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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Training for MOFAD Regional and Fisheries Officers on Anti-Clat Strategy



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THE
UNIVERSITY
OF RHODE ISLAND
GRADUATE SCHOOL
OF OCEANOGRAPHY



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Cover photo: SFMP partners and some stakeholders in a picture with the Minister of Fisheries, Hon Elizabeth Naa Afoley Quaye, Regional and Divisional Directors of MoFAD/FC, Chief of part Maurice Knight, Country Director of SNV Harm Duiker, and (Credit: SNV)

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ACRONYMS

CEWEFIA	Central and Western Region Fish Improvement Association
CSOs	Civil Society Organizations
DAA	Development Action Association
FC	Fisheries Commission
FoN	Friends of Nation
GMS	Gender Mainstreaming Strategy
GNCFC	Ghana National Canoe Fishermen Council
GoG	Government of Ghana
MCS	Monitoring, Control and Surveillance Division
MOFAD	Ministry of Fisheries and Aquaculture Development
NAFAG	National Fishermen Association of Ghana
NAFPTA	National Fish Processors and Traders Association
SFMP	Sustainable Fisheries Management Programme
SNV	Netherlands Development Organisation
USAID	United States Agency for International Development

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We also acknowledge the presence of Madam Victoria Natsu, the Head of Anti-Human Trafficking Unit of the Ministry of Gender, Children and Social Protection.

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EXECUTIVE SUMMARY

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

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

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

In response to the prevalence of CLaT and the urgent need to eliminate it, Ghana has ratified a number of international conventions and treaties, including the UNCRC, ILO Conventions 189 related to WFCL and 138 dealing with Minimum Age to Employment. The Government of Ghana has also enacted legislations including the Children's Act (1998), Human Trafficking Act (2005), Domestic Violence Act (2006), etc. A Child and Family Welfare Strategy, National Social Protection Strategy and National Action Plan against Child Labor

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

have all been developed to reduce CLaT. Whilst these policies and legislations are important, they need to be complemented by a dedicated and comprehensive strategy that focuses on eliminating CLaT in fisheries.

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

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

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

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

In order to ensure the implementation of this strategy Regional Directors and Divisional Heads of the Fisheries Commission were taken through a two-day training session on the strategy towards gaining their understanding and acceptance. At the end of the training, all the participants made a pledge to be anti-CLaT advocates wherever they find themselves. This was heartwarming.

SECTION 1: BACKGROUND

The Sustainable Fisheries Management Project plays a significant role in the fight against Child Labor and Trafficking in the fisheries sector of Ghana. The project partners embark on variable anti-Child Labor and Trafficking activities to help reduce and subsequently eliminate CLaT activities in the fisheries sector. The project has created awareness amongst fishing communities especially in the Central Region (known as source area for trafficking children) and has trained Community Child Protection Committees who carry out door to door education and sensitisation. The project has also supported vulnerable households with improved cook stoves for smoking fish, to increase income so parents can take care of their children. As part of efforts, the project worked with focal persons of the Fisheries Commission and other stakeholders to develop the Child Labor and Trafficking Strategy for the fisheries sector, on which this training is based.

It is expected that the Commission shall implement these strategies towards the sustainable management and development of Ghana's fisheries sector. This training was aimed at sensitizing the directors and all divisional heads within MOFAD and FC in order to ensure good understanding, and provide the will to integrate these actions into 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. With guidance from the Human Trafficking Unit of MoGCSP the final strategy document has been submitted to the Minister of Fisheries and Aquaculture Development for her approval and adoption for the sector.

Thus on the 14th and 15th of March 2018, 30 Fisheries staff were trained on the Strategy.

1.1 Objectives for the training

The objective of this training workshop is:

- To sensitize participants on the CLaT strategy
- To gain acceptance of the leadership of MOFAD and FC towards implementation of the CLaT strategy for mainstreaming in their activities.

1.2 Expected outcomes

- 1. Participants understand the strategy
- 2. Facilitate acceptance and mainstreaming of the strategy into the day to day functions of the Fisheries Commission.
- 3. Development of an action plan for implementing the strategy.
- 3. Inform the Minister and leadership of MOFAD and FC on the thematic areas of the strategy.
- 4. Achieve formal adoption of the strategy document.

1.3 Training Method

- A Training Manual was developed to guide the training process. It was used to allow participants to learn as well as contribute ideas and experiences for the Manual's finalization so it could be adopted for use at different organizational levels to benefit staff and stakeholders in the fisheries sector.
- The training adopted a participatory and responsive approach that allowed interactive discussion of critical CLaT issues in the fisheries sector. This promoted an enabling and empowering atmosphere for learning and sharing.
- All participants had equal chance to participate actively and contribute their views and perspectives in the discussions.
- The training sessions utilized the following methods: presentations, Question and Answer (Q & A), group work, brainstorming and plenary discussions.

1.4 Venue

The training workshop was organized at Forest Hotel, Dodowa, in the Greater Accra Region of Ghana.

1.5 Attendance

The training workshop was attended by 23 participants, made up of 14 males and 8 females. The 23 participants were made up of 5 partners, and 18 Directors and Deputy Divisional Heads of the Fisheries Commission.

SECTION 2: PROCEEDINGS

The SFMP in collaboration with the Fisheries Commission on March 14, 2018 initiated the training workshop with a formal opening ceremony with the Minister of Fisheries and Aquaculture Development (Hon. Elizabeth Naa Afoley Quaye) as the special guest of honor. The collaboration under the SFMP works to achieve the Sustainable Development Goals 5, 8 and 10 which aims to eradicate forced labor, end modern slavery and human trafficking; as well as reduce gender inequalities.

The Minister was full of praise for the committee that developed the strategy and she encouraged all the Directors to take the training seriously; and be willing to mainstream it into their day to day responsibilities. The proceedings are presented below.

2.1 Highlight of Hon. Elizabeth Naa Afoley Quaye's Speech

Mrs. Elizabeth N.A Quaye, the sector minister said that the project was focused mainly in the Central Region where the practice of child labor and trafficking in the fisheries sector was pervasive and a source area for children trafficked into fishing on the Volta Lake. She affirmed her commitment to help minimize these incidences, especially because it falls under her jurisdiction. She informed that child labor and trafficking has been identified to be an issue affecting the country's economic development as it impacts on the values of our products especially in agriculture, including fisheries. Mrs. Quaye then called on players to emulate the initiative by USAID-SFMP and its partners to assist government in dealing with issues of child labor and trafficking in fisheries. She called for practical approach in everyday actions and inter-ministerial collaboration to make CLaT a thing of the past. She then promised to sign the strategy document to be incorporated in the work plan of the ministry.



Figure 1. Hon. Elizabeth Naa Afoley Quaye, Minister of MoFAD giving the key note address

2.2 Other speeches

Mr. Maurice Knight (Chief of Party of SFMP) said it was imperative to ensure that the rights and future of every Ghanaian child were protected and well harnessed for the country's sustainable development. He was optimistic that stakeholders would come out with strategies to be mainstreamed into the policies of the Ministry and implemented towards the greater good of the citizenry.



Figure 2. Maurice Knight, Chief of Party SFMP delivering the purpose of gathering



Figure 3: Harm Duiker (Country Director of SNV) Giving the welcome address. Mrs Victoria Natsu (Head of AHTU of MoGCSP) delivering a solidarity speech.

Mrs. Victoria Natsu (Head of Anti-Human and Trafficking Unit of the Ministry of Gender Children and Social Protection) in her brief address said that they are looking forward to expanding the LEAP to reach more vulnerable households and also advised the Fisheries Commission to collaborate with the Department of Social Welfare. She said there is the need for recalibration of strategies; and that “translation of laws into vernacular targeting the local folks had not worked because those who cannot read in English are usually the same people who cannot read in vernacular”. Therefore, there could be more utilization of audio jingles played over the FM and PA systems. Madam Victoria Natsu was emotional about the stories the two victims shared and said she still sees gaps in Ghana when it comes to the fight against child labor.

She added that there is so much to be done in finding the root source of these activities, which is poverty; so it is time NGOs, government and other organizations come together to empower women who are less privileged to sell or get livelihood to cater for their wards. She said that when this is done it will help break the poverty chain which causes some of them to give out or sell their children.

She entreated Fisheries Commission and other organizations to collaborate with the Social Welfare Department so that they can hand over rescued trafficked children to them, for proper

process of rehabilitation and reintegration, because most times after rescue, the children have nowhere to go and find themselves back with their slave masters.

2.3 Presentation on the CLaT strategy and shared Success Stories

Mrs. Richna Odonkor from MoFAD shared with participants the need to adopt the strategy. She said that the Child Labor and Trafficking Strategy acknowledges that a holistic, integrated and multi-sectoral approach is required in promoting a CLaT-free fisheries sector. She further explained that the strategy is built upon the 5Ps framework, namely Plan/Strategy, Prosecution, Protection, Prevention and Partnership. The goal of the strategy is to develop systems and structures towards achieving CLaT-free Fisheries sector in Ghana through effective protection of children; and prosecution of offences relating to child labor and trafficking. The broad outcome is for a progressively improved resilience of vulnerable individuals and families through a strengthened protective, preventive and enforcement systems that respond to CLaT-related issues in fisheries in Ghana.



Figure 4: Mrs Richna Odonkor of MoFAD giving a presentation on the CLaT strategy

After the presentation, which highlighted on thematic areas of the strategy document, two people from Moree and Elmina fishing communities in the Central Region, who were victims of CLaT shared their story and how they had benefited from SFMP's campaign on fighting CLaT.

A forty six year old Maame Adwoa Mansa from Elmina Bantuma, who is a fishmonger said she has ten children but due to hardship and poverty, she sent two of her children out in order to relieve her of some responsibilities. She gave one child to a fisherman at Aboadze in the Shama District, who promised to take the child to school. She sent the other to Kumasi in the Ashanti Region to learn a trade. The one at Aboadze called her later to inform her that he has not been taken to school as promised but rather been made to sell alcohol in a beer bar. But she gave a deaf ear to it because she had no money to go for the child until she heard of the SFMP CLaT campaign and joined in their various trainings. Then she realized the kind of situation her child could be exposed to. Through the training she was empowered so she decided to go

for her children, the one at Kumasi also called her to inform her that he was overlabored by his master so he did not want to work anymore. She went for the one at Aboadze and later gathered some funds to go for the one at Kumasi, but when she got there her son was seriously sick and suffering from waist pain. She brought him back home to treat him but unfortunately the child passed on within some few days.

She also informed the participants that the project has provided her with an Ahotor oven to aid her fish smoking business, adding that her Chorkor oven was a threat to her livelihood because her neighbors threatened to eject her from the neighborhood due to the excessive smoke that emanate from her activities; but currently the Ahotor oven has addressed that issue since it produces less smoke and consumes less wood, thus making some savings and more income.



Figure 5: Madam Adwoa Mensah sharing her experience as she gave away her children and now Anti-Clat advocate . Emmanuel Mensah (Kojo Abeidoo) sharing his experience as a victim and now Anti-Clat advocate.

Emmanuel Abaidoo, a nineteen-year-old boy from Moree who is also a CLaT victim narrated his ordeal. He said he was sent to his grandmother at Moree to cater for her but out of poverty his grandmother could not cater for him anymore so she gave him out to a fisherman. His master sold him out to another master who took him to Liberia when he was only 12 years old. In Liberia he assisted his master in the fishing business, however he was maltreated. He had no option because he knew no one there and had no money with which to return home. On one occasion he was thrown into the sea and left behind to die because he had misbehaved. He stayed at sea for hours till he saw a sailing boat which came to his rescue. The crew on the boat brought him to the shore and left him there. Due to his emaciated condition, no one wanted to get close to him as they claimed he had contracted the Ebola virus. A good Samaritan woman gave him food and water and took him in. He decided to return to Ghana but had no money; so he hide in the engine room of a boat that was coming to Ghana. He arrived in Ghana safely and returned to Moree.

Through the SFMP campaign against CLaT he was empowered and decided to attend school. Now he is in class five at the age of 18 years. He added that when he went to Liberia he saw many young Ghanaians there who were being maltreated, with some even losing their lives in the process. As he knew the parents of one of these children, he informed the child's mother at Moree to go for him before it becomes too late. The mother went for him but once back to Moree, Kwame refused to attend school but rather continue fishing.

He pleaded that the government rescues such children, because when he started schooling he has been taught that Ghana gained freedom some years back, and hence Independence Day is celebrated yearly on 6th March. However, he sees that most children had not gained any freedom, and are rather in bondage and needed to be rescued and freed.

The Minister of the Ministry of Fisheries and Aquaculture Development (Hon. Elizabeth Afoley Quaye) on hearing the ordeal of the two CLaT victims and other presentations on CLaT pledged to support Emmanuel Abaidoo with his education and urged him to learn hard despite his age.

2.4 Presentation on the Class 1 Certification Scheme

In a presentation, Mr. Samuel Manu from the Fisheries Commission took participants through the Class 1 Recognition Scheme. It stressed on challenges associated with fishing such as inadequate fishing technologies and some measures to be taken to avert these challenges. He talked on the invention of the Ahotor oven as one of the measures and said that the oven reduces smoke emission during smoking, and thus fish smoked on the Ahotor oven is healthier for consumption and meets the EU standards for PAH. He then stressed the need for propagation of the use of this technology in all fishing communities to aid in production of hygienic fish for consumption and for export. He revealed that the Ministry of Fisheries and Aquaculture has plans of constructing these ovens for fishmongers and the first phase of it will start with two hundred (200) free ovens.

2.5 Open discussion and Q&A

After these sessions the floor was opened for questions and recommendations:

Q1. Are there any sanctions for parents who traffic their children?

Response: Madam Victoria Natsu said that people who sell their children if found are sanctioned, she gave reference to two parents who sold their children for GhS 300.00 and GhS100.00 respectively and who were prosecuted. She added that the Ministry of Gender and Social Protection last year rescued 225 children who were trafficked.

Madam Victoria Natsu said that her outfit is poised in combating CLaT and that the Ministry has planned to disseminate information on CLaT to high level and the local level institutions to sensitize people on the challenges associated with CLaT.

Q2. A participant recommended that the Fisheries Commission and NGOs extend preventive measures on CLaT to the inland fisheries (e.g. Yeji) as well, because CLaT issues are very high there.

Response: the FC does not work only in the fishing communities but also inland where aquaculture takes place.

Mr. Edem Semordzi (SNV) explained that the project currently focuses its efforts in the coastal regions, especially the Central Region, because it is the source area for trafficked children. The project's efforts are more towards prevention; thus the choice of focus.

The Minister for MOFAD assured that her outfit will support the Ministry of Gender and Social Protection to fight CLaT. She added that CLaT issue is not only along the coastal communities but across the entire country, and therefore everybody should get actively involved to thrash out the menace.

On the Class 1 certification scheme, the Minister congratulated the team and said that it was a step in the right direction for fishers, and that as the Fisheries Act is currently being reviewed, some of these strategies should be incorporated.

Maurice Knight in his closing remarks thanked all participants for coming and said it is time for all to come together and charge ourselves to combat CLaT. He acknowledged all implementing partners on the project for their tireless efforts to combat CLaT.

SECTION 3: THE TRAINING PROCEEDINGS

Day one was devoted to setting the context to create an enabling atmosphere to facilitate interactive sessions; creating CLaT awareness by assessing the level of CLaT awareness of participants as individuals; and in the discharge of their official duties as well as the preparedness of MOFAD and the Fisheries Commission (FC) to implement the strategy.

3.1 Understanding CLaT Concept

Mr. Kwasi Johnson of Friends of the Nation (FoN) in an opening statement introduced participants to the SFMP and its activities in respect of collaborating with the Fisheries Commission to develop the Child Labor and Trafficking strategy for the fisheries sector.

Edem Semordzi the facilitator welcomed the participants and explained the goal of the training as:

- To equip the MoFAD/FC directors with the necessary knowledge and skills of training so they can act as trainer of trainers on the strategy.
- To strengthen the capacity of participants on CLaT issues and their relevance in the fisheries sector.
- To facilitate discussion on incorporating CLaT activities in MoFAD/FC work plan
- To introduce and equip participants on the need to operationalize the CLaT strategy in their yearly work plan.

The facilitator informed that the fisheries sector requires a critical CLaT strategy, given its vital role in the socio-economic development of the country. The sector contributes 3% of Gross Domestic Product (GDP), 5% of total agriculture GDP and a major source of employment and livelihood to not only coastal communities but also to those involved in inland fishing and aquaculture development; and if care is not taken CLaT activities will dwindle the GDP the sector contributes.

He said the training manual that has been developed for the CLaT strategy and which is being used as the main training tool for the workshop will serve as a guide for staff of MOFAD and the Fisheries Commission and related agencies/departments to mainstream CLaT activities in their work.

3.2 Expectations of Participants

Expectations were sought from the participants so as to measure the outcome after the training. Some of the expectations were as follows:

- I expect that broad outline is given as to how to deal with the CLaT issues at the national level
- To be able to find tangible solutions to CLaT problems

- To be able to empower parents to cater for their children/wards
- Be armed with enough information about child labor and trafficking issues
- Draft a comprehensive program geared towards reducing CLaT
- Draw a budget for CLaT activities
- To be well informed to report to the law enforcers any suspected CLaT issues in the fishing communities
- What are the possible root causes of CLaT
- To come out with best strategies to combat CLaT
- To be able to apply practical ways in the field to help reduce CLaT
- To see that these strategies on CLaT are implemented and monitored; and get positive results (finding the root causes and finding lasting solutions to it).

3.3 Some shared CLaT experiences

The session focused on sharing CLaT experiences and understanding the definition of CLaT.

- A participant said that perpetrators have also devised new modes of trafficking the children to the Volta Lake communities. Children are trafficked mostly from the Central region and taken in Benz buses as if they are embarking on an excursion to enable them pass through the check points. When they get to the islands, the children only come out early in the mornings to go on the lake and return very late in the evenings as they are instructed not to come out (reference the Sector Head from Yeji).
- Because of poverty, some parents or guardians sell off their innocent children to masters who make them work as cheap labor.
- In some areas some of the children trafficked are sometimes killed and offered to fishes as bait in order to get bumper catch.
- Some die as a result of being trafficked; some die under water as a result of diving to remove tree stumps or trapped net under water.



Figure 6. A participant sharing his CLaT experiences from his region

3.4 Creating CLaT Awareness

- This session focused on basic concepts and definitions of child labor and trafficking; this session was intended to help participants explore some of the key ideas and issues in CLaT and their implications for policy and practice.
-
- The proceedings of this session was expected to help participants to better understand and appreciate the need for addressing CLaT gaps in the fisheries sector. It also allowed participants to analyze their own level of CLaT awareness by examining how socialization has shaped their attitudes and behaviors.

For better understanding of CLaT concepts and definitions, the facilitator presented on some definitions and concepts of CLaT by various recognized institutions such as ILO etc. Below is a slide that outline the definition of a child, child labor and various forms of work that constitute child labor.


DEFINITIONS		
<p>A child is defined as a person under 18 years of age.</p> <p>Child Labour is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development (ILO)</p> <p>Child labour refers to work that:</p> <ul style="list-style-type: none"> • interferes with compulsory schooling • compels a child to leave school prematurely or • requiring them to attempt to combine school attendance with excessively long and heavy work • damages health and personal development of a child • is mentally, physically, socially or morally dangerous and harmful to children • Worst Forms of Child Labour (WFCL) 	<p>What type of work is child labour?</p> <p>Depends on the child's age,</p> <p>The type and hours of work performed,</p> <p>The specific conditions under which the work is performed</p> <p>Child labour involves children being:</p> <p>Enslaved</p> <p>Separated from their families</p> <p>Exposed to serious hazards and illnesses often at a very early age.</p> <p>Deprived of their right to childhood and/or education.</p>	<p>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</p> <p>e.g. helping parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays.</p>
		

Figure 7. A slide of definitions and concept of CLaT

An important aspect of this session was establishing the line between child work and child labor. The issue of children helping their parent or guardian after school with house chores came up and many of the participants indicated that the poverty level and cultural beliefs encourage children to help with household responsibilities. More children are involved in various forms of child labor not because they have been forced but situations and cultural beliefs have made it so.

The open discussion strengthened participants to understand the various types of work that is generally classified as child labor; and other work that are not classified as child labor but rather forms part of the child's development.

3.5 Operationalizing the Strategy Priority Areas and Elimination Strategies

Participants were taken through each of the elimination strategies and the strategy priority areas. The objectives of the CLaT Strategy developed by SFMP/SNV in collaboration with the MOFAD/Fisheries Commission is to equip participants with the needed tools and skills to facilitate implementation of the Action Plan of the strategy.

What are the strategy priority areas to be included in to the mainstream?

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

Figure 8: slide showing the CLaT strategy priority areas

Operationalizing CLaT elimination strategies

The CLaT elimination strategy areas include

- Withdrawal and rescue strategies** (to pursue coordinated actions to withdraw and rescue all children engaged in marine and inland fisheries by providing desirable alternatives, ensuring compliance, and improving working conditions.)
- Rehabilitation strategies** (to provide psychosocial, educational, career and moral counselling services for children withdrawn and/or rescued)
- Integration strategies** (providing withdrawn and/or rescued survivors with appropriate protection so they can reintegrate back into their families and communities
- Preventive strategies** (involve pursuits to prevent children from being engaged in child labor or trafficked into fisheries activities.
- Community Awareness and Behaviour Change Communication Strategies** (seek increase knowledge about CLaT in communities by increasing awareness, mobilizing communities to resist child labor and trafficking
- Investigation and Prosecutions Strategies** (CLaT issues and particularly protecting the rights of trafficked children should be at the heart of all investigation and prosecution activities)
- Institutional Strengthening and Capacity Building Strategies** (Effective labor laws and regulations are fundamental to underpin action against child labor and trafficking.

Figure 9. Slide showing the CLaT Elimination Strategy

- With the help of the CLaT strategy checklist below, participants brainstormed on how the Ministry/FC can redefine its work program and stakeholders' engagement from a CLaT perspective.

Table 1 : CLaT Strategy Mainstreaming Checklist

• Key Areas	• Checklist
• Allocation of Resources	• In resource allocation does it consider CLaT? Does it consider the likely impact of resource allocations on children; girls and boys; other marginalized groups in CLaT activities in the fisheries sector
• Capacity Building	• Is the staff including senior level management CLaT-aware? Does it reflect in their work? Is CLaT training part of MOFAD/FC's training program?
• Responsibilities	• Do your policy/project interventions challenges consider issues of CLaT in decision making affecting fisheries in their communities or does the Ministry/FC's interventions consolidate the status quo
• Knowledge and Information	• Has CLaT data been collected? CLaT information should be gathered in all field research. The information should be validated to curb the tendency of placing premium on other data.
• Participation	• Are all stakeholders given equal chance to participate in decision making? Is the Ministry/FC making extra effort to include the marginalized (women, men, youth, physically challenged persons) in decision making processes? Have extra provisions been made for children with special needs and marginalized groups to participate effectively?
• Leadership	• Is the leadership including mid-level management staff committed to mainstreaming CLaT in their work program? What practical actions have been instituted to review MOFAD/FC's work program and cooperation with stakeholders from a CLaT perspective?



Figure 10. Cross section of participants during group discussion

3.6 Operationalizing CLaT Strategy Capacity of MoFAD/FC

Following up on the previous discussion, participants were grouped into three to discuss the following questions:

- What are some of the activities of MoFAD?
- Suggest ways in which the Ministry and its departments will fuse it into their mainstream activities to help minimize CLaT incidence.
- Suggest a proposed budget for the planned activities
- What are the foreseeable challenges to be encountered?
-

The groups reported back as follows:

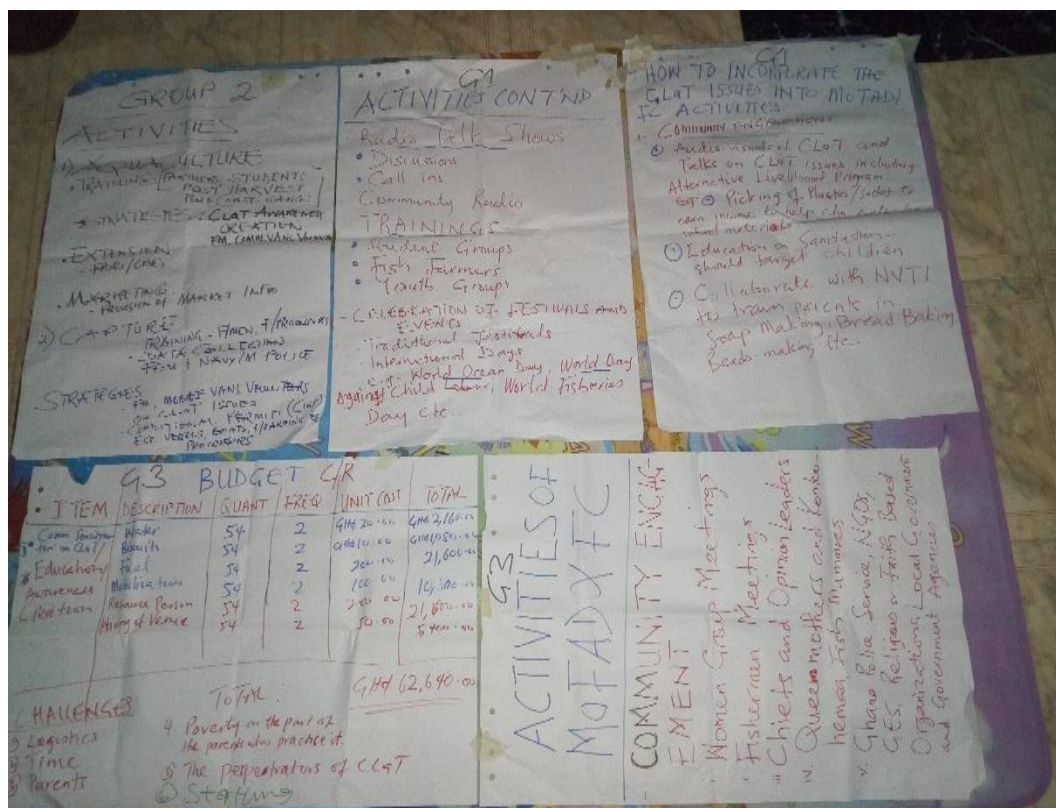


Figure 11. Reports from Group Work

Below is an aggregated report on the outcome of the group work.

Table 2. Planned activities of CLaT for MoFAD/FC to be included in their work plan

S/N	Activities	Target groups	Plan	Strategies	BUDGET GHC
1.	Community engagements	Women group Fishermen meetings Chiefs and opinion leaders The police, NGOs, GES, GHS, religious and faith base organizations and other Government agencies	As part of our activities with these groups we will incorporate CLaT awareness programs to sensitize and educate them on CLaT related issues	Audio visuals of CLaT, talk on CLaT issues including alternate livelihood programs	GHc 2,100.00

S/N	Activities	Target groups	Plan	Strategies	BUDGET GHC
2.	Trainings	Farmers Students Post-harvest	As part of the training to this groups they will incorporate CLaT awareness creation	Use of the Radio, community vans and volunteerism	Ghc 3,200.00
3.	Conditional permit	Vessel and boat owners Farmers and processors	As part of certifying or giving permits to them CLaT criteria will be included in the issuance of this permit	Give tag or sticker to show that this vessel or boat is a CLaT-free vessel or boat.	Ghc 15,000.00
4.	Celebration of world days/ international days	World fisheries day World day against Child Labor World ocean Day Festivals and farmer day celebration	Planning of the celebration will take into consideration CLaT issues to help create awareness on CLaT.	Printing of banners, and other visible drawings to campaign against CLaT activities	Ghc 10,000.00
5.	Investigation and Prosecutions	MoFAD/FC The Police The Judiciary	CLaT issues and particularly protecting the rights of trafficked children should be at the heart of all. Suggested law in CLaT in fisheries will be sent to the higher authorities to incorporate into their work		Ghc 20,000.00
6.	CLaT technical personnel	Recruitment	Training staff internally in recruiting CLaT experts		

Challenges

- Organizational challenges (lack of funds and logistics)
- Parents of victims
- Poverty
- Participants deliberated on the group reports and noted the following:
- CLaT mainstreaming is a global condition for funding thus the Ministry has no choice than to support it; this is because it can affect their work
- With increase in child labor and trafficking cases it will be difficult for the ministry not to comply with the CLaT strategy to help minimize CLaT activities in the fishing communities

- There is bound to be some difficulty reviewing the Ministry's work from a CLaT perspective: this is because they do not have experts in the ministry. With this training it will help them take up more training to equip them help combat CLaT
- The need to put in a mechanism to track resource allocation and utilization



Figure 12. Presentation by group 1

Provision of adequate resources was noted as key in ensuring CLaT strategy mainstreaming in the fisheries sector. Participants noted the need to engage other stakeholders to better understand and support the fight against Child Labor and trafficking from the fishing communities. One of the partners of the SFMP program Mr. Kwesi Johnson said that though CLaT mainstreaming may be a condition for the ministry to secure funding, it is important that it is recognized as a key component to enhancing productivity in the sector rather than complying with funding conditions.

3.7 The Pledge

During the training, the facilitator stressed that CLaT issues demand a holistic approach and also needs individual commitment. There is the need for institutions, ministries, civil societies and all stakeholders to come on board to help solve this menace. Therefore, as directors of MoFAD/FC there is the need to pledge to support this course not only as directors but as individuals, because when they retire from active service they would still be anti-CLaT advocates.



Figure 13. Yaa Tiwaa Amoah of (MoFAD) signing her pledge to be an anti-CLaT Advocate

SECTION 4: EVALUATION

The two-day training though intensive was deemed as very successful by the participants. An evaluation carried out revealed that an enabling learning environment was created that provided space for interaction and sharing of experiences with the trainers ensuring equal participation. The training enabled participants to discuss and better appreciate the concept of 'CLaT strategy'. All the participants indicated their readiness to incorporate CLaT perspectives in their work. The evaluation showed that participants have learnt new things and acquired skills to facilitate the achievement of CLaT strategy in their respective departments/units and the fisheries sector in general.

Generally, participants were satisfied with the overall organisation of the training workshop including venue, catering arrangements and sessions especially the interactive methodology adopted for the training which included group work, brainstorming, and presentations. However, the findings showed that the training program was loaded, which did not allow thorough discussions of some topics. Participants felt the training duration should have been at least 3 days since there was a formal opening. Participants suggested that during the next engagement other stakeholders such as the MoGCSP, the social welfare department, police and many others should be invited for commencement of networking activities. It is expected that trained officers will form a critical mass that will lead the Fisheries Commission to achieve its objective of minimizing CLaT activities in the fisheries sector by incorporating the CLaT strategy in the fisheries sector.

4.1 Wrap up and key Learnings

Participants said the training has enabled them to gain knowledge and they have become more conscious of CLaT issues which will help them in their line of work. According to them, the training has served as an eye opener to CLaT issues and rated the two-day training

as very educative, interesting and successful. They re-echoed the need to extend the training duration and to other staff and stakeholders.

Some learning for the session include;

- We must walk the talk of minimizing CLaT activities in the various fishing communities. We can all be encouraged by raising awareness or educating and sensitizing various communities on CLaT activities.
- Various forms of child labor were well explained and was clear on the various activities that is termed as child labor and child work.

SECTION: 5 CONCLUSION

All participants unanimously agreed that there is the need for all to come onboard, especially the directors, because CLaT activities can make them go jobless since it affects marine catch. Therefore, as they have received this training they are going to incorporate the strategy into their work plan. A financing mechanism implementation plan, and monitoring and evaluation system also needs to be provided. This will help to facilitate effective implementation and also create logical framework that will provide the needed indicators, timelines and indicative budget to help minimize CLaT activities in the fishing communities. There is therefore the need to collaborate with all government agencies as well as stakeholders, not forgetting traditional leaders (chiefs and queen mothers), the municipal assembly and other stakeholders to continue to collaborate and commit to ensure CLaT-free communities.

Lastly, when asked if their expectations for the training workshop were met, many answered 'yes' and said that now that they had gained more knowledge on CLaT, it was time to walk the talk.



Figure 14. MoFAD/FC directors, support staff and facilitators in a group photograph after the training workshop