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# SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

## Training Report on Anti-Clat Strategies, Referral Process and the Use of Systematic Referral Mechanism and Protocols



APRIL, 2018

THE  
UNIVERSITY  
OF RHODE ISLAND  
GRADUATE SCHOOL  
OF OCEANOGRAPHY



**SNV** SMART  
DEVELOPMENT  
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**Cover photo:** Participants in a group picture (Credit: Brand Reflect Media)

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## **ACRONYMS**

AAKKDA	Abura Asebu Kwaman Kesse District Assembly
CEWEFIA	Central and Western Region Fish Improvement Association
CLaT	Child Labor and Trafficking
DA	District Assembly
DAA	Development Action Association
DSW	Department of Social Welfare
GES	Ghana Education Service
GHS	Ghana Health Service
GIS	Ghana Immigration Service
GNCFC	Ghana National Canoe Fishermen Council
GPS	Ghana Police Service
IOM	International Organization For Migration
NAFPTA	National Fish Processors and Traders Association
SFMP	Sustainable Fisheries Management Project
SNV	Netherlands Development Organisation
SOP	Standard Operating Procedure

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## **EXECUTIVE SUMMARY**

It is estimated that there are over 2.7 million child laborers in Ghana and that the largest employers of child labor in Ghana are in the fishing, cocoa and artisanal mining sectors. Child Labor and Trafficking (CLaT) victims in the fisheries sector are exposed to various degrees of life-threatening dangers. The U.S. Government 2016 Trafficking in Persons Report classified Ghana as a Tier 2 Watch List country for the second year in a row. This means that the US Department of State has concluded that Ghana government does not fully meet the minimum standards for the elimination of trafficking in persons. This classification has varied implications for Ghana; including likely cuts in US development assistance, and requires both national and local level efforts aimed at reducing child labor and trafficking in the long term to avoid this sanction.

However with increasing poverty due to decline in fish catches, the problem of CLaT in fishing communities is likely to increase. In view of this, the SFMP is implementing a number of strategies aimed at reducing CLaT in the fisheries sector through behavior change communications and livelihood interventions that target adult caretakers (parents, guardians, etc.) who are key perpetrators as a result of poverty or lack of knowledge on the dangers of CLaT on children. One of the strategies is aimed at building the capacity of and supporting Fisheries Associations (NAPTA, GNCFC, GITA, NAFAG) from Moree, Cape Coast and Elmina, under the Central and Western Fishmongers Improvement Association (CEWEFIA), Local Implementing Partners, Ghana Education Service, Ghana Police Service (AHTU), Ghana Health Service and Department of Social Welfare on Child Labor and Trafficking Strategy; use of the systematic referral mechanism and protocols developed under the Child Protection Compacts.



# **1. INTRODUCTION**

The Sustainable Fisheries Management Project SFMP, with support from implementing partners, is currently implementing a number of strategies aimed at reducing Child Labor and Trafficking (CLaT) in the fisheries sector through behavior change communications and livelihood interventions that target adult caretakers (parents, guardians, etc.) who are the key perpetrators in CLaT cases, as a result of poverty or lack of knowledge and understanding of the damages of CLaT on children.

One of the strategies adopted in Year Four (4) of the Project was to support Fisheries Associations (NAPTA, GNCFC, GITA, NAFAG) from Moree, Cape Coast and Elmina, under the Central and Western Fishmongers Improvement Association (CEWEFIA), Local Implementing Partners, Ghana Education Service, Ghana Police Service (AHTU), Ghana Health Service and Department of Social welfare to function effectively in advocacy, reduction, and elimination of CLaT in source communities.

In order to implement this strategy, the Netherlands Development Organisation (SNV) as the lead agency for the CLaT component of the project was assigned to provide capacity building training workshop on the development of CLaT prevention strategies stated in the anti-CLaT policy in the fisheries strategy developed under the SFMP in 2016; and the use of the systematic referral mechanism and protocols developed under the Child Protection Compacts.

The training workshop was designed for Fisheries Associations (NAPTA, GNCFC, GITA, NAFAG) from Moree, Cape Coast and Elmina, under the Central and Western Fishmongers Improvement Association (CEWEFIA) Local Implementing Partners, Ghana Education Service, Ghana Police Service (AHTU), Ghana Health Service and Department of Social welfare.

## **1.1 Workshop objectives**

The objectives of this training workshop were to:

- To equip and sensitise participants on CLaT prevention strategies.
- To build capacity of partners (NAFPTA, GNCFC, GES GHS, Social welfare) on anti-child labor and trafficking strategies.
- To build capacity of partners on standard operating procedures and referral mechanisms in combating CLaT.
- To build capacity of participants in fusing the anti-CLaT strategies into their plan of work.
- To have a common song sheet to use in helping the anti-CLaT campaign.

## **1.2 The key outcomes**

The key outcomes of this workshop were to develop capacity of participants on anti-CLaT strategies, as published in the anti-CLaT policy in fisheries strategy developed under the SFMP in 2016. Also, participants were trained on the use of the systematic referral mechanisms and protocols developed under the Child Protection Compacts (IOM 2016). Finally, the training workshop sought to train participants on how to fuse the anti-CLaT preventions strategy into their work plan or day to day activities.

## **1.3 Training method**

Power point presentation was the main method used to deliver the training. Opportunities were given for several informal group and individual discussions, video/documentary discussions, experience sharing and group exercises. The training was facilitated by Edem Semordzi (anti-CLaT Advisor, SNV) with support from Hannah Antwi and Nicholas Smith (CEWEFIA). The training took place on 19<sup>th</sup> and 20<sup>th</sup> April 2018 at Pempamsei Hotel in

Cape Coast. The training workshop was attended by a total of 28 participants including 15 women and 13 men. Participants included staff from Central and Western Fishmongers Improvement Association (CEWEFIA), Friends of the Nation (FoN), Fisheries Associations (NAFPTA, GNCFC, GITA, NAFAG) from Moree, Cape Coast and Elmina, Ghana Education Service, Ghana Police Service (AHTU), Ghana Health Service and Department of Social Welfare.

## **2. KEY DEFINITIONS AND TRAINING POINTS**

In an attempt to ensure that participants had a general understanding of the subject, the training started with an introduction by the facilitator with the definition of Human Trafficking under the 2000 UN Palermo protocol and the 2005 Human Trafficking Act of Ghana. Particular reference was made to people under age 18, i.e. children. There were also discussions of common terminologies and phrases on human trafficking such as exploitation, coercion, forced labor, worst forms of child labor, debt bondage, slavery, vulnerability, social worker, police officer, civil society organisation etc.

### **2.1 Prevention strategies**

With respect to the demographics of the participants and the expected outcomes, the training workshop highlighted and discussed strategies and interventions to prevent children from being engaged in child labor or trafficked in fisheries activities. Broad areas covered were addressing migration issues, elimination of harmful cultural practices through culturally sensitive and appropriate interventions, i.e.(fostering) adopting appropriate laws, instituting stringent measures, guidelines and regulations and instituting after-school programs.

Some of the key strategies discussed include:

- Developing programs that provide income-generating opportunities for deprived families and communities in other income generating activities to reduce their vulnerability to child labor and trafficking.
- Undertake targeted public education and sensitization on the laws that prohibit child labor and trafficking (including the dangers of CLaT).
- Engage in media awareness and policy advocacy on policies and laws that prohibit child labor and trafficking.
- Consciously sensitize families and/or households to see investment in children's education as providing them with a future, and helping society to derive the best out of its citizens.

### **2.2 Community awareness and behavior change communication strategies**

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

Specific strategies discussed under BCC were:

- Designing effective community-led communication programs to protect children. This highlighted approaches to communicate key messages which may include community drama, story telling, posters, songs, videos, school visits, and radio discussions.

- Stakeholder engagement was also highlighted. It was noted that this will help to know, believe, and feel the need for them to begin to think about changing behavior and attitudes towards children, and promote children's rights and welfare.
- Mobilising communities to design and implement programs on the effects of child labor and trafficking.
- Conducting child labor and trafficking community campaign meetings using different techniques such as stickers, community forums, theatre for change, and community radios.
- Promoting children's rights and responsibilities (and the rights of boys and girls) and informing communities of the importance of preserving these.

### **2.3 Identification and referral**

Under this subject, discussions highlighted that trafficking of human beings constitutes a serious infringement of human right. Therefore, identifying trafficked children is vital to ensuring that victims are granted access to comprehensive protection and support services. Identification is the process of determining the status of a person as a victim of trafficking, and screening is the process by which trained social service workers learn more about the victims of trafficking, their medium and long-term needs.

The training ensured that participants were aware that if a victim was not identified as such, he or she could be left without appropriate support in order to recover from the trafficking ordeal; and this is to the detriment of the trafficked victim. Hence emphases was placed on the vital first step to providing victim protection, that is determining whether an individual is infact a victim of human trafficking. Without access to protection and support services, trafficked persons might not have sufficient confidence and security to co-operate with law enforcement officials in criminal investigations. Without evidence and testimony from trafficked persons, it is difficult to prosecute traffickers.

In line with the above, there were discussions on terminologies and phrases, as published in the identification and referral protocols developed under the Child Protection Compact.

#### **2.2.1 Who can identify?**

This subject highlighted to participants that any person with “reasonable grounds to believe that another person is a trafficked person” should report that belief to the police. Trained and authorised professionals may also conduct outreach but should inform the police of any human trafficking cases.

#### **2.2.2 Victim**

Anyone can be a victim of trafficking: men, women, boys, and girls. Victims of trafficking are denied their rights and often have to live without enough food, clothing, health care, and shelter. Many work without being paid. Victims are treated unfairly and suffer physical and emotional pain. Child victims often do not go to school and will likely struggle to succeed in life without an education.

The training also highlighted that victims play a central role during the identification and screening process. A victim can provide critical information to social service workers or law enforcement officials which can be used for purposes of protection, prevention, and prosecution. To successfully cooperate with a victim, it is important to recognize their basic human rights, including the right to information, confidentiality, protection, and non-discrimination. If the victim is a child, authorities, parents, and guardians must act in the best interest of the child and respect the views of the child.

A victim of trafficking may have a mind-set of fear, distrust, denial, and conflicting loyalties. Victims of trafficking are often fearful of being jailed and may distrust authority figures, particularly law enforcement and government officials. Similarly, traffickers may convince trafficking victims that the police will jail the victim if they file a complaint. Victims of either sex or labor trafficking fear that if they escape their exploitation and initiate investigations against their trafficker, the trafficker and his/her associates will harm the victim or the victim's family members.

### 2.2.3 Law enforcement

Law enforcement agencies are key partners in the identification and referral of victims and the prevention of trafficking through proactive deterrence. Law enforcement also has a prominent role in conducting evidence-based investigations, identifying suspects, and making arrests. Law enforcement officials receive tips and complaints from victims and witnesses, and are initially responsible for taking a statement, provide safety and medical referrals when necessary, and register the case. Law enforcement officials are also responsible for leading rescue operations, arresting perpetrators, and pursuing convictions.

### 2.2.4 Social service worker

A person who is a member of the Department of Social Welfare or a person representing a non-governmental organization trained in providing social services.

The training also highlighted the main roles of a social service worker as outlined below:

**Social service worker**

**Key role: Social Service Worker**

Social service workers function as enablers, brokers/advocates, and teachers for their victims.

- ✓ As an **enabler**, the social service worker who assists the victim in identifying needs, defining goals, recognizing his or her own strengths, and helping him or her to find solutions to problems and ways to achieve his or her goals.
- ✓ As a **broker/advocate**, the Social Worker assists the victim in identifying available resources, helps the victim evaluate the available resources, and then facilitates contact with or refers to other services or agencies.
- ✓ As a **teacher**, the Social Worker develops the skills and information base of the victim so that the victim is better able to make informed decisions, resolve his or her problems or achieve his or her goals

Figure 1. Key roles of a Social Worker

### **3.0 THE REFERRAL PROCESS AND OUTREACH**

Participants were trained that any person with information about trafficking individuals should inform an authority - a police officer, an immigration officer, a customs officer, a social welfare worker, a health care provider, a teacher, a district labor officer, an NGO worker, embassy or consulate staff or a community leader. This person of authority should file a complaint with the police immediately.

Also, those who manage public transportation services (i.e. bus terminals, lorry stations, ships) and operate public vehicles or airplanes must take reasonable steps to obtain the travel details of each passenger. Any suspicious circumstances (i.e. large group of children traveling with one adult) should be reported to the police immediately for further investigation, and to a social service worker for victim assistance.

#### **3.1 Community outreach**

With Fisheries Association members and other stakeholders forming the majority of the participants for this training workshop, this topic generated a lot of interest and discussion. It was evident at the end of the discussions that almost every participant clearly established that outreach among communities can lead to the identification of victims of trafficking. The sharing of practical experiences by participants highlighted that outreach involves building trust, providing information and establishing positive relations among community members. Outreach strategies vary and differ based on the specific community and circumstances. Some outreach strategies, like community sensitization, awareness durbars and sports activities involve actively targeting certain groups identified as vulnerable to human trafficking.

It was highlighted that even though outreach and identification may be successful, some victims may eventually return to a life of exploitation. A victim may be forced to return to exploitative conditions by a trafficker, or they may choose to return to a trafficking situation on their own. This choice could be related to the psychological trauma they experienced as a victim. In these scenarios, it is important to give victims as many opportunities and chances to break free from exploitation.



**Figure 2. Nana Kwame Badu (Chief Fisherman of Elmina) explaining to participant how they report fishermen to the police after identifying children on their canoes**

### 3.1.1 Outreach strategies

It was highlighted during the training that depending on the role or function, different reinforcing strategies may be used to actively identify child victims of trafficking. For example, chief fishermen can search for children working in exploitative conditions within their own communities. Also, community labor officers can search for child workers in both formal and informal sectors, including fishing communities, farms, quarries, mines, construction sites and plantations. In addition, NGOs implementing projects on child protection or in communities can assist by screening for potential child victims of trafficking. Law enforcement officers can search suspected fishing communities; or community leaders meet to share information and coordinate action, including the development of community referral pathways for responding to various needs of child victims of trafficking, once identified.

On the outreach strategies Nana Kwame Badu, chief fisherman of Elmina and the head of GNCFC in Elmina said they had given strict warning to canoe owners that if they involve any child in fishing they would arrest them and seize their canoe.

### 3.1.2 The outreach check list

In an attempt to ensure that participants have complete understanding of the community outreach process and strategies, the facilitator took them through the outreach check list developed under the Ghana Child Protection Compact.

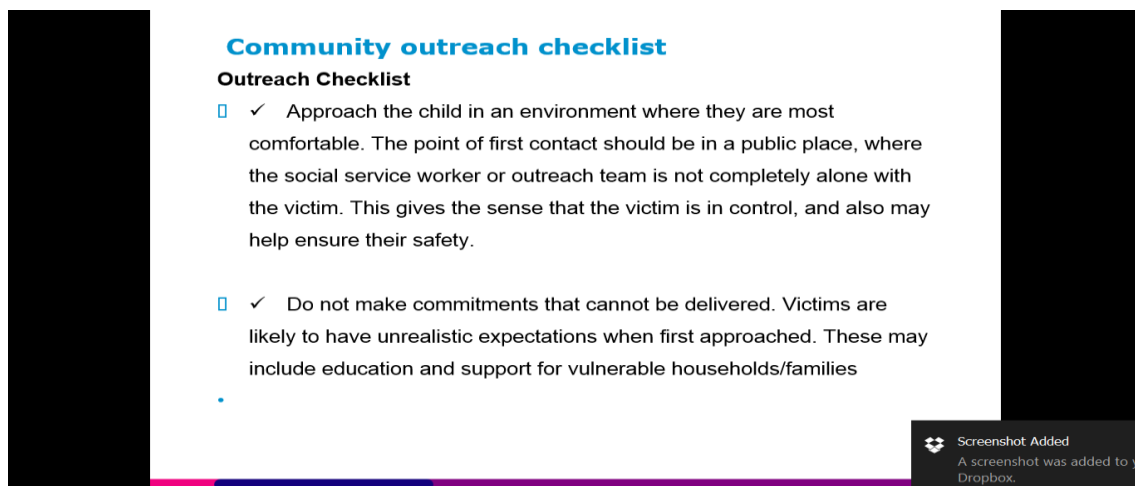


Figure 3. A slide on community outreach checklist

## 4.0 GROUP WORK (DEVELOPING ACTION PLAN)

In line with the SFMP strategy aimed at supporting stakeholders to function effectively in advocacy, reduction, and elimination of CLaT in source communities, developing stakeholders action plan has been one of the key objectives of the training workshop so as to fuse CLaT strategies in their work plan.

The training (group work) aimed at enhancing the capacity of local implementing partners, District Assemblies, fisheries associations, and anti-CLaT advocates on child labor and trafficking to understand the need to incorporate CLaT strategies in their work plan and be able to develop them in their communities to protect children and vulnerable people.

In view of this, participants were grouped and asked to discuss various activities to be included in their work plan to help in reducing child labour and trafficking in their various communities with reference certain issues such as poverty, vulnerability and livelihood support.

In spite of this, participants were encouraged to highlight all areas needed to ensure a holistic and realistic action plan to develop to protect children.



Figure 4. Edem Semordzi (SNV anti-CLaT Lead) explaining the CLaT prevention strategies to participants

### 4.1 Group exercise

In an attempt to ensure a practical training workshop, participants were split into 3 groups, based on roles they play in the referral process, to develop a sample action plan (work plan) based on the lessons learnt from the training workshop of CLaT prevention strategies. The three main communities involved in the exercise were the fisheries associations, the law enforcement agencies (GPS, GIS, FC), and other stakeholders (DSW, GHS, GES).



The results from the exercise indicated a clear understanding of action plans. It was apparent that these participating stakeholders' representatives understood the child labor and child trafficking problems confronting them; and the actions and strategies needed to tackle the issues.

## Group Presentation

Table 1. Group Work

<b>Question : What are the strategies to adopt to help combat CLaT in your communities</b>		
Group one (1)	Group Two (2)	Group three (3)
Fisheries Associations	Law Enforcement Agency/FC	DSW/GHS/GES
<p><b>NAFPTA</b> 1 Advocating on CLaT issues in our field of work Market Home Visit Churches FM station The Use of PA System Visit to Opinion Leaders 2. The association meeting days too will be a point of contact for Education</p> <p><b>GNCFC</b> 1 Education of fisherfolks on CLaT issues during our meetings 2 We will ensure the arrest of fisherfolks who use children in fishing by reporting them to the police.</p>	<p><b>Ghana Police Service (GPS)</b> 1. Visit the communities and educate them on the effects of CLaT and laws on child labor and trafficking.</p> <p><b>Ghana Immigration Service (GIS)</b> 1. Will focus on the 3Ps of the strategies (Prevention, Protection, Prosecution) *Prevention: What are the push factors * Protection : Protecting the vulnerable children * Prosecution: offence, investigation, prosecution</p> <p><b>Fisheries Commission (FC)</b> 1. Radio broadcast on fisheries education 2. NAFPTA training at various meetings/fora 3. Fishermen and fish farmers meeting 4. Information center (jingles on CLaT to be aired in the mornings in all communities). 5. Jingles with information van throughout fish markets and landing beaches. 6. Collaboration with other agencies to combat CLaT .</p>	<p><b>Ghana Education Service (GES)</b> 1. Sensitization and awareness creation programmes of CLaT 2. Talk about CLaT during PTA 3. Sensitizing heads of associations during their meeting</p> <p><b>Ghana health services (GHS)</b> 1. Sensitize parents at Family Planning meetings and during home visit 2. Community meetings/durbars 3. Radio discussions/ community information center</p> <p><b>Department Social Welfare (DSW)</b> 1. Writing of articles in newspapers/ magazines 2. Visit to schools for talk 3. Placards walk with CLaT messages 4. Debriefing of office staff after trainings to sensitize them as well 5. Collaborate with Information Service Department 6. Lobby media house to give slots for interviews on CLaT issues</p>



**Figure 5. Various Groups presenting their action plan/work plan**



**Figure 6. Group members deliberating on their action plan**

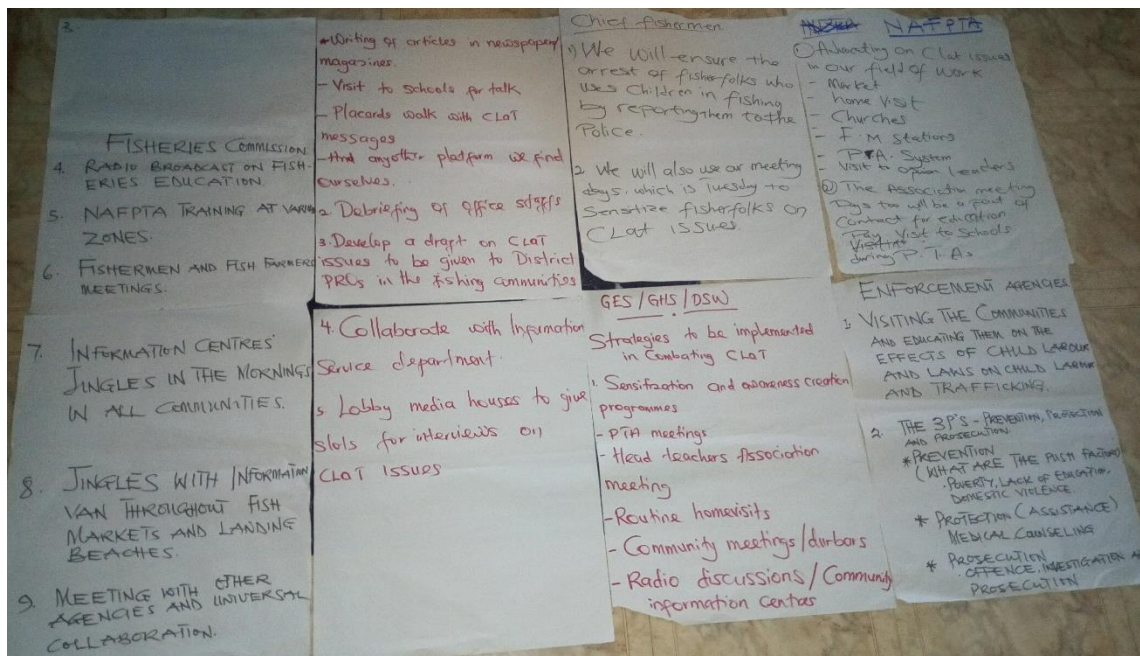


**Figure 7. Fisheries Association Groups developing their action plan**



**Figure 8. Law Enforcement Agency developing their Action Plan**

Figure 9 shows example of a work plan or action plan developed by the various groups from the training. It highlights some of the various strategies to adopt in increasing advocacy in combating child labor and trafficking.



**Figure 9. Work plan developed by various groups**

The work plan developed by the various groups demonstrates that the participants have clear understanding of what CLaT strategy is and the processes or stages involved. They also demonstrated understanding of some strategies and monitoring systems needed to reduce

CLaT in their communities. It is important that the understanding is followed up at the community level by CEWEFIA, DAA, FoN and the District representatives.

## **4.2 Comments from participants**

Participants were given the opportunity to talk on the steps their various outfits have put in place to eradicate child labor.

The *chief fisherman for Elmina Nana Bedu* said he was very excited about the meeting due to its essence, and pledged his support to deal with culprit of child labor in his community. He cited an example of an incident that happened recently in his area, where he reported a boat sailing with two children between the ages of eight and nine years. He got suspicious and questioned the master and the parents of the boys could not give any reasonable answers so he reported the boat crew to the police. The police is investigating and has seized some fishing equipment from them and requested them to call for the parents of these two boys. So the Canoe Council is poised to help combat child labor.

For the Ghana Education Service, Mr Alexander Smart said that they identified CLaT children through absenteeism. According to him, a child who normally absents him/herself from school when approached reveal some forms of abuse that affect his/her education.

Mr. Smart also stated that the regional director has asked the teachers along the coastal areas to intensify their home visits to verify from such absentees to if they were subjected to any form of child labor or trafficking so as to inform the social welfare.

He also mentioned the attitude of girls requesting money and fish from fisher folks in exchange for sex being common in the coastal communities. He mentioned how this leaves most of such girls pregnant. Then after giving birth and not being able to fend for themselves and their children, they end up selling such children. Most of these children then end up trafficked for child labor.

The Social Welfare Department said that although they had limited resources, they take the children and their parents through counselling and other guidance of identifying trafficked children and educating them on the implications of child labor on the children.

The National Public Relations Officer for the Social Welfare Department (Ms. Cann) in response to comments made by a participant about their outfit not having enough shelters for rescued children, responded that she agreed to the fact that the Department had no shelter but believed that it was not the ultimate solution, but rather getting rid of CLaT would strengthen the family system in Ghana.

With the Ghana Health Service, Mrs Catherine Ampah said that they had regular collaboration with NGOs who helped in conducting free family planning exercises in the coastal communities in order to reduce child bearing activities, which had direct bearing on CLaT in the coastal communities.

## **4.3 The pledge and song sheet**

During the training, the facilitator (Edem Semordzi) said that CLaT issues demanded a holistic approach and also needed individual commitment. There was the need for institutions, ministries, civil societies and all stakeholders to come on board to help solve this menace. Therefore Fisheries associations (NAFPTA, GNCFC) MoFAD/FC, the Ghana Police Service, Ghana Immigration Service, Ghana Education Service and many other stakeholders were asked to pledge to support this course, because when they retire from active service they would still remain anti-CLaT advocates.



Figure 10. The Regional Director of Fisheries Commission (Mr. Damoah) signing the pledge banner



Figure 11. Chief Inspector Agyekum of the Ghana Police service signing the banner

#### 4.4 The Ahotor oven

Mr. Smith from CEWEFIA, introduced participants to the newly invented oven for fishmongers called the Ahotor oven. He said that the initial oven for fish smoking (Chorkor)

posed a lot of health problems to the fishmongers and also the fish did not meet the EU standard.

With the collaboration of SNV (Netherland Development Organization) and other implementing partners, the Ahotor oven was introduced for ease and safe use. The oven produced safe fish for consumption, and met the EU standard as well as used less fuel wood.

Mr. Damoah from the Fisheries Commission said that the Ahotor oven initiative had been applauded by government and that the Commission had taken upon itself , with funding from government, to provide these ovens to fishmongers. He indicated that the main purpose was for government to ensure that fish processed in Ghana met the EU standard and safe for consumption.

He disclosed that in two years the Commission would inspect all fish smoking ovens in communities to verify whether fish processors had acquired the Ahotor oven; and that such fish smoked with the oven would be labelled as such before it would be sent to the market.

He entreated the fisheries associations to spread the news to their members to accept the Ahotor oven.



**Figure 12. Nicholas Smith speaking on the Ahotor oven**

#### **4.5 Wrap up/ end of training**

Participants indicated that the training had enabled them to gain knowledge and become more conscious of CLaT issues, which would direct them in their line of work. According to them, the training had served as an eye opener to CLaT issues and rated the 2-day training as very educative, interesting and successful. They re-echoed the need to extend the training duration, as well as to other stakeholders.

## 5.0 CONCLUSION

The workshop was successful, with high level of engagement from the participants. The level of discussions, passion, and experiences demonstrated participants’ clear awareness of the issues on child labor and child trafficking in their communities. However, it was apparent that working together as a group of people or as a community was a challenge to carving out strategies and interventions to curb the issues in the communities.

Whilst the training workshop was able to build participants’ capacity, it was necessary that the communities lived up to the challenge of protecting children from exploitation by engaging in effective outreach work and developing action plans with clear strategies and monitoring systems. The level of understanding of the processes and stages demonstrated showed clearly that individual participants would like to see a change in their communities. It was necessary for support from implementing partners, CEWEFIA, FoN, DAA and their district assemblies to guide the process. Working closely with every stakeholder in the communities would be necessary to challenge the district assemblies to include anti-CLaT strategies in their work plans.



Figure 13. Group picture of participants chanting the slogan “Child Labor Away”



## **REFERENCES**

International Organisation for Migration (2016). Standard operating procedures to combat human trafficking in Ghana. IOM Ghana.

## ANNEXES

### Annex 1 Program

#### ANTI-CLAT STRATEGIES AND THE USE OF SYSTEMATIC REFERRAL MECHANISM AND PROTOCOLS

Venue: PEMPAMSIE HOTEL-CAPE COAST

Date: 19<sup>th</sup> & 20<sup>th</sup> April 2018

#### Agenda

	<b>DAY ONE</b>	<b>PERSON RESPONSIBLE</b>
09.00	Welcome and registration	CEWEFIA/Edem/FoN
09.30	Ground Rules , Expectation	Hannah Antwi
10.00	Key definitions and Q&A	Edem
11.00	Initial indications of CLaT	Edem
	Snack Break	
11.30	Anti-CLaT prevention strategies	Edem
13.00	Lunch	
14.30	Identification and Screening Protocol	Edem
15.00	Guidelines for interviewing children	Edem
15.30	The referral process (Referral of victims)	Edem
16.30	Q&A	
17.00	End of day one	
	<b>DAY TWO</b>	
09.00	Recap of Day 1 activities	Edem
09.30	Brief presentation of the CLaT strategies	Edem
09.00	Group work developing song sheet	Groups
11.30	Snack break	
12.00	Presentations from participants	Participants
14.00	Q&A	
14.30	Taking a pledge	Participants
15.00	Lunch and end of training	

## Annex 2 Concept note

**USAID/GHANA SUSTAINABLE FISHERIES MANAGEMENT PROJECT**  
**ORIENTATION (TRAINING) FOR THE LEADERSHIP OF FISHERIES**  
**ASSOCIATIONS, CO-OPERATIVES, UNIONS (NAFPTA, GNCFC) AND GES**  
**STAFF ON CLaT ISSUES, STANDARD OPERATIONAL PROCEDURES AND**  
**REFERRAL MECHANISMS**

April 19<sup>th</sup> -20<sup>th</sup>, 2018

PEMPAMSIE HOTEL CAPE COAST

*A Concept Note*

### Introduction

SFMP in the past year of operation had the privilege to work with focal persons of the Fisheries Commission and other stakeholders to develop Child Labor and Trafficking (CLaT) Strategy for the fisheries sector.

It is expected that the Commission shall implement these strategies towards the sustainable management and development of Ghana's fisheries sector.

It is in this vain that we want to train and orientate other stakeholders which include leadership of fisheries associations, cooperatives, unions (NAFPTA, GNCFC), GES to familiarize themselves with anti CLaT issues and also the standard operating procedures and referral mechanism.

This training has become necessary to sensitise the leadership of fisheries associations, cooperatives, unions (NAFPTA, GNCFC), under MoFAD and FC and other stakeholders which include GES, GHS, Social Welfare Department in order to ensure good understanding and provide the will to integrate these actions in their operations.

The Child Labor and Trafficking Strategy was also developed with the assistance of the Commission and other stakeholders. The purpose of the strategy is to reduce to the barest minimum child labor and trafficking cases within the fisheries sector; and since these stakeholders are part of the value chain there is the need to orientate and sensitize them on CLaT issues and the strategy model to help reduce or minimize CLaT cases.

### Workshop objective

The objective of this training workshop is:

- To equip and sensitise participants on CLaT strategies.
- To build the capacity of partners (NAFPTA, GNCFC, GES, GHS, Social Welfare) on anti-Child Labor and Trafficking Strategies to help them fuse into their action plans.
- To build the capacity of partners on the standard operating procedures and referral mechanisms of CLaT
- To have a common song sheet to use in helping the anti-CLaT campaign.

## **Participants**

Participants will include the leadership of fisheries associations, co-operatives, and unions (NAFPTA, GNCFC) and GES-Heads of Schools, School Management Committees and teachers on CLaT issues, Social Welfare Department, Ghana Health Service.

## **The key outcomes**

The key outcomes of this workshop is to develop the capacity of the participants on anti-CLaT strategies, as published in the anti-CLaT policy in fisheries Strategy developed under the SFMP in 2016. Also, participants will be trained on the use of the systematic referral mechanisms and protocols developed under the Child Protection Compacts. (IOM 2016). Finally the training workshop sought to develop a song sheet to aid the Anti-CLaT Campaign.

## **Training method**

Power point presentation will be the main method used to deliver the training. Opportunities will be given for several informal group and individual discussions, video/documentary discussions, experience sharing and group exercises. The training will be facilitated by Edem Semordzi (Anti-CLaT Advisor, SNV)

## **Conclusion**

The ability to facilitate this training successfully rests on a process of collective action recognizes what every person brings to the table. It is also about planning well where both organizers and the facilitators have common understanding of the aim and objectives of the training even as they may differ in some perspectives. It is hoped that the training workshop will provide the basis of strengthening the capacity of the leadership of fisheries associations, co-operatives, and unions (NAFPTA, GNCFC) and GES-Heads of Schools, School Management Committees and teachers on CLaT issues.