

**2024 ANNUAL CHILD LABOUR REPORT**

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*for*

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**MINISTRY OF LABOUR, JOBS AND EMPLOYMENT**

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## List of Acronyms

CAPs	-	Community Action Plans
CCPCs	-	Community Child Protection Committees
CL	-	Child Labour
CLFZ	-	Child Labour Free Zones
CLM	-	Child Labour Monitoring
CLMRS	-	Child Labour Monitoring and Remediation Systems
CLMS	-	Child Labour Monitoring Systems
CLU	-	Child Labour Unit
DCPCs	-	District Child Protection Committees
DOC	-	Department of Children
DSWCD	-	Department of Social Welfare and Community Development
GAAPACL	-	Ghana Accelerated Action Plan Against Child Labour
GCLMS	-	Ghana Child Labour Monitoring System
HRDD	-	Human Rights Due Diligence
ICT	-	Information and Communication Technology
IGAs	-	Income Generating Activities
ILO	-	International Labour Organisation
ISS	-	Integrated Social Services
LEAP	-	Livelihood Empowerment Against Poverty
MLJE	-	Ministry of Labour, Jobs and Employment
MICS	-	Multiple Indicator Cluster Survey
MOGCSP	-	Ministry of Gender, Children and Social Protection
NCLCS	-	National Child Labour Coordinating Secretariat
NGOs	-	Non-Governmental Organisations
NHIS	-	National Health Insurance Scheme
NPA	-	National Plan of Action
NSCCL	-	National Steering Committee on Child Labour
SOPs	-	Standard Operating Procedures

SW	-	Social Welfare
SWIMS	-	Social Welfare Information Management System
TIP	-	Trafficking In-Persons
TLMs	-	Teaching and Learning Materials
TVET	-	Technical and Vocational Education and Training
UNICEF	-	United Nations Children's Fund
VSLA	-	Voluntary Savings and Loans Associations
WASH	-	Water, Sanitation and Hygiene
WFCL	-	Worst Forms of Child Labour

## Executive Summary

Government partners submit reports to the Child Labour Unit of the Ministry of Labour, Jobs and Employment, detailing activities and providing data for key child labour indicators. The unit consolidates these reports to provide a national annual overview of efforts against child labour.

In 2024, 28 government and partner organisations submitted reports on anti-child labour interventions. Together, the following were achieved:

- Over 210,000 people were reached with awareness raising messages on child labour
- 213 new community structures were formed to deepen the decentralised approach of the fight against child labour, ensuring that community systems are at the forefront of this fight against child labour
- Over 75,000 people benefitted from capacity building interventions, with 89% of all 2,874 capacity building interventions targeting community-level beneficiaries
- Over 14,000 children were identified to be at risk of child labour. Another 14,000 children were also identified to be into child labour activities, with 11% in worst forms of child labour. 9,849 of the identified children were withdrawn from child labour.
- There were over 10,000 beneficiaries of educational support, and 223 Technical and Vocational Education and Training (TVET) support beneficiaries.
- Over 9,700 parents/caregivers also benefitted from family strengthening interventions to reduce child labour vulnerabilities.
- 182 community infrastructural projects were implemented and through such initiatives, communities were provided with boreholes, health facilities, and sanitation facilities. Additionally, various schools were provided with school infrastructure (such as classroom blocks, offices, bungalows, Information and Communication Technology (ICT) laboratories, boreholes, sanitation facilities, etc.). Over 132,000 Teaching and Learning Materials, school furniture, among others were also distributed

While such efforts are commendable, more children and caregivers benefitted from 2023 interventions. Child identification, withdrawal and support provision needs to improve. The effectiveness of implemented interventions in the fight against child labour have also not evaluated. Efforts to combat child labour in 2024 covered only one of the eight identified child labour priority areas in the Ghana Accelerated Action Plan Against Child Labour (GAAPACL) and based on submitted reports, are skewed towards efforts in the cocoa industry.

The Child Labour Unit will continue to work with stakeholders to improve reporting which covers national and sub-national efforts, as well as various priority areas and sectors. Efforts will also be made to improve data quality, including refresher training on data tools for reporting and data validation. Family strengthening is continually prioritised as a critical intervention for reducing vulnerabilities which will positively impact child labour risks and occurrences.

The Child Labour Unit will also continue to collaborate with stakeholders to identify implementation bottlenecks for the GAAPACL and accelerate its implementation in 2025 and beyond.

# CHAPTER ONE

## GENERAL INTRODUCTION

### 1.1 Introduction

Child labour (CL) deprives children of their childhood, potential, and dignity. The practice is harmful to children, frequently disrupts their education, and poses a significant barrier to Ghana's socio-economic development.

The Government of Ghana, working in partnership with development partners and civil society, implements a range of policies, programmes, and activities aimed at eradicating child labour, with particular emphasis on its worst forms. These efforts have led to the development of the Ghana Accelerated Action Plan Against Child Labour (GAAPACL), which articulates the government's vision and strategy for combating child labour.

With the best interests of children at heart and in fulfilment of its constitutional duties, the Government of Ghana, through the Child Labour Unit (CLU) of the Labour Department, coordinates the execution of anti-child labour interventions. The CLU serves as the National Secretariat for the National Steering Committee on Child Labour (NSCCL), ensuring that all stakeholders engaged in the fight against child labour report their plans and activities to the government annually, following established reporting procedures. These reports are vital for collecting data on child labour activities and measuring key national child labour indicators.

As the central coordinating entity, the CLU consolidates these submissions and produces an Annual Child Labour Report. This document provides an overview of national efforts to eliminate child labour, representing both government and partner initiatives implemented during 2024. The report is structured in accordance with the programmatic objectives outlined in the GAAPACL, and information is organised under the following main themes:

- Strengthening the institutional capacity of the Ministry of Labour, Jobs and Employment, and relevant agencies to oversee child labour elimination.
- Facilitating effective coordination among multiple stakeholders involved in child labour and child protection efforts.
- Enhancing financing, resource mobilisation, and ensuring adequate allocation for child labour interventions.
- Improving the quality and delivery of integrated social services, which include child protection, social protection, education, decent youth employment opportunities, skills development support, and other remediation activities.
- Empowering communities, raising awareness, and promoting behaviour change to prevent and address child labour.
- Advancing research, documentation, and dissemination of best practices and innovations in child labour elimination.

In addition to data analysis, the report assesses the progress made in implementing the GAAPACL, drawing on information from the consolidated submissions. It is disseminated as a foundation for dialogue on accelerating the five-year National Plan of Action (NPA). The concluding section of the

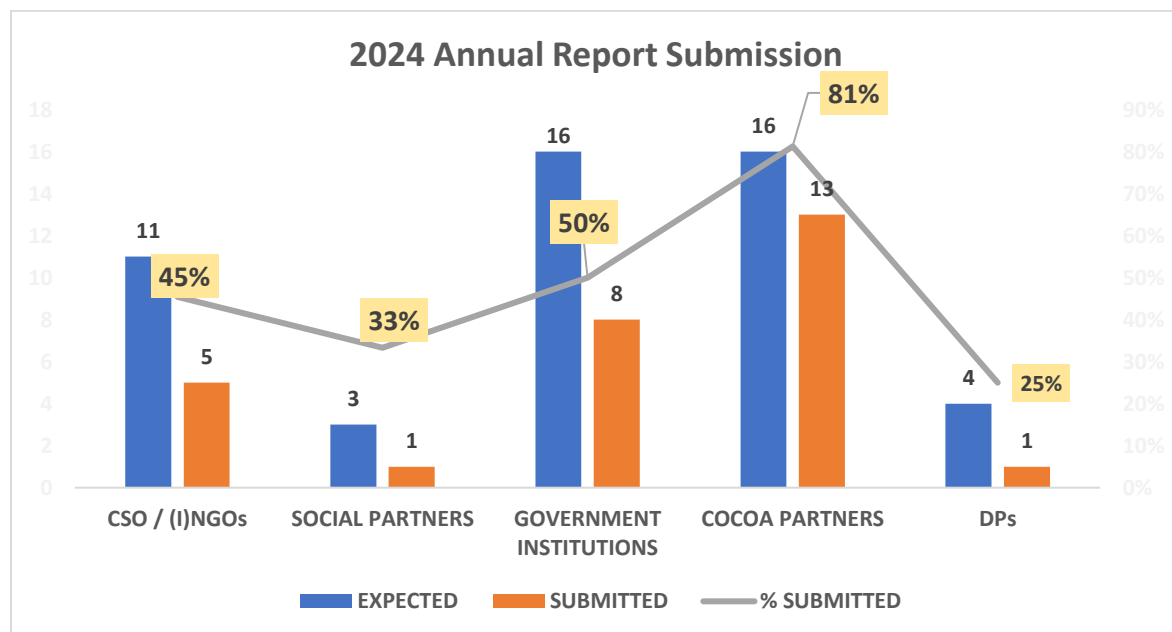
report presents general findings and recommendations concerning data collection, with specific reference to observations on the reporting template and issues related to data quality.

## 1.2 Reporting on 2024 Child Labour Interventions

At the end of each year, the CLU shares a reporting template to receive documentation of interventions implemented by government and partners to address child labour. This is used in developing a consolidated annual child labour report. The report submission process begins with a review of the reporting template by the CLU, based on inputs and feedback from stakeholders on template use. The revision of the template is also guided by interventions as indicated in the GAAPACL, to effectively track implementation progress. This template revision was done in January 2025 during a one-day template usage support workshop, and the revised template was sent to reporting institutions thereafter. The CLU received reports through February to June 2025, and commenced with data cleaning, aggregation and descriptive analysis. A draft report preparation started in July, and draft findings were shared with stakeholders during the September 2025 Partners Forum. The report was finalised by the Monitoring and Evaluation Consultant and shared with the Child Labour Unit in December 2025.

In 2024, the CLU sent the reporting template to 50 government and development partner institutions and cocoa companies. 32% of the 50 receiving institutions were cocoa partners; 22% were non-governmental non-profit organisations, 32% were government institutions, 8% were donor partners and 6% were social partners. Figure 1 compares expected submission of report based on the number of receiving institutions, and actual report submissions made to the CLU. 81% of template receiving cocoa partner companies submitted reports to the CLU – the highest reporting rate. This was followed by Government Institutions, where 50% of receiving organisations submitted reports. 45% of the Non-Governmental Organisations (NGOs) who received the template also submitted reports. A third of social partners (1 of 3) also submitted reports and one out of four donor partners also submitted a report..

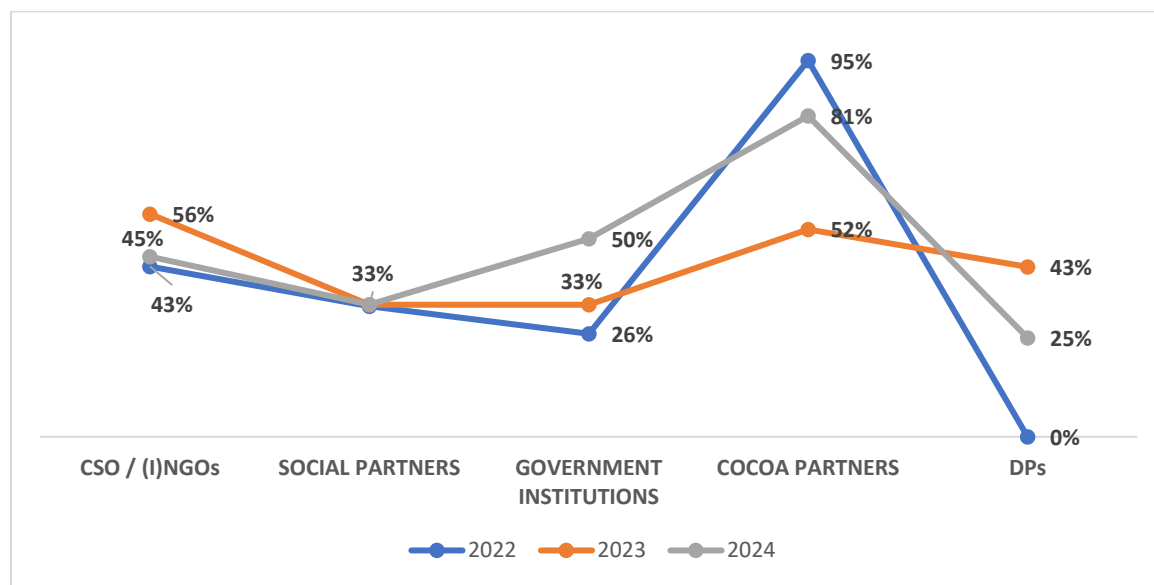
Figure 1.1: 2024 Annual Report – Comparing Expected and Actual Submissions



Overall, 56% (28 out of 50) of expected reports were submitted. Reporting institutions peaked in 2022, a year that recorded 35% more reporting institutions than 2021. This reduced by 21% for 2023 and a further 4% for 2024.

The number of government institutions reporting on their child labour programming has seen a consistent increase between 2022 and 2024, increasing from 26% of institutions receiving reporting templates in 2022, to 33% in 2023 and 50% in 2024. The number of reporting NGOs increased from 43% in 2022 to 56% in 2023 but reduced to 45% in 2024. Reporting cocoa industry partners also reduced from 95% in 2022 to 52% in 2023 but increased to 81% in 2024. The number of donors who reported on child labour interventions they have funded increased from 0% in 2022 to 43% in 2023 but reduced to 25% in 2024.

Figure 1.2: Trend in Submission of Reports from Institutions



Also, the reporting covered only one out of the eight child labour priority areas of the Ghana Accelerated Action Plan Against Child Labour (GAAPACL). The CLU will continue to work with stakeholders to strengthen collaboration and improve reporting in these sectors.

### 1.2.1 Determining Aggregable Data – Inclusion/Exclusion Criteria

The CLU did not find all submitted data aggregable and thus could not report on all submitted data. The CLU was guided by the following criteria for inclusion/exclusion:

- The report focuses on activities that were implemented in 2024. Therefore, any submitted data on activities implemented in previous years were excluded.
- Data that was not disaggregated were only considered for full count. For instance, an organisation submitting data on total number of children at risk cannot be considered for disaggregated reporting. However, the same number will be considered for aggregation, even if it does not provide disaggregated data on type of risk or on age.
- Duplicated data: Some organisations and their collaborators submitted reports to the CLU. The CLU deduplicated the data by comparing activities implemented, districts and

communities implemented in, and data on numbers. The CLU will continue to work with partners who implement through collaborators to improve non-duplicative reporting.

- Duplicative reporting and substantial data quality issues caused the consultant to exclude data from 46 Metropolitan, Municipal and District Assemblies (MMDAs). There are efforts to improve training of MMDA focal persons on child labour reporting using the current national reporting template.

The decision to exclude data was taken after corrective measures were taken through collaborations with reporting institutions.

## CHAPTER TWO

### MULTISTAKEHOLDER EFFORTS AGAINST CHILD LABOUR

#### 2.1 Introduction

This section of the report provides an analysis of aggregated data derived from submitted reports and highlights key insights from the documentation. As outlined in the previous chapter, the data was examined in accordance with the programmatic objectives of the GAAPACL. Accordingly, this section is structured and presented based on the six defined objectives.

#### 2.2 Strengthened Institutional Capacity of MELR and Other Relevant Agencies to Oversee the Elimination of Child Labour in Ghana

Enhancing institutional capacity is essential for an effective response to child labour. This objective aims to strengthen the national capabilities of the Ministry of Labour, Jobs and Employment, as well as other relevant institutions, to fulfil their roles proficiently and advance efforts to combat child labour. Key activities include restructuring the NSCCL, expanding the CLU into a fully developed National Child Labour Coordination Secretariat (NCLCS), and providing ongoing training and development in technical areas such as project management and policy advocacy. Support is expected to be given MLJE and other institutions through provision of logistics and capacity building at both national and sub-national levels in coordination tasks, using resources such as workplans and reporting templates. This section summarises the interventions undertaken to achieve this objective.

##### 2.2.1 National Level Capacity Building Interventions

For 2023, capacity building was more focused on sub-national structures and institutions, as will be seen in subsequent sections of the report. Nonetheless, there were 23 different capacity building interventions implemented by various stakeholders at the national level. These 23 training interventions made up less than 1% of the 2,874 training activities implemented by government and partners in 2024.

The Child Labour Unit collaborated with Challenging Heights to train staff of the Labour Department of MLJE on project planning, implementation management, project monitoring and evaluation as well as research. The Ministry of Interior through the Ghana Immigration Service (GIS) collaborated with British High Commission, Human Trafficking Secretariat and the International Centre for Migration Policy Development (ICMPD) to train law enforcement agencies (LEAs) on issues related to child and forced labour, modern slavery, investigation procedures, intelligence and legal framework for GIS. The Ghana Police Service also conducted training on human trafficking, forced labour, and migrant smuggling. Verite also collaborated with Ghana Cocoa Board (COCOBOD) and Ghana Agricultural Workers Union (GAWU) to train social welfare and community development officers the ILO Convention 29, key terms related to forced labour, child labour, and human trafficking. The Human Trafficking Secretariat also trained national stakeholders and LEAs on concept of human Trafficking, child labour and child protection, victim protection, irregular migration, and stakeholder partnership and collaboration, among others. The Fisheries Commission trained national stakeholders on child labour and trafficking (CLaT) in Fisheries and the revised Anti-CLaT strategy for the fisheries sector.

## 2.3 Effective coordination of multi-stakeholders' efforts on child labour and child protection

Addressing child protection effectively requires a robust coordination mechanism, which is an important programmatic objective in the GAAPACL. Essential coordination activities include disseminating the GAAPACL to support knowledge acquisition and ensuring the integration of interventions into all operational plans. Additional key actions involve convening regular NSCCL meetings, providing support to sub-national coordination committees, organizing annual partner forums focused on child labour issues, and establishing platforms to enable access to critical child labour data.

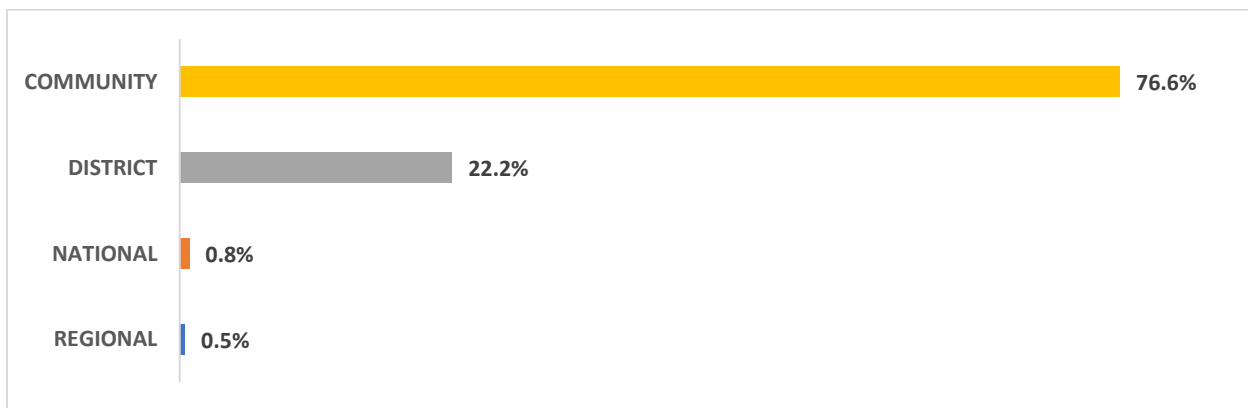
### 2.3.1 Coordination Activities

For 2024, the Child Labour Unit organised a Partners' Forum to disseminate the findings from the 2023 Child Labour Report. Quarterly NSCCL meetings were also organised. A key intervention for effective coordination is to support regional, district, and community child protection committees with trainings and logistics to coordinate and implement child and forced labour interventions.

### 2.3.2 Capacity Building of National, Regional and District Stakeholders

As already indicated, a total of 2,874 capacity building interventions were conducted in 2024. Only 0.8% of this was conducted at the national level; 0.5% at the regional level, 22% at the district level and 77% at the community level, increasing the capacity of over 75,000 stakeholders<sup>1</sup>.

Figure 2.1: Levels Covered by Capacity Building Interventions



2,490 representatives of institutions benefitted from capacity building interventions at the national level. These included staff of Labour Department of MLJE (Child Labour Unit, Legal Unit, etc), Law Enforcement Officers (such as Ghana Police Service, Ghana Immigration Service), among others. The capacity building covered areas such as:

- Modern slavery, Investigation procedures, Intelligence and Legal Framework for GIS
- LIO Convention 29, Key terms related to Forced Labour, Child Labour, and Human Trafficking, Victim Protection, Irregular Migration, and Stakeholder Partnership and Collaboration

<sup>1</sup> Community level capacity building interventions, and related beneficiaries is discussed in greater detail under the Objective “Strengthened communities, increased awareness raising and behaviour change to prevent and remediate the incidence of child labour”.

- Child Labour and trafficking (CLaT) in Fisheries and the revised Anti-CLaT strategy
- Role of Law Enforcement Officers in fighting trafficking, trafficking indicators
- Child Labour Monitoring and Remediation System (CLMRS)

At the regional level, the 1221 beneficiaries were mainly law enforcement officers. Capacity building areas covered included;

- Origin of Human Rights, the 1992 Constitution; Legal Rights of a Child, Identifying right violations mediation and counselling
- Understanding CLaT in Fisheries and Policies for addressing CLaT in Fisheries
- ILO Convention 29, Forced Labour, Child Labour, Drug & Human Trafficking and Emerging Trends, Migration and TIP reporting and Police reporting procedures
- Hazardous Activity Framework, Drug Trafficking and Double Victimization, Migration and Migrant Smuggling, The Law and Reporting cases to the right Law Enforcement Agency

At the district level, most of the 4,651 beneficiaries were staff of the Department of Social Welfare and Community Development (DSWCD), LEAs, and Teachers. Technical capacity building areas covered included:

- Key Concepts of a Child; Child Rights and Responsibilities; Concepts of Child Labour, including Definition, Determining Child Labour, Child Labour Causes and Effects; Child Rights and Responsibilities; Child Work (Light Work, Non-hazardous work); Worst Form of Child Labour; Hazardous activity list on cocoa.
- Household and Community Profiling; Key Concepts of Child Labour Remediation, including Definition of Remediation, Approach, Methodology, Committee responsibilities, Child Labour Monitoring, Case management, Remediation needs assessment, Remediation Plan and Documentation, Remediation support, Follow up visits.
- Interview ethics and techniques; Interviewing Children
- Data Protection
- Overview of Child Labour and Protective Systems, Legislative Framework In Ghana, Child and Family Welfare Policy.
- Child and Adult Safeguarding policies, Community Feedback and Response Mechanism
- Business and Financial Literacy, Group Formation, Group Dynamics, and Constitution

The identified capacity-building areas are expected to enhance the knowledge of designated staff regarding child protection and related legal or policy frameworks, thereby strengthening efforts to combat child labour specifically, and improve child protection in general. However, important topics such as supportive supervision, and monitoring were not addressed at the national, or regional, levels, despite these functions falling within the responsibilities of institutions at these levels. 67 districts were covered by various sub-national capacity building interventions, compared to 47 in 2023.

## **2.4 Improved financing, resource mobilisation and adequate allocation**

Funding the implementation of child labour interventions and evidence-based scale up of same is critical for eliminating child labour. As a social and economic issue, sustained implementation will improve the acquisition of knowledge and change negative attitudes stemming from negative social

norms. In the NPA, key activities to improve financing, resource mobilisation and adequate allocation includes developing a financing/costed plan to implement the GAAPACL, developing and implementing a resource mobilisation strategy, organising donor conferences, establishing a multi-stakeholder mechanism for resource pooling, increasing government funding for child labour and forced labour and ensuring timely releases. The [2024 UNICEF Child Protection Budget Brief](#) has documented the national level budget of Ministry of Gender, Children and Social Protection (MOGCSP), and estimated the child protection budgetary allocation (considering non-social protection spending of MOGCSP, support provided through UNICEF's ISS programme and funding earmarked for DSWCD in the national budget) to have increased from GHS7 in 2023 to GHS15 in 2024. Midway through its implementation, the GAAPACL has not been costed, neither has a resource mobilisation strategy been developed.

## **2.5 Improved quality and delivery of integrated social services, including child protection, social protection, education, decent youth employment, skills development support, and other remediation actions**

Effectively preventing and addressing child labour requires timely access to high-quality, essential services tailored to the needs of vulnerable populations. This includes social services that identify individuals at risk of child labour and coordinate the delivery of relevant integrated support, social protection measures that lessen economic vulnerability, improved educational opportunities to lower the risks of child labour, decent youth employment options, and skill development programs, along with other interventions for children who have been identified in or removed from child labour.

Within GAAPACL, the goal of enhancing the quality and delivery of integrated social services (ISS) brings together a variety of actions under four main categories:

- ISS, GCLMS, and SWIMS;
- Education;
- Decent Youth Employment; and
- Law Enforcement.

This section of the report presents interventions implemented by government and partners in line with these clustered interventions.

### **2.5.1 ISS, GCLMS and SWIMS**

The Integrated Social Services initiative (ISS) represents a coordinated approach to the delivery of services across multiple government institutions. This includes the integration of social, protection, and health services by national and decentralized actors, with the objective of enhancing service provision on a nationwide scale. ISS also aims to reinforce inter-sectoral collaboration in addressing multidimensional poverty and vulnerability, creating linkages among health, child protection, sexual and gender-based violence prevention, and social protection services.

The Social Welfare Information Management System (SWIMS) is a web-based platform established by the Government of Ghana to facilitate comprehensive documentation and reporting of integrated social welfare services. SWIMS operates based on standardized national data collection forms, workflows, referral pathways, and standard operating procedures (SOPs).

Efforts to address child labour encompass monitoring establishments and occupational activities across all relevant sectors to safeguard children from harmful work. Child Labour Monitoring (CLM) constitutes an active and systematic process, ensuring that mechanisms to monitor potential worksites for both girls and boys are implemented and effectively coordinated. The primary goal is to reduce and prevent child exploitation while promoting children’s holistic development. In 2018, the existing 2010 Child Labour Monitoring framework underwent revision to overcome implementation challenges and foster an aligned approach that harmonizes monitoring and remediation systems used by public and private organizations. The Ghana Child Labour Monitoring System (GCLMS), currently being redeveloped, is designed to serve as a comprehensive system for documenting child labour monitoring and remediation across the country, as well as providing relevant indicator data for program management, informed decision making and reporting.

Within the GAAPACL framework, key interventions facilitated by ISS, SWIMS, and GCLMS include the following:

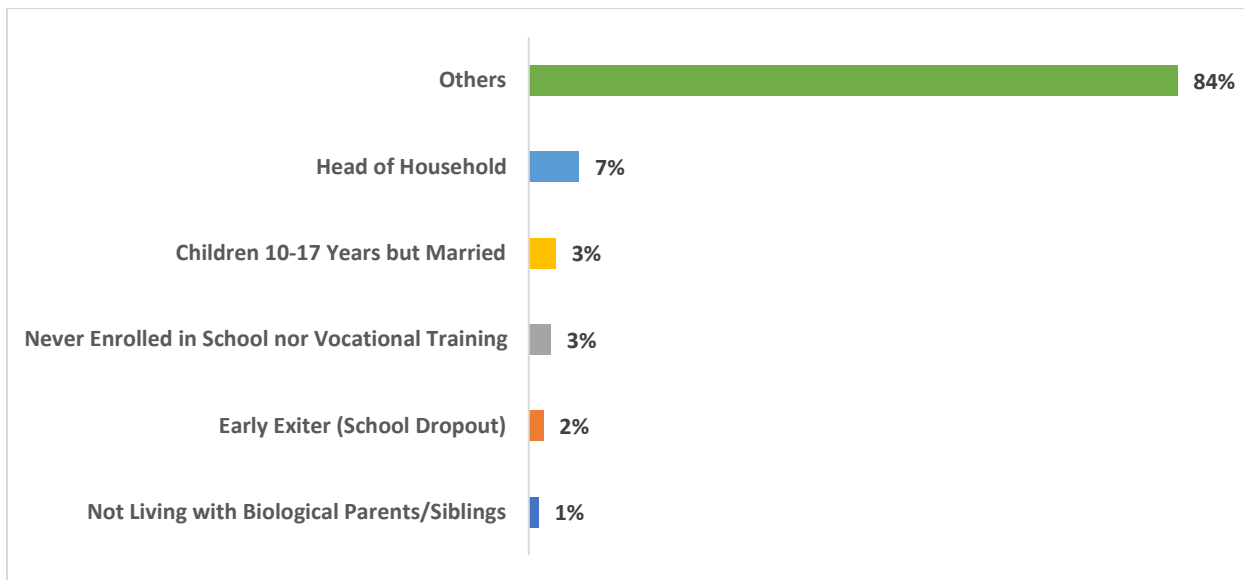
- Map and revise available child protection and child labour SOPs, referral pathways and guidelines
- Expand SWIMS to cover all 261 districts
- Roll out implementation of GCLMS and ensure its interoperability
- Use deployed GCLMS or other CLMS to monitor and identify child labourers and those at risk and provide required remediation services, including benefitting from social protection and safety net programs.
- Expand National Health Insurance Scheme (NHIS) to cover persons in child labour prone communities
- Strengthen human and technical capacities of multisectoral frontline workers (labour inspectors, social welfare and community development officers, etc) and community-level structures on ISS, SWIMS, GCLMS and Child Labour Free Zone (CLFZ) concept.
- Provide required logistics for frontline workers to effectively deliver services.
- Train heads of departments to provide supportive supervision

Based on the report provided by stakeholders, the report focuses on usage of monitoring systems to identify, withdraw and provide remediation services for children at risk or those involved in child labour

#### 2.5.1.1 Identification of Children at Risk of Child Labour

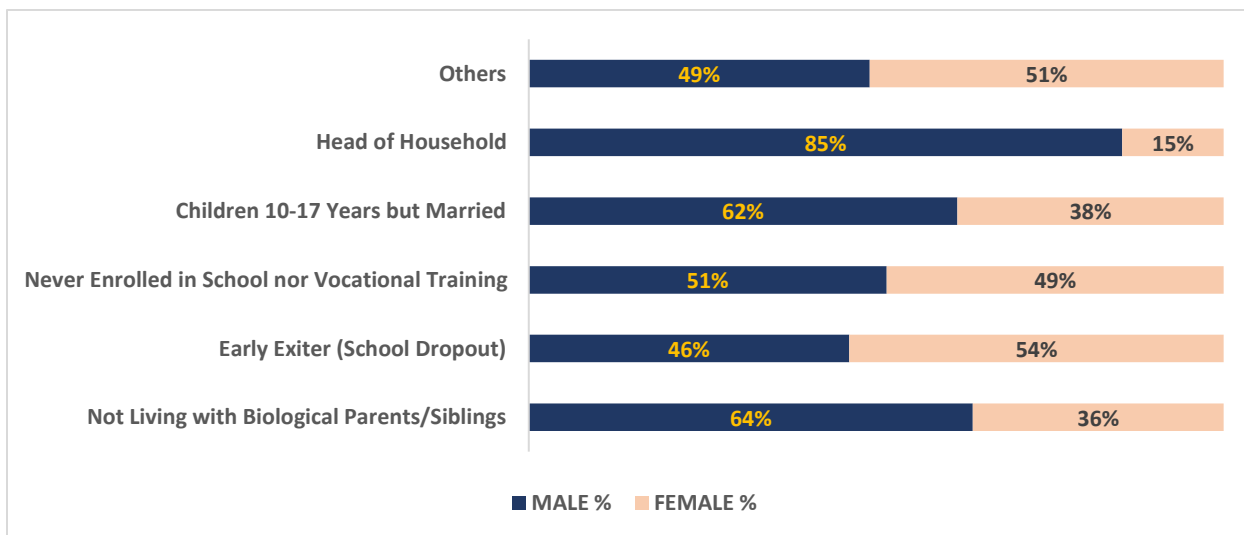
In 2024, 14,205 children were identified to be at risk of child labour. The risk factors included children who were married, children who were heads of households, children who had never enrolled in school nor vocational training, school dropouts, and children who were not living with biological parents or siblings. All 14,205 children were identified through the Child Labour Monitoring and Remediation System (CLMRS) which is used by cocoa industry partners to address child labour within the cocoa value chain

Figure 2.2: Proportion of Children At Risk of Child Labour, per Risk Category



While there is a negligible difference between proportion of male children at risk (50.4%) and female children at risk (49.6%), there are notable variations in risk categories. More female children are likely to exit from school compared to male children while more male children are likely to be heads of households than female children. Interestingly, the data suggested that there are more married male children than female children, similar to the finding that there are more male children who are not living with their biological parents/siblings than females.

Figure 2.3: Sex Disaggregation of Children at Risk of Child Labour



The 14,205 children were identified in 777 communities in 45 districts, compared to 16,225 identified from 44 districts and 969 communities. The number of children identified to be at risk of child labour in 2024 is over 2,000 children less than the figure for 2023 (16,225). Children at risk have reduced from over 41,000 in 2022 to 16,225 in 2023 to 14,205 in 2024. Discussions on active child labour monitoring is needed, because while such reductions could mean improved efforts to address child

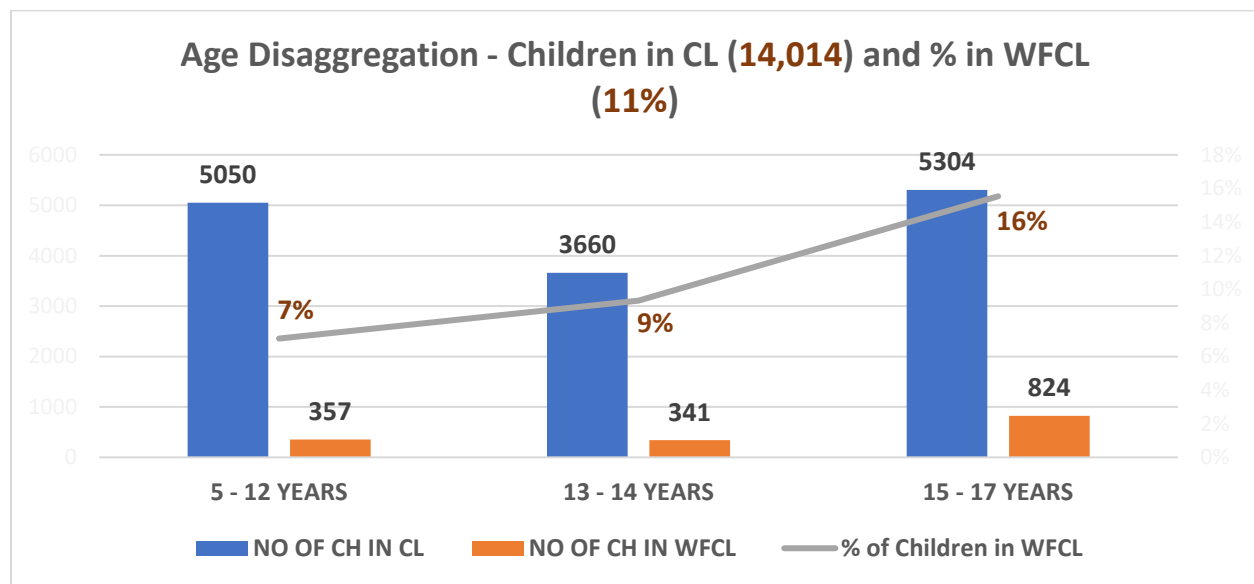
labour, anecdotal evidence and unpublished studies indicated that active child labour monitoring has reduced.

### 2.5.1.2 Identification of Children in Child Labour

In the year under review, 14,014 children were identified in child labour in 56 districts, compared to 27139 from 64 districts in 2023: a 98% reduction. The number of children in Worst Forms of Child Labour (WFCL): 1,522, was 11% of all children identified in child labour. This represents a 198% reduction from the 4,541 in 2023 (16.6% of all children in child labour in 2023).

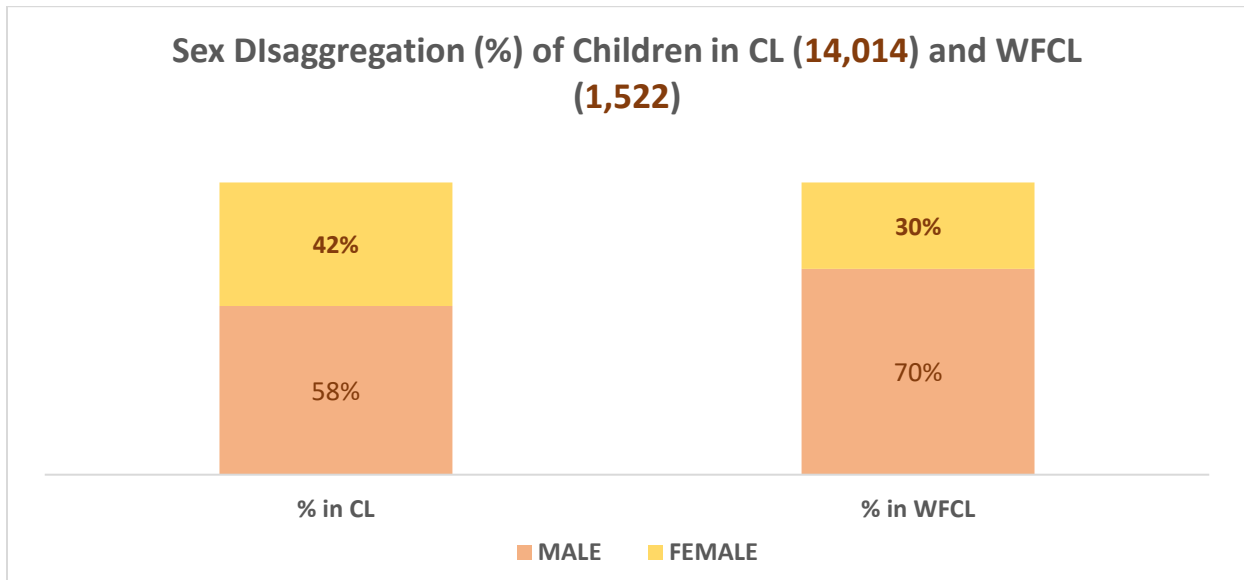
Analysis of age-disaggregated data indicates that children aged between 5-12 years were more likely to be engaged in child labour than those aged between 13-14 years. However, proportion of children in WFCL varied directly with age. It was higher among those aged 15-17 years (16%) than those 13-14 years (9%) and 5-12 years (7%). Overall, about 11% of all children identified in child labour were in WFCL.

Figure 2.4: Age Distribution of Children in Child Labour and Proportion in WFCL



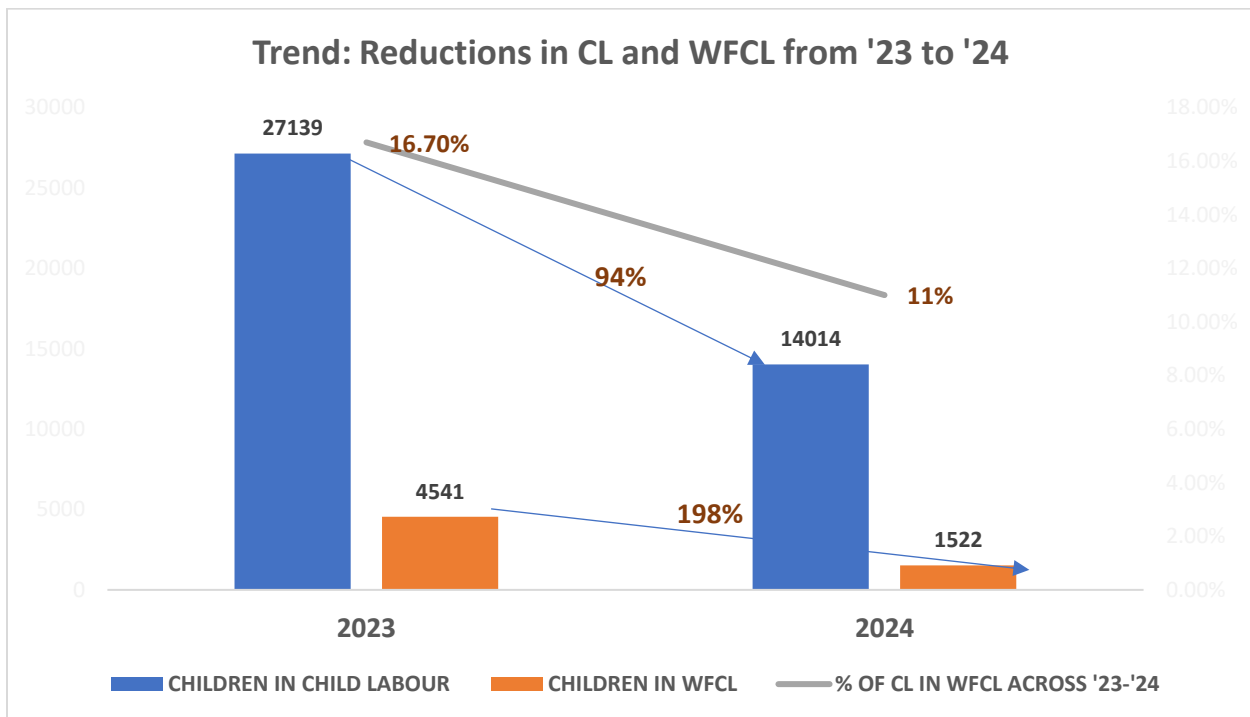
58% of the children identified in child labour were males, with 42% being females. This aligns with the sex disaggregation contained in the [2017 ILO Global Estimates on Child Labour Report](#) which had same sex disaggregation figures. Comparatively, the sex disaggregation gap is wider in reference to children identified in WFCL, with 70% being males and 30% females. This also aligns with literature indicating that male children are more often involved in WFCL (specifically, being trafficked for labour than female children).

Figure 2.5: Comparing Sex Disaggregation of Children in CL and WFCL



A comparative analysis of 2023 and 2024 data reveals a 94% reduction in the number of children identified in child labour – from 27,139 reported in 2023, to 14,014 reported in 2024. The number of children identified in WFCL also reduced by 198% from 4,541 in 2023 to 1,522 in 2024. The proportion of children identified in WFCL also reduced by six percentage points from 17% in 2023 to 11% in 2024. As already indicated, these substantial reductions within a year paints a worrying picture of reduced child labour monitoring efforts.

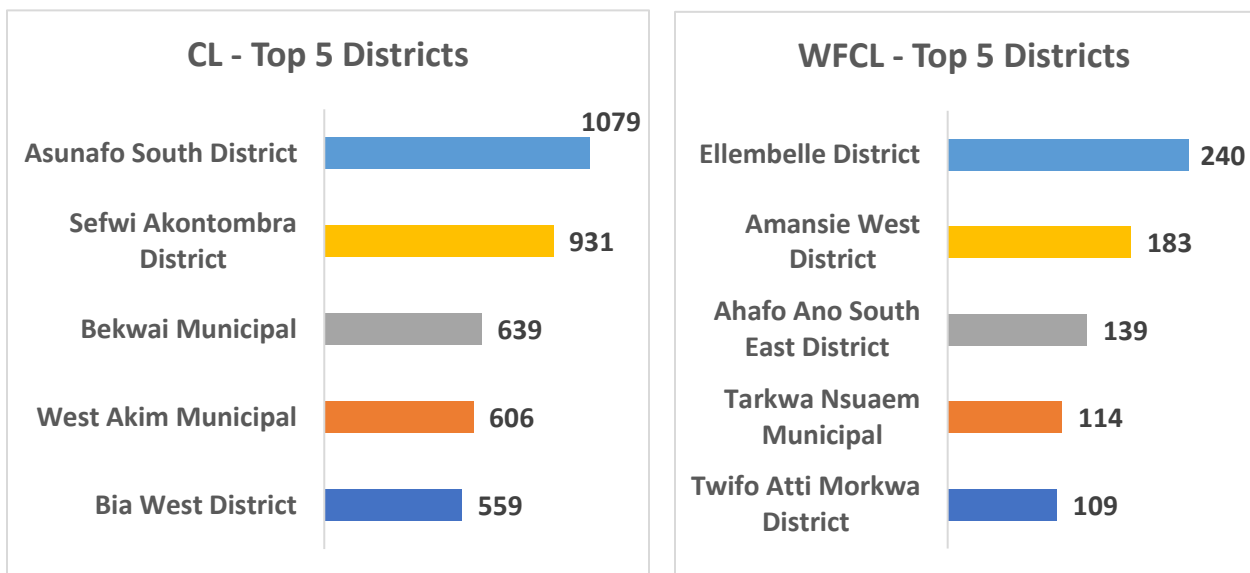
Figure 2.6: Comparing 2023-2024 Data on Child Labour and Proportion in WFCL



CLMRS as an approach to addressing child labour was used to identify 98% of all children in CL and all children were identified in Agriculture, specifically Cocoa. This skewness is as a result of an appreciable level of anti-child labour investment in the industry, a better understanding of CL in the industry and established systems for addressing it within the cocoa sub-sector. A lot of effort is needed in the seven other priority sectors, through stakeholder consultations and sensitisations, child labour sectoral studies, and development of strategies to address the issue in sectors where child labour is identified.

Top five districts for number of children in child labour were Asunafo South District, Sefwi Akontombra, Bekwai Municipal, West Akim Municipal, and Bia West district. For WFCL, the top five districts included Ellembele, Amansie West, Ahafo Ano South-East, Tarkwa Nsuaem and Twifo Atti Morkwa district. Unlike previous years, there was no intersection between top five districts for children in child labour and those for children identified in WFCL.

Figure 2.7: Top Five Districts: CL and WFCL

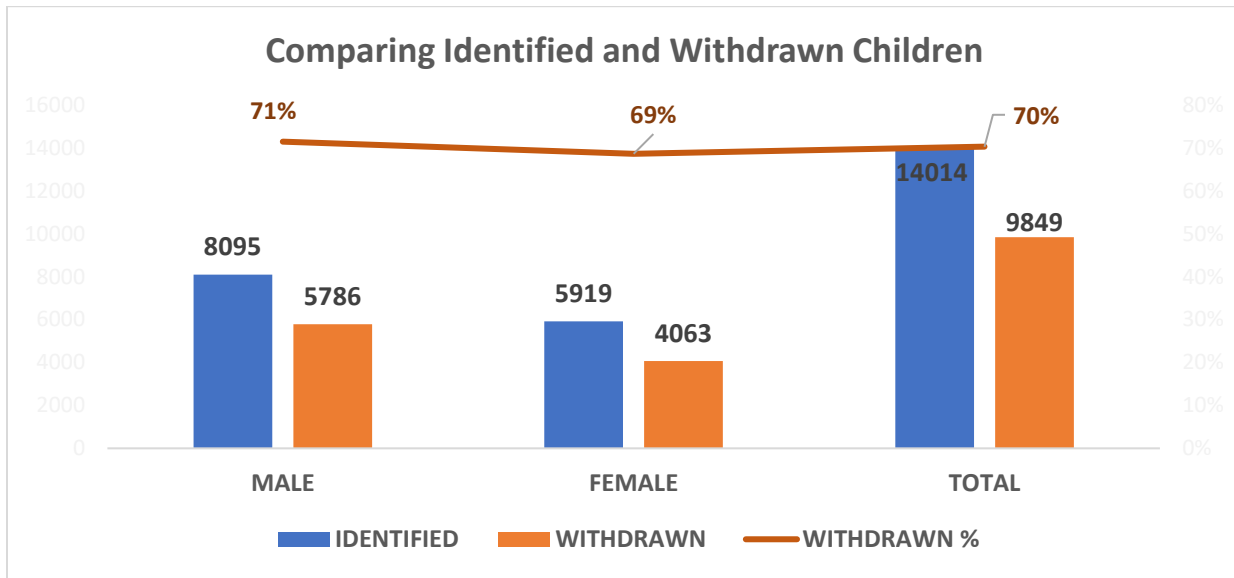


### 2.5.1.3 Withdrawal of Children from Child Labour Including WFCL

9,849 children were withdrawn from child labour from 43 districts in 2024, compared to 7636 from 50 districts - a 29% increase. The proportion of withdrawn children (from identified children in child labour, including WFCL) is 70%, a 150% improvement from the 28% recorded for 2023.

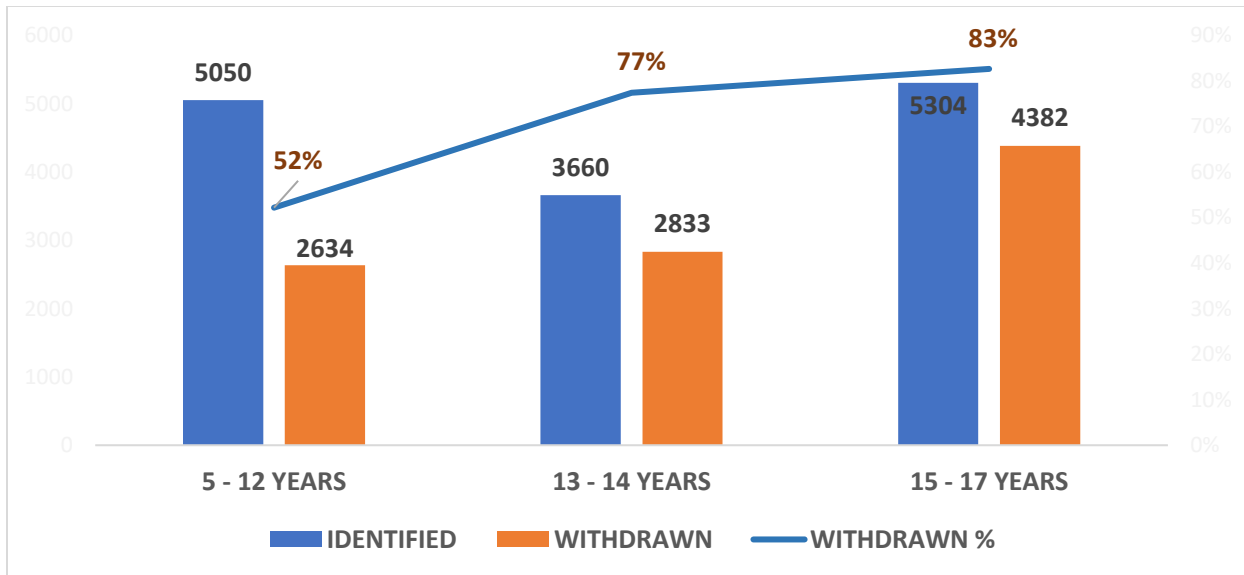
All the 9,849 children were withdrawn from child labour through cocoa private industry's CLMRS. While fourteen organisations identified children in child labour, only 50% of them withdrew children from child labour. Also, although the 9,849 is more than the total number of children identified in WFCL (1,522), it cannot be determined if all children identified in WFCL were part of those withdrawn.

Figure 2.8: Comparing Withdrawn Children to Children in Child Labour



The Ministry of Gender, Children and Social Protection also reported identifying and rescuing 320 children from child trafficking, of which 66% were males. 59% of the children withdrawn from child labour were males while 41% were females. This withdrawal effort aligns with the sex disaggregation of children identified in CL and its worst forms. There is not much difference when the proportion of males in children labour who were withdrawn (71%) is compared to the proportion of females who were identified and withdrawn (69%).

Figure 2.9: Age-Cohort Comparison of Children Identified and Withdrawn from Child Labour

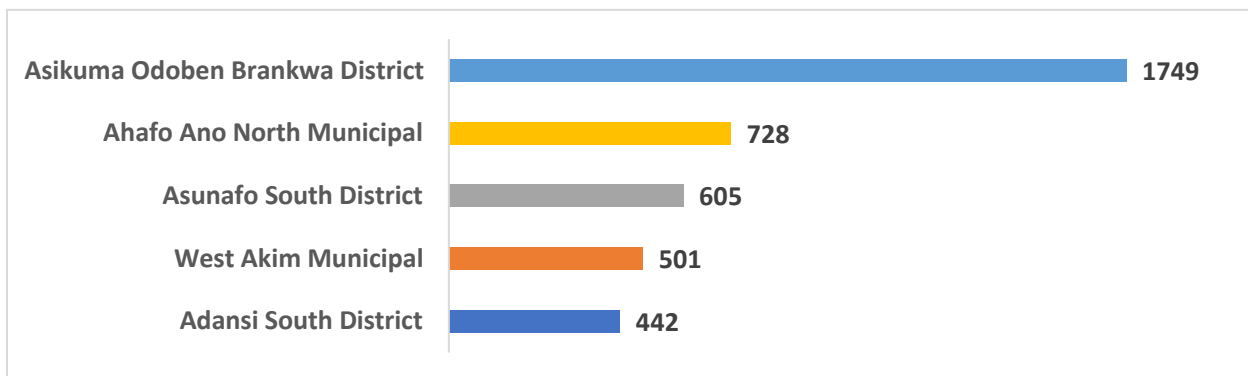


Withdrawal of children also varied with age. 83% of children aged 15-17 years were withdrawn. This was followed by 77% of children 13-14 years and identified in child labour. 52% of children aged 5-12 years identified in child labour were also withdrawn. While the withdrawal of more children aged 15-17 years compared to other age categories could be attributed to more children in that category

being involved in child labour and its worst forms than others, there were more children aged 5-12 years involved in child labour and its worst forms than those aged 13-14 years, although more of the latter were withdrawn from child labour than the former.

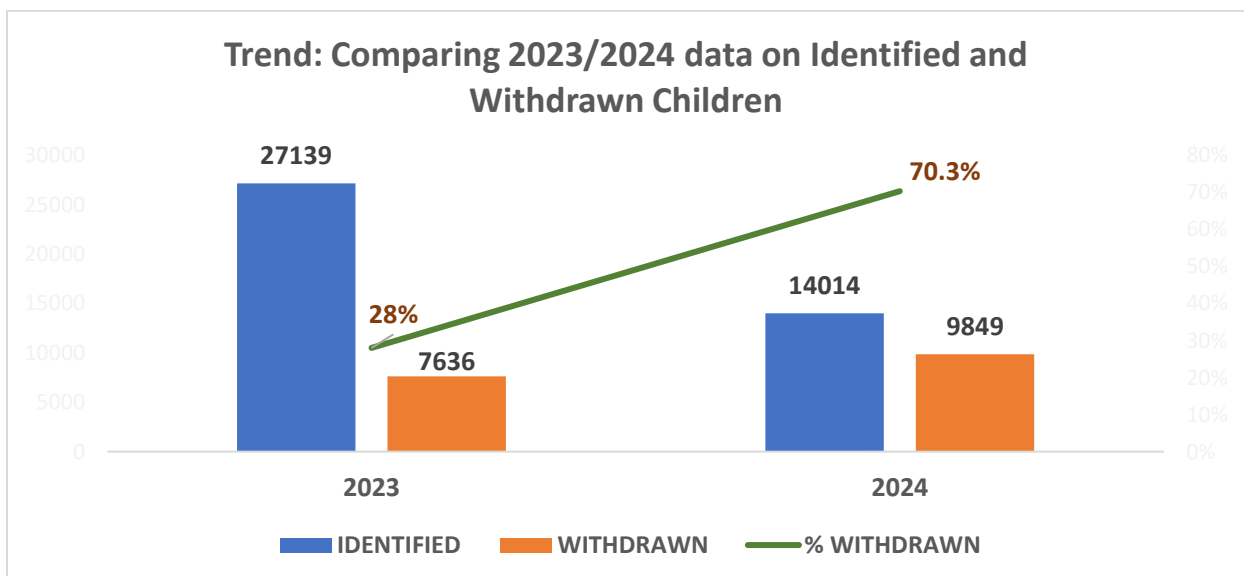
The top five districts for number of withdrawn children were Asikuma Odoben Brankwa, Ahafo Ano north Municipal, Asunafo South, West Akim Municipal and Adansi South District. While there was some intersection between the top five districts for children identified in child labour and the top five districts for children withdrawn (Asunafo South and West Akim Municipal), there was no intersection between top five districts with children in WFCL and top five districts for number of children withdrawn from child labour.

Figure 2.10: Top Five Districts for Number of Children Withdrawn from Child Labour



A comparative analysis of 2023 and 2024 data on children identified in child labour and those withdrawn reveals an increase in efforts to withdraw children from child labour. While only 28% of children identified in child labour in 2023 were withdrawn, this figure increased by 150% to 70.3% in 2024. In real terms, the number of withdrawn children increased by 29% from 7,636 in 2023 to 9,849 in 2024.

Figure 2.11: Comparing 2023-2024 Data on Child Labour and Proportion in WFCL



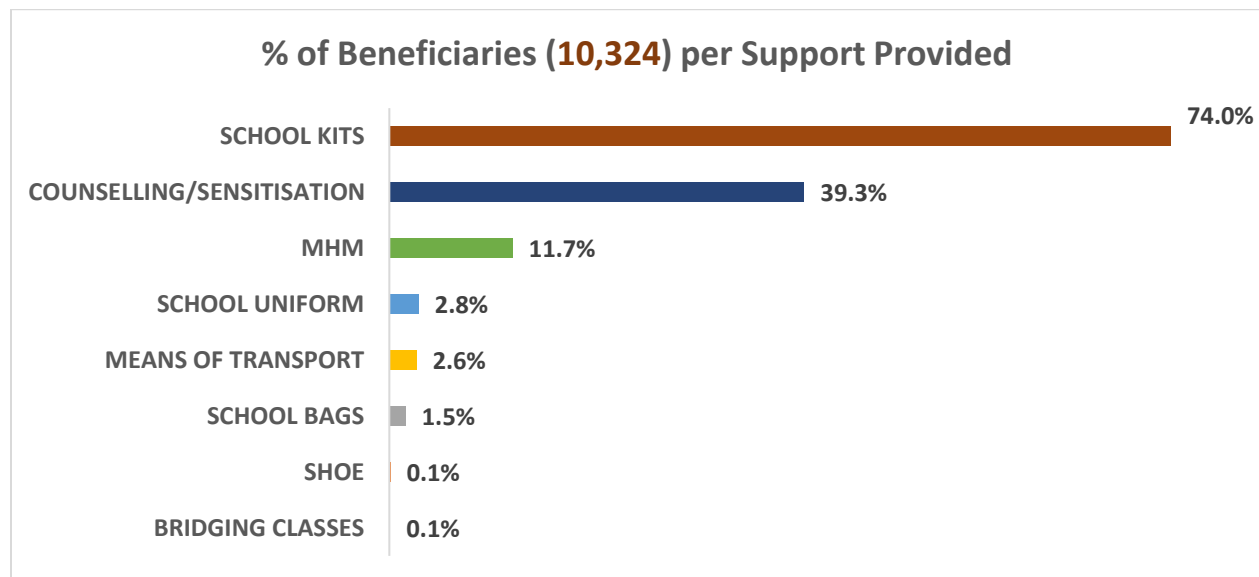
However, for trafficking rescues, a comparative analysis revealed a 67% reduction for rescued children between 2023 (534) and 2024 (320). There have been discussions on strengthening resource mobilisation for a sustained response to trafficking and these figures appear to validate the need.

#### 2.5.1.4 Provision of Remediation Services for Children in Child Labour

Providing remediation services is important for addressing the root causes of child labour, preventing its occurrence, and recurrence by strengthening families and improving community resilience. Implementation of effective remediation interventions is premised on planning a robust assessment-informed remediation planning.

For 2024, 10,324 children benefitted from remediation services. The two main support types provided to several children were Counselling and Educational Support. 74% of supported children (7,643) benefitted from supply of school kits while 39.3% (4,058) benefitted from counselling services. 11.7% of children (1,205) were provided menstrual hygiene management (MHM) support while others benefitted from supply of school bags (159), shoes (11), school uniform (287), etc.

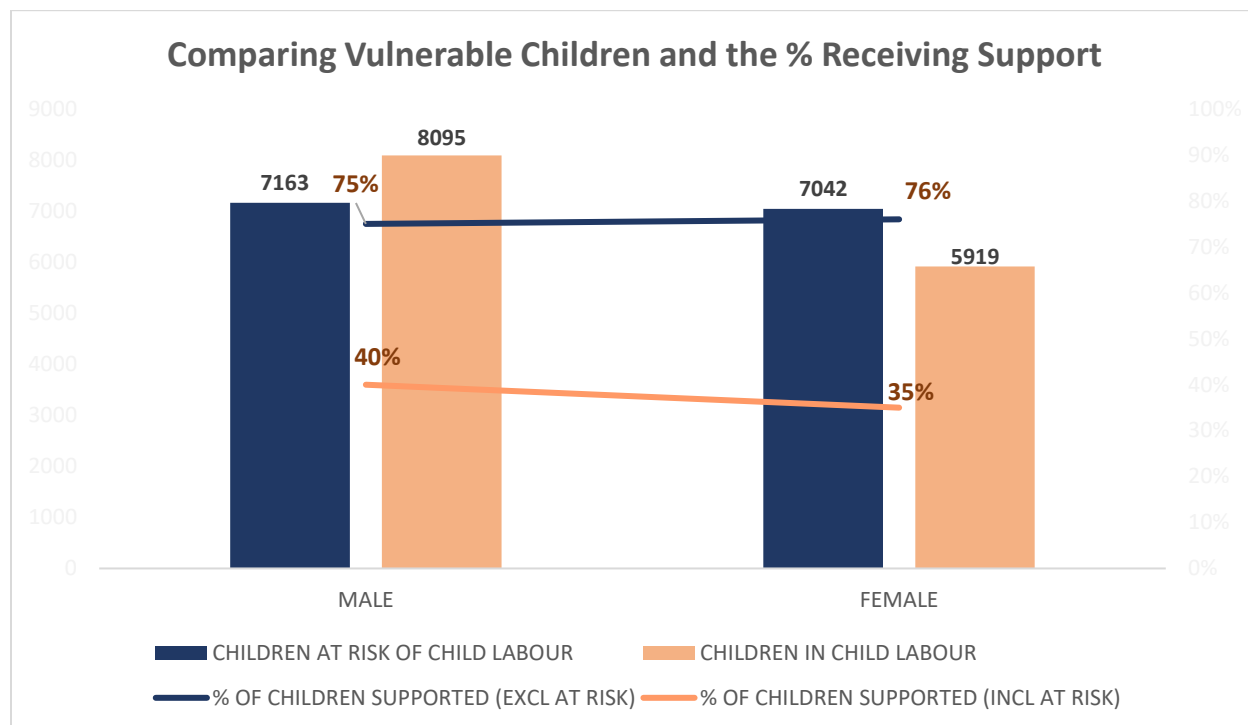
Figure 2.12: Beneficiaries per Support Provided



58% of the children who received support were males. Additionally, 223 children received Apprenticeship Support, with 56% being females. Some of the apprenticeship support included hairdressing, dressmaking, auto/motor mechanic, and catering.

An analysis of all children receiving school enrolment, retention and apprenticeship support reveals challenges in effectively meeting the needs of all vulnerable children. If it is assumed that only children identified in child labour were supported, that would mean 75% of male children and 76% of female children received some support. However, if it is assumed that provision of support also covered children at risk (which is recommended as a preventive measure for risk reduction and prevention of child labour incidence for at risk children), then only 40% of male children and 35% of female children both at risk and in child labour received support.

Figure 2.13: Comparing Number of Vulnerable Children and Proportion Receiving Support



For victims of trafficking, all the afore-mentioned 320 rescued children were referred for services which included family tracing, medical screening and care, counselling and psychosocial support. 315 (98%) of the 320 were also reintegrated with their families.

## 2.6 Strengthened communities, increased awareness raising and behaviour change to prevent and remediate the incidence of child labour

Empowering communities and enhancing awareness are fundamental elements of any effective strategy to eliminate child labour. By promoting understanding of child labour, its associated risks, and its impacts, community members—including parents—are better equipped to differentiate between practices that constitute child labour and permissible light work that enables children to acquire valuable skills. Community empowerment also involves the provision of social amenities, and the absence of essential community amenities can increase both the risk, incidence and prevalence of child labour.

The GAAPACL's objective of strengthening communities and raising awareness includes several key interventions. These includes supporting community-based structures to prevent, monitor, and identify cases of child labour; conducting regular sensitisation initiatives; facilitating positive parenting sessions; creating livelihood and employment opportunities; and providing essential social amenities at the community level. The two primary strategies encompassing all these interventions are:

- Awareness and Behavioural Change
- Community-Wide Support

This section of the report will cluster all interventions reported by government and partners under these two strategies.

## 2.6.1 Awareness and Behavioural Change

For awareness and behavioural change interventions, the following activities were implemented in 2024:

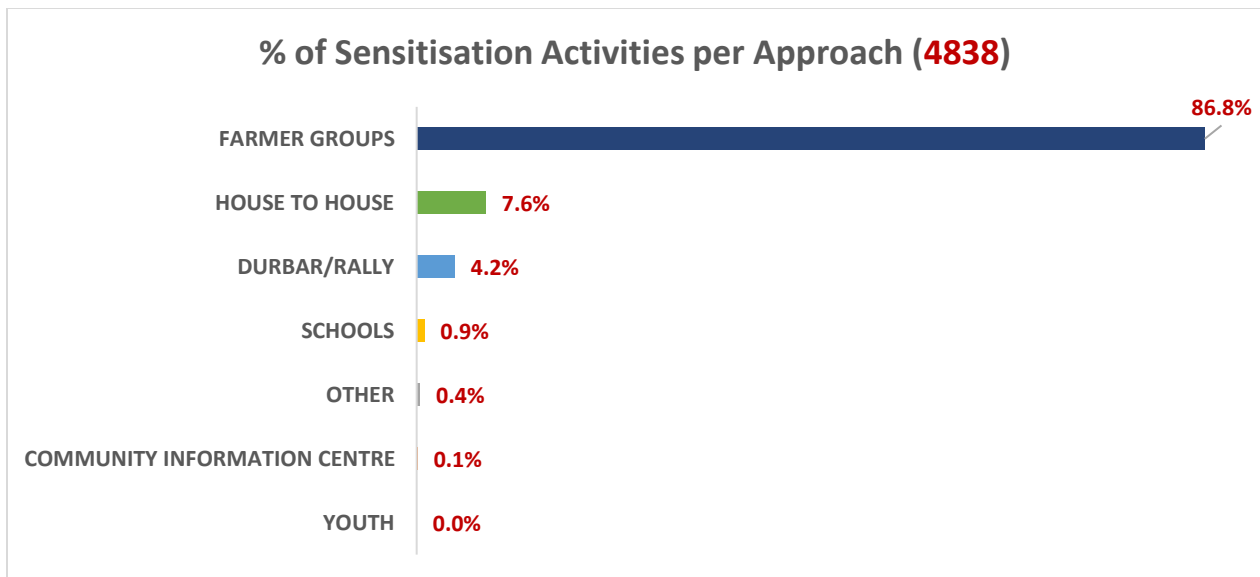
- Awareness raising activities which included engagement of community leadership for community mobilisation and sensitisation.
- Provision of support to community structures for child labour prevention, monitoring, identification, and reporting, and
- Implementation of positive parenting activities

### 2.6.1.1 Awareness Raising Activities

Social and Behavioural Change Communication represents a critical strategy in mitigating the prevalence of child labour. By raising awareness, it enables community members, parents, and stakeholder groups to deepen their understanding of child labour and its impact on child development. This approach offers a means for influencing social norms and attitudes, thereby promoting positive practices that safeguard children from exploitation.

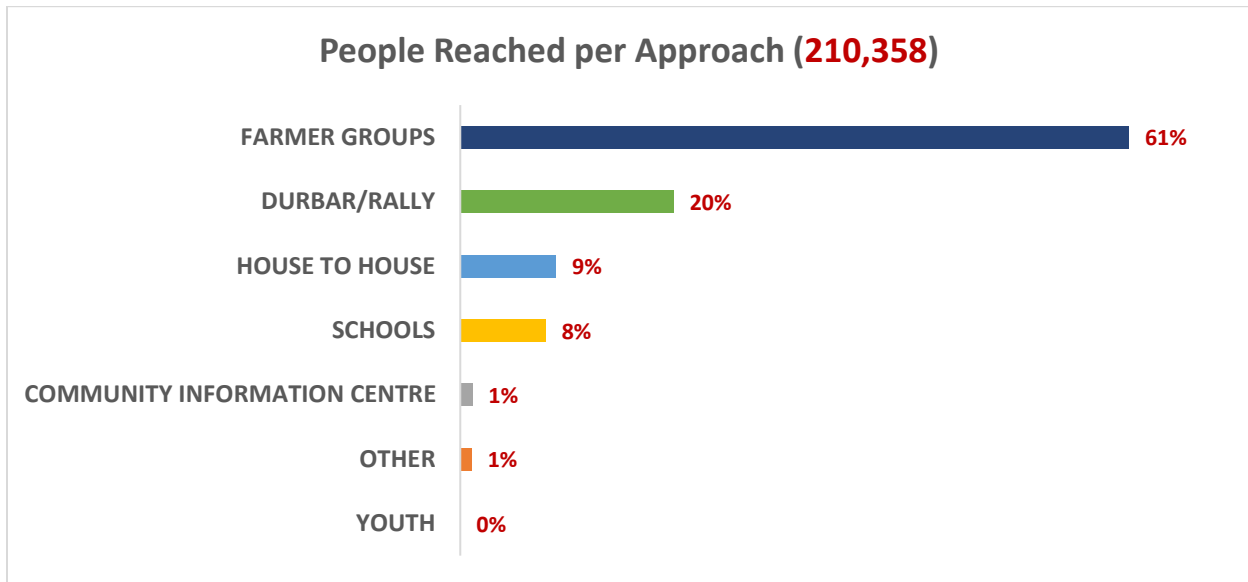
In 2024, government and partners implemented various awareness raising activities, using different approaches to reach many stakeholders and interest groups. These approaches included use of community information centres for awareness raising, durbars/rallies, house to house sensitisation approach, and leveraging on activities of co-operatives or interest groups.

Figure 2.14: Awareness Campaigns Approaches Used



4,838 awareness campaigns and sensitisation activities were implemented. 87% of these were targeted at farmer groups; 7.6% was house to house campaigns and 4.2% were durbars and rallies. Targeting community members through groups offers more opportunity for targeted reach, and a more in-depth discussion of child labour issues, compared to community durbars with little two-way engagement between members and those creating awareness.

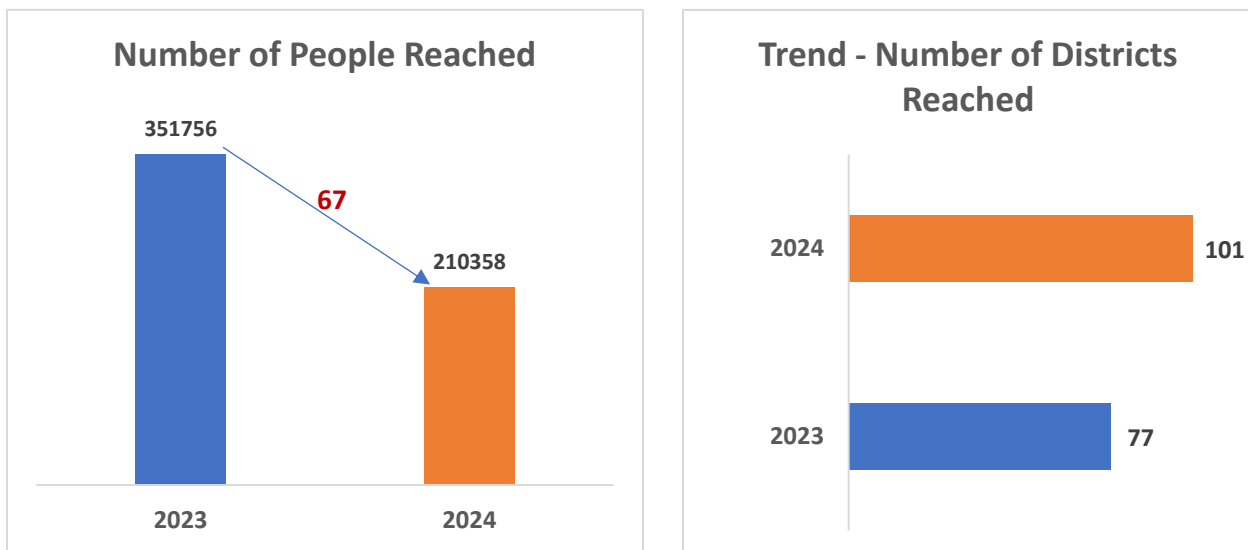
Figure 2.15: People Reached per Approach



The preference for farmer groups as an approach also reflected in the number of people reached through that approach. 61% of people were reached with awareness/sensitisation messages through farmer groups; 20% were reached through community durbars or rallies; 9% were reached through house-to-house approaches; and 8% were reached through school-based campaigns.

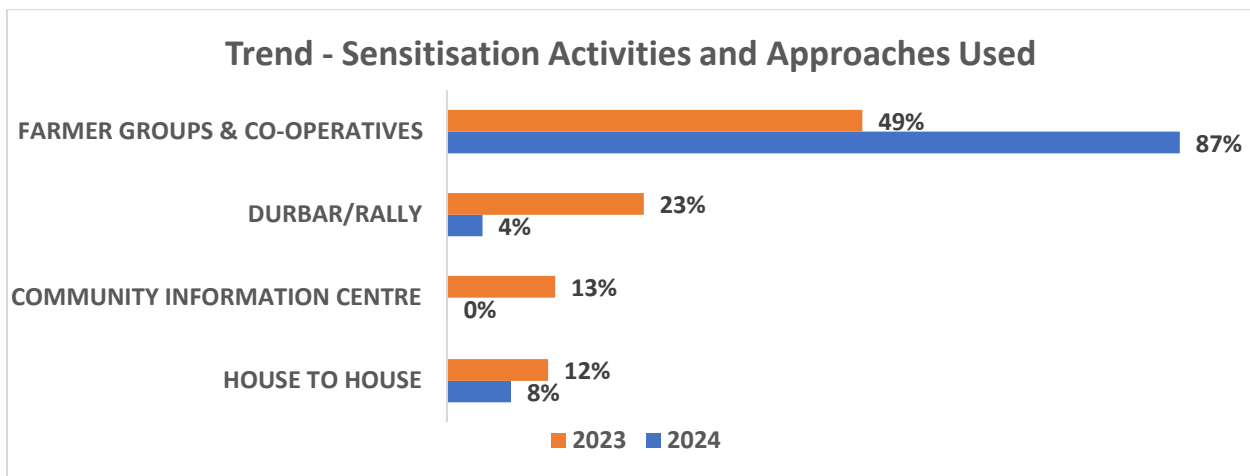
In all, 18 government and non-government organisations conducted awareness raising campaigns in 16 regions, 101 districts and 4,838 communities. 61% of organisations that conducted awareness campaigns or activities were cocoa companies. The proportion of people who were reached through sensitisation by cocoa companies increased from 62% in 2023 to 78% in 2024. The use of farmer groups as the predominant approach for awareness creation reflects the fact that cocoa companies are driving sensitisation efforts and they are also doing this through the business value chain approach, where the focus is mainly on the farmers whom they purchase cocoa from.

Figure 2.16: Trends in People and Districts Reached



The number of districts reached with awareness raising messages increased by 31% from 77 in 2023 to 101 in 2024. Also, the number of communities reached increased by 16% from 4,178 in 2023 to 4,838 in 2024. However, the number of people reached reduced by 67% from over 351,000 in 2023 to 210,000 in 2024. As already indicated, this reflects the increasing approach to use farmer groups as the key targets for sensitisation, reducing the ability to reach the entire community. For example, between 2023 and 2024, the use of farmer groups/cooperatives for awareness sessions increased from 49% to 87%; community durbars reduced from 23% to 4%, the use of Community Information Centres reduced from 13 to less than 1% and adopting house to house approach reduced from 12% to 8%.

Figure 2.17: Trend in Sensitisation Activities and Approaches Used



It is worth noting, however, that an organisation that used durbars/rallies for their sensitisation activities and reached over 66,000 people in 2023 did not provide data for 2024. This influenced the skewness of approaches used and share of people reached through farmer groups, compared to other community-wide approaches. Consequently, the approach of cocoa companies which focus on using a business value chain approach becomes more prominent when organisations utilising other approaches are unable to report on their activities.

Although organisations are utilising various strategies to raise awareness about child labour among communities and groups, there is limited research on the impact of social and behavioural change communication in reducing child labour incidence in Ghana. Evaluating the effectiveness of awareness-raising interventions through longitudinal studies that assess the knowledge, attitudes, and practices of targeted community members or groups could generate valuable evidence for implementing effective awareness campaigns. As highlighted in the [2021 ICI Benchmarking Study on Child Labour Monitoring and Remediation Systems](#), additional evidence is required to identify which awareness-raising methods are most effective and which messages have the greatest impact.

#### 2.6.1.2 Support to Community Level Structures for Child Labour Prevention and Monitoring

The support to community level structures for child labour prevention and monitoring is reflected in the formation of community structures and capacity enhancement interventions.

a. Formation of Community Structures

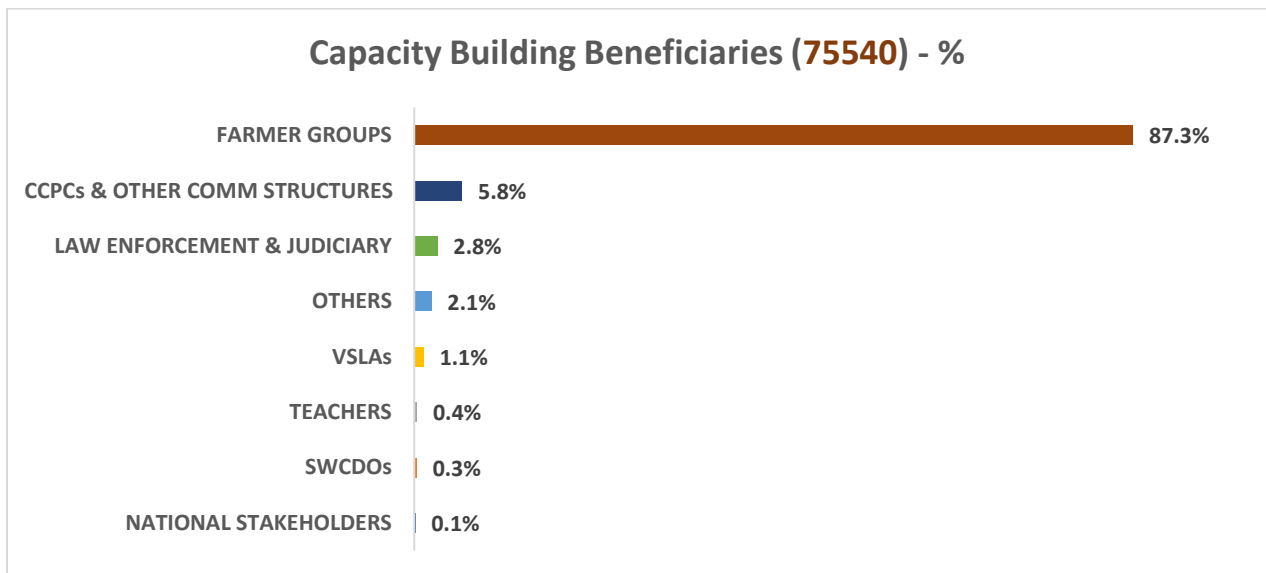
As part of strengthening efforts to tackle child labour, formation of community-level structures to lead community-level child labour prevention, monitoring, identification and reporting is prioritised by government and partners. In 2024, 213 new community structures were formed in 16 districts. All these new structures were CCPCs, with 88% of them formed by cocoa companies. These new structures had a total of 1,236 members, who were also equipped with knowledge and skill to advance the child labour prevention effort in their communities. Just as it has been realised that awareness raising efforts appear to be led by cocoa industry partners, establishment of community level structures to raise awareness and monitor child labour also appear to be driven by cocoa industry partners.

b. Capacity Building of Community Level Structures

Of the 2,874 capacity building interventions that were implemented in 2024, over 2200 (76.6%) were implemented at the community level, reaching 89% (67,200) of all capacity building beneficiaries.

However, capacity building sessions targeted farmer groups more than community structures. While 460 Community Child Protection Committees (CCPCs) and other community structures were trained, over 1,900 farmer groups were also trained.

Figure 2.18: Beneficiaries of Capacity Building Interventions



The knowledge of training beneficiaries were improved in the following areas/issues:

- National and International Laws on Child Labour
- Positive Parenting
- Key Concepts of a Child; Child Rights and Responsibilities
- Key Concepts of Child Labour; Definition, Criteria, Causes and Effects; Child Work (Light Work, Non-hazardous work); Worst Form of Child Labour; Hazardous activity list on cocoa. Household and Community Profiling.
- Key Concepts of Child Labour Remediation – Remediation Definition, Approach, Methodology

- Committee responsibilities – Child Monitoring/ Tracking; Case management; Remediation Needs Assessment; Remediation Plan and Documentation; Remediation Support; Follow-up visits.
- Interview ethics and techniques; Child interview

Establishing and reinforcing community structures is an effective strategy for addressing child labour. A decentralized approach enables efficient mobilization of human resources to raise awareness, identify children involved in or at risk of child labour, and ultimately decrease its occurrence and prevalence. However, a decentralised approach without little to no incentives and weak structures for supportive supervision reduces motivation and effectiveness, thereby hindering child labour elimination objectives<sup>2</sup>.

### 2.6.1.3 Implementation of Positive Parenting Sessions

Positive parenting sessions are designed to promote child-friendly practices, eliminate abusive behaviours, and create home environments that support the comprehensive development of children. These sessions serve as a critical intervention to reduce the incidence of child labour by enhancing parental skills and facilitating the transfer of effective child-rearing knowledge. Additionally, positive parenting education seeks to transform perspectives on key issues, such as disciplinary approaches, thereby encouraging the adoption of positive norms and practices within families. In 2024, 48% (44,647) of all 9763 caregivers who benefitted from family strengthening interventions were trained in positive parenting approaches.

### 2.6.2 Community-Wide Support

For community-wide support, the GAAPACL covers interventions including support to CCPCs to develop and implement Community Action Plans (CAPs) on child labour, forced labour and child protection; collaborating with relevant institutions to create livelihood and employment opportunities for child labour households and smallholder producers; and provision of community-wide social amenities.

In 2023, reports from stakeholders indicated that community-wide support interventions that were implemented were,

- Creation of livelihood and employment opportunities as well as other economic empowerment interventions
- Provision of community-wide social amenities

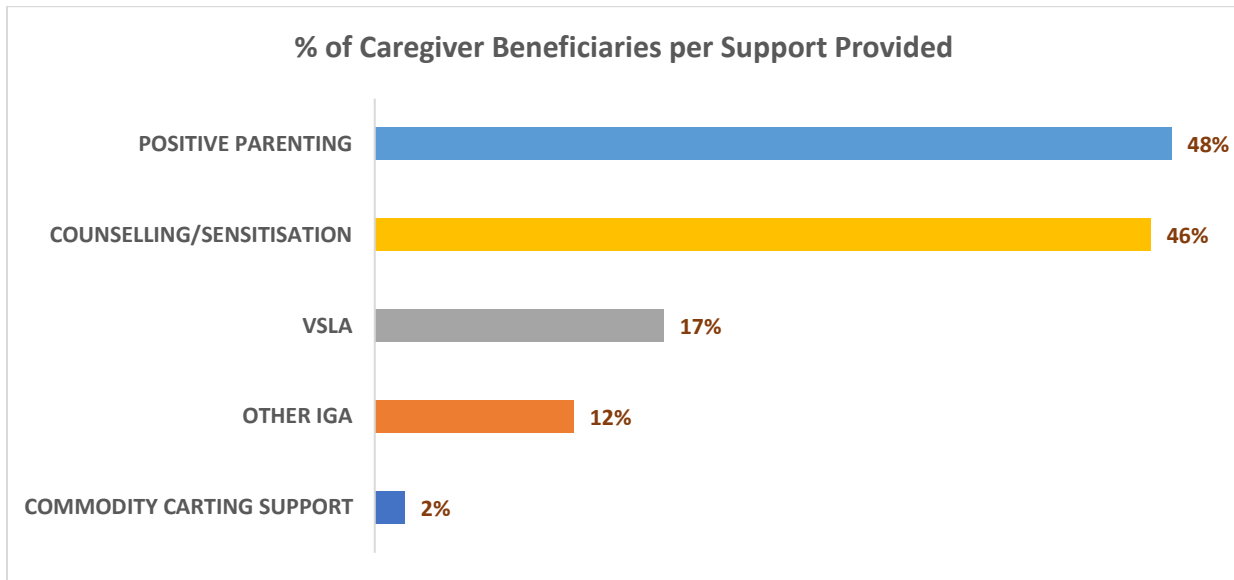
#### 2.6.2.1 Livelihood, Employment and Other Economic Empowerment Interventions

Livelihood and other economic empowerment interventions implemented were support to Village Savings and Loans Associations (VSLAs), and other Income Generating Activities (IGAs). 1,685 parents/caregivers benefitted from support for VSLAs, while 1,160 benefitted from support to establish other Income Generating Activities (IGAs).

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<sup>2</sup> The [2017 ICI Study on Effectiveness of Child Labour Monitoring Systems](#) highlights the importance of financial incentives for CCPCs, which enables them to work better than uncompensated ones.

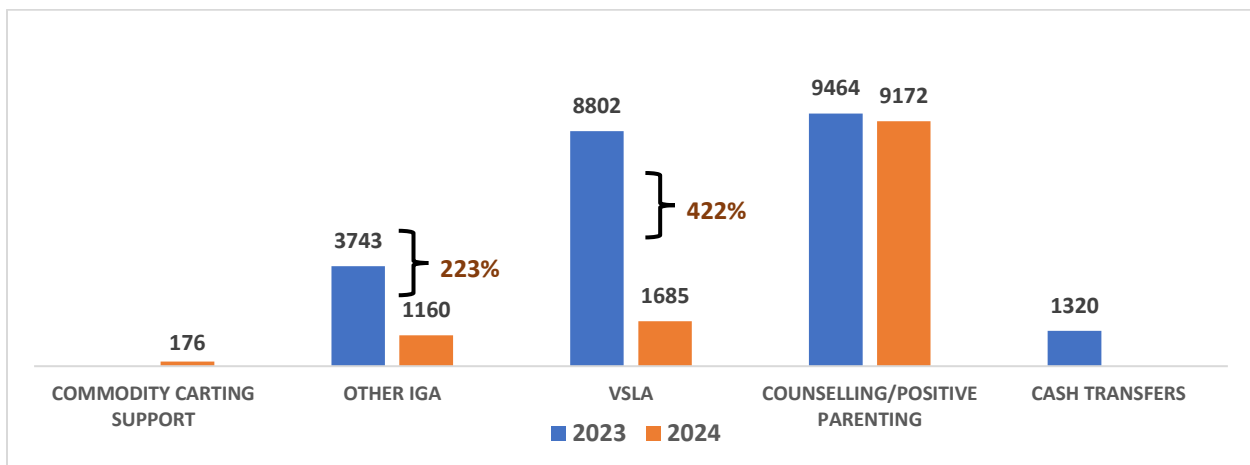
Figure 2.19: Beneficiaries per Support Provided to Parents/Caregivers



61% of caregivers receiving support were males. This can be attributed to the approach used by capacity building organisations (business value chain approach, targeting farmer groups which has more male than female farmers). Consequently, this does not align with most family strengthening interventions which usually targets female caregivers who are known to have a higher burden of caregiving. Nonetheless, this could be an important approach to ensure burden sharing and more participation of male caregivers in caregiving.

The 9763 caregivers who received support in 2024 is just 29% of the number of caregivers who received support in 2023. Similar to support provided to vulnerable children, a year-on-year analysis reveals that efforts to strengthen families is reducing. Between 2022 and 2023, there was a 223% reduction in caregivers who benefitted from support to establish other IGAs. Further, there was a 422% drop in those who benefitted from VSLA support. No caregiver benefitted from Cash Transfers for 2024, but support for commodity carting (provision of wheelbarrow) was reported.

Figure 2.20: Comparing Family Strengthening Interventions for 2023 and 2024

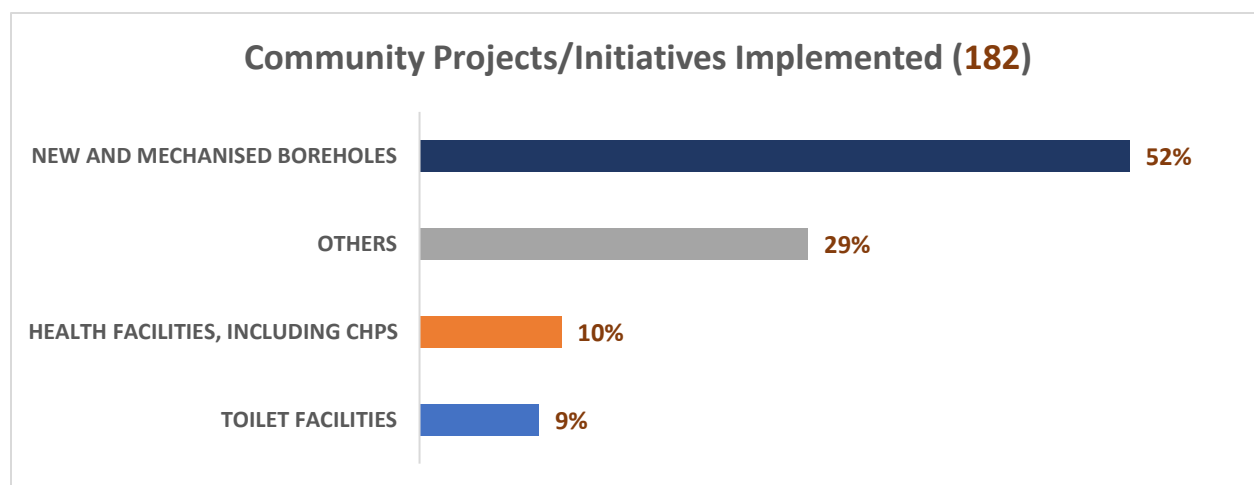


As can be identified from Figure 2.20, the main support caregivers received that has been consistent across the two years was Counselling/Positive Parenting. If socio-economic conditions are the main drivers of child labour, then we may need to discuss effective and sustainable approaches to addressing this child protection issue, which will require more livelihood improvement initiatives.

### 2.6.2.2 Provision of Community-Wide Social Amenities

In 2024, a total of 182 community-wide interventions or initiatives were implemented by partners in response to child labour prevention. These community-wide support services or projects were implemented to reduce risk factors that exposes children to child labour.

Figure 2.21: Community Projects/Initiatives Implemented



52% of the 182 interventions were water-related projects, which also accounted for 85% of all Water, Sanitation and Hygiene (WASH)-related interventions. 10% of the projects were the construction of health facilities, including CHPS Compounds or the renovation of existing ones. 9% were sanitation facilities and other initiatives/projects included establishment of Community Service Groups, supply of motorized/knapsack sprayers, PPEs, and tricycles. Others included construction of new, and repair of old bridges, construction of information centres, ICT Labs, Nurses Quarters, etc.

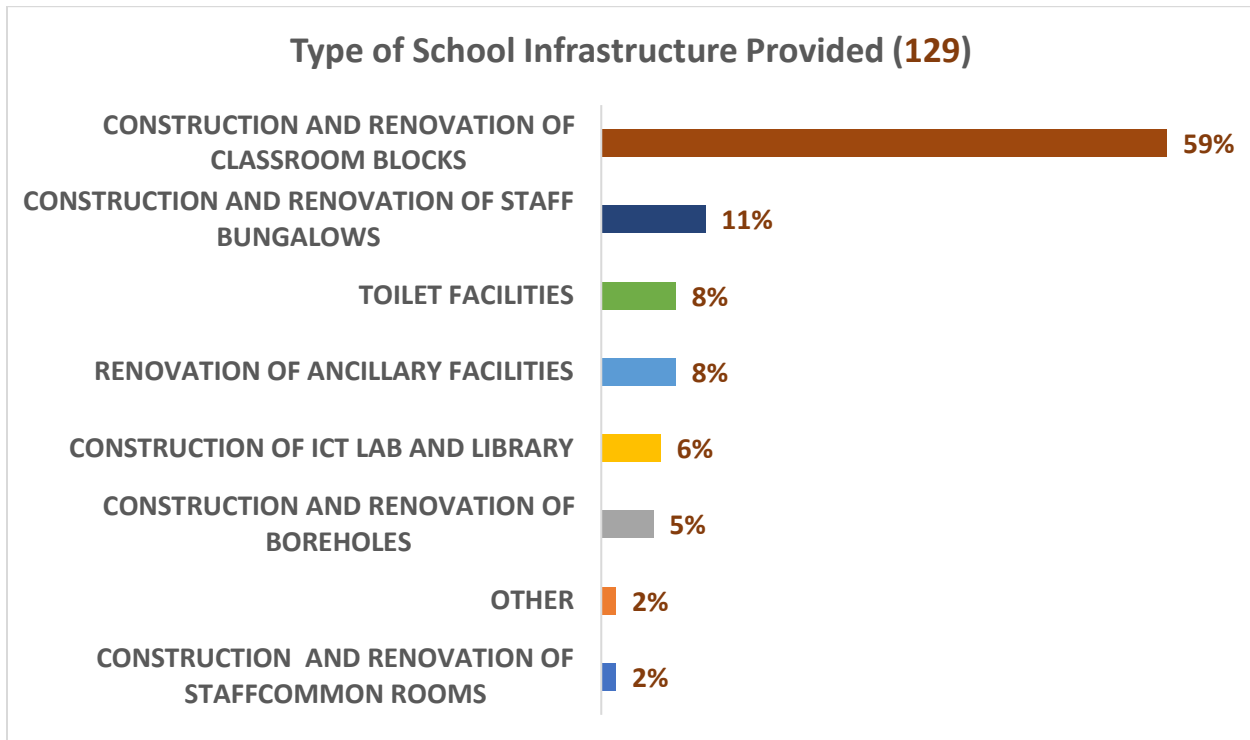
55% of the initiatives/projects have been completed and are in use, and 42% are under construction and 3% are yet to be used, post-completion of construction.

### 2.6.2.3 Provision of Community Educational Infrastructure

In providing community infrastructure, organisations also supported retooling and improvement of educational infrastructure in various communities. 129 educational infrastructure projects were undertaken with 59% of these projects increasing the number of classrooms in various schools. Others included construction and renovation of staff bungalows (11%), toilet facilities (8%), ancillary facilities like recreational centres and canteens (8%), ICT labs and libraries (6%), construction of new and renovation of old boreholes (5%), staff common rooms (2%), among others.

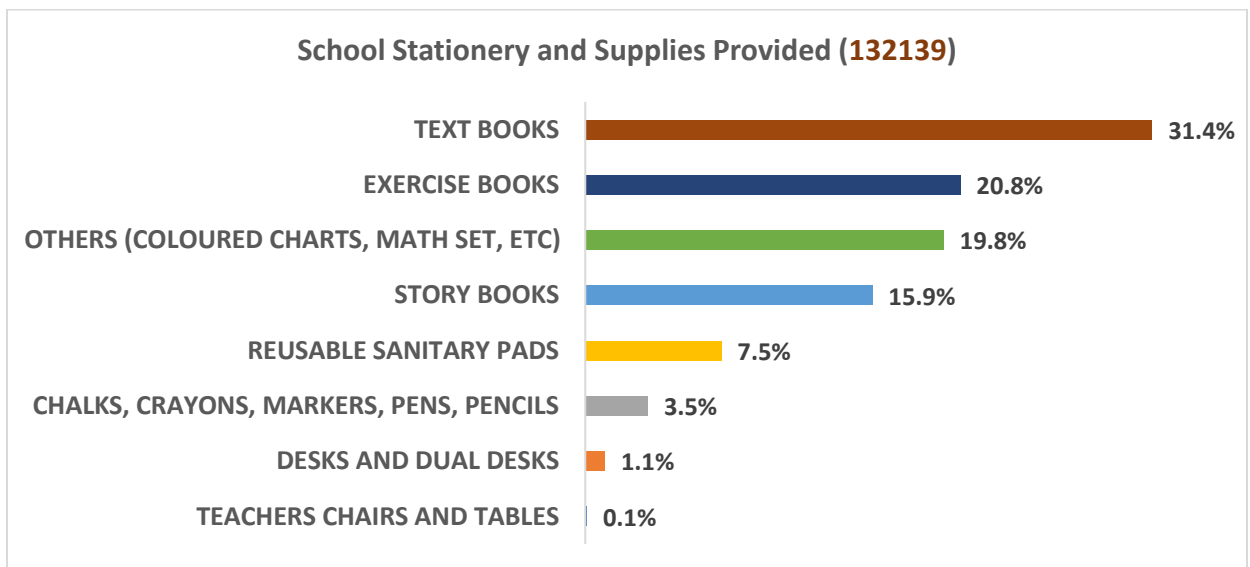
55% of the projects have been completed and are in use, 44% are under construction, and 1% (a teacher bungalow) has been abandoned.

Figure 2.22: Types of School Infrastructure Provided



In addition to constructing and renovating various educational facilities, organisations also provided furniture and other teaching and learning materials (TLMs). Over 132,139 TLMs which included exercise books, pens, erasers, pencils, mathematical sets, etc were supplied to various schools. 31% of all supplied TLMs were Textbooks and 21% were Exercise Books. Others included Coloured Charts, Story Books, Math Sets, Reusable Sanitary Pads, Pens and Pencils, Desks, Teachers Tables and Chairs.

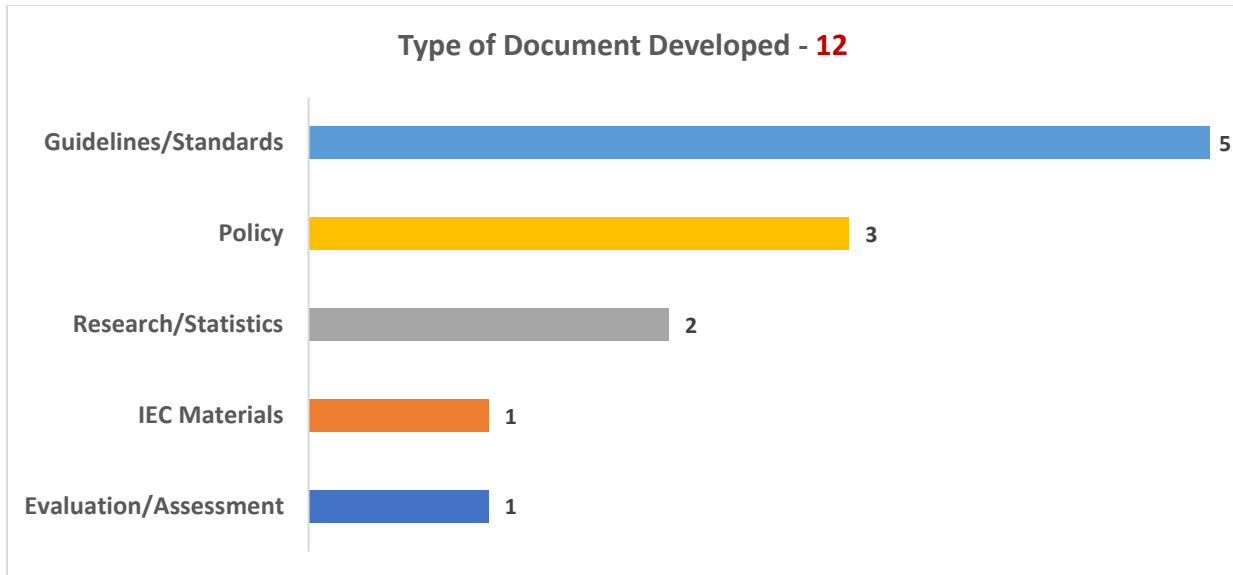
Figure 2.23: School Stationery and Supplies Provided



## 2.7 Improved research, documentation and knowledge sharing of best practices and innovations

Research underpins evidence-based programming, ensuring that interventions are strategically planned and implemented for maximum effectiveness and efficiency. In the context of child labour programming, research, assessments, and evaluations offer critical insights into successful strategies, areas for improvement, emerging issues, and innovative practices suitable for replication. Within the NPA, key activities supporting this objective include developing a Monitoring and Evaluation (M&E) Framework for the GAAPACL, research on child labour, and documentation of innovative approaches and emerging best practices. Additional efforts involve reviewing and redeveloping the GCLMS to ensure its interoperability with other systems and integrating national child labour data requirements into comprehensive national surveys such as the Multiple Indicator Cluster Survey (MICS) and the Ghana Living Standards Survey (GLSS).

Figure 2.24: Types of Documents Developed



In 2024, 12 different research, policy or evaluation activities were implemented. These initiatives included the development of a child labour sensitisation and remediation manual; an organisation-level policy on child labour and child work; various Information, Education and Communication (IEC) materials; organisation-level practice code on eliminating child labour and forced labour, Standard Operating Procedure (SOP) on Child Labour, among others.

The development of these guidelines is crucial for strengthening efforts to combat child labour. They provide comprehensive direction for child labour monitoring, identification, assessment and remediation, using standard case management procedures. Through such guidelines, a strategic approach is adopted to implement interventions that are designed to eliminate child labour, including its most severe forms. Additionally, documents created for specific organisations or groups are valuable for recording and disseminating innovations, best practices, and scalable intervention strategies or implementation methods.

Organisations will be encouraged to improve collaboration with the government, particularly with CLU of MLJE in developing SOPs, Manuals, data collection tools, etc. This ensures alignment with national standards and definitions and facilitate a unified approach to implementing remediation interventions, employing case management standards, measuring indicators, and reporting on interventions. It is also important for organisations to disseminate research and evaluation findings, sharing lessons and best practices.

## CHAPTER THREE

### IMPLEMENTATION STATUS OF GAAPACL

#### 3.1 Introduction

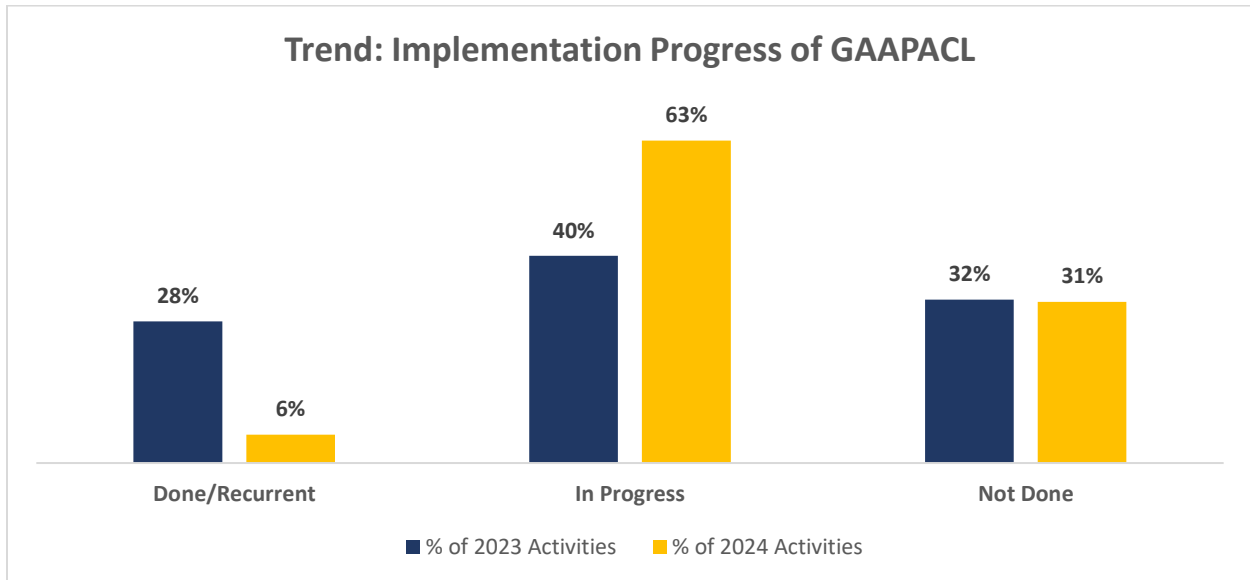
As part of the annual documentation of government and partner activities in addressing child labour, the monitoring of GAAPACL implementation progress has been given significant priority. The five-year action plan outlines the nation's medium-term objectives for combatting child labour and serves as a guiding framework for all related initiatives and reporting. The GAAPACL which was launched in 2023 is entering its mid-implementing period. This section presents an overview of the progress of interventions under the GAAPACL that were scheduled for implementation in 2024. The information provided is instrumental in identifying areas of strong performance as well as other areas that require increased focus in subsequent years.

#### 3.2 Implementation Progress for Planned 2023 Activities

The GAAPACL outlines 54 planned interventions for 2024. Based on data submitted by government and partner organisations, only 3 interventions (6%) have been implemented; 34 out of 55 (63%) are in progress and almost a third of all planned activities (17; 31%) are yet to be implemented (*Please see Annex 1 for more details*).

A 2023 to 2024 comparative analysis of implementation status for GAAPACL shows an increasing shift, where more activities are being implemented but not completed. While 28% of activities were completed in 2023, this reduced to 6%. Activities in progress increased from 40% to 63% while those that were not done remained largely unchanged (32% in 2023 and 31% in 2024)

Figure 3.1: Status of 2024 Planned Interventions in the GAAPACL



A rate of implementation whereby a third of all activities year on year is not implemented makes it a challenge to implement all GAAPACL's activities. Further, this challenge is compounded by the fact that some activities do not have targets for progress tracking. GAAPACL's monitoring and evaluation framework was not done consultatively, which hampered target setting. A target setting workshop to

facilitate a more objective implementation progress tracking has proven difficult to organise. Consequently, it will be difficult to comprehensively assess implementation progress during any proposed mid-term assessment or end-term evaluation.

Again, GAAPACL was not costed, neither has a resource mobilisation strategy for implementing the plan being developed. These also make it difficult to assess the resource requirements for implementation. Government and partners should work more collaboratively to identify implementation constraints and develop an accelerated strategy for implementing the plan, in order to meet implementation objectives by 2027.

## CHAPTER FOUR

### GENERAL FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

#### 4.1 Introduction

The report has highlighted interventions that were implemented by government and partners to combat child labour in 2024, as well as the implementation progress of GAAPACL. This section has provided a summary of findings from analysing anti-child labour efforts in 2024 and outlines recommendations for improved programming, reporting and accelerated implementation of the national action plan.

#### 4.2 General Findings

##### 4.2.2 Low Coverage of Priority Areas

The GAAPACL has identified eight priority areas for addressing child labour. However, government and partner reports indicate that efforts have focused primarily on a single priority area. This limited coverage is partly due to insufficient stakeholder engagement in other priority areas, including street hawking, begging and portage, transportation, gaming, and betting. Conducting a thorough assessment of the prevalence of child labour in these sectors may be necessary to inform appropriate investment decisions.

##### 4.2.1 Usage of Systems/Approaches for Child Labour Monitoring, Identification and Remediation

A number of systems are used to document and manage implementation of activities that monitor households and workplaces, assess risks and instances of child labour, and implement remediation measures. These efforts allow for the effective coordination of anti-child labour initiatives and help ensure their successful implementation. For example, cocoa industries widely use the GCLMS; government institutions also use the Social Welfare Information Management System (SWIMS), and Ghana Cocoa Board is also developing the Cocoa Management System. Further, with the implementation of the Integrated Social Services (ISS) initiative being implemented in 210 out of 261 districts in Ghana (80% coverage), SWIMS is being deployed in all these districts. This represents an important foundation for implementing interventions to address child labour and documenting these efforts which will provide a more national scope and potentially provide data on other priority sectors as contained in GAAPACL.’

Consequently, having a national system that is interoperable with all existing management systems will support comprehensive reporting and provide insight into the scope and cohesion of activities aimed at addressing child labour effectively. Currently, a national GCLMS is being redeveloped to achieve this objective.

##### 4.2.3 Skewness of Efforts

Low coverage of priority areas coincides with skewed efforts to address child labour, which are largely led by cocoa industry partners. Most interventions are implemented by these partners. For example,

- 78% of all people reached through awareness creation on child labour were reached by cocoa industry partners

- 88% of newly formed community structures to fight child labour was facilitated by cocoa industry partners
- 94% of all beneficiaries of capacity building interventions were supported by cocoa industry partners
- 99% of all children at risk of child labour were identified by cocoa industry partners
- 93.6% of all children identified in child labour were identified by cocoa industry partners
- 100% of all children withdrawn from child labour were withdrawn by cocoa industry partners

While these statistics may indicate that anti-child labour initiatives are focused primarily on the cocoa industry, this trend could be due to a greater volume of reports submitted by cocoa industry partners compared to other stakeholders (46% of all submitted reports were from cocoa industry partners). It is essential to identify and address any existing implementation or documentation challenges to enhance reporting across stakeholders, particularly at the sub-national level and within sectors beyond cocoa.

#### 4.2.4 Low Reporting Rate

28 out of 50 organisations, (56%) that received templates from the Child Labour Unit submitted reports on anti-child labour interventions for 2024. CLU will continue to work with stakeholders to improve reporting from all stakeholders and for all priority areas and widen its stakeholder database.

#### 4.2.5 Determining Effectiveness of Interventions

Government and partners have introduced numerous interventions to address child labour, including the establishment and capacity building of institutions at both national and sub-national levels, awareness campaigns, monitoring and remediation initiatives, and comprehensive community support services. According to the [2017/18 Multiple Indicator Cluster Survey \(MICS\)](#) report, 27.9% of children were engaged in child labour, with 20.7% of these working under hazardous conditions. The absence of more recent national data poses challenges in measuring the impact of collaborative efforts on reducing child labour. Additionally, there is a notable lack of studies evaluating the effectiveness of various anti-child labour strategies at the operational and programmatic level, leaving gaps in understanding best practices and optimal approaches.

#### 4.2.6 Reduced Child Support and Family Strengthening Efforts

2024 revealed a significant reduction in family strengthening investments, when compared to 2023. Beneficiaries of IGAs reduced by 223% between 2023 and 2024; beneficiaries of VSLA support reduced by 422%; there was no beneficiary for cash transfers in 2024, compared to 1,320 beneficiaries in 2023. Only beneficiaries of parenting/counselling interventions remained consistent, albeit with no nationally recognised positive parenting curriculum nor standardised approach to implementing positive parenting programs.

Support provided to children at risk, in child labour (including those withdrawn) are inadequate. While the data showed less than 40% of children in need of support obtained the support, it was also realised that some organisations do not provide support after identifying children who need it. For example, two organisations identified 258 children in child labour, and neither withdrew them, did not provide any remediation services, or any support to their parents or caregivers. Another organisation identified

725 children at risk of child labour and 213 children in child labour. However, no support was provided to the children, nor their parents/caregivers

Also, while it is understandable that not all children identified in child labour would be withdrawn (as not all child labour incidences are hazardous or worst forms), some children identified in WFCL are not withdrawn. For example, an organisation identified 293 children in WFCL and did not withdraw any. No family strengthening support was provided to caregivers, nor were any support provided to the children.

#### 4.2.7 Observed Data Quality Issues

Observed data quality issues included data aggregation inconsistencies, lack of disaggregated data, duplication or double reporting between project implementing partners, apparent lack of understanding of the data needs for some child labour indicators on the reporting template, as well as a sub-par understanding of certain sections of the reporting template. Though not widespread, some data quality issues stem from lack of understanding of some terminologies. For example, WFCL is a subset of CL, but some organisations appear to treat them as mutually exclusive categories.

46 districts (18% of all districts in Ghana) submitted reports on child labour, the first ever since annual preparation of child labour reports began in 2021. While this is an important milestone in efforts to capture a more nationally reflective scope of interventions to combat child labour, it also heightens the issue of duplicative reporting, as district reports do not focus on what was done without NGO and private sector collaboration (these collaborators also report on their sub-national activities to the CLU). It also raises the need to build the capacity of district focal persons on accurate child labour reporting and use of the reporting tool. To this end, ISS training which covers child labour should also dive deeper into understanding child labour terms and how to use the national reporting template.

The re-development of the Ghana Child Labour Monitoring System and its interoperability with other case management and reporting systems is critical to ensuring streamlined reporting, avoiding duplications through unique identifier setups, and more effective collaboration among all national and sub-national stakeholders

### 4.3 Recommendations

Based on the above findings, the following recommendations have been made

- **Diversified Reporting:** CLU will deepen collaboration with stakeholders to improve child labour activity planning, implementation, and reporting across priority areas, sectors and at sub-national levels.
- **Improving Data Quality:** It is important for refresher workshop on the reporting template to be conducted, particularly at the sub-national level to improve reporting accuracy, reduce duplicity of reporting and enhance data quality for analysis and decision making. Also, data verification may be conducted to verify reporting accuracy and reduce potential distortions in documenting implementation efforts.
- **Opportunities for comprehensive, multi-sector initiatives** – Efforts to eliminate child labour can become costly without utilizing existing systems. Large-scale interventions such as ISS can play a substantial role in improving the monitoring and management of child labour cases.

- **Evaluate Programming Effectiveness:** Thorough documentation of innovations and best practices is vital for informing future child labour initiatives. It is necessary to identify successful strategies and areas requiring improvement. Research findings, innovations and best practices should also be widely disseminated to improve policy and inform programming.
- **Families Strengthening Interventions needs Substantial Investment:** Efforts to strengthen families and support vulnerable children must be prioritised. Socioeconomic drivers of child labour require economic empowerment efforts to reduce vulnerabilities and strengthen resilience. Sustained efforts to enhance family stability are fundamental to reducing the risks and prevalence of child labour.

**Annexes:**

Annex 1: Implementation Status of 2024 Projects in the GAAPACL

ACTIVITY	TIMELINE		
	2024	STATUS	COMMENTS
<b>Objective 1: Strengthen Institutional Capacity of MELR and other relevant agencies to oversee the elimination of child labour</b>			
1.5 Provide MELR and national institutions with logistics such as vehicles, IT tools, funding, etc.	X		Not Done
1.6 Develop and train personnel at all levels in relevant coordination templates (Work Plans, Reporting Templates, Data	X		In Progress
<b>Objective 2: Effective Coordination of multi-stakeholder efforts on child labour</b>			
2.2 Disseminate the content of NPA 2023-2027 and sensitise relevant stakeholders on the NPA, including decentralised actors	X		In Progress
2.3 Organise regular NSCCL and technical committee meetings	X		Recurrent
2.4 Support Regional, District and Community Child Protection Committees (CPCs) with training and relevant logistics to better coordinate child labour and forced labour interventions	X		In Progress
2.5 Train members of the District Social Services sub-committees to support coordination and implementation of child labour and forced labour activities in communities	X		Not Done
2.6 Organise Annual Child Labour Partners Forums to discuss child labour issues	X		Recurrent
2.7 Sign MOUs with implementing partners to guide performance of roles and responsibilities	X		In Progress
2.8 Establish innovative multi-sectoral PPP to pilot a multi-sectoral intervention mechanism in target districts	X		Not Done
2.9 Facilitate the mainstreaming of NPA activities and indicators into the district and sector medium term development plans (MTDP), District Performance Assessment Tool (DPAT) and budgets	X		In Progress

ACTIVITY	TIMELINE		
	2024	STATUS	COMMENTS
<b>Objective 2: Effective Coordination of multi-stakeholder efforts on child labour</b>			
2.11 Create database/dashboard and open-sourced platforms for stakeholders to access all child labour reports and materials			In Progress. Consultant working on GCLMS which will also be a reporting system
2.12 Co-opt labour officers as ex-officio members of Social Services Committees of MMDAs			Not Done
<b>Objective 3: Improved financing, resource mobilisation and allocation</b>			
3.2 Develop and implement a resource mobilisation strategy	X		Not Done
3.3 Convene donors, development partners and CSOs to meet regularly to discuss partnerships and joint action for elimination of child labour	X		Not Done
3.4 Establish a multi-stakeholder financing mechanism for pooling financial resources for implementation of the GAAPACL (NPA 2023-2027)	X		In Progress. Discussions on Multi-Donor Trust Fund (MDTF) have begun.
3.5 Increase government funding for child labour and forced labour interventions and ensure timely releases	X		Not Done. No known targeted engagement aimed at increasing government allocation for child labour activities
3.6 Establish accountability mechanisms for child labour financing	X		Not Done. Dependent on pooled resource implementation.
<b>Objective 4: Improved quality and delivery of integrated social services, including child protection, social protection, education, decent youth employment and skills development support</b>			
<b>ISS, SWIMS, GCLMS</b>			
4.2 Expand SWIMS to cover all the 261 districts	X		In Progress, 210 MMDAS covered
4.3 Roll out the implementation of GCLMS and ensure its interoperability with private sectors CLMRCs and SWIMS	X		Not Done: System in Development Phase
4.4 Expand the National Health Insurance Scheme (NHIS) to cover all persons especially in child labour prone communities	X		In Progress, although no institution reported on this.

ACTIVITY	TIMELINE		
	2024	STATUS	COMMENTS
4.5 Strengthen the human and technical capacities of multi-sectoral frontline workers; as well as community-level structures on Integrated Social Services, SWIMS, GCLMS and CLFZs	X		In Progress
4.6 Provide required logistics for the district level officers to effectively carry out their job	X		Not Done
4.7 Train heads of department/units to provide supportive supervision to districts social service workers and community frontline workers	X		Not Done
4.8 Use deployed GCLMS or other CLMRS to monitor and identify child labourers and children at risk and provide required remediation services through SWIMS	X		Not Done, System in Development Phase. Interoperability to commence after system development is completed.
4.9 Provide comprehensive child protection, remediation and reintegration support, including psychosocial counselling	X		Recurrent, Not comprehensive, nor widespread
4.10 Ensure vulnerable populations benefit from various social protection services and safety net programmes	X		No assessment of CL-endemic areas and % of LEAP Beneficiary households in these areas.
<b>EDUCATION</b>			
4.11 Expand and rehabilitate education infrastructure in targeted communities including WASH and other ancillary infrastructure	X		In Progress
4.12 Ensure timely and adequate provision of teaching and learning materials (TLMs) to schools	X		In Progress
4.13 Scale up the school feeding programme (SFP) in child labour endemic areas, in partnership with donors and private organisations	X		No assessment of % of schools with SFPs in CL-Endemic areas
4.14 Establish children clubs/societies as structures for advocacy and means to motivate children to attend and stay in schools	X		Civil Clubs and Child Right Club exists scanty data on active clubs and their work.
4.15 Provide educational packages (uniforms, stationery, backpacks etc.) to deserving children	X		In Progress

ACTIVITY	TIMELINE		
	2024	STATUS	COMMENTS
4.16 Expand and equip TVET institutions to make them more attractive to the youth	X		No assessment on the extent to which child labour at-risk children or victims are being linked to existing opportunities.
<b>DECENT YOUTH EMPLOYMENT</b>			
4.17 Support youth with social and skills development to enhance their employability	X		No assessment on how government programmes include child labour at-risk children or victims. NGO-led interventions not widespread
<b>LAW ENFORCEMENT</b>			
4.18 Train Law enforcement and Rights Protection Agencies (LEAs) on Concepts of Child Labour, Child Labour Laws and Policies	X		In Progress
4.19 Support Law enforcing Agencies (LEAs) with requisite logistics to enable them prevent child labour, apprehend and prosecute child labour offenders	X		A number of institutions providing logistics support. Difficulty tracking due to scanty information on gap in logistics.
4.20 Develop an appropriate legislation for the Hazardous Child Labour Activity Framework (HAF) to facilitate enforcement	X		In Progress, HAF document validated, pending inclusion in the new Labour Act.
<b>Objective 5: Strengthened communities, increased awareness raising and behaviour change to prevent and remediate child labour</b>			
<b>AWARENESS AND BEHAVIOURAL CHANGE</b>			
5.1 Develop Communications and Advocacy Strategy and Communication Plan	X		In progress, consultant working on document development
5.2 Review/develop communications and advocacy materials on child labour for community sensitisation and dissemination of lessons learned	X		To be done after Activity 5.1 is completed.
5.3 Support community level structures to identify, monitor, report and prevent labour at the community levels	X		In Progress, needs to be effectively coordinated
5.4 Integrate child labour messages into the Ghanaians Against Child Abuse (GACA) national campaign and child protection toolkits	X		In Progress

ACTIVITY	TIMELINE		
	2024	STATUS	COMMENTS
5.5 Engage key reference people (i.e. community traditional and religious leaders, child/youth-associations, etc.) for community mobilisation and sensitisation	X		Recurrent, need data to track progress
5.6 Conduct sensitisation sessions on child labour, forced labour, child trafficking, domestic servitude, gender, etc. on a regular basis using behaviour change techniques			In Progress, needs to be effectively coordinated
5.7 Develop a positive parenting package with a strong focus on child labour prevention and Early Childhood Development (ECD)			Not Done
5.8 Conduct positive parenting sessions to foster child protection	X		In Progress
<b>COMMUNITY-WIDE SUPPORT</b>			
5.9 Support Community Child Protection Committees (CCPCs) to develop and implement Community Action Plans (CAPs) on Child Labour, forced labour and child protection	X		In progress. CCPC needs to be a nationally recognised and backed Community-Based Child Protection Mechanism (CBCPM) and effectively coordinated
5.10 Collaborate with relevant institutions to create livelihoods and employment opportunities for child labour households and smallholder producers in endemic communities to have living income			In progress, not comprehensive, nor widespread
5.11 Provide community-wide social amenities (bore holes and mechanisation of existing bore holes, clinics, electricity, community centres)	X		In Progress
<b>Objective 6: Improved research, documentation and knowledge sharing of best practices and innovations</b>			
6.1 Promote the development of Labour-Saving Technologies	X		Not Done
6.2 Conduct National Child Labour Baseline Survey to guide in planning of interventions, implementation and evaluation of the plan and progress	X		Not Done
6.4 Facilitate child labour researches, document innovative approaches and emerging best practices and knowledge sharing among partners	X		Not Done

ACTIVITY	TIMELINE		
	2024	STATUS	COMMENTS
6.5 Ensure national surveys (i.e. DHS, MICS, GLSS) capture quality data on child labour (including forced labour, child trafficking, domestic work, etc.)	X		In Progress: GLSS 8 has indicators for child labour.
6.6 Review and redevelop the Ghana Child Labour Monitoring System (GCLMS) to provide national data on child labour	X		In progress, Consultant is developing the system
6.7 Ensure interoperability/linkages between GCLMS, CLMRS and SWIMS			In progress, part of the system being developed
6.8 Conduct annual and mid-term reviews and end-term evaluation of the NPA 2023-2027 implementation			Partial: Year on Year Implementation progress assessed through Annual Report.

Annex 2: Summary of Anti-Child Labour Interventions/Initiatives by Stakeholders

COMPANY	PROGRAM / PROJECT	DESCRIPTION	APPROACH / ACTIVITIES	PARTNERS
NESTLE	Nestle Cocoa Plan	Improving farming practices, lives of farmers, quality of cocoa beans, while eliminating child labour.	<ul style="list-style-type: none"> <li>• CLMRS – ongoing, long-term approach focused on transforming attitudes towards children in the supply chain.                             <ul style="list-style-type: none"> <li>○ Community Labour Remediation Committees</li> </ul> </li> </ul> <p><b>Remediation includes:</b></p> <ul style="list-style-type: none"> <li>○ School Supplies</li> <li>○ Apprenticeship</li> <li>○ Alternative Livelihood Programs</li> <li>○ Financial Inclusion</li> <li>○ Income Accelerator</li> </ul>	<ul style="list-style-type: none"> <li>• ECOM</li> <li>• ETG-BB</li> <li>• ICI</li> </ul>
FLUDOR	Sustainability Program	Increase sustainable cocoa sourcing while being the most farmer-centric and efficient LBC in Ghana	<ul style="list-style-type: none"> <li>• CLMRS                             <ul style="list-style-type: none"> <li>○ Sensitisation</li> <li>○ Child Labour Monitoring</li> <li>○ CLMRS Surveys</li> </ul> </li> </ul> <p><b>Remediation includes:</b></p> <ul style="list-style-type: none"> <li>○ School Supplies (Kits)</li> <li>○ IGA Training through 11 established VSLAs</li> <li>○ Distribution of 1500 cookstoves</li> <li>○ Installation of Biochar</li> </ul>	
OLAM FOOD INGREDIENTS (OFI)	Sustainability Program	Sustainably sourcing cocoa through supporting elimination of child labour and child trafficking, protection and	<ul style="list-style-type: none"> <li>• CLMRS                             <ul style="list-style-type: none"> <li>○ Community Risk Profiling</li> <li>○ Household Surveys</li> <li>○ Farn Inspections and Monitoring</li> <li>○ Sensitisation</li> </ul> </li> </ul>	

COMPANY	PROGRAM / PROJECT	DESCRIPTION	APPROACH / ACTIVITIES	PARTNERS
		restoration of forests, and ensuring a living income for farmers	<ul style="list-style-type: none"> <li>○ Remediation</li> </ul>	
ECOM –FERRERO	Sustainability Program	Improving farming practices, lives of farmers, quality of cocoa beans, while eliminating child labour.	<ul style="list-style-type: none"> <li>● Enhanced full ICI model digital CLMRS. <ul style="list-style-type: none"> <li>○ Training and Sensitisation of supply chain staff and members</li> <li>○ Community Profiling</li> <li>○ Household Profiling</li> <li>○ Unannounced farm visits</li> <li>○ District level Remediation Committees</li> <li>○ Case Management and Tracking</li> </ul> </li> </ul> <p><b>Remediation includes:</b></p> <ul style="list-style-type: none"> <li>○ Needs Assessment and Planning</li> <li>○ Support/Interventions</li> <li>○ Follow-up visits</li> <li>○ Case Referrals</li> <li>○ Community Awareness Creation</li> </ul>	<ul style="list-style-type: none"> <li>● Rainforest Alliance</li> </ul>
ECOM-LINDT	Farming Program – Comprehensive Sustainability Initiative	Sustainable Farming Practices, focused on combating child labour and fostering resilient communities in Ghana	<ul style="list-style-type: none"> <li>● Digital CLMRS model. <ul style="list-style-type: none"> <li>○ Training and Sensitisation of farmers.</li> <li>○ Community Profiling</li> <li>○ Household Profiling</li> <li>○ Unannounced farm visits</li> <li>○ District level Remediation Committees</li> </ul> </li> </ul>	

COMPANY	PROGRAM / PROJECT	DESCRIPTION	APPROACH / ACTIVITIES	PARTNERS
			<ul style="list-style-type: none"> <li>○ Structured Case Management process (tracking, assessment, support and follow-up)</li> <li>○ Awareness Creation</li> <li>○ Development Interventions</li> <li>○ CCPCs</li> <li>○ Landscape Approach</li> </ul>	
FEDCO	Sustainable Cocoa Sourcing	Implementation of Cocoa Sustainability Standards	<ul style="list-style-type: none"> <li>● CLMRS model. <ul style="list-style-type: none"> <li>○ Household Profiling</li> <li>○ Child Labour Monitoring</li> </ul> </li> </ul> <p><b>Remediation includes:</b></p> <ul style="list-style-type: none"> <li>○ Sustainable Alternative Livelihood</li> <li>○ Development of Education Infrastructure</li> <li>○ Development of Community Infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>● World Cocoa Foundation</li> <li>● ICI</li> <li>● Rainforest Alliance</li> </ul>
TOUTON	Sustainability Program	Sourcing cocoa and implementing activities that reduces child labour in the supply chain. Children and Climate Ambassadors	<ul style="list-style-type: none"> <li>● CLMRS. <ul style="list-style-type: none"> <li>○ Training of supply chain staff</li> <li>○ Community and Farmer-Group level Child and Forced Labour Sensitisation Activities</li> <li>○ Child Labour Monitoring</li> <li>○ Case Management and Tracking</li> </ul> </li> </ul>	

COMPANY	PROGRAM / PROJECT	DESCRIPTION	APPROACH / ACTIVITIES	PARTNERS
			<b>Remediation includes:</b> <ul style="list-style-type: none"> <li>○ Productivity Enhancement Interventions</li> <li>○ Social Issues Training</li> <li>○ Financial, Social and Economic Empowerment of Women</li> </ul>	
WINROCK	MATE MASIE	<p>Making Advances to Eliminate Child Labour in More Areas with Sustainable Integrated Efforts (<a href="#">MATE MASIE</a>) – a four-year USDOL-funded project aimed at increasing the number of cocoa cooperatives in Ghana with a demonstrated capacity to reduce child labour in the cocoa supply chain</p>	<ul style="list-style-type: none"> <li>● Awareness and Education on Child Labour</li> <li>● Grants disbursements to three cooperatives</li> <li>● Policy Initiatives – CL SOP Review</li> <li>● CLMRS and Child labour Risk Management Tool to identify vulnerable households and children in child labour</li> <li>● Social Protection and Remediation <ul style="list-style-type: none"> <li>○ Financial Services through VSLA</li> <li>○ Trained households in IGAs</li> <li>○ Provision of Agricultural inputs</li> <li>○ Provision of school kits and supplies</li> <li>○ Facilitated NHIS Registration for children and parents</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● ICI</li> <li>● Child Labour Unit</li> </ul>
MONDELEZ	Cocoa Life Project	A \$600m multi-country project (Côte d'Ivoire,	<ul style="list-style-type: none"> <li>● Establishing and training community structures</li> </ul>	<ul style="list-style-type: none"> <li>● Child Rights International</li> </ul>

COMPANY	PROGRAM / PROJECT	DESCRIPTION	APPROACH / ACTIVITIES	PARTNERS
		Ghana, Indonesia, Brazil, the Dominican Republic, India, Nigeria and Cameroon), focused on making cocoa right. In Ghana, the project is being implemented in 989 communities.	<ul style="list-style-type: none"> <li>• Supporting children with school kits and TVET Education</li> <li>• Sensitisation of 239,695 Cocoa Farmers on effects of Child Labour and its worst forms</li> <li>• Training of 68,709 farmers in additional livelihoods</li> <li>• New and renovated teacher bungalows, classroom blocks, community centres, health facilities, etc.</li> </ul>	
ECOM-NESTLE	Sustainability Program	Improving farming practices, lives of farmers, quality of cocoa beans, while eliminating child labour.	<ul style="list-style-type: none"> <li>• Community Awareness Creation</li> <li>• Community Development Interventions</li> <li>• Enhanced full ICI model digital CLMRS. <ul style="list-style-type: none"> <li>○ Training and Sensitisation of supply chain staff and members</li> <li>○ Community Profiling</li> <li>○ Household Profiling</li> <li>○ Unannounced farm visits</li> <li>○ District level Remediation Committees</li> <li>○ Case Management and Tracking</li> </ul> </li> </ul> <p><b>Remediation includes:</b></p> <ul style="list-style-type: none"> <li>○ Needs Assessment and Planning</li> <li>○ Resilience Interventions/Support</li> </ul>	

COMPANY	PROGRAM / PROJECT	DESCRIPTION	APPROACH / ACTIVITIES	PARTNERS
			<ul style="list-style-type: none"> <li>○ Follow-up visits</li> <li>○ Case Referrals</li> </ul>	
<b>DEPARTMENT OF CHILDREN – MOGCSP</b>	<b>GACA Campaign</b>	Awareness Creation	<ul style="list-style-type: none"> <li>● Awareness on Child and Forced Labour, using the GACA advocacy and communication toolkit.</li> </ul>	<ul style="list-style-type: none"> <li>● Traditional Leaders</li> <li>● Religious Leaders</li> <li>● Community Members</li> </ul>
<b>MINISTRY OF FISHERIES AND AQUACULTURE DEVELOPMENT – MOFAD</b>	<b>Ghana Fisheries Recovery Activity – GFRA</b>	Interventions focused on sensitising awareness and building capacities.	<ul style="list-style-type: none"> <li>● Awareness Creation</li> <li>● Capacity Building</li> <li>● Policy Initiatives (CLaT Strategy for the Fisheries Sector)</li> <li>● Addressing Child Labour and Trafficking (CLaT) through community-led actions</li> <li>● Establishment of CCPCs</li> </ul>	<ul style="list-style-type: none"> <li>● GFRA Project Implementers</li> </ul>
<b>INTERNATIONAL JUSTICE MISSION – IJM</b>	<b>Addressing Child Trafficking and Facilitating Justice</b>	Interventions focused on human trafficking, including children.	<ul style="list-style-type: none"> <li>● Rescued Trafficked Children in the fishing industry on Lake Volta.</li> <li>● Rehabilitation and Reintegration of rescued trafficked children</li> <li>● Arrest and Prosecution of Perpetrators.</li> <li>● Capacity Building of Government and Non-Government Actors (Law Enforcement Agencies, Ministries, NGOs, Media, Shelter Institutions)</li> </ul>	<ul style="list-style-type: none"> <li>● Government Institutions (law Enforcement Agencies, District Assemblies, etc.)</li> </ul>

COMPANY	PROGRAM / PROJECT	DESCRIPTION	APPROACH / ACTIVITIES	PARTNERS
INTERNATIONAL NEEDS GHANA - INGH	Child Rights Program	Two interventions to address child protection issues, including child labour and child trafficking	<ul style="list-style-type: none"> <li>• Awareness Creation</li> <li>• Trauma-Informed Care and Rehabilitation</li> </ul>	<ul style="list-style-type: none"> <li>• UNICEF</li> <li>• CSOs</li> <li>• DSCWD</li> <li>• CHRAJ</li> <li>• NCCE</li> <li>• Ghana Health Service</li> <li>• DOVVSU</li> </ul>