

POLICY ON ANTI-CHILD LABOR AND TRAFFICKING IN FISHERIES



**Ministry of Fisheries and Aquaculture Development
Fisheries Commission**

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ACRONYMS AND ABBREVIATIONS

AHTU	Anti-Human Trafficking Unit
CCLMS	Community Child Labor Monitoring System
CCPCs	Community Child Protection Committees
CHRAJ	Commission for Human Rights and Administrative Justice
CLaT	Child Labor and Trafficking
CLFZ	Child Labor Free Zone
CLMS	Child Labor Monitoring System
CLU	Child Labor Unit
CSO	Civil Society Organisation
DA	District Assembly
DCPCs	District Child Protection Committees
DOVVSU	Domestic Violence and Victims Support Unit
DSW	Department of Social Welfare
ECOWAS	Economic Community of West African States
FC	Fisheries Commission
FoN	Friends of the Nation
FTS	Free the Slaves
GAWU	General Agricultural Workers Union
GCLMS	Ghana Child Labor Monitoring System
GCLS	Ghana Child Labor Survey
GIS	Ghana Immigration Service
GLSS	Ghana Living Standards Survey
GNCRC	Ghana NGO Coalition on the Rights of the Child
GOG	Government of Ghana
GPS	Ghana Police Service
GSS	Ghana Statistical Service
HTMB	Human Trafficking Management Board
IEC	Information, Education and Communication
ILO	International Labor Organisation
LEAP	Livelihood Empowerment against Poverty
LNR	Ministry of Land and Natural Resources
MDAs	Ministries, Departments and Agencies
MELRs	Ministry of Employment and Labor Relations
MESW	Ministry of Employment and Social Welfare
MICS	Multiple Indicator Cluster Survey
MLGRD	Ministry of Local Government and Rural Development
MLSW	Ministry of Labor and Social Welfare
MMDAs	Metropolitan, Municipal and District Assemblies
MoGCSP	Ministry of Gender, Children and Social Protection
MOE	Ministry of Education
MOFA	Ministry of Food and Agriculture
MOFAD	Ministry of Fisheries and Aquaculture Development
MOI	Ministry of Interior
NGO	Non-Governmental Organisation

NPAHT	National Plan of Action on Human Trafficking
NPAWFCL	National Plan of Action to Eliminate the Worst Forms of Child Labor
NPECLC	National Program for the Elimination of Child Labor in Cocoa
NSCCL	National Steering Committee on Child Labor
OSHE	Occupational Safety, Health and Environment
PPA	Policy Priority Area
SFMP	Sustainable Fisheries Management Project
SOPs	Standard Operating Procedures
TIP	Trafficking in Persons
USDOL	United States Department of Labor
UNCRC	United Nation Convention on the Rights of the Child
UNICEF	United Nation Children’s Fund
WFCL	Worst Forms of Child Labor

EXECUTIVE SUMMARY

Child Labor and Trafficking (CLaT) is a major global problem that governments, civil society and development partners show grave concern about because of its devastating impact on society. The ILO's 2008 estimates asserts that about 60 percent of the 215 million boys and girls engaged in child labor occur in the agricultural sector (including fishing, aquaculture, livestock and forestry) while UNIDOC reports that a total of 161 countries are identified to be affected by human trafficking by either being a source, transit or destination country. US Department of State data indicates that an estimated 600,000 to 820,000 men, women and children are trafficked across international borders yearly, with approximately 50 percent being minors.

The CLaT situation is worrying for Ghana. The Ghana Statistical Service (GLSS) Round 6 estimated that 2.7 million children were engaged in child labor. Out of this, 1.9 million minors were involved in child labor and 1.2 million in hazardous forms of child labor. The US Department of State Trafficking in Persons (TIP) Report (2016) identifies Ghana as a source, transit and destination country for men, women and children who are subjected to forced or sex trafficking and the exploitation occurs more within Ghana than across countries. The TIP report categorizes countries into tiers, based on their governments' efforts to adhere to standards and measurements according to United States' anti-trafficking policies. In total, there are three tiers and since the inception of the TIP reports, Ghana has continuously ranked in the second Tier, despite national legislation and efforts to combat human trafficking (www.state.gov). In 2015, Ghana was placed on the Tier 2 Watch List, which means that the country risks dropping to the third tier. The reason is that the government failed to provide evidence of increasing anti-trafficking efforts compared to the previous year's report (www.state.gov).

In Ghana, fishing is an important economic activity operated by artisanal, small and large scale fishers who operate in marine waters (sea and lagoons) and inland waters (lakes, rivers and reservoirs but most significantly in the Lake Volta). Fishing accounts for 5 percent of agricultural Gross Domestic Product (GDP). Fish accounts for 60 percent of animal protein consumed in Ghana. The sector also contributes significantly to the national economy, accounting for 4.5 percent of the Gross Domestic Product (GDP), 12 percent of the agriculture GDP and 10 percent of the workforce and as many as 2.6 million Ghanaians, representing 10 percent of the population are dependent on the fisheries sector for their livelihoods (FAO, 2016)¹. Empirical evidence points to the fact that, especially in the artisanal and small scale fisheries sector, children are engaged to work and many are trafficked from one location to the other to engage in fishing. As recent as 2015, the USAID/Ghana SFMP survey of 36 coastal communities in the Central Region, found that 30 percent of children attended school on regular basis but were also engaged in fishing-related activities after school, during holidays or weekends. The remaining 70 percent of children surveyed engaged in fisheries related activities full time.

¹ FAO-Fishery and Aquaculture Country Profiles: The Republic of Ghana, February, 2016

In response to the prevalence of CLaT and the urgent need to eliminate it, Ghana has ratified a number of international conventions and treaties, including the UNCRC, ILO Conventions 189 related to WFCL and 138 dealing with Minimum Age to Employment. The Government of Ghana has also enacted legislations including the Children's Act, 1998, Human Trafficking Act, 2005, Domestic Violence Act, 2006 etc. A Child and Family Welfare Policy, National Social Protection Policy and National Action Plan against Child Labor have all been developed to reduce CLaT. Whilst these policies and legislations are important, they need to be complemented by a dedicated and comprehensive policy that focuses on eliminating CLaT in fisheries.

This Policy Document outlines strategies for eliminating CLaT. Specific strategies outlined in this paper include withdrawal and rescue, rehabilitation, integration, and preventive strategies. Other important strategies also outlined include community awareness and behaviour change communication, investigations and prosecution, and institutional strengthening and capacity building strategies.

The CLaT and Fisheries Policy acknowledges that a holistic, integrated and multi-sectoral approach is required in promoting a CLaT-free fisheries sector. The Policy is built upon the five 5 Ps framework, namely Policy, Prosecution, Protection, Prevention and Partnership. The goal of the Policy is to develop systems and structures towards achieving CLaT-free Fisheries sector in Ghana through effective protection of children and prosecution of offences relating to child labor and trafficking. The broad Policy outcome is for a progressively improved resilience of vulnerable individuals and families through a strengthened protective, preventive and enforcement systems that respond to CLaT related issues in fisheries in Ghana. The Policy outlines six key objectives as follows:

1. To achieve a minimum of 60 percent CLaT elimination through the development of rescue and referral protocols that are consistent with national legislations and regulations.
2. To develop rehabilitation and reintegration protocols for all stakeholders connected to anti-child labor and child trafficking interventions.
3. To prevent at-risk children from engaging in child labor or being exposed to trafficking
4. To mobilize civil society action and promote community awareness and behavior change
To ensure collective response to CLaT elimination by 2020.
5. To strengthen relevant government institutions as part of the process of promoting coordination among stakeholders and sectors functioning for the welfare of working children.
6. To promote speedy and effective prosecution along the criminal justice process through strengthening institutions whose jurisdiction fall along the chain of Anti-CLaT, enforcement and prosecutions.

The Anti-CLaT in fisheries Policy is guided by seven principles - poverty reduction; respect for children's rights; gender equity; adoption of a multi-sectoral approach; collective role of central and local government and families; drawing synergies from programs and plans; and adopting the Torkor Model, which specifically addresses challenges inherent to the informal, rural economy sector.

The Policy focuses on five policy priority areas, which each includes a policy statement actions. Policy Priority Areas identified include public awareness and advocacy; health, welfare and social protection; education, training and capacity building; social development, decent work and reintegration; and governance, legislation and enforcement. To achieve these priorities, the policy includes a detailed implementation arrangement that examines the roles, responsibilities and commitments of the central government; local government and decentralized departments; employer's organizations, trade unions and workers associations; communities, families, children and religious bodies; fisher associations; civil society organisations and the private sector; development partners; and the media. A financing mechanism; implementation plan and monitoring and evaluation system is also provided. To facilitate effective policy implementation, a logical framework has been provided with indicators, timelines and indicative budget.

DEFINITION AND EXPLANATION OF TERMINOLOGIES AND CONCEPTS

Child

The 1992 Constitution of the Republic of Ghana and the Children's Act, 1998 (Act 560) define a child as any girl or boy who is below the age of 18. The 1989 UN Convention on the Rights of the Child defines a child as a person less than 18 years of age. Article 32 of the UNCRC states all children "have the right to be protected from work that threaten their health, education or development". In accordance with national and international definitions, the Policy therefore defines children as persons below 18 years of age.

Child Labor

The ILO defines child labor as work that deprives children of their childhood, their potential and their dignity. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work.

The Ghana Statistical Service (GSS, 2014) provides a more formalized definition within the Ghana context. Children are considered to be engaged in child labor if they are doing hazardous work; they are less than 12 years old and involved in economic activities, or they are aged 12 to 14 years and involved in economic activities that are not defined as light work by the ILO Convention 138. According to this convention, light work is defined as not likely to be harmful to their health or development and not of a form that will affect their ability to attend school, participate in vocational orientation or training programs approved by a competent authority, or benefit from the instruction received (GSS, 2014).

Child Trafficking

The Human Trafficking Act, 2005 defines trafficking to mean recruitment, transportation, transfer, harbouring, trading or receipt of persons within and across national borders. Thus, a child is said to have been trafficked if he/she is recruited and transported elsewhere to engage in labor that is exploitative and is likely to interfere with the child's education or expose him/her to abuse or danger. In Ghana, child migration in fisheries is prevalent and involves a situation where a fisher-entrepreneur actively seek children who can be engaged in the fishing industry and taken to other communities, districts or region, usually with the consent of the parents/guardian under verbal agreement. The agreements may last for up to 5 years and the parents/guardian may be rewarded before or after the period of engagement. Sometimes the remuneration is used to pay for generation/family debt.

Worst Forms of Child Labor (WFCL)

Working children are considered to be in hazardous work if they are found to be in any one of the following categories: children working in designated hazardous industries (mining, quarrying and construction) or occupations; children working long hours (42 hours or more per week); and children working under other hazardous conditions such as night work, using hazardous tools, or being

exposed to an unhealthy work environment (GSS, 2014). Thus, all forms of slavery or slavery-like practices such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment for use in armed conflict, prostitution, production of pornography for pornographic performances; for illicit activities are all considered WFCL.

Child Labor Free Zones (CLFZs)

CLFZs are (geographical) areas where all children engaged in child labour are systematically withdrawn from work and (re)integrated into formal, full-time schools and those at risk prevented from engaging in such activities. No distinction is made between different forms of child labour because every child has the right to be protected from harmful work and given the opportunity to access education (GAWU, 2016).

Frontline Staff

Policy implementation requires concerted efforts of all. Particularly however, the role of frontline staff cannot be overemphasized. Frontline staff representing the relevant Ministries, Departments and Agencies (MDAs) come into direct contact with institutions, groups and individual as they use their experiences and expertise to guide policy implementation and deliver innovations. Thus, Frontline Staff refers to experts who lead the policy implementation and are required to make independent decisions and facilitating policy implementation at all levels.

The Torkor Model

The Torkor Model was developed by the Ghana Agricultural Workers Union of the Trades Union Congress (TUC) and consist of an integrated system of three components hinged upon a central feature - organized informal workers. The three components are organisation of informal workers; social mobilisation through sensitisation and capacity building; and knowledge sharing. Organization of informal workers, being the core component of the model, is based on the recognition that informal workers in the rural economy are capable of addressing the challenges associated with their work, including the problem of child labour, when appropriately assisted. Thus, an inside-out approach is facilitated, rather than an outside-in approach (that focuses on unsustainable external agents). By the social mobilisation through sensitisation and capacity building component of the model, fishers and fish processors are organised and mobilized so that they are motivated to begin to take action towards stopping child labour in the community. The third component of the model, Knowledge sharing dwells on good practices and lessons learned and these are documented during implementation with partners at the international, national and local levels. The Torkor Model is gaining international recognition and some aspects have been incorporated in the National Plan of Action against Worst Forms of Child labor.

1.0 INTRODUCTION

1.1 Policy Development Methodology and Approach

The CLaT situation is worrying for Ghana. The Ghana Statistical Service (GLSS) Round 6 estimated that 2.7 million children were engaged in child labor. Out of this, 1.9 million minors were involved in child labor and 1.2 million in hazardous forms of child labor. The US Department of State Trafficking in Persons (TIP) Report (2016) identifies Ghana as a source, transit and destination country for men, women and children who are subjected to forced or sex trafficking and the exploitation occurs more within Ghana than across countries. The TIP report categorizes countries into tiers, based on their governments' efforts to adhere to standards and measurements according to United States' anti-trafficking policies. In total, there are three tiers and since the inception of the TIP reports, Ghana has continuously ranked in the second Tier, despite national legislation and efforts to combat human trafficking (www.state.gov). In 2015, Ghana was placed on the Tier 2 Watch List, which means that the country risks dropping to the third tier. The reason is that the government failed to provide evidence of increasing anti-trafficking efforts compared to the previous year's report (www.state.gov).

Whiles action plans and programs have been developed by several institutions and sectors to address the problem, there is no broad-based policy document with clear strategies that seek to tackle the issue of child labor and trafficking in the fisheries sector. The Ghana Fisheries Policy, while providing succinct actions and strategies for fisheries sector development, is virtually silent on the involvement and the welfare of children in fisheries. This therefore called for the need to develop Anti-Child Labor and trafficking policy for the fisheries sector.

As in the case for many policy initiatives, the development of this policy followed a rigorous cycle, with broad-based participation of all key stakeholders. The USAID Ghana Sustainable Fisheries Management Project (SFMP) conducted studies into the prevalence of child labor and trafficking in fisheries in 2015 and had confirmed the existence of the problem and the need to address it, not only as part of the overall project strategy but most importantly the problem requires government action. In view of this, the Netherlands Development Organisation, SNV, an implementing partner of the project was given the task of supporting the Fisheries Commission of Ghana to develop a national policy on child labor and trafficking in fisheries. Hence, a technical working group was established which was made up of relevant anti-child labor and trafficking agencies with a Terms of Reference (TOR) to develop an appropriate policy document. In December 2015, the team held an initial meeting to discuss the dimensions of CLaT in fisheries leading to the determination of the scope of the policy exercise.

The specific policy development process involved the following:

Deskwork/literature Review: A consultant was contacted to carry out an extensive desktop literature review on child labor and trafficking, and assess the existing policy framework on child protection in

fisheries. Information was gathered from in-country and from global perspective with the view of learning the trends on child labor and trafficking and global policy directions.

Stakeholder Meetings: As part of the discussions between the USAID Funded Sustainable Fisheries Management Project and the Fisheries Commission in 2015, it became evident that there was a need for the Fisheries Commission to have a strategy on child labour and trafficking in fishing to tackle the problem in the fisheries sector nationally. In line with the above discussions, SNV was given the opportunity to support the Commission in the development of this strategic document in year two of the project. To complete the process, SNV held a number of informal discussions with the Commission and was advised that there was a need to include the Ministry of Gender, Children, and Social Protection towards reviewing aspects of the broader national policies that addresses child labour and trafficking in fisheries.

As a result, two meetings were organized in June and July 2016 with the Fisheries Commission and the Ministry of Gender, Children, and Social Protection to discuss the best way forward on a strategy in view of the broader policies that address child labour and trafficking in fisheries. These meetings recommended a wider stakeholder consultation process to deliberate on the current child labour and trafficking situation in the country and provide inputs into the policy framework and strategies.

Based on these recommendations, SNV organized a two day residential workshop involving the technical working group and national anti-child labour and trafficking stakeholders August 2016. The objective of this meeting was to bring together all relevant stakeholders to deliberate on child labour and child trafficking practices in Ghana and to provide inputs into documenting national strategies to reduce this national problem. The program was attended by 17 participants from the relevant Government of Ghana Ministries, Departments and Agencies as well as Civil Society Organizations and Fishers Associations. These stakeholders included representatives from the Ministry of Gender, Children and Social Protection, the Child Labour Unit, the anti-Human Trafficking Unit of the Ghana Police, the representatives of the Ghana National Canoe Fishermen Council, Free the Slaves, Challenging Heights, and General Agricultural Workers Union of TUC, amongst others.

In the course of this workshop, participants decided that there was a need for the development of a national anti-CLaT policy as there is currently no national policy on tackling child labour in fisheries. Therefore, the team worked in groups and as a unit over the two days to draft a policy, including strategic actions, to reduce child labour and trafficking in the fisheries sector in Ghana.

Ministerial and Sectoral Consultations: Policies are developed more often by technocrats with active consultations with stakeholders. Ministerial input is quite crucial, especially the sector ministry which will lead the implementation of the policy; and certainly because it is the government body that has the legislative, political and financial authority to implement the policy. Recognizing this important role of the Ministry of Fisheries and Aquaculture (MOFAD) and the Fisheries Commission (FC), consultations with the head of the relevant departments of the FC were held to secure their input. Several other Ministries including the Ministry of Gender, Children and Social Protection (MoGCSP), Ministry of Employment and Labor Relations (MELRs), Ministry of

Education/Ghana Education Service (MOH/GES), Ministry of Justice and Attorney General's Department (MoJAGD), among others were consulted. Some specific departments and agencies consulted included the Ghana Agricultural Workers Union (GAWU) of the Trades Union Congress (TUC), the Children's Department, Department of Social Welfare, Child Labor Unit of MELRs, Ghana Police Service and its Anti Human Trafficking Unit (AAHTU). Civil Society Organizations including Challenging Heights, Free the Slaves, Friends of the Nation, Engage Now Africa, and International Needs, among others were also consulted.

Community and Associations engagements: Given that the policy will be implemented at all levels of the governance system of Ghana, the need to engage communities and relevant associations was paramount. Some key opinion leaders of Elimina and Sekondi as well as Kpando-Torkor were interviewed to capture their relative perceptions about CLaT in fisheries and how this can be dealt with. FisheriesSTekholders, represented by the Chief Fisherman of Elimina was consulted.

Drafting the Policy document: The deskwork and primary data gathered from interviews, focus group discussions and consultations generated enormous information towards the development of the policy. Whiles drafting the Policy, the consultations and engagements continued as stakeholders provided specific viewpoints and inputs into the content. At each step of the policy development process, diverse options were weighed to select the best policy options, actions and strategies. The policy document reflects an analysis of the CLaT problem in fisheries in Ghana and further indicates the rationale for the development of a national policy on CLaT in fisheries. It delves into some efforts made to address the problem and provides guiding principles by which the policy is formulated. A detailed policy framework giving policy goal, objectives and outcomes; policy priority areas where specific policy statements are given and policy actions are outlined to cover areas of public awareness and advocacy; health, welfare and social protection; education, training and capacity building; social development, decent work and reintegration; and governance, legislation and enforcement. Often times practical solutions to a policy problem lies in the strength of the strategy and as no single recommendation will provide a complete solution, the policy document outlines seven broad strategic areas including withdrawal and rescue strategies; rehabilitation strategies; integration strategies; preventive strategies; community awareness and behavior change communication strategies; investigation and prosecution strategies; institutional strengthening and capacity building strategies. Policy implementation arrangements assign roles and responsibilities to central government, local government and decentralized departments; employers organizations, trades unions and workers associations; development partners, fisher associations, civil society groups and private sector; and communities, children themselves and religious bodies have been provided. Unlike in most policy documents, the technical working group identified lack of budgeted logical framework to be the bane of policies and its implementation. The group therefore has developed a comprehensive and costed logical framework to guide the policy implementation. Thus, the final policy document is the outcome of several comprehensive arguments aimed at finding the best policy alternatives to address the problem.

Validation meeting and finalization of the policy document: Upon drafting the policy document, copies were circulated to the technical working group and stakeholders for comments and inputs and as such a process of revision was essential to improve the effectiveness of the document. Given that the revision process is an integral to the entire policy development process, it involved the conduct of validation session with all technical working group members in attendance. The validation session held in October 2016 re-checked the content of each element of the policy document; reviewed the style and language, and considered the tone of the policy.

In summary, this policy on CLaT in fisheries has been developed with strong stakeholder involvement and commitment, enough to serve as basis for actions towards reducing child labor and trafficking in fisheries.

1.2 Background to the Child Labour and Trafficking Policy

Child labor and trafficking of children continues to be a major concern to governments, civil society and development partners around the world occurring in every facet of economic activity. ILO's 2008 analysis estimates that about 60 percent of the 215 million boys and girls who are engaged in child labor are active in the agricultural sector and mainly involve fishing, aquaculture, livestock and forestry (ILO. 2010). The fishing sector, classified as one of the most dangerous occupations in the world, involves children throughout the value chain and trafficking into the sector is huge.

Around the world, most trafficking is organized nationally or regionally by people whose nationality is the same as that of their victims. A UNDOC report identified that 161 countries are involved in human trafficking as source, transit or destination countries. People are trafficked from 127 countries to be exploited in 137 countries—affecting every continent and countries of various stages of development. United State Department of State data indicates that approximately 600,000 to 820,000 persons are trafficked across international borders each year, This includes approximately 80 percent women and girls and up to 50 percent minors.

The child labor situation in Ghana is equally worrying as evidenced by the 2012-2013 nation-wide Ghana Standard Living Survey Round 6. This survey found that an estimated 2.7 million children (31 percent) had worked in the last twelve months; 1.9 million (22 percent) were involved in child labor, while 1.2 million (14 percent) were engaged in hazardous forms of child labor. More than three-quarters (77 percent) of the working children were engaged in agricultural, forestry, and fishery industries. The proportion of boys working in this sector was higher than girls (84 vs. 70 percent) (GSS, 2014).

The US Department of State TIP Report (2016) identifies Ghana as a source, transit and destination country for men, women and children who are subjected to forced and sex trafficking. The report also found that the exploitation of people—and children in particular—within the country is more prevalent than the transnational trafficking or foreign nationals. It further notes that boys and girls are subjected to forced labor within the country in fishing, domestic service, street hawking, begging, portage, artisanal gold mining, quarrying, herding and agriculture.

Ghana's fishery sector comprises marine and inland fishing and accounts for 5 percent of agricultural Gross Domestic Product (GDP). Fish accounts for 60 percent of the animal protein consumed in Ghana. The fishery sector contributes significantly to the national economy through foreign exchange earnings of about US \$94 million. It furthermore provides employment for about 1.5 to 2 million people living in coastal and inland fishing communities (FAO, 2004).

In Ghana's marine and inland fishing sector, children work on board vessels and boats, unloading catches, preparing nets and baits, feeding and harvesting fish in aquaculture ponds, and sorting, processing and selling fish. At the upstream level of the fishing supply chain, or other business sectors linked to fishing, child labor occurs in areas as net-making and boat building.

1.3 Situational Analysis: Causes of Child Labor and Trafficking in Fisheries and the need to Eliminate CLaT

Several studies provide evidence for the prevalence of CLaT in Ghana. The first nation-wide survey indicating the occurrence of child labor was undertaken in 2001 (GSS, 2003) and shows that approximately 2.5 million children are engaged in economic activities. Only 2 out of 5 economically active children between 5-17 years (64 percent) attended school. The survey found that more than 49,000 children were engaged in fishing (boys being the majority) and over 126,000 were active in mining and quarrying. The survey found that 1.3 million children were involved in Child Labor. The 2005 Multiple Indicator Cluster Survey (MICS), which investigated the prevalence of child labor, found that 34 percent of children aged 5-14 years were involved in child labor at any particular point in time.

The Ghana Living Standard Survey (GLSS) Round 5 undertaken between September 2005 and September 2006 estimated that 13 percent of the 4.7 million children between the ages of 7-14 years were economically active in the seven days prior to their being interviewed. Ghana's 2010 Population and Housing census examined employment characteristics of young persons and made reference to the child labor phenomenon. It estimated that two-thirds of children boys and girls aged 5-9 years were family workers, 3 percent of children were self-employed without employees and 68 percent of boys and some 58 percent of girls were engaged as skilled agricultural forestry and fishery workers. With respect to the same phenomenon among adolescents aged 10-19, the report indicated that 8 percent males and 6 percent of females were employees receiving some kind of wages. It further estimated that a quarter of males aged 15-19 years and 2 percent aged 10-14 years were self-employed without employees².

A comparative analysis of the 2001 and 2012/2013 GLSS surveys clearly shows that the child labor situation has worsened—increasing from 1.3 million to 1.9 million—and agriculture, forestry, and fishing are still the major sectors engaging child laborers. As recent as 2015, the USAID/Ghana SFMP survey of 36 coastal communities of the Central Region assessed the severity of CLaT with the purpose of identifying the root causes of CLaT. This study found that among children from

² GSS, 2013

households engaged in the fisheries value chain, only 30 percent attended school on regular basis. School going children engaged in fishing-related activities after school as well as during holidays and weekends, while the 70 percent that did not attend school on a regular basis engaged in fisheries activities full-time.³

A major cause of child labor in Ghana is poverty. Poverty-ridden families are unable to carry family expenses, including educational expenses. Therefore, parents and guardians feel reluctant to send their children to school. Instead they have children work to supplement household income. The situation is worse in the fishing sector, because seasonal fluctuations, the hazardous conditions, and high fuel prices contribute to high poverty levels.

The open access fishery has led to over-exploitation of fish resources. This has in turn reduced the catch per unit of effort and worsened the poverty level among fishing communities. Lack of alternative employment opportunities in other sectors of the economy means that there are few options to move away from fisheries based livelihoods. Other factors that prevent fishing households to diversify their livelihoods are: low educational levels, shortfall in public services, low living conditions, lack of assets and skills, and a lack of social networks. The fishery sector basically serves as employer of last resort. It is a safety valve for the poor, because the open access of the sector allows people to enter fishery when other opportunities and/or resources are closed or limited.

Firmly embedded traditions and cultures tend to promote child labor and trafficking in Ghana. The majority of parents and guardians are of the opinion that their children should contribute financially to the family budget. Many parents see child labor as something positive, because they think that their children are learning a useful trade. A significant number of parents and guardians send their children to live with other family members or friends, trusting that they will be treated fairly. In reality many of these children are engaged in child labor or even trafficked into fishing, prostitution etc. Many parents are afraid that if their children spend their time idling, they may end up involved in anti-social activities and they encourage them to work in order to keep them away from idleness and vagrancy.

Child trafficking is not always done for financial gain, but is part of a cultural tradition of sending children away to acquire skills through apprentice work with a relative or family friend. In this regard, it has been described in some circles as a distortion of the old cultural practice of placement with relatives or townspeople.

The issue of child labor and trafficking has been highlighted in recent years following awareness raising, sensitization, and advocacy conducted by civil society, government and development partners. There is an increased awareness of the perils of child labor and trafficking in the fisheries sector although the two issues are known to prevail. A key challenge is that people have to

³ Of the number of households interviewed, 43 percent reported engaging their children in fish mongering and marketing, 31 percent in fish smoking, 15 percent in the hauling of fish from canoes and 7 percent in work on fishing vessels; 4 percent indicated they allowed their children to work with relatives/other persons in other communities in times of need and 78 percent indicated they allowed some of their children to work for others for a certain period of time but not on regular basis (FoN, 2015)

holistically accept that child labor is wrong, many have a hard time distinguishing between what is true child labor and a child simply helping out after school.

Low education status among parents and guardians contributes to CLaT. Children of less educated parents/guardians are at a higher risk of being exposed to CLaT than those from families of higher educational status. As stated above, fishing communities tend to be poor and these two factors (low education and high poverty levels) engender the use of children as coping mechanisms where they are offered for work to help supplement household income, pay family and generational debts.

Single headed households are particularly vulnerable to child trafficking. A survey conducted by the SFMP in the Central Region, where a sample size of 762 households were interviewed, 18 percent of households indicated that they gave out their children for trafficking because they were single parents. These respondents were all female single-headed households. Some 13 percent of respondents said that children went into CLaT because they did not have proper parental care while 11 percent said that children went into CLaT because they were from broken homes and none of the parents took care of them.

1.4 Rationale for the formulation of National Anti-Child Labor and Trafficking Policy

In recent times, Ghana has prioritized the issue of child labor and trafficking as a major socioeconomic and sociopolitical concern. This is evidenced by several actions taken in recent times. The Government of Ghana investigated and prosecuted trafficking and trafficking-related crimes, including allegedly fraudulent labor recruiters and suspected child traffickers. The government also conducted public awareness activities to inform the public about the associated risk of human trafficking. It furthermore provided funding to facilitate activities of the Human Trafficking Management Board (HTMB).

Despite these efforts, the US Department States TIP Report indicates that Ghana does not fully meet the minimum standards for the elimination of trafficking. This is because the government did not sufficiently demonstrate efforts to combat trafficking; thus placing Ghana on Tier 2 Watch List for the second consecutive year. The situation results from the government's inability to provide adequate and timely operational funds for law enforcement and prosecution agencies and because the government has failed to increase prosecution efforts and assistance to victims. For instance, the AHTU of the Ghana Police Service reported 238 investigations and referred 21 individuals for prosecution for trafficking-related crimes, but the government reported no convictions in 2015. In its recommendations to improve government performance in trafficking in persons, the Report recommended the development and implementation of systematic procedures for law enforcement, support to social welfare personnel and labor inspectors to identify trafficking victims among vulnerable populations (including children working in agriculture and fishing) and for referral to protective services. It further recommends supporting shelters for children and adults and staff training on implementation of anti-trafficking legislative instruments.

While several reports attest to the realities of child labor and trafficking, the challenge is that to date, there is still a lack of empirical data. Given that fishing is one of the most dangerous occupations in the world, it is imperative to put in place policies that will regulate the role of children in the entire fisheries value chain. Thus, there is an eminent need to develop a comprehensive National Anti-Child Labor and Trafficking Policy for the fisheries sector as a key tool to complement poverty reduction strategies, achieving education for all, and improving social protection efforts.

2.0 GOVERNMENT EFFORTS TOWARDS ELIMINATING CHILD LABOUR AND TRAFFICKING IN GHANA

The Government of Ghana has joined the global fight to eliminating CLaT by ratifying several treaties, conventions and protocols. In spite of the efforts, Ghana does not fully meet the minimum standards for the elimination of trafficking and was therefore placed on Tier 2 Watch List. To avoid the risk of being placed in Tier 3 Watch List, Ghana is demonstrating commitment to working towards finding actions to combat the menace.

2.1 Ghana and International/Regional Legislation Compliance

Ghana has ratified several of international conventions and treaties related to child labor and trafficking. Ghana was the first country to ratify the United Nations Convention on the Rights of the Child (UNCRC) in 1990. This was the first legally binding international instrument to incorporate the complete range of human rights for children, including civil, cultural, economic, political and social. The CRC specifies that children are people under 18 years and details the basic human rights of children across the world. Article 32 of the convention defines the right to protection from economic exploitation and Article 28 specifies the right to education. To date the CRC remains the most widely endorsed human rights treaty in the world. The CRC served as the framework for the formulation of human rights laws and policies of Ghana.

The Worst Forms of Child Labor Convention, 1999 (Convention No. 182) is a ILOs convention that calls for immediate and effective measures to prohibit the elimination of the WFCL. Ghana ratified the Convention in 2000. The Convention classified WFCL to include all forms of slavery or slavery-like practices (i.e. sale and trafficking of children, debt bondage and serfdom, forced or compulsory labor including forced or compulsory recruitment of children for use in armed conflict); the use, procuring or offering of a child for prostitution, in particular for the production of pornography or pornographic performances; the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; work, which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Ghana ratified the Minimum Age Convention for Admission to Employment, 1973 (Convention No. 138) which is the ILOs convention promoting age limits for admission to employment. The Convention requires governments that ratify the convention to commit themselves to legal promise to stop child labor and ensure that children below the minimum age are not employed. The Convention's framework outlines that the permissible ages for specific categories of work are: 13 for light work as long as it does not threaten their health, safety or education; 15 for non-hazardous work; and 18 for hazardous work.

While Ghana ratified the UNCRC Optional Protocol on the involvement of children in armed conflict in 2014, the Optional Protocol on the sale of children, child prostitution, and child

pornography is yet to be ratified. Ghana is also yet to ratify the United Nations Convention against Transnational Organized Crime.

In the regional context, Ghana is part of the Economic Community of West African States (ECOWAS) Regional Action Plan for the Elimination of Child Labor, particularly its worst forms (2013-2015). This plan aimed to eliminate WFCL in West Africa by 2015.

2.2 National Legislations

On the national front, the Government of Ghana has addressed children's welfare and taken measures towards eliminating CLaT. The Children's Act, 1998 (Act 560) was a move by government to reform and consolidate laws relating to children, which were defined as people below 18 years of age. It provides for the rights of the child and regulates child labor and apprenticeships. The Act's principles specify that the best interest of the child shall be paramount in any issue concerning the child. It states that a child has the right to live with his/her parents and family and grow up in caring and peaceful environment. It further establishes the minimum age for employment and prohibits night work and hazardous labor. It also provides for fines and imprisonment for any violations. It requires employers and craftsmen who use apprentices aged 15 years and above to provide a safe and healthy work environment as well as the right training and equipment/tools. Article 87 of the Act specifies that (1) no person shall engage a child in exploitative labor and (2) labor is exploitative if it deprives the child of its health, education and development. These provisions clearly conform to the provision for the ILO WFCL and Minimum Age Conventions (i.e. Conventions 182 and 138). The Act defines that children are allowed to engage in light work at 13 years, non-hazardous work at 15 years, and 18 years for full employment. Since the promulgation of the Act, the formal sector has largely complied with the provisions, while the informal sector (where the bulk of fisheries activities also occur) continue to violate the law and engage children.

In 2005, the Parliament of Ghana promulgated the Human Trafficking Act (Act 694) as an "Act for the prevention, reduction and punishment of human trafficking, for the rehabilitation and reintegration of trafficked persons and for related matters". It defines trafficking as "recruitment, transportation, transfer, harboring, trading or receipt of persons within and across national borders by (a) use of threats, force or other forms of coercion, abduction, fraud (b) giving or receiving payments and benefits to achieve consent. The Act was emphatic on trafficking children and prescribes specific punitive sanctions on offenders. The HT Act was amended in 2009 to align its definition of human trafficking with the 2000 UN TIP Protocol and it prescribes penalties of 5 to 20 years imprisonment. The Legislative Instrument to operationalize the HT Act has recently been passed. This will give credence to the Act.

The Domestic Violence Act, 2006 (Act 732) responds to the increasing evidence of violence in the domestic setting. It seeks to provide space for addressing violence as it occurs in homes and family corridors. The range of violence covered include assault in marriages and within families; deprivation of food, clothing, health, education, shelter; and of physical, emotional and financial abuse. In a broader sense, the Act seeks to protect the vulnerable in society especially women and

children who are major victims (not to discount the protection for men as well). Despite this Act, children continue to suffer from domestic and work place. Many of go unreported and when caught perpetrators and parents/guardians often agree to an amicable settlement outside the court room.

The Labor Act, 2003 (Act 651) regulates all labor and employment issues in Ghana. Section 58 of the Act prohibits employment of people under 18 years of age in hazardous work and specifically prohibits the employment of children in underground mine work. The four core principles of the Act are non-discrimination; devotion to the best interests of the child; right to life, survival and development; and respect for the views of the child.

The Fisheries Act, 2002 (Act 625) provides for the regulation and management of fisheries, development of the fishing industry, sustainable exploitation of the fisheries resources and related matters. The National Fisheries and Aquaculture Policy (2008) regulates marine and inland fisheries activities in Ghana. The Policy Framework offers a new vision for management and development of fisheries and aquaculture and establishes series of principles to guide future decisions. Fishermen in Lake Volta use 24,000 fishing planked canoes of which only 4 percent are motorized. In Lake Volta fishing is carried out in 1,232 fishing villages. Given the assertion by surveys and studies that CLaT occurs in fisheries and that the largely informal small-scale sector is the main perpetrators of the CLaT, it calls for serious action. However, both the Fisheries Act and the Fisheries and Aquaculture Policy framework do not address CLaT. This is a serious issue of concern and stresses the need for a comprehensive anti-CLaT Policy.

The National Plan of Action for the Elimination of Worst Forms of Child labor in Ghana was developed as a coordinated framework in the fight against child labor and provides guidelines for implementing and achieving government's commitment to eliminating child labor, child trafficking and other slavery-like practices. The first NPA was endorsed in October, 2010 and launched in June 2011 with the goal of reducing WFCL to the barest minimum by 2015 and to build a platform for dealing critically with all forms of child labor in the long run. The implementation of the NPA (2009-2015) has been completed and a new NPA (2016-2020) is under development. While the NPA (2009-2015) made some modest achievement in its goal, CLaT still lingers on and continues to be a worry to government and other stakeholders.

Other initiatives by the Government of Ghana to improve the welfare of children include reforms to make education more accessible and affordable, boost the attainment of universal basic education, to increase school enrolment, to empower parents/guardians to support their children to go and remain in schools/apprenticeship training and/or to support the health improvement of children. Specific social protection programs include the Free Compulsory Basic Education (fCUBE), Capitation Grant, School Feeding Program, the Livelihood Empowerment against Poverty (LEAP) and the National Health Insurance Scheme (NHIS).

While the conventions and legislations are relevant and support the elimination of CLaT, it needs to be aligned to a dedicated policy framework which details out strategies and policy actions to facilitate effective CLaT elimination in Ghana's fishing industry.

3.0 POLICY FRAMEWORK

3.1 Policy Direction

The National Anti-Child Labor and Trafficking in Fisheries Policy takes into account national and international plans and programs across sectors—aiming to combat child labor and trafficking of children with particular reference to the fisheries sector. In order to deal effectively with child labor and trafficking, a holistic and integrated approach is needed that is based on respect for the promotion of human rights. It requires multidisciplinary cooperation and coordination between all involved actors and stakeholders including government, labor market organizations (employers and labor unions), civil society, communities, families and children themselves. This Ant-CLaT in Fisheries Policy is structured around the 5 P's framework namely Policy, Prosecution, Protection, Prevention, and Partnership.

3.2 Policy Goal

The Anti-CLaT in Fisheries Policy goal is to develop systems and structures that significantly reduces CLaT-free in the Fisheries sector in Ghana, This shall be achieved through effective protection of children and prosecution of offences relating to child labor and child trafficking.

3.3 Policy Outcomes

The Policy outcomes dwells on progressively improved resilience of vulnerable individuals and families through a strengthened protective, preventive and enforcement systems able to respond to CLaT related issues in fisheries in Ghana. The following specific outcomes are expected when the policy is fully implemented:

- Minimum of 60 percent reduction of CLaT in fisheries as a result of enforcement of laws prohibiting the application of technologies that give rise to CLaT in fisheries.
- Increased decent employment opportunities in the fishing industry for both adults and children who perform acceptable light work.
- Children are supported to grow into responsible adulthood.

3.4 Policy Objectives

Achieve a minimum of 60 percent reduction in CLaT through the development of rescue and referral protocols that is consistent with national legislations and regulations.

Develop rehabilitation and reintegration protocols for all stakeholders connected to anti-child labor and child trafficking interventions.

Prevent at-risk children from engaging in child labor or being exposed to trafficking.

Mobilize civil society action and promote community awareness and behavior change to ensure collective responds to CLaT elimination by 2020.

Strengthen relevant government institutions as part of the process of promoting coordination amongst stakeholders and sectors functioning for the welfare of working children.

Promote speedy and effective prosecution along the criminal justice process through strengthening institutions whose jurisdiction fall along the chain of Anti-CLaT, enforcement and prosecutions.

3.5 Policy Principles

This policy is anchored around existing international and regional conventions and treaties which Ghana has ratified as well as national legislations and regulations especially the 1992 Constitution of the Republic of Ghana, Children's Act, 1998, Human Trafficking Act, 2005, Child and Family Welfare Policy, National Plans of Action for elimination of Child Labor and for Trafficking, and the National Social Protection Policy. These will serve as the key principles to guide the implementation of all strategies and policy actions outlined in this Anti-CLaT Policy Document. Specific guiding principles include the following:

- i. **Poverty Reduction:** The Ghana Shared Growth and Development Agenda (GSGDA) recognizes the intensity of poverty in Ghana while several studies have acknowledged poverty as a key driving force behind child labor and trafficking. This Anti-CLaT Policy therefore gives due consideration to the national agenda for poverty reduction as a crucial way to address CLaT.
- ii. **Respect for children's rights:** Violation of children's rights is an affront to the growth and development of children in general, and Ghanaian children are no exception. Child labor violates the rights of children because it compromises their education, welfare, health, self-esteem. Recognizing the positive dimensions of participatory approaches, the right-based approach is adopted as a policy implementation measure.
- iii. **Gender Equity:** Recognizing that boys and girls are affected differently in their engagement in CLaT, this Policy seeks to address any gender differentials and ensure that all children are respected. Any action towards anti-CLaT as espoused in this Policy is done in the best interest of the child. Girls and boys will therefore be respected as capable actors and every opportunity will be given to both genders to participate in actions towards Anti-CLaT.
- iv. **Adoption of Multi-Sectoral Approach:** This Policy recognizes that CLaT occurs in all sectors. As a result, the policy actions draw strengths from several other sectors. Through this multi-sectoral approach, many stakeholders are being drawn into the fight against CLaT and for the implementation of the Policy.
- v. **Collective role of central government, local government and families:** CLaT elimination is most effective when collective commitment of central government, local government, communities and families is assured. The Policy is guided by the demonstration of such commitment and the diverse roles these frontline entities will play in the implementation process. At the national level, MOFAD and Fisheries Commission will lead the Policy implementation with support of other MDAs. At the local government level, MMDAs and

Fisheries Associations will play vital roles through enactment of by-laws. Communities, families and children themselves will also be involved through implementation of community-based monitoring systems, supporting school/apprenticeship (TVET attendance) and awareness-raising regarding the negative consequences of CLaT.

- vi. ***Drawing synergies from programs and plans:*** CLaT issues have been featured in many programs and action plans. Notable amongst them is the National Plan of Action to elimination child labor and a similar plan to eliminate Child Trafficking. This Policy realizes the contributions of these Plans and other programs to eliminate CLaT. The Policy seeks to draw synergies with these Plans and Programs to ensure total elimination of CLaT in Ghana.
- vii. ***Adoption of the Torkor Model:*** The Torkor Model developed and being piloted by the Ghana Agricultural Workers Union (GAWU) of the TUC is based on the recognition that informal workers in the rural economy are capable of addressing the challenges associated with their work, including the problem of child labor, when appropriately assisted. It emphasizes on the use of community-based systems rather than prescriptions by external agents, which most often are not sustainable.

3.6 Policy Priority Areas

Child labor and Trafficking of children is being tackled from several angles across sectors and institutions. The implementation of this policy will thus seek to engender the commitment of government and its partners in the next five years. The Policy has five priority areas including Public Awareness and Advocacy; Health, Welfare and Social Protection; Education, Training and Capacity Building; Social Development, Decent Work and Reintegration; and Governance, Legislation and Enforcement.

Public awareness and advocacy is needed to mobilize citizen actions against the engagement of children in fishing activities and trafficking into the industry. The health and welfare of children is paramount to ensure the growth and development of children and the policy will ensure that conditions are created to achieve safe childhood. In the same vein, social protection mechanisms to help both the child and parents/guardians to support their growth will be implemented. Education, training and capacity building is needed across all sectors and for all players to promote delivery of interventions and to properly handle anti-CLaT issues. Children grow in well-structured and coordinated social systems. When children need to be engaged in some form of work, a decent work environment needs to be created. Ultimately, rescued children must be reintegrated into society and into their families. This policy will provide the opportunities to achieve these tenets. Governance reforms are necessary to ensure efficient management of resources to cover children as well. Legislations to promote welfare and childhood development and quite critically enforcement of laws and regulations is key to attainment.

3.6.1 Policy Priority Area 1: Public Awareness and Advocacy

3.6.1.1 Policy Statement

The public awareness and advocacy goal is to increase knowledge about the negative effects of CLaT on individuals, community and the State.

3.6.1.2 Policy Actions

Actions for Public Awareness

- Conduct a baseline study on CLaT in fisheries.
- Identify and organize community structures for awareness creation on CLaT issues:
 - Organize durbars, develop and distribute IEC materials on CLaT
 - Hold radio discussions
 - Organize fisher groups and associations and orientate them on CLaT issues to enable them detect occurrences and to take action
 - Initiate actions to encourage attitude and behavior change to enable opinion leaders, Chief Fishermen and other leaders to combat CLaT

Actions for Advocacy

- Equip fisheries stakeholder groups with skills to increase their responsiveness
- Create platforms for continuous discussions between policy makers and leadership of fisheries stakeholder associations to jointly mobilize action to stop CLaT
- Develop and distribute advocacy materials about CLaT to increase discourse around CLaT and engender high profile actions against the practice
- Prioritize the fight against CLaT in fisheries as a political issue that must be part of the governance agenda.

3.6.2 Policy Priority Area 2: Health, Welfare and Social Protection

3.6.2.1 Policy Statement

To restore survivors of CLaT to sustainable health and wellbeing and establish social protection programs that will promote the survival, growth and development of children withdrawn and/or rescued from the fishing industry.

3.6.2.2 Policy Actions

- Work with the Ghana AIDS Commission (GAC), National AIDS Control Program (NACP) and the Ministry of Health/Ghana Health Services (MOH/GHS) to identify households headed by children as a result of HIV and AIDS.
- Locate/build and/or rehabilitate shelters and operationalize them by providing staff, logistics and funding.

- Strengthen/build capacity of existing social workers to handle survivors of CLaT.
- Conduct a needs assessment of survivors of CLaT.
- Provide healthcare, psychosocial counselling and educational support for survivors of CLaT.
- Conduct tracing and needs assessment for families of survivors of CLaT.
- Link survivors and families of CLaT to social protection interventions (NHIS, LEAP, free school supplies - uniforms, sandals, exercise books, MASLOC, etc.).
- Engage social workers to conduct regular follow-ups with families and survivors of CLaT.
- Provide reports on progress of rehabilitation and reintegration process of survivors and families of CLaT and evaluate the success of programs.
- Organize victim gathering events to empower trafficked survivors to share their stories to allow policy makers to hear the reality of their experiences and understand their reintegration needs.
- Provide trafficked victims with appropriate protection, psychosocial services and income generating assistance so they can reintegrate back into their communities’
- Promote occupational safety and health.

3.6.3 Policy Priority Area 3: Education, Training and Capacity Building

3.6.3.1 Policy Statements

Create an enabling environment through institutional strengthening and capacity building with support of development partners. Provide outreach services to help eliminate CLaT.

3.6.3.2 Policy Actions

Actions for Education and Training

- Develop education and training modules (using the Torkor Model of GAWU as a guide) to be used to increase knowledge about how to fight CLaT in fisheries
- Organize training for Fisheries Commission frontline staff in CLaT to increase their understanding of the problem and to equip them to deal with CLaT issues
- Organize trainings for partners and stakeholders on policy, actions and strategies on CLaT in the fisheries sector
- Organize training and re-training for the leadership of fisheries associations, co-operatives and unions
- Provide tools and equipment for institutions and partners working on CLaT to enhance their performance and to enable them to achieve results:
- Establish bridge schools for children, based on the Torkor Model

- Address gender issues, by paying attention to the equality of women and men, girls and boys in agenda setting, policy making, planning, and budgeting and all other decision making processes. A special focus should be on the inclusion of gender issues in school curricula

Actions for Capacity Building

- All structures within the MOFAD must be equipped with necessary logistics to function effectively.
- Develop systems and tools for data collection on CLaT and train and frontline staff on how to use them.
- Upgrade the Child Labor Desk of MOFAD into a Unit with relevant staff and logistics. Raise the status of the CLaT Unit to remove unnecessary impediments and bureaucracies.

3.6.4. Policy Priority Area 4: Social development, decent work and reintegration

3.6.4.1 Policy Statements

Improve the total wellbeing of people by working on their economic, socio-cultural and psychological needs to create a conducive environment and opportunities for families to earn fair incomes, have security at workplaces, and have a voice in decision making.

3.6.4.2 Policy Actions

Actions for Social Development

- Promote the elimination of harmful cultural practices and encourage alternatives through culturally sensitive and appropriate interventions
- Promote community involvement and child participation in the development of prevention and protection

Actions for Decent Work

- Improve the macro and micro economic indicators for job creation and decent salaries/wages to improve people's standard of living.
- Strengthen the Department of Labor and the Monitoring Unit of the Fisheries Commission to ensure a conducive environment and fair compensation for workers

Actions for Reintegration

- Prevent vulnerable people from being exposed to the threat of trafficking
- Provide survivors with appropriate protection services so they can reintegrate back into their communities.

3.6.5 Policy Priority Area 5: Governance, Legislation and Enforcement

3.6.5.1 Policy Statements

Ensure strong government leadership and commitment by law enforcement agencies to enforce laws that prohibit child labor and child trafficking in the fishing industry.

3.6.5.2 Policy Actions

Actions on Governance

- Effectively advocate for actions that increase the protection and well-being of trafficked victims and those vulnerable to trafficking
- Support victims that give court evidence so traffickers can be prosecuted and victims can be protected from being re-trafficked or experience other forms of exploitation
- Reinforce border protection measures in order to prevent and detect situations of trafficking in persons
- Widely disseminate the policy on Child Labor and Child Trafficking in Fisheries to all relevant stakeholders
- Establish strong linkage between the Fisheries Commission and the Anti-Human Trafficking Unit (AHTU) to enhance referrals and to promote effective reporting, coordination and follow-up

Actions on Legislations

- The Fisheries Act, 2002 (Act 625) should be amended to include issues of child labor and child trafficking in the fishing industry
- Include punitive sanctions in the Fisheries Act, 2002 (Act 625) - making the penalty unit more deterring.

Actions on Enforcement

- Fisheries Commission to register, emboss and license all boats to ensure effective monitoring of fishing activities and tracking of perpetrators of child labor and child trafficking in the fishing industry
- Provide rigorous training for Fisheries Commission staff on issues of child labor and child trafficking to enable them to implement the policy effectively
- Fisheries Commission to establish strong regional and district-level Task Forces to ensure the effective monitoring and supervision of fishing activities in respective regions and districts
- Use existing community structures to prosecute CLaT activities and actions at the community/association levels

- Strengthen the Fisheries Enforcement Unit (FEU) to enable them carry out in-depth investigations, early interceptions, and suppress trafficking syndicates.
- Deepen combined efforts of private sector and civil society organizations in integrated framework to implement anti-CLaT measures.

4.0 CHILD LABOR AND TRAFFICKING ELIMINATION STRATEGIES

4.1 Withdrawal and Rescue Strategies

CLaT Elimination Strategy aims to pursue coordinated actions to withdraw and rescue all children engaged in marine and inland fisheries by providing desirable alternatives, ensuring compliance, and improving working conditions. The Strategy will anchor around promoting formal and institutional relationships among all actors in the sector, including children and their families. Specific withdrawal and rescue strategies shall be to:

- Identify all children trapped in child labor and child trafficking in marine and inland fisheries;
- Rescue/withdraw all children identified as trapped in child labor and child trafficking;
- Screen/interview all children withdrawn and/or rescued from child labor and child trafficking;
- Provide comprehensive rehabilitation and reintegration (family reunion and social integration) for children withdrawn and/or rescued;
- Provide income generating alternatives and improve the living conditions of parents and guardians so they are better able to support their children to first sustain themselves out of work and to go and remain in school or apprenticeship training; and
- Arrest, prosecute and convict perpetrators of child labor and child trafficking.

4.2 Rehabilitation Strategies

Rehabilitation strategies aim to provide psychosocial, educational, career and moral counseling services for children withdrawn and/or rescued. The strategies include assessment of talents and life skills provision, provision of medical care and support to survivors and referral to rehabilitation systems, including vocational and technical skills training. Specific rehabilitation strategies shall be to:

- Develop the rehabilitation plan for all children withdrawn and/or rescued from child labor and child trafficking;
- Conduct in-take assessment (physical and medical examination) of survivors of child labor and child trafficking;

- Provide gender-informed rehabilitation programs including psychosocial support, education, medical care and skills building for all survivors; and
- Improve the working conditions of children between 15 and 17 to work in non-hazardous environments.

4.3 Integration Strategies

Reintegration shall consist of providing withdrawn and/or rescued survivors with appropriate protection so they can reintegrate back into their families and communities. Specific integration strategies shall be to:

- Reunite survivors with identified parents or guardians after sensitising families to prepare them to receive survivors back into the family preparations;
- Integrate survivors into schools and/or vocational training options and provide them with required support (including school supplies, learning materials/kits and stipend);
- Conduct family assessments and provide additional and alternative livelihoods to improve family income capacity for self-sustenance; and
- Conduct structured and consistent follow-up visits/monitoring for reintegrated children for a minimum period of two years.

4.4 Preventive Strategies

Prevention strategies involve pursuits to prevent children from being engaged in child labor or trafficked into fisheries activities. Broad areas to cover are addressing migration issues, elimination of harmful cultural practices through culturally sensitive and appropriate interventions, adopting appropriate laws, instituting stringent measures, guidelines and regulations and instituting after-school programs, Specific strategies shall be to:

- Develop programs that provide income generating opportunities for deprived families and communities in order to reduce their vulnerability to child labor and child trafficking;
- Undertake targeted public education and sensitization on the laws that prohibit child labor and child trafficking (including the dangers of CLaT);
- Enhance control mechanisms for border entry and exit, including airports movements involving children so that child trafficking is prevented;
- Engage in media awareness and policy advocacy on policies and laws that prohibit child labor and child trafficking; and
- Consciously sensitize families and/or households to see investment in children's education as providing them with a future and helping society to derive the best out of its citizens.

4.5 Community Awareness and Behavior Change Communication Strategies

Community awareness strategies will seek increase knowledge about CLaT in communities by increasing awareness, mobilizing communities to resist child labor and trafficking, sensitizing families on the linkage of parental neglect to health consequences (including HIV and AIDS, STIs), and address perceptions about the role of men and women, boys and girls. Specific strategies shall be to:

- Ensure that child labor and child trafficking issues are well known by the community including children, guardians, trafficking perpetrators, traditional leaders and policymakers;
- Mobilize communities to design and implement programs on the effects of child labor and child trafficking;
- Conduct child labor and child trafficking community campaign meetings using different techniques such stickers, community forums, theatre for a change, and community radios;
- Promote children's rights and responsibilities (and the rights of boys and girls) and informing communities of the importance of preserving these; and
- Encourage communities to respect, protect and report violations of children's rights.

Behavioral Change Communication (BCC) involves an interactive process where communities participate in the development of targeted behavior change messages, using a variety of communication channels to promote positive behaviors, engender change in behaviors and attitudes and sustain these changes overtime in the community. BCC strategies aim to stimulate society-wide discourse and actions to enhance changes in behavior towards children and survivors by parents and other traffickers and users of children for work. Specific strategies shall be to:

- Institute programs to address the social, cultural and economic barriers that prevent people from changing their behaviors;
- Design effective community-led communication programs to protect children. Approaches to communicate key messages may include community theatre, puppets shows, storytelling, posters, songs, videos, school visits, and radio spots; and
- Engage stakeholders at all levels to know, believe and feel the need for them to begin to think about changing their behaviors and attitudes towards children and promote children's rights and welfare.

4.6 Investigation and Prosecutions Strategies

CLaT issues and particularly protecting the rights of trafficked children should be at the heart of all investigation and prosecution activities. Prosecution shall employ an "intelligence led" approach. Cooperation and coordination between all relevant actors will be facilitated at both national, district

and community levels to promote effective investigation and prosecution. Specific prosecution strategies shall be to:

- Engage in evidence gathering to ensure successful prosecution and convictions of perpetrators of child labor and child trafficking;
- Identify, report and refer cases of child labor and child trafficking to the police for prosecution process to commence;
- Develop an effective referral mechanism to ensure smooth referral of reported cases;
- Ensure proper media coverage of all child labor and child trafficking cases during prosecution to promote deterrence on the citizens; and
- Keep proper records of all prosecution and conviction cases of child labor and trafficking and share it with relevant stakeholders.

4.7 Institutional Strengthening and Capacity Building Strategies

Effective labor laws and regulations are fundamental to underpin action against child labor and trafficking. The Constitution of Ghana makes provision for protection of children and their rights. Other National laws including several Acts of Parliament emphasize the scope of children's rights, childhood, guardianship, protection of children's property, provision of protection for children in civil and criminal proceedings and legal custody. On the basis of this, legal and law enforcement strategies shall focus on amending existing laws (Acts), formulating obligatory rules to effect the laws/acts and ensuring the safety of working children by appropriate application of these acts and rules. Specific strategies for legal framework and law enforcement shall be to:

- Review Fisheries Law, (Act 625) and Regulations (LI 1968) to incorporate CLaT issues;
- Ensure effective implementation of laws on CLaT to protect children from exploitative labor especially in the informal sector;
- Make the legislation user-friendly, e.g. animation, translation into local language and abridged version;
- Disseminate CLaT protection and prevention messages to local leaders at grassroots level so that child labor laws are understood; and
- Document and publish all prosecuted cases.

Institutional strengthening and capacity building is key when considering strategies for dealing with CLaT because child labor and trafficking is complex phenomenon requiring comprehensive response; bridging a variety of policy actors. Institutional strengthening and capacity building strategies shall focus on initiatives in the area of social mapping, counseling, community-level capacity building and awareness raising, basic health services, awareness raising among children and educators in schools, training and inputs for parents and caregivers in income generating activities, recreation centers and facilities and skills training. Specific strategies shall be to:

- Strengthen the child labor Desk of the Fisheries Commission to coordinate all CLaT issues in the fishing industry in the Ghana;
- Develop systems for coordination of all CLaT interventions in the fishing industry;
- Establish CLaT focal persons in all structures (Regions and Districts);
- Create partnerships and linkages with all organizations (CSOs, NGOs, Fisheries Associations and Unions) working on CLaT issues in the fisheries sector;
- All CLaT-related structures within the MOFAD and Fisheries Commission must be equipped with necessary logistics to function effectively;
- Train and re-train all focal persons and organizations on the management on CLaT issues;
- Develop systems and tools for data collection on CLaT issues; and
- Build a database of all CLaT interventions in the fisheries sector.

5.0 POLICY IMPLEMENTATION ARRANGEMENTS

CLaT is a cross-cutting issue, therefore, efforts to combat it should be mainstreamed across sectors, including fisheries, with strategies focusing on specific areas of occurrence.

The Implementation of the CLaT policy will anchor around the National Plan of Action against Child labor (2015-2020) as well as specific policy directions of five key Ministries - MOFAD, MELRs, MoGCSP, MOI and MoJAGD. Other supporting ministries will be MOE, MOH and MOFEP.

5.1 Institutional Arrangements (Roles and Responsibilities of Stakeholders)

5.1.1 Central Government

Within the Central Government, responsibility rests with Ministries, Departments and Agencies of the Government of Ghana. In a broader sense, the Government of Ghana develops CLaT preventions policies and legislation, while identifying appropriate partners to work with.

The Ministry of Fisheries and Aquaculture Development (MOFAD) with its agency, the Fisheries Commission shall host the secretariat for CLaT in fisheries. The Ministry shall coordinate all CLaT identified and reported cases and take appropriate actions in terms of withdrawal/rescue, referral and related matters. The Ministry will guide the implementation of all programs on CLaT within the fisheries sector.

The Ministry of Employment and Labor Relations (MELRs), through its Labor Department, Child Labor Unit (CLU) and Employment Information Branch (EIB) remain a key agency for CLaT issues. The Ministry shall continue to play its key role in reporting on child labor prevalence in Ghana and keep statistics on victims, withdrawal and rescue of survivors. The Ministry will liaise with MOFAD/FC and MoGCSP in tackling CLaT issues and raise the needed funds for implementation of programmes on elimination of CLaT.

The Ministry of Gender, Children and Social Protection which has assumed the overall responsibility for the formulation of child rights laws, protection and prevention actions will work closely with the MOFAD on issues of CLaT. Its departments and units (Social Protection Unit and Children's Department) will take all necessary steps to ensure that survivors of CLaT are duly covered in all programs. These departments will continue to analyze the views and relative perception of children and take steps to mainstream them into policies, programs and projects of the Ministry and the Government of Ghana at large.

The Ministry of Interior will play a pivotal role in law enforcement, prosecution and migration. The Ghana Police Service (through its Anti-Human Trafficking Unit) will execute their mandate as the lead entity in all rescue missions. GPS will also lead the law anti-CLaT law enforcement in other sectors. The Ghana Immigration Service (GIS) will strengthen country's borders/frontiers and airports to prevent acts of trafficking.

The Ministry of Justice and Attorney Generals Department (MoJAGD) will lead prosecution of CLaT cases in the courts of Law. In this regard, MoJAGD work with the GPS (AHTU) to bring traffickers and other perpetrators to justice.

Other relevant Ministries whose roles are critical include the Ministry of Education (MOE), Ministry of Health (MOH), Ministry of Finance (MOF), Ministry of Youth and Sports and Ministry of Local Government and Rural Development (MLGRD). The MOE shall continue to provide child-friendly learning environment to ensure that vulnerable children are enrolled and remain in school. It should ensure that withdrawn and/or rescued children are not re-trafficked or re-engaged in child labor and further take steps to integrate children into education, both formal and informal education and TVET. The Ministry of Health and the Ghana Health Services are key partners when it comes to the health of CLaT survivors. The MOH and GES shall collectively seek to address the negative effects of child labor and child trafficking and restore the health and wellbeing of working children in fisheries. The Ministry of Youth and Sports shall focus on physical health of survivors and provide avenues for recreation to help develop the physical wellbeing of survivors. The Mo F should recognize the socio-economic impact of CLaT and therefore mainstream it into the national budget; allocating resources to address this crisis. Giving the phenomenon a deserving budgetary allocations.

5.1.2 Local Government and Decentralised Departments

The Constitution of Ghana mandates District Assemblies to initiate, implement and coordinate development policies, programs and activities at the district and local levels. District Assemblies develop Medium Term Development Plans (MTDPs) with Annual Action Plans and Budgets. The Plan is funded with the District Assembly Common Fund (DACF) and Internally Generated Funds (IGF). Funding may come from other sources including Minerals Development Fund, District Development Fund, Urban Development Fund, among others. However these depend on other factors and may not be available to all Assemblies. At the District and community levels, there are also the District Child Protection Committees (DCPCs) and Community Child Protection

Committees (CCPCs) as well as other organised group community-based structures that are concerned with issues of CLaT.

The Policy should include all Metropolitan, Municipal and District Assemblies (MMDAs) to incorporate CLaT issues in their MTDPs with budget lines to reduce challenges associated with implementation of CLaT reduction activities. The MMDAs will thus be required to perform the following responsibilities:

- Conduct situation assessment of CLaT prevalence at the local level and determine how they occur. These should be documented for action.
- Identify decentralised institutions, civil society groups and community-based systems that can rally against CLaT and strengthen them.
- Facilitate awareness raising campaigns, sensitisation and advocacy efforts against CLaT.
- Formulate bye-laws to combat CLaT; the sanctions of which should be deterring enough to stem the practice.
- Acknowledging that poverty is the greatest single force that creates the flow of CLaT, MMDAs should support provision of social protection services and create opportunities for additional and/or alternative livelihoods for families.

5.1.3 Employers Organisations, Trade Unions and Worker's Associations

CLaT is most prevalent in the informal sector but the formal sector cannot be completely insulated. Therefore, employer's organizations, trade unions and worker's associations should assist companies in formulating workplace policies on CLaT and provide technical advice as well as make efforts to support implementation of these policies. These entities are also important partners in the withdrawal and rescue of victims from hazardous work. They must involve themselves in awareness and sensitise members on the harmful effects of CLaT. Employers, trade unions and workers should assist government in the identification and monitoring of child labor in the workplace.

Both employer's organizations, trade unions and workers associations should raise the ranking of CLaT by including clauses in their collective bargaining agreements which prohibits CLaT. Setting up agencies to provide micro-credit to the poor and dependents can lead to removing children from work and/or increase disinterest of parents/guardians from offering their children to traffickers.

Other specific roles and responsibilities to be performed by employers, trade unions and worker's associations are:

- Develop Occupational Safety, Health and Environmental (OSHE) systems and tools for fishers
- Assist in organizing fishers associations and communities
- Expand Trade Unions systems to accommodate fishers in main union activism
- Promote decent work among fishers
- Liaise with other sister Associations for advocacy

- Develop projects and programmes to provide support families
- Develop advocacy and campaign strategies
- Assist in providing shelters and other support systems for survivors and families
- Fundraising
- Promote Public-Private-Partnership (PPP)
- Promote Decent Work as ILO Core Standards
- Promote and adhere to Sustainable Development Goal 8 within the context of ILO Alliance 8.7
- Facilitate the formation and support of Fishing and Fishmongers Cooperatives, Unions or Groups

Sustainable Development Goal 8 and 8.7
<p>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>Goal 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p>

5.1.4 Communities, Families, Children Themselves and Religious Bodies

Community-based structures and systems are an important conduit to deal with CLaT. At the community level are the Community Child Protection Committees (CCPCs), traditional authorities, opinion leaders and other organized groups. These structures and systems can help to create awareness about the negative effects of the practice. Community chiefs and elders should institute rules and regulations that seek to prevent the incidence of CLaT. In fact, by being proactive, communities can strive to be CLaT-free with strong measures to prevent it.

Children themselves are important stakeholders as they can participate actively in the fight against CLaT. Fighting CLaT dwells on information about which household/families engage in the practice and where children go to on the daily basis. Children themselves can provide information and reveal how they are exploited. Children can therefore serve as informants and peer educators or advisors so they defend their rights and denounce exploitation.

Religion and religious bodies hold a bigger platform that potentially influences society's actions and increase their participation in combatting CLaT. Religious bodies should a major role in combating CLaT.

5.1.5 Fisher Associations

Fisher Associations have important roles to play in combating CLaT activities. Fishers should document their membership through strengthening their associations, establishing strong linkages and partnerships among the individual Fisher Associations. Fisher Associations should include in their bye-laws clauses that prohibit CLaT.

5.1.6 Civil Society Organizations (CSOs) and the Private Sector

Among the many important tools in tackling CLaT are social support systems, referral systems, funds and interventions. CSOs have experiences in early childhood development and promotion of social services and they must be encouraged to provide these services. CSOs must complement government's efforts at combating CLaT through advocacy, fundraising/resource mobilization and direct interventions.

The Private Sectors role will entail working towards adherence to the anti-CLaT policies, regulations and programmes of the Government.

5.1.7 Development Partners

Development Partners in Ghana have already been very supportive of Anti-CLaT issues. Further collaboration is required to facilitate and enhance commitment to achieving elimination of CLaT in Ghana. Development Partners have over the years been providing funding for national and community-based interventions including withdrawal/rescue, referral response (through provision of shelters) and support for advocacy, awareness creation, sensitization, education and mobilization of efforts against CLaT.

5.1.8 Media

Ghana's media landscape is vibrant with a huge audience. The media must run awareness campaigns to improve access to information for those people vulnerable to CLaT and must further ensure that such knowledge is used to influence decision making in the fight against CLaT.

5.2 Financing Mechanisms

Financing is key to successful policy implementation. This Anti-CLaT Policy is approached from multi-sectoral perspective. Whilst MOFAD is expected to be the custodian of the Policy, it is expected that the financial obligations will be shared responsibilities by ministries, departments and agencies and with civil society, development partners, private sector and the media. Generally, all institutions which encounter CLaT will be expected to make financial allocations to deal with CLaT issues as and when they occur and/or identified. As both government, non-governmental, partners and all other collaborators do their planning, budgeting and resource mobilization, CLaT issues must be considered at that point and make resources available to implement the strategies and policy actions.

The Policy recognizes CLaT in general to be under the ambient of the Child Labor Unit (CLU), the CLaT in fisheries will be within the purview of MOFAD and Fisheries Commission. The Ministry and the Commission should jointly mobilize resources from within and outside their budgets to support implementation of the Policy.

5.3 Implementation Plan, Monitoring and Evaluation

Coordination is essential to achieving the objectives of the Policy. The Child Labour Unit of MOFAD (which is the upgrade of child labour desk) will coordinate all CLaT in fisheries programmes and activities. The Unit will then liaise with the Child Labour Unit of the MELRs which is a national body mandated to coordinate all child labor efforts in Ghana. The MOFAD Child Labour Unit will again liaise with the Human Trafficking Secretariat of MoGCSP on the issues of trafficking to ensure a holistic coordination of CLaT in fisheries issues in Ghana. On the account of this, an Implementation Plan which sets out targets and outcomes relating to the five priority areas have been drawn. The Monitoring and Evaluation system is designed with appropriate and efficient feedback mechanism. The M&E Plan entails gathering information at all levels - national, sectoral and local levels - to establish performance indicators. On the basis of this indicators a framework will be established for measuring performance and mechanism for review.

The five-year implementation plan is expressed in a logical framework which shows the priority policy areas, output and activities. The framework further shows the strategic indicators, means of verification and timelines. It assigns responsibilities of the various activities to lead institutions and provides an indicative budget.

Table 1: Implementation Plan (Logical Framework) 2016 - 2020

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
PPA 1: Public Awareness and Advocacy									
Output: Knowledge on negative effects of CLaT increased									
<i>Activities/Actions</i>									
1. Conduct baseline study	Comprehensive baseline data gathered to cover 100 percent of CLaT endemic areas by 2017	Baseline Report in hard and electronic forms available at CLU, MOFAD						MOFAD, GSS	
2. Identify and organize community structures for awareness creation on CLaT issues	Number of community structures identified and organised by 2017	MOFAD, Reports, Meeting Minutes at DAs, Communities						MOFAD, Development Partners, TA. NGOs/CSOs	
3. Equip Fisher Groups with skills	Number of Fisher Groups provided with skills by 2017 Number of multi-sectoral skills programs organised	(Inventory) list of available offices of Fisher Groups, MOFAD Skills development report						MOFAD, Fisheries Assoc/Coop/ Unions	
4. Create platforms for continuous discussions between policy makers and leadership of Fisher Groups	One unique platform created with multi-sectoral involvement of Policy Makers and leadership of Fisheries Groups by 2017	Relevant Reports available with MOFAD, MOC, CLU; videos, minutes and pictures						MOFAD, NGOs/CSOs, Fisheries Assoc/Coop/ Unions	
5. Develop and distribute advocacy materials on CLaT	Number and type of advocacy materials that send strong messages on CLaT distributed by 2018	MOFAD Reports						MOFAD, CSOs	

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
6. Prioritise the fight against CLaT in fisheries as a political issue	CLaT issues are raised and discussed on all major platforms in Ghana Number of Political Programs held with discussions on CLaT	Print Media cut information, Press Releases, Reports from high profile meetings captured in MOFAD Reports						MOFAD	
PPA 2: Health, Welfare and Social Protection									
Output: Survivors of CLaT restored to sustainable health, wellbeing and Social Protection services									
Activities/Actions									
1. Work with the GAC, NACP and MOH/GHS to trace any incidences of child headed households orchestrated by HIV and AIDS	Number of households with incidences of HIV-orchestrated child households traced by 2018	GAC, NACP, MOFAD, CLU, GSS Reports						MOFAD, GAC, NACP	
2. Strengthen/build capacity of existing social workers to handle survivors of CLaT.		Training/Capacity building Programs captured in MOFAD, MELRs (SWD) Reports						MOFAD, CLU, CSOs	
3. Conduct needs assessment of survivors of CLaT.	Needs Assessment Report on CLaT completed by 2018 Number of survivors assessed	MOFAD, CLU, MoGCSP Needs Assessment Reports						MOFAD, CLU	
4. Provide healthcare, psychosocial counseling educational support for survivors	100 percent of CLaT survivors receive support	MOFAD, CLU, MoGCSP, GES Beneficiary Forms/Reports						MOFAD, CLU, GES	

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
of CLaT.									
5. Conduct tracing and needs assessment for families of survivors of CLaT.	Needs Assessment of families of CLaT survivors completed by 2018	MOFAD, CLU, MoGCSP Beneficiary Forms/Reports					MOFAD, CLU, MoGCSP, NGOs/CSOs		
6. Link survivors and families of CLaT to social protection interventions	100 percent of identified survivors and their families access social protection services by 2020	MoGCSP, MOFAD, NGOs/CSOs Reports					MoGCSP, MOFAD		
7. Social Workers to conduct regular follow-ups on families and survivors of CLaT.	- Follow-ups programme drawn by March 2017 - Social Workers conduct follow-ups to cover 100 percent of survivors and their families by 2020	MELRs (SWD), MOFAD, MoGCSP Monitoring/Follow-up Reports					MOFAD, SWD		
8. Rehabilitate and reintegrate survivors and families of CLaT into communities	Comprehensive rehabilitation and reintegration program for survivors and families available	MELRs (SWD), MOFAD, MoGCSP Family Rehabilitation and Reintegration Report					MOFAD, MoGCSP, CSOS (NGOs)		
9. Construct shelters in districts to rehabilitate CLaT survivors	Number of shelters constructed	CSOs Reports							
10. Organise victim gathering events to empower trafficked survivors to share their stories	At least 2 events conducted annually	MOFAD Events Calendar; Events completion Report					MOFAD		

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
PPA 3: Education, Training and Capacity Building									
Output: Environment for strengthening institutions and building capacity is created with support of development partners									
<i>Activities/Actions</i>									
1. Develop education and training modules (the Torkor Model of GAWU as a guide) towards knowledge building	Comprehensive program along the lines of the Torkor Model available by 2019	GAWU, MOFAD Training Manual/Program, Training Reports						MOFAD, GAWU, other Partners like GPS (Police Academy)	
2. Map up all players of Anti-CLaT in the fisheries sector	List of players	MOFAD Reports						MOFAD	
3. Organize training for Fisheries Commission frontline staff in CLaT	By 2018, 60 percent of FC frontline staff receive various forms of training	MOFAD Training Manual/Program, Participants Lists, Pictures/Videos, Training Reports						MOFAD	
4. Organize training for partners and stakeholders on policy, actions and strategies on CLaT in fisheries sector in all regions	By 2018, 90 percent of partners and stakeholders receive training	MOFAD Training Manual/Program, Training Reports						MOFAD and partners	
5. Organize training and re-training for the leadership of Fisheries Association, Co-operatives and Unions	100 percent of Association/coop/union leaders receive training by 2019	MOFAD Training Manual/Program, Training Reports						MOFAD and Partners	
6. Provide tools and equipment for	50 percent of institutions equipped with	MOFAD Reports						MOFAD and Partners	

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
institutions and partners working on CLaT	tools/equipment by 2017							Development Partners	
7. Establish bridge schools for children based on the Torkor Model	One bridge school establish per one CLaT prone community by 2020	MOFAD, GES, DAs Reports						MOFAD, GAWU and Partners	
8. Address gender issues in agenda setting, policy making, planning, budgeting and all other decision making processes	2 Regional-Based workshops held by 2018	MOFAD, Other MDAs Annual Reports						MOFAD and Partners	
PPA 4: Social Development, Decent Work and Reintegration									
Output: Opportunities created families to earn fair incomes, security at work and voice to participate in decision making									
Activities/Actions									
1. Promote the elimination of harmful cultural practices, and its alternatives	Education, awareness raising and sensitisation programs held in all CLaT communities by 2019	MoGCSP and MOFAD Reports, Empirical evidence from communities						MoGCSP	
2. Promote community involvement and child participation in prevention and protection of CLaT	Guidelines developed for child participation in 2018 Participatory fora held in all communities by 2019 Number of anti-CLaT Clubs formed	MOFAD Reports						MOFAD, MoGCSP	
3. Improve the macro and micro economic indicators for job creation and decent salaries/wages	20 Consultations sessions held with relevant stakeholder institutions by 2018 Evidence of improvement	MELRs, MOFEP, MOFAD Annual Budget and Reports						MOFAD, MOFEP	

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
	seen by 2019								
4. Strengthen the Child Labour Offices of the Fisheries Commission and Partners	2 capacity building and institutional programs organised by 2017 Relevant logistics provided to the institutions by 2018	MOFAD, MELRs (Lab. Dept) Training Reports -Participants list -Equipment purchased - Number of surveillance and Monitoring missions undertaken - evidence of community groups - Monitoring operation reports						MOFAD, Lab. Dept.	
5. Prevent vulnerable people from being exposed to the threat of trafficking	Work with the GPS and community-based systems on protection mechanisms by 2017	MOI (GPS), MOFAD, MoGCSP, DAs, TA Reports						MoGCSP, MOFAD, AHTU	
6. Provide survivors with appropriate protection services so they can reintegrate back into their communities	Department of Social Development in all fisheries CLaT Districts provide protection services by 2019	MOFAD, MMDAs, NGOs/CSOs, Activity Reports						MOFAD, MMDAs, NGOs/CSOs	
PPA 5: Governance, Legislation and Enforcement									
Output: Commitment of government and stakeholders is secured leading to enforcement of laws									
<i>Activities/Actions</i>									
1. Advocate for actions that increase the	10 District-based Advocacy programs held	MMDAs, MOFAD, NGOs/CSOs						MOFAD. NGOs	

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
protection and well-being of trafficked and vulnerable victims	by 2018	Report							
2. Support victims giving court evidence so traffickers can be prosecuted and victims can be protected from being re-trafficked or from further exposure to exploitation	Victim's support packages designed by 2017	AHTU of GPS, Judiciary Service (Courts) Reports						MOFAD, AHTU	
3. Reinforce border protection measures in order to prevent and detect situations of trafficking in persons	Collaborative agreement made with the GIS by 2017	MOI (GIS), MOFAD Reports MOUs						MOFAD, GIS	
4. Widely disseminate the policy on CLaT in fisheries to all relevant stakeholders.	Policy disseminated to cover 100percent of CLaT prone communities and other stakeholders	NCCE, NGOs/CSOs, MOFAD Reports						MOFAD, NCCE, NGOs	
5. Establish strong linkage between the Fisheries Commission and AHTU to enhance referrals, promote effective reporting, coordination and follow-up on cases reported	Framework for establishing linkages established by 2017 Appropriate institutions act on the framework	MOFAD, AHTU of GPS, MELRs (SWD) Reports						MOFAD, AHTU	
6. Amend the Fisheries Act, 2002 (Act 625) to	Two Workshops organised towards	MOFAD Amended Fisheries Act;						MOFAD	

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
include CLaT in Fisheries with strong punitive measures	amending the Fisheries Act with the purpose of including CLaT issues by 2017 Amended Fisheries Act in place	Workshop Reports							
7. Fisheries Commission to register, emboss and license all boats to ensure effective monitoring	100percent of boats/canoes registered, embossed and licensed by 2020	MOFAD Reports; Fisheries Association Reports; physical evidence in communities of embossment on boats and canoes						MOFAD, Fisheries Assoc/Coop/Unions	
8. Provide rigorous training for Frontline staff of Fisheries Commission on enforcement of CLaT laws (including Fisheries Enforcement Unit -FEU).	Training manual developed by mid 2017 Targeted training programs held for FC staff	MOFAD Training Programs and Reports						MOFAD, CLU, AHTU	
9. Fisheries Commission to establish strong national and Zonal-level and community-based Task Force monitoring	By mid 2017, a regional and district task force formed	MOFAD Task Force Activity Monthly Reports						MOFAD	
10. Use existing community structures that are anti-CLaT	All community-based structures catalogued Framework for action	MOFAD and Partners Reports						MOFAD	

Outputs and Activities/Actions	Indicators	Means of Verification	Timeframe					Responsibilities	Indicative Budget
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5		
oriented to prosecute CLaT agenda at the community/association levels	developed								

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