



International
Labour
Organization

Capacity building of cocoa and agriculture extension officers and other key partners on child labour

Report

April, 2013

**International
Programme on
the Elimination
of Child Labour
(IPEC)**

Copyright © International Labour Organization 2013

First published 2013

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

IPEC

Capacity building of cocoa and agriculture extension officers and other key partners on child labour/ International Labour Office, International Programme on the Elimination of Child Labour (IPEC)-Geneva: ILO, 2013

ISBN: 978-92-2-128225-9 (Print); 978-92-2-128226-6 (Web PDF)

International Labour Office; ILO International Programme on the Elimination of Child Labour

child labour / cocoa / agricultural production / safety training / role of ILO / training of trainers / Ghana - 13.01.2

ILO Cataloguing in Publication Data

Acknowledgements
<p>This publication was elaborated by the Institute of Statistical Social and Economic Research (ISSER), University of Ghana for IPEC, and coordinated by Mr Daniel Chachu and Mr Ricardo Furman from the EIA Unit of IPEC Geneva Office.</p> <p>Funding for this ILO publication was provided by the United States Department of Labor (Project RAF/10/54/USA).</p> <p>This publication does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government.</p>

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org or visit our website: www.ilo.org/publns.

Visit our website: www.ilo.org/ipec

Photos: IPEC Field Officer, Ghana

Photocomposed by IPEC HQ

Table of contents

1. Introduction	1
2. Objectives of the assignment	3
3. The assignments	7
3.1 Implementing team meeting	7
3.2 Development of preparatory documents	7
3.3 Desk review	8
3.4 Needs assessment exercise.....	8
3.5 Training of trainers for the agriculture and cocoa extension officers.....	9
3.5.1 Presentations on CL, GCLMS and OSH	9
3.5.2 The role of extension managers in the elimination of child labour	11
3.5.3 Partners identified in the elimination of child labour	12
3.5.4 Strategies for networking and collaboration among stakeholders.....	13
3.5.5 Measures to mainstream child labour in to COCOBOD/MOFA policy	14
3.5.6 Identified areas for drawing out a strategic plan.....	14
3.6 Child labour modules and strategic plan development	15
3.6.1 Child labour modules for the agriculture and COCOBOD extension officers	15
3.6.2 Child Labour Strategic Plan (CLSP) for DAES, MOFA	15
3.6.3 Validation workshop	15
3.7 Finalization and submission of deliverables.....	16
4. Conclusion	17
Annex I: Details of participants	19
Annex II: Generic programme outline for the workshop.....	21
Annex III: Details of training of trainers’ workshop participants	23
Annex IV: Details of training of trainers’ workshop participants	25
Annex V: Details of the implementing team.....	27
Annex VI: Pictures from the TOT and the validation workshops	29

1. Introduction

Child labour is a serious crime against the development of children. However, this practice is prevalent in Ghana like many other countries. Even though there are not adequate information about the number of children involved in child labour, research has shown that about 17 per cent of children in Ghana aged between 7 and 14 years are economically active. Agriculture employs about 89 per cent of such children (GSS 2008).¹

Considering the above, the agriculture sector is a great target for reducing child labour cases. For this reason, ILO is supporting child labour elimination efforts in Ghana by enhancing the capacity of the two Extensions Services in Ghana (Cocoa and Agriculture Extensions Services) through training of extension officers who are the frontline staff of the agriculture and cocoa sectors as well as planning and mainstreaming. The activity is to enhance the capacity of the extensions services in the provision of relevant support to farmers to improve cocoa and other agriculture production through effective Occupational Safety and Health measures, actions against child labour, especially with respect to hazardous work, including their active participation in the Ghana Child Labour Monitoring System (GCLMS).

To do this, ILO contracted Bright Wireko-Brobby to facilitate the process as part of an implementing team which includes DAES/MOFA, CSSVDCU/COCOBOD, DI and ILO for the execution of the task (See Annex V for details on the implementing team).

¹ GSS. (2008). *Ghana living standards survey report of the fifth round (GLSS 5)*. Ghana Statistical Survey (GSS).

2. Objectives of the assignment

The specific objectives of the assignment are as follows:

- assess the level of knowledge of cocoa and agriculture extension officers/agents/local facilitators on child labour, Ghana Child Labour Monitoring Systems (GCLMS) and OSH issues, as well as their training needs;
- create a mass of trainers among cocoa and agricultural extension officers, and local/community facilitators to be able to train with a focus on child labour, Occupational Safety and Health in agriculture and child labour monitoring;
- empower extension officers/agents in Ghana through a better understanding of their functions, procedures, planning and role in the elimination of child labour; and
- mainstream child labour into the main functions of extension officers at national, regional, district and community levels by identifying ways extension officers can contribute to efforts in addressing child labour in the agriculture/cocoa sector.

3. The assignments

3.1 Implementing team meeting

For purposes of ownership and sustainability, an Implementation Team was put together manage implementation. The inception meeting was held in the ILO office on November, 1 2012 to discuss the content of the assignment. Present at the meeting were representatives from the implementing team; composed of the Community Empowerment Associates (CEA) represented by the Consultant, Directorate of Agriculture Extensions Services of the Ministry of Food and Agriculture (DAES of MoFA), Ghana Cocoa Board/ Cocoa Swollen Shoot and Virus Disease Control Unit (COCOBOD/CSSVDCU), Develop Institute (DI) and ILO-IPEC.

After this meeting, the consultants (CEA) visited the implementation partners (MOFA, COCOBOD/CSSVDCU and DI) in the various offices for them to be introduced to the various institutional heads. These visits were embarked on in the week of November 5, 2012.

The consultant held another meeting on November 20, 2012 in the MOFA conference room with all the other implementing partners to discuss and finalise preparation for the assignment. There were representations from MOFA, COCOBOD/CSSVDCU, ILO, DI and CEA at the meeting. At the end of the meeting, the following outputs were achieved:

- clearly spelt out roles and tasks for each of the implementing partners and each implementing partner had understood their specific tasks;
- a list of contact persons from each of the organizations who would actively partake in the execution of the assignment had been compiled;
- MOFA and CSSVDCU had agreed to:
 - give the consultant the lists of their district extension officers, and
 - contact their respective District Directors to inform them about the needs assessment exercise;
- all partners present were given first drafts of the assessment questionnaires, methodology note and the detailed work plan for review and comment;
- revised detailed work plan for the assignment.

3.2 Development of preparatory documents

The Consultant/CEA developed the methodology note, the detailed work plan and needs assessment questionnaire for assignment. Drafts were shared with the ILO-IPEC and other team members who gave their inputs and comments. The latter were duly factored into the final methodology note and the needs assessment questionnaires and the final documents submitted to the ILO-IPEC.

Output

The outputs are:

- detailed work plan for the assignment;
- methodology note for the assignment; and
- needs assessment questionnaire.

3.3 Desk review

The consultant reviewed ILO documents and other relevant materials on child labour in agriculture, GCLMS and OSH in agriculture and cocoa and agriculture extensions. The resultants of this aspect of the assignment are as follows:

- consultants had deepened understanding of the assignment through the thorough review of the documents; and
- a synthesised report on the key areas.

3.4 Needs assessment exercise

The implementing partners selected 3 out of the 7 IPEC districts for the data collection exercise (Twifo Hemang Lower Denkyira, Birim South and Juaboso Districts). One non-IPEC district (North Tongu) was also added to help in gathering information about cattle rearing and fishing activities. CEA with the assistance from CSSVDCU and MOFA obtained the list of agric. and COCOBOD extension officers from which a representative sample (60 per cent of the agric. and COCOBOD extension officers) was taken for the exercise. See Annex I for the details of interviewees. The consultant worked with the support of trained data collectors, who interviewed 30 extension officers in all from 26th November to 13th December, 2012. This was followed by the data analysis and report writing. The key output was a needs assessment report highlighting the training needs of extension officers.



Cross-section of the workshop participants.

3.5 Training of trainers for the agriculture and cocoa extension officers

Based on the outcomes of the needs assessment exercise, 3 cascades of 3-days training of trainers workshops were held for 56 extension officers at the Bunsu Cocoa College within the 3rd and 5th weeks of January, 2013. The training on child labour, GCLMS and OSH were organised for DAES/MOFA and CSSVDCU/COCOBOD extension officers at the national and regional levels and district level within the 7 ILO-IPEC operational districts. See Annex II for the programme outline and Annex III for the details of the institutions invited and actual workshop participants.

The resource persons were drawn from the GAWU, COCOBOD, MOFA and CEA to facilitate the training sessions with logistical support from DI.

3.5.1 Presentations on CL, GCLMS and OSH

In participatory sessions, the resource persons led discussions on **child labour concepts** and its legal framework (international and national laws and conventions). Under the **Ghana Child Labour Monitoring Systems (GCLMS)**, the discussions were centred on the background, objectives, how it operates, partners, indicators, implementation plan and sustainability of the GCLMS as well as the roles of COCOBOD/ Agricultural Field Staff.

Sessions on **Occupational Safety, Health and Environment (OSHE)** covered the Concept, hazards (definition and types), the Hazardous Activity Framework, Agro-Chemicals, Prevention and Control and Risk Assessment. This was supported with a field visit to a cocoa farm within the Bunsu College. During this session, personnel from the college demonstrated the safe ways of handling the mist blower. Discussions around this activity emphasised the reasons why children should not be allowed to carry out spraying exercises. The need to always ensure safety and health conditions on farms were highlighted.



Some participant in group discussions.



Some participant in group discussions.

The discussions were interspersed with group works which gave participants the opportunity to exhibit the lessons they had gathered from the discussion on “*The facilitator*” as they presented their group works. Participants were also given more of such opportunities during the recaps and time for icebreakers. These facilitation practices received constructive criticism from both resource persons and participants to help them improve on their skills for the training of the target groups.



A participant presenting his group's work.



A resource person commenting on the presentation.

3.5.2 The role of extension managers in the elimination of child labour

It came to light from this brainstorm session that broadly speaking, the role of extension managers involves:

- planning the activities that would be undertaken in a year to eliminate child labour;
- organizing the activities by providing materials and logistics needed for the implementation; and
- monitoring and directing the process across all levels for successful implementation.

Breaking these overall roles down, these specifics were identified:

- awareness creation on child labour through the various mass media such as radio, TV, rallies and farmer meetings;

- training of farmers on child labour issues;
- creation and using of existing farmer groups as medium of learning;
- in cooperation of child labour issues in the farmer business school training sessions especially on issues that deal with pesticide usage and farm labour;
- regular training of staff not just in-house training but on field demonstrations;
- the GCLMS will be embraced by agents as an essential monitoring tool; and
- stakeholder collaboration through meeting is paramount.

It also emerged out of this deliberation that, pursuing of this task by COCOBOD would be a lot easier than MOFA as it has all the structures (such as trained agents, cocoa manual and modules of child labour) in place for executing these roles. It was however noted that the collaboration on the field between these stakeholders was weak. The participants suggested that more pragmatic efforts and statements be made to strengthen this collaboration. This may enhance the operations of these stakeholders as there could be potential benefits such as the sharing of staff and logistics e.g. mobile van.

3.5.3 Partners identified in the elimination of child labour

The following key partners were identified as stakeholders whose efforts could be tapped to help in the elimination of child labour:

- Action aid;
- Cadbury/Mondellez;
- GIZ;
- World Vision;
- ILO;
- Amajaro;
- Cargill;
- Rainforest Alliance;
- Solidaridad;
- World CocoaFoundation;
- African cocoa initiative;
- ADRA;

- Technoserve;
- Kuapa Kokoo;
- Plan Ghana;
- NGOs in Ghana;
- MIDA;
- SADA;
- Australian Aid;
- Care International;
- USAID;
- DANIDA;
- UNDP;
- FAO;
- Netherlands;
- NGRP.

3.5.4 Strategies for networking and collaboration among stakeholders

The following were identified as some of the effective ways to ensure collaboration and networking among key partners:

- regular organization of Stakeholder meetings by beneficiary partners such as ILO, COCOBOD and MOFA would be the foundation of an effective collaboration;
- creating data of stakeholders implementing projects on the elimination of child labour;
- clear leadership role by the National Steering Committee on Child Labour (NSCCL) for the elimination of child labour;
- the steering committee of MOFA-FASDEP could also be an avenue for this networking;
- personal visits and one-on-one interactions with these partners is essential;
- targeting the tertiary institutions for partnership is laudable as child labour issues could be incorporated into the course work of students;

- mainstreaming of child labour issues into the educational curriculum;
- use of the media print and local) to influence and sensitize the nation on child labour issues; and
- social partners and trade unions should not be left out.

3.5.5 Measures to mainstream child labour in to COCOBOD/MOFA policy

The main measures identified to mainstream child labour into the policy of MOFA COCOBOD were to adopt child labour in the strategic plans for MOFA and the incorporation of child labour into their training programs. For this to be achieved there should be a comprehensive manual on child labour.

It was however made known that MOFA does not have any existing manual on child labour while COCOBOD does have a training manual for extension officers with a child labour module. However, the COCOBOD manual has scanty information on child labour.

Therefore, the development of a unified and detailed manual on child labour covering all agricultural sectors is the sure way forward. MOFA suggested for a separate booklet on child labour due to the enormous issue it handles.

If the manual should be developed, participants agreed on the key topics of the presentations delivered during the training session. The following manuals were suggested as reference materials: Certification Capacity Enhancement (CCE) manual, COCOBOD manual, OSHE manuals, Sustainable Tree Crop Project (STCP) OSHE manual.

3.5.6 Identified areas for drawing out a strategic plan

- Training of extension staff and farmers.
- Manual development.
- Development of IEC materials.
- M and E frame work.
- Communication strategy.
- Networking and collaboration among partner.
- Formation of work groups.
- Funding.
- Sustainability and exist strategies.

3.6 Child labour modules and strategic plan development

3.6.1 Child labour modules for the agriculture and COCOBOD extension officers

The experiences from the training were collated into a child labour module by the consultant with the support of implementing partners. The module would be ultimately mainstreamed into the existing training manuals for extension officers from both COCOBOD and MOFA during the next publications. It is expected that this module will enhance their capacity to incorporate child labour into their training sessions with farmers to support the fight against child labour in the agriculture and cocoa sectors. The module has the following 3 units;

- 1) Unit 1: Understanding the concepts of child labour;
- 2) Unit 2: Occupational Safety, Health and Environment (OSH and E) in the agriculture/cocoa sector of Ghana;
- 3) Unit 3: The role of cocoa extension officers/agents in implementing the Ghana Child Labour Monitoring System (GCLMS).

Each of these units has objectives, expected output, sessions and duration, preparation, materials required, methodology, procedure, evaluation and key messages to guide the facilitation of the sessions. In addition to these, there is a resource sections with key information on all issues discussed under the units.

3.6.2 Child Labour Strategic Plan (CLSP) for DAES, MOFA

This strategic plan was developed in response to a request from DAES to ILO. The output of the training of trainers served as a resourceful information for the development of this Child Labour Strategic Plan (CLSP) by the consultants with constructive inputs from the implementing partners. The goal of the CLSP is in consonance with *“The National Plan of Action (NPA) for the Elimination of the Worst Forms of Child Labour in Ghana (2009-2015)”* as well as the Food and Agriculture Sector Development Policy (FASDEP II) and the Medium Term Agriculture Sector Investment Plan (METASIP 2010-15) of MoFA. The strategies and the objectives of the CLSP are structured based on the mandate of the DAES. Knowing that Child Labour is a crosscutting issue, the plan has a section for collaborators who can be partnered with in the execution of the strategies outlined in the plan.

3.6.3 Validation workshop

A validation workshop was organized at Ange Hill Hotel, Legon, on March 22, 2013 to bring stakeholders together to review the Child Labour Modules and the Strategic Plan. The workshop was attended by representations from the Ministry of Employment and Labour Relations, COCOBOD (National, Regional and District), DAES (National, Regional and District), MOFA, Ministry of Fisheries and Aquaculture Development (MIFAD), Amajaro, ILO-IPEC, DI and CEA. (See Annex IV for the list of participants and Annex VI for pictures from the workshop). Participants of the workshop were grouped in three and each group perused one of the three documents. The comments and inputs from the group works were presented and discussed afterwards and the inputs factored into the documents.

3.7 Finalization and submission of deliverables

After the validation workshop, the documents were finalized based on the workshop outcome and other inputs from ILO-IPEC, DAES and COCOBOD and the final documents submitted to ILO-IPEC.

4. Conclusion

The assignment has fulfilled its purpose; the desk review on child labour, needs assessment and the trainer of trainers have been carried out; child labour modules have also been developed for MOFA/DAES and COCOBOD/CSSVDCU, and strategic plan also produced for MOFA/DAES. The assignment has been a learning process working with the implementing team. CEA is grateful for the opportunity to work with the implementing team, who tirelessly provided all the support for the successful implementation of the assignment. We are looking forward for more collaboration.

Annex I: Details of participants

Regions	Districts	Selected districts for the assessment	No. of interviewees
Central	Twifo Hemang Lower Denkyira District	Twifo Hemang Lower Denkyira District	10
Eastern	Birim South District Suhum Kraboa Coaltar District	Birim South District	8
Western	Aowin Suaman District Bia District Juaboso District Wassa Amenfi West District	Juaboso District	9
Volta	North Tongu District		3

Annex II: Generic programme outline for the workshop

Day one		
Time	Activity	Responsibility
7:00 – 8:00 a.m.	Breakfast/Registration of Participants	Dev. Institute
8:00 – 9:30 a.m.	Introductions/ Housekeeping/ logistical needs	CEA
	Welcome messages	MoFA/ COCOBOD
	Participants' Expectations and Workshop Objectives	CEA
9:30 – 10:30 a.m.	The Facilitator – who is he/ she?	CEA
10:30 – 11:00 a.m.	Snack Break	Dev. Institute
11:00 – 1:00 p.m.	Presentation on Child labour Concepts	Shaibu Muniru/ Barnett Quaicoo
1:00 – 2:00 p.m.	Lunch Break	Dev. Institute
2:00 – 4:00 p.m.	Presentation on Child labour Laws and Conventions (International and national laws)	Shaibu Muniru/ Barnett Quaicoo
4:00 – 5:30 p.m.	Introduction to the Ghana Child Labour Monitoring System (GCLMS)	Alberta Badu-Yeboah/ Barnett Quaicoo
Day two		
Time	Activity	Responsibility
8:30 – 9:00 a.m.	Registration/ Recap of previous day's activities	Dev. Institute
9:00 – 10:30 a.m.	Ghana Child Labour Monitoring System (Cont'd)	Alberta Badu-Yeboah/ Barnett Quaicoo
10:30 – 11:00 a.m.	Snack Break	Dev. Institute
11:00 – 1:00 p.m.	Introduction to Occupational Safety and Health (OSH) issues in Child Labour	Theophilus Osei Owusu/ Bright Wireko-Brobby
1:00 – 2:00 p.m.	Lunch Break	Dev. Institute
2:00 – 5:00 p.m.	OSH Field Practice-	Theophilus Osei Owusu/ Bright Wireko-Brobby
5:00 – 5:30 p.m.	The role of Extension Managers in Child Labour	CEA
Day three		
Time	Activity	Responsibility
8:00 – 8:30 a.m.	Registration/ Recap of previous day's activities	CEA
8:30 – 10:30	Identification of measures to mainstream Child Labour in COCOBOD/MOFA Policy/ Strategies for Networking and Collaboration	CEA
10:30 – 11:00 a.m.	Snack Break	Dev. Institute
11:00 – 1:00 p.m.	Development of Strategic Plans	Bright Wireko-Brobby
1:00 – 2:00 p.m.	CLOSING / GROUP PHOTOGRAPH / LUNCH	Dev Institute

Annex III: Details of training of trainers' workshop participants

Date of training	Institution
13 th to 16 th January, 2013	COCOBOD/CSSVDCU (National)
	COCOBOD/CSSVDCU (Regional)
	CRIG
	COCOBOD (Central and Western Regions)
	MOFA/DAES (National)
	MOFA (Fisheries)
	MOFA (Central and Western regions)
	Armajaro
	DI
	CEA
20 th to 23 rd January, 2013	MOFA (National)
	MOFA (District)
	COCOBOD/CSSVDCU (District)
	COCOBOD/CSSVDCU (Regional)
	Department of social welfare
	CRIG
	DI
	CEA
27 th to 30 th January, 2013	MOFA (National)
	MOFA (District)
	MOFA (Regional)
	COCOBOD/CSSVDCU (District)
	DI
	CEA

No.	Organization	No. of participants invited	No. of actual participants
1.	Ministry of Food and Agriculture	1	0
2.	COCOBOD Headquarters	1	1
3.	National Directorate of Agriculture Extension Services of MoFA	2	3
4.	National Officers of CSSVDCU	3	2
5.	Regional and District Directorate of Agriculture Extension Services of MoFA – Eastern, Central and Western Regions	24	23
6.	Regional and District Officers of CSSVDCU- Eastern, Central and Western Regions	25	24
7.	Private sector partners providing extension support in cocoa sector – Armajarro	7	1
8.	Department of Social Welfare	Some districts sent DSW as representatives	2
Total		63	56

Annex IV: Details of training of trainers' workshop participants

No.	Name	Organization	Location
1.	Samuel A .Ankamah	CSSVD/COCOBOARD	Agona Swedru
2.	Linus Fiakeye	CSSUVD	Accra
3.	Theophilus Osei Owusu	DAES/MOFA	Accra
4.	Stephen McClelland	ILO	Accra
5.	Stella Dzator	ILO	Accra
6.	Delari Amable	DI	Accra
7.	Dzifa Kunagi	DI	Accra
8.	B. K .Gyasi	MOFA	Accra
9.	Shaibu Muniru	MoFA	Accra
10.	Daniel Chachu	ILO	Accra
11.	John K. Gyimah	MOFA-Reg extension	Sekondi W/R
12.	Emmanuel Amenu	MOFA Suhum	Suhum
13.	John Lovelance Kpodowah	MOFOAccra	Accra
14.	Matilda Agyapong	Amajaro Ghana	Kumasi
15.	Brada Laryea Adjapawa	MELR	Accra
16.	Freda Oduro	Fisheries	Tema
17.	Paschal Kaba	GAWU	Accra
18.	William Minta Wiafe	CSSUDV/COCOBOD	Accra
19.	Felix Kwame Appiah	CSSUDV/COCOBOD	Accra
20.	Bobby Homawoo	CSSVD-CU	Suhum
21.	Pius Pual Senyo-Kwame	CSSVD-CU	Koforidua
22.	John Chris Deckor	CSSVD-CU	Akim Oda
23.	Nuzart Otoo	MOFA	Cape Coast
24.	Clemence S. Kugbey	DI	Accra
25.	E.Kwame Mensah	ILO	Accra
26.	Bright Wireko-Brobby	CEA	Kumasi
27.	Abigail Oteng-Yeboah	CEA	Kumasi
28.	Ama Anyowaa Agyekum	CEA	Kumasi

Annex V: Details of the implementing team

Organization	Team members
DAES/MOFA	Nana Sakyibea Addo Prospera Anku Okrah
CSSVDCU/COCOBOD	William Minta Wiafe Linus Fiakeye
DI	Ken Kinney Delasi Amble Winfred Donkor
ILO	Stella Dzata Or Daniel Chachu
CEA	Dr. Francis Baah Bright Wireko-Brobby Abigail Oteng-Yeboah

Annex VI: Pictures from the TOT and the validation workshops



Cross-sections of the workshop.



Cross-sections of the workshop.



Cross-sections of the workshop.



Cross-sections of the workshop.



Participants working on their group assignments.



Participants working on their group assignments.



Participants working on their group assignments.

RISK ASSESSMENT FOR CHILDREN
 sample of Risk Assessment (43)

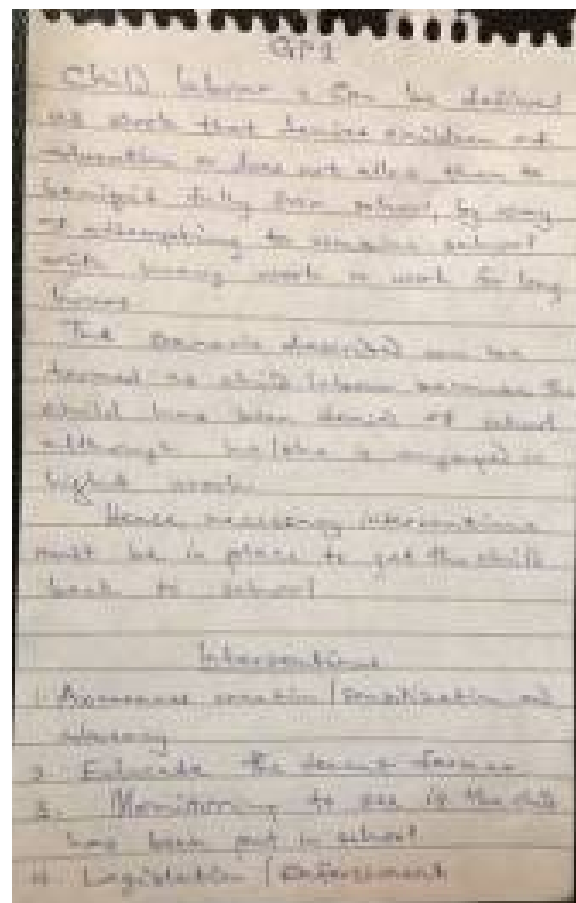
Task	Hazard	Risk	Control	Priority
Weeding	1. Sharp cutlass	1. Injuries (cuts)	Personal Protective Equipment/ Supervision	3
Mistletoes Removal	1. Ladder 2. Cutlass (one) 3. Climbing	1. Falling 2. Injuries 3. Death	Stop from activity	1
Harvesting	1. Feet Sharp harvesting hook.	Cuts from falling disconnected hooks	Harvest only lower ones under supervision or stop them.	2
Breaking of Pods	Sharp knife or heavy mallet	Cut or break hand	Can be assigned other duties	4
Carrying of Loads	Heavy load	1. Slip and fall 2. Sustained body injuries	light weight (less than 30% Body weight)	5

12K V2023

Some outputs from the group assignments.



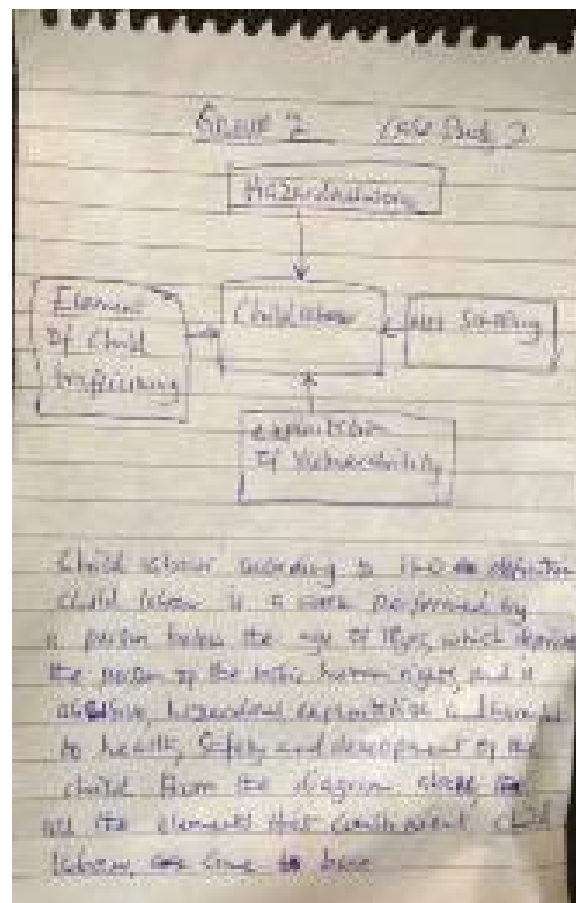
Some outputs from the group assignments.



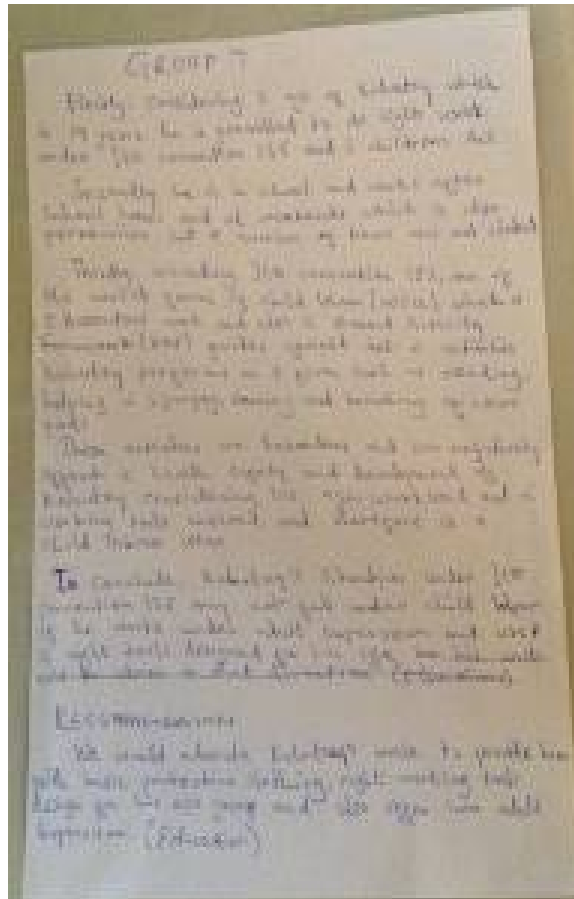
Some outputs from the group assignments.

Task	Hazard	Risk	Control	Priority
Weeding	Cutlass	cutlass wound	Should use protective clothing Should weed under supervision	Risky
Spraying	Chemical Machine	Chemical poisoning drowsiness hearing disorders spinal cord disorders machine can catch fire.	Children should not be allowed to spray but can fetch water.	Very Risky
Pruning and Metallic Saw	Cutlass Ladder Pruner Red Ant Snake bite	cutlass cut/ pruner cut fall from ladder insect attack snake bite	Children should not be allowed to do pruning	Very Risky
Harvesting	Cutlass Sickle	Cutlass/Sickle cut	Children should not harvest but can gather harvested pods.	Risky
Pod Beating	clubs cutlass	cutlass	should use wooden clubs Scooping beans from pod.	less Risky

Some outputs from the group assignments.



Some outputs from the group assignments.



Some outputs from the group assignments.



Participants presenting their group work.



Participants presenting their group work.



Participants presenting their group work.



Participants presenting their group work.



During the field visit.



During the field visit.



During the field visit.



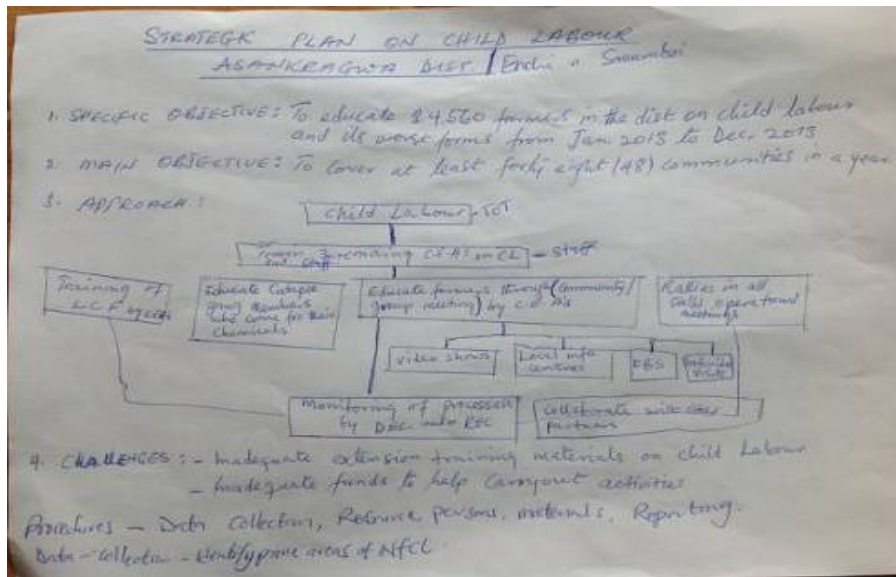
During the field visit.



Group photographs.



Group photographs.



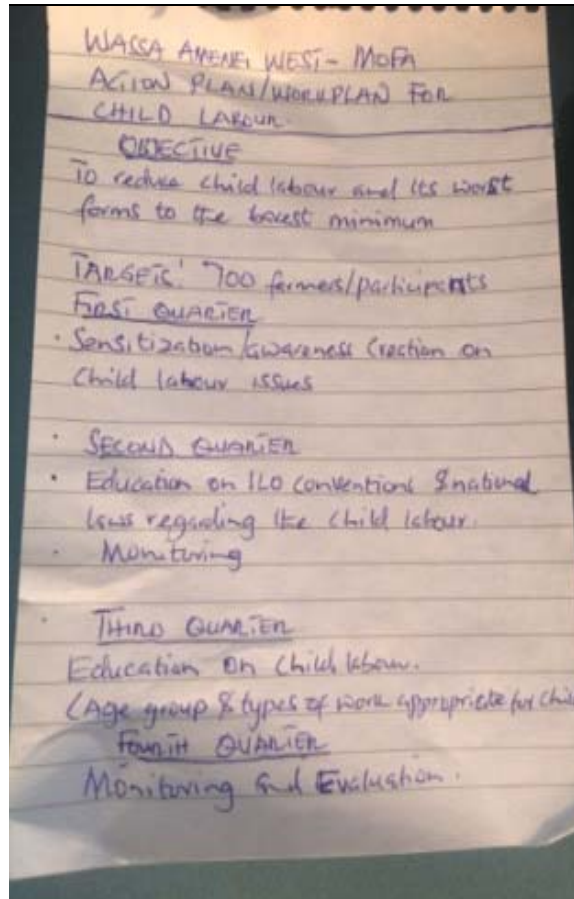
Some action plans from the group works.

STRATEGIC PLAN FOR THE ELIMINATION OF CHILD LABOUR

Period	Activity	Approach	Resources
Jan	Sensitization	Community, Sells	Training Over immediate
Feb	Sensitization	Farmer training F&S	collaboration
Mar	education	Farmer training F&S	collaboration with other
Apr	education	Farmer meeting/training F&S	Partners
May	Education	Farmer training F&S	
June	Rolls	Farmer training F&S	(F&S)
July	Training	Farmer training F&S	(F&S)
Aug	Training	Farmer training F&S	(F&S)
sep	education	Farmer training F&S	(F&S)
Oct	education	Farmer training F&S	(F&S)
Nov	Education	Farmer training F&S	(F&S)
Dec	Sensitization	Farmer training F&S	(F&S)

Target: Educate 24500 farmers in a year

Some action plans from the group works.



Some action plans from the group works.

AIM/OBJECTIVE	CHILD LABOUR - T/P/RAED	STRATEGIC PLAN
1. Brief District Director and provide soft copy of learning materials	1) Child labour awareness creation 2) Minimize child labour	PEOPLE RESPONSIBILE
2. Training of colleagues		DDA + Workshop participants
3. Educate community using support videos (OCCAFED)		DDA + DDC
4. Organize farmers forum		DDA, DDO-sub, AEA ₁
5. Clip in child labour issues of WIAA, WIAFT etc		DDC
6. LOCAL FM		AEA ₂

Some action plans from the group works.

The validation workshop



DAES and CSSVDCU national representatives giving their key messages after their counterparts from ME and RL and ILO had finished theirs.



DAES and CSSVDCU national representatives giving their key messages after their counterparts from ME and RL and ILO had finished theirs.



Cross-sections of participants during the presentations.



Cross-sections of participants during the presentations.



Participants in group discussions reviewing the child labour modules and strategic plan.



Participants in group discussions reviewing the child labour modules and strategic plan.



Participants in group discussions reviewing the child labour modules and strategic plan.



Participants in group discussions reviewing the child labour modules and strategic plan.