played a key role in coordination.

Also in Guinea the inclusion of national associations, local and decentralized authorities in the action programme developed by SPCIA was considered excellent for collaboration. ASED another implementing agency in Guinea succeeded in establishing its action programmes in certain zones that were initially reticent. It overcame this resistance by working with national associations and targeted the leaders in the areas, getting them on board.

In **Nigeria**, the involvement of traditional rulers and women's groups was a deliberate strategy. The involvement of indigenous groups such as the Tonikoko Farmers Union (TFU) was highly beneficial. Tonikoko members are part of the community, living and working there, unlike most other agencies' staff, who do not generally live in the rural communities they serve. Tonikoko involvement created a sense of ownership, mobilising over 3000 of its members to addressing the child labour problem. Tonikoko members were able to convince traditional rulers and other community leaders within the six cocoa-producing communities to pledge their support towards the elimination of child labour. Working with traditional leaders was paramount significance to WACAP in Nigeria.

5. Conclusions and beyond WACAP

Rolling out WACAP to reach full momentum took more time than planned. No single factor was responsible for this; it was the result of the interplay of a number of factors in a complex context. As IPEC tried to grapple with the delays a number of queries surfaced: Was designing an agricultural project spanning five countries too ambitious? Were the attempts to synchronize project cycles with external funding timelines unrealistic in this case? Were there sufficient capacities within the project? Were the delays unique to WACAP or had other projects focusing on rural agricultural areas experienced similar delays? How much of the problem could be attributed to the conflict situation in Côte d'Ivoire and the denial by other Governments and key stakeholders that the problem could possibly exist within their boundaries? How significant was international media attention and pending economic threats of boycotts? Was the approach becoming too piecemeal with it the influx of too many agencies pressuring key governmental and non-governmental entities outside the established coordinated mechanism? Whatever the reasons, the project gained strong momentum only past its mid-point, which was at about the time of its mid-term evaluation in the spring of 2005.

The delays and the timing of the mid-term evaluation had an unintended impact on the focus and outcome of the evaluation. With the approaching deadline of 1 July 2005 for the Harkin-Engel Protocol cocoa certification, WACAP was being viewed excessively, and sometimes exclusively, from the certification response lens. While it is true that WACAP was established as a response to the child labour in cocoa sector, and in that respect as a response under the Harkin-Engel Protocol, it was not intended to serve as the unique and full mechanism for certification. In consultations with the industry, the child labour monitoring component of WACAP was designed so that it could potentially serve as a source of

information for the certification system that the industry and Governments of Côte d'Ivoire and Ghana were intending to put in place. (This aspect is further discussed in the WACAP series *Paper No. 4 Child Labour Monitoring – A partnership of communities and governments.*)

Stakeholders within the countries expressed concern that the mid-term evaluation overlooked the challenges of implementing child labour projects in the agricultural context as well as the emerging successful strategies. Ironically, there was an increasing divergence in the sense that as the project's momentum augmented with increasing successes, the prospects for second phase funding diminished.⁵⁷ Consequently, just as momentum in the project peaked, it became inevitable that the gear had to be shifted and implementation was to go into phase-out. This was difficult for the implementing agencies and the Governments to understand and to accept; many maintained a lingering hope that a second phase would follow.

With a few months' no-cost extension, the project proceeded with the close-out. Final stakeholder workshops were organized within the countries⁵⁸ to highlight and discuss experiences and action beyond WACAP. The final evaluation was undertaken by an independent and external evaluator just as the project was closing in the spring of 2006. The evaluator noted: "Time and material resource constraints notwithstanding, WACAP achieved its set targets and objectives remarkably well..." The question of whether the impact of all the achievements would be sustained was a concern for the stakeholders in the countries and the evaluator. At the close of the project there was no answer to this question. However, the query was consistent with the misgivings and advice expressed at the time of the project design in 2002. The WACAP project document had noted: "Given the complexity of eradicating child labour in the cocoa/agriculture sector in

⁵⁷ It is to be noted that neither any of the first-phase donors nor any new donors had committed to second-phase funding. Nonetheless, expectations were there on part of stakeholders who believed technical assistance was needed for a more extended period.

⁵⁸ Nigeria was not able to organize its workshop.

West Africa, a second phase of this project will likely be required to ensure that its impact is sustainable in the long run.”⁵⁹ The evaluation confirmed the need for a second phase to the project to ensure sustainability of impact, particularly for the direct beneficiaries.

Many of the strategies outlined in Chapter 3 of this Paper provided a means for governments and partners to address child labour problems. Clearly, some of the strategies came to fruition and it was evident that a number of significant outcomes would be sustained, particularly those related to institutional capacity building, awareness raising, partnerships and networking, and change of attitudes and practice at the community level. Child labour issues were mainstreamed into the Growth and Poverty Reduction Strategy in Ghana. Also in Ghana, a new national programme on child labour in cocoa was formulated by the Ministry of Manpower, Youth and Employment with technical support from IPEC. This project would continue from where WACAP left off and expand the project to all 67 cocoa growing districts in the country. Funding was not yet secured by close of WACAP. In Côte d'Ivoire a ministerial decree was passed that allows for community education centres to provide education opportunities for former child labourers before they are integrated into schools. As a result of cooperation on child labour in cocoa, the Guinea delegation to the United Nations World Summit for Social Development in 2005, had on its agenda the promotion of decent work and an end to the exploitation of children at work. Significant institutional capacity work was undertaken in Côte d'Ivoire. This included the setting up of the child labour unit in the Ministry of Labour and Employment, the establishment of the national steering committee on child labour, the elaboration of a plan of action and the preparation of a list of hazardous work in cocoa/agriculture.

A growing commitment on the part of the Federal Government became evident in Nigeria. A national cocoa development committee was set up in the Federal Ministry of Agriculture and Rural Development. In recognition of WACAP's role in the elimination of child

labour, WACAP-Nigeria was invited at a national cocoa exhibition to present a paper on the way forward. In each of the five countries IPEC staff, particularly staff on WACAP, served as technical advisers on the issue and participated in task forces, committees and other meetings on the issue.

The improved knowledge base on agricultural child labour in each country, to which the child labour monitoring systems continue to contribute, provides evidence that child labour and hazardous conditions for children exist in the agricultural sector. The information from the child labour monitoring systems and the various assessments undertaken, provide a baseline for measuring change in the future. With this expanded knowledge base and an increasingly sensitized population, child labour in agriculture is no longer kept off the national agenda. Evidence of this came through debates at the national level and the momentum that media provided, generating awareness where previously none had existed. Significantly, it became politically acceptable and correct to acknowledge that child labour did exist in cocoa production with the boundaries of these countries and it was not just the problem of the neighbouring countries.

IPEC, mainly through WACAP contributed to child labour related initiatives of other agencies. It was instrumental in providing guidance and lead to the International Cocoa Initiative as it was establishing itself and numerous agencies associated with industry-funded initiatives on child labour issues in the countries. On-going advice was provided to representatives of the cocoa industry from the countries and the Global Issues Group. The technical advice, tools, and opportunities for partnerships and networking that were provided by WACAP helped provide some degree of coherence to these initiatives.

At the WACAP Stakeholders' Meeting at the end of the project, experiences were shared, lessons learned were highlighted, and emerging successful strategies were identified. The way forward for each country was also discussed. Although there were many achievements, the

⁵⁹ IPEC: *West Africa Cocoa/Commercial Agriculture Programme to Combat Hazardous and Exploitative Child Labour (WACAP)*, Project Document 26, (Geneva, ILO, 2002), page 12.

short timeframe for WACAP was considered a significant challenge by many who were involved.

Each WACAP participating country, represented by government officials, workers' organizations, employers' organizations, non-governmental agencies who were involved in implementing WACAP activities and others, identified measures to continue the work of WACAP. A statement of commitment to eliminate child labour in agriculture in West Africa was also signed (see Annex 5).

Some examples of follow-up action in regard to child labour in agriculture agreed to by the WACAP Stakeholders include:

- continue to strive for full support of local administration authorities for child labour identification and support to child labour monitoring committees;
- apply for funding through the state (as well as other donors) to continue to withdraw children and place them in schools;
- update laws on child labour;
- update the national hazardous work and safety list;
- work towards the ratification of ILO Convention 184⁶⁰;
- train more community health specialists on child labour issues;
- organize national seminars on child labour;
- continue mobilising communities around child labour issues using WACAP materials;
- mainstream child labour issues into education curricula and train teachers using the WACAP education manual;
- work towards economic empowerment of local communities;
- extend the child labour monitoring system to other districts;
- link with other agencies such as UNICEF and FAO on child labour and agriculture;
- build the capacity of agricultural extension agents to address child labour issues;
- continue to offer non-formal education to those children withdrawn from child labour and not yet ready to attend formal school;

- continue to raise awareness on the issue of child labour and the consequences including health and safety issues; and
- consolidate and build upon what has been achieved so far.

In the final analysis, despite short timeframes and delays, all stakeholders agreed that the overall plan and strategy of WACAP was very relevant and possible to implement. It will be important to see how these identified follow-up actions progress in the coming years. It is promising that many key stakeholders committed to take further action for the benefit of the many children who so often are hidden in fields, labouring, and missing out on the potentials of education.

At the very least, IPEC's WACAP project put child labour in cocoa/agriculture firmly on the national policy agenda and put communities at the core of that agenda. Beyond that, WACAP demonstrated, through its various and numerous implementing agencies and collaborative partners, what are clearly emerging innovative strategies of success for the prevention and elimination of child labour in cocoa/agriculture. Lessons learned from the WACAP experience have been highlighted in this and other papers in the series. Many of these lessons and experiences provide a rich knowledge and information base and are applicable in other places and situations. It is hoped that these lessons and the emerging experiences will be incorporated in the design and implementation of child labour projects by national and international agencies. Much was done and achieved through ILO-IPEC's WACAP and its partnerships, including significant ground-breaking work on many fronts. Nonetheless, much remains to be done, and it can be done, to bring about the changes that will root out the child labour problem from cocoa farms and put the children in schools and those of legal working age working on the farms will be protected from the hazards of work.

⁶⁰ Safety and Health in Agriculture Convention, 2001 (No. 184).

Annex 1: Participants at Turin WACAP stakeholder meeting

List of participants at the WACAP Tripartite and Stakeholders' Meeting on Experience Sharing, Lessons Learned, Good Practices, the Way Forward and Perspectives on Child Labour in Cocoa / Commercial Agriculture
18-21 April 2006



Cameroon

- Ms Irène-Mélanie GWENANG née NGO NONYOU, Sub-Director Ministry of Labour
- Mr. Ousmanou SADJO, Deputy Executive Secretary Groupement inter-patronal du Cameroun (GICAM)
- Mr. Isaac BISSALA, Union Générale des Travailleurs de Cameroun (UGTC)
- Ms. Chrystel Sylvie MBOG, Director Organisme de développement, d'Etudes de formation et de conseils (ODECO)

Côte d'Ivoire

- Mr. Hyacinthe Mockié SIGUI, Ministry of Labour
- Mr. Kagohi ROBALE, Ministry of National Education
- Mr. N'Guessan LOBA, Confédération générale des entreprises de Côte d'Ivoire (CGEC)
- Ms. Marie-Jeanne N'Zoré KOMBO, Union Générale des Travailleurs de Côte d'Ivoire (UGTCH)
- Ms. Dorothée N'Sou YAPI GOGOUA, Femme-Action-Développement (FEMAD)

Ghana

- Ms. Mary Stella OFORI, Senior Labour Officer, Child Labour Unit, Ministry of Manpower, Youth and Employment
- Ms. Joséphine Ayifoe KUFFOUR-OUAH, Assistant Director of Education/ILO Focal Person Basic Education Division, Ministry of Education and Sports
- Mr. Charles ASANTE BEMPONG, Assistant Manager Projects Ghana Employers Association (GEA)
- Mr. Andrew ADDOQUAYE TAGOE, Head Sustainable Agriculture and Rural Development, Ghana Agricultural Workers' Union (GAWU)
- Ms. Matilda NYANTAKYI, Programmes Manager Centre for the Development of People (CEDEP)

Guinea

- Mr. Sidi Yaya TOURE, Coordinator of the CLMS Project Ministry of Labour
- Mr. Abdoulaye Dima DABO, Director-in-charge of international organizations and social dialogue Conseil National du Patronat Guinéen (CNPNG)
- Ms. Pierrette TOLNO, Confédération Nationale des Travailleurs de Guinée (CNTG)

Nigeria

- Mr. Clement Onubuogo ILLOH, Desk Officer, Child Labour Unit, Federal Ministry of Labour and Productivity
- Dr. Akinwale OJO, Cocoa Association of Nigeria
- Mr. Remigius Ochani IDUMAJOGWU, General Secretary Agricultural Allied Workers of Nigeria (AAWUN)

GIG

- Ms. Sue D'ARCY, representing GIG-ICA

ILO-IPEC WACAP Staff

- Mr. Alexandre SOHO, Chief Technical Adviser
- Ms. Anh LY, Regional Programme Officer
- Ms. Béatrice Fri BIME, WACAP Country Programme Coordinator, Cameroon
- Ms. Nadine KOFFI ASSEMIEN, WACAP Country Programme Coordinator, Côte d'Ivoire
- Ms. Rita OWUSU-AMANKWAH, WACAP Country Programme Coordinator, Ghana
- Mr. Yassy Roger KLONON, WACAP Country Programme Coordinator, Guinea
- Mr. Godson Nnamdi OGBUJI, WACAP Country Programme Coordinator, Nigeria

ILO Geneva

- Ms. Sherin KHAN, International Programme on Child Labour (IPEC)
- Ms. Sule CAGLAR, International Programme on Child Labour (IPEC)
- Mr. Tite HABİYAKARE, International Programme on Child Labour (IPEC)
- Mr. Peter HURST, International Programme on Child Labour (IPEC)

ITC-ILO

- Mr. José-María RAMIREZ, Programme Officer Turin Training Centre. Standards and Fundamental Principles and Rights at Work Programme

IPEC Consultants

- Mr. Stanley ASANGALISAH
- Ms. Una MURRAY

Annex 2: Sources

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- **Nigeria** – Godson, O: *Country project report on WACAP in Nigeria* (2006).
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- IPEC: *Hazardous Child Labour in Agriculture. Cocoa, safety and health fact sheet* (ILO, Geneva, 2004).
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- IPEC: *WACAP Status Report December 2005* (ILO, Geneva, 2005).

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Côte d'Ivoire:

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- University of Iowa, Centre for Human Rights (UICHR): *Child labor legislative database*, accessed at: <http://www.childlaborlaws.org/support/countrydata/GHA.shtml> on 13.06

Ghana:

- IPEC: *Extending Education for All to child labourers: A training manual for education practitioners*, (Geneva, ILO, draft 2005)

Annex 3: IPEC's implementing agencies for WACAP

Cameroon

- Association Emmanuel du Cameroun
- CEPIC – Centre for the Promotion of Cooperative Initiatives
- CIFED – Centre d'Information et de Formation pour l'Environnement et le Développement
- EIP – l'Ecole Instrument de Paix
- FENTEDCAM – Fédération Nationale des Syndicats des Travailleurs des Collectivités Territoriales Décentralisées du Cameroun
- FONJAK – Fondation Fritz Jakob
- JADE Multimedia Agency
- MINADER – Ministère de l'Agriculture et du Développement Rural
- MINEDUB – Ministry of Basic Education
- Ministère des Affaires Sociales, de la Promotion Féminine et de l'Enfance
- MINTSS – Ministère du Travail et de la Sécurité Sociale
- MOSAS – Modern Sustainable Agricultural Systems
- Noah's Ark
- ODECO – Organisme de Développement, d'Etudes, de Formation et de Conseils au Cameroun
- OFSAD – Organisation des Femmes pour la Santé, la Sécurité Alimentaire et Développement
- REDEF – Resource Development Foundation
- SOF – Serve the Orphans Foundation
- VENSEISY Women's Social and Development Organisation

Côte d'Ivoire

- Africaine de Prévention
- AICD – Alliance Internationale pour la Coopération et le Développement Durable
- ANADER – Agence Nationale d'Appui au Développement Rural
- ANAPROCI – Association Nationale des Producteurs de Café et de Cacao de Côte d'Ivoire
- ASA – Afrique Secours et Assistance
- Cabinet Bergain
- DIGNITE – Confédération des Syndicats Libres de Côte d'Ivoire
- FAWE – Forum for African Women Educationalists
- FEMAD – Femme Action Développement
- Kedesh
- Lève-toi Afrique
- Ministère du Travail, de la Fonction Publique et de la Reforme Administrative
- Ophir Imprim
- Quimy images
- RENFCAP – Renforcement des Capacités
- SAA – Service Autonome de l'Alphabétisation Ministère de l'Education
- UCL-COPICO – Union des Lagunes, Confédération des Producteurs ivoiriens de Café Cacao
- UGTCI – Union Générale des Travailleurs de Côte d'Ivoire

Ghana

- ACHD – Africa Centre for Human Development
- CEDEP – Centre for the Development of the People
- CLU – Ministry of Manpower, Youth and Employment, Child Labour Unit
- Department of Food and Agriculture Suhum District
- District Assembly Amansie West
- District Assembly Atwima Mponua
- District Assembly Sefwi Wiawso
- District Assembly, Kassena Nankana
- District Labour Office, Amansie West
- District Labour Office, Atwima
- District Labour Office, Kassena Nankana
- District Labour Office, Sefwi Wiawso
- District Labour Office, Suhum Kraboa / Coaltar
- EIB – Ministry of Manpower, Youth and Employment, Employment and Information Bureau
- EPAG – Environmental Protection Association of Ghana
- GAWU – General Agriculture Workers Union
- Ghana Cocoa Board
- Info Decision System Ltd.
- Ministry of Education and Sports, Basic Education Division
- Ministry of Health, Occupational and Environmental Health Unit
- National Drama Company
- Team Consultancy
- University of Ghana, Department of Sociology

Guinea

- ACEEF – Action contre l'Exploitation des Enfants et des Femmes
- ACEEF – Action contre l'Exploitation des Enfants et des Femmes
- AGRAAD – Association Guinéenne de recherche action et d'alphabétisation pour le développement
- ASED – Association Sauvons les Enfants Déshérités
- ATMAC – Action d'assistance technique aux mouvements associatifs et coopératifs
- CBS – Capacité Building Service
- CNTG – Confédération Nationale des Travailleurs de Guinée
- FRADE – Fraternelle (la) de Développement
- Gaia Video Concept
- GARD – Groupement d'Aide au Réfugiés et Déplacés
- INADER – Institut national pour le Développement rural
- MASPFE – Ministère des Affaires Sociales, de la promotion Féminine et de l'enfance
- MEPU-EC – Ministère de l'Enseignement Pré Universitaire et de l'Education Civique
- Ministère de l'Emploi et de la fonction Publique
- Sabou
- SAIEF – Societe africaine d'Etude et d'Ingenierie financiere
- SPCIA – Sauver le Patrimoine communautaire d'Interet agricole
- USTG – Union Syndicale des Travailleurs de Guinée
- UTG – Association des Techniciens de Macenta pour l'Action communautaire

Nigeria

- ACASA – Anti-Child Abuse Society of Africa
- Africa Accord Limited
- Canaan Goodwill Project
- Child Labour Unit, Inspectorate Department, Federal Ministry of Labour and Productivity
- Clem and Bob Associates
- CRIB – Child Rights Information Bureau
- Department of Agricultural Economics and Extension, Federal University of Technology Akure
- Department of Sociology, Faculty of Social Sciences, University of Ibadan
- Federal Ministry of Information and National Orientation (Child Rights Information Bureau)
- HDI – Human Development Initiative
- Human Development Initiatives
- ICMT/ICCO – Improvement in Cocoa Marketing and Trade/ International Cocoa Organization
- Ministry of Education
- National Commission for Mass Literacy and Non-formal Education, Federal Ministry of Employment
- PCF – Precious Childcare Foundation
- TFU – Tonikoko Multi-Cooperative Farmers Union
- WOTCLEF – Women Trafficking and Child Labour Eradication Foundation

Annex 4: Terminology

1. Children **withdrawn**: This refers to those children that were found to be working and no longer work as a result of a project intervention. This category also includes those children that were engaged in exploitative/hazardous (See definition 3 below) work and as a result of a project intervention now work shorter hours under safer conditions.
2. Children **prevented** from entering work: This refers to children that are either a) siblings of (ex-) working children that are not yet working or b) those children not yet working but considered to be at high-risk⁶¹ of engaging in exploitative work. In order to be considered as “prevented”, these children must have benefited directly from a project intervention.
3. **Exploitative/hazardous work**: refers to the conditions under which the child works and the safety, health, and environmental hazards to which the child is exposed as well as the duration of work. The worst forms of child labour mentioned in Convention No. 182 and all type of work that prevents a child from obtaining an education (attending school regularly) should be considered exploitative work. Children intercepted or rescued from being trafficked may also be considered as withdrawn from an exploitative situation since the moment they become victims of trafficking (even though still in transit to the “place of work”) they have already entered an unacceptable situation bound to lead to exploitative/hazardous work.
4. Definition of “**educational services and/or training opportunities**”: The definition of children provided with “educational services and/or training opportunities” includes at least one of the following services provided by the project:
 - **Non-formal** or basic literacy education as demonstrated by enrolment in educational classes provided by the program. These classes may include: transitional, levelling, or literacy classes so that the child may either be mainstreamed into formal schooling and/or can participate in vocational training activities;
 - **Vocational, pre-vocational or skills training** as demonstrated by enrolment in these training courses in order to develop a particular skill (mechanics, sewing, etc);
 - **Mainstreaming** into the formal education system, non-formal education, vocational, pre-vocational or skills training after having received assistance from the project to enable them to enrol. The assistance provided by the project could include one or more of the following services; the provision of nutrition, uniforms, books, school materials, stipends, or other types of incentives that enable the child to be enrolled in the educational experience.
5. Definition of “**other non-education related services**”: “Other non-education related services” that are instrumental in withdrawing and preventing children from exploitative/hazardous work could include face-to-face counselling, income generation and/or skills training for parents of children at risk, and other types of interventions that allow the child to be withdrawn or prevented. This part of the table is intended to capture those children considered to be withdrawn or prevented from exploitative work as a result of a project intervention that is not linked to the provision of educational services or training opportunities and for whom it is not necessary to provide educational services as part of the efforts to withdraw or prevent them from work. For example, a child previously forced into prostitution, should be considered withdrawn from exploitative work after the project has provided her/him with medical services, counselling and ensured her/his reintegration back into the family. Do not include children for which the package of services to be provided by the project includes educational or training opportunities as these children will be included under Part A at the time of enrolment.

⁶¹ A “high risk” situation refers to a set of conditions or circumstances (family environment or situation, vicinity of economic activities prone to employ children, etc.) under which the child lives or to which it is exposed. Children at high risk of engaging in exploitative/hazardous work could also include children who are not yet in school as well as those currently in school but at high risk of dropping out. Usually a clear definition for the “high-risk” is provided for in the project document. If not, the CTA/CPC should define “high risk” in the context of the project.

Annex 5: Turin Declaration of 2006

Statement of Commitment to Eradicate Child Labour in Cocoa and Agriculture in West Africa

We the stakeholders of the West African Cocoa and Commercial Agriculture Project (WACAP) comprising of ILO constituents (governments, employers and workers) and NGO partners coming from Ghana, Guinea, Cameroon, Nigeria and Côte d'Ivoire, having assembled at the ILO Training Centre, Turin Italy from the 18th to 22nd of April 2006 to undertake the WACAP final evaluation, the Stakeholders' Workshop on Experiences, Review, and post-project plan of action.

Noting that child labour is linked to both the denial of a child's access to education and the denial of adults to have decent work and that poverty is not the only cause of child labour, but also social injustice;

Having demonstrated through the successful implementation of the WACAP project that it is possible to eliminate child labour, most especially in its worst forms from cocoa and commercial agriculture; and that a well constituted ILO tripartite structure has proven as an effective and sustainable means of halting and reversing the negative consequences of child labour;

Having provided hope and better life for children and their families by the withdrawal of over eleven thousand (11,000) children from hazardous work and supporting over 1000 parents to acquire skills in non-farm income generating activities and providing credible alternatives and building the capacity of project partners;

Having mobilized cocoa growing communities, formed community child labour committees in monitoring child labour activities;

Considering our experiences gained, enormous achievements and lessons learnt;

We reaffirm our commitment to the eradication of child labour in cocoa and commercial agriculture. We irrevocably and unshakably resolve to:

1. Continue with our efforts in eradicating child labour particularly in the agriculture sector
2. Collaborate and network with all stakeholders and partners in the true spirit of solidarity in our resolve to consolidate the gain made under the WACAP Project
3. Strengthen and use the ILO tripartite structure to eradicate child labour in cocoa and agriculture
4. Mobilize both human and financial resources in the fight against child labour
5. Call for technical and financial support and collaboration of the international donor agencies for continuation and replication of the tested models under WACAP to other identified areas, especially in commercial agriculture

We therefore invite all like-minded institutions and partners to join in the struggle to eradicate child labour in the region.

Finally, we express our profound gratitude and appreciation to the international donor agencies, ILO-IPEC (WACAP) and their team of committed advisors and coordinators for piloting the programme to a successful end.

Thank you, merci.

Turin
20 April 2006

For further information:

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