SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Refresher Training for Anti -

CLaT Advocates

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Development Action Association

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For more information on the Ghana Sustainable Fisheries Management Project, contact:

USAID/Ghana Sustainable Fisheries Management Project
Coastal Resources Center
Graduate School of Oceanography
University of Rhode Island
220 South Ferry Rd.
Narragansett, RI 02882   USA
Tel: 401-874-6224   Fax: 401-874-6920   Email: info@crc.uri.edu

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Cover photo: Members of DAA Trained Anti CLaT Advocates from Apam and Winneba (**Credit:** Development Action Association)

Detailed Partner Contact Information:

USAID/Ghana Sustainable Fisheries Management Project (SFMP)
10 Obodai St., Mempeasem, East Legon, Accra, Ghana

Telephone: +233 0302 542497 Fax: +233 0302 542498

Raymond Babanawo   Chief of Party
Email: raybabs.sfmp@crcuri.org

Enoch Appiah Deputy Chief of Party
Email: eappiah.sfmp@crcuri.org

Kofi Agbogah Senior Fisheries Advisor
Email: kagbogah@henmpoano.org

Perfectual Labik   Communications Officer
Email: perfectual.sfmp@crcuri.org

Mary Asare   M&E Officer
Email: mary.sfmp@crcuri.org

Brian Crawford   Project Manager, CRC
Email: bcrawford@uri.edu

Ellis Ekekpi   USAID AOR
Email: eekekpi@usaid.gov

Hen Mpoano
38 J. Cross Cole St. Windy Ridge
Takoradi, Ghana
233 312 020 701
Kofi.Agbogah
kagbogah@henmpoano.org
Stephen Kankam
skankam@henmpoano.org

SNV Netherlands Development
Organisation
#161, 10 Maseru Road,
E. Legon, Accra, Ghana
233 30 701 2440
Andre de Jager
adejager@snvworld.org

Friends of the Nation
Parks and Gardens
Adiembra-Sekondi, Ghana
233 312 046 180
Donkris Mevuta
Kyei Yamoah
info@fonghana.org

Spatial Solutions
Peter Owusu Donkor
powusu-donkor@spatialdimension.net

#3 Third Nautical Close,
Nungua, Accra, Ghana
233 020 463 4488
Resonance
182 Main Street
Burlington, VT 05401
(802) 735-1162
Thomas Buck
tom@ssg-advisors.com

CEWEFIA
B342 Bronyibima Estate
Elmina, Ghana
233 024 427 8377
Victoria C. Koomson
cewefia@gmail.com

Development Action Association
Darkuman Junction, Kaneshie Odokor
Highway
Accra, Ghana
233 302 315894
Lydia Sasu
daawomen@daawomen.org

For additional information on partner activities:
CEWEFIA: http://cewefia.weebly.com/
CRC/URI: http://www.crc.uri.edu
DAA: http://womenthrive.org/development-action-association-daa
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ACRONYMS

CLaT   Child Labor and Trafficking
CEWEFIA   Central and Western Region Fishmongers Improvement Association
CRC   Coastal Resource Center
SFMP   Sustainable Fisheries Management Project
SNV   Netherlands Development Organization
USAID   United States Agency for International Development

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1.0 INTRODUCTION

There are 1.8 million child laborers in Ghana, according to the latest Ghana Living Standards Survey (Ghana Statistical Service, 2014). Our constitution establishes child labor as an abuse of the fundamental human rights of the child. Article 28 (2) of the 1992 Constitution is unequivocal: "every child has the right to be protected from work that constitutes a threat to his health, education or development". Since 2000 when Ghana ratified the ILO convention on the worst forms of child labor, there have been many interventions to deal with the menace. Some achievements have been made, but progress is generally slow because of many factors.

One major challenge in the design and implementation of child labor interventions is the need to properly target the problem areas and address the root causes in an accountable, holistic manner.

It is in view of the above that Development Action Association (DAA), one of the local implementing partners under the Sustainable Fisheries Management Project with sponsorship from USAID, trained some individuals in selected fishing communities in Apam, Mumford and Winneba on child labor and trafficking issues. The training program aimed to equip the women and men in selected communities and strengthen them to be Community anti-CLaT Advocates or Champions who will educate, sensitize and create awareness on CLaT.

1.1 Objective of Training

The broad objective of the training was to improve the knowledge and skills of trainees in basic child labor and trafficking issues so as to campaign against it through awareness creation, education and sensitization of people in the community.

The training specifically underlined the following objectives:

- Reflect on the progress made as anti-CLaT Advocates as well as challenges.

- Build the capacity of anti-CLaT advocates on Child Labor and Trafficking Strategies.

- Build the capacity of anti-CLaT advocates on the use of systematic referral mechanisms and protocols developed under the Child Protection Compacts.

- Review anti-CLaT Advocates' action plans and review progress made in implementing these action plans.

1.2 Expected Outcomes

The key expected outcomes of this workshop were:

- Capacity of the participants on anti-CLaT strategies developed.

- Participants able to use the referral mechanisms and protocols developed under the Child Protection Compacts.

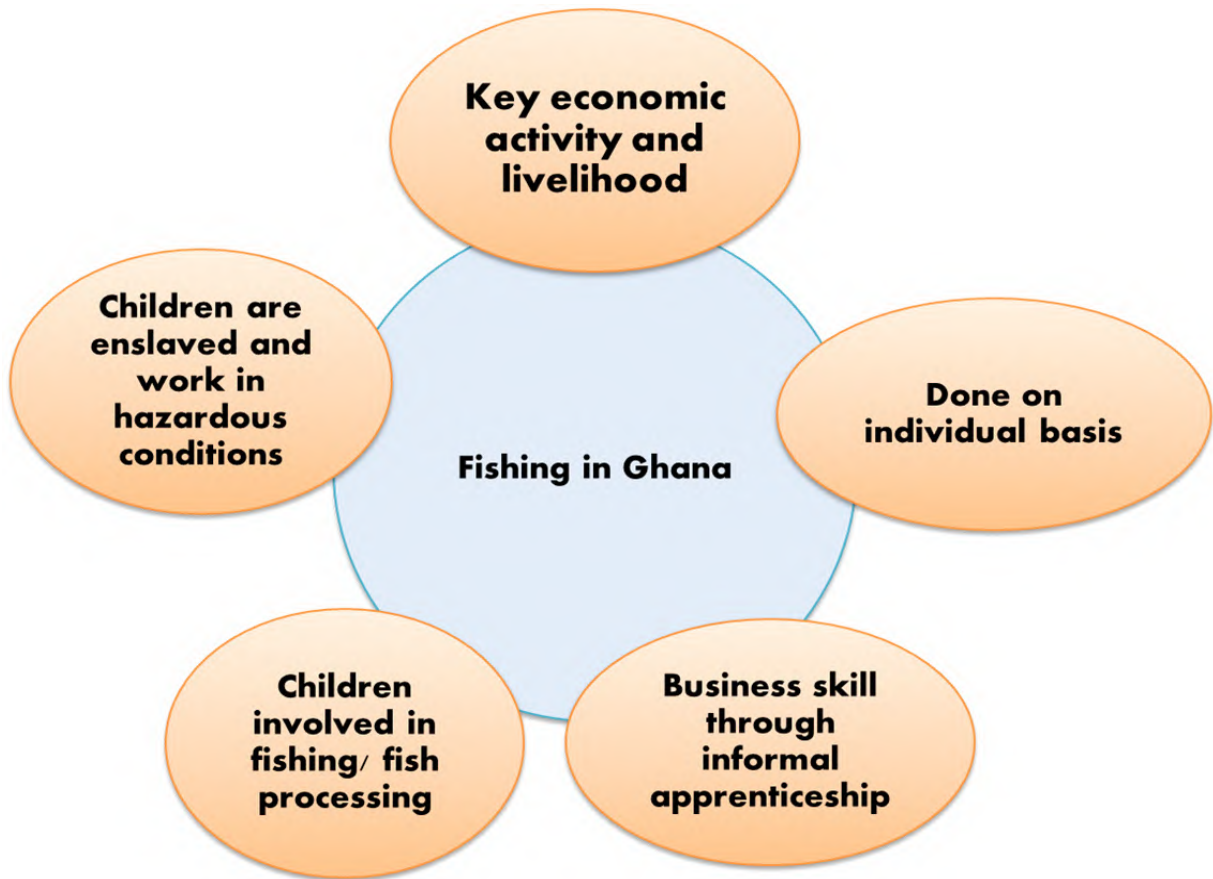- Participants knowledgeable of the development of Community Action Plans (CAPs).

Figure 1: Diagram explaining child labor and trafficking in fisheries

2.0 TRAINING CONTENT AND DELIVERY

2.1 Needs Assessment

Before the commencement of the training DAA met with the selected participants and discussed the training needs. The meeting helped to discuss the specific knowledge gaps. The parties also agreed on the training venue, date and time appropriate for the training.

2.2 Training Venue and other Logistics

The training was non-residential and was conducted for a day on 9th May, 2017. There were a total of 36 participants with 14 being males. The venue was the Sankofo Guest House in Apam in the Gomoa West District Assembly of the Central Region of Ghana. The training venue was spacious enough to allow for movement, group interactions and exercises. Snacks and lunch were provided.

2.3 Organization

Training beneficiaries were grouped into their communities to enable easy facilitation and active participation**.** The training was organized by DAA, facilitated by Abraham Asare. Nii Adamafio was supported by Nassam and Fuseni who served as community liaison for DAA in Apam and Winneba respectively. With respect to specific community needs of the participants and their expectations for the training, the training workshop highlighted and discussed approaches to prevent children from being engaged in child labor or being trafficked.

Figure 2: Anti-CLaT advocates brainstorming before forming groups

2.4 Methodology

Power point presentation alongside several informal group and individual discussions, video/documentary discussions, experience sharing and group exercises were employed as the main methodology for the training. Some of the tools adopted under this methodology include the following:

- Brainstorming
- Group discussions and presentations

- Team work exercise

- Experience sharing

- Group exercises

- Energizers

2.5 Introduction to CLaT and Definitions

2.5.1 What constitutes Child Labor?

Article 32, 1989 Convention on the Rights of the Child defines child labor as "any work performed by a child that is detrimental to his/her health, education, physical, mental, spiritual, moral or social development." States are required to set a minimum age for employment and to regulate the hours and conditions of employment.

According to the Children's Act of Ghana 1998, a child is defined as a person less than 18 years of age. Child labor is work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical and mental development.

The training highlighted the key points that make work performed by a child under the age of 18 child labor under the laws of the country. To help trainees appreciate the definition of child labor, they were asked to list work when performed by a child does not constitute child labor that in their opinion on one sheet and those they think that can be classified as child labor.

Figure 3: Participants brainstorming on what constitute CLaT and Child Work.

Trainees were then asked to compare their list against the established definition of what constitutes child labor. (Figures 4, 5 and 6).

Figure 4: Training slide used during the training to explaining what work constitutes child labor.

Figure 5: Training slide used during the training to explain what work constitutes child labor.

2.5.2 Worst forms of child Labor?

All forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage, serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering a

child for prostitution, for the production of pornography or for pornographic performances, the use, procuring or offering a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children according to the *Article 3 of the 1999 Convention* Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor

Figure 6: Training slide used during the training to explain what work constitutes child labor.

2.5.3 What is slavery?

The status or condition of a person over whom any or all the powers attaching to the right of ownership are exercised. Slavery is identified by an element of ownership or control over another's life, coercion, and the restriction of movement and by the fact that someone is not free to leave or to change employer.

2.5.4 Child Work

Participation in work that does not affect children's health and personal development or interfere with their schooling is generally regarded as being something positive e.g. helping parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays.

Figure 7: Mr. Abraham Asare explaining what constitutes CLaT

3.0 REVIEW OF COMMUNITY ANTI-CLAT ACTION PLAN

3.1 Review of Previous Action Plan

Anti-CLaT advocates had drawn action plans based on community needs from the previous training they had received. This review training was thus used to review how far these community action plans are progressing and also discuss some of the challenges they face as Anti-CLaT Advocates in their communities. Below is a sample action plan drawn by a community.

Table 1: A Sample action plan by Anti-CLaT Advocates from Winneba

THEMATIC AREA	INDICATORS	TARGET
CAPACITY BUILDING TRAINING	Number Of Training Attended	3
	Number Of Participant Attended	5
	Number Of Activities Implemented	3
MEETING FOR CHAMPIONS	Number Of Meetings	5
	Number Of Members Attending Meetings	15
	Availability Of Minutes	5
COMMUNITY ENGAGEMENT	Number Of Community Meetings Attended	10
	Number Of Churches Visited	20
	Number Of Community Radio Used	21
	Number Of Household Meetings	20
	Number Of Focus Group Discussion	6
	Number Of Interest Stories	20
	Number Of Success Stories	10
	Number Of Victims Identified	10
	Number Of Victims Identified And Referred To Social Welfare	10
LEADERSHIP AND ORGANIZATION	Number Of Initiatives Undertaken By Association	Drama Feast (1)
		6th March participation (1)

The advocates divided themselves into three groups representing three (3) communities from Apam, Winneba and Mumford, all in the Central Region, they reviewed their action plans based on the progress they had made viz-a-viz the challenges they faced.

Figure 8: Advocates from Winneba reviewing their previous community action plan as a group

Figure 9: Advocates from Mumford reviewing their previous community action plan as a group

Figure 10: Advocates from Apam reviewing their previous community action plan as a group

3.2 Presentation of Reviewed Action Plans

After the individual group work reviewing their community action plans, a plenary discussion was held and each Anti-CLaT Advocate group had opportunity to present their reviewed plan. Each group received inputs from other advocate groups in the form of shared experiences and lessons learned. This exercise helped refined the action plans.

Figure 11: Mr. Fuseni Nassam presenting the reviewed action plans on behalf of advocates from Apam.

Figure 12: Advocates from Winneba making a presentation of their review community Action plan

Figure 13: An Advocate from Mumford making a presentation of their review community Action plan

4.0 COMMUNITY CHAMPIONS

4.1 Who is a Community Champion?

Community champions come from a variety of backgrounds. They represent a range of ages, cultures, gender, and professions. As CLaT champions, this training has equipped them to understand their local community issues and to utilize the skills, knowledge and resources to make a difference. Trainees listed, discussed and shared who can qualify as a community Anti-CLaT advocate or champion, what qualities they should possess, their roles and their motivation in the community.

4.2 Qualities of a Community Champion

A community champion seeks out organizations that match his/her core values of giving, and takes action to give back. A community champion garners support from family, friends, employees and employers to broaden his/her network and provide greater support to his/her charitable passion.

A community champion ensures that the provision of good work is celebrated in a humble yet visible way so others may learn firsthand of the joys of giving back to the community and feel engaged to want to participate in the same fashion.

A community champion actively seeks feedback to ensure maximum benefit that the effort extended is ensued. He/she will make the necessary adjustments whenever and wherever possible for the overall benefit for his/her charitable passion.

A community champion should be patient. Change takes time to "champion" anything in life requires patience.

5.0 TRAINING OUTCOME AND CONCLUSION

The training ended with participants reviewing their own action plan to combat CLaT in their various communities. These reviewed action plans will guide the trained Anti-CLaT advocates in delivering their behavioral change communication.

The training ended with capacities of Anti-CLaT Advocates built. The participants were confident that they would be able to sensitize, educate and create awareness on negative effects of child labor and trafficking confronting their communities.

Figure 14: Anti-CLaT Advocates from Apam, Mumford and Winneba in the Central region of Ghana.

5.1 Mumford

Contact person: Mr. Essel

Table 2: Reviewed Action plan by trained Anti-CLaT Advocates from Mumford

Activity	Achieved	Not Achieved	Remarks
Community Video Show	2		About 160 people were sensitized
Focus Group Discussion		Yet to be achieved	
Community Radio/Information Centre sensitization	3		
Anti-ClaT Interest stories followed up	3		
Anti-ClaT stories developed	-	Not achieved	Not enough time and resources
Success stories written	-	Not achieved	Need motivation to do that
Victims identified	4		

5.2 Apam

Contact person: Emmanuel Quansah

Table 3: Reviewed Action plan by trained Anti-CLaT Advocates from Apam

Activity	Achieved	Not Achieved	Remarks
Community Video Show	3		About 160 people were sensitized
Focus Group Discussion	3		Nearly 140 people were sensitized
Community Radio/information Centre sensitization	5		
Anti-CLaT Interest stories followed up	2		
Anti-CLaT stories developed	-	Not achieved	Not enough time and resources
Success stories written	-	Not achieved	Need motivation to do that
Victims identified	3		

5.3 Winneba

Contact person: Madam Phoebe

Table 4: Reviewed Action plan by trained Anti-CLaT Advocates from Winneba

Activity	Achieved	Not Achieved	Remarks
Community Video Show	2		About 160 people were sensitized
Focus Group Discussion		Yet to be achieved	
Community Radio/Information Centre sensitization	3		
Anti-CLaT Interest stories followed up	3		
Anti-CLaT stories developed	-	Not achieved	Not enough time and resources
Success stories written	-	Not achieved	Need motivation to do that
Victims identified	2		

5.4 Conclusion

The advocates reaffirmed their commitment to prevent and eradicate occurrences of CLaT in their communities. The training sharpened the skills and refreshed them on the needed tools with which to combat child labor and trafficking.

REFERENCES

Ghana Statistical Service - Government of Ghana (2014). Ghana Living Standards Survey 6 (With a Labour Force Module) 2012-2013, Round Six.
http://www2.statsghana.gov.gh/nada/index.php/catalog/72

ANNEX 1: PROGRAMME

Time	Content	Who
8.30 -9:30	Arrival and Registration of Participants	Ibrahim Nassam
9:30- 10:15	- Introduction of participants - Purpose of Gathering - Brief Introduction of SFMP and DAA	Nii Okaija NII Okaija Mrs. Lydia Sasu
10:15-10:45	- Basic concept of Child labor and Trafficking - What constitute child work and child labor	A. Asare
10:45-11:00	Snack break	
11:00-11:30	Video Presentation on child labor and trafficking	A. Asare
11:30-2:00	Action Plan - Discussion of Community Action Plan - Review of Community Action Plan - Group discussion of new Action plan - Presentation of New Action Plan - Discussion on activities that cannot be executed in the old Action plan - Way forward in executing all the activities in the new action plan	A. Asare Nii Okaija
2:00-2:45	- Referral mechanism of Victims of child labor and trafficking - Lessons learned and experiences shared by Advocates	Abraham Asare
2:45-3:00	Lunch and Departure	

ANNEX 2: PHOTO GALLERY

Figure 15: Group picture of Anti-CLaT Advocates from Apam, Winneba and Mumford

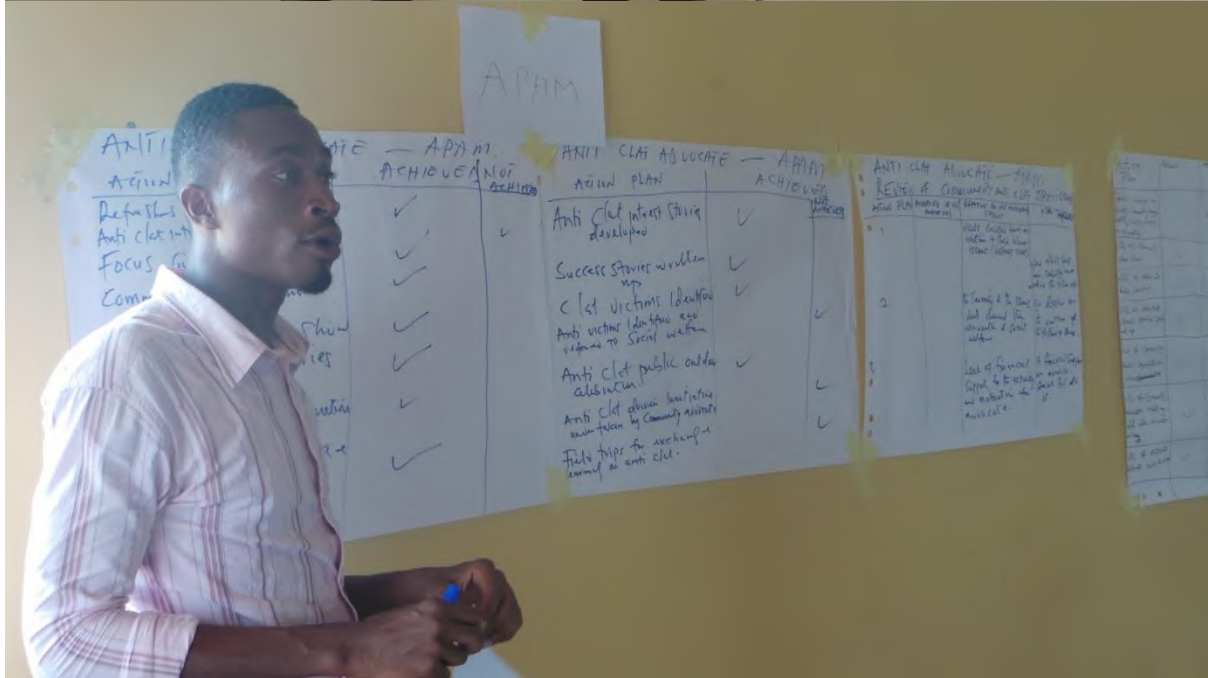Figure 16: Anti-CLaT Advocates in a group discussion

Figure 17: Group presentation by advocates during plenary discussions