Progress Indicators

List of Indicators and Supporting Narrative Report

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U.S. Department of Labor

Research on Efforts to Eliminate Child Labor and Forced Labor in the Cocoa Sector in High-Risk Countries

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Contents

Exhibits

List of Acronyms

AIR	American Institutes for Research
ARSO	African Regional Standardisation Organisation (ORAN—Organisation Africaine de Normalisation)
CL/FL	Child labor and forced labor
CLMRS	Child Labour Monitoring and Remediation System
CNS	Comité National de Surveillance des Actions de Lutte Contre la Traite, l'Exploitation et le Travail des Enfants (National Committee for Monitoring Actions to Combat Trafficking, Exploitation and Child Labor)
CSO	Civil Society Organization
DISCO	Dutch Initiative on Sustainable Cocoa
FAO	Food and Agriculture Organization
FLIP	Forced Labor Indicators Project
GCLMS	Ghana Child Labour Monitoring System
ICI	International Cocoa Initiative
ILAB	Bureau of International Labor Affairs
ILO	International Labour Organization
IOM	International Organization for Migration (OIM in French)
ISCO	Initiatives on Sustainable Cocoa
NAP	National action plan
NGO	Non-governmental organization
NSO	National Statistical Office
OECD	Organization for Economic Cooperation and Development
OSH	Occupational safety and health
SMART (indicators)	Specific, measurable, achievable/attainable, relevant, timebound/trackable
SOSTECI	Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire
TVEST	Technical and vocational education and skills training
USDOL	United States Department of Labor
UN	United Nations
UNDP	United Nations Development Programme

Executive Summary

The United States Bureau of International Labor Affairs (ILAB) has contracted with the American Institutes for Research® to research, identify, and develop indicators of progress, and to assess efforts to address child labor and forced labor (CL/FL) in the cocoa sectors of Côte d'Ivoire and Ghana. Based on a participative process, this report addresses the indicators of progress proposed to measure changes in the prevalence of CL/FL. The report further details progress indicators that interviewee and documentary sources suggest have contributed to a positive impact on reducing CL/FL.

The work was carried out in four main phases:

1. **Collection:** Indicator information was collected from documentation, including current and past U.S. Department of Labor (USDOL)-financed projects and interviews with key stakeholders. The main stakeholders asked to contribute to the research were the governments of Ghana and Côte d'Ivoire; private sector cocoa representatives; international development agencies; and international and national civil society, including workers' organizations. Workshops were conducted to obtain input from key in-country stakeholders, including farmer and worker representatives.
2. **Organization:** An update and adaptation of a previously developed framework on key dimensions and mechanisms was developed and fine-tuned after obtaining inputs from interviews, initial documentation and website review, and field work (Zegers et al., 2021). This framework helped guide the identification of progress indicators.
3. **Prioritization:** Criteria to identify the strongest priority indicators were defined and applied to the collected indicators. An online presentation of potential progress indicators was conducted with 40 key stakeholders, and their inputs were considered in further analysis of the indicators. Subsequently a shorter list of potential indicators was shared online with 138 stakeholders, of whom a small number (12) provided valuable inputs. Two potential indicators were subsequently dropped, and one was integrated into a more overarching indicator as a sub-indicator.
4. **Finalization:** Full indicator reference sheets were developed for the 33 priority indicators identified.

The review of existing and concluded USDOL-funded CL/FL projects identified indicators that cover several main categories, including the reduction and prevention of CL/FL, improvements in education, livelihoods, and employment. Additionally, some projects included indicators focused

on strengthening the enabling environment at the community, local government, and national levels. However, the number of projects with progress indicators specifically related to forced labor is still limited. More specifically, there have been no dedicated progress indicators to measure changes in the number of cases of adult forced labor. Furthermore, no projects have included indicators to measure progress in addressing special categories of vulnerable groups, such as individuals with disabilities.

A consistent critique across interviewees and workshop attendees has been the past limited consideration of the measurement of wider efforts undertaken to address CL/FL, particularly with regard to child labor. That is, there has been too little focus on what should be measured to signify real progress and too much focus on the overall Harkin-Engel Protocol target of reducing child labor by 70% by 2020 (ILO, 2023).

Lack of coordination across quantitative and qualitative data collection and storage efforts poses a challenge to assessing progress. Although the government's aim is to centralize relevant data at the national level, not all implementers share data with the government Système observation et de Suivi du Travail des Enfants en Côte d'Ivoire (SOSTECI) office in Côte d'Ivoire and the Ghana Child Labour Monitoring System (GCLMS) in Ghana. Various actors collect data for different purposes and do not seem to sufficiently coordinate these efforts to add to a greater body of findings or a database that supports more holistic progress toward tracking the reduction of CL/FL. Implementers collect data to measure the effectiveness of their initiatives. International agencies study and analyze access to relevant services, e.g., UNICEF, the International Labour Organization, and the Food and Agriculture Organization. The International Cocoa Initiative (ICI) is working to standardize monitoring of initiatives to reduce child labor. International nongovernmental organizations (NGOs) implement various studies on different aspects of the issues surrounding CL/FL. However, the extent to which these are unified in a common system at the international and national levels to track progress is yet unclear.

According to some stakeholders there has been a high reliance on NGOs' involvement in indicator measurement of change instead of sufficiently and directly involving community inhabitants to assess change. This includes considering community members' perception of how their lives have improved, such as changes in their standard of living consequent to CL/FL initiatives.

Key stakeholders are concerned about insufficient financial support and commitments from donor partners and governments to implement existing and future national action plans (NAPs). They note that lack of progress, if any, can also be attributed to the lack of investment in efforts to reduce CL/FL.

The current research is based on a systems approach to data gathering, analysis, and interpretation (Dhillon et al., 2020; EvalCommunity for a Better World, 2023; Williams et al.,

2010). This means that the focus is on all the different elements that influence the process of reducing CL/FL and how they impact and influence each other for maximum results. The current study further confirmed that using a systems approach[1] based on a network of stakeholders who implement an array of complementary methods is essential for progress on reducing CL/FL. Accurate monitoring and analysis of progress within the socioeconomic-environmental context is needed to better inform future efforts to address CL/FL.

Identifying key progress indicators on CL/FL in cocoa production in Côte d'Ivoire and Ghana has been a complex process. There are many stakeholders: foremost, the governments of Côte d'Ivoire and Ghana, but also the private sector, various development partners, and civil society organizations (CSOs), including worker and employer organizations.

CL/FL in cocoa occurs most commonly—by far—at the community level, mostly in small-holder farms. Children who labor in cocoa production primarily work on their own family farms. Forced laborers are usually internal and cross-border migrant workers[2], although some may also work in their communities of origin. As a result, impact measurement must occur at the community level, but factors at the local government and national levels also need to be tracked because they interact with and influence community-level impact.

To date, most efforts to address CL/FL have been implemented at three levels, but the greatest focus has been at the community level, where CL/FL is actually found. Two other levels are the local government (districts/prefectures) and national levels. The value chain at the community producer, local government, and national levels is integrated at each level.

Consequently, whenever possible, the analysis was divided into these three levels: community, local government, and national. Although the ultimate measure of improvement in CL/FL prevalence is fewer cases at the community level, it is evident that many complex factors can contribute to a reduction in prevalence numbers.

It has been difficult to achieve agreement on the most appropriate progress indicators because of stakeholders' wide range of viewpoints. However, analyses of the continuing challenges and existing initiatives to address CL/FL indicate that multistakeholder approaches are essential and

[1] The systems approach focuses on identifying interrelationships, dependencies, and feedback loops to analyze dynamics, identify patterns, and make informed planning decisions. This approach acknowledges that changes in one part of the system can have ripple effects on other parts, and that the system as a whole is more than the sum of its individual components. It provides a holistic perspective to problem solving and decision making.

[2] A 'migrant worker' is a person who either migrates within their country of origin (internal migration) or outside it (crossing an international border) to pursue employment. Responsible Business Alliance (2021), RBA Trafficked and Forced Labor – "Definition of Fees" January 2021. (Accessed August 23, 2023) https://www.responsiblebusiness.org/media/docs/RBADefinitionofFeesJan2021.pdf

should continue. Ample diversity in the most effective and efficient types of progress indicators in the repository is clearly needed.

Measuring progress requires considering the context, a wide range of initiatives, and planners, implementers, and community members to determine the factors—or combination of factors—that lead to improvements in the levels of CL/FL. No single indicator or even small group of indicators can provide the necessary information.

For some of the proxy indicators of progress to become a reality, additional investment will be required to work with national statistical offices and ministries to include relevant survey questions in their collection process. Some data, such as education data, are already collected regularly and need to be linked to CL/FL databases. In other cases, baselines such as one on the prevalence of forced labor are needed. To determine who is doing what to address CL/FL and better track progress, it is necessary to engage in a landscape mapping exercise that clearly identifies these elements.

The current study found a consensus among key planning and implementing stakeholders that there must be continued emphasis on tracking reductions in the prevalence of CL/FL. The study also determined that focusing on prevalence alone without a deep analysis of the factors that contribute to progress limits understanding of the results identified. Reports on prevalence need to provide explanations for both positive and less positive results. This includes considering the challenges, remaining gaps, and reasons for any positive results across different settings.

1. Introduction

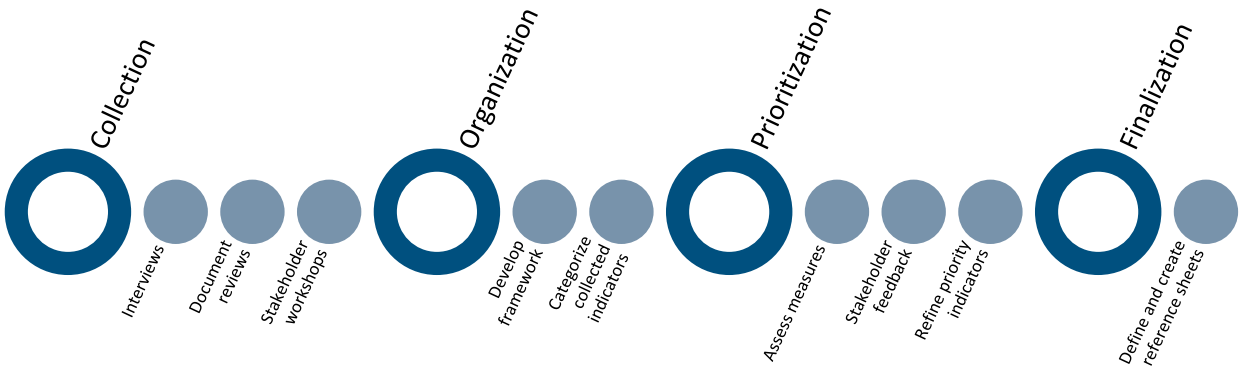
The United States Bureau of International Labor Affairs (ILAB) has contracted with the American Institutes for Research (AIR®) to research, identify, and develop indicators of progress, and to assess efforts to address child labor and forced labor (CL/FL) in the cocoa sectors of Côte d'Ivoire and Ghana. Based on a participative process, this report addresses the indicators of progress proposed to measure changes in the prevalence of CL/FL. It covers the AIR team's research approach to developing indicators of progress for measuring changes in the prevalence of CL/FL as well as other related results and a proposed list of 33 indicators.

The main stakeholders asked to contribute to the research were the governments of Ghana and Côte d'Ivoire; private sector cocoa representatives; international development agencies; and international and national civil society, including workers' organizations. The specific people contacted were selected on the basis of their membership in the Child Labor Cocoa Coordinating Group or on mapping exercises of key cocoa production stakeholders. Here we describe the organization of this report. In Section 2, we describe the methodology used to develop the proposed indicators, including data collection, organization, prioritization, and finalization. In Section 3, we present the limitations of this approach for data analysis. Section 4 provides a critique of existing indicators of progress. In Section 5, we present the 33 proposed indicators; and detailed reference sheets appear in Appendix A. Finally, Section 6 presents conclusions.

2. Methodology

Our methodology includes four main phases, from the collection of indicator information to data organization, prioritization analysis with input from stakeholders, and finalization.

Exhibit 1. Process for Developing Indicators



2.1 Collection

2.1.1 Interviews

The first phase of the research was initially concentrated on ensuring that relevant main stakeholders from the national and international communities were aware of and willing to contribute to the research. They were informed formally using a letter of introduction. This was followed up with official communications between the U.S. Department of Labor (USDOL) and relevant Ghana and Côte d'Ivoire government representatives. A first round of interviews was conducted with key international stakeholders between February and April 2023. (Appendix C)

The information collected from the initial 20 key stakeholders addressed three aspects. First, we asked about current research being conducted. Second, we asked about changes in stakeholders' initiatives and networking over the previous 3–4 years. Finally, we gathered their views on stronger progress indicators to measure changes in CL/FL. The information collected about progress indicators was analyzed and considered in defining the first list of brainstormed potential indicators. The remaining information collected in interviews was analyzed and will be used to contribute to Task 5.1.5. It should be noted that interviews will continue as needed through the remainder of the assignment until submission of the deliverable for Task 5.1.5.

The national consultants carried out field work to interview key local stakeholders in Kumasi, Ghana, from May 2–5, 2023, and in Soubré, Côte d'Ivoire, from May 30–June 3, 2023. An additional 25 people were interviewed[3] between May 2 and June 30, 2023, to discuss the potential indicators and obtain inputs into the overall research process.

2.1.2 Document Review and Analysis

The AIR team conducted a document analysis that consisted of two parts. The first was an analysis of existing indicators used in USDOL-financed projects (see Appendix D). The second part consisted of a review of more than 90 documents with potential guides or listings of progress indicators being used or recommended for measuring progress in addressing CL/FL. Progress indicators from the Côte d'Ivoire and Ghana country NAPs were included.[4] Ultimately documents from 32 key sources were found to have relevant indicators that could inform the research. The qualitative data software Atlas.ti was used to facilitate and support the analysis.

2.1.3 Participatory Stakeholder Workshops

One-day in-country workshops were held with stakeholders based in Ghana (May 11, 2023) and Côte d'Ivoire (May 23, 2023). The workshops invited a diverse set of stakeholders including

[3] 10 females and 29 males
[4] See Appendix F for details.

national and local civil servants; consultants assigned to specialized CL/FL government offices, civil society representatives including from workers' and employers', international and national NGOs/foundations, private sector representatives, and academics involved in managing, measuring, or studying issues related to CL/FL.

The program (in English for Ghana and French for Côte d'Ivoire) involved opening remarks from national-level policy makers on the context of CL/FL and their anticipated outcomes from the workshops. Following that, national consultants delved into additional background and expected outcomes. The two speakers were followed by the project's lead investigator, who led an interactive discussion on the current statistics of CL/FL and challenges and potential opportunities for each country to explore further. Following the presentations, participants were divided into three separate working groups: community, local, and national. The main questions put to participants were what they believed to be the most important indicators needed or to be considered at their group's level (local, community, or national); that is, what institutional framework and governance structures, among other criteria, should be in place to reduce CL/FL.

Much time in the workshops was spent in working group discussions of differing priorities, bottlenecks, and potential approaches to the workshops themselves. These fruitful exchanges led to modifications of the agenda. For example, in Accra, rather than reviewing the current indicators that participants were familiar with, the research team distributed collected indicators from all levels. In Abidjan, participants opted to prepare PowerPoint presentations on their top priorities. After the working groups, national consultants convened a whole-group exchange. These elevated learnings produced additional considerations in terms of indicators.

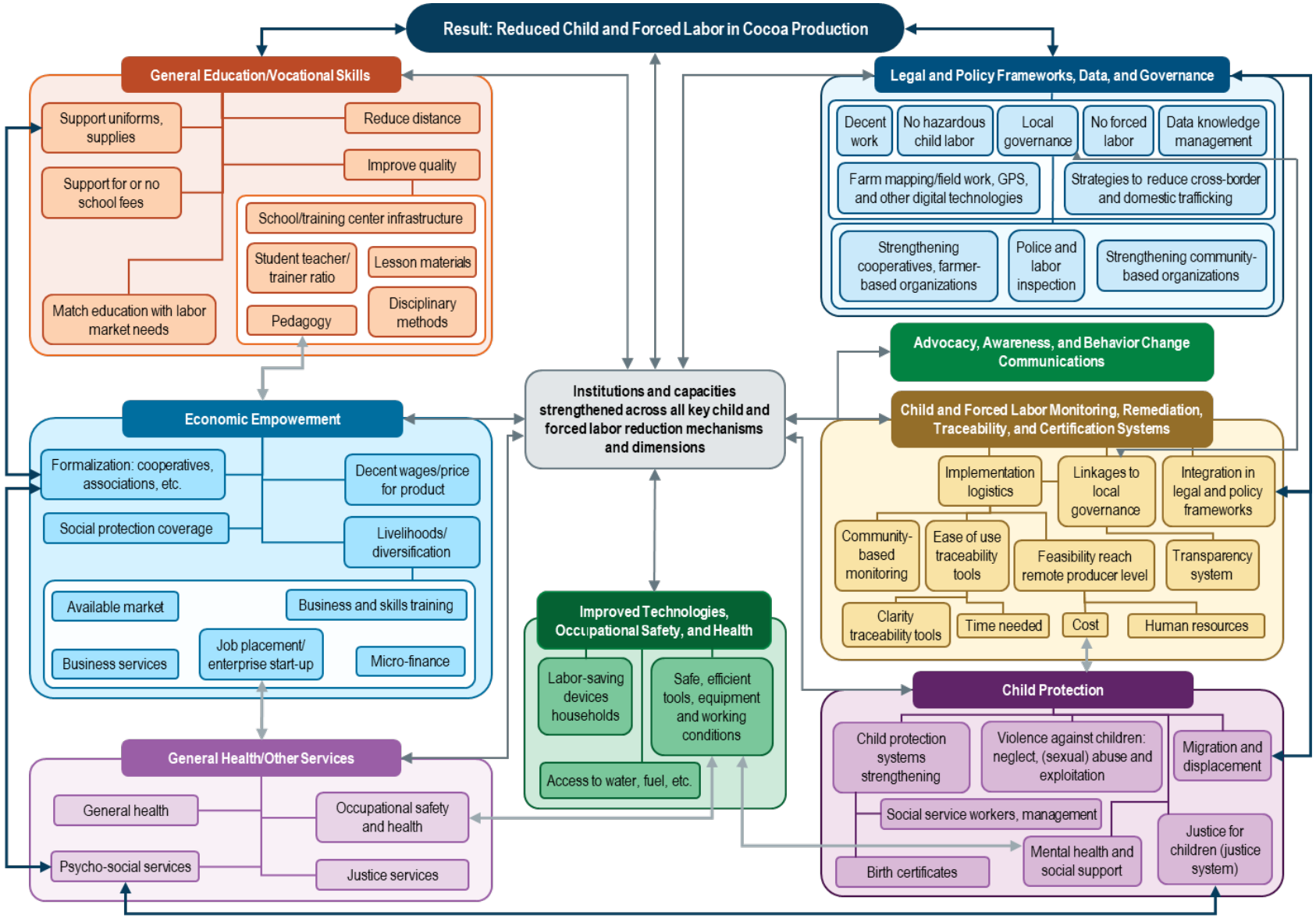
2.2 Organization

2.2.1 Develop Conceptual Framework

An update and adaptation of a previously developed framework[5] on key dimensions most pertinent to reducing CL/FL was developed and fine-tuned after obtaining input from interviews, initial documentation and website review, and field work (Exhibit 2).

[5] Based on a study that reviewed relevant documentation and included 137 interviews with key stakeholders. Zegers, M. C. R., & Ayenor, G. K. (2021, June). *Ending child labour and promoting sustainable cocoa production in Côte d'Ivoire and Ghana*. European Commission. [Studies conducted by the International Cocoa Initiative, International Labour Organization, UNICEF, and others.]

Exhibit 2. Framework of Key Dimensions to Reduce Child and/or Forced Labor



2.2.2 Categorize Collected Indicators

Based on the desk review and key stakeholder interviews, 150 indicators and measures currently used for assessing progress toward eliminating CL/FL in the cocoa industry were compiled. They were categorized into key dimensions defined by our framework, namely:

1. Legal and policy frameworks, data, and governance
2. Advocacy, awareness, and behavior-change communications
3. Labor monitoring, remediation, traceability, and certification systems
4. Child protection
5. General education and vocational skills
6. Economic empowerment and social protection
7. Improved technologies, occupational safety, and health
8. Health and other services

2.3 Prioritization

2.3.1 Assessment of Measures

To organize the breadth of information and assess the strength of the measures collected, we designed an Excel spreadsheet (Exhibit 3). The excel sheet captured details on measures including the relevant dimension, source of data, use case, and responsible actor. We also identified and categorized measures by type of progress indicator, namely:

- *Process indicators* are a type of progress indicator that measure the inputs, resources, activities, steps, or processes that are required to implement a program or project. Process indicators provide information on how a program or project is being implemented and are typically used to assess the quality and efficiency of the implementation process.
- *Output indicators* are a type of progress indicator that measure the immediate products or services that result from a program or project. Output indicators provide information on the quantity and quality of the goods or services that have been produced and are typically used to assess the effectiveness of program or project implementation.
- *Outcome indicators* are a type of progress indicator that measure the specific and measurable changes in behavior, knowledge, skills, attitudes, or condition that result from a program or project. Outcome indicators provide information on the intended and unintended consequences of the program or project and are typically used to assess the effectiveness of the program or project.

- *Impact indicators* are a type of progress indicator that measure the long-term and sustainable effects of a program or project on its target population or environment. Impact indicators provide information on the extent to which the program or project has achieved its overall goals and objectives and are typically used to assess the effectiveness of the program or project in achieving lasting change.

Scores were assigned to each indicator based on four criteria from the spreadsheet—relevance, impact, importance, and measurability—that enabled us to rapidly prioritize indicators for review and assessment. Because we place special value on stakeholders' points of view, "needed importance according to stakeholders" was weighted accordingly.

Exhibit 3. Indicator Organization Spreadsheet Columns

Criteria	Details
Level	Community, local government, national
Dimension	Legal and policy frameworks, data, and governance; advocacy, awareness, and behavior-change communications; labor monitoring, remediation, traceability, and certification systems; child protection; general education and vocational skills; economic empowerment and social protection; improved technologies, occupational safety and health; health and other services
Indicator name	[Insert name of indicator]
Type	Impact, outcome, output, process
Responsible actor	[Name main actor responsible for data collection/reporting]
Use case	Study and project, large-scale study, project, special study on a regular frequency
Data-collection approach	Including administrative data, surveys, tracking/tracing systems, document reviews, etc.
Sourced from	Interviews, documents, workshops
Prevalence of use	Low (one or two references), medium, high (commonly used)
Relevance*	Recognized in literature or sector as important: yes, or no with a narrative description of reasoning for answer
Direct or indirect impact on measuring CF/FL reduction*	Direct or indirect impact
Necessary and important according to stakeholders*	[Describe need/importance as discussed by key informants and in workshops]
Meets SMART criteria	Specific, measurable, achievable, relevant, and time-bound
Indicate how to make it SMART	If necessary
Potential accuracy challenges*	Yes/no; describe
Recommended periodicity	"Core" or "As relevant"
Assessment results	Number calculated based on sum of criteria (marked by *) met

* Included in preliminary scoring exercise

An online debriefing of research progress and emerging priority indicators identified via rapid prioritization was conducted on June 13, 2023. Participants provided further comments and suggestions during the online debriefing. (See 2.3.2 for more information.)

To prioritize further and ensure representation across areas, levels, and indicator types, the indicators were organized in a two-dimensional matrix (Exhibit 4) according to the level of

intervention (i.e., community, district, national, and across-level) and eight project/policy dimensions and results defined in our framework.

Exhibit 4. Matrix for Indicator Prioritization

	Program and Policy Sectors/Approaches								
	Legal and Policy Frameworks, Data, and Governance	Advocacy, Awareness and Behavior Change Communications	Child & Force Labor Monitoring, Remediation, Traceability and Certification Systems	Child Protection	General Education/ Vocational Skills	Economic Empowerment/ Social Protection	Improved Technologies, Occupational Safety, and Health	Health/ Other Services	Results CL/FL
National									
District									
Community									
All									

The study team analyzed each indicator based on type (process, output, outcome, impact), importance as reported by stakeholders, importance according to the literature, and measurability. Special attention was placed on indicators that had scored higher in the rapid prioritization exercise. Because of the subjectivity of the assessment, four reviewers in the study team met and discussed each indicator based on four criteria and prioritized them.

On the basis of this analysis, we identified 38 indicators considered strong and of high quality to measure progress in addressing CL/FL in the cocoa industry. Several indicators were designed for a specific project, initiative, or NGO and were therefore too varied for the scope of this report. For monitoring purposes, we included a select number of process and output indicators that are common in CL/FL. For evaluation purposes, we included both outcome and impact (results) indicators. For purposes of simplification, we list each indicator once. However, we recognize that some indicators may fit into multiple categories of interventions or approaches.

2.3.2 Stakeholder Feedback

We solicited feedback in two stages. First, after rapid prioritization, high-scoring indicators were presented during an online presentation of preliminary findings with key stakeholders from Ghana, Côte d'Ivoire, USDOL, and international organizations on June 13, 2023.

Second, following further internal review and consideration of initial feedback, a working list of 37 potential priority indicators was put forth to a group of cocoa industry experts in an online survey. The research team asked 138 stakeholders to provide input. Unfortunately, the response rate was low; only 12 people offered input. It should be stated, however, that the people who

provided feedback included key private sector and international development partners (the United Nations [UN] and international nongovernmental organizations [NGOs]) and an advocacy organization.

Information received from the online survey confirmed feedback provided during the presentation of preliminary findings. The focus was on requests for more detailed definitions of indicators, questions and comments on the choice of some of indicators, and questions regarding measurement methods to be used.

2.3.3 Refinement of Indicators

After receiving this feedback, two potential indicators were dropped, and one was integrated to support a more overarching indicator. After further review, one indicator was separated into two indicators. Survey participants also offered relevant definitions, wording, and limitations that were considered while developing the indicator reference sheets.

2.4 Finalization

Responses were analyzed, and 33 indicators were finally identified as priority progress indicators for which full indicator reference sheets were developed (Appendix A). These reference sheets include details on indicator construction based on best practices, including program area (from the framework), level, precise definition(s), unit of measure, type, disaggregation, data source, reporting frequency, individual(s) responsible, complementary data for reporting, and known limitations.

It is recommended that the indicator list be revisited to assess whether any adjustments to the indicators are needed over time.

2.5 Challenges and Limitations

The process of obtaining official approval from the Ghana and Côte d'Ivoire governments for research conducted under this assignment was time consuming and resulted in some delays. After official approval was obtained, key government representatives from the Ministries of Labor in both countries and the Comité National de Surveillance des actions de lutte contre la traite, l'exploitation et le travail des enfants (CNS) in Côte d'Ivoire provided excellent support for the process.

Another big challenge was obtaining sufficient lists of actual indicator samples used across projects funded by agencies other than USDOL. Comparability across projects/interventions is difficult, given the different scope and content of the various initiatives. There is still a diversity

in types of progress measurement across stakeholders, although there are efforts to standardize them.

While some projects and initiatives are similar because they implement Child Labor Monitoring and Remediation Systems (CLMRS), others are vastly different. For instance, UNICEF engages in strengthening child protection systems, which includes addressing child labor as part of a more comprehensive effort to consolidate child protection across communities. UNICEF supports governments in implementing these systems. Fair Trade certification systems aim to certify that cocoa producers and other stakeholders in the cocoa value chain comply with sustainability and decent work requirements. Certified cocoa products brought to the market are thus assessed as meeting these requirements. The fair-trade certification systems are not centered on development progress indicators, although they can keep track of the number of certified farmers/cooperatives. Of course, having a certification system can also contribute to ensuring that farmers and other stakeholders in the cocoa value chain take actions to protect their products.

Obtaining information from non-USDOL projects would, in most cases, require obtaining project documents, inception reports, and/or progress reports. Implementing agencies have not been eager to share documents with detailed information. It should be noted that the International Cocoa Initiative (ICI) has shared the standard framework of progress indicators that it uses to track progress of its CLMRS initiatives.

There exist various guides on which progress indicators to use when implementing CLMRS methods. Most private sector initiatives have been implementing the CLMRS approach using relatively common indicators. These are similar to the community-level indicators that are categorized under the summarized analysis of USDOL-funded initiatives (Appendix D). A discussion of new guides on progress indicators of various types of foundations and agencies is likewise included in the report (Section 3.2.4).

Identifying suitable progress indicators on the reduction of forced labor is more complex than for child labor because there have already been several studies on child labor in cocoa production in Côte d'Ivoire and Ghana that can serve as a reference point, but this is not the case for forced labor. Furthermore, some stakeholders who may also be associated with measuring progress in reducing forced labor have not yet been informed of how to recognize forced labor. For this reason, USDOL is financing the Forced Labor Indicators Project (FLIP), which aims to strengthen the capacity to identify forced labor. Once there is a common understanding and recognition of forced labor, a baseline reference point can be established, efforts to address forced labor can be designed directly, and progress to reduce it can be directly measured. Because such understanding of the definition of forced labor is not yet widespread, information on progress

indicators to measure improvements in levels of forced labor in the context of cocoa in Ghana and Côte d'Ivoire (and elsewhere) is still quite limited.

3. Findings

3.1 Critique of Existing Progress Indicators According to Key Stakeholder Interviewees

3.1.1 Overall State of CL/FL Progress Indicators

A consistent critique across interviewees and workshop attendees has been the past limited consideration of the measurement of wider efforts undertaken to address CL/FL, particularly with regard to child labor. That is, there has been too little focus on what should be measured to signify real progress and too much focus on the overall Harkin-Engel Protocol target of reducing child labor by 70% by 2020 (ILO, 2023).

To date, the focus has been on measuring progress in reducing CL/FL at the community level. That is, of course, where the impact should be felt. A common example of such an indicator would be "percent of livelihood participant households with at least one child engaged in hazardous labor."[6] Some stakeholders[7] interviewed indicated that the methods used to collect data to inform this indicator typically involve surveys with affected community members, who often themselves may not understand the concepts being inquired about (i.e. "hazardous" labor) due to context and social norms, leading to biases in data collection and subsequent indicator reporting. This highlights the importance of embedding data collection practices that lead to high quality data, including robust enumerator training, to ensure understanding among households consulted and more accurate indicators.

Several interviewees stressed that there has been insufficient monitoring of progress toward strengthening the enabling environment at the local and national government levels. Some indicators measure this, but they are not uniformly applied across all CL/FL projects.[8]

[6] Per the analysis of multiple USDOL projects provided to the research team.
[7] For reasons of preserving anonymity for ethical reasons, we cannot indicate the names of the stakeholders.
[8] A common example of enabling environment indicators would be "# of line ministries with increased capacity to address child labor", or "Number of laws and regulations undergoing revision according to recommendations supported by the project to ensure increased conformity with relevant ILO Conventions," as extracted from USDOL-financed projects provided to the research team.

3.1.2 International Cooperation Program and Project Indicators

UN agencies, particularly the International Labour Organization (ILO), UNICEF, the Food and Agriculture Organization (FAO), and the intergovernmental agency International Organization for Migration (IOM) do work at the enabling environment local and national government levels as part of their mandate. This applies to the strengthening of national strategies, plans, and the legal and regulatory frameworks related to CL/FL. Awareness raising and the capacity strengthening of government staff and members of parliament are also part of their work. However, measuring the success of efforts to adopt policies, strategies, plans, laws, and regulations requires progress indicators. Past related enabling environment indicators have often been subject to criticism.

Historically, related progress indicators have been phrased in a way that considered the goal achieved once these documents had been formally adopted. However, attributing the extent of progress to a particular project or outside agency is a complex issue because adoption typically involves an official bureaucratic process over which external entities have little control. Even within the government, a specific office may not fully have the power to influence the adoption of such documents. Adopting laws, regulations, strategies, and plans usually includes multiple actors across governments.

There have been some improvements in the wording of such enabling environment progress indicators. Additional indicators to measure steps taken toward adoption are included in some projects and initiatives. Progress indicators to measure the implementation and/or enforcement of laws and regulations are either lacking or very limited.

3.1.3 Coordination, Roles of Communities

Lack of coordination across quantitative and qualitative data collection and storage efforts creates a challenge. Various actors collect data for different purposes and do not appear to sufficiently coordinate these efforts to add to a greater body of findings or a database that supports more holistic progress tracking toward reducing CL/FL. Implementers collect data to measure the effectiveness of their initiatives. International agencies study and analyze access to relevant services, for example, UNICEF, ILO, and FAO. The International Cocoa Initiative (ICI) is working to standardize monitoring of initiatives to reduce child labor. International NGOs implement various studies on different aspects related to issues surrounding CL/FL. However, the extent to which these efforts are unified in a common system at the international and national levels to track progress is still unclear to date.

According to some stakeholders there has been a high reliance on NGOs' involvement in indicator measurement of change instead of sufficiently and directly involving community inhabitants to

assess change. This includes considering community members' perception of how their lives have improved, such as changes in their standard of living consequent to CL/FL initiatives.

Currently, national databases[9] in the two countries to trace, collect, and analyze cases of CL/FL are not fully functioning across all the geographic areas of the countries. Comments were made that some progress indicators could be tracked using these databases if they were fully functional.

3.1.4 Focus on Implementing Interventions

During interviews as well as in workshops, comments were made that implementing interventions should be given first priority, with results measurement a secondary priority. The main issue raised was that there has been so much emphasis on—and budget allocated to—measuring progress that it has impeded the efficient and effective implementation of actual initiatives.

3.1.5 Sufficiency of Financial Support to Reduce Child and Forced Labor

Key stakeholders were concerned about insufficient financial support and commitments from donor partners and governments to implement existing and future NAPs. Although there have been detailed descriptions of the initiatives needed to help address the challenges, such as in country NAPs, funding to implement action has been limited. The concern was that actors were being held accountable for not achieving the expected results, but the principal challenge was the lack of budget allocations to implement planned initiatives.

3.1.6 Special Studies to Measure Progress

Interviewees had varying opinions on the Tulane and NORC studies and the data measures used (Tulane University, 2015; NORC, 2020). Although they generally found the studies useful, some expressed concern about the overemphasis on quantitative measures and the lack of consistency in measures and analysis between the two studies. These issues were cited as problematic.

It should be added, however, that the second part of the NORC study did include a qualitative component to assess the effects of various interventions on child labor (NORC, 2020). However, this part of the NORC study focused more on studying the value of various interventions rather than measuring progress attributable to these interventions over time. It should be added, however, that attributing progress to any specific intervention is quite challenging, because it has been established that to address CL/FL a mix of different initiatives, laws, and regulations is necessary. These two studies used different ways to assess hazardous work, making it difficult to

[9] Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire (SOSTECI) in Côte d'Ivoire and a database within the Ghana Child Labor Unit.

draw comparisons accurately. Several different types of stakeholders noted these challenges, with one example illustrated below.

> The severity of child labor at the time of the NORC study seemed to show that child labor had increased. However, it had increased in one aspect while not necessarily in others, so this influenced the interpretation of the results measured. For example, there could be a finding that using sharp tools had decreased but carrying heavy loads had increased. The conclusion was drawn that child labor in cocoa was more hazardous, although this cannot be stated so unequivocally. This issue has not been properly discussed so far. We need to be clear that this kind of consideration—the severity of different types of hazardous tasks and how harmful they are—could be useful to make more accurate comparisons and needs to be better defined. We need indicators that are more specific and that give us a more precise understanding of the dynamics.
>
> — Stakeholder, NGO

3.1.7 Private Sector Efforts

The private sector has been held responsible for monitoring progress on CL/FL to keep its value chain under control. However, according to several interviewees, normally it should be the responsibility of governments to do this on a systematic basis across cocoa-producing areas. Nevertheless, the monitoring of progress using private sector–funded CLMRS initiatives is useful, ongoing, and used to test various community-level approaches. Such approaches include raising awareness, identifying children in child labor, prevention, remedial actions to remove a child from work and into education, monitoring and follow-up with children to monitor their status until they have stopped working in child labor, and reporting and evaluation to identify areas for improvement. The private sector and ICI are developing new guides on measuring progress toward reducing CL/FL in cocoa production. ICI further stated in their interview that the private sector is currently engaged in initiatives covering 30% of the cocoa-producing communities in their value chains.

3.1.8 Data Quality and Utilization Across Current Efforts

Data from initiatives to address CL/FL are used in only a limited way to inform the strengthening of service provision to cocoa communities—in education, child protection, social protection, health, and justice. Interviewees noted the insufficient collection and analysis of data on how, when, and to what degree efforts to address more structural issues such as poverty in agriculture and access to basic services are used to inform better approaches. Measuring progress on access to services is particularly important, given the referral challenges of the CL/FL cases identified through CLMRS initiatives. Communities and government service providers are not always certain

of how to ensure that identified cases can be assisted unless there is support from a donor project's financed staff.

According to some interviewees, there is a notable lack of assessment of the quality of progress indicators and their relevance. The quality of any data collected on subjects and initiatives related to CL/FL is also insufficiently assessed. Illustrating these issues, one interviewee asked, "How well are they capturing data? How well is it analyzed?"

Gaps in progress indicators regarding the effectiveness of local government to address CL/FL were also cited. The lack of baseline studies and progress measurement to track service provision issues raises questions such as, "How many social workers do they have, how much do they know about child and forced labor, do they have motorbikes, how many visits to cocoa communities do they make?"

Comments were made about the need to study local government and determine how it is shifting in the right direction to implement and track local initiatives on CL/FL. An interviewee commented, "This could be more effective than setting up a giant data system of CL/FL cases." In fact, some data on the number of social and community development workers and their activity reports should already have been collected as part of regular reporting. The extent to which this is being done and routinely entered into a database needs to be verified. Some interviewees noted that they were unsure whether such data were processed and accessible for review as part of monitoring CL/FL efforts.

Another critique of former progress indicators is the limited way they have been used to improve implementation of CL/FL initiatives. Some feedback from field experiences has been used to improve direct actions in communities, but on the larger scale, data have not been used consistently to improve local and national-level efforts, such as how to better involve local police and labor inspectors. For example, there have been some initiatives to train labor inspectors; however, little use has been made of these experiences, nor has the comparative importance of such efforts in reducing CL/FL been analyzed. Interviewees noted that police and labor inspectors are unclear about what to do if they identify a case of CL/FL, despite the ongoing initiatives being implemented.

One concern that was also expressed was the need to avoid excessive additional reporting frameworks that add to implementers' (and communities') work without sufficient benefits.

3.2 Review of Documented Indicators

3.2.1 Indicators From Existing USDOL-Funded Projects

The review of existing and concluded USDOL-funded CL/FL projects has identified indicators that cover several main categories, including the reduction and prevention of CL/FL, improvements in education, livelihoods and employment. Additionally, some projects have included indicators focused on strengthening the enabling environment at the community, local government, and national levels. However, the number of projects with progress indicators specifically related to forced labor is limited. More specifically, there have been no dedicated progress indicators to measure changes in the number of cases of adult forced labor. Furthermore, no projects have included indicators to measure progress in addressing special categories of vulnerable groups, such as individuals with disabilities. See Appendix D for the progress indicator categories from existing USDOL-funded projects.

3.2.2 Forced Labor Indicators

Currently the FLIP project is aimed at strengthening the capacity of key stakeholders to identify cases of forced labor (Verité, 2023). Very few indicators are currently being used to measure progress in FL, and those that are, are not being used systematically. As such, it is difficult to identify indicators that are independent of child labor. A comparison of the level of prevalence of people in forced labor according to the different identification criteria (e.g., a reduction in the number of people in forced labor after baseline) cannot yet be made.

The indicators being used to identify such cases are based on ILO definitions (ILO, 2012). However, as the Verité (2019) analysis indicates, it is difficult to identify cases of forced labor in the cocoa industry because multiple elements interact and change over time, including such factors as the fluidity of the informal and formal working agreements (Verité, 2019).

Labor agreements are often verbal or, even if written, they may appear acceptable initially but eventually labor exploitation arises. For example, the person's identification papers may be taken away or the promised working conditions are not honored. At a particular point in time, such as when creating a baseline for a specific initiative, some cases may not have been categorized as forced labor. However, after some time has elapsed, the same case(s) might be identified as an instance(s) of forced labor as conditions of employment become clear or change. This thus makes it challenging to obtain the level of quality baselines needed to measure progress in reducing forced labor. This naturally has consequences for measuring progress in reducing forced labor for that initiative at a later date.

The lack of objective information obtained from written labor contracts thus complicates the quality of any baseline survey as it is necessary to rely on hindsight memory. Further, a verbal

agreement, or even written contract, may be unclear to the person who agreed or someone else made the agreement in their name.

Without having written labor contracts, it is thus difficult to assess what the precise labor conditions were when a verbal informal agreement was made. Is a particular case really an instance of forced labor? While written labor contracts are normally required in both countries, it is not realistic to always expect them in countries with high levels of informal economy labor prevalence such as Côte d'Ivoire and Ghana. Though, it should be noted that in Ghana, it is mandatory for employers to provide a written employment contract within two months of the employee's start date.[10]

To illustrate this challenge, consider a hypothetical case in which a high number of forced labor cases goes undetected because of identification challenges. Subsequently, a series of interventions aimed at reducing forced labor are implemented, and another study is conducted to compare the levels of forced labor. At this point, as already explained, some previously undetected cases of forced labor may be identified, despite the fact that the workers had actually been present in the cocoa production locality all along. This can skew the results and make it appear that the impact of the interventions was less than it actually was. Addressing these issues will require careful, thoughtful analysis in subsequent studies.

It should be stated that at the national level, these issues are less problematic because trends may be more visible with statistically large samples. However, this would need to be verified.

Additional information on a new joint project of UNICEF, IOM, and ILO that pays attention to forced labor[11] indicates that much analysis is still needed to fully determine the most appropriate ways forward.

3.2.3 Farm Mapping Indicator

Mapping cocoa farms accurately is very complicated. Farm mapping can be done through direct (participative) field work, via satellite, and through aerial photography (Kalischek et al., 2022). The focus on farm mapping of large areas has substantially increased over the last few years, mostly for tracking deforestation but also within the context of service provision to farmers and their households (Fountain, 2022).

Most of the more comprehensive mapping of farms in Ghana and Côte d'Ivoire is being done by satellite. Satellites can be used in conjunction with various physical methods in the areas to be

[10] Multiplier, Employment Act, Labor Laws Ghana. Available from https://www.usemultiplier.com/ghana/employment-laws#:~:text=In%20Ghana%2C%20it%20is%20mandatory,of%20the%20employee's%20start%20date. Website accessed 24 August, 2023)

[11] The draft project indicators are not yet available for public distribution.

surveyed, for example, by using GPS polygon mapping. This type of mapping is implemented within a defined area and combines physical travel with recording GPS coordinates and points of interest. It is probably the most accurate because using only GPS imaging may lead to inaccuracies given that the farms' often inherent canopy coverage can obstruct the view of underlying vegetation—and thus workers. Limited resolution of images and cloud cover also pose challenges. Furthermore, there is limited imagery from different time periods that can be used to compare changes over time in the most remote areas.

Field-based mapping that is mostly based on self-reporting to data collectors is also done. This type of mapping usually covers less area, given the complications of collecting data from farmers across vast areas. It is also considered less accurate because it is difficult for data collectors to physically visit and cross-check all of the sites that famers—individually or in groups—have cited.

3.2.4 Other Documented Progress Indicators

The most important documents are the NAPs of the governments of Côte d'Ivoire and Ghana, which include indicators to measure progress on the various planned initiatives (Government of Ghana, UNICEF, ILO, & International Cocoa Initiative, 2017; Gouvernement République de Côte d'Ivoire; 2019). It is important to note that the NAPs in both countries are ending and new ones are under development; the research team will continue to monitor their development over the remaining research period.

The research on existing progress that non-USDOL agencies used and/or recommended was challenging. Many documents were collected that refer only in general ways to various indicators. However, relevant information on indicators could be collected from ICI, ILO, Dutch Initiative for Sustainable Cocoa (DISCO), Initiatives for Sustainable Cocoa (ISCO), FAO, UNICEF, and others. ISCO is the overarching group of European national initiatives, of which DISCO is a member. The DISCO indicators have now been merged with those of ISCO but are still included here because they help indicate the general trends in progress indicators among various international stakeholders.

Although quite a few projects on child labor use similar approaches at the community level and thus have similar progress indicators, there is a lack of specific examples. Few documents that include guidelines or references to preferred progress indicators or other measures of progress cover measurement at the local government and/or national level. One interesting exception is the 2020 FAO framework document on ending child labor (FAO, 2020). The FAO framework includes references to specific subjects that could be transformed into progress indicators in the areas of education, social protection, labor market policies, national legislation and enforcement, sustainable agriculture, and rural development policies (FAO, 2020).

In addition to specific surveys on child labor prevalence, attention to child labor is already included in general population labor force surveys and multiple-indicator cluster surveys that include child labor.

Questions on child labor can also be included in other types of surveys. This will help provide a more complete understanding because the various surveys and research can complement each other and provide insights from different angles. In March 2023, the ILO published a revised model questionnaire for child labor modular surveys (ILO, 2023). Although it was designed to be incorporated as a module in surveys on more general topics, such as labor force surveys or household living conditions surveys, it also provides guidance on how to measure cases of child labor for baselines and can be used to inform progress indicators.

The IOM published a guide in 2008 which, upon analysis, reveals that it includes performance indicators that are still relevant and aligned with many of the performance indicators currently used for measuring progress in addressing child labor.

An interesting point was raised in the 2020 FAO framework document on ending child labor, however (FAO, 2020). The document recommends that child labor indicators be included in agricultural research and censuses and surveys. Assessing the impact of agriculture-related projects on child labor can also be of interest, as the FAO framework points out.[12] As listed in Annex 7 of the FAO framework, agricultural projects can have positive as well as negative effects on the prevalence of child labor and the severity of hazards, which can and should be measured.

3.3 Considerations for Progress Indicator Construction

Our analysis resulted in several important observations with regard to the need for different types of progress indicators for different levels, their periodicity, and their potential level of accuracy in measuring improvements in the prevalence of CL/FL.

An important finding from the interviews and workshops was that there is continued interest in measuring the overall prevalence of child labor and adding measures on the prevalence of forced labor. Despite concerns about how data are reported, the actual measurement of levels of child labor is still seen as important to assess progress toward its elimination. By extension, it is also important to track progress on forced labor.

To understand progress more comprehensively, the current research is based on a systems approach to data gathering, analysis, and interpretation (Dhillon et al., 2020; EvalCommunity for a Better World, 2023; Williams et al., 2010). This means that the focus is on all the different elements that influence the process of reducing CL/FL and how they impact and influence each

[12] See Annex 7, FAO. (2020). *Framework*.

other for maximum results. We designed the reference sheets to include supporting data and indicators that would round out an understanding of the facilitators and/or barriers to progress.

To date, most of the efforts to address CL/FL have been implemented at three levels, with most of the focus on the community level, where it is found. Two other levels are the local government level (districts/prefectures) and national level. The value chain at the community producer, local government, and national levels is integrated at each level. Although the ultimate measure of improvement in CL/FL prevalence is fewer cases at the community level, it is evident that many complex factors can contribute to a reduction in prevalence numbers.

Some initiatives at the local government and national levels are aimed at contributing to a reduction in CL/FL prevalence less directly than community-based initiatives, where people in CL/FL are identified and their cases addressed. Examples of such initiatives include strengthening the capacity of district/prefecture service providers, national government functionaries, and parliamentarians on CL/FL issues. The development and adoption of strategies/plans, legal and regulatory frameworks, a database, and knowledge use are additional important elements likely to contribute to bringing about a reduction of CL/FL over a longer period.

As will be further detailed in this report and a later stage of the research study (Task 5.1.5), existing progress indicators have focused mostly on measuring community-level progress in changes to address CL/FL. The further one moves away from measuring change at the community level, the fewer progress indicators there are to measure change at the local and national levels, which are essential to understanding whether substantial progress is being made toward eliminating CL/FL.

A great deal depends on considering the potential of proxies to serve as indicators of progress that may contribute to reducing CL/FL. Proxy indicators provide indirect measures that can help approximate a result measurement when a more direct measure is not available. Thus, it is important to ensure that any proxy indicators identified can actually contribute to reductions in CL/FL levels. It is essential to determine which proxies can be used to measure real progress.

Information on progress indicators has been further subdivided into output, outcome, process, and impact indicators (see Section 2.3.1 for definitions), and according to periodicity and type of data collection, depending on how detailed the progress indicators should be.

Because some initiatives may take 2–3 years or much longer to show an impact on CL/FL prevalence levels, the timing of data collection is an important factor to consider for the different types of progress indicators. This is particularly true for the measurement of impact on levels of CL/FL that go beyond withdrawing or preventing specific cases of CL/FL identified during the implementation of a specific project.

In addition to national, local government, and community-level progress indicators, there are guidelines on progress indicators and actions that also include progress indicators aimed at donors and international development agencies/foundations, for example on data sharing. These measures should be considered in conjunction with other performance indicators. They are typically categorized as "Overall Progress Indicators," along with performance indicators that apply at all levels.

As summarized in Exhibit 5, the research team identified some additional crucial aspects to consider.

Exhibit 5. Key Considerations for the Identification and Development of Progress Indicators on CL/FL

Identification of a common core set of indicators. Some indicators will be applicable to most CL/FL-focused initiatives and could be considered "core," while others should be "as relevant" to the initiative or strategy.
Organization of progress indicators at impact, outcome, and output level.
Periodicity of progress indicators by type. Some can be measured every 5 years, others yearly or monthly.
Identification of the entities responsible for data gathering, analysis, and interpretation of results, noting that the same entity may not always be responsible for all three.
Level of direct or (indirect) expected impact on a reduction of CL/FL; direct initiatives to address specific cases versus those that will eventually help facilitate long-term impact and a reduction of CL/FL.
Inclusion of attention to gender issues and those of other vulnerable groups[13] in indicator development

3.3.1 Stakeholder Feedback on Indicators

Comments made during the preliminary results presentation and discussion included several on the indicator selection process being used. Some participants noted that more time was needed to refine and complete a list of progress indicators that could be acceptable to most stakeholders. Several attendees also made remarks that the wording of the indicators should be further refined, clearly defined and operationalized, and cover all the dimensions well. The team noted that this was the intention of the research team and was to be done following initial feedback on the concepts covered in the proposed progress indicators. Subsequently these issues were addressed and include details cited in Appendix A.

Some participants stressed the importance of including context indicators or measures that could help to clarify the results of any of the progress measures. The research team agrees that the context needs to be well analyzed and reported to provide understanding of progress results. Possible reasons for successful indicator results—as well as less successful results—need to be

[13] People with disabilities, households affected by HIV, (other) households with elderly or child caregivers, households in extreme poverty, and so on.

very well illuminated. Context details are thus necessary to ensure that progress indicator data are assessed within the prevailing sociocultural, economic and policy, and other enabling environment aspects. This is key because the indicator data alone are insufficient to inform future planning. Indicator results need to also be accompanied by analysis of best practices, lessons learned, and any other relevant information.

Some comments made in the workshops as well as in the online preliminary results-sharing session on the choice of developing indicators at the community, local government, and national levels expressed concern about ensuring that supply chain indicators also be included. The team responded that these three levels capture the part of the supply chain where CL/FL and initiatives to address them occur, and that indicators that are related to the supply chain are embedded in these levels. In addition, while some indicators are specific to one level, others are relevant across multiple levels. Multilevel indicators apply at the community, local government, and national levels even if in slightly different ways.

Some participants also stressed the importance of including progress indicator(s) on budgetary allocations to implement actions to reduce CL/FL. This indicator was considered, but eventually not included due to issues around standardization and measurability. It is still recommended that projects and organizations report this information according to contextual engagement. Suggestions were made for the inclusion of specific indicator(s) within the health and social protection category.

Some participants, notably from government and international development partners, added that it is essential that baselines and indicator measurement tap into existing government and other databases to ensure efficient and effective data collection.

3.4 Consideration of Innovative and Complexity-Oriented Evaluation Methods to Measure Progress

New approaches to assessing progress that take a more integrated approach were identified during the documentary research process and previous evaluation experience of the lead researcher (Bureau Indépendant d'Evaluation, PNUD, 2022). Currently most studies and progress assessments do not consider the complexity and interrelationships among the different initiatives and progress indicators being measured. Given the importance of considering their interdependence and how advances in one area may affect—positively or negatively—other aspects, considering complexity more specifically can complement the measurement of individual indicators.

One example of considering complexity is the United Nations Development Programme (UNDP) “portfolio approach” (UNDP, 2022). This consists of a systems approach to the strategic

management and coordination of a collection of development projects and programs within a specific geographical or thematic area. It involves grouping together related initiatives and interventions under a unified framework to achieve greater effectiveness, efficiency, and impact. Evaluations of progress toward achieving the framework results study not only the components but also the interrelationships among the various initiatives.

Combining different types of methods to track progress continuously or periodically can also be useful. For example, combining realist evaluation[14] methods with developmental evaluation-utilization-focused evaluation and/or social network analysis (Patton et al, 2016; Better Evaluation, 2021).[15] Combining these different methods helps to ensure a better understanding of progress achieved and the variables that contribute to the results. Combining the methods helps support identification of the most effective initiatives, their synergistic effects, and contextual challenges to better inform planning.

4. Proposed Indicators of Progress

Here we present indicators that represent the broad range of projects, policies, and initiatives whose goal is to show progress toward eliminating CL/FL in cocoa production. This repository of indicators has been primarily developed for programs with the goal of eliminating CL/FL in cocoa production, including USDOL-funded projects, but are applicable to governments, private and public sector organizations, and/or other funders. This repository is to be used as a way of recommending and standardizing measures across CL/FL initiatives and allow for a modest amount of data aggregation on a national, regional, and worldwide basis. These should not be taken independently but should be accompanied by other initiative-specific indicators, where applicable. In general, no indicator is considered a stand-alone, perfect measure, but several measures taken together provide information on progress. This applies in general prevalence (impact) studies as well as project/initiative monitoring and evaluation data.

4.1 Data Quality

Data sources that inform suggested indicators must be of high quality if they are to be relied upon for making good decisions on policy, programs, and allocation of scarce resources. We strongly

[14] Realist evaluation focuses on identifying the contextual factors and mechanisms that influence program implementation and outcomes. It helps provide valuable insights into what works, for whom, and under what circumstances and can better inform planning. INTRAC for Civil Society. *Realist evaluation*. https://www.intrac.org/resources/realist-evaluation/

[15] "SNA can be used in an evaluation to measure how groups of people are working together to achieve a common goal. It is a particularly useful tool when addressing complex issues where multiple players are working toward a common outcome." In Kallos, A. (2023). *Social network analysis and evaluation: Learnings from the evaluator and the client*. EVAL Academy. https://www.evalacademy.com/articles/social-network-analysis-what-we-learned.

recommend this core consideration to the collection and analysis of data used to report the suggested indicators. Data quality is improved when one or more of the following improves: data accuracy, completeness, timeliness, or consistency[16].

- **Accuracy—**Also known as validity. Accurate data are considered correct: data that measure what they are intended to measure. Accurate data minimize errors (e.g., recording or interviewer bias, transcription error, sampling error) to the point of being negligible.
- **Completeness—**Completeness means that an information system, from which the results are derived, is appropriately inclusive: it represents the complete list of eligible persons or units and not just a fraction of the list. Completeness also refers to completeness of data within the reports.
- **Timeliness—**Data are timely when they are up to date (current) and when the information is available on time. Timeliness is affected by (1) the rate at which the program's information system is updated, (2) the rate of change of actual program activities, and (3) when the information is used or required.
- **Consistency—**When compared to previous months, is the data pattern consistent (i.e., with a similar distribution of cases, or age/gender proportionality)? Do any community or district indicator values differ strikingly from values for similar communities or districts (i.e., are there outliers)?

As a best practice in data quality management of a progress indicator framework informed by disparate sources and owners of data, it is imperative that data quality is routinely assessed through automated data checks, data quality assessments, and data audits to ensure indicator results provide a valid snapshot of progress.

4.2 Proposed Indicators

In Exhibit 6, we present the 33 final indicators, organized by the conceptual framework described in Section 2.2.1. Indicators are numbered according to their dimension and level, e.g., R.C.1 indicates a result indicator at the community level. Exhibit 6 is a snapshot summary table of the 33 indicators. Each individual indicator is accompanied by an indicator reference sheet[17], linked within the table to its corresponding sheet in Appendix A.

Each indicator reference sheet includes detailed information for any entity engaged in collecting the data and reporting on a specific indicator, including the precise indicator definition and computation, the unit of measure, the required disaggregation, recommended sources of data, frequency for reporting, recommended responsible entities, known limitations for the indicator,

[16] USAID, MEASURE Evaluation project: Data Quality. https://www.measureevaluation.org/our-work/data-quality.html
[17] Indicator reference sheets contain the same information as indicator "metadata," often used by United Nations stakeholders and other similar international indicator progress reporting systems.

and recommended complementary data or information to include alongside the indicator to help increase its understanding. Where there are known data limitations, reference sheets provide suggested actions around data or data practices currently used to collect and report on similar indicators. Indicator reference sheets are a best practice tool that ensure engaged stakeholders collect high quality data.[18]

[18] USAID (2016). "Performance Indicator Reference Sheet (PIRS) Guidance & Template A Mandatory Reference for ADS Chapter 201." https://www.usaid.gov/sites/default/files/2022-12/201maf.pdf

Exhibit 6. Priority Indicators for Monitoring Progress Toward Eliminating CL/FL in Cocoa Communities

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
Results						
R.C.1: Number of children aged 5–17 years engaged in child labor in cocoa production	Community	Impact	Number of children 5–17 years old involved in child labor in cocoa production within the past week and the past year of the survey	Sex, age (children 5–11, 12–14, 15–17), type of work (light work/hazardous work/worst types of child labor), geographic area	Survey	Every 3-5 years
R.C.2: Number of children aged 5–17 years withdrawn from child labor in cocoa production	Community	Impact	Number of identified children withdrawn from child labor in cocoa production and placed in formal, nonformal education (including technical and vocational education and skills training [TVEST]) or, for older ones, if in decent work conditions.	Sex, age (children 5–11, 12–14, 15–17), type of withdrawal (e.g., withdrawn for formal education, nonformal education, TVEST, or decent work), geographic area	Child Labor Monitoring and Remediation Systems (CLMRS)	Annual
R.C.3: Average child working hours in cocoa production	Community	Impact	Among children identified to be engaged in child and/or forced labor in cocoa production, the mean and/or median number of hours they have worked over the course of 1 week, as reported by the children themselves	Sex, age (children 5–11, 12–14, 15–17), geographic area	CLMRS	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
Legal and policy frameworks, data, and governance						
GOV.A.1: Number of functioning multistakeholder collaboration mechanisms to address child labor and forced labor in cocoa production.	Across	Output	The number of functioning private–public partnerships, cross-sector, and/or multilevel coordination mechanisms in existence and meeting regularly to address CL/FL in cocoa production.	Type of coordination (private–public partnerships, cross-sector, multilevel), level of function (established by not functioning, functioning ad hoc, functioning routinely)	Administrative data	Quarterly
GOV.C.1: Compliance with African Regional Standardisation Organization (ARSO) 1000-1:2021: Requirements for cocoa farmers as an entity, group of cocoa farmers, cooperative of cocoa farmers—management systems and performance	Community	Outcome	This African standard specifies the requirements for cocoa farmers as an Entity/Farmer Group/ Farmer Cooperative also called Recognized Entity to comply with management systems and for performance relating to structuring their management to enhance performance and meet the economic, social, and environmental pillars for sustainable cocoa bean production.	Geographic area	Third party verification	2-3 years

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
GOV.D.1: Number of child labor and forced labor monitoring visits conducted in cocoa producing districts	District	Output	The number of visits made by social workers, community development workers, agricultural extension officers, and others to monitor CL/FL, including adherence to relevant laws and policies.	Type of visit (CL/FL instance, adherence to policies), type of monitoring agent, age of child visited, sex of child visited, sex of officer, geographic area, type of labor (child, forced), month (seasonality), location of visit (home, farm, supply chain actor, community group, etc.)	CLMRS, administrative data	Quarterly
GOV.D.2: Percent of cases of persons involved in trafficking of children/adults in forced labor in cocoa prosecuted	District	Outcome	The effectiveness of the legal system by tracking the percent of reported trafficking of children and/or adults in forced labor that were prosecuted by law, during a specific time period (e.g., the past 12 months)	Geographic area, sex, and age of person involved in trafficking	Review of police and court records	Annual
GOV.N.1: Percent of government structures with policies reflecting international laws on child labor and forced labor	National	Output	The percent of government structures (national, district, local government agencies across sectors) with policies that are adopted (e.g., not in draft form) that reflect international laws around child and/or forced labor	Sector (education, health, agriculture, etc.); level (national, district, local); type of labor (child, forced)	Document review	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
GOV.N.2: Number of actions implemented by government structures to enact child labor and forced labor provisions and protections within policies	National	Output	The cumulative number of actions (programs, measures, initiatives, institutional arrangements, reforms, legal acts, systems, etc.) implemented by government structures (national, district, local agencies) to enact CL/FL provisions and protections within policies that reflect international laws on/or child and forced labor	Sector (education, health, agriculture, etc.); level (national, district, local); policy	Stakeholder interviews	Annual
GOV.N.3: Number of agreements between national governments in West Africa around child labor and forced labor issues	National	Output	The number of bilateral and multilateral agreements between countries in West Africa with provisions or focus on child and/or forced labor issues, including trade agreements, cooperation agreements, declarations, and others that reflect cross-border cooperation or actions around child and/or forced labor.	Type of labor (child, forced), agreement type (bilateral/ multilateral), countries implicated, and agreement focus (cocoa-specific/general)	Document review	Annual
Advocacy, awareness and behavior change communications						
AA.C.1: Percent of community members who know what to do in case of identification of child labor and forced labor	Community	Output	The percent of community survey participants who can identify two or more referral agents (individuals or committees) to report possible instances of child and/or forced labor	Age, sex, geographic area, type of labor (child, forced)	Survey	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
AA.D.1: Number of awareness- and advocacy-raising initiatives to address child labor and forced labor in cocoa production	District	Output	The cumulative efforts to improve awareness of child and/or forced labor. Topics may include child's rights, child labor and safeguarding, interview and awareness-raising techniques, use of IT monitoring tools, and the structure and functioning of the supply chain.	Implementer (international nongovernmental organization (NGO), private sector, local government, local civil society), geographical area, type of labor (child, forced)	Administrative data	Quarterly
AA.N.1: Percent of government staff with increased knowledge to address child labor and forced labor of all locally identified types	National	Output	The percent of staff surveyed who can correctly identify cases of CL/FL and the laws and policies that correspond to the monitoring of child and forced labor	Age, sex, geographic area, level of government (national, district, local), type of labor (child, forced)	Survey, project data	Annual
Child and forced labor monitoring, remediation, traceability, and certification systems						
CLMRS.A.1: Extent to which data from CLMRS originating from cocoa producing communities are integrated into national database(s)	Across	Process	The completeness of the data is assessed by measuring whether all the entities that are supposed to report actually do so.	Geographic area	CLMRS, national data system review	Annual
CLMRS.C.1: Percent of children in cocoa-producing communities who have received follow-up visits after identification	Community	Outcome	Measures the functionality and response rate of CLMRS as well as the number of children reached by services within a specific reporting period (past 3 months).	Age, sex, geographic location, type of follow-up visit (home, farm), number of visits, type of labor (child, forced)	CLMRS	Quarterly

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
CLMRS.C.2: Number of households in cocoa-producing communities covered by CLMRS or similar system(s)	Community	Output	Measures the number of households covered by CLMRS or similar systems.	Geographic area	CLMRS	Quarterly
CLMRS.D.1: Extent to which local governments are included in externally financed initiatives for child labor and forced labor prevention, monitoring, and follow-up in cocoa-producing communities	District	Process	Percent of projects or initiatives that explicitly involve local governments in their design, implementation, and monitoring activities. This may be attendance and participation in design workshops, presence during monitoring and follow-up visits.. Measures the level of involvement and engagement of local government staff in initiatives and programs funded by external sources, such as international organizations, NGOs, or private sector entities, aimed at preventing, monitoring, and addressing child labor and forced labor.	Funder, geographic area, type of labor (child, forced)	Survey, document review, stakeholder interviews, field observations	Quarterly
CLMRS.N.1: Extent to which CLMRS has been integrated into national plans and strategies	National	Output	Measures prioritization at the national level of CLMRS by quantifying the percent of national plans and strategies that explicitly mention CLMRS or incorporate CLMRS-related objectives or activities.	Level of integration	Document review	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
Child protection						
CP.C.1: Percent of cocoa-producing communities with functioning child labor or child protection committees	Community	Output	Measures the coverage of child protection committees (CPCs) and their functionality. CPCs are systems implemented at the village level that aim to raise awareness of child labor in the communities where cocoa farmers are located. If there is no child protection committee, but there is a child labor committee it may be counted.	Geographic area	Surveys, interviews, direct observation, or collaboration with relevant stakeholders	Annual
CP.C.2: Number of individuals reached by social work/social services in response to child labor and forced labor	Community	Output	Measures the number of individuals who have been reached and provided with social work or social services as part of interventions aimed at addressing child and/or forced labor. It reflects the efforts to identify and support individuals affected by these forms of labor exploitation through targeted social work and service provision.	Sex, age, type of labor (child, forced), who conducted the visit, geographic area	CLMRS, case management records, documentation	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
CP.D.1: Number of child labor and forced labor-trained service providers per 1,000 persons in cocoa-producing communities	District	Output	Measures the coverage of service providers by population. Service providers include social and community development workers, child protection officers, labor inspectors and officers, and agricultural extension workers.	Sex, type of labor (child, forced)	District reporting, documentation	Annual
CP.N.1: Extent to which child protection systems are being implemented across cocoa-producing communities	National	Process	Measures the degree to which child protection systems, including policies, programs, and interventions, are being implemented in cocoa-producing communities to prevent and address child labor, exploitation, and other forms of abuse. It provides an assessment of the level of commitment and effectiveness in protecting the rights and well-being of children in these regions.	Geographic area	Surveys, interviews, document reviews, and direct observations, mapping, monitoring reports	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
General education/ vocational skills						
EDU.C.1: Net primary, secondary school, and TVEST enrollment rate in cocoa-producing communities	Community	Outcome	Net enrollment rate measures the number of students of official school age enrolled in primary/secondary/TVEST education by the population of the age group. This indicator is a vital proxy to understand child labor drivers and risk.	Sex, age (children 5–11, 12–14, 15–17), type of enrollment (e.g., primary, secondary, or TVEST), geographic area	Ministry of Education database	Annual
EDU.C.2: Percent of students in cocoa-producing communities who enrolled but did not complete grade/level in a given school year	Community	Outcome	This indicator measures the dropout rate in a given school year. Because children are engaged in child and/or forced labor, they will be at risk of dropping out of school.	Sex, age (children 5–11, 12–14, 15–17), type of enrollment (e.g., primary, secondary, or TVEST), geographic area	Ministry of Education database	Annual
EDU.D.1: Percent of schools in cocoa-producing communities with school feeding programs	District	Output	Measures the extent of support to help children in the community go to school. School feeding programs can be funded by different sources (i.e., government, external donors, private sector, farmer-based organizations [FBOs], or community).	Geographic area, school level (primary, secondary), funding source	Survey, Ministry of Education database, administrative data	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
Economic empowerment and social protection						
EE.C.1: Percent of households in cocoa-producing communities covered by income-generating activities/livelihood activities	Community	Output	Measures the coverage of income-generating/livelihood activities, including (FBOs), voluntary savings and loan associations, income-generating activities, youth employability, and income diversification with other local value chains.	Geographic area, sex/age of head of household, type of activity	Administrative data	Quarterly
EE.C.2: Percent of households in cocoa-producing communities with a living income	Community	Outcome	Measures the percent of households that have a living income. This is a proxy for the risk of entering child and/or forced labor as well as the outcome of prevention programs.	Geographic area, household size	Survey	Annual
EE.C.3: Percent of 16- to 17-year-olds in cocoa-producing communities working in decent jobs	Community	Outcome	Measures the percent of older children who are not in education but who are working in decent jobs. This is a proxy measure of reduced risk for child and/or forced labor as well as the potential outcomes of withdrawal form child and/or forced labor.	Sex, geographic area	Survey	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
EE.D.1: Extent to which farmer-based cooperatives that include cocoa production are fully functioning	Community	Process	Measures farmer-based cooperatives in cocoa-producing areas' strengthened management, ability to express their views and have them heard across human rights issues, capacity to contribute to CLMRS and eliminate forced labor from their communities.	Geographic area	Interviews, surveys, document reviews, audits	Annual
EE.N.1: Number of cocoa farmers participating in social protection programs	Community	Output	Measures the coverage of social protection programs among farmers. This is a proxy for risk of child and/or forced labor, in that social protection programs may relieve the need for child and/or forced labor.	Sex, age, geographic area	Administrative data	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
Improved technologies, occupational safety, and health						
OSH.C.1 Percent of cocoa farmers using modern agricultural technologies	Community	Outcome	Count of cocoa farmers benefiting from modern agricultural technology (drip irrigation, greenhouse farming, access to improved seeds, trainings on good agronomics practices, postharvest losses, application of science) expressed as a percent of total number of farmers. This is a proxy for risk of child and/or forced labor in that modern technologies may relieve the need for child and/or forced labor.	Geographic area, type of practice	Farm surveys, remote sensing, Geographic information systems, models, household surveys, administrative data or environmental monitoring systems	Annual
OSH.C.2 Rate of occupational safety and health incidents in cocoa production	Community	Outcome	An OSH incident is defined as any personal injury, disease, or death resulting from an occupational accident or exposure. This can be indicative of the risk of the most hazardous forms of child and/or forced labor.	Sex, age, geographic area, fatal/nonfatal injuries	Administrative records (organizational records, labor inspection records, records kept by the labor ministry or the institutions), establishment surveys and/or household surveys	Annual

Indicator	Level	Type	Description	Disaggregation(s)	Source	Frequency
Health and other services						
H.C.1: Number of health facilities per 10,000 population in cocoa-producing areas	Community	Process	This standardized indicator measures levels of access to health services by the designated populations. This is a proxy for understanding risk, in that health care access and associated costs are known to be a driver of poverty, which leads to child and/or forced labor. It also can be used to understand access in the event of injury/illness due to child and/or forced labor.	Type of facility, districts, urban/rural location, and, where data are available, by area income median or quintiles and other relevant demographic and socioeconomic factors	District and national databases; facility censuses, maps and/or computerized mapping systems	Annual

5. Conclusions

A repository of progress indicators on the reduction of CL/FL in cocoa production that can be used in different ways in accordance with data needs has been developed. Identifying key progress indicators on CL/FL in cocoa production in Côte d'Ivoire and Ghana has been a complex process. There are many stakeholders—foremost, the governments of Côte d'Ivoire and Ghana, but also the private sector, various development partners, and CSOs.

CL/FL in cocoa production occurs most commonly—by far—at the community level, mostly in small-holder farms. Children who labor in cocoa production work primarily on their own family farms. Forced laborers are usually domestic and cross-border migrant workers, although some may also work in their communities of origin. Cross-border migrant workers are inclusive of those who are trafficked.[19]

Achieving agreement on the most appropriate progress indicators has proven to be difficult because of the wide range of stakeholders' points of view. However, analyses of the continuing challenges and existing initiatives to address CL/FL indicate that multistakeholder approaches are essential and should continue. Ample diversity in the most effective and efficient types of progress indicators in the repository is clearly needed.

This study confirmed that using a systems approach[20] based on a network of stakeholders who implement an array of complementary methods is essential for progress to occur. Accurate monitoring and analysis of progress within the socioeconomic-environmental contextual situation is needed to better inform future efforts to address CL/FL.

Measuring progress thus requires considering the context, a wide range of initiatives, planners, implementers, and community members to determine factors—or the combination of factors—that lead to improvements in the levels of CL/FL. No single indicator or even small group of indicators can provide the necessary information.

[19] A 'migrant worker' is a person who either migrates within their country of origin (internal migration) or outside it (crossing an international border) to pursue employment. Responsible Business Alliance (2021), RBA Trafficked and Forced Labor – "Definition of Fees" January 2021. (Accessed August 23, 2023) https://www.responsiblebusiness.org/media/docs/RBADefinitionofFeesJan2021.pdf.

[20] The systems approach focuses on identifying interrelationships, dependencies, and feedback loops to analyze dynamics, identify patterns, and make informed planning decisions. This approach acknowledges that changes in one part of the system can have ripple effects on other parts. Furthermore, the system as a whole is more than the sum of its individual components. It provides a holistic perspective to problem solving and decision making.

Based on past research, document review, interviews with key stakeholders, workshops in Côte d'Ivoire and Ghana, an online survey, and the identification and application of selection criteria, several types of indicators were identified. These include impact, outcome, output, and process indicators. The process indicators help identify which processes provide a higher level of results.

Some overall indicators are particularly focused on tracking impact progress to reducing overall prevalence. Others support the identification of more granular changes that can contribute to reductions in the overall prevalence of CL/FL.

For prevalence progress indicators as well as some of the proxy indicators of progress to become a reality, additional investment will be required to work with national statistical offices and ministries to include relevant survey questions in their data collection process. Some data, such as on education, are already collected regularly and need to be linked to CL/FL databases. In other cases, baselines for such things as the prevalence of forced labor are needed. To determine who is doing what to address CL/FL and better track progress, it is necessary to engage in a landscape mapping exercise that clearly identifies these elements.

Our study found that there is a consensus among key planning and implementing stakeholders that there needs to be a continued emphasis on tracking reductions in the prevalence of CL/FL. The study also determined that focusing on prevalence alone without considering a deep analysis of the factors that contribute to progress limits understanding of the results identified. Reports on prevalence need to provide explanations for both positive and less positive results, such as consideration of the challenges, remaining gaps, and reasons for any positive results across different settings. As part of Task 5.1.5, a deeper analysis and update of the latest information, gaps, successes, and remaining challenges was being conducted in 2023.

Appendix A. Indicator Reference Sheets

R.C.1: Number of children aged 5–17 years engaged in child labor in cocoa production	
Program Area:	Results
Level:	Community
DESCRIPTION	
Precise Definition(s):	Number of children 5–17 years old involved in child labor in cocoa production within the past week and the past year of the survey. The term "child labor" is often defined as work that is mentally, physically, socially, and/or morally dangerous and harmful to children and that interferes with their education by depriving them of the possibility of going to school, and results in high levels of absenteeism affecting their ability to learn, which forces them to leave school prematurely or forces them to combine schooling with excessively long and arduous working hours. A child is involved in child labor under the following conditions: (a) children 5–11 years old who, during the reference week or year, did at least 1 hour of economic activity and/or more than 21 hours of unpaid household services; (b) children 12–14 years old who, during the reference week or year, did at least 14 hours of economic activity and/or more than 21 hours of unpaid household services; and (c) children 15–17 years old who, during the reference week or year, did at least 43 hours of economic activity. The concept of child labor also includes the worst forms of child labor other than hazardous (18th International Conference of Labour Statisticians (ICLS) paragraphs 33 to 34) as well as hazardous work (18th ICLS paragraphs 21 to 32). The worst forms of child labor include all forms of slavery or similar practices such as trafficking and the recruitment and use of child soldiers, the use or procurement of children for prostitution or other illicit activities, and other work that is likely to harm children's health, safety, or well-being. Where possible, this indicator can also be reported as proportion, whereby the proportion of children in child labor is calculated as the number of children in child labor divided by the total number of children in the population. To account for seasonality of child labor in the cocoa sector, it is recommended that data collection for this indicator coincide with cocoa production's harvest period, known to engage child laborers. There are two recall periods for this indicator based on current data collection practice in the field (1 week of survey and 1 year of survey). It is recommended that both recall periods be used, when possible, in survey data collection. When reporting this indicator, it is important to report both figures separately with a note on the

R.C.1: Number of children aged 5–17 years engaged in child labor in cocoa production	
	recall period used (1 week vs. 1 year) to support accurate reporting and aggregating of disparate data sources. If only one recall period is used, it is important to indicate the recall period when reporting this indicator. https://unstats.un.org/wiki/display/SDGeHandbook/Indicator+8.7.1 https://unstats.un.org/sdgs/metadata/files/Metadata-08-07-01.pdf
Unit of Measure:	Number
Type:	Impact
Disaggregated by:	Reference period (1 week of survey vs. 1 year of survey) Sex, age (children 5–11, 12–14, 15–17), and type (light work/hazardous work/worst types of child labor) For reporting at the national level, it is recommended to disaggregate this indicator by area of residence, other relevant geographic and sex disaggregation, school attendance, measures of household income, industry, and hours of work.
DATA COLLECTION AND REPORTING	
Data Source:	Household surveys such as National Labor Force Surveys, National Multipurpose Household Surveys, UNICEF-supported Multiple Indicator Cluster Surveys (MICS), Demographic and Health Surveys (DHS), ILO-supported Statistical Information and Monitoring Programme on Child Labour (SIMPOC), and World Bank Living Standard Measurement surveys (LSMS) are among the most important instruments for generating information on child labor in developing countries. Estimates of child labor generated by these survey instruments are increasingly relied on by countries to monitor progress towards national and global child labor elimination targets. Many countries also produce national labor estimates and reports that often include data on child labor and/or employment among children. In addition, where data are not available special studies on child labor and forced labor prevalence may also be conducted.
Reporting Frequency:	Every 3-5 years
Individual(s) Responsible:	National Statistical Offices (NSOs) and ministries/other government agencies, international agencies
Complementary Data for Reporting *(Optional)*:	This is an impact indicator and should be reported alongside one or more progress indicators listed below, because it is likely this indicator will be slower to see change.
Known Data Limitations:	Although the concept of child labor includes working in activities that are hazardous, to ensure comparability of estimates over time and to minimize data quality issues, work beyond age-specific hourly thresholds is used as a proxy for hazardous work. Further methodological work is needed to validate questions specifically aimed at identifying children in hazardous working conditions. Similarly, while the worst forms of child labor other than hazardous also form part of the concept of child labor more

R.C.1: Number of children aged 5–17 years engaged in child labor in cocoa production	
	broadly, data on the worst forms of child labor are not currently captured in regular household surveys, given difficulties with accurately and reliably measuring it. Child labor estimates based on the statistical standards set out in the ICLS resolution represent useful benchmarks for international comparative purposes but are not necessarily consistent with estimates based on national child labor legislation. ILO Convention No. 138 on minimum age contains several flexibility clauses left to the discretion of the competent national authority in consultation (where relevant) with workers' and employers' organizations (e.g., minimum ages, scope of application). This means that there is no single legal definition of child labor across countries, and thus, no single statistical measure of child labor consistent with national legislation across countries. International Labour Organization (ILO) convention 182 on Worst Forms of Child Labor includes unconditional worst forms of child labor that any country ratifying the convention agrees to, as well as others that each country defines. Child labor in cocoa production is considered a worst form of child labor in both countries (according to U.S. Department of Labor [USDOL] Bureau of International Labor Affairs [ILAB] Findings on Child Labor 2021 reports). Data should be compiled and assessed from national sources that place strong emphasis on technical rigor, country ownership, and use of official data and statistics. The consultation process should solicit feedback directly from NSOs, as well as other government agencies responsible for official statistics, on the compilation of the indicators, including the data sources used and the application of internationally agreed-upon definitions, classification, and methodologies for the data from that source.

R.C.2: Number of children aged 5–17 years withdrawn from child labor in cocoa production	
Program Area:	Results
Level:	Community
DESCRIPTION	
Precise Definition(s):	Number of identified children withdrawn from child labor in cocoa production and placed in formal, nonformal education (including technical and vocational education and skills training [TVEST]) or, for older ones, in decent work conditions. Withdrawn: following initiatives undertaken to ensure a child or adult is withdrawn from CL/FL if no longer reported as engaging in hazardous child labor for at least two consecutive follow-up visits, with a minimum three-month interval between the visits.[21] Decent work should meet at least the following conditions: • Provides a fair income

[21] ICI (2021), Effectiveness Review of Child Labour Monitoring and Remediation Systems in the West African Cocoa Sector. Geneva: ICI.

R.C.2: Number of children aged 5–17 years withdrawn from child labor in cocoa production	
	• Applies national labor laws, including on working hours and other labor conditions • Is free from discrimination • No child or forced labor • Allows for freedom of association (membership in workers' organizations), right to collective bargaining[22] • Work is safe, healthy, and free of harassment https://unstats.un.org/wiki/display/SDGeHandbook/Indicator+8.7.1 https://unstats.un.org/sdgs/metadata/files/Metadata-08-07-01.pdf
Unit of Measure:	Number
Type:	Impact
Disaggregated by:	Sex, age (children 5–11, 12–14, 15–17), type of withdrawal (e.g., withdrawn for formal education, nonformal education, TVEST, or decent work) For reporting at the national level, it is recommended to disaggregate this indicator by area of residence, other relevant geographic disaggregation.
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	National databases: Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire (SOSTECI), Comité National de lutte contre la traite des personnes (CNLTP),Ghana National Data Base Other databases : Child Labor Monitoring and Remediation System (CLMRS) or similar databases used by foundations, international organizations, civil society, and other implementers of initiatives to reduce child and forced labor.
Reporting Frequency:	Annual
Individual(s) Responsible:	NSOs and ministries/other government agencies, international agencies
Supporting Data for Reporting *(Optional)*:	Can also be presented alongside indicators around school attendance and completion (EDU.C.1, EDU.C.2) and economic empowerment (EE.C.3) to understand the drivers of child labor and mirrored outcomes of being removed from child labor. To better understand how withdrawal of a child impacts other children within the household, this indicator can be reported alongside the number of children with siblings withdrawn from child and/or forced labor who subsequently do not enter child and/or forced labor (prevention).
Known Data Limitations:	If data definitions for measures across time differ, then comparisons on prevalence cannot be justified.

[22] ILO recommendation 204. https://www.ilo.org/global/topics/employment-promotion/informal-economy/lang--en/index.htm. Website accessed 08, 24, 2023

R.C.3: Average child working hours in cocoa production	
Program Area:	Results
Level:	Community
DESCRIPTION	
Precise Definition(s):	Among children identified to be engaged in child and/or forced labor in the cocoa production sector, this indicator examines the mean and/or median number of hours they have worked over the course of 1 week, as reported by the children themselves. This indicator is calculated two ways: • Mean: summating the total number of hours children report working over the course of 1 week, divided by the number of children surveyed. • Median: ordering an ascending or descending list of the number of hours children report working over the course of 1 week and identifying the middle number or the midpoint above and below which half of the observed data falls. The indicator is recommended to be reported both mean and median, to compare and contextualize findings. While the mean is the average number within a dataset, the median will demonstrate and account for any significant outliers in the sequence which might lead to skewing of the mean. The indicator should clearly report whether it is a mean or median and median and explain significant variation in the two figures. Because working hours depend on the season, it is recommended this be collected over multiple time points, analyzed, and presented longitudinally.
Unit of Measure:	Hours
Type:	Impact
Disaggregated by:	Sex, age (children 5–11, 12–14, 15–17), month/season For reporting at the national level, it is recommended to disaggregate this indicator by area of residence, other relevant geographic disaggregation.
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Monitoring information system (e.g., CLMRS), survey
Reporting Frequency:	Annual
Individual(s) Responsible:	NSOs and ministries/other government agencies, international agencies including the ILO, other project implementing entities
Supporting Data for Reporting *(Optional)*:	It is recommended that both the mean and median calculation be presented for this indicator, along with explanations around significant variations in the figures (i.e., discuss dataset outliers, if applicable). This should be reported alongside overall prevalence (R.C.1) to better understand the extent and severity of child labor. This can also be triangulated with programming data to better understand how remediation efforts are effective at reducing the

R.C.3: Average child working hours in cocoa production	
	number of hours children work if engaged in child labor as a measure of progress toward elimination. Additionally, if there are data regarding total hours worked for children (across different sectors), it would be helpful to triangulate them to better understand whether children or forced laborers are leaving cocoa for another industry.
Known Data Limitations:	CLMRS data may be collected and reported differently by projects, resulting in different estimates rather than actual variation in hours worked. Independent surveys with standard methodologies may improve estimates. To be counted as CLMRS, the initiative should include (1) awareness raising; (2) identification of cases and verification, including grievance mechanisms (reporting); (3) capacity strengthening of stakeholders; (3) remediation and support; and (4) monitoring, including follow-up visits to cases identified. Even though this information is generally collected from all children between age 5 and 17, it is generally difficult for children to provide reliable estimates of the time they have spent doing a certain activity during a given reference period, and even more so for younger children.

GOV.A.1: Number of functioning multistakeholder collaboration mechanisms to address child labor and forced labor in cocoa production	
Program Area:	Legal and policy frameworks, data, and governance
Level:	Across
DESCRIPTION	
Precise Definition(s):	Measures the number of functioning private–public partnerships, cross-sector, and/or multilevel coordination mechanisms in existence. Collaboration mechanisms: stakeholder groups convened to address child and/or forced labor, such as working groups, committees, planning groups in cocoa production. Stakeholder: May include government ministries, unions, industry association, community groups, NGOs, international donors, advocates. Functioning is defined as regularly meeting to review current data/status of child and/or forced labor and execute an agreed-upon course of action as evidenced by meeting reports and/or memoranda of understanding (MOUs).
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Type of coordination (private–public partnerships, cross-sector, multilevel), Level of function (established by not functioning, functioning ad hoc, functioning routinely)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Administrative records, document review, survey
Reporting Frequency:	Quarterly
Individual(s) Responsible:	Projects, ministries/other government agencies, international agencies
Supporting Data for Reporting *(Optional)*:	It is important to also collect and report the level of participation (number of meetings, reports) and representativeness of members. Additionally, resources and capacity indicators may help with understanding the enabling environment of these mechanisms.
Known Data Limitations:	This indicator only measures whether multistakeholder collaboration mechanisms exist and meet. It does not indicate the level of resources available, capacity to act on issues, nor the effectiveness of doing so. *It should be reported alongside other relevant indicators.*

GOV.C.1: Compliance with African Regional Standardization Organization (ARSO) 1000-1:2021: Requirements for cocoa farmers as an entity, group of cocoa farmers, cooperative of cocoa farmers—management systems and performance	
Program Area:	Legal and policy frameworks, data, and governance
Level:	Community
DESCRIPTION	
Precise Definition(s):	The purpose of this African standard is to promote and maintain a framework for the production of sustainable cocoa beans based on the principle of continuous improvement. This standard specifies the requirements for cocoa farmer as an Entity/Farmer Group/Farmer Cooperative, also called Recognized Entity, to comply with management systems and for performance relating to structuring their management to enhance performance and meet the economic, social, and environmental pillars for sustainable cocoa bean production. The Recognized Entity shall be certified by a third party approved by the Regulator/Legal Entity to demonstrate compliance to these two Standards. In cases where nonconformities have been identified during the initial certification audit, certification renewal or surveillance audit, both the Certification Body and the client shall agree on a timeframe, in which the corrections and corrective actions shall be undertaken, with a maximum of three (3) months for initial or renewal audit or six (6) months for surveillance audit from the date of the audit report. Unless the certificate is suspended or withdrawn, the client and its cocoa is considered certified during this timeframe, provided it is not an initial certification audit. The Certification Body shall issue a decision to a Farmer as an Entity/Farmer Group/Cooperative not more than twenty-eight (28) days after the official written notification of corrections and corrective actions of any non-conformities. https://www.arso-oran.org/wp-content/uploads/2021/07/Catalogue-of-African-Regional-Standards-ARS-June-2021_TC.pdf
Unit of Measure:	Level
Type:	Outcome
Disaggregated by:	Geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Third party verification
Reporting Frequency:	2-3 years
Individual(s) Responsible:	The Recognized Entity (The Ghana Standards Authority, Cote d'Ivoire Standardization Association) shall be certified by a third party approved by the Regulator/Legal Entity to demonstrate compliance to this standard.
Supporting Data for Reporting *(Optional)*:	

GOV.C.1: Compliance with African Regional Standardization Organization (ARSO) 1000-1:2021: Requirements for cocoa farmers as an entity, group of cocoa farmers, cooperative of cocoa farmers—management systems and performance	
Known Data Limitations:	This is an African-based and adopted standard that spells out the requirements for cooperatives and other farmer-based organizations. However, this can be difficult to measure unless it is verified regularly. The ARSO is in its early stages of implementation and may evolve.

GOV.D.1: Number of child labor and forced labor monitoring visits conducted in cocoa producing districts	
Program Area:	Legal and policy frameworks, data, and governance
Level:	District
DESCRIPTION	
Precise Definition(s):	This indicator measures number of visits made to 1) monitor reported instances of child and/or forced labor and 2) verify compliance with relevant policies around child and/or forced labor on a quarterly basis. This indicator encompasses two kinds of "visits" to be tracked: • A follow-up visit to the household of an identified child by a recognized person who is responsible for following up. This can be a project/NGO staff member or a civil servant like a child protection officer, social worker, agriculture extension officer, etc. • A visit to a farm, region, producer, community group, supply chain actor, or other with the explicit purpose of monitoring or verifying compliance with relevant policies that refer to child and/or forced labor. This can be a project/NGO staff member or a civil servant like a social worker, labor inspector, agriculture extension officer, or others as relevant to the administrative body responsible for the policy.
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Type of visit (CL/FL instance, adherence to policies), type of monitoring agent, age of child visited, sex of child visited, sex of officer, geographic area, type of labor (child, forced), month (seasonality), location of visit (home, farm, supply chain actor, community group, etc.)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Monitoring information system (e.g., CLMRS), administrative data
Reporting Frequency:	Quarterly
Individual(s) Responsible:	Projects, government service providers' offices (child protection, social workers, community development workers as applicable)

GOV.D.1: Number of child labor and forced labor monitoring visits conducted in cocoa producing districts	
Supporting Data for Reporting *(Optional)*:	These data should be disaggregated by demographic information on both the child and/or forced laborer as well as the individual conducting the monitoring visits. Data have shown that boys are more likely to be involved in child labor and female officers may have better rates of identifying cases; however, this should be monitored as contexts change. These data are particularly relevant when accompanied by data on capacity-strengthening and awareness-raising initiatives. This indicator should also be accompanied by qualitative data on the effectiveness of these visits. This indicator should be reported alongside the indicator GOV.N.1 to contextualize the policies for which adherence is being monitored through the visits.
Known Data Limitations:	Be careful to avoid double counting, because the same visit could be registered and reported by different actors.

GOV.D.2: Percent of cases of persons involved in trafficking of children/adults in forced labor in cocoa prosecuted	
Program Area:	Legal and policy frameworks, data, and governance
Level:	District
DESCRIPTION	
Precise Definition(s):	This indicator measures the effectiveness of the legal system by tracking the percent of reported trafficking of children and/or adults in forced labor that were prosecuted by law during a specific time period (e.g., the past 12 months) *Numerator*: Number of cases of people involved in trafficking of children and/or adults in forced labor that were prosecuted during the specified time period *Denominator:* Total number of cases of people involved in trafficking of children and/or adults in forced labor reported to police during the same time period
Unit of Measure:	Percent
Type:	Outcome
Disaggregated by:	Geographic area, sex, and age of person involved in trafficking
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Confidential review of both police and court records
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	To understand the legal climate around reporting and prosecution of cases of people involved in trafficking of children and/or adults in forced labor, a qualitative inquiry

GOV.D.2: Percent of cases of persons involved in trafficking of children/adults in forced labor in cocoa prosecuted	
	should also be conducted. Additionally, the number of convictions may also support this indicator, as described below.
Known Data Limitations:	This indicator does not measure how many cases were prosecuted successfully and thus does not fully measure the legal climate surrounding trafficking of children/adults in forced labor. This can, however, be determined if the researchers note and measure the number of convictions that resulted from prosecutions. This indicator is based on records in both police and court systems and the measure will only be as good as the data recorded in these records. In many places, such records are not kept in an orderly fashion and accessing these data may be very difficult.

GOV.N.1: Percent of government structures with policies reflecting international laws on child labor and forced labor	
Program Area:	Legal and policy frameworks, data, and governance
Level:	National
DESCRIPTION	
Precise Definition(s):	Measures the political commitment to addressing child and/or forced labor across intersecting sectors. This indicator measures the percent of government structures (national, district, local) with policies that are adopted (e.g., not in draft form) that reflect international laws around child and/or forced labor. "Government structures" refer to national level structures such as ministries, district level structures such as district assemblies, and local or municipal-level structures. Government structures should only be counted once, at the highest level for which a policy is adopted. For example, if the Ministry of Agriculture adopts a policy that implicates several district-level assemblies or offices to implement the policy, it should only be counted once. If a district-level office adopts a policy independently of the broader structure under which it sits, this structure should be counted. "Adopted policies" may include national, district, or local policies; constitutional provisions; legislation; implementing rules and regulations; executive orders; ministerial-level decrees and other measures of a regulatory nature (including related regulations and enforcement mechanisms); official goals; statements and other formally documented government directives; standards; guidelines; and decrees. *Numerator:* Number of government structures with policies that refer to child and/or forced labor *Denominator:* Total number of government structures reviewed
Unit of Measure:	Percent
Type:	Output

GOV.N.1: Percent of government structures with policies reflecting international laws on child labor and forced labor	
Disaggregated by:	Sector (education, health, agriculture, etc.); level (national, district, local), type of labor (child, forced)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Document review
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	Qualitative data on the extent to which child and/or forced labor is included may also be reported. It is recommended that this indicator be reported along with GOV.N.2. to reflect the policies' implementation and progress.
Known Data Limitations:	This indicator does not measure the implementation or enforcement of these polices.

GOV.N.2. Number of actions implemented by government structures to enact child labor and forced labor provisions and protections within policies	
Program Area:	Legal and policy frameworks, data, and governance
Level:	National
DESCRIPTION	
Precise Definition(s):	The number of new actions implemented by government structures to enact the child and/or forced labor provisions or protections within policies adopted by the government which reflect international law on child and/or forced labor. "Actions" can be any government-led effort, whether at the national, district, or local levels, that help enact part or all of the cited policy. Actions can include new programs or initiatives related to child or forced labor, restructuring or reforming government agencies to better prevent, serve or protect victims of child or forced labor, adopting new interagency coordination systems or protocols around child and/or forced labor, pursuing new legal acts related to child and/or forced labor, initiating regulatory or legal reforms that aim to protect individuals from child and/or forced labor, adopting new measurement and tracking systems or other technology solutions to assess child and/or forced labor, or other publicly-led initiatives that reflect the government's efforts to enact policies. "Government structures" refer to any agency, whether at the national, district, or local levels that are implicated in the policies under review and take the lead on implementing the actions. These can be ministries at the national level or district offices or local agencies. Actions implemented under the auspices of the national-level ministry within a number of affiliated local offices should only be counted once.

GOV.N.2. Number of actions implemented by government structures to enact child labor and forced labor provisions and protections within policies	
	This indicator is cumulative, meaning that only "new" actions should be counted during the period under review. The recommended frequency of this data collection is annual, meaning that the period under review for collection should be 12 months since the last review. New actions are those that have begun to be implemented during the period under review. Actions written in policies that have only agreement to be implemented should *not* be counted. Actions that began to be implemented in the previous period but continue into the period under review should *not* be counted. This indicator should reflect only those actions under the policies identified in indicator GOV.N.1.
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Sector (education, health, agriculture, etc.); level (national, district, local); policy under which the action(s) are being implemented.
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Stakeholder interviews (with government agency representatives within agencies implicated in the policies)
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	This indicator should be reported alongside GOVN.1. to reflect the policies under review and which guide actions. Qualitative data on the implementation progress of the actions should also be presented, to help give a full view of the policy implementation progress.
Known Data Limitations:	This indicator is meant to serve as a proxy to understand the progress of policy implementation, but on its own is insufficient to understand. Supporting qualitative data is recommended to give a full view of progress.

GOV.N.3: Number of agreements between national governments in West Africa around child labor and forced labor issues	
Program Area:	Legal and policy frameworks, data, and governance
Level:	National
DESCRIPTION	
Precise Definition(s):	This indicator recognizes that child and/or forced labor often has cross-border implications and regional or cross-country agreements are necessary to collaborate

GOV.N.3: Number of agreements between national governments in West Africa around child labor and forced labor issues	
	effectively under a common framework and make progress to reducing child and forced labor. The measurement for this indicator is a count of agreements between countries, either bilateral (between two countries) or multilateral (between more than two countries), that have clauses, provisions, or a focus on cross-border actions or cooperation around child and/or forced labor, generally, which would implicitly affect cocoa, as well as around cocoa specifically. "Agreements" include any formal document or decree signed or endorsed by at least two national country governments that outline commitments, actions, or collaboration, that countries will take around child and/or forced labor. Agreements can be focused on topic areas that implicate child and/or forced labor (such as child trafficking), can be on child and/or forced labor generally in any sector, or specific to the cocoa sector. Agreements can include trade agreements, cooperation agreements, partnership agreements, and others that name at least two country governments. Agreements may or may not include private sector cocoa actors as endorsers or signers. Examples of agreements include the 2002 Memorandum of Cooperation between West African cocoa-producing countries, the Chocolate Manufacturers Association, and other cocoa-industry stakeholders and the 2013 Cooperation Agreement to Combat Cross-Border Child Trafficking and the Worst Forms of Child Labour between Ghana and Cote d'Ivoire. While the indicator is an annual indicator, it is possible that no new agreements are passed or issued each year. This indicator should report the number of new agreements each year.
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Type of labor (child, forced), agreement type (bilateral/multilateral), countries implicated, and agreement focus (cocoa-specific/general)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Document review
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	Qualitative data on the extent to which national governments are involved in West African and African regional child and/or forced labor issues should also be presented.
Known Data Limitations:	This indicator does not measure the extent to which the agreements are being implemented or followed, only that they exist and have been endorsed. Additional

GOV.N.3: Number of agreements between national governments in West Africa around child labor and forced labor issues	
	data can be collected to better understand the ways in which the agreements are being operationalized and implemented.

AA.C.1: Percent of community members who know what to do in case of identification of child labor and forced labor	
Program Area:	Awareness, advocacy, and behavior change communication
Level:	Community
DESCRIPTION	
Precise Definition(s):	This indicator measures the percent of community members surveyed who know whom to go to when they have identified a possible case of child and/or forced labor. *Numerator:* Number of community survey participants who can identify two or more referral agents (individuals or committees) to report possible instances of child and/or forced labor. These may include village head/chief; a Community Child Labor Committee, community-based health and social worker. *Denominator:* Total number of community participants who participate in the survey
Unit of Measure:	Percent
Type:	Output
Disaggregated by:	Age, sex, geographic area, type of labor (child, forced)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Survey
Reporting Frequency:	Annual
Individual(s) Responsible:	Projects
Supporting Data for Reporting *(Optional)*:	These data should be presented alongside data regarding efforts to improve awareness (e.g., programmatic data) unless conducted as a formative evaluation. As the indicator measures only knowledge of what to do, it is also appropriate to report alongside qualitative data regarding the ability to act upon that knowledge and instances of doing so.
Known Data Limitations:	This indicator does not measure community members' sense of self-efficacy to react upon identification, only knowledge of what to do.

AA.D.1: Number of awareness- and advocacy-raising initiatives to address child labor and forced labor in cocoa production	
Program Area:	Awareness, advocacy, and behavior change communication

AA.D.1: Number of awareness- and advocacy-raising initiatives to address child labor and forced labor in cocoa production	
Level:	District
DESCRIPTION	
Precise Definition(s):	This indicator counts the collective efforts to improve awareness of child and/or forced labor. Awareness-raising takes place at different levels of intervention, like farmers, local authorities, cooperatives/producer organizations, and/or communities and households. Initiatives may include: • Social media, TV, radio, or other forms of media campaigns that focus on children's rights, workers' rights, child labor and forced labor identification, and safeguarding; • Public awareness events supporting behavior change communications such as community storytelling and theater, focus groups, and World Child Labor Day events; • Education and training programs for workers, employers, and consumers, such as school lectures, workplace trainings; • Grassroot activism and community mobilization events such as rallies, marches, and/or petitions; • Supply chain transparency initiatives; and • Corporate accountability campaigns. Each event or campaign counts as one initiative.
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Implementer (international NGO, private sector, local government, local civil society), geographic area, type of labor (child, forced)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Administrative data from implementers
Reporting Frequency:	Quarterly
Individual(s) Responsible:	Projects
Supporting Data for Reporting *(Optional)*:	This indicator may also be reported alongside the number of households, farmers, or community members reached by awareness- and advocacy-raising initiatives to assess coverage. This indicator, however, should not be reported cumulatively, because it is likely a single individual has been reached by multiple initiatives.
Known Data Limitations:	Implementers normally track these data, but some may be more accurate and share the data more regularly than others. The occurrence of awareness- and advocacy-raising initiatives only measures progress toward improving knowledge of child and/or forced labor issues. *It does not measure the actual increase of knowledge or application of that knowledge.*

AA.N.1: Percent of government staff with increased knowledge to address child labor and forced labor of all locally identified types	
Program Area:	Awareness, advocacy, and behavior change communication
Level:	National
DESCRIPTION	
Precise Definition(s):	Knowledge means correctly identifying cases of child labor and forced labor, the laws and policies that correspond to the monitoring of child and forced labor, and the process to enforce those laws. Government staff include representatives from the agencies who may be responsible for monitoring and/or responding to instances of child and/or forced labor. *Numerator:* The number of staff surveyed with the knowledge to address child and or forced labor *Denominator:* Total number of staff surveyed This can also be collected at the project level through pretest and posttest, and calculated as: *Numerator*: Number of government staff who have demonstrated an increase in understanding of child and forced labor and related laws and policies *Denominator:* Number of trained government staff
Unit of Measure:	Percent
Type:	Output
Disaggregated by:	Age, sex, geographic area, level of government (national, district, local), type of labor (child, forced)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Project data
Reporting Frequency:	Annual
Individual(s) Responsible:	Projects
Supporting Data for Reporting *(Optional)*:	Knowledge is only one facet of an effective governance system. This indicator should be complemented by data on policies, resourcing, and qualitative data on perceptions and attitudes toward child and/or forced labor.
Known Data Limitations:	

CLMRS.A.1: Extent to which data from CLMRS originating from cocoa producing communities are integrated into national database(s)	
Program Area:	Child and forced labor monitoring, remediation, traceability, and certification systems
Level:	Across
DESCRIPTION	
Precise Definition(s):	The completeness of the data is assessed by measuring whether all the entities that are supposed to report actually do so. This applies to all entities (including public sector, private sector, civil society, etc.) that have CLMRS reporting to districts and to district reporting to the national data systems—SOSTECI in Côte d'Ivoire and the National Database in Ghana. This is calculated as: *Numerator:* Number of district monthly reports (previous 1 year) that are received *Denominator:* Number of monthly reports expected (12)
Unit of Measure:	Percent
Type:	Process
Disaggregated by:	Geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Monitoring information system (e.g., CLMRS), national data systems—SOSTECI in Côte d'Ivoire and the National Database in Ghana
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers including Government service providers, private sector funded initiatives, civil society, and any others implementing initiatives to reduce CL/FL
Supporting Data for Reporting *(Optional)*:	Completeness is a single component of integration as well as data quality. This indicator can be reported alongside GOV.A.2 to better understand overall data quality. Although this indicator focuses on CLMRS, it would be important to understand whether the national systems were capturing data from all active systems in-country including where data is integrated in child protection systems data collection. This indicator should also be assessed and reported alongside narrative to produce recommendations, when necessary.
Known Data Limitations:	This indicator focuses on the completeness of data integration from CLMRS to national database(s). It does not report on other aspects of data quality, such as timeliness, accuracy and reliability, or the interoperability of those systems. This indicator also reports only on data from CLMRS, not similar functioning systems or vertical systems that might be created for project purposes.

CLMRS.C.1: Percent of children in cocoa-producing communities who have received follow-up visits after identification	
Program Area:	Child and forced labor monitoring, remediation, traceability, and certification systems
Level:	Community
DESCRIPTION	
Precise Definition(s):	Measures the functionality and response rate of CLMRS as well as the number of children reached by services. Percent of children within a specific reporting period (past 3 months) who received one or more follow-up visits Numerator: Number of children who received one or more follow-up visits after identification Denominator: Total number of children and/or persons in forced labor identified
Unit of Measure:	Percent
Type:	Outcome
Disaggregated by:	Age, sex, geographic location, type of follow-up visit (home, farm), number of visits, type of labor (child, forced)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Monitoring information system (e.g., CLMRS)
Reporting Frequency:	Quarterly
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	Analyze interview responses, case studies, or survey data to gain insights into the content, impact, and perceived effectiveness of follow-up visits. Identify strengths and areas for improvement based on survivor perspectives and service provider experiences. Compare the number of follow-up visits with other indicators related to victim support, such as access to education, health care, or income-generating opportunities. Assess whether increased follow-up visits contribute to improved outcomes in survivor recovery and reintegration.
Known Data Limitations:	The availability and accuracy of data on follow-up visits may vary across organizations and jurisdictions. The number of follow-up visits conducted may be influenced by resource constraints, including funding, personnel, or logistical challenges. Consider the context and available resources when interpreting the data. It is recommended this indicator include forced labor as data are available and the systems are capable. No currently established monitoring system for forced labor in either country to serve as a baseline.

CLMRS.C.2: Number of households in cocoa-producing communities covered by CLMRS or similar system(s)	
Program Area:	Child and forced labor monitoring, remediation, traceability, and certification systems
Level:	Community
DESCRIPTION	
Precise Definition(s):	This indicator measures the number of households that are covered by CLMRS or similar systems. CLMRS or similar systems refer to established mechanisms that are embedded in company supply chains or initiatives of other implementing entities in order to identify, address, and prevent child labor. "Covered" is defined as household in a system that actively raises awareness, identifies kids in child labor, supports them, and follows up on them. When possible, this indicator may be reported as a percent if the total number of households in a community or area is known.
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Monitoring information system (e.g., CLMRS or similar system)
Reporting Frequency:	Quarterly
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	If the total number of households in a community or area is known, this indicator can be presented as a percent to better show coverage of CLMRS or similar system(s). Whereby: *Numerator:* Number of households covered by CLMRS or similar system(s) *Denominator:* Total number of households
Known Data Limitations:	This indicator only measures a simple count of households. The indicator focuses on the coverage of CLMRS or similar systems and does not capture the effectiveness or outcomes of these systems in promoting sustainability or social impact. Data collection may be subject to limitations, such as self-reporting bias or variations in system implementation and the definition of coverage, requiring careful validation and verification. The indicator does not provide information on the specific features or components of CLMRS or similar systems in place, necessitating further analysis for a comprehensive understanding of their scope and functionality. No currently established monitoring system for forced labor in either country to serve as a baseline.

CLMRS.D.1: Extent to which local governments are included in externally financed initiatives for child labor and forced prevention, monitoring, and follow-up in cocoa-producing communities	
Program Area:	Child and forced labor monitoring, remediation, traceability, and certification systems
Level:	District
DESCRIPTION	
Precise Definition(s):	Percent of projects or initiatives that explicitly involve local governments in their design, implementation, and monitoring activities. This may be attendance and participation in design workshops, presence during monitoring and follow-up visits, or sharing in dissemination. This indicator measures the level of involvement and engagement of local government staff in initiatives and programs funded by external sources, such as international organizations, NGOs, or private sector entities, aimed at preventing, monitoring, and addressing child labor and forced labor. It recognizes the crucial role of local authorities in implementing and sustaining effective measures at the community level. In locations where the integrated area-based child labor free zone approach is implemented it may include CL/FL other than only in cocoa. *Numerator:* Number of projects in which government staff have been actively involved in one or more project cycle activities *Denominator:* Total number of projects reviewed
Unit of Measure:	Percent
Type:	Process
Disaggregated by:	Funder, geographic area, type of labor (child, forced)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Survey, document review, stakeholder interviews, field observations
Reporting Frequency:	Quarterly
Individual(s) Responsible:	Local government
Supporting Data for Reporting *(Optional)*:	Should be paired with data on resourcing (e.g., GOV.A.1) as well as qualitative analysis: Analyze interview transcripts, survey responses, and document reviews to gain insights into the quality and depth of local government engagement in externally financed initiatives. Identify challenges, successes, and opportunities for improvement.
Known Data Limitations:	The level of local government involvement may be influenced by political factors, such as decentralization policies, government priorities, or power dynamics. These factors should be considered when interpreting the results. Availability of data and information on local government participation may vary across projects and regions. In some cases, data may need to be obtained through interviews or surveys, which can be time consuming and resource intensive. Assessing the long-term impact of local government involvement may require data collection and analysis beyond the timeframe of the externally financed initiatives, which can present logistical challenges.

CLMRS.N.1: Extent to which CLMRS has been integrated into national plans and strategies	
Program Area:	Child and forced labor monitoring, remediation, traceability, and certification systems
Level:	National
DESCRIPTION	
Precise Definition(s):	Measures the prioritization at the national level of CLMRS by quantifying the percent of national plans and strategies that explicitly mention CLMRS or incorporate CLMRS-related objectives or activities (including the child labor component in child protection systems implementation). *Numerator*: Number of national plans and strategies that explicitly mention CLMRS or incorporate CLMRS-related objectives or activities *Denominator*: Total number of national plans and strategies reviewed
Unit of Measure:	Percent
Type:	Output
Disaggregated by:	Level of integration
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Document review
Reporting Frequency:	Annual
Individual(s) Responsible:	Relevant ministries
Supporting Data for Reporting *(Optional)*:	Analyze document content, interview responses, and case studies to assess the depth of CLMRS integration and the level of commitment demonstrated by policy makers. Identify strengths, gaps, and opportunities for improvement. Explore the relationship between the integration of CLMRS into national plans and strategies and the overall effectiveness of child labor interventions. Examine whether greater integration leads to improved outcomes in terms of child labor reduction and prevention.
Known Data Limitations:	The extent of integration may vary between policy development and actual implementation. Assessing the effectiveness and impact of CLMRS integration may require additional data collection and analysis beyond policy documents. National plans, strategies, and policies can undergo revisions or updates over time. Ensure that the assessment reflects the most recent versions and consider the potential impact of policy changes on CLMRS integration. Availability of relevant documents and data may vary across countries and regions, potentially limiting the comprehensive assessment of CLMRS integration. Supplement data gaps with stakeholder consultations and qualitative methods.

CP.C.1: Percent of cocoa-producing communities with functioning child labor or child protection committees	
Program Area:	Child protection
Level:	Community
DESCRIPTION	
Precise Definition(s):	Measures the coverage of child protection committees (CPCs) or child labor committee if there is no CPC and their functionality. CPCs are systems implemented at the village level that aim at raising awareness around Child Labor in the communities where cocoa farmers are located. Cocoa-producing communities refers to communities where cocoa is grown and/or processed. Child labor and CPCs are community structures that have been assembled to prevent and respond to violence, abuse, neglect, and exploitation of children. These committees can also provide or enable access to vital social services. These committees may be defined as "functioning" if they have established terms of reference and/or working by-laws, meet regularly (and can support with meeting minutes/documentation), and/or actively follow up on cases of child labor. *Numerator*: Number of cocoa-producing communities with functioning child labor and CPCs *Denominator*: Total number of cocoa-producing communities
Unit of Measure:	Percent
Type:	Output
Disaggregated by:	Geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Surveys, interviews, direct observation, or collaboration with relevant stakeholders, including community leaders, cocoa farmer cooperatives, local authorities, NGOs, and industry actors involved in child protection efforts.
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	Qualitative data regarding the level of functionality can support progress toward action and sustainability. Complementary data on specific activities, resources, or the impact of the committees can be triangulated to assess their effectiveness in addressing child labor and promoting child protection.
Known Data Limitations:	The indicator focuses on the existence and functionality of child labor and CPCs and does not provide insights into the effectiveness or outcomes of their interventions. Data collection may be subject to limitations, such as self-reporting bias, variations in committee structures or definitions, or challenges in accessing remote or marginalized cocoa-producing communities.

CP.C.2: Number of individuals reached by social work/social services in response to child labor and forced labor	
Program Area:	Child protection
Level:	Community
DESCRIPTION	
Precise Definition(s):	This indicator measures the number of individuals who have been reached and provided with social work or social services as part of interventions aimed at addressing child and/or forced labor. It reflects the efforts to identify and support individuals affected by these forms of labor exploitation through targeted social work and service provision. This includes registering all cases identified, remediation, provision of resources, and education supplies. By proxy, it indicates the number of children suspected of being engaged in child labor or children and adults suspected of being engaged in forced labor who have been reached one or more times by social work/social services. To calculate, sum up the number of individuals who have been reached and provided with social work or social services in response to child and/or forced labor. This can be obtained by aggregating data from various sources and interventions. The resulting figure represents the total number of individuals reached.
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Sex, age, type of labor (child, forced), who conducted the visit, geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Monitoring information system (e.g., CLMRS), child protection case management records, documentation from social work organizations, NGOs, government agencies, or specialized initiatives combating child and forced labor.
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	
Known Data Limitations:	Children's cases in child protection need to be differentiated by type of situation, noting that children may be in child labor *as well as* neglected, exploited, abused, without birth certificates, etc. Note, however, that conversely a neglected child may not be in child labor, so each case needs to be clearly identified and counted regarding its relevance to child labor. Data collection may be subject to limitations such as incomplete or inconsistent records, variations in the definition of social work or social services, or challenges in identifying and reaching individuals engaged in hidden or informal labor sectors.

CP.D.1: Number of child labor and forced labor–trained service providers per 1,000 people in cocoa-producing communities	
Program Area:	Child protection
Level:	District
DESCRIPTION	
Precise Definition(s):	Measures the coverage of service providers by population. Service providers include social and community development workers, child protection officers, labor inspectors and officers, agricultural extension workers.
Unit of Measure:	Ratio
Type:	Output
Disaggregated by:	Sex, type of labor (child, forced)
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	District/sous préfecture reporting, documentation from social work organizations, NGOs, government agencies, or initiatives to train service providers on child and forced labor
Reporting Frequency:	Annual
Individual(s) Responsible:	Local government and development partners
Supporting Data for Reporting *(Optional)*:	Data on the quality or effectiveness of the training provided to service providers should also be included, where possible. Additionally, these numbers should be triangulated with the prevalence of child labor and number of visits by social workers or social services to better understand how training coverage aligns with anticipated case rates.
Known Data Limitations:	Special care should be taken when making this indicator cumulative, in that service providers may have been trained multiple times by one or more initiatives and therefore double counted, inflating the ratio per 1,000 persons.

CP.N.1: Extent to which child protection systems are being implemented across cocoa-producing communities	
Program Area:	Child protection
Level:	National
DESCRIPTION	
Precise Definition(s):	This indicator measures the degree to which child protection systems, including policies, programs, and interventions, are being implemented in cocoa-producing communities to prevent and address child labor, exploitation, and other forms of abuse. It provides an assessment of the level of commitment and effectiveness in protecting the rights and well-being of children in these regions.

CP.N.1: Extent to which child protection systems are being implemented across cocoa-producing communities	
	The indicator is typically qualitative in nature and does not involve a specific numerical calculation. It requires a comprehensive assessment of the child protection systems in cocoa-producing areas based on: • Information on child protection policies, programs, and interventions in cocoa-producing areas; • Data on the implementation status of specific child protection measures, including policy frameworks, legislation, awareness campaigns, monitoring systems, and access to support services; and • Perspectives and feedback from key stakeholders involved in child protection efforts regarding their experiences and perceptions of child protection systems. These data should be reported as a collective.
Unit of Measure:	Operational case reporting system (including digital or physical records), follow-up carried out. Community visits carried out on at least a quarterly basis.
Type:	Process
Disaggregated by:	Geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Surveys, interviews, document reviews, direct observations, mapping, and monitoring reports.
Reporting Frequency:	Annual
Individual(s) Responsible:	Government staff, UNICEF
Supporting Data for Reporting *(Optional)*:	This should be reported alongside coverage estimates, such as CP.C.2: Number of individuals reached by social work/social services in response to child and/or forced labor.
Known Data Limitations:	This is a flexible indicator; therefore, chosen measures may vary by instance or organization collecting and reporting this indicator. It is therefore not recommended to use this indicator to compare communities, unless similar measures are chosen.

EDU.C.1: Net primary, secondary school, and TVEST enrollment rate in cocoa-producing communities	
Program Area:	General education and vocational skills
Level:	Community
DESCRIPTION	
Precise Definition(s):	Net enrollment in education is a vital proxy to measure and understand child labor drivers and risk among those in cocoa-producing communities.

EDU.C.1: Net primary, secondary school, and TVEST enrollment rate in cocoa-producing communities	
	Net enrollment rate is calculated by dividing the number of students of official school age enrolled in primary/secondary/TVEST education by the population of the age group that officially corresponds to education level, and multiplying by 100[23]
Unit of Measure:	Percent
Type:	Outcome
Disaggregated by:	Sex, age (children 5–11, 12–14, 15–17), type of enrollment (e.g., primary, secondary, or TVEST) For reporting at the national level, it is recommended to disaggregate this indicator by area of residence, other relevant geographic disaggregation.
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Ministry of Education database
Reporting Frequency:	Annual
Individual(s) Responsible:	Ministry of Education
Supporting Data for Reporting *(Optional)*:	Present in tandem, where possible, with attendance and completion (EDU.C.2) data
Known Data Limitations:	Data collection may be subject to reporting errors or inconsistencies, requiring careful validation and verification.

EDU.C.2: Percent of students in cocoa-producing communities who enrolled but did not complete grade/level in a given school year	
Program Area:	General education and vocational skills
Level:	Community
DESCRIPTION	
Precise Definition(s):	This indicator measures the dropout rate in a given school year and is a proxy for risk. As children are engaged in child and/or forced labor, they will be at risk of dropping out of school. *Numerator*: Number of students registered in the previous grade (last year) minus students entering a given grade (do not count repeaters) *Denominator*: Number of all students enrolled in the previous grade
Unit of Measure:	Percent
Type:	Outcome

[23] https://uis.unesco.org/en/glossary-term/total-net-enrolment-rate

EDU.C.2: Percent of students in cocoa-producing communities who enrolled but did not complete grade/level in a given school year	
Disaggregated by:	Sex, age (children 5–11, 12–14, 15–17), type of enrollment (e.g., primary, secondary, or TVEST) For reporting at the national level, it is recommended to disaggregate this indicator by area of residence, other relevant geographic disaggregation.
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Ministry of Education database
Reporting Frequency:	Annual
Individual(s) Responsible:	Ministry of Education
Supporting Data for Reporting *(Optional)*:	Present in tandem, where possible, with attendance and enrollment (EDU.C.1) data
Known Data Limitations:	Data collection may be subject to reporting errors or inconsistencies, requiring careful validation and verification. The indicator does not provide information on the underlying reasons for attrition or dropout, necessitating further qualitative or contextual analysis.

EDU.D.1: Percent of schools in cocoa-producing communities with school feeding programs	
Program Area:	General education and vocational skills
Level:	District
DESCRIPTION	
Precise Definition(s):	This indicator is a proxy to measure the extent of support to help children in the community go to school. School feeding programs can be funded by different sources (i.e., government, external donors, private sector, farmer-based organizations [FBOs], or community). *Numerator:* Number of schools in cocoa producing communities with school feeding programs *Denominator:* Total number of schools in cocoa producing communities
Unit of Measure:	Percent
Type:	Output
Disaggregated by:	Geographic area, school level (primary, secondary), funding source
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Survey, Ministry of Education database, administrative data
Reporting Frequency:	Annual

EDU.D.1: Percent of schools in cocoa-producing communities with school feeding programs	
Individual(s) Responsible:	Ministry of Education, program implementers
Supporting Data for Reporting *(Optional)*:	Qualitative data on the effectiveness and desirability of school feeding programs to keep children in schools should be periodically assessed to understand the continued relevance of this indicator.
Known Data Limitations:	School feeding programs represent one of several remediation interventions. This indicator is a proxy for those and not representative of the full picture. Additionally, school feeding programs only cover the school period and extended holidays may put children at risk for child labor.

EE.C.1: Percent of households in cocoa-producing communities covered by income-generating activities/livelihoods activities	
Program Area:	Economic empowerment and social protection
Level:	Community
DESCRIPTION	
Precise Definition(s):	Measures the coverage of income-generating/livelihood activities, and acts as a proxy measure to the risk of entering child and/or forced labor as well as the outcome of prevention programs. Income-generating and livelihood activities may include FBOs, voluntary savings and loan associations, income-generating activities, youth employability, and income diversification with other local value chains. *Numerator:* Number of households reached by income-generating and/or livelihood activities *Denominator:* Total number of households in cocoa-producing communities
Unit of Measure:	Percent
Type:	Output
Disaggregated by:	Geographic area, sex/age of head of household, type of activity
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Administrative data
Reporting Frequency:	Quarterly
Individual(s) Responsible:	Programs
Supporting Data for Reporting *(Optional)*:	This indicator should be reported alongside data on household income, such as EE.C.2.
Known Data Limitations:	This indicator aims to measure the drivers and supportive remediation of child labor. However, it does not measure the impact of those activities, which take time to manifest in the household and effects on child and/or forced labor.

EE.C.2: Percent of households in cocoa-producing communities with a living income	
Program Area:	Economic empowerment and social protection
Level:	Community
DESCRIPTION	
Precise Definition(s):	Measures the percent of households that have a living income. This is a proxy for the risk of entering child and/or forced labor as well as the outcome of prevention programs. Living income is defined as "The net annual income required for a household in a particular place to afford a decent standard of living for all members of that household. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs, including provision for unexpected events" (Living Income Community of Practice, 2020). 5.81 $ (Purchasing Power Parity - PPP - 2018) for Ghana and 6.32 $ (PPP 2018) for Côte d'Ivoire. *Numerator:* Number of households reporting a living income *Denominator:* Total number of households in cocoa-producing communities
Unit of Measure:	Percent
Type:	Outcome
Disaggregated by:	Geographic area, household size
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Survey
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	When presented with regard to a program, it should be presented alongside EE.C.1.
Known Data Limitations:	Currently these data on households having living income are collected at the individual organization or project level and are not standardized in their data collection and reporting.

EE.C.3: Percent of 16- to 17-year-olds in cocoa-producing communities working in decent jobs	
Program Area:	Economic empowerment and social protection
Level:	Community
DESCRIPTION	
Precise Definition(s):	Measures the percent of older children who are not in education but are working in decent jobs. This is a proxy measure of reduced risk for child and/or forced labor as well as the potential outcomes of withdrawal form child and/or forced labor. "Decent job" is defined as a job paid at least minimum wage, is no more than 40 hours per week, no night work, and no work that is hazardous in any other way. "'Hazardous child labor' is work in dangerous or unhealthy conditions that could result in a child being killed, or injured, or made ill as a consequence of poor safety and health standards and working arrangements. It can result in permanent disability, ill health, and psychological damage." (https://www.ilo.org/ipec/facts/WorstFormsofChildLabour/Hazardouschildlabour/lang--en/index.htm) *Numerator:* Number of 16- to 17-year-olds who report working in decent jobs *Denominator:* Total number of 16- to 17-year-olds surveyed
Unit of Measure:	Percent
Type:	Outcome
Disaggregated by:	Sex, geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Survey, Ministry of Labor database
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	This indicator would be well complemented by data on TVEST enrollment among 16- and 17-year-olds.
Known Data Limitations:	The ability to work in decent jobs depends on the availability of decent jobs in the community of interest.

EE.D.1: Extent to which farmer-based cooperatives that include cocoa production are fully functioning	
Program Area:	Economic empowerment and social protection
Level:	Community
DESCRIPTION	
Precise Definition(s):	Measures strengthened management, the farmer's ability to express their views and have them heard across human rights issues, capacity to contribute to CLMRS and eliminate forced labor in their communities. This indicator is typically qualitative in nature and may not involve a specific numerical calculation. It requires a comprehensive assessment of the FBOs in cocoa-producing areas based on: • Membership and participation: – Number of active members in the cooperative – Percent of farmers actively participating in decision-making processes (e.g., voting, discussions) – Frequency of and attendance at general assembly meetings • Governance and management: – Existence and adherence to cooperative bylaws and policies – Regular elections and rotation of leadership positions – Transparency in financial management and reporting – Effective management of resources and assets • Economic viability: – Annual revenue and profitability of the cooperative – Diversification of income sources and product offerings – Ability to secure external funding or access to credit – Market access and ability to negotiate fair prices – Existence of micro-credit program for members (i.e., village savings and loans scheme) – Number of produce supply or services contracts signed • Capacity strengthening and training: – Availability of training programs and workshops for members – Participation rates in training sessions – Enhanced knowledge and skills of cooperative members – Extent to which cooperative remains source of information and skills dissemination/delivery of CLMR to community • Cooperative infrastructure: – Access to reliable communication channels – Adequate resourcing – Well-maintained cooperative-owned infrastructure

EE.D.1: Extent to which farmer-based cooperatives that include cocoa production are fully functioning	
	– Existence and use of digital devices and infrastructure • Collaboration and networking: – Engagements with external stakeholders such as government agencies, NGOs, and buyers – Membership and active participation in cooperative federations or alliances – Collaborative initiatives with other cooperatives or local organizations • Social impact and empowerment: – Improved socioeconomic conditions of cooperative members – Inclusion of marginalized or disadvantaged groups within the cooperative – Empowerment of farmers through capacity strengthening and collective decision making • Legal compliance and accountability: – Adherence to local laws and regulations – Regular submission of financial reports and audits – Compliance with environmental and social responsibility standards • Internal communication and transparency: – Regular communication channels for members to share feedback and concerns – Transparency in decision-making processes – Accessible information regarding cooperative activities and initiatives • Sustainability and resilience: – Adoption of sustainable agricultural practices – Efforts to mitigate climate-related risks and promote resilience – Long-term planning and continuity strategies for the cooperative Progress against this indicator should be measured by assessing three or more of these components collectively.
Unit of Measure:	See above
Type:	Process
Disaggregated by:	Geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Interviews, surveys, document reviews, audits
Reporting Frequency:	Annual
Individual(s) Responsible:	Cooperatives department
Supporting Data for Reporting *(Optional)*:	

EE.D.1: Extent to which farmer-based cooperatives that include cocoa production are fully functioning	
Known Data Limitations:	These data may not be generalizable nor comparable across communities if different measurement components are chosen. When comparing across communities or geographic areas, it is recommended to select and standardize the measures used, selecting from the list above.

EE.N.1: Number of cocoa farmers participating in social protection programs	
Program Area:	Economic empowerment and social protection
Level:	Community
DESCRIPTION	
Precise Definition(s):	Measures the coverage of social protection programs among farmers. This is a proxy for risk of child and/or forced labor, in that social protection programs may relieve the need for child and/or forced labor. "Social protection programs" are defined as the set of policies and programs designed to reduce and prevent poverty and vulnerability throughout the life cycle. Social protection includes benefits for children and families, maternity, unemployment, employment injury, sickness, old age, disability, survivors, and health protection. Social protection systems address all these policy areas by a mix of contributory schemes (social insurance) and noncontributory tax-financed benefits, including social assistance. Can also be presented as proportion, if total number of farmers in certain areas is known.
Unit of Measure:	Number
Type:	Output
Disaggregated by:	Sex, age, geographic area
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Administrative data
Reporting Frequency:	Annual
Individual(s) Responsible:	Programs
Supporting Data for Reporting *(Optional)*:	
Known Data Limitations:	Reporting this as a cumulative indicator may result in individual farmers being represented more than once across programs.

OSH.C.1 Percent of cocoa farmers using modern agricultural technologies	
Program Area:	Improved technologies, occupational safety and health
Level:	Community

OSH.C.1 Percent of cocoa farmers using modern agricultural technologies	
DESCRIPTION	
Precise Definition(s):	Count of cocoa farmers benefiting from modern agriculture technology (drip irrigation, greenhouse farming, access to improved seeds, trainings on good agronomics practices, postharvest losses, application of science) expressed as a percent of total number of cocoa farmers This is a proxy for risk of child and/or forced labor. The use of modern agriculture technologies designed to carry out labor-intensive farm activities ought to reduce the need for farm labor carried out by children, particularly hazardous labor. *Numerator:* Number of farmers using modern agricultural technology *Denominator:* Total number of farmers
Unit of Measure:	Percent
Type:	Outcome
Disaggregated by:	Geographic area, type of practice
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Farm surveys, remote sensing, geographic information systems, models, household surveys, administrative data, or environmental monitoring systems
Reporting Frequency:	Annual
Individual(s) Responsible:	Ministry of Agriculture
Supporting Data for Reporting *(Optional)*:	Should be reported alongside qualitative information regarding perception of modern agriculture technologies and effect on need for child labor.
Known Data Limitations:	

OSH.C.2 Rate of occupational safety and health incidents in cocoa production	
Program Area:	Improved technologies, occupational safety and health (OSH)
Level:	Community
DESCRIPTION	
Precise Definition(s):	An occupational safety and health (OSH) incident is defined as any personal injury, disease, or death resulting from an occupational accident or exposure. This can be indicative of the risk of the most hazardous forms of child and/or forced labor. An OSH incident is an unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work, which results in one or more workers incurring a personal injury, disease, or death. An OSH incident could be fatal (because of occupational accidents and where death occurred within 1 year of the day of the accident) or nonfatal, with lost work time.

OSH.C.2 Rate of occupational safety and health incidents in cocoa production	
	OSH incidence rate is calculated as the number of new cases of occupational injuries during the reference period/number of workers in the reference group × 100,000. This indicator can be calculated at the farm or community level. https://ilostat.ilo.org/resources/concepts-and-definitions/description-occupational-safety-and-health-statistics/
Unit of Measure:	Rate
Type:	Outcome
Disaggregated by:	Sex, age, geographic area, fatal/nonfatal injuries
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	Administrative records (organizational records, labor inspection records, records kept by the Labor Ministry or institutions), establishment surveys, and/or household surveys
Reporting Frequency:	Annual
Individual(s) Responsible:	TBD through discussion with key implementers with a focus on government service providers and local authorities
Supporting Data for Reporting *(Optional)*:	
Known Data Limitations:	Even data coming from administrative records are not strictly comparable, because there are numerous types of records that follow different rules and are maintained by different agencies. Ideally, all records pertaining to the same topic kept by different agencies should be linked and/or consolidated (using unique unit identifiers, for example) so that the statistics are truly comprehensive and representative of the country as a whole. When statistics come from an establishment survey, the results would be closer to those from records of notifications made by employers, because it is also the employer who provides the information. However, establishment surveys tend not to cover the informal sector, nor establishments of a very small size. When statistics come from a household survey (such as a labor force survey), their reliability depends on the accuracy of the respondents. However, if enough questions are used about accidents and injuries to ensure the accuracy of the information, household surveys can be an effective means of obtaining data cross-tabulated by various forms of disaggregation. Consider that increases or decreases in identified incidents may depend on an increased awareness of OSH factors.

H.C.1: Number of health facilities per 10,000 population in cocoa-producing areas	
Program Area:	Health and other services
Level:	Community
DESCRIPTION	
Precise Definition(s):	This standardized indicator measures levels of access to health services by the designated populations. This is a proxy for understanding risk, in that health care access and associated costs are known to be a driver of poverty, which leads to child and/or forced labor. It also can be used to understand access in the event of injury/illness due to child and/or forced labor. This is calculated as the number of health facilities per population of 10,000 or the number of health facilities per total population living in a designated area. Health facilities include all public, private, nongovernmental and community-based health facilities defined as a static facility (i.e., has a designated building) in which general health services are offered. Health posts can be counted as static facilities, but because they are generally small with minimal supplies, they may need to be disaggregated for interpretation purposes. The indicator does not include mobile service delivery points and nonformal services such as traditional healers. *Numerator:* Number of health facilities *Denominator:* Total population in a designated area The ratio can be adjusted to per 10,000 population by multiplying the numerator and denominator by the same factor required for the denominator to equal 10,000. https://www.who.int/data/gho/indicator-metadata-registry/imr-details/3120
Unit of Measure:	Ratio
Type:	Process
Disaggregated by:	Type of facility, districts, urban/rural location, and, where data are available, by area income median or quintiles and other relevant demographic and socioeconomic factors
PLAN FOR DATA COLLECTION AND REPORTING	
Data Source:	District and national databases, facility censuses, maps and/or computerized mapping systems
Reporting Frequency:	Annual
Individual(s) Responsible:	Ministries of Health
Supporting Data for Reporting *(Optional)*:	Where possible, geographic mapping of sites can be used to help determine coverage.
Known Data Limitations:	Difficulties in identifying facilities that are not in the public sector or are not registered can result in undercounting. The size of health facilities may vary considerably, making comparisons difficult and, when smaller geographical units

H.C.1: Number of health facilities per 10,000 population in cocoa-producing areas	
	such as districts are analyzed, the population may not necessarily use the facilities in the designated area. Consequently, comparisons of density between districts and subpopulations need to be done with caution. Indicators of service availability cannot accurately reflect access to and utilization of services. For example, clients may avoid use of local facilities or may use ones that lie outside the immediate catchment area because of travel logistics, sociocultural preferences, and actual or perceived issues around quality. Urban areas present a particular challenge because, although facilities may be close in proximity, issues of affordability and acceptability become more important obstacles to access (WHO, 2010).

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Appendix C. List of Interviewees

This page has been left intentionally blank in accordance with Federal Information Security Management Act (FISMA) of 2002, Public Law 107-347.

Appendix D. List of USDOL-Financed Projects: Existing Indicators Analyzed

Included analysis of 18 financed projects and one set of USDOL/ILAB guidelines:

1. Eliminating Child Labor in Cocoa Growing Communities (ECLIC), USDOL funded ICI implemented
2. She Thrives Project: Reducing Child Labor in Ethiopia's Agricultural Sector using a Gender-Focused Approach-CMEP Final. April 2022
3. Interim Performance Evaluation: Supporting Sustainable and Child Labor Free Vanilla Growing Communities in Sava, Madagascar
4. Mobilizing Community Action and Promoting Opportunities for Youth in Ghana's Cocoa-Growing Communities (MOCA)
5. Adwuma Pa: Empowering Vulnerable Women and Girls within the Cocoa Supply Chain, CARE
6. Combating Forced Labor and Labor Trafficking of Adults and Children in Ghana and Côte d'Ivoire (FLIP)
7. CACAO: Cooperatives Addressing Child Labor Accountability Outcomes, Save the Children
8. Capacity Strengthening of Governments to Address Child Labor and/or Forced Labor, and Violations of Acceptable Conditions of Work in Sub-Saharan Africa (CAPSA), ILO
9. Global Accelerator Lab Project: Intensifying Action Against Forced Labor and Child Labor
10. Improving the Capacity of Labor and Agriculture Stakeholders to Address Child Labor in Agricultural Areas of Argentina Project (NOEMI Project)
11. Improving the Capacity of Labor and Agriculture Stakeholders to Address Child Labor in Agricultural Areas of Argentina Project (PAR Project)
12. OFFSIDE Project
13. Building a Generation of Safe and Health Workers: SafeYouth@Work (SY@W), ILO
14. CIRCLE I, Winrock
15. Palma Futuro: Preventing and Reducing Child Labor and Forced Labor in Palm Oil Supply Chains, Partners of the Americas

16. Evidence to Action (EvA) Increasing the Impact of Research to Mobilize Efforts Against Forced Labour in Mauritius and Argentina, ILO
17. El Café de Honduras sí cumple, ILO
18. Towards Child Labor Free Cocoa Growing Communities in Côte d'Ivoire and Ghana through an Integrated Area Based Approach (Cocoa Communities Project, CCP), ILO

The progress indicators from USDOL-funded projects can be further detailed and categorized into several main groups:[24]

Overall Impact Level Progress Indicators

Note: Most of the following indicators are worded around child labor since there are still few projects that focus on direct actions to address and reduce forced labor.[25]

- Percentage of beneficiary (direct service participants) children engaged in child labor.
- Percentage of beneficiary (direct service participants) children engaged in hazardous child labor.
- Percentage of beneficiary (direct service participants) children engaged in other worst forms of child labor.
- Percentage of beneficiary (direct service participants) adults engaged in forced labor.
- Number child laborers withdrawn (as a specific separate progress not derived from other results such as entry into education from child labor).
- Number prevented from child labor (as a specific separate indicator not derived from other results such as entry into education from child labor).

Education

- Number of children in general education – Includes progress indicators used at local level (sub-district, district, regions).
- Number of actions implemented to strengthen general education access and quality.
- Number of children in technical and vocational education and skills training (TVEST) indicators community level (When not included under the general education category already.)
- Number of actions implemented to strengthen TVEST access and quality.

[24] Complete spreadsheets of all of the identified indicators are available on demand.
[25] The exception is the FLIP project.

- Number of persons in literacy at community level.

Livelihoods and Employment

- Number of actions on livelihoods including income generating activities, savings and loan schemes, diversification of economic activities, strengthening of community-based and farmer-based organizations (FBO) to manage livelihoods activities.
- Level of increases in incomes of beneficiary households.
- Number of youth in youth employment, number of adults increased levels of employment

Health Services

- Number and quality of services provided at community level, including nutrition focused such as school feeding.

Enabling Environment Strengthening

- Extent of community level capacity building on CLMRS type actions, child protection and other child labor reduction mechanisms.
- Extent of legal, planning frameworks, capacity and institutional strengthening at local Government adopted and implemented.
- Extent of national level legal, planning framework adopted and implemented; knowledge base strengthened; capacity and institutions strengthened.
- Extent of national enabling environment adopted and implemented with regard to legal, planning frameworks, capacity & institutional strengthening at local Government adopted and implemented.
- The percentage of national government structures that implement actions regarding child labor.

Appendix E. List of Cited Indicators Based on Comments from Interviews

Cited indicators
Overall
1. Extent of reference to the SDG indicators, notably SDG 8, and to some extent 4 on education and 16 on child protection in documents on CL/FL
2. Extent of alignment of content of initiatives/projects across Government agencies/private and public donors/other stakeholders at all three levels (community, local Government, and national)
3. Extent to which data collection, analysis is conducted, and information used to feedback and improve approaches to eliminating CL/FL
4. Extent of evidence of cross ministerial and other stakeholder collaboration to address CL/FL
5. Extent of use of ILO guidelines (indicators) to identify persons in forced labor. How much are these guidelines being applied at all levels? Changes in their numbers?
National Level
1. Extent to which there is evidence that CL/FL issues in cocoa (and other CL/FL) are being prioritized and steps to address them undertaken
2. Extent to which CLMRS has been integrated into national plans and strategies
3. Amount of national resource (budget) allocations to explicitly address CL/FL at all levels to community levels (even if there is decentralization)
4. Levels of budget allocations education, decent work issues, agriculture at national level. Amount of federal budget allocations to education, child protection mechanisms, general capacity strengthening of social workers and others, increasing the number of socio-economic service provides at decentralized level
5. Number of national level co-financed initiatives to address CL/FL (including birth certificates, early childhood education, literacy, CLRMS etc. in cocoa producing areas)
6. Extent of integration of community and local government data into national databases on CL/FL
7. Number and kind of communication between the private sector companies and Government. (Especially Child Labour Unit in Ghana, and CNS-SOSTEC, MoELR in Côte d'Ivoire)
8. Number of joint initiatives that the Government undertakes to explicitly address CL/FL: number and type of partnerships with the private sector, donors, civil society representatives, other development actors.
9. Extent and type of actions of national level civil society actors to address CL/FL
10. Extent to which there is a clear agreement on reporting mechanisms (including roles and responsibilities) of implementers on CLMRS and other actions to national level
11. Extent to which solid (implementable) traceability mechanisms have been adopted to identify and keep track (monitor) of cases of 1) children in child labor 2) persons in forced labor and their subsequent withdrawal from CL/FL

Cited indicators
12. Number and type of advocacy actions implemented to increase attention to CL/FL among national level actors
13. Level of quality of national data collecting mechanisms on CL/FL including level of needed detail in data (e.g., who are the persons in CL/FL, where are they, what are they doing)
14. Extent to which (in Côte d'Ivoire SOSTECI and in Ghana national database) covers the country's cocoa producing areas completely
15. Extent and quality of feedback used from data collected on CL/FL, other progress indicators, to inform decision making and planning to improve systems
16. Extent to which knowledge learned from CLMRS and other local initiatives are shared at national level with and among key stakeholders: Government with UN agencies, private sector cocoa companies, national level representatives of workers/farmers and employers' organizations, international NGOs, other civil society groups, other national stakeholder groups. (Include specifically: extent to which private sector companies are informed about the data collected and analyzed at national level so they can improve their own actions to address CL/FL.
17. Extent to which government staff with linkages to cocoa production, social and child protection have strengthened their capacities: e.g., knowledge, changed their attitudes on issues regarding CL/FL and strengthened their skills on how to address it
18. Extent to which members of parliament and other elected officials have strengthened their capacities (knowledge and changed their attitudes on issues regarding CL/FL and how to address it
19. Extent to which the national parliament receives and acts on progress reports from Government departments working to address CL/FL
20. Amount of time and number of specific government officials at national level who are responsible for CL/FL issues spend on CL/FL (part time, full time….)
21. Level and type of involvement of national Government officials in West African and African regional CL/FL issues
22. Level of engagement and representativeness of stakeholders at national level, quantity and quality of meetings, operational plans resulting from meetings
23. Extent to which social protection coverage of farmers has increased across cocoa producing areas
24. Extent to which child protection systems are being implemented across cocoa producing areas and integrate child labor into case identification and follow-up measures
Local Government
1. Changes in number of CL/FL incidences – cases in or at risk identified (needs to continue but supplemented with other indicators) reported at local level
2. Levels of budget allocations education, decent work issues, agriculture at local government (decentralized) level
3. Existence of a data base on CL/FL levels in communities that is linked to district level
4. Extent of laws on CL/FL enforced
5. Number of trained (on CL/FL) service providers per population in cocoa producing communities: social and community development workers, child protection officers, labor inspectors and officers, agricultural extension workers

Cited indicators
6. Extent to which service providers have the knowledge, attitudes and skill capacities (measured by tests), to implement what they have learned to address CL/FL
7. Extent to which the local level judiciary is involved in addressing CL/FL (knowledge, attitudes, skills) and implementing that knowledge in courts
8. Availability of logistic support, e.g., transport, materials for reporting, analyzing, internet connection
9. Number and type of advocacy actions implemented to increase attention to CL/FL among local (district/préfecture) level actors
10. Extent to which cooperatives are being supported through local government to address CL/FL issues
11. Number and quality of initiatives by local government and local civil society to address CL/FL (Child Labor Day events, championing efforts, etc. disaggregated by type of initiator
12. Level of engagement and representativeness of stakeholders at local level, quantity and quality of meetings, networking, operational plans resulting from meetings (Government, civil society members including farmers' and other cocoa workers representatives)
13. Number of communities with local development plans that include initiatives to address CL/FL with corresponding budgets
14. Number of private sector initiatives that include the assignment of a permanent person to facilitate and monitor CLMRS initiatives and others on CL/FL
15. Extent to which local Government monitors local initiatives on CL/FL and reports to national Government. Number of visits of social and community development workers to monitor CL/FL initiatives.
16. Extent to which local Government and other local level stakeholders involve youth as champions to address CL/FL
17. Level of engagement and representativeness of stakeholders, quantity and quality of meetings, operational plans resulting from meetings
18. Quality of mapping of interventions across communities, avoidance of redundancies, competition
19. Extent to which local Government plans for and implements social protection coverage of farmers
Community
1. Extent of viability, transparency of measures being implemented to reduce CL/FL
2. Existence of a database on CL/FL levels in communities that is linked to district level
3. Extent and quality of collaboration of implementers with local communities, NGOs, and other stakeholders to raise awareness about child labor and the importance of education
4. Changes in extent and quality of coverage of Child Labor, Monitoring and Remediation systems (CLMRS) initiatives in cocoa producing communities. Including monitoring and evaluating the implementation of child labor policies and programs by cocoa companies, their efforts to eliminate child labor in their supply chains
5. Extent to which child well-being factors are considered in CLMRS and go beyond only directly reducing child labor
6. Extent to which persons/cooperatives/other community level groups collect information on (other) human rights violations
7. Extent to which community members are aware of what to do in case of identification of CL/FL

Cited indicators
8. Extent to which children, persons in forced labor have received follow up visits after they have been identified, number of identified cases followed up
9. Extent of effective and efficient functioning of grievance mechanisms when CL/FL cases are identified in a community
10. Extent to which community members perceive a change in levels of CL/FL
Education related
1. Changes in levels of primary, secondary school, and TVEST attendance in cocoa producing communities. Decreases in drop-out levels, increases in enrollment. (though there may simply be more children in the community through increases in children reaching the age to go to school, immigration into the area etc.)
2. Extent of improved school pedagogical quality (teachers trained/qualified, teacher/student ratio, able to use learning by doing – ILO SCREAM methodologies[26])
3. Extent to which alternative technical and vocational, skills training is aligned with labor market needs
4. Number of school feeding programs
5. Number of safe and sanitary (WASH[27] availability) primary and secondary schools, TVEST, available in cocoa producing communities
6. Extent of economic support from community members to help children in the community go to school (funds raised, materials donated, etc.)
7. Birth registration coverage levels increased in cocoa producing communities. (Allowing children to enroll in school)
Community capacity strengthening, changes in attitude, knowledge and practices
1. Existence and on-going functioning of child labor and child protection committees in communities
2. Functioning of Farmer-Based Cooperatives: strengthened management, their ability to express their views and have them heard across human rights issues, capacities to contribute to CLMRS and eliminating of forced labor in their communities. (As part of third task in our assignment, role of workers)
3. Extent of increased effectiveness of external groups in bringing about changes in Knowledge, Attitudes and Practices (KAP) towards CL/FL
4. Extent to which attitude and change in practices towards CL/FL has occurred and gone beyond just knowledge about CL/FL in communities. Differentiated by type of community member: children, migrant workers or those in forced labor, mother, father, care giver, key community leaders.
5. Extent to which cases of child and forced labor are identified, reported, and prosecuted *in the justice system.* (Measure each of these, note that this has arguable effectiveness in the case of parents who mostly have their children work due to poverty. This indicator implies that local courts capacities have been strengthened to address CL/FL.)

[26] https://www.ilo.org/ipec/Campaignandadvocacy/Scream/lang--en/index.htm
[27] Water, Sanitation and Hygiene

Cited indicators
Occupational safety and hazards (OSH)
1. Decreases in types of occupational safety and hazard (OSH) incidents. E.g., petrochemical exposure, sharp tools, heavy loads, number of hours worked, timing of hours worked (no night work), etc. Differentiated by type of OSH, age, and gender of those exposed. (Consider that increases or decreases in identified incidents may depend on increased awareness of OSH factors)
2. Number of suitable, non-hazardous work activities identified for different age levels in the communities. (Including attention to time allocated to the activities)
Income level strengthening
1. Number of economic diversification initiatives in cocoa producing communities to reduce dependence on cocoa (reduce risk of one-crop dependence)
2. Level of increases in cocoa pricing at farm gate
3. Number and continuous functioning of community savings and credit groups
4. Implementation/coverage of living income measures in communities
5. Number of forced labor risk assessments and determination of the level of risks, are there changes in poverty levels in originating and target communities. (Part 2 of this indicator, reduction in risks identified)

Appendix F. Summaries of Indicators in Current Côte d'Ivoire and Ghana National Action Plans

Côte d'Ivoire[28]

Acronyms: National Plan of Action Côte d'Ivoire

CAP	Community Action Plan
CIM	Comité Interministériel de lutte contre la traite, l'exploitation et le travail des enfants (Inter-ministerial Committee for the Fight against Trafficking, Exploitation and Labor)
CPPE	Centre de Protection de la Petite Enfance (Early Childhood Care Centre)
CS	Centre Social (Social Centre)
CSE	Complexe Socio-éducatif (Special Education Centre)
DLTE	Direction de la Lutte contre le Travail des Enfants (Directorate for the Fight against Child Labor)
HVA	Hydraulique Villageoise et Assainissement (Village Hydraulics and Sanitation)
IGA	Income Generating Activities
ILO	International Labor Organization
NAP	National action plan
NGO	Non-Governmental Organization
OSH	Occupational Safety and Health
SEC	Centre d'Éducation Spécialisée (Socio-Educational Complex)
TFP	Technical and Financial Partner
UH	Urban Hydraulics
UHC	Universal Health Coverage
VSNL	Village Savings and Credit Association
WFCL	Worst Forms of Child Labor

[28] Gouvernement République de Côte d'Ivoire (2019), Plan D'action National de Lutte Contre la Traite, l'exploitation et le Travail des Enfants République de Côte D'ivoire 2019-2021 Abidjan: Gouvernement République de Côte d'Ivoire.

Programming for Axis 1: Children's access to basic social services and/or decent work

Effect 1: Children access quality basic social services that limit their exposure to work to be abolished

1. Proportion of children under 16 at risk of abolishing work who are not in school
2. Proportion of children at risk of labor to be abolished enrolled in school and forced to work
3. Proportion of children under 16 at risk of labor to be abolished not registered

Key Indicators:

1. Rate of coverage of teaching needs in areas with a high prevalence of child labor (over 30%)
2. Proportion of functional classrooms in areas with high prevalence of child labor
3. Number of out-of-school children from high labor prevalence areas enrolled in bridge classes
4. Proportion of departments with high child labor prevalence that have at least one vocational training institution
5. Proportion of working children identified and supported (technically and/or financially) to enroll in school or vocational training
6. Proportion of schools in high child labor prevalence areas with a functioning canteen
7. Proportion of schools in high child labor prevalence areas with a safe water source and latrines

Output 1.1.1: Child laborers and children at risk of child labor have access to quality basic education and training;

Key Indicators:

1. Rate of coverage of teaching needs in areas with a high prevalence of child labor (over 30%)
2. Proportion of functional classrooms in areas with high prevalence of child labor
3. Number of out-of-school children from high labor prevalence areas enrolled in bridge classes
4. Proportion of departments with high child labor prevalence that have at least one vocational training institution
5. Proportion of working children identified and supported (technically and/or financially) to enroll in school or vocational training,

6. Proportion of schools in high child labor prevalence areas with a functioning canteen
7. Proportion of schools in high child labor prevalence areas with a safe water source and latrines

Output 1.1.2: Child laborers or those at risk of child labor have access to quality social action and child protection services.

Product Indicators:

1. Proportion of child laborers or children at risk of child labor identified and provided with adequate care (medical, legal and/or psychosocial)
2. Proportion of departments with a high prevalence of child labor that have at least one social action structure offering an adequate prevention and care service (CSE, CS, CES, CPPE)
3. Proportion of departments with a high prevalence of child labor that have at least one functional judicial child and youth protection service
4. Proportion of departments covered by at least one functional child labor shelter and
5. Proportion of departments with at least 5 approved foster families.

Output 1.1.3: Child laborers or children at risk of child labor to be abolished are provided with a quality civil status, health, water, hygiene and sanitation services

1. Proportion of departments with a high prevalence of child labor that have functional birth registration mechanisms (community, health),
2. Coverage rate of drinking water (UH and HVA) in departments with high prevalence of child labor
3. Rural drinking water access rates in departments with high child labor prevalence.

Outcome 1.2: Children in apprenticeship (14 years and older) and children of legal working age (16 years and older) gain access to decent learning opportunities and/or decent work.

Indicators:

1. Proportion of children aged 14 and over with decent learning conditions.
2. Proportion of children aged 16-17 engaged in decent work.

Output 1.2.1: Children aged 16-17 have adequate skills to access a decent job.

Indicators:

1. Number of 16-17 year olds educated about their rights at work

2. Number of out-of-school children aged 16-17 from areas with a high prevalence of child labor who have benefited from skills training programs.
3. Number of out-of-school children aged 16-17 from areas with a high prevalence of child labor who have benefited from literacy programs.

Output 1.2.2: Employers and master craftsmen have the capacity to create an appropriate work and/or learning environment.

Indicators:

1. Number of employers and master craftsmen sensitized on legal and regulatory provisions related to child apprenticeship, child labor and conditions under which children should work.
2. Number of employers and master craftsmen trained on Occupational Health and Safety.

Output 1.2.3: The main institutional actors in the fight against child labor (DLTE, the Labor Inspectorate, the Occupational Safety and Health Inspectorate, the Labor Court, the Trade Unions and the Employers' Organizations) have the capacity to supervise and control master craftsmen and employers.

Indicators:

1. Proportion of departments with a high prevalence of child labor that have an operational labor inspection unit (trained members, motorcycles, annual work plan)
2. Proportion of departments with high child labor prevalence for which the labor inspection unit has produced and submitted an annual inspection report to the hierarchy
3. Proportion of departments with high prevalence of child labor that have an operational OSH inspection unit (trained members, motorcycles, annual work plan)
4. Proportion of departments with a high prevalence of child labor for which the Occupational Safety and Health inspection unit has produced and submitted an annual inspection report to management.
5. Number of Magistrates of the Labour Court trained on fundamental rights at work
6. Number of members of trade unions and employers' organizations trained on fundamental rights at work.
7. The DLTE has strengthened its capacities (training of agents on labor legislation and fundamental rights at work, equipment, annual work plan, etc.).

Programming for Axis 2: Reduction of the socio-economic vulnerability of families and communities

Effect 2.1: Parents, guardians, caregivers, and other community members protect children from children's work to be abolished.

Indicators: **Proportion of children aged 16-18 engaged in decent work.**

Output 2.1.1: Families of working children or children at risk of child labor to be abolished have adequate social protection services and capacities for their socio-economic and professional resilience.

Indicators:

1. Number of households in departments with high child labor prevalence receiving cash transfers.
2. Number of indigent households in departments with high child labor prevalence receiving CMU assistance.
3. Number of people in departments with a high prevalence of child labor benefiting from economic strengthening mechanisms (skills improvement, literacy, VSNL, microfinance, IGA, access to inputs, etc.).
4. Number of groups in departments with a high prevalence of child labor benefiting from economic strengthening mechanisms (skills improvement, literacy, VSNL, microfinance, IGA, access to inputs, etc.).

Output 2.1.2: Parents, guardians, caregivers, and other community members have adequate knowledge and skills to protect children's rights and human rights at work.

Indicators:

1. Number of people sensitized on child labor and fundamental rights at work.
2. Number of members of Economic Interest Groups trained on child labor and fundamental rights at work.
3. Number of households in departments with high prevalence of child labor receiving cash transfers (Productive Safety Net Program).
4. Existence of a module on child labor in the National Parent Education Program.
5. Existence and implementation of a national communication strategy to combat child labor.

Output 2.1.3: Communities have systems and mechanisms in place to protect children's rights.

Indicators:

1. Number of communities that received technical and/or financial support to integrate child labor issues into their Community Action Plan (CAP)
2. Existence of a module on child labor in the National Animation Program
3. Community
4. Proportion of departments in high child labor prevalence areas with a child labor monitoring system
5. Proportion of child protection committees established and functioning.

Programming of Axis 3: Institutional, legal and programmatic framework to fight against child labor

Outcome 3.1: The institutional, legal and programmatic framework ensures the coordination and implementation of actions to combat child labor.

Indicators:

1. Proportion of NAP indicators that meet the target
2. Budget execution rate of the NAP
3. Rate of mobilization of the resources necessary for the implementation of the NAP;
4. Number of ratified texts (ILO Convention 189 on domestic work, Protocol 29 of the ILO on forced labor, etc.).
5. Proportion of WFCL cases brought to court and decided
6. Proportion of departments with a prefectural order establishing the child protection platform

Output 3.1.1: The institutional and legal framework and the public-private partnership promote adequate coordination and response to child labor.

Indicators:

1. Number of NSC and IMC coordination meetings held to monitor the implementation of the NAP
2. Number of functional sectoral coordination mechanisms (Cocoa, Mining, Cotton, Hevea, etc.) (State, Employers, Trade Unions, Civil Society)

3. Number of multi-sectoral public-private partnership framework agreements signed to combat child labor
4. Proportion of regions covered by a functioning regional mechanism for coordination and protection of children's rights
5. Proportion of departments covered by a functional child protection platform (NGOs, TFPs, state actors, etc.)
6. Proportion of regions with a préfectoral (prefectural) order establishing the regional child protection mechanism; and (vii) Proportion of departments with a préfectoral (prefectural) order establishing the child protection platform

Output 3.1.2: The programmatic framework supports adequate planning, implementation and monitoring and evaluation of child labor interventions.

Indicators:

1. Number of study reports and analyses available on the issue of child labor (sector analysis, analysis of the conditions for scaling up the monitoring system, etc.)
2. Relevant indicators for child labor analysis included in the employment survey or other national/regional/sectoral surveys
3. Existence of a functional online platform for planning, monitoring and evaluation and knowledge sharing on child labor
4. Proportion of NAP annual review recommendations implemented (%)
5. Final evaluation of the NAP completed

Ghana

Indicators Existing National Plan of Action 2017–2021 Ghana[29]

Acronyms

CAPs	Community Action Plans
CLFZ	Child Labour Free Zone
DCPCs	District Child Protection Committees
LEAP	Livelihood Empowerment Against Poverty
HAF)	Hazardous Child Labour Activities Framework
LI	Legislative Instrument
MMDA	Metropolitan, municipal and district assemblies
SSSC	Social Services Sub- Committees
WFCL	Worst Forms of Child Labour

Please note that the numbering in the report does not always follow an exact sequence. The research team maintained the numbering system, where it was provided, that was included in the Ghana National Plan of Action.

Expected Overall Impact: Children in unconditional Worst Forms of Child Labour (WFCL) are identified and withdrawn

Impact Indicators expected overall impact

- % of children in child trafficking
- 1% of children in Commercial Sexual Exploitation
- 0.1% of children in ritual servitude
- 0% of children in armed conflict (including ethnic conflicts)

[29] Government of Ghana, UNICEF, ILO and International Cocoa Initiative (December 2017), National Plan of Action: Towards Achieving Sustainable Development Goal (SDG) 8.7 (PHASE II (NPA2)): For the Elimination of the Worst Forms of Child Labour in Ghana (2017–2021), Accra: Government of Ghana, UNICEF, ILO and International Cocoa Initiative.

Details of overall expected impact:

1. Children in hazardous activities are identified and withdrawn or protected
   Impact Indicator
   - 11% of children in hazardous activities
2. Children in child labour are identified, prevented or withdrawn
   Impact Indicators
   - 18% of children in child labour
   - % of children attending school and in child labour
3. Children at risk of child labour are identified and prevented
   Impact Indicators
   - % of out-of-school children
   - Net enrolment in Kindergarten
   - Primary completion rate in deprived district
   - Junior High School completion rate in deprived
   - Junior High School completion rate in deprived districts
4. Institutions mandated to develop and implement child protection Policies and programmes are carrying out their responsibilities effectively
   Impact Indicators
   - Mandated MMDAs have documented policies and programs action for the protection of children from violence, abuse and exploitation.
   - Mandated MMDAs have specific approved budgets for child protection programmes.
   - Number of interventions development partners and other donors having programmes budgets

Strategic Objective 1

Reinforcing public awareness and strengthening advocacy for improved policy programming and implementation of child development

1.1 The Ghanaian Society is well informed on the rights of children and mobilized to take action against child labour

Outcome Indicators

- 45% of people with adequate information on child labour

1.2. National level advocacy on child welfare and development is enhanced and effective

Outcome Indicators

- Media reports and assessment articles of child development policies and programmes
- Advocacy programmes and papers by social partners
- Action by Civil Society Coalitions

2.1: the Free Compulsory Universal Basic Education (FCUBE) Policy is effectively implemented, especially in child labour endemic areas

Outcome Indicators

- Proportion of MMDAs implementing measures to enhance compulsory component of FCUBE
- % of child labour endemic areas receiving social intervention programs(free uniforms, school feeding, free learning materials etc)
- Improvement of Capitation Grant
- Removal of deterrent factors (e.g., various non-tuition fees)

2.2.: Policies and Programmes on integrated area-based approaches towards Child Labour Free Zones (CLFZ) are designed implemented and promoted.

Outcome Indicator

- National guidelines/ framework on CLFZ and the integrated area-based approaches are developed and implemented

2.3.: Implementation modalities for conducting child labour interventions mainstreamed in agricultural policies and programmes, especially agricultural extension services including fisheries and livestock, are in place and functional.

Outcome Indicators

- % Agriculture extension services are trained on child labour interventions in agriculture Proportion of MMDAs mainstreaming child labour in their agricultural programmes

Expected Outcome

2.4.: Laws on child labour are enforced and content gaps in the legal framework addressed

Outcome Indicators

- Legislative Instrument (LI) on Human Trafficking is enacted and operational Children's Act is reviewed Hazardous Child Labour Activities Framework (HAF) is formally adopted by Cabinet

2.5: the LEAP Programme and other social protection interventions are expanded and operational in all child labour endemic Areas

Outcome Indicator

- % Child labour endemic communities included in the common targeting mechanism of social protection interventions

2.6: opportunities for youth employment are available for young people including those with children are in WFCL

Outcome Indicator

- % Youth employment interventions are implemented in child labour endemic areas

Strategic Objective 2: Strengthening Coordination and Resource Mobilization for policy development and implementation against child labour

Expected Outcome 3.1.: mandated Agencies have effective institutional, technical and organizational capacities for the development and implementation of national policies and programmes to improve the wellbeing of children.

Outcome Indicators

- Proportion of institutions with documented intra-agency coordination mechanism on child labour handbooks on Protocols for Capacity Building developed
- 50% proportion of agencies with institutional and organizational arrangements (e.g., defined roles and responsibilities, terms of reference for their staff working on child labour, organizational chart on child labour
- Increase in Government budget on Child Labour Financial Resource mobilization programme targeting the private sector

Expected Outcome 3.2.: There is effective collaboration and coordination among mandated agencies in the development and implementation of national policies and programmes to improve the wellbeing of children.

Outcome Indicator

- A functional coordination mechanism for information sharing and planning of joint actions by national agencies is in place

3.3.: knowledge generation, training and performance-oriented capacity building is reinforced among all duty-bearing Agencies engaged in the fight against child labour

Outcome Indicators

- Performance of implementation Agency staff are improved through training Performance of NSC sub-Committees improved through training

Strategic Objective 3: Effective Provision and monitoring of Social Services and economic empowerment programmes by local government administrations

Expected Outcome 4.1. Child Development Interventions in the Regions are effectively coordinated and monitored.

Outcome Indicators

- Proportion of Regional Coordinating Councils having functional coordination mechanism and monitoring plan for child labour programmes in the region

Expected Outcome 4.2. Metropolitan, Municipal and District Assemblies prioritize the implementation of child development Interventions and provide adequate educational and social protection services to child labour endemic communities.

Outcome Indicators

- Proportion of Social Services Sub- Committees (SSSC) of MMDAs develop Action Plans for the enforcement of child labour provisions in Act 560 (Children's Act) and L.I 1705 (Child Rights Regulations).
- Proportion of MMDAs where District Child Protection Committees (DCPCs) are established

Outcome 4.3. Community Action Plans (CAPs) are developed and Implemented in all communities in each MMD

Outcome Indicator

- Proportion of Communities with documented CAPs

Strategic Objective 4: Promoting Community empowerment and sustainable action against child labour

Outcome 5.1.: local community leaders are responsible and driven towards the elimination of child labour in their communities

Outcome Indicator

- 40% of Community Child Protection Committees (CCPCs) are functional
- Proportion of Communities with functional CAPs
- Outcome 5.2. All children at risk are identified and prevented from child labour

Outcome 5.2. All children at risk are identified and prevented from child labour

Outcome Indicator

- Local communities have an area-based remediation mechanism for children in or at risk of CL/WFCL National child labour surveillance system established

Outcome 5.3.: All children in the local community engaged in unconditional WFCL, hazardous work and activities detrimental to their education are identified, sorted and referred to Social Service Providers

Outcome Indicators

- Local communities have an area-based remediation mechanism for children in or at risk of CL/ WFCL, towards achieving a CLFZ status
- National functional database on child trafficking and other unconditional WFCL established
- Sectoral database on child labour in fishing, mining and cocoa are established

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