



MINISTRY OF EMPLOYMENT AND LABOR RELATIONS (MELR)

&

TRADE FOR DECENT WORK (T4DW) PROJECT

INTERNATIONAL LABOR ORGANIZATION(ILO)

Hazardous Child Labor Activity Framework for Ghana (HAF)



CHILD LABOR UNIT, LABOR DEPARTMENT (MELR)

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“A child in danger is a child that cannot wait.”

***Kofi A. Annan*
Former UN Secretary-General**

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LIST OF ABBREVIATIONS

CLU	Child Labor Unit
CSO	Civil Society Organization
DA	District Assembly
DCPC	District Child Protection Committees
FCUBE	Free Compulsory Universal Basic Education
GCLS	Ghana Child Labor Survey
GDP	Gross Domestic Product
GES	Ghana Education Service
GHAHCL	Ghana Hazardous Child Labor List
GSS	Ghana Statistical Service
HAF	Hazardous Child Labor Activity Framework
ICI	International Cocoa Initiative
ILO	International Labor Organization
ILO C	International Labor Organization Convention
IPEC	International Programme for the Elimination of Child Labor
LI	Legislative Instrument
MDAs	Ministries, Departments and Agencies
MELR	Ministry of Employment and Labor Relations
MH	Manual Handling
MMDAs	Metropolitan Municipal and District Assemblies
MSD	Musculoskeletal Disorder
NGOs	Non-Governmental Organizations
NIHL	Noise-Induced Hearing Loss
NIOSH	National Institute of Occupational Safety and Health-USA
NPA	National Plan of Action for the Elimination of Child Labor
NPECLC	National Programme on the Elimination of Child Labor in Cocoa
NTBP	National Time Bound Programme
OSH	Occupational Safety and Health
RTA	Road Traffic Accident
RTI	Respiratory Tract Infection
SNA	System of National Accounts
STI	Sexually Transmitted Infection
TWG	Technical Working Group
UNCRC	United Nations Convention on the Rights of the Child
UNICEF	United Nations International Children's Educational Fund
WACAP	West Africa Cocoa/Commercial Agriculture Project
WFCL	Worst Forms of Child Labor
GSFP	Ghana School Feeding Programme
GLSS	Ghana Living Standard Survey
GAWU	Ghana Agricultural Workers Union

CLFZ	Child Labour Free Zone
HTMB	Human Trafficking Management Board
PPP	Public-Private Partnership
PPE	Personal Protective Equipment
NSCCL	National Steering Committee on Child Labour

EXECUTIVE SUMMARY

Ghana is an ILO member state for ratifying the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labor Convention, 1999 (No. 182). These Conventions contain concrete legal obligations for action by ratifying ILO member States and require the national determination of a list of hazardous work “by-laws or regulations” that should follow tripartite consultation with the relevant employers and workers’ organizations. The tripartite consultation ensures the relevance of the list, and enactment in law or regulation gives it the legal weight required for enforcement.

There is almost unanimous support for the internationally agreed goal of stopping child labor, most recently reaffirmed by Sustainable Development Goal (SDG) Target 8.7. Child labor is work that would harm or negatively affect children’s development and well-being. However, the details of what constitutes child labor, in terms of children’s ages and forms, types or conditions of work, need to be clearly defined in national laws and thus differ per country. One such form is “hazardous work” – one of the worst forms of child labor, in which the employment or engagement of children must be prohibited.

Ghana is a lower-middle-income country with an estimated population of 30.8 million and 90 percent of employed persons working in the informal economy, with a male/female split of 45.1 percent and 54.9 percent, respectively. Skilled agricultural, forestry and fishery workers constitute the largest occupational group, engaging 2,949,805 of the currently employed persons, particularly in rural areas where the number is higher (2,537,466).

Child labor is prevalent in all regions of the country. The Ghana Living Standards Survey Statistical Service (GLSS) Round 6 estimated that 2.7 million children were engaged in child labor. Of this, 1.9 million minors were involved in child labor and 1.2 million in hazardous forms of child labor. The GLSS 7 estimated that, out of a population of about 7.2 million children from ages 5-14 years surveyed, 78% of the working children were engaged in agriculture, forestry and fishing. Generally, the child labor situation in Ghana, according to GLSS 7 and previous versions, shows that:

- The involvement of boys in economic activities is higher than girls of all ages (91.7% vs. 85.2%)
- Children involved in economic activities are much more common in rural than in urban areas (90.5% vs. 80.9%)
- Child work occurs highest in agriculture (73.9% vs. 14.5% for Services& sales vs. 11.6 %-others).

Since the ratification and signing of protocols with regard to Convention 138 and 182 labor and to act on this growing concern of child labor, the Government of Ghana has developed and implemented several interventions in line with the elimination of child labor and the general welfare of children. These interventions are classified into four broad areas:

1. Establish Coordination units such as the National Steering Committee on Child Labor (NSCCL), Inter-Ministerial Committee to Combat Human Trafficking and Human Trafficking Management Board (HTMB).
2. Policies on Child Labor such as the National Plan of Action (NPA1 & 2) to eliminate child labor, National Plan of Action for the Elimination of Human Trafficking in Ghana (2017–2021), Strategy on Anti-Child Labor and Trafficking in Fisheries (2016–2020), Minerals and Mining Policy of Ghana and Child Labor Free Zone (CLFZ) protocols.
3. Social protection programs include the Program to Assist Kayayei “Get Off the Street,” Conditional cash transfer and Human Trafficking Fund.
4. Educational support programs include Free Compulsory Universal Basic Education (FCUBE), the Ghana Cocoa Board’s Child Education Support Program, Capitation grant, Ghana school feeding program and Free SHS program.

In fulfillment of both Conventions 138 and 182, Ghana has ensured the protection of children’s well-being for almost a decade. This review updates the list to cover all the sectors of the economy and reflects the provisions of all relevant legislation, especially the Minerals and the Mining Act, 2015 (Act 900) and the Minerals Commission Act 1993 (Act 450). The process will also consider current technological advancements in the world of work and Ghanaian cultural values.

This review relies on extensive information from the first version and adds relevant sections. This is due to the extensive stakeholder engagement carried out previously and because of earlier issues remaining the same or with insignificant changes. It does not “re-invent the wheel” but uses previous literature. However, due to the inclusion of more occupations within this version, several texts and explanations for various measurement standards were edited to make room for new information while maintaining a reasonable number of pages. The initial version should thus be a source of reference for such sections.

This review is elaborated in seven chapters and begins with an introduction of the ratification of ILO conventions 138 and 182 and follows with the incidence of child labor in Ghana and interventions to support the elimination of child labor. It looks at the requirement for fulfilling conventions 138 and 182 and concludes with the objectives of this review.

Chapter Two explains some fundamental principles and terminologies on child labor and hazardous work. It elaborates on relevant definitions and concepts of child labor as stated in the ILO’s conventions and the Children’s Act of Ghana. It looks at the idea of work for age-appropriate children and the source of harm in these various forms of work. Finally, it provides some criteria for determining hazardous work.

Chapter Three explains the methodology employed for this review and the Hazardous Child Labor Activity Framework (HAF) development, the six step-by-step approaches recommended by the ILO for developing or reviewing the HAF and ends with an implementation plan for the HAF.

Chapter Four provides guidelines for framing the hazardous child labor list and framework using critical variables such as age, applicable weight or heights, hours of work, and night work. It concludes with an emphasis on the importance of Personal Protective Equipment (PPE) to provide essential protection for working children to minimize work hazards.

Chapter Five documents the hazardous list and framework for Ghana using the prohibited work activities and the work conditions that make them hazardous. It provides emphasis on the definitions and concepts used for the development of the hazardous list.

Chapter Six provides a developed hazardous activity list and framework plus the activities, processes, risks and hazards associated with each occupation. It details hazardous work, permissible work (non-hazardous) and light work. It outlines the priority occupations per sector and concludes with a HAF for each work occupation.

Chapter Seven outlines the recommendations for implementing the HAF and stakeholder suggestions for subsequent reviews. Twenty occupations were recommended for inclusion in the first HAF, seven of which are included in this version. The remaining thirteen occupations should be considered in the next review. Here, recommendations from previous versions were maintained as these are still very relevant to the successful implementation and subsequent reviews of the HAF.

CHAPTER 1 INTRODUCTION AND BACKGROUND

1.1 Introduction

There is almost unanimous support for the internationally agreed goal of stopping child labor. A long history of international interventions to reduce and eliminate child labor began with the advent of the International Labor Organization (ILO) and has culminated in landmark Conventions in recent decades. For instance, the UN Convention on the Rights of the Child, the African Charter on the Rights of the Child, the UN Protocol for Prevention, Suppression and Punishment for Trafficking in Persons, especially Women and Children, ILO Convention Nos. 138 on Minimum Age for Employment and 182 on the Worst Forms of Child Labor¹. These Conventions contain concrete legal obligations for action by ratifying ILO member States. Both require each country to develop a “list of hazardous” sectors and activities guided by the ILO Recommendation 190 (R190) through a tripartite consultation with the relevant employers’ and workers’ organizations. The tripartite consultation ensures the relevance of the list, and enactment in law or regulation gives it the legal weight required for enforcement².

Currently, the Covid-19 pandemic has worsened economic vulnerability for countless families around the globe, including Ghana, putting their right to an adequate standard of living at risk. In the Child Labor Global estimates for 2020, the International Labor Organization (ILO) and United Nations International Children’s Educational Fund (UNICEF) cautioned that a further nine million children were at risk of child labor due to the Covid-19 pandemic. According to their new report, “160 million children – 63 million girls and 97 million boys – were in child labor globally at the beginning of 2020, accounting for almost 1 in 10 of all children worldwide.” This includes approximately 79 million children in hazardous work, endangering their health and safety.

From a young age, many children help around the home by running errands or assisting their parents in the household, farm and other business chores. With increasing strength, ability and maturity, children become more involved in light jobs or learning valuable traditional trades. In this way, children acquire the skills and attitudes they will need as future workers and helpful community members. Child labor is work that would harm or negatively affect children’s development and well-being. However, the details of what constitutes child labor, in terms of children’s ages and forms, types or conditions of work, need to be clearly defined in national laws and thus vary across countries. One such form is **hazardous work** – one of the worst forms of child labor, in which the employment or engagement of children must be prohibited.

However, there is a thin line between social orientation and child labor which may be challenging to differentiate by the communities. In most societies, the integration of children into social and working life may be so gradual that separating the phases is impossible.

¹ ILO-IPEC, 2015

² WDACL2018_Introduction_to_Hazardous_work_EN_WEB_20180702

Internationally, age is the instrument generally used to define a child. The international conventions define a child to be anyone below the age of 18.

These principles are enshrined in the United Nations Convention on the Rights of the Child (UNCRC 1989), Article 32, which *recognizes the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development*. The Convention is legally binding on states that have ratified it and its fundamental principles are non-negotiable. Since this convention came into existence, there has been a resurgence of international attention on child labor, with growing public concern about using children's time and energy, particularly in activities that may harm their health, education, and development.

The concern for children's wellbeing resulted in the adoption of international conventions and treaties to protect children from all forms of abuse and exploitation. The African Charter on the Rights of the Child is linked to children's welfare, ILO Conventions 138 on Minimum Age for Employment and 182 on the Worst Forms of Child Labor.

Other core ILO Conventions ratified by Ghana are:

- Forced Labor Convention, 1930 (No.29)
- Freedom of Association and Protection of the right to organize Convention, 1948 (No.87),
- Right to Organize and Collective Bargaining Convention, 1949 (No.98)
- Equal Remuneration Convention, 1951 (No.100)
- Abolition of Forced labor Convention, 1957 (No.105)
- Discrimination (Employment and Occupation), 1958 (111)

In addition, the Palermo Protocol that seeks to prohibit trafficking in persons has been ratified. These instruments protect children's rights, including safeguarding their right to education, health, and development.

In fulfillment of conventions 138 and 182, a Hazardous Child Labor Activity Framework for Ghana was developed in 2012 has ensured the protection of children's well-being for almost a decade. This review is to update the list to cover all the sectors of the economy and reflect the provisions of all relevant legislation, especially the Minerals and the Mining Act 2015 (Act 900) and the Minerals Commission Act 1993 (Act 450). The process will also consider current technological advancements in the world of work and Ghanaian cultural values.

1.2 Background and Justification

Ghana is a lower-middle-income country with an estimated population of 30.8 million. The population has grown almost fivefold since the first post-independence census was conducted in 1960; females make up a more significant proportion (50.7% vs. 49.3% male) of the 2021 Population and Housing Census, as has been the trend for the past four censuses³.

From the 2015 Labor Force Survey (LFS)⁴, About two-thirds (67.6%) of the labor force is employed, 9.1 percent are unemployed, and 23.3 percent are currently not in the labor force.

³ 2021 provisional national population census

⁴ The 2015 Labor Force Survey (LFS) is the first stand-alone survey on labor aimed at collecting basic statistics on the labor force situation in Ghana. These include indicators on employment, unemployment, underemployment and other relevant information that can be used to assess the labor force situation in Ghana

Skilled agricultural, forestry and fishery workers constitute the largest occupational group, engaging 2,949,805 currently employed persons, particularly in rural areas with 2,537,466. Urban workers are mainly involved in service and sales activities (1,792,906). Approximately 76 percent of the urban localities' female workforce is engaged in service and sales work (1,366,355) compared with their male counterparts of 426,551 (23.8%).

1.2.1 The Informal Economy and Child Labor in Ghana

The inability of the formal sector (both public and private) to generate jobs in their required numbers have pushed a large proportion of the population into the informal sector. A large proportion of the Ghanaian population is engaged in the informal economy, where employment conditions are primarily unmonitored. Participants are at increased risk as they are unlikely to have safety nets against economic shocks. Available data (GLSS 7) suggest that 90 percent of employed persons work in the informal economy, with a male/female split of 45.1 percent and 54.9 percent, respectively. The proportion of females in informal employment in rural and urban areas is higher than that of males. Furthermore, a very high proportion of the employed population was in the informal sector ⁵. (71.3%), and only 28.7% were engaged in the formal sector. The likelihood of working in a formal job is more significant among females (31.7%) than males (27.2%). Also, urban dwellers (31.0%) were more likely than rural dwellers (22.9%) to be engaged in formal employment.

The ILO Recommendation concerning the transition from the informal to the formal economy, 2015 (No. 204) clarified that the term “informal economy” referred “to all economic activities by workers and economic units that are – in law or practice – not covered or insufficiently covered by formal arrangements⁶.” The Informal sector is primarily the informal economy that is neither taxed nor monitored by any government.

Informal activities are characterized by ease of entry, reliance on indigenous resources, family ownership of enterprises, and usually small-scale operation. Labor-intensive and adapted technology and skills are acquired outside the formal school system. Some informal jobs are agricultural or apprenticeship-focused, such as carpentry, masonry, auto mechanics, hairdressing, welding, garment making, cosmetology, plumbing, electronics, and leatherworks.

Many informal jobs are “flexible, precarious and insecure” and are also hazardous and take place in unhealthy and unsafe settings. Being outside the national regulatory and reporting systems, individuals often decide standards of operation, with very little monitoring by state institutions. Moreover, one of the distinct features of the labor force of the informal sector is the inherent use of child labor; thus, child labor is intricately linked with the informal sector. Because a more significant proportion of work in Ghana falls within the informal sector, child labor has become an almost perennial problem.

⁵ Engagement in informality refers to persons who, in the reference period, were either employed in informal sector enterprises (Informal sector employment) or employed in informal jobs (Informal employment).

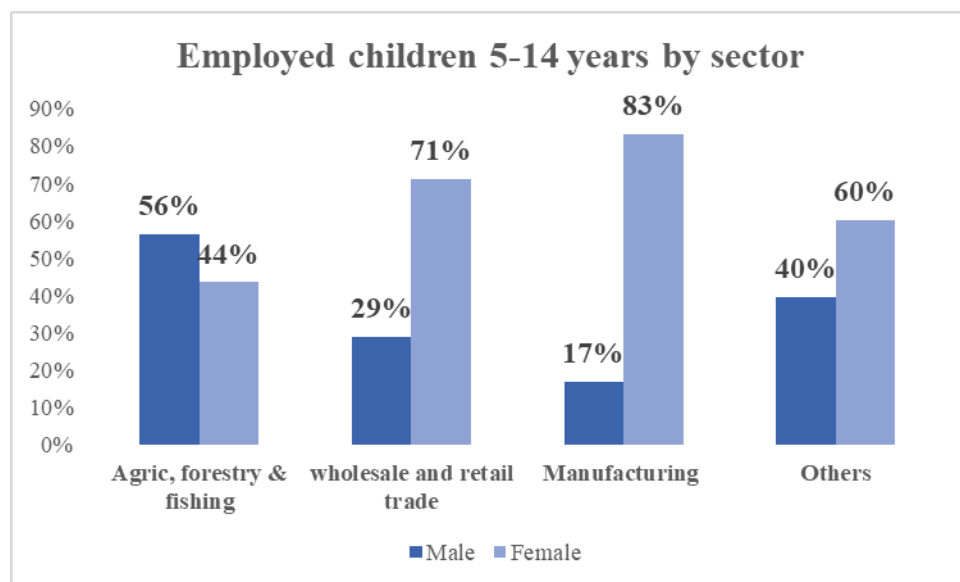
⁶ which further clarified that the term does not cover illicit activities, and that the expression “economic units” in the definition refers to units that (a) employ hired labor; (b) individuals working on their own account, and (c) cooperatives and social and solidarity economy units. R.204 constitutes a historic landmark for the world of work as it is the first international standard focusing exclusively on the informal economy in its entirety.

1.2.2 Child Labor Situation in Ghana

Incidence of child labor

Child labor is prevalent in all regions of the country. The Ghana Living Standards Survey (GLSS) Round 6 estimated that 2.7 million children were engaged in child labor. Of this, 1.9 million minors were involved in child labor and 1.2 million in hazardous forms of child labor. Overall, it further showed that, for children ages 7-14, 28.8% were employed and 70.1% were not economically active. As expected, the older children (10-14 years) are more likely than the younger children (7-9 years) to engage in some economic activity (35.4% and 18.0%, respectively). In addition, most children aged 7-14 (91.2%) are involved in agriculture, forestry, and fishing, followed by wholesale and retail trade (13.2%). The survey also observed that children who worked in the following industrial activities worked for relatively long hours (20 hours or more) in the reference week – Manufacturing (48.0%); Transport and storage (68.3%); Mining and quarrying (83.4%); Art, entertainment, recreation, and other services (100.0%). Working for long hours could affect the health, education, and physical development of these children

Subsequently, in 2016/2017, the GLSS 7⁷ estimated that, out of a population of about 7.2 million children from ages 5-14 years surveyed, 78% of the working children were engaged in agriculture, forestry and fishing. Followed by the wholesale and retail trade sectors with 14.1% and the remaining 7.9% comprising Mining and quarrying, manufacturing, construction, wholesale and retail trade, transportation and storage, accommodation and food service activities, other service activities and activities of households as employers. The results further showed that the proportion of children in rural areas (87.6%) engaged in agriculture, forestry, and fishing is more than double that in urban areas (34.1%). Table 1 shows the employed children 5-14 years by sector.



In urban and rural areas, the proportion of males engaged in agriculture, forestry and fishing is higher than females. On the other hand, the proportion of females engaged in the wholesale and retail trade is higher than males, irrespective of location.

Table 1 shows that the proportion of male child workers in rural areas is more than females (using Agric, forestry and fishing for rural), though the margin is small. However, for urban

⁷The GLSS 7 did not include Child Labor, Decent Work, Hazardous Work and Health Safety as done for GLSS 6, thus Child labor variables are not comparable.

areas (using wholesale, retail trade, and manufacturing), the proportion of working female children is more than double that of the males.

Generally, the child labor situation in Ghana, according to GLSS 7 and previous versions, shows that:

- The involvement of boys in economic activities is higher than girls of all ages (91.7% vs. 85.2%)
- Children involved in economic activities are much more common in rural than in urban areas (90.5% vs. 80.9%)
- Child work occurs highest in the agriculture sector (73.9% vs. 14.5% for Services & sales vs. 11.6 %-others)

1.2.3 National Response to Child Labor

To take action toward this growing concern of child labor, the Government of Ghana has developed and implemented several interventions in line with the elimination of child labor and the general welfare of children. In fulfillment of the ratification and signing of protocols regarding Convention 138 on the minimum age for employment and convention 182 on the worst forms of child labor. These aim to reduce vulnerability levels and create opportunities for children and their families to alleviate their poverty levels, which is identified as the principal cause of child labor in Ghana⁸.

These interventions are classified into four broad areas:

1. Coordinating bodies such as the National Steering Committee on Child Labor⁹ (NSCCL), Inter-Ministerial Committee to Combat Human Trafficking¹⁰ and Human Trafficking Management Board¹¹ (HTMB).
2. Policies on Child Labor such as the National Plan of Action (NPA1 & 2) to eliminate child labor, National Plan of Action for the Elimination of Human Trafficking in Ghana (2017–2021), Strategy on Anti-Child Labor and Trafficking in Fisheries (2016–2020), Minerals and Mining Policy of Ghana and Child Labor Free Zone (CLFZ) protocols.
3. Social protection programs include the Program to Assist Kayayei “Get Off the Street,” Conditional cash transfer and Human Trafficking Fund.
4. Education support programs include the Free Compulsory Universal Basic Education (FCUBE), the Ghana Cocoa Board’s Child Education Support Program, Capitation grant, Ghana school feeding program and Free SHS program.

Successes chalked on some of these interventions are outlined below:

- a) **National Plan of Action (NPA)** to eliminate child labor: The Child Labor Unit (CLU) is the central department of the NSCCL and has led the implementation of child labor interventions to reduce child labor. Among these is the development of a National Plan of Action (NPA1: 2009-2015), the HAF in 2012 and NPA 2 (2017–

⁸ GLSS 6

⁹ NSCCL (est. 2007) is a multistakeholder national level institution, with responsibility to oversee and provide overall coordination of the implementation of child labor related programmes in the country and facilitate effective cooperation between all ministries and government institutions whose mandate is relevant to the elimination of child labor.

¹⁰ Aims to prevent Ghanaian migrants from becoming victims of human trafficking. Comprising MELR, MOGCSP, Ministry of Justice, and the Ministry of the Interior.

¹¹ Advises the MOGCSP on anti-trafficking policy, promotes prevention efforts, facilitates the protection and reintegration of trafficking victims, and administers the Human Trafficking Fund.

2021) to eliminate child labor. The goal of the NPA1 was to reduce the WFCL to the barest minimum by 2015 and lay a good foundation for addressing all other forms of child labor in the long term. The NPA1 was endorsed in October 2010 by Cabinet and launched by the Chairman of the Council of State on 13th June 2011.

With support from development partners such as ILO, UNICEF and the International Cocoa Initiative (ICI), the lessons learned, good practices over the last decade and the implementation of NPA1 and the Child Labor Report conducted by the Ghana Statistical Service (GSS) as part of the Ghana Living Standard Survey Round 6 (GLSS6, 2014), have informed the development of Phase II (NPA 2:2017 to 2021) of the NPA1. This led to its approval in February 2018 and has been implemented since 2017. The NPA2 aims to build on the gains made from implementing the NPA1 more effectively and sustainably. The overall objective of NPA2 is to reduce child labor to the barest minimum (at least 10%) by 2021 while laying solid social, policy and institutional foundations for eliminating and preventing all forms of child labor in the longer term. The government also funded and participated in educational, social, and awareness-creation programs to stop or prevent child labor.

- b) **Free Senior High School Programme:** In Ghana, primary education has been extended from kindergarten to secondary education, covering technical, vocational and agricultural education since 2017. Currently, the Government is implementing the Free Senior High School (SHS) Programme, making secondary education accessible for all. At the end of the 2018/19 academic year, the total beneficiaries for the first two cohorts were 794,899 students. The number of beneficiaries is projected to reach 1,264,000 with the addition of the third cohort. This is expected to be the highest number of students concurrently enrolled in Ghana's public secondary education system. It is estimated that 90,000 children between 15 and 18 years who were secondary dropouts and likely to be in various forms of work now have the opportunity to be in school. This policy aimed at ensuring that children stay in school has recorded over 270,000 children continuing their education over the three years.
- c) **Ghana School Feeding Programme:** The Ghana School Feeding Programme (GSFP) was introduced in 2005 to provide children in public primary schools with one hot, nutritious meal prepared from locally grown foodstuffs on every school-going day. The program began with ten pilot schools drawn from each region. The pilot phase ended in 2006, covering 64,775 beneficiaries. The first phase was scaled up in 2007, spanning four (4) years. In 2008 and 2009, the number rose to 441,189 and 580,025 pupils, respectively. The beneficiaries are over 2,600,000 in about 9000 schools in all the Metropolitan, Municipal and District Assemblies (MMDAs). For 2020, the government's expected expenditure for the program was GHS 470 million (US\$ 84.93 million), covering new schools and regions¹².
- d) **Ghana Cocoa Board Child-Education Support Programme:** This program was designed to support cocoa farmers' children in school and relieve farmers of financial burdens. In the 2018/2019 crop year, COCOBOD expended a total amount of GHS 2.74 million (US\$ 0.49 million) on 3000 children for the program. For the 2019/2020 crop year, GHS 5 million (US\$ 0.90 million)¹³ was allocated for the Support Programme to encourage more children to be in school. This program is also aligned with the Free SHS Programme. The government continues introducing new initiatives to eliminate the worst forms of child labor.

¹²Budget Statements for 2018/2019.

¹³Ghana Cocoa Board

- e) **Cocoa productivity enhancement programs (mass spraying):** Free Mass Spraying is one of the numerous cocoa productivity enhancement programs implemented by the Government through the Ghana Cocoa Board (COCOBOD). The guiding principle of the Government in eliminating child labor is the deployment of adults for its mass spraying exercise. Throughout cocoa planting seasons in Ghana, children's use for mass spraying of cocoa farms is non-existent. Due to the high risks and hazards involved, it is Government policy to engage the services of adults to undertake mass spraying of farms for cocoa farmers, especially in high cocoa yielding areas. Significantly, this positively impacts children who would have been used as laborers.

Aside from these national programs, development partners have contributed significantly towards eliminating child labor in Ghana through various programs. Key among these are the ILO, UNICEF, ICI, United States Government and Departments, European Union, Japan etc. Table 2 Below are some child labor-related projects by international organizations in Ghana since the development of the HAF:

Organization	Project Name/ Date	Sector	Status	Donor
ILO	IPEC-CCP:2010- 2014	Cocoa	Completed	US
	ECOWAS II:2009-2013	Cocoa	Completed	US
	CARING GOLD: 2016–2020	Mining	Completed	US
	Trade for Decent Work:2020-	Trade	Ongoing	EU
UNICEF	NPA-Child Labor	General	Completed	UNICEF
	NPA: Human Trafficking	General	Completed	UNICEF
WINROCK	MOCA: 2016- 2019	Cocoa	Completed	US
	MATE MASIE: 2020-2024	Cocoa	Ongoing	US
JICA	CLFZ Protocol: 2018- 2020	Cocoa	Completed	Japan
	CLFZ PILOT: 2020- 2022	Cocoa	Ongoing	Japan
ICI	NPA 1 & 2	General	Completed	ICI
	CLRMS ¹⁴ 2017-2020	Cocoa	Completed	ICI

Table 1 Donor-funded Child Labor Interventions

The government of Ghana has taken another significant step by joining ILO's Alliance 8.7 Pathfinder Countries. This global partnership launched in 2016, which groups governments, multilateral organizations, workers' organizations, employers' organizations, non-governmental organizations, academic institutions and think tanks to find ways of

¹⁴ Child Labor Monitoring and Remediation System (CLRMS) CLMRS is designed to enable partner organizations to select options within their operational and financial capacity to ensure long-term and self-sustaining programmes.; hence, the design is embedded in the organizational supply chain system.

accelerating action on target 8.7²⁰. The alliance focuses on conducting research, sharing knowledge, driving innovation, and increasing and leveraging resources. The MELR carried out a sensitization workshop to gain interest from stakeholders. Through the process, Ghana pledged to review the HAF and the NPA 2 and start discussing Public-Private Partnership (PPP) in the fight against child labor. The MELR is organizing a workshop for stakeholders' buy-in with ILO's support and developing and sharing a report to fulfill the protocol of Alliance 8.7 membership.

All these projects have contributed significantly to the elimination of child labor. However, the rate of decline of child labor has been slow since the development of the previous HAF almost a decade ago.

1.2.4 Hazardous Child Labor List Development

The above-mentioned critical gap in determining or measuring hazardous child labor generated renewed attention for developing a framework to facilitate child labor research and intervention efforts. The ILO Convention No.182 requires member states, through tripartite arrangements, to establish a list of hazardous sectors and activities guided by the ILO R190 and regularly review it. Although section 91 of Act 560 provides a list of hazardous activities in which children should not participate, this list has been limited in scope and not in conformity with ILO Convention 182 and its recommendation. In addition, the Act recommends light work from age 13, while the HAF recommends age 12 per stakeholder engagement. Given that age 12 is the reality, the Act should be revised to 12 years to ensure the two documents are synchronized.

The Child Labor Unit of the Labor Department (MERL)), with the support of ILO/IPEC and the International Cocoa Initiative (ICI), 2006, began a major initiative to review the existing list of hazardous activities in Act 560. The first phase of the process was completed in 2006 and identified a list of hazardous sectors and occupations through literature review and field visits to locations where these activities occur. The project's output was a report of the list of work sectors/occupations deemed hazardous. However, developing the Hazardous Child Labor Activity Framework (HAF) for the cocoa sector in 2008 revealed the need for a hazardous child labor activity list that delves into work activities and their hazards. This approach leads to a deeper analysis of activities than developing a list of hazardous sectors or occupations.

Developing a contextually relevant hazardous child labor list will require the HAF approach. The HAF approach is as follows: it examines each work task, activity or process within any occupation, the activities children can conduct, the conditions and circumstances under which these activities are carried out, tools with which work is being performed, the protection provided children while performing these activities, etc. Experts working closely with adults and child workers identify which aspects of work are harmful to the children and which children can carry out safely. This inclusive approach developed a list of hazardous activities per sector.

This approach is essential as it localizes issues within each sector/occupation, allowing child-centered strategies to consider risk and beneficial light work. The HAF approach avoids over-

²⁰ SDG 8.7: Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.

generalization or the development of a broad-brush hazardous list, thereby targeting intolerable activities.

The NPA identifies inadequate law enforcement as one of the significant issues if Ghana wishes to make substantial progress in eliminating the WFCL. It also recommends completing and publishing the comprehensive, sector-specific HAF to guide activities for which children may or may not be employed.

To this end, this HAF review has become necessary to update the current list and identify new hazards while considering new legislation introduced, recent technological advancements in the world of work and Ghanaian cultural values.

CHAPTER 2 KEY CONCEPTS IN CHILD LABOR AND OPERATIONALIZING ILO 182

This chapter explains some fundamental principles and terminologies on child labor and hazardous work, and it also operationalizes hazardous work from occupational safety and health principles. This aims to provide a clear understanding and context to assist readers who may not be experts in child labor.

2.1 Key Concepts and Definitions

This section describes the key terms and concepts used in child labor. The activities and work which children are engaged in daily can be classified into:

- Economic and non-economic
- Child labor and Lightwork
- Worst Forms of Child Labor
- Hazardous Work

2.1.1 Economic activities

The definition of "**economic activity**" is derived from the *System of National Accounts (SNA, rev. 1993)*, the conceptual framework that sets international statistical standards for measuring the market economy. It covers all market production and certain types of non-market output, including goods for self-use. Economic activity is a broad concept that encompasses the most productive activities undertaken by children. Whether for the market or not, whether the work is paid or unpaid, for a few hours or full time, on a casual or regular basis, legal or illegal, it excludes chores undertaken in the child's household and schooling.

To be counted as economically active, a child must have worked for at least one hour on any day during a seven-day reference period in any of these economic activities:

- **Market economic activity:** *Activities leading to the production of goods & services that are primarily intended for sale or sold on the market,*
- **Non-Market economic activities:** *Such as the production and storage of crops, cutting or collecting firewood, hunting, fishing, production of other primary products such as mining salt, fetching water, processing of agriculture products, different kinds of processing such as weaving cloth, tailoring, production of footwear, pottery, utensils and other durable, construction and substantial repairs, etc.*
- **Household activities** *such as re-plastering walls, repairing a roof, significant renovations, undertaking extensions to dwelling etc.*

2.1.2 Non-economic activities

"Non-economic activity" is any productive activity falling outside the SNA production boundary, i.e., any activity that does not provide monetary benefit. It consists mainly of work activities performed by household members in service to the household and its members, such as:

- **Housework:** Household activities such as *cooking, washing, indoor cleaning, upkeep of place of abode, care of clothing, installation, servicing, repair of personal &*

household goods, minor home improvement activities, maintenance & repair, care of family members, and procurement of household goods & services

- **Volunteering and Community Service:** *Community service and organizational volunteer work*
- **Non-productive activities:** *Education, training, study, leisure, cultural activities, personal care*

2.1.3 Child Labor

The concept of **child labor** is based on ILO's Minimum Age Convention, 1973 (No.138), which represents the most comprehensive and authoritative international definition of minimum age for admission to employment or work, implying "economic activity." Child labor is work that deprives children of their childhood, potential, and dignity. It refers to work that is mentally, physically, socially and morally harmful to children and interferes with their schooling by²²:

- depriving them of the opportunity to attend school;
- obliging them to leave school prematurely; or
- requiring them to attempt to combine school attendance with excessively long and heavy work.

In Ghana, the Children's Act of 1998 (Act 560) defines a child as anyone under 18 years.²³ The 1992 Constitution of the Republic of Ghana and the Children's Act, 1998 (Act 560) also deem child labor exploitative labor that deprives the child of its health, education and development. In its most extreme forms, child labor involves children being enslaved, separated from their families, exposed to serious hazards and illnesses and left to fend for themselves on the streets of large cities – often at a very early age. Whether or not particular forms of "work" can be called "child labor" depends on:

- The child's age - the minimum age for admission into employment is 15 years for general jobs, 13 years for light work and 18 years for hazardous work.
- The type and hours of work performed - No person shall engage a child in night work between eight in the evening (8 pm) and six in the morning (6 am).
- The conditions under which it is performed - work termed as hazardous (see definition under 2.1.6 below).
- The objectives pursued by individual countries –
- The Violation of the outlined conventions and regulations above.

2.1.4 Light Work

Light work²⁴ constitutes work that is not likely to be harmful to the health or development of the child and does not affect the child's attendance at school or the capacity of the child to benefit from schoolwork.

Not all work done by children is classified as child labor and targeted for elimination. Children's participation in economic work that does not affect their health and personal development or interfere with / prejudice their schooling or participation in vocational orientation or training programs is generally regarded as positive. This includes helping their

²² ILO Child Labor definition.

²³ This definition is same for African Charter on the Rights and Welfare of the Child (ACRWC) and United Nations Convention on the Rights of the Child (UNCRC).

²⁴ The Children's Act, 1998 (Act 560)

parents around the home, assisting in a family business, or earning pocket money outside school hours and during school holidays for a few hours and under adult supervision. These activities contribute to children's development and the welfare of their families. It provides them with skills and experience and prepares them to be productive members of society during their adult life.

This report uses the definition of light work established in ILO Convention 138, Minimum Age for Admission to Employment, which permits light work from 13 for developed and 12 for developing countries. Ghana's Children's Act allows light work from the age of 13.

2.1.5 Worst Forms of Child Labor (WFCL)

While child labor by both boys and girls takes many different forms, eliminating the WFCL as defined by Article 3 of ILO Convention No. 182 is a priority. The Convention calls for an immediate prohibition of the WFCL by enacting relevant laws, regulations and standards. Secondly, it requires states that ratify this convention to take urgent and effective measures to eliminate these worst forms through action programs. It applies to all children under 18 but calls for special attention for girls.

The following are the four major categories of WFCL:

- *all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;*
- *the use, procuring or offering of a child for prostitution, for the production of pornography or pornographic performances;*
- *the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties; or*
- *Work which, by its nature or the circumstances in which carried out, is likely to harm children's health, safety, or morals (hazardous work).*

2.1.6 Hazardous Work

The HAF focuses on hazardous work, not all forms of work. The Children's Act 1998 (Act 560) defines hazardous work as "work posing a danger to a person's health, safety or morals." It goes further to identify hazardous work as:

- (a) going to sea;
- (b) mining and quarrying;
- (c) portage of heavy loads;
- (d) manufacturing industries where chemicals are produced or used;
- (e) work in places where machines are used; and
- (f) work in areas such as bars, hotels and places of entertainment where a person may be exposed to immoral behavior.

Although the Children's Act did not mention WFCL, it is worth noting that hazardous work is the worst form of child labor and thus within the purview of Convention 182 (see definition on WFCL under 2.1.5 above).

Hazardous child labor could result in a child being killed, injured, and ill due to poor safety and health standards and working arrangements. Some injuries or illnesses may result in permanent disability. Often health problems caused by working as a child laborer may not develop until the child is an adult.

The ILO Recommendation No. 190 recommends the following activities in the list:

1. Work that exposes children to physical, psychological, or sexual abuse
2. Work underground, underwater, at dangerous heights or in confined spaces
3. Work with dangerous machinery, equipment and tools, or the manual handling or transporting of heavy loads.
4. Working in an unhealthy environment that may, for example, expose children to hazardous substances, agents or processes, temperatures, noise levels, or vibrations is damaging to their health.
5. Work under harsh conditions such as for long hours, during the night or work where the child is unreasonably confined to the employer's premises.

2.2 Operationalizing the ILO Convention 182: the Occupational Health Approach

Some specific keywords must be understood in their proper context to operationalize the contextual definitions above.

2.2.1 Work

Work comprises any activity performed by persons of any sex and age to produce goods or provide services for use by others²⁵ and must be completed for at least one hour a week (7-day period).

There are five mutually exclusive forms of work, which are distinguished based on the intended destination of the production. That is for own final use; or use by others (i.e., other economic units) and the nature of the transaction (i.e., monetary or non-monetary transactions and transfers), as follows:

²⁵ Statistical Glossary-ILO

Own-use production work	production of goods and services for own final use
Employment work	performed for others in exchange for pay or profits
Unpaid trainee work	performed for others without pay to acquire workplace experience or skills
Volunteer work	non-compulsory work performed for others without pay
Other work activities	activities such as unpaid community service and unpaid work by prisoners, when ordered by a court or similar authority, and unpaid military or alternative civilian service which may be treated as a distinct form of work for measurement

Figure 1 Forms of Work

Work may also refer to different levels of detail. Thus, work may be classified in terms of:

- Economic sector into which the work activity falls, e.g., agriculture, industry, service, commerce, etc. or
- Occupational group²⁶ into which the activity falls, e.g., fishing, crop farming and mining.
- Work process into which activity falls, i.e., collection of tasks that transform inputs into outputs, e.g., transporting goods, alluvial gold ore mining.
- Discrete tasks, e.g., carrying a load, walking long distances, washing dishes, etc.

As stated in the justification of this exercise, defining hazardous activities within any work process or in a more significant action enables a more detailed analysis of the work to identify permissible activities for children and distinguish them from purely hazardous activities. This will provide the appropriate framework to allow children to engage in permitted work even in a hazardous occupation or a “hazardous sector” and prohibit child participation in the clearly outlined hazardous activities. Defining permissible and unsafe activities for children within a given work sector may be too broad an approach. The process or task level is a more specific reference level for this exercise, and this approach is the most suitable for developing a HAF.

Thus, children in permissible work are those engaged in work that is acceptable:

- (a) Children aged 12 to 14 years²⁷ in permissible light work; and
- (b) Adolescents aged 15 to 17 years engaged in work not designated as hazardous or one of the worst forms of child labor.

2.2.2 Hazards: Identifying the source of harm in work

A **hazard** is anything with the potential to cause physical injury, illness, mental harm, or stunt physical, intellectual, or emotional development²⁸. A hazard can be a toxic substance, a

²⁶ The Web dictionary defines occupation/employment as the principal activity in your life that you do to earn money.

²⁷ Thirteen per Children’s Act, however, review process suggests 12 to conform with HAF.

²⁸ Towards the urgent elimination of Hazardous child Labor-ILO

dangerous machine, a strenuous task, or a stressful situation. Every workplace contains different types and combinations of risks.

Some hazards are apparent; obvious risks cause immediate adverse health effects, e.g., fire, sharp edges or implements. Others are hidden hazards – their health effects are usually slow and cumulative over time. Therefore, they are not easily identified, e.g., working in a noisy and dusty environment, working long hours, applying chemicals such as pesticides, working in an enclosure with chemicals such as asbestos, and abusive conditions. It is important to note that a hazard may not produce immediate harm but a severely harmful effect(s) in the future.

2.2.3 Risk of Harm: What makes work likely to harm the worker

A “risk,” on the other hand, is the likelihood that a hazard will result in some harm (see Figure 2). Risk can be further ranked by the degree of harm that can result (i.e., severity) and the assessment of the chance that the harm may occur (i.e., probability).



Figure 2 What is Risk?

For children, these risks include risks of harm to long-term development. The level of personal vulnerability to the damaging effect of work hazards can be determined by:

1. **Personal characteristics:** Age (a surrogate for body size, strength, maturity and experience) and the child's current health status determine the likelihood of harm. Therefore, the younger a child is, the more vulnerable and the more likely the person will suffer the activity's associated harms. Children are thus more likely to suffer harm than adults, given the same working conditions.

2. **Work hazard control measures:** Another determinant of harm is the presence of protective and/or control measures against work hazards. The protection measures could be in the form of protective clothing such as foot, body, eye, finger, or head protection. In the informal sector, where child labor abounds, virtually no health and safety measures exist. Thus, child labor is undertaken mainly in an unhealthy environment with limited or no protection.

2.2.4 Why children are at higher risk

Children are particularly vulnerable to harm from work because they are physically immature, weaker than adults, and more sensitive to toxic substances.

In addition, children:

- Tend to react differently (less logically) to imminent danger such as falling objects, slipping on a slope or handling a machete;
- Lack of life experiences, appreciation of risks and appropriate reactions;
- almost always are untrained or inadequately trained in safety matters;
- Get tired sooner and lose attention, resulting in vulnerability to injury;
- Require closer supervision, which is often absent, than adults;
- Most are susceptible to exploitation (physical, sexual, financial, etc.) and bullying because they are easily intimidated and therefore cannot complain;
- Usually are unable to form or join a union to fight for their rights;
- regularly are given work that is difficult or too dangerous to perform;
- often are given dirty work that adults do not wish to do.

Work that is hazardous to adults is invariably even more dangerous to children.

2.2.5 Forms of harm associated with hazardous child labor

The ILO definition of hazardous child labor specifies three domains of possible harm related to hazardous child labor. These include harm related to health (physical & mental), harm related to safety (injuries) and moral harm (moral decadence). The figure below shows examples of harm in each category.

<p>Harm to Safety</p> <p><i>cause rapid physical injuries due to work accident, e.g. cuts or lacerations, amputation, back injury, fracture, pain in the neck or back, spinal deformities, slips and falls, eye injuries, getting caught by traps set for the game, disability and death</i></p>	<p>Harm to Physical Health:</p> <p><i>Disease and growth problems, e.g. poor physical development - stunting, suboptimal growth, physical disabilities & impairment - respiratory problems, general ill-health such as malaria, typhoid fever, diarrhea, skin rashes, anemia, Buruli ulcer, chronic exhaustion</i></p>
<p>Moral harm</p> <p><i>Social effects such as violence, social misfit & deviant behavior, sexual promiscuity, prostitution, indulgence in drug peddling, drug addiction, lack of (functional) education, low income earning ability & poor living standards</i></p>	<p>Harm to mental health</p> <p><i>Psychological effect, e.g. low IQ of children, poor performance in school, high school dropout rate, poor outlook to life, depression, low self-esteem</i></p>

Figure 3 Categories and Examples of Harm

2.2.6 Criteria for determining Hazardous Work

Recommendation No. 190, which accompanies Convention No. 182, provides helpful guidance on what work can be termed Hazardous. These are defined based on: (a) hazardous tasks and (b) hazardous conditions.

These include:

1. Those activities that are by their nature hazardous for children include:
 - a) work which exposes children to physical, psychological or sexual abuse;
 - b) work underground, under water, at dangerous heights or in confined spaces;
 - c) Work with dangerous machinery, equipment and tools, which involves the manual handling or transporting of heavy loads.
2. Those conditions can make any type of work hazardous for children
 - a) to work in an unhealthy environment which may, for example, expose children to dangerous substances, agents or processes, temperatures, noise levels, or vibrations damaging to their health; and
 - b) work under harsh conditions such as working for long hours, during the night, or where the child is unreasonably confined to the employer's premises.

CHAPTER 3 METHODOLOGY FOR DEVELOPING HAZARDOUS CHILD LABOR ACTIVITY FRAMEWORK

In fulfillment of Ghana's ratification²⁹ of ILO Convention No.182 and 138, Ghana carried out a process of "determining" hazardous child labor. The process involved making a list of hazardous work that will be prohibited to children and adolescents under 18, identifying where this hazardous work is, and putting the list into law³⁰ and action. This was done in consultation with the Tripartite³¹ partners as recommended by ILO³². The exercise began in October 2010, a decade after ratification and was completed in December 2011. It was approved in October 2012, with the output being a comprehensive hazardous child labor activity framework for all the priority work sectors.

Almost a decade after the development of the HAF, Ghana is reviewing and updating it to conform with current laws and trends in the working world. This chapter explains the step-by-step approach used in the review of the HAF. The objectives of the review are to ensure that it:

- It covers all the sectors of the economy in the country,
- Reflects the provisions of all relevant new legislation, especially the amended Minerals and Mining Act, 2015 (Act 900) and the Minerals Commission Act, 1993 (Act 450),
- Reflects current technological developments in the world of work, and
- Taking into consideration the Ghanaian cultural values and working culture.

ILO's Trade for Decent work, with sponsorship from the EU, engaged the services of two consultants (CL and OSH experts) to consolidate work carried out by the MELR and other development partners regarding the HAF review. The purpose was to gather tripartite partners to review and update Ghana's HAF.

3.1 Methodology

The process employed a qualitative approach involving meetings, workshops by tripartite partners, stakeholder follow-ups including field visits and focus group discussions, document reviews and analysis, and a literature review of existing works on the HAF by some stakeholders. The process unfolded as follows:

1. The review process commenced with an inception workshop with the Technical Working Group (TWG) and tripartite partners to discuss the modalities of the process.
2. Stakeholder Engagements:

²⁹ Ratified on 13th June 2000

³⁰ However, putting the list into law was not met as the HAF has no legal backing.

³¹ Employers, workers' organizations and the Government including development partners

³² The Tripartite Process of Determining Hazardous Child Labor

- a) The community and district-level stakeholders were consulted on areas for revision and inclusion.
 - b) Engaged members of the Parliamentary Select Committee on Employment, Social welfare and State enterprises to sensitize them on CL issues and develop a roadmap toward legislation.
3. Workshop to revise HAF, specifically the HCL list (29) and the new list (7) on emerging occupational hazards due to stakeholder engagements.
 4. The new HAF was compiled from the stakeholder feedback obtained.
 5. Final Consultation with Cocoa Sector Experts to validate the Cocoa HAF.
 6. Final Consultation with TWG to validate the revised
 - 7.

The ILO's Step by step process for developing a HAF was employed. The six steps involved are elaborated below.

3.1.1 Step 1: Create A Structure

The CLU of the MELR is the lead unit in charge of all child labor issues, and its role includes the convening of stakeholders in developing action plans and documents in the fight against child labor. The objective of the inception workshop with the Technical Working Group (TWG) and tripartite partners was to organize and launch a Tripartite Consultation on the review process. The workshop was carried out in November 2020 for seventeen (17) Tripartite members to discuss process details and the necessity for the HAF review. The group is made up of experts and stakeholders familiar with CL issues. The output of this workshop was a report with recommendations on all chapters of the HAF to update. The details included proposed revision on the HAF and seven (7) additional HCLs that should be prioritized with a HAF developed for each type of work. This was the basis for hiring two consultants (Child Labor Expert and OSH Expert) for the T4DW project to support the review process.

3.1.2 Step 2: Collect Information

a) **Literature Review:** The process commenced with an exploratory review of international and national legal frameworks on child labor and hazardous work vis-à-vis the HAF. This ensured that the HAF aligned with existing local and international standards on developing hazardous labor lists and subsequent HAF. Child labor literature was reviewed to identify the most relevant and best knowledge accessible from experts, especially from the ILO, the custodians of the conventions. Information from International Conventions (ILO138 and 182,) the Children's Act, the Labor Regulation, 2007 (LI 1833), ILO guidelines on hazardous list development and review and survey documents could provide data on the child labor situation in Ghana and globally. The result of this process was to review the current list in the HAF, leading to the removal of some types of work from the list or adding new types of work per data available on hazardous work.

b) **Ghana Hazardous Child Labor List (GHAHCL)**

The Ghana Hazardous Child Labor List (GHAHCL) is an exhaustive list of defined hazardous work activities, work processes, and working conditions/ circumstances which must be outlawed in whichever work sector or occupation. The GHAHCL was developed as part of creating the HAF in 2012 and is based on core principles of hazardous list development derived from ILO R190. Applying the GHAHCL to any specific work sector enables the separation of hazardous from non-hazardous work to produce the sector-specific Hazardous Activity Framework (HAF).

c) The objective of the engagement of stakeholders at the Community and district level on areas that need revision and to be included was to provide information for two purposes. The first was to determine if the work prohibited to children under 18 in the HAF was exhaustive. Secondly, to determine if new hazardous work has been identified, the risks involved, and where these works are located. The engagement was carried out in six (6) regions of Ghana, comprising ten (10) communities within eight (8) MMDAs³³. The budget determined these numbers; however, the selection was based on predominant areas of child labor per stakeholders' report on child labor monitoring and projects on child Labor. During each visit, there were Focus Group Discussions (FGD) for adult (men & women) officials of line agencies, teachers and opinion leaders in the communities. During the engagement, the FGD was carried out to unearth pertinent issues on child labor and how these issues can be curbed. Communities were aware of child labor issues and willing to support its reduction. They provided information on tasks that children undertake on the farms and at home to give an insight to the visiting team on which areas involved child labor. The engagement also revealed that child labor awareness should be prioritized to build the capacity of partners at the local level on the critical concepts of CL.

d) There was an engagement with members of the Parliamentary select committee on Employment, Social welfare and State enterprises to sensitize them on CL issues and discuss the need for the HAF to be reviewed. The capacity building enabled the parliamentarians to discuss issues on child labor in Ghana, especially in the cultural context. They pledged to take a critical look at the laws governing Ghana on child labor as the issue had created a negative perception of the country on international platforms and this was not ideal for the economic growth of Ghana. They recommended that the HAF be reviewed thoroughly before submitting it to Parliament for legislation and, in addition, extend the child labor capacity building to all parliamentarians as there were very diverse views on the issue of child labor.

The output of these engagements was a recommendation to review specific sections in the HAF (see chapter 6), a list of seven (7) new occupations and tasks in which children work and a List of occupational risks to children and youth. The OSH specialist developed the second output, contracted by ILO's T4DW project, to support the review process.

One limitation during this step was inadequate statistical data on CL. The last comprehensive CL data were collected in 2001 during the IPEC project. The data is two decades old and obsolete for reference due to changes, such as the population of children and those engaged in work. We could only reference GLSS 6, which was not comprehensive enough to cater to every type of work listed. Consequently, supporting data on CL information was scarce.

³³ Regions: Ashanti, Western North, Northern, Central, Volta and Greater.

MMDAs: Adansi North, Sefwi Wiawso, Tolon, Cape Coast Metro, Kpando Municipal, Accra Metro, Korle Klottey Municipal and Communities: Fomena, Agogoosoo Anglo, Amponse, Gbulahi, Tali, Anafo, Borofoyedure Kpando Torko, Gbefe, Adabraka Zongo

3.1.3 Step 3: Compile the List

The objective of this activity was to assemble the list from the HAF and draft a list of the new areas that came from stakeholders' engagements. The engagement was to discuss with stakeholders if the list in the old HAF should be maintained or reviewed and if any other areas were of concern that should be included in the list. The list was compiled based on hazardous activities for children and conditions that can make any type of work hazardous for children as defined under (2.2.6 above). The seven new areas added after stakeholder engagements are:

1. Abattoirs/slaughterhouse
2. Small Soap factory work (e.g., Traditional Soapmaking)
3. Kaolin mining
4. Oyster shell mining
5. Bakery work
6. Cold Storage and
7. Rural agro-based processing activities, e.g., Gari, cassava dough, palm kernel, groundnut and copra oils, palm wine tapping, local pito brewing, local gin distillery and traditional soap making.

This brought the total prioritized areas in the HAF to twenty-four³⁴. The OSH expert developed a draft HAF for these areas. Tripartite partners then held a workshop through the CLU and Trade for Decent work project to discuss this new HCL and the HAF. The workshop brought together these partners and TWG members to deliberate on findings from community engagement and review the HAF.

The list has been maintained regarding the 17 priority areas in the HAF. However, changes were recommended, such as moving some hazardous tasks to non-hazardous and vice versa. Some reasons for these changes were:

- Allowing apprenticeship requires supervision and enabling children from 15 years to start learning the trade early as practice makes one perfect.
 - Children already carry out these tasks per cultural roles and will not change.
- Therefore, to avoid situations like the NORC report, it was recommended to revise the wording and include terms such as “carried out under supervision” so that children are not left alone to do such tasks. E.g., mending nets, scooping water from canoes, climbing trees to pluck fruit for sale, etc.

Hazardous child labor activities within the country were mapped per location where such activities are concentrated, uniformly spread out, mainly urban or rural and finally, the gender-based type of work (see Appendix 3). The mapping process makes it possible to identify entry points for action, for example, places where certain types of work are concentrated or where child labor occurs within a particular location, industry, or gender.

³⁴ Seventeen already developed and seven new additions (broken further down to 14 in the HAF) per stakeholder consultations.

3.1.4 Step 4: Formalize the List

This step aims to discuss and agree on the form by which the HAF will be given legal backing, the timeline, and the processes for formalization. The HAF is not formalized since its development in 2012, even though the process is documented within the HAF.

The consensus was that the easiest way to gain legal recognition for the list was to attach it to the Children's Act as a Legislative Instrument. The Children's Act is being reviewed and thus, this was an excellent time to make this input. The representative from the drafting committee of the Children's Act recommended that the change should come from the MELR through the CLU with all necessary changes and, most importantly, attaching documents to reinforce the reasons for changes. The timeline for this is by the end of November 2021, as the compilation process for the Children's Act was almost complete. The Head of the CLU was tasked to follow up on the procedure.

3.1.5 Step 5: Prioritize and Plan

The objective of this step was to agree on the list presented, whether to prioritize all 24 (17 existing and seven additions) areas or break down the list to enable a close watch on the list. The TWG members carried out a meeting to review the recommendations made by the tripartite partners. Each suggestion was scrutinized and debated before a consensus was agreed on the course of action. The list was validated and there was a unanimous agreement to maintain the twenty-four (30 if broken down per individual type of work). This was to ensure that each hazardous kind of work was prioritized for action and not overlooked. The TWG validated the HAF and the next step is to compile and finalize suggestions made to enrich the reviewed HAF.

3.1.6 Step 6: Revise Periodically

This is the first time the list has been revised since its development in 2012. Tripartite members unanimously agreed that the revision time should be within three years or, at most, five. It should be linked with national surveys that provide data on child labor, such as the GLSS. The consensus was to revise the list after the GLSS survey report is rolled out each year with available information on child labor situations to inform decision-making.

The list of hazardous activities or circumstances of work in the HAF is chosen to fulfill the following criteria:

Inclusion criteria

- Work by type or nature is associated with severe health and development.
- Circumstances or conditions which increase the risk of impact, whether the work by nature is hazardous or not, with potential implications for school education.
- Objectives of the Children's Act - 'best interest of the child.'

Exclusion criteria

- Any issue/activity which did not potentially impact significantly on the child's health, safety, morals, or education was excluded. Thus, the non-involvement of children based only on economic or related reasons was excluded from the hazardous list.
- Children's participation in activities for which alternatives are limited was tolerated as far as reasonably practicable.

3.1.3 Implementation Plan for the HAF

The validated HAF will be presented to the MELR through the CLU. After its revision and acceptance, the MELR will follow procedures to forward it to the Attorney General's Department for its inclusion as a legislative instrument to enrich Section 91 of the Children's Act.

As the CLU continues to convene stakeholders to address CL issues, effective communications are crucial to fostering discussions and increasing knowledge and skills about lessons learned and strategies from the HAF. CLU should involve tripartite stakeholders and conduct consultations in developing these communications strategies for the HAF.

The CLU should also develop campaign materials to raise awareness on Hazardous child labor and the HAF to specific stakeholders' target audiences such as children, local communities, unions, employers, and industry. The campaigns will also target responsible government agencies to keep them abreast with concepts and definitions in the HAF to ensure that monitoring and reporting on the HAF align with ILO recommendations to enhance the operationalization of the HAF.

The HAF, once approved, should be disseminated to the rural partners to build their capacity to increase awareness of the HAF. The following medium of dissemination should be employed:

1. Develop IEC materials such as Posters, banners, stickers, and billboards for broader coverage of people in rural areas.
2. Disseminate the HAF in local languages nationwide on radios and TV through media discussions.
3. Use Social media dissemination such as Facebook, Twitter, and WhatsApp for the literate population.
4. Tailor the campaigns and materials for government agencies and units such as CLU, NSCCL, Department of Children, GES etc.

CHAPTER 4 GUIDELINES FOR FRAMING HAZARDOUS CHILD LABOR LIST AND FRAMEWORK

This chapter discusses the fundamental guidelines or standards framing the GHAHCL and HAF. The procedures are necessary since some of the identified work-associated hazards could have various effects on an individual, depending on the intensity³⁵ of the work. These hazards are conditional. Therefore, guidelines and standards are set for each activity to state levels of exposure that can be tolerated; beyond these levels, work becomes hazardous child labor. As part of the guidelines, vulnerability, age of working children, and minimum protective measures required to make allowable work safe for the child are also defined. The relationship between GHAHCL and HAF is further clarified.

4.1 Age

In practice, the gradation of responsibility of working children is determined by the physical demands and complexity of the task. Children are assigned work based on their unique developmental features, such as their physique, strength, and experience, not age *per se*. However, the child's age is the most important predictor of these personal developmental characteristics. Moreover, the national laws and international conventions use age as a surrogate for children's unique features in framing the regulations.

The age categories used in framing this list correspond to the Children's Act as shown below but with some modification in the age at light work:

- *All children below 18 years **should not** undertake hazardous work*
- *Children 15 -17 years can undertake normal/non-hazardous work and be employed*
- *Children 13-14 years can undertake light work but cannot be employed*
- *Children 5-12 years may socialize with light work under adult guidance*

Though the minimum age for engaging children in light work is 13 years in the Children's Act of Ghana, the communities define age categories differently based on cultural practices. From interactions with rural communities, Hinson-Ekong (2006) found that rural communities generally define a child as any person below 12 years of age. She noted that children in rural settings matured faster than their city counterparts and attributed this early socialization to family economic activities and responsibility. Therefore, for practical purposes, this review recommends that the age to perform light work should be reduced from 13 to 12 for children in Ghana. In the Ghanaian cultural context, children as early as 9-10 years can do some light work at home. Moreover, by the Early Childhood Development Policy of Ghana, if a child starts Primary 1 at age 6, they will complete primary school (Primary 6) by age 11 or 12. It stands to reason that engaging in light work at age 12 should be permitted.

³⁵ Intensity here could mean duration of work, weight of a load, distance to travel in the course of work, rate/speed at which work is done, height at work, time of the day, etc.

4.2 Carrying Weight

Head portage is among children's most common activities in rural and urban communities. Children and adults carry water, farm produce, items for sale, etc. However, standardizing acceptable carrying weights for children is complex. This is because children vary in development; their stature, physique and strength differ even for the same age. Therefore, children of the same age will vary in ability and what they can carry. It was found that communities assign carrying weight to children based on developmental characteristics and not age. However, the Child Labor List focuses on using age-appropriate standard carrying weights.

The maximum allowable carrying weight limit is fixed pragmatically at 30% body weight for walking distances up to two miles (3km). For short distances (i.e., less than 1km), a load of up to 50% of body weight is allowable. This limit would be a realistic, acceptable starting point for rural communities by Ghanaian cultural, health and safety standards³⁶.

4.3 Work Intensity Standard

4.3.1 Working for long hours

The impact of child work intensity on education and health is an essential determinant of hazardous work. However, the number of hours a child works, how often a child works, and the type of work the child does severely impact the child's mental capacity due to exhaustion, short hours for rest and play, and insufficient time to complete homework. This increases the child's chances of failing, repeating a grade or dropping out of school altogether.

A threshold of work hours at which damage begins is not yet known. Therefore, precaution is advised. ILO/IPEC suggests a maximum of 2 hours per work within a school day. This framework will permit the child to work for 2 hours per day on school days, preferably after school, and not more than 12 hours per week in a schooling week.

Impact on health and safety

There is a significant causal relationship between working hours and child health and safety, so additional hours per week increase the risk of harm to the child's health. However, the risk of injury differs according to the sector, with sectors identified in this document being among the riskiest. Hence, a conservative threshold of 14 hours per week was adopted by IPEC to not expose to excessive risk the children working in the more accident-prone sectors.

Given the dangerous nature of the priority occupations listed, this framework suggests that children of 15-17 years may perform actual permissible work but not exceed 4 hours per day and not more than 25 hours per week.

These children may stay at the worksite longer and return with their parents later, but actual work activity should not exceed 4 hours per day.

Children within the 15-17 age bracket working in light, non-hazardous sectors may work 6-8 hours per day but not exceed 43 hours per week. Working long hours, i.e., beyond 4 hours per day, in laborious occupations such as fishing, agriculture and mining, is equivalent to hazardous work. In a light, non-hazardous work environment, e.g., office and domestic setting, working 6-8 hours is permitted. However, working 6-8 hours must include

³⁶ Refer to 2012 HAF for description

appropriate breaks for rest and meals. **These time limits only apply to permissible work for children no longer in school or on school holidays.**

4.3.2 Working at heights and depths

The legislative instrument (Labor Regulations, 2007 [LI 1833] Section 7) to the Labor Act 625, 2003 on employment of young persons in hazardous work defines working at dangerous heights as “work on scaffolding and other structures at a height exceeding 2.5 meters”. By extension, working in depths deeper than 2.5 meters would be deemed work at dangerous depths.

4.3.3 Working at night

The Children’s Act of Ghana defines night work as work between 8 pm and 6 am. This law thus contemplates children working in community, town, office, or settlement settings. But children also work in the field, bush, farm, river, sea, and other locations. Visibility is low from 6 pm to 6 am in such settings and there is usually no electricity to light up such areas. Therefore, night work in settlement settings (e.g., domestic place, office, town or community) is stated as 8 pm - 6 am as in the Children’s Act. For work in the field, bush, river or farm, night work is defined as work performed from 6 pm to 6 am. All night work is prohibited.

4.4 Protective Measures in Workplaces

If the general work environment is unhealthy, e.g., in the mine, lake or sea, then even permissible work without adequate PPE could be described as hazardous. Therefore, working in any hazardous occupation without good body or foot protection is equivalent to hazardous conditions of employment.

Protection includes primarily appropriate Personal Protective Equipment (PPE) clothing such as overalls, gloves, boots and goggles. It also consists of the allocation of relevant light work, adequate adult supervision, and availability of first aid in case of minor injury.

CHAPTER 5 GHANA HAZARDOUS CHILD LABOR LIST (GHAHCL) & HAZARDOUS CHILD LABOR ACTIVITY FRAMEWORK (HAF)

The GHAHCL for 2012 comprises 34 work activities or circumstances likely to harm children's health, safety, and morals in whichever occupation/sector they may encounter. It is the yardstick against which all work activities or circumstances in any industry are evaluated to determine whether they are hazardous. The review has proposed seven additional work activities to be added to the list. The GHAHCL is further categorized into two:

- a list of 29 plus 7 prohibited specific work activities/processes and
- a list of 6 conditions of work that make any work hazardous.

A severe work hazard (as stated in the GHAHCL) in the primary work activity or process makes that occupation hazardous. The Child Labor Unit (CLU) of MELR, with national partners in 2012, identified 17 priority occupations as hazardous. This review process has included seven additional works bringing the total to twenty-four (see Section 1.2).

The HAF, on the other hand, is developed from the complete application of the GHAHCL on the priority hazardous work sector/occupation. Thus, the HAF contains an occupation-based hazardous list and a list of permissible work activities, categorized further into non-hazardous and light work. Due to specific breakdowns, the list within the HAF exceeds the GHAHCL since each type of work must have a HAF. Unlike the GHAHCL, which can categorize a group of work together. The process of developing the HAF is described below.

5.1 Considerations in HAF Development

In the development of the HAF,

- the occupation in question is broken down into basic essential job activity steps.
- Hazards associated with each job step are identified and the circumstance under which children typically work is also evaluated.
- The GHAHCL is then applied to separate the hazardous aspects of work to produce sector-specific hazardous lists in the HAF.
- If the hazardous occupation has other work processes or activities that are non-hazardous, then the general work environment is examined.
- If the general environment of the work is not unhealthy, then the circumstances under which the activity is carried out are considered. If the events are satisfactory, checks are made to know if protective measures against the hazards are in place.
- If there are protective measures and the general work environment is satisfactory, non-hazardous work can be permitted even in a hazardous occupation. However, if it is legal to do so, for instance, children are not allowed at the mining site per the Minerals and Mining Act, 2015. Therefore, the HAF does not define non-hazardous or light work for this sector.

Thus, if the general work environment is unhealthy, the circumstance under which work is carried out is hazardous, or if there are no protective measures, then even non-hazardous work activities may **not** be permitted.

5.2 Permissible Work

5.2.1 Non-Hazardous Work

By Ghana's Children's Act, children who are 15 and above years have attained the minimum legal age for admission to employment. They are, therefore, legally authorized to work under appropriate non-hazardous conditions and supervision. For children who are 15-17 years old, non-hazardous work refers to any economic activity that fulfills the criteria below:

1. Work such that the inherent nature of its tasks is not harmful to the health and safety of the child. Therefore, all activities stated in the GHACHL are excluded. Similar activities which are not stated in the GHACHL may also be excluded.
2. Working duration (intensity) is not likely to harm the health and safety of the child. More specifically:
 - a. Permissible tasks in heavy manual work occupations should not exceed 4 or 25 hours per week.
 - b. In light occupations, tasks should not exceed 8 hours per day or 42 hours per week
3. The carrying or transportation of age-appropriate permissible loads, i.e., 30kg or less for short distances (less than 1km) and 20kg or less for long distances (up to 3km or unpredictable distances).
4. If appropriate protection and precautions are provided, please include permissible work in hazardous industries as indicated in the HAF. Thus, an apparent non-hazardous or easy or harmless task in a work environment with a strong tendency to abuse children will not be permitted. This also includes work where the motivation for money can drive the child to undertake hazardous tasks.
5. Work that does not jeopardize the moral and social development of the child
6. Work that does not affect education or vocational training (if a child is in school)

5.2.2 Light Work

The Children's Act of Ghana permits light work from age 13, but as argued in previous sections, **it is strongly recommended that light work in Ghana begins from age 12**. As mentioned in Section 2.1.3 above, light work is not child labor. Light work does not affect children's health and personal development or interfere with their schooling or participation in vocational orientation or training programs. This kind of work is generally regarded as positive. Light work includes helping parents around the home, assisting in a non-hazardous family business, and doing menial activities to earn pocket money outside school hours and during school holidays for a few hours daily and under adult supervision. These activities contribute to children's development and the welfare of their families. It provides them with skills and experience and prepares them to be productive members of society during their adult life.

Attributes of Light Work						
Not hazardous and does not interfere with health and safety (activities listed in the GHAHCL and such like are excluded from light work)	Does not interfere with or negatively impact vocational training or school enrolment, attendance and performance	Does not affect capacity to benefit from educational or vocational instruction	Not carried out for more than 2 hours per day or 14 hours per week	May be undertaken with parental consent outside school hours	May include permissible work in hazardous occupations	May include apprenticeship

Figure 4 Characteristics of Light Work

5.3 Socialization and Work

Children under 13 years are not legally permitted to engage in employable, light, or non-hazardous work. However, they may assist in a specified work process under defined conditions such as socialization with work outside school hours (after school and during weekends, holidays, or vacations).

The criteria for permitting socialization with work include that the child:

- Cannot be employed;
- Should attend school on a full-time basis;
- Is being socialized with work for educational and developmental purposes;
- Can do light domestic chores;
- Can assist parents/ adults on a casual basis;
- Can run petty errands;
- Can observe parents as they perform non-hazardous activities; and
- Can assist in taking care of toddlers and babies.

CHAPTER 6 HAZARDOUS CHILD LABOR LIST FOR GHANA (GHAHCL) & PRIORITY OCCUPATIONS

The list of hazardous activities is derived from ILO C182 and R190, Ghana's Laws on Child Labor, international best practices, laws, and occupational health principles. Children under 18 years are forbidden from executing these activities in whichever work sector or occupation they may occur.

6.1 Hazardous Activities, Processes, or Occupations

1. Work as bartender, dancer, waiter, one who sells or serves liquor, or an attendant in amusement and entertainment businesses, e.g., hotel and drinking bars. This excludes children's performances purely for education, e.g., talent hunt.
2. Work as dealers, croupiers, bookies, and bet-takers in gambling establishments.
3. Work as a model for promoting alcoholic drinks, drugs to arouse sexual desire and cigarettes.
4. Work in the cinema or cyber clubs.
5. To be in any street, premises, or place to beg or receive alms, or of inducing the giving of alms (*whether there is any pretense of singing, playing, performing, offering anything for sale or otherwise*), e.g., street begging and blind beggar's guide.
6. Work involves handling human corpses, e.g., mortuary or funeral home.
7. Work involves slaughtering animals on an industrial scale, e.g., in slaughterhouses and abattoirs.
8. Work with fierce or poisonous animals, e.g., beekeeping, snake, or crocodile rearing.
9. Work in a pit with a depth of 2.5 meters or more or where there is a risk of landslide or caving in or involving the risk of structural collapse, e.g., mining and underground construction work.
10. Any work connected with diving into deep water, e.g., fishing, alluvial (river) mining or sand winning.
11. Any work at unguarded height above 2.5 meters, e.g., climbing tall trees, work on sloping roofs, climbing poles or antennas and outside window cleaning.
12. Work in places lacking oxygen or with poor ventilation, e.g., underground tanks, tunnels, underground mining and diving underwater.
13. Work involving exposure to continuous or intermittent noise above the legal maximum noise levels (i.e., 95 decibels), e.g., machine shops, workplaces with loud noise, spinners, etc.
14. Work in freezing temperatures (below 4 degrees), e.g., in cold stores, mortuary, and open fields without adequate clothing, such as fishing on open waters.
15. Work in scorching temperatures (higher than 40 degrees) or routinely fluctuating hot and cold temperatures facilities, e.g., bakeries and commercial kitchens.

16. The manufacturing and handling of devices, fireworks and objects containing explosives.
17. Work involves handling equipment with compressed air, gas welding and flame cutting, e.g., gas plants.
18. Work involving high voltage, e.g., machine shops, corn mills, sawmills, electrical cable fitting and repairs.
19. Work in public toilets or scavenging garbage dumps and scrap metal collections.
20. Work involving exposure to harmful chemical agents (i.e., toxic, corrosive, or poisonous material, cancer-producing materials, lead, asbestos, pesticides, e-waste, etc.).
21. The driving or operating of a motor vehicle, tractor, forklift, or farm machinery.
22. Working with dangerous machines involving cutting, grinding, crushing, rolling, or pressing, including:
 - a. electric knives
 - b. grinding mills
 - c. Bread-making machinery, including mixers, dough cylinders, slicing machines
 - d. The woodwork machines for all processes, including sawmills, machine shops, and tree felling.
23. The handling of fire and hot objects or sharp instruments³⁷, e.g., circular saw at the sawmill shop, commercial kitchens, smelting, groundnut roasting, palm oil processing, gari processing, goldsmithing and blacksmithing.
24. The carrying of any unreasonably heavy load.³⁸
25. Work whose remuneration is based on speed.
26. Work is determined by a machine.
27. Work alone in isolated and remote sites out of the visible or audible range of the nearest adult.
28. Work that may be everyday work but oblige the worker to assume an unnatural posture for an extended period.

6.2 Conditions which Make Any Work Hazardous

The following table details the circumstances and conditions under which work becomes hazardous for children.

Condition	Explanation
1. Subjecting a child to: verbal abuse	<u>Persistent verbal abuse</u> , i.e., screaming, shouting, scolding, insults, threats, name-calling, obscene language or humiliating or degrading treatment, using labels based on disability, tribe, race, religion or other features.

³⁷ Sharp instrument is defined as a small sharp or cutting instrument which is likely to penetrate the skin on contact

³⁸ Having regards to age and physical development i.e. carrying weights exceeding 20kgs (30% of body weight) for long distance/ unforeseeable distances and 30kgs (50% of body weight) for short distances (< 1km)

physical abuse	<u>Persistent physical abuse</u> , i.e., severe beating, kicking, pinching, whipping, slapping, pushing, pulling hair, shaving hair, scalding, burning with hot water or oil, an iron, or any other hot object; denying of adequate food, clothing, health and accommodation.
sexual exploitation	<u>Sexual exploitation</u> , i.e., sexually explicit language, inappropriate advances, indecent assault, harassment, sodomy, defilement, rape or attempted rape, forced prostitution and forced abortion. <u>Sexual abuse</u> , i.e., any sexual contact with a child, touching a child's genitals for sexual pleasure, forcing a child to touch someone's else genitals, putting objects or body parts inside the vulva or vagina, in the mouth or the anus of a child for sexual pleasure or other unnecessary reason.
emotional torture:	<u>emotional torture</u> , i.e., discrimination, marginalization, constant reassurance of inferiority and hopelessness
2. Working at night	Working between 8 pm and 6 am in city, town, community or domestic settings Working between 6 pm and 6 am in the field, farm, bush, forest area or other open space outside the community setting
3. Working for an unreasonably long duration of time	Working for more than 4 hours per day in physically demanding or hazardous occupations, e.g., agriculture, fishing and mining, permissible manual work Working for more than 8 hours per day in sedentary or light duty work, e.g., in offices and shops
4. Working during school hours	A child of school-going age and enrolled in school, working during school hours or withdrawn from school to work during peak seasons of work or on market days A child enrolled in school, working more than 2 hours per day on a school day outside school hours A child enrolled in school, working more than 15 hours per week within a school week
5. Working without adequate essential personal protective clothing	Engaging in permissible work without adequate body, foot, finger, eye or nose protection where necessary
6. Work under a contract that does not permit a child of school-going age to attend school.	e.g., cattle herding, fishing and domestic work

Table 2 Conditions for Hazardous Work

6.3 Priority Occupations

The hazards stated above may occur in any work occupation or sector. However, Ghana has chosen the following work sectors (17) as priority occupations to develop the Hazardous

Child Labor Activity Framework. The review process identified seven areas to be included, bringing the total to thirty-one priority areas as listed below. The priority work areas identified for Ghana are listed in Table 2.

SN	Sector/Industry	Types of work
A.	Agriculture	1. Fishing in open waters, i.e., ocean, river, lake and lagoon 2. Fish processing and sale (fish mongering) 3. Crop agriculture – cocoa, rubber, cotton, oil palm, citrus, rice, vegetables and fruits 4. Livestock – cattle herding, goat & sheep rearing 5. Abattoirs/slaughterhouse
B.	Mining and quarrying	6. Mining Gold ore/diamond: Alluvial, Colluvial, Hard rock, gold processing 7. Quarrying and sand winning 8. Kaolin mining 9. Oyster shell mining
C.	Rural Agro-based Processing	10. Cassava dough and gari 11. Palm Kernel oil 12. Groundnut oil 13. Copra oil 14. Palm wine tapping 15. Local Gin distillery 16. Local pito brewing
D.	Small-scale manufacturing	17. Textile manufacturing, e.g., Tie and Dye making 18. Small soap factory works, e.g., Traditional soap making
E.	Hospitality and Services	19. Working in hospitality places, i.e., hotels, drinking bars, casinos and nightclubs 20. Working in commercial kitchens, i.e., chop bars and restaurants 21. Domestic work 22. Porterage and carting of heavy loads, e.g., kayayei
F.	Street work and Surroundings	23. Street hawking 24. Street beggars guide 25. Transportation of passengers and goods, including driver's mate 26. Scavenging garbage dump

G.	Use of machinery	27. Mills and machine shops, i.e., Sawmills, grinding mills 28. Automobile repair workshops and garages
H.	Others	29. Foundries works including Aluminium and lead smelting, blacksmithing 30. Bakery work 31. Cold storage

Table 3 Priority Occupations by Sector

As described in the previous chapters, applying the GHAHCL to the details of the above-priority hazardous occupations produced the HAF. This process was carried out for the newly identified areas.

6.4 Sector-specific Hazardous Child Labor Activity Framework

6.4.1 Fishing sector

Children are not to be involved in Ocean fishing or fishing at sea. They can only carry out tasks outlined as non-hazardous or light work. Also prohibited by law is illegal fishing under the following categories:

- Conducted by national or foreign vessels in waters under the jurisdiction of another State, without permission from that State, or in contravention of laws and regulations;
- Conducted by vessels flying the flag of States that are parties to a relevant regional fisheries management organization but operate in contravention of the conservation and management measures adopted by that organization and by which the States are bound or relevant provisions of the applicable international law; or
- Conducted in violation of national laws or international obligations, including those undertaken by cooperating States to a relevant regional fisheries management organization.

1. Inland Fishing (lakes and rivers)

The basic essential job steps in Lake Fishing are shown in the following graphics:

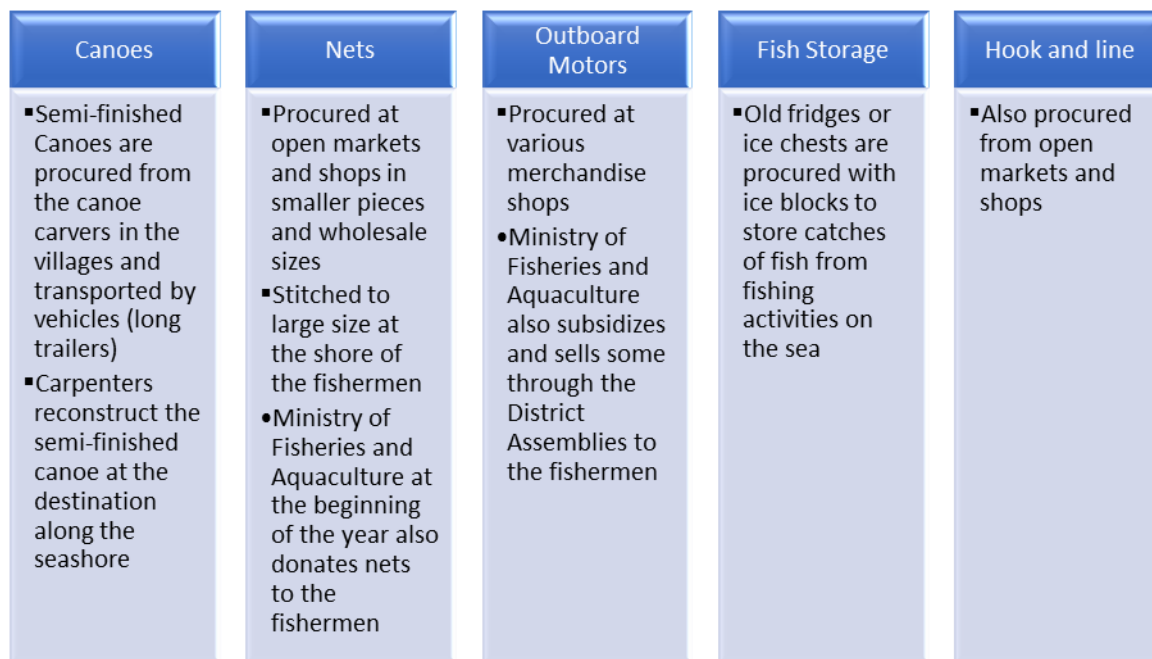


Figure 5 Procurement of fishing inputs

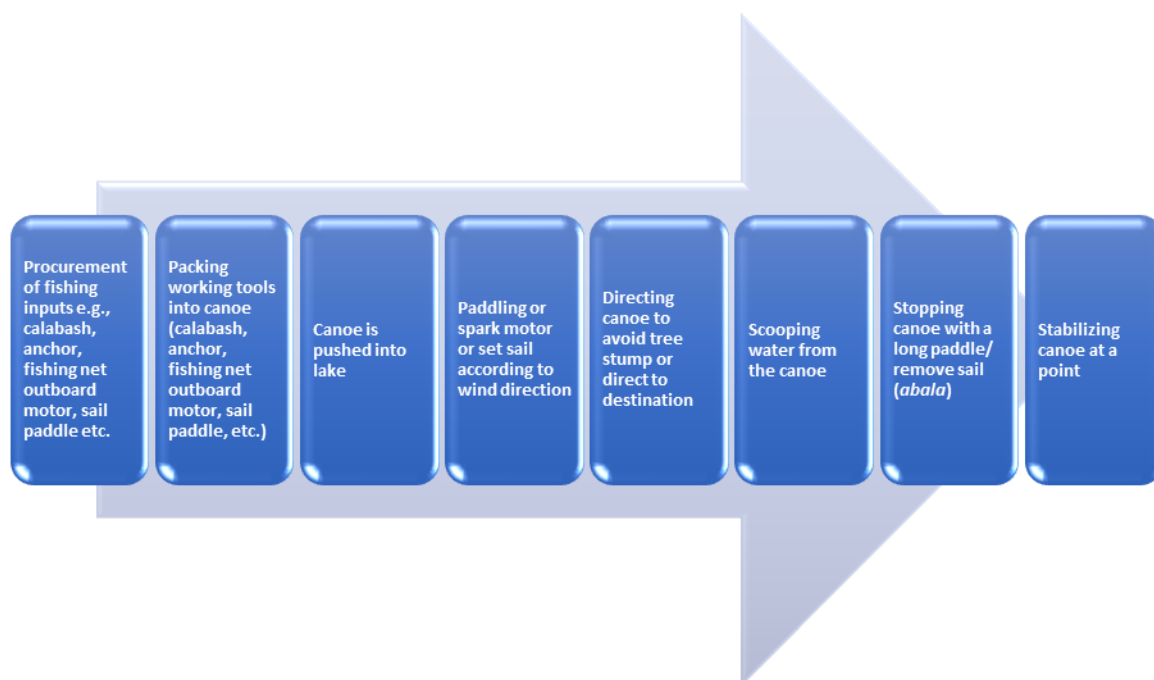


Figure 6 Preparation and travel to the fishing site

- Procurement of fishing inputs, e.g., calabash, anchor, fishing net outboard motor, sail paddle etc.
- Packing working tools into the canoe (calabash, anchor, fishing net, outboard motor, sail paddle, etc.)
- The canoe is pushed into the lake
- Paddling or spark motor or set sail according to wind direction
- Directing canoe to avoid tree stump or direct to destination
- Scooping water from the canoe
- Stopping canoe with a long paddle/ remove sail (*abala*)
- Stabilizing canoe at a point

Fishing process

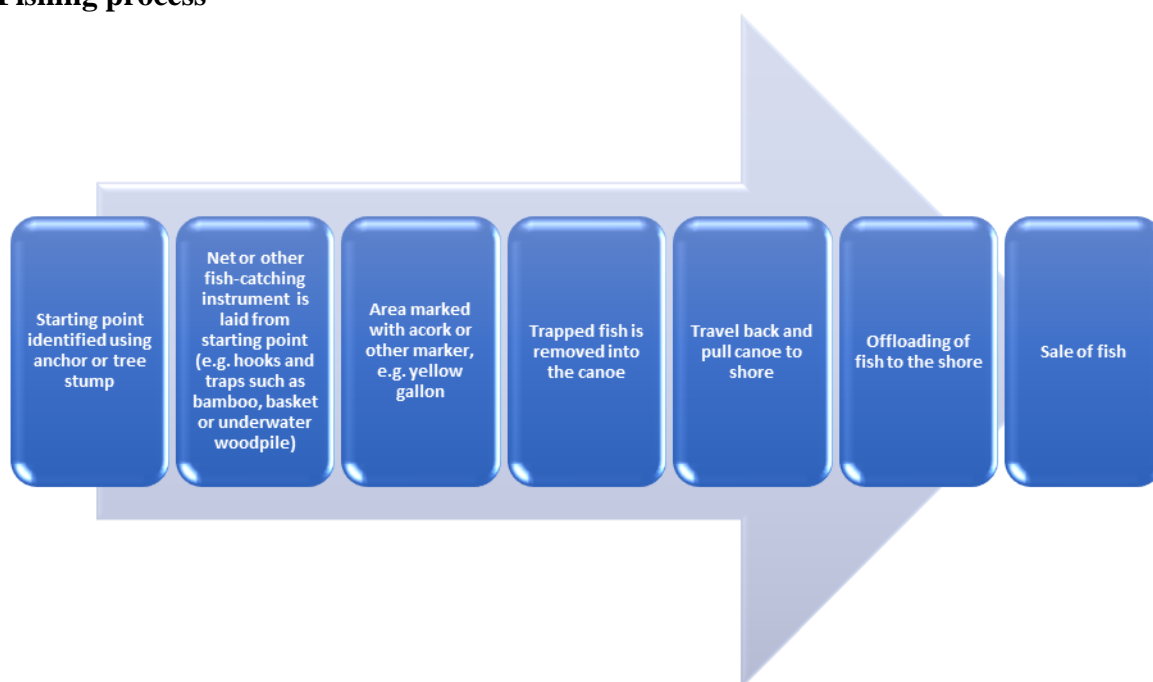


Figure 7 Fishing process

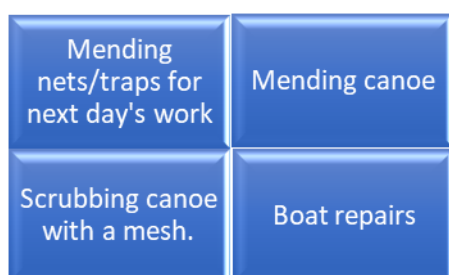


Figure 8 Post-fishing activities

Fishing Methods

The different fishing methods used in Ghana's waterbodies are presented in this section.

Steps in Net Fishing	Types of Net Fishing
<ul style="list-style-type: none"> • Laying the net from starting point • Net floats by cork and underside sink by the lead sink • Fish is trapped in the net • Pull the net into the canoe • Dive into the water to disentangle the net from tree stumps • Remove fish from the net • Re-cast or pull the net to get more fish (if necessary) 	<ul style="list-style-type: none"> • <i>Nkyaɛ: when the lake overflows, the fish goes under the net because the net is hanging, so someone must go down to ensure that the net is not hanging to entrap all fish.</i> • <i>Abro: usually done by laying the net in the water in the afternoon. Then at night, when the fishes are asleep, the lake/river is hit repeatedly with a big stick so that they go straight into the net when they are running away. The catch is then dragged ashore with the fish.</i> • <i>Sieve fishing in lake/ocean: deep sea or lake fishing using a sieve</i> • <i>Dragnet (Twui) fishing</i>

	<ul style="list-style-type: none"> • Otseii fishing: During flooding, the fishing net is used to scoop the edges of the riverbank where some fish may have been washed. • Mpatoaboa (Asabu) fishing/cast net: done in both lake and ocean fishing where the net is cast and children hold the two ends to trap the fishes
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Table 4 Net Fishing Steps and Types

The other types of fishing are shown in the table below:

Bamboo Fishing <ul style="list-style-type: none"> • Two hundred pieces of bamboo arranged in a line on a rope are laid from a starting point to act as a trap. • The bamboo trap is kept afloat by cork. • Fish enters bamboo and is trapped • The bamboo with fish is pulled and emptied one after the other while the canoe is controlled • The bamboo trap is re-arranged at the bottom of the lake • Water is scooped from the canoe 	Basket Trap Fishing <ul style="list-style-type: none"> • A basket with a narrow neck is used as the trap. The basket is made of either wire netting or palm branches. • Fish feed, i.e., akple or tekun is prepared • Feed (akple/tekun) is put into the trap • A stone is placed in the basket trap to make it sink • The basket trap is lowered into the lake by a rope • The surface end of the rope is kept afloat by a cork • Trapped fish is harvested after some time • The trap is reset. Note that several traps are set at each time
Hook and Line Fishing <ul style="list-style-type: none"> • Earthworms and termites (Babar) are hunted • The earthworm is fixed on a hook as bait • The hook with the earthworm is lowered into the lake • The rope is pulled when the fish eats the bait • Fish is then removed from the hook 	Wood Pile Fishing <ul style="list-style-type: none"> • Pieces of the wood log are cut • Wood log is then transported to the fishing site in the canoe • The wood pile is arranged at the bottom of the water by divers • The wood pile is left for about a month • Net is cast around the wood pile • The wood pile is removed • The underside of the net is tied • Net is pulled into the canoe to remove fish

Table 5 Fishing Methods

There are also illegal fishing methods, including using chemicals or dynamite to kill fish in the upstream river (and the fish are harvested when they wash downstream) and using light to attract fish into the net, i.e., *disco light fishing*.

Dangers/ Hazards Associated with Lake fishing

- Violent wind or storms
- The canoe hits a tree stump and causes an accident or disintegrates the canoe
- Drowning from diving
 - Children getting trapped by the net when disentangling from tree stumps
 - Wounds from tree stumps

- Encounter with dangerous fishes like the '*odor*' and electric fish
- Slip and fall on the edge of the canoe and hurt ribs (sometimes resulting in death)
- Snake bites
- Stunted growth of children from excessive work
- Bloody urine/bilharzia
- Hearing impairment
- Nose bleeding
- Masters beat children with ropes, wires, paddles, etc.

HAF for Lake Fishing

Hazardous Activity in Lake Fishing	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Going on a fishing expedition at night after 6 pm and before 6 am, whether alone or accompanied • Going on long fishing expeditions exceeding 4 hours per day • Pushing or pulling a large canoe to or from shore before or after a fishing expedition • Laying net, laying bamboo or basket traps • Pulling net into canoe during fishing • Marking the fishing area with a cork • Controlling canoe when fishing from shore • Paddling canoe for long distances exceeding 3km • Operating and controlling outboard motors • Directing canoe to avoid tree stump or to destination when traveling on the water • Stopping the canoe with a long paddle or throwing an anchor to stabilize the canoe • Diving into deep water to disentangle net from tree stumps or for any other purpose • Engaging in the following types of fishing: hook and line, wood pile or large <i>Asabu</i>, <i>NkyaeAbro</i> or <i>disco</i> fishing • Using chemicals in fishing • Casting nets or dragging/pulling huge nets • Carrying heavy loads, e.g., fish load, fishing net, outboard motor beyond 30% of body weight 	<ul style="list-style-type: none"> • Moving light working tools (not more than 30kgs) from home to canoe for a fishing expedition • Assisting adults in pushing or pulling a canoe back to or from the shore during a fishing expedition • Checking and removing fish from net to shore • Mending or adapting the net • Scrubbing of the canoe with a mesh for not more than 2 hours a day • Carrying age-acceptable fish load from riverbank to home/market • Scooping water from the canoe while on the lake • Assisting in minor work in the canoe as an apprenticeship while fishing 	<ul style="list-style-type: none"> • Moving light working tools from home into canoe during the daytime fishing expedition, e.g., calabash, anchor, fishing net, paddle, etc. • Obtaining feed/bait for basket trap or hook and line fishing • Cooking and running errands for adult fishermen • Assisting in washing the canoe by fetching items like the mesh, soap and water

2. Ocean Fishing

The primary essential job steps in ocean fishing are depicted in the following figures.

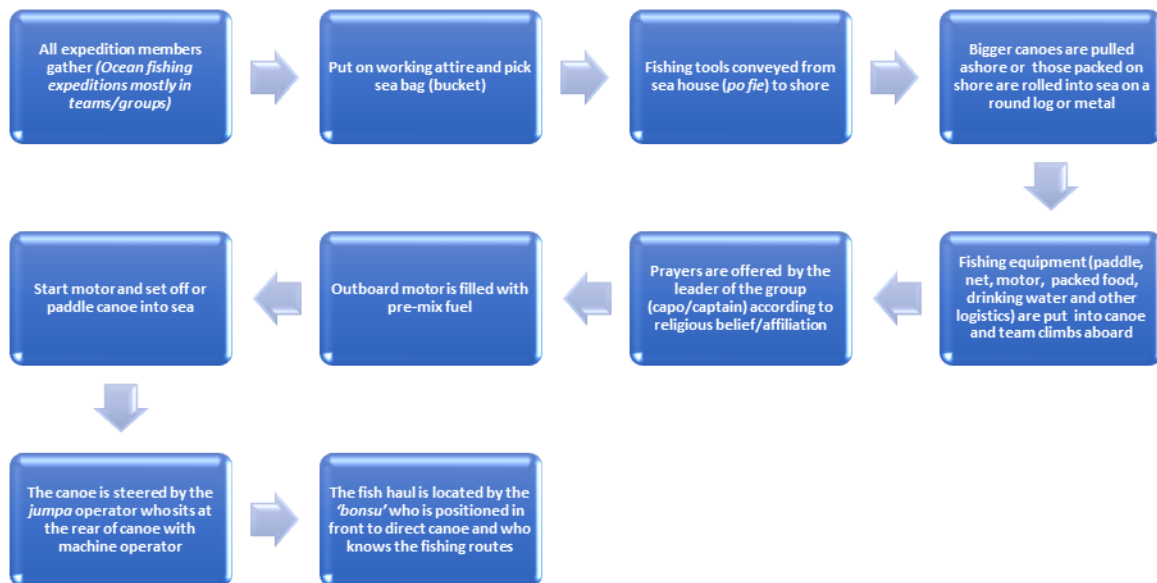


Figure 9 Preparation and travel to the fishing site

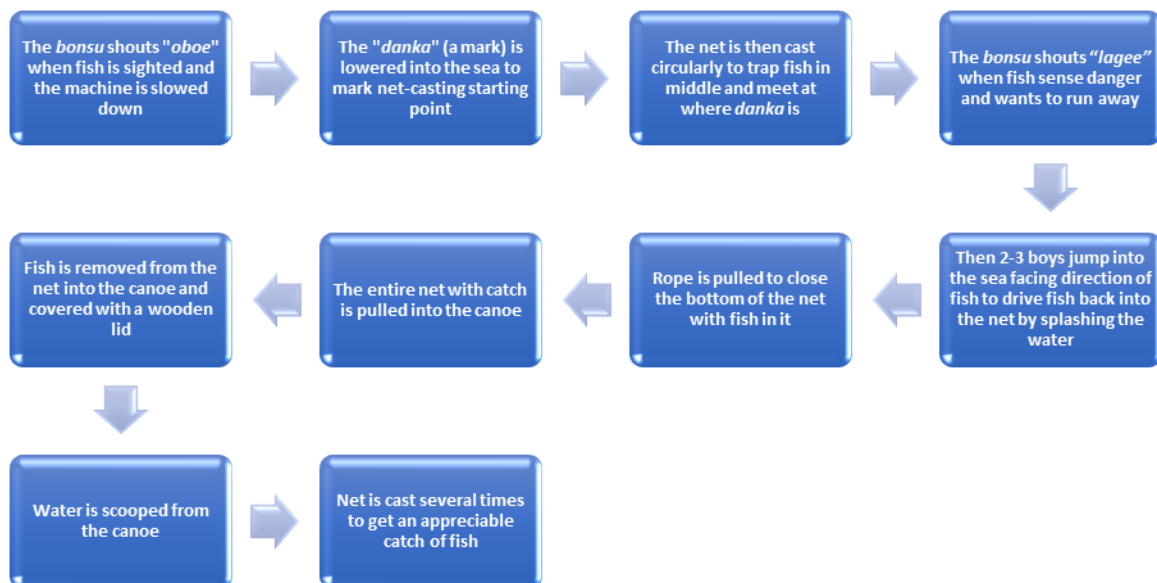


Figure 10 Ocean fishing process

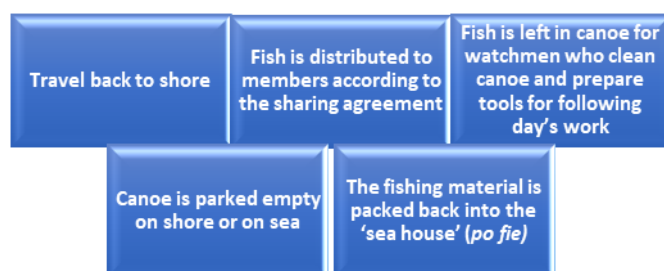


Figure 11 Post-ocean fishing activities

Dangers / Hazards Associated

- Heavy rains or storms which threaten to capsizes the canoe
- Strong waves/rough tides during landing
- Fire outbreak due to cooking at sea (lighting fire with petrol and matches)
- The canoe crashes into a rock and capsizes
- Fighting at sea among two groups over catch
- Bigger ship running over canoes during the night
- Collision of two canoes
- Slips and falling off a speeding canoe
- Slip and fall on the canoe, hitting ribs on canoe (death)
- *Jumpa* can break into two, throwing the operator into the sea
- Drowning at sea
- Injury by the outboard motor
- Outboard motor failure
- Trauma due to encounter with supernatural phenomenon

HAF in Ocean Fishing (Not Allowed for children)

Hazardous work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Towing heavy canoe from sea and parking site to shore • Handling premix fuel for outboard motors • Operating the outboard motor • Operating as '<i>jumpa</i>.' • Functioning as a captain or '<i>bonsu</i>' of a fishing team • Conveying outboard motor or fuel from '<i>po fie</i>' (sea house to and back from the sea shore) • Lowering a mark ('<i>danka</i>') into the sea to mark the net-casting starting point • Assisting in casting or pulling the net during the fishing process • Jumping into the sea, swimming on the sea surface and splashing water to drive fish back into the net • Covering fish with a heavy wooden lid • Scooping water from the canoe 	Not permitted	Not permitted

<ul style="list-style-type: none"> • Pulling net rope to close the bottom of the net with fish in it • Pulling net heavy with catch into the canoe • Long or distant fishing expeditions, e.g., sieve fishing • Packing the empty canoe back onto the sea • Being canoe watchman • Assembling all team members (fishing expedition is teamwork) <p>Convey essential fishing tools from 'po fie' (sea house) to the shore, e.g., food, drinking water, paddles, nets, etc.</p>		
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6.4.2 Fish Mongering and processing

The primary essential job steps of fish mongering and processing are shown in the graphic below.

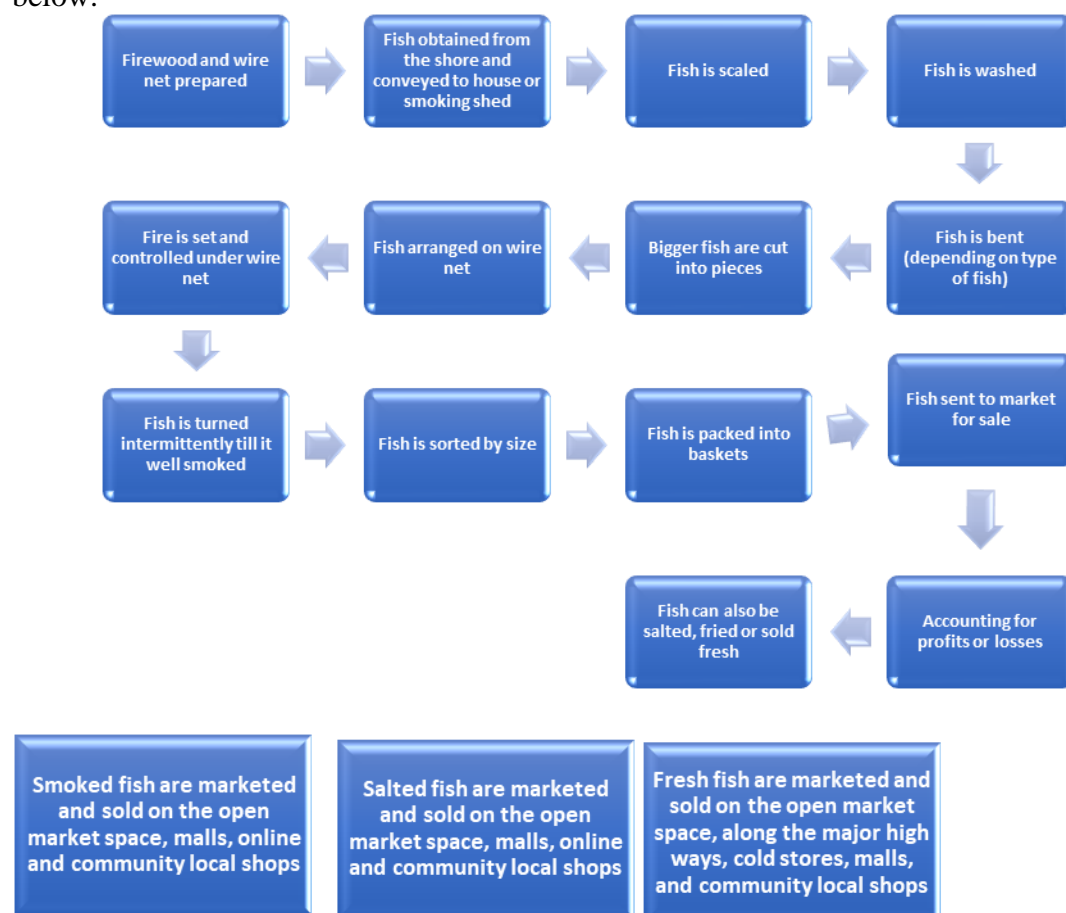


Figure 12 Fish marketing and sale

Dangers/Difficulties

- Knife cuts
- Pricks by fish fins, especially in the fish bending process
- Exposure to heat from the fire
- Exposure to smoke can hurt the eyes and affect the breath

- Fire outbreaks
- Carrying heavy loads from the shore to the house and after smoking to the market.

HAF for Fish Mongering

Hazardous Activities	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Carrying heavy fish loads (fresh or smoked) above 30 kg from shores to the house or the market. • De-scaling fish with a sharp object • Bending fish • Cutting the huge fish with a sharp knife • Smoking/frying fish for commercial purpose • Working in a smoking shed with inadequate ventilation • Walking long distances for more than 3km to sell fish • Harvesting firewood for smoking or frying fish • Setting up the fire without supervision 	<ul style="list-style-type: none"> • Carrying permissible fish load, i.e., up to 30% of body weight, from the shore to the house or the market within the town • Packing fish into baskets • Salting of fish • Selling fish in the community outside school hours and for not more than 3 hours daily • Harvesting firewood for smoking and frying for household consumption 	<ul style="list-style-type: none"> • Accompanying adults to buy/obtain fish from the shore • Carrying the permissible fish load • Washing fish after de-scaling • Assisting adults in looking for firewood • Arranging of fish on wire net before setting fire • Sorting of fish by sizes • Drying of salted fish

6.4.3 Mining

The basic essential job steps in mining gold ore and diamonds are shown in the following graphics. These steps are taken after exploratory and prospecting work is finished.

A. Mining Gold Ore/Diamond

1. Alluvial (River Basin)

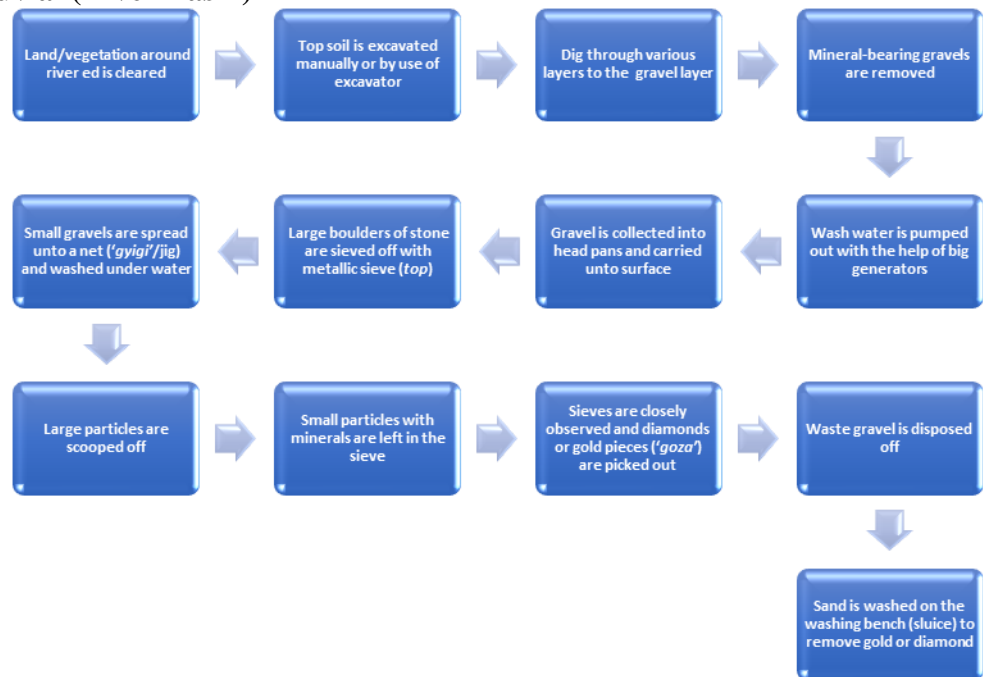


Figure 13 Steps in Alluvial (River basin) Mining

2. Alluvial (underwater or river)

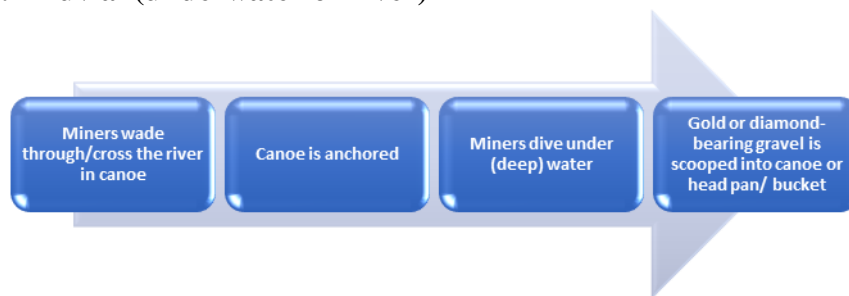


Figure 14 Steps in Alluvial (Underwater) Mining

3. Surface mining (Colluvial)

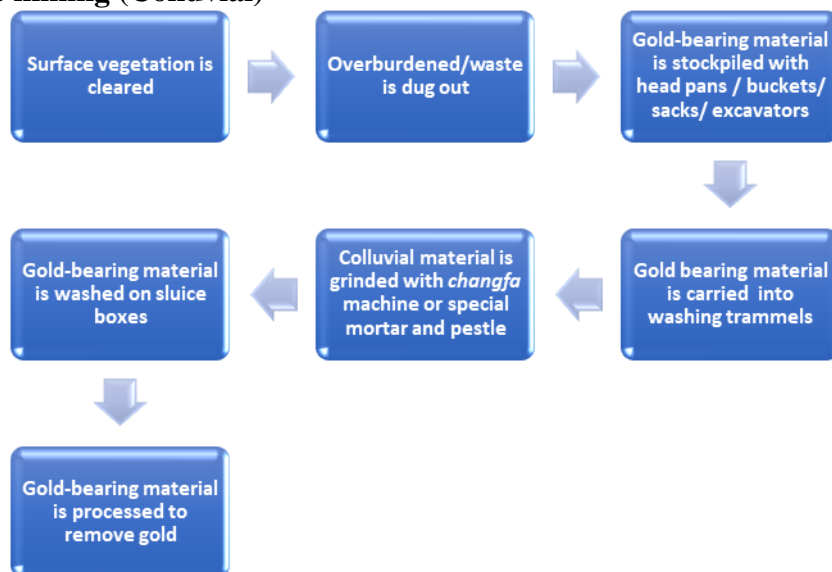


Figure 15 Steps in Colluvial Mining

4. Hard rock – Underground mining/local deep mining



Figure 16 Steps in Underground Mining

B. Processing of gold

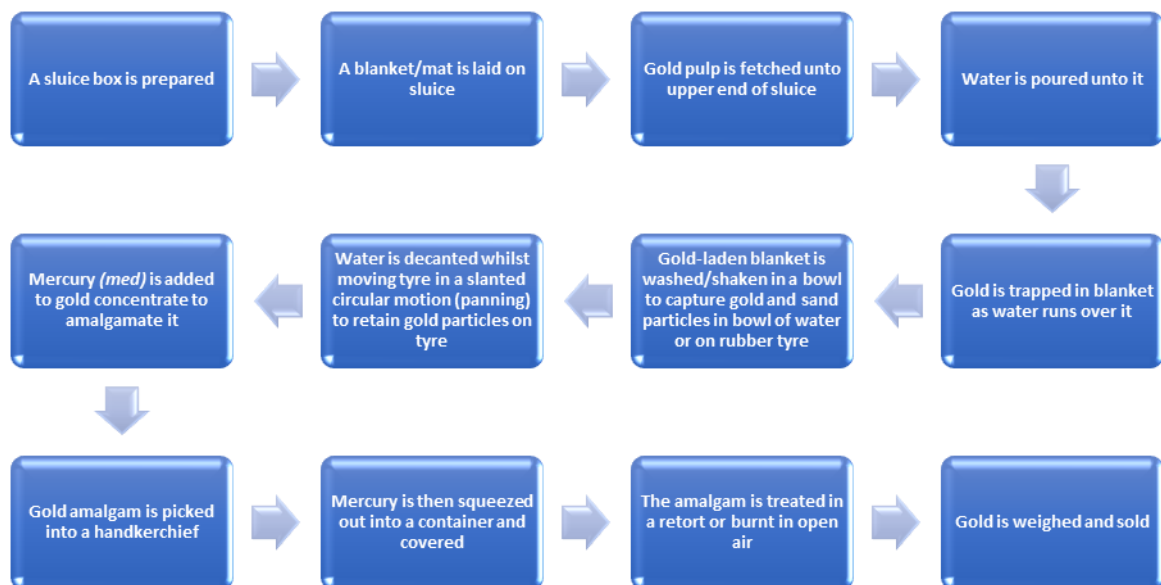


Figure 17 Steps in Gold Processing

Gold Merchandizing

In Ghana, Gold can be sold in three ways:

- Marketed and sold through local jewelry shops, e.g., Precious Minerals Marketing Company (PMMC);
- Marketed and sold online through credible gold buyers; or

- Marketed and sold through bullion pawn/security shops.

C. Milling the gold rock

Rock milling is an intermediate process between ore mining and processing in rock mining. Milling increases the surface of the gold-bearing rock to facilitate gold processing. There are two main methods of rock milling used in *galamsey* sites, and these are manual and semi-mechanized.

Manual

In hard rock or surface mining, colluvial material, i.e., gold-bearing rock, is crushed into smaller pieces and ground into powder before sluicing.

The grounding process is by the following:

- pounding (crushing & grinding) using metal mortars & pestles
- Milling (hammer mill or modified corn mill)

Semi-Mechanized

In semi-mechanized gold processing, the *Changfa* machine is used. This machine grinds gold-bearing rocks and connects to the sluicing process, enhancing efficiency.

Hazards Associated with Mining

- Falling into the pit
- Being buried alive due to the collapse of the pits
- Drowning in alluvial river mining or flooded underground pit
- Exposure to dust
- Lifting and carrying heavy loads
- Slips and falls under heavy load
- Moral hazards (promiscuity, STI, hard drugs, theft, violence, vulgar words, early exposure to money)
- Awkward posture (bending for long periods while looking for diamond)
- Injury from working tools
- Exposure to mercury
- Exposure to heat in the mines
- Rock splinter entering the eye
- Babies/ children left unattended on the sites expose them to dangers

HAF in Small-Scale Mining (Not Allowed for children)

Hazardous Work	Non-Hazardous Work	Light Work
<u>Ore mining</u> <ul style="list-style-type: none"> • Undertaking any activity in underground mines or mine pits deeper than 6 meters • Alluvial underwater ore mining (all processes) • Exploring or prospecting for gold/diamond • Clearing vegetation for mining • Excavating various layers of earth • Blasting rocks with explosives • Removing mineral-bearing gravels from the mine • Carrying heavy loads of mineral-bearing 	Not permitted	Not permitted

<p>gravels weighing above 30kg</p> <ul style="list-style-type: none"> • Pounding/crushing gold rocks using metal mortars and pestles • Milling gold rocks with a grinding mill • Operating mining machines such as an excavator or <i>changfa</i> machines <p><u>Processing of Diamond/Gold</u></p> <ul style="list-style-type: none"> • <i>Jigging</i> for a diamond under water and picking diamonds for more than 4 hours per day • Amalgamating gold with mercury to form gold amalgam in a handkerchief or piece of cloth • Treating gold amalgam in a retort or burning in the open air • Weighing and selling gold • Engaging in age-acceptable work without adequate foot, body and finger protective clothing 		
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6.4.4 Quarrying & Sand Winning

The primary essential job steps in quarrying and sand winning are outlined in the graphics below. These steps are carried out once a concession site is obtained.

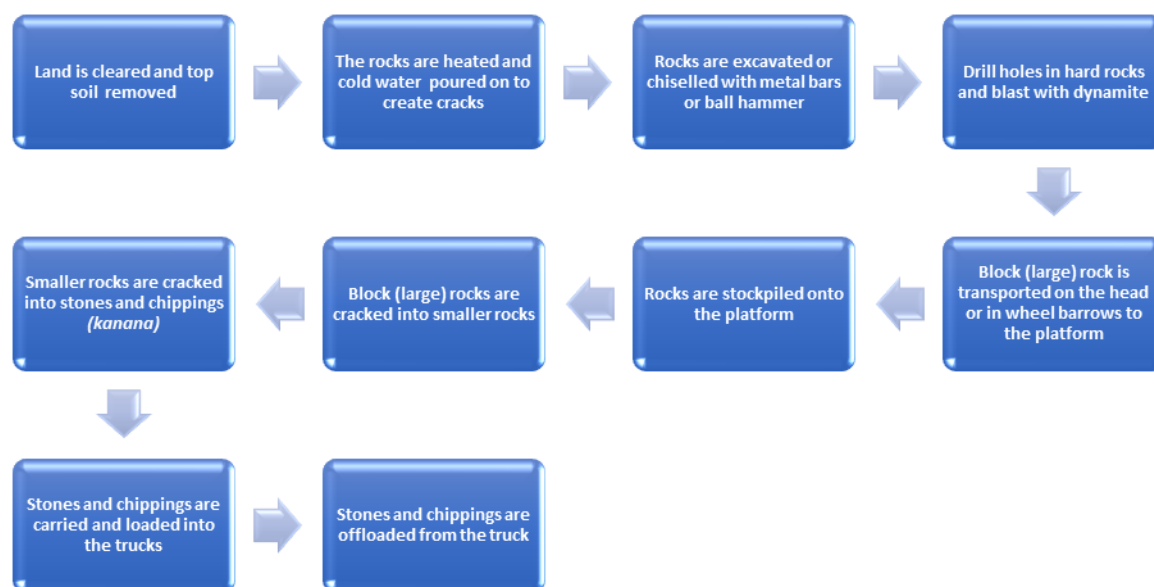


Figure 18 Steps in Quarrying



Figure 19 Steps in Sand Winning

In alluvial sand winning in some parts of the country, e.g., Battor, the process is similar to alluvial mining:

- Workers dive with buckets into the river or lake
- Sand is fetched and poured into the canoe
- The process is repeated until an entire trip is obtained to sell

Hazards/Dangers

- Exposure to reptiles (snake bites)
- Cuts from stones
- Stone splinters entering the eyes of crackers
- Exposure to dust
- Exposure to excessive noise from drilling
- Exposure to harsh weather
- Drug abuse (pain killers and illicit drugs to boost energy)
- Drowning
- Waist pains
- Body pains
- Chest pains
- Injuries from working tools such as hammers, chisels and sharp cutlasses

HAF for Quarrying and Sand Winning

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Excavating rocks • Use of ball hammer, chisel, and bar • Chiseling or cutting stones • Blasting rocks • Carrying block (large) rocks from excavation site to platform • Breaking block rocks with a large hammer • Loading stones into vehicles • Working without an eye, hand, and foot protection 	<ul style="list-style-type: none"> • Carrying smaller stones from excavation site to platform in an environment not polluted with dust and not in harsh conditions • Cracking small stones on the platform • Stock piling smaller sizes/quantities of stones, chippings, and sand 	Not permitted

<ul style="list-style-type: none"> • Stone cracking • Digging and heaping sand 		
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6.4.5 Crop Agriculture

Nursery <ul style="list-style-type: none"> • Plastic bags are prepared • Plastic bags are filled with black soil • Seeds are collected from the farm for seedling preparation • Seeds are sowed in the plastic bags • Seedlings are watered twice daily • Shed constructed to provide shade for seedlings • Seedlings are carried to the farm in a basket or a basin for transplanting 	Land Preparation <ul style="list-style-type: none"> • The land is cleared with cutlass, bulldozer or tractor • Trees are felled • Weeds/branches are gathered, dried and burnt • Firewood is collected and conveyed to the house • Tree stumps are removed • Lining and pegging are done at specified intervals with a stick
Budding/Grafting <i>done before or after transplanting</i> <ul style="list-style-type: none"> • Cut lemon seedling by the stem • Cut a piece of stem/branch from an orange tree • Bind cut ends together with a piece of rubber • Cut off outgrowths from the original lemon seedling stem 	Planting <ul style="list-style-type: none"> • Holes are dug with cutlass or hoe along the pegs • Plastic bags are cut off from seedlings using a cutlass or blade • Seedlings are put in the holes, covered with soil and pressed with hand to firm it • Empty plastic bags are hanged on peg sticks for easy identification • The base of the plant is hedged with empty cans, baskets or wire nets to protect plants from rodents • Plant other foodstuffs such tomatoes, pineapple, cassava, etc. (mixed cropping)
Farm Maintenance <ul style="list-style-type: none"> • Weeds are cleared with cutlass or sprayed with weedicide • Pruning • Fertilizer application • Plant pest control using pesticides • Removal of mistletoes 	Harvesting (citrus) <ul style="list-style-type: none"> • Fruits are harvested using a harvesting hook (<i>akree</i>) • Oranges are gathered • Oranges are then heaped • The oranges are counted • The counted oranges are covered with branches to hide them and shade them from the sun • Oranges are carried in baskets from the farm to a site that is easily accessible by vehicle • Oranges are loaded onto a vehicle • Oranges are sold
Harvesting (oil palm) <ul style="list-style-type: none"> • Fruits are harvested using a cutlass or Malayan knife • Fruit bunches and loose fruits are gathered • Bunches are conveyed home or to the roadside 	Harvesting Cocoa <ul style="list-style-type: none"> • Pods are harvested, gathered and heaped • Cocoa pods are broken • Beans are scooped • Beans are carried to the fermentation site • Beans are fermented • Fermented beans are moved to the drying point • Beans are dried
Harvesting/tapping of rubber: <i>Tapping starts when 50% of the rubber attains the required girth (measurement).</i>	

- The spout is fixed on the tree to collect latex
- Cup is fixed under a spout with a metallic string which allows for expansion of the tree
- Trees are tapped following a particular tapping program
- Coagulated rubber is collected into a basin and a cup is fixed back to collect more latex
- Day's harvested crop is conveyed for weighing
- The harvested crop is conveyed to the factory using trucks

Table 6 Basic Job Steps in Crop Agriculture

Dangers in Farming

- Insect attacks and bites, including bee stings
- Snake bites
- Injuries caused by falling fruits (e.g., cocoa, orange, palm bunches), particles and tree branches during harvesting and rains storms
- Injuries by tree stumps or thorns
- Exposure to agro chemicals and organic vapor from rubber latex
- Injuries from farming and harvesting implements, e.g., cutlass, hoe, ax, Malayan knife, harvesting ax, abandoned metals on the farm
- Injuries from farm machines. e.g., tractor, bulldozer, chain saw and motorized mist blower
- Burning desired trees, oneself, other persons, and other farms
- Neck, waist, bodily pains from awkward postures (looking up during harvesting and persistent bending during weeding) and carrying heavy loads
- Slips and falls under heavy loads
- When harvesting cocoa or orange, there are slight problems from direct sun rays on the eyes.

HAF in Crop Agriculture

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> ● Clearing of forest ● Felling of trees ● Removing tree stumps ● Bush burning ● Exposure to agrochemicals, i.e., purchase, transport, storage, mixing, loading into spraying machine, spraying trees, washing containers, and spraying machine, disposing of empty agrochemical containers ● Being present or working in the vicinity of the farm during spraying of agrochemicals or re-entering a sprayed farm within less than 12 hours ● Using machetes/long cutlass for weeding or pruning ● Climbing trees higher than 2.5metres to cut mistletoe or harvest or prune with sharp cutlass or implement ● Working with motorized farm machinery, i.e., mist blower, knapsack sprayer, chainsaw, tractor, and bulldozer ● Harvesting overhead cocoa pods, palm fruits, oranges or rubber with a Malayan knife, ax, or other implements ● Breaking cocoa pods with sharp breaking knives, stripping palm fruit from stem bunches with a sharp ax or cutlass ● Carrying heavy load beyond permissible carrying weight, i.e., above 30% of body weight for more than 2 miles (3Km). ● Working without adequate basic foot and body protective clothing (e.g., long sleeves, trousers and ‘Afro Moses,’ wellington boots ● A child working alone on the farm in isolation (i.e., beyond the visible or audible range of the nearest adult 	<ul style="list-style-type: none"> ● Making a shed to provide shade for seedlings ● Covering the counted oranges with branches to hide them and shade them from the sun ● Assisting in planting and securing seedlings and other crops, e.g., cassava and maize ● Weeding/brushing under-growths with an age-appropriate cutlass (<i>sua-ado</i>) ● Plucking pods or oranges within hand-reach ● Collecting rubber latex ● Breaking cocoa pods with a breaking mallet or hitting them on the ground ● Carrying and carting age-appropriate load (permissible weight), e.g., seedlings, water, harvested pods ● Heaping of cocoa, orange, rubber, or oil palm ● Gathering harvested pods ● Scooping cocoa beans out of broken pods ● Assisting in loading harvested produce into vehicles 	<ul style="list-style-type: none"> ● Filling the plastic bags with back soil ● Picking and gathering cocoa, orange, loose palm fruits and other produce during harvesting ● Counting oranges and cocoa pods ● Fetching water for spraying and leaving the farm before spraying commences ● Running basic farm errands ● Helping in cooking and serving food ● Assist in taking care of babies and toddlers on the farm during weekends and holidays

6.4.6 Cattle Herding

Herding describes the activity of keeping several animals (usually of one kind) together as a group while searching for pasture or water. Herding activities can involve guiding the animals, supporting them together and retrieving those that wander off, separating fighting animals, and watching over their safety (as animals can have accidents, be attacked by wild animals or be stolen by raiders). Besides herding, boys and girls involved in herding also take up various other activities linked to livestock care (cleaning animals and their housing, caring for sick animals, collecting water and fodder etc.).

Children typically herd for an employer, their household, or relatives (either paid or unpaid). Herding seems to be a vital activity involving child labor within the livestock sector. It often occurs in (nomadic) pastoralist communities and mainly involves cattle, goats, and sheep. Children's involvement in the livestock sector ranges from helping with light household chores to situations of the worst forms of child labor. Working in the livestock sector can form bonded child labor or child trafficking for (forced) herding activities.

A ranch is an area of land, including various structures, given primarily to ranching, the practice of raising grazing livestock such as cattle and sheep. It is a subtype of a farm.

Basic Essential Job Steps in Cattle Herding

Preparation

- Join experienced cattle herders for about a year at ages 6-8years
- Enter 4–5-year herding agreement with cattle owner
- Take cattle out for grazing for up to a week (*gbedordor*) during the dry season

The child may start school after serving the agreed contract or start his own cattle ranch.

Daily Activities



Figure 20 Steps in Cattle Herding

Other activities

- Fire is set near kraal to drive away insects
- Cattle are bathed in the insecticide to remove ticks
- Cow dung is swept, bagged, and sold as manure to crop farmers
- Search for firewood for the cattle owner
- Locate suitable grazing sites (the cattle owner does this during the dry season)
- Cook for cattle owners or other herders

Dangers / Difficulties

- Physical and emotional abuse by crop farm owners when cattle destroy crops
- Attack from cattle newly delivered of its calf (resulting in wounds and deaths)
- Snake and scorpion bites
- Insects (e.g., bees) attacks
- Attack by thieves on the field
- Injuries from tree stumps and thorns
- Infectious diseases such as cholera result from herders drinking the same water as cattle
- Infection from drinking unpasteurized fresh milk due to hunger
- Exposure to vagaries of weather
- Walking long distances in search of pasture in the dry season
- Not attending school while serving a contract
- Injury from tree stumps and thorns
- Exposure to the sun
- The child herder can get lost
- Psychological challenges arising from roaming with herds unaccompanied

HAF for Cattle Herding

Hazardous Work	Non-hazardous Work	Light Work
<ul style="list-style-type: none">• Starting work before 5 am• Going on long and distant herding expeditions (<i>gbedordor</i>) during the dry season unaccompanied by adults for several days• Separating fighting bulls• Helping injured cattle• Taking care of livestock in the kraal at night• Bathing the cattle with chemicals• Getting lost while herding cattle to unknown pasture during the dry season• Herding without protective clothing such as boots and raincoats• Picking young cattle after delivery• Setting fire near the kraal without supervision• Not attending school during school hours	<ul style="list-style-type: none">• Checking several cattle and reporting missing cattle to the owner/master (<i>enyeptor/enyetor</i>)• Checking the health status of cattle• Opening kraal to let out cattle• Herding cattle for short distances and for short times• Monitoring cattle to prevent theft• Milking cows• Carrying new-born calves home within a few hours of delivery• Cutting grass and fetching water for the animals during the dry season• Repairing kraals• Collecting firewood for domestic use	<ul style="list-style-type: none">• Sweeping and collecting cow dung into bags (sold as manure to crop farmers)• Assisting to milk cow

6.4.7 Domestic Work

Basic Essential Job Steps in Domestic Work

- Cleaning, e.g., sweeping, dusting
- Fetching water
- Washing
- Ironing
- Cooking
- Serving
- Gardening
- Caring for children, i.e., babysitting or child minding
- Running errands
- Assisting in the running of businesses
- Going to the market/shopping

HAF for Domestic Workers

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> Working under abusive conditions (physical, verbal, emotional and sexual) Sleeping for less than 8 hours per day Working with household chemicals and cleaning agents without protective gear Being confined Being denied enough food, rest, care, protection, recreation, and socialization Working for more than 3 hours without a break. Handling unfamiliar household appliances without training and supervision, e.g., gas, blender, electric stove, iron, etc 	<ul style="list-style-type: none"> Basic domestic chores such as dish washing, sweeping, washing a few clothes, and hawking in the neighborhood Running errands Baby minding/babysitting Assisting in business operations 	Not permitted

6.4.8 Porterage and Carting of Heavy Loads (Kayayei)

Kaya-yei is a combination of Hausa and Ga languages meaning female head porters.

These are the requirements for carrying heavy loads and must not be exceeded:

- Carrying heavy loads above 20kg for long distances or unpredictable distances,
- Carrying load above 30kg for short or definite distance less than one kilometer,
- Carrying an acceptable load (20kg) for more than one hour

<i>Kayayei</i>	Truck Pushing	Loading & offloading of goods
<ul style="list-style-type: none"> Wake up at about 4 am Set off to market on foot with a head pan (metal basin), a wooden board and a rag (<i>kahyire/ekr</i>) Walk around the market or chase cars soliciting for loads to carry (i.e., in case of roaming head porters) Work with shop/warehouse owners to carry loads of buyers (i.e., in case of stationary head porters) Carry goods to and from the warehouses and shops or from point to point Child minding/babysitting 	<ul style="list-style-type: none"> Wake up at about 4 am Gather working tools such as needles and thread Hire truck Load goods from cars unto trucks and push them to their destination for a fee Pulling and pushing of the loaded/unloaded trucks 	<ul style="list-style-type: none"> Wake up at about 4 am Go to the loading area or lorry station Charge owner of goods Load goods onto vehicles Off-load goods from arriving vehicles

Table 7 Basic Essential Job Steps in Portering

Dangers/Difficulties

Common to all the three groups

- Musculoskeletal pains (daily head, neck, chest, waist, whole body pains), hernia and slip disc due to heavy loads
- Toppling and falling under heavy loads, hurting the body and breaking bones
- Being accused of stolen or damaged goods
- Lack of respect leads to low self-esteem
- Verbal, physical, psychological and emotional abuse
- Inadequate remuneration (financial abuse)
- Exposure to deviant behavior (stealing, prostitution, drug abuse, fighting, etc.)
- Lack of proper medical care (self-medication)
- Denial of basic education
- Sleeping in the open and at the mercy of the weather
- Poor hygiene and lack of adequate food
- Being knocked down by moving vehicles
- Harassment by local government authorities (to buy toll tickets)

Kayayei

- Sexual abuse and sexually transmitted diseases, including HIV/AIDS
- Getting lost in town
- Teenage pregnancy
- Loss of personal belongings

Truck Pushing

- Losing control of a truck leads to crashing into cars, shops, passers-by, etc
- Being run over by vehicles

Loading and Offloading of goods

- Injuries from heavy loads such as engines, ceramic tiles, etc.
- Cuts from items being loaded, e.g., tiles and roofing sheets
- Injuries from lifting heavy objects through heights

HAF for Portering and Carting of Heavy Loads

Hazardous Work	Non-Hazardous Work	Light Work
Kayayei <ul style="list-style-type: none"> • Working before 5.00 am • Carrying heavy load above 30kg for long distances or unpredictable distances • Carrying an acceptable load (20kg) for more than one hour • Working without adult supervision • Sleeping in the street, in open places and in crowded rooms • Working without learning permanent trade or attending school 	<ul style="list-style-type: none"> • Carrying light goods into or from store/ ware 	Not Permitted

Truck Pushing <ul style="list-style-type: none"> • Lifting heavy loads of more than 50% (30kg) body weight from the customer or vehicle to the truck and vice versa • Working actively for more than 3 hours per day • Working without learning a trade or attending school • Work without clear terms of remuneration • Abuse (verbal, physical, emotional, and financial) from customers or other road users • Injury from heavy and sharp objects while loading, transporting, or offloading • Pushing or pulling weighty loads⁴¹ without adequate assistance • Moving trucks in an overcrowded area or on the street 		Not Permitted
Loading and Offloading <ul style="list-style-type: none"> • Lifting and raising weighty loads, e.g., vehicle parts, engine, ceramic tiles (generally loads above 30kg) • Being the central cargo loader • Working without wearing gloves or appropriate protective gear • Loading items with sharp edges and breakable objects such as louver blades and roofing sheets • Abuse from motorists, customers and the general public • Loading continuously for more than 4 hours • Climbing high trucks to load or offload goods • Working before 5 am or after 8 pm 	<ul style="list-style-type: none"> • Assisting loaders with lighter loads 	Not permitted

6.4.9 Street Hawking

Basic Essential Job Steps

Street Hawking

- Carrying loads on the head and or in the hand
- Walking and running after vehicles in the street to sell items
- Standing in between moving vehicles to attract customers

Street Beggars' Guides

⁴¹ 60kg in two-tyre trolley or 100kg in four-tyre trolley or truck

- Walking and running in the street with a beggar
- Singing or performing dances for money
- Running between vehicles to collect monies that almsgivers drop on the ground

Hazards/Dangers

- Exposure to traffic accidents
- Exposure to drugs, violence and criminal activities
- Physical, verbal and sexual abuse from motorist
- Working under the scorching sun or in the rain
- Living in poor condition
- Exposure to carbon monoxide from exhaust fumes of vehicles
- Working long hours, including beyond 8 pm

HAF for Street Hawking

Hazardous Work	Non-Hazardous Work	Light Work
Street Hawking <ul style="list-style-type: none"> • Being in any street, premises or place to beg or receive alms, or of inducing the giving of alms (whether or not there is any pretense of singing, playing, performing, offering anything for sale or otherwise) 	<ul style="list-style-type: none"> • Selling by the roadside under direct adult supervision. 	<ul style="list-style-type: none"> • Not permitted
Begging <ul style="list-style-type: none"> • Illegal in Ghana; not permitted 	<ul style="list-style-type: none"> • Not permitted 	<ul style="list-style-type: none"> • Not permitted

6.4.10 Scavenging

Basic Essential Job Steps

1. Garbage Dump

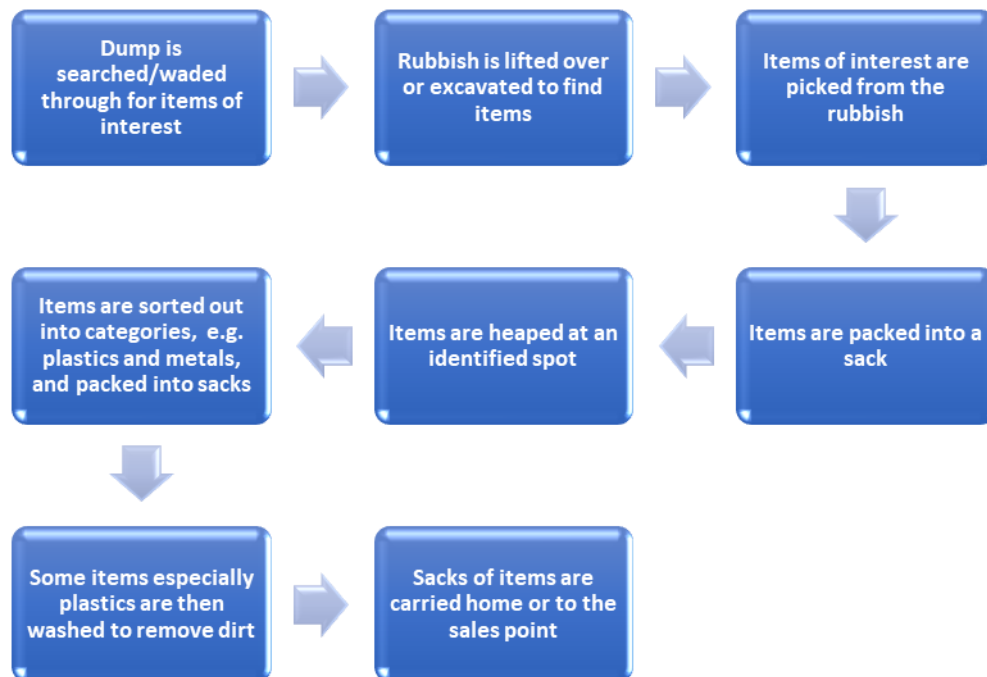


Figure 21 Steps in Scavenging (Dump site)

Hazards/Dangers

- Inhalation of pungent air leads to abdominal upset and sickness
- Cuts and punctures from sharp objects such as broken bottles
- Burns from the fire under rubbish
- Back pain from prolonged bending and lifting of heavy items
- Infections arising from exposure to bacteria, viruses, helminths, flies, mosquitoes, rodents, etc. from decomposing rubbish and fecal matter
- Ailments arising from smoke and ingestion of toxic materials
- Injury from falling into holes

2. SCRAP COLLECTING

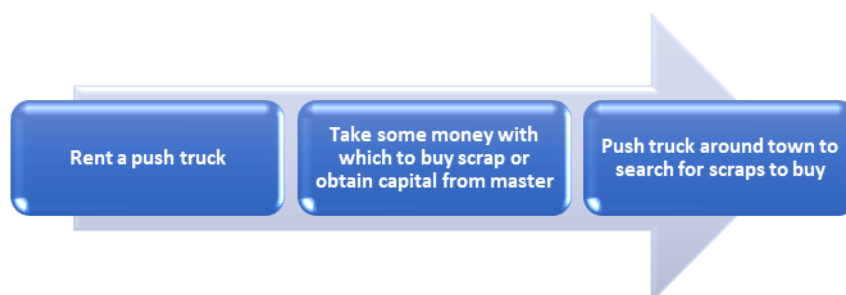


Figure 22 Steps in Scavenging (Scraps)

Hazards/Dangers

- Walking long distances to search for scrap
- Exploitation by masters
- Attacks by thieves
- Physical abuse from masters
- Carrying heavy loads
- Poor hygiene and insufficient food
- Hernia
- Exposure to harmful gases and smoke from the refuse dumps
- Cuts and burns
- Exposure to deviant behavior (stealing, use of drugs, cheating, etc.)
- Exposure to poor health conditions because of not wearing protective clothing
- Being labeled as thieves as they go into individual homes to look for and buy scrap
- Language barrier leading to being cheated
- Buying stolen items

HAF for Scavenging

Hazardous Work	Non-hazardous Work s	Light Work
Scavenging at Garbage Dump <ul style="list-style-type: none">• All activities involved in actual dumb scavenging• Carrying scavenged items above 50% of body weight• Sorting heaped scavenged items into categories• Washing of the scavenged items• Packing sorted items into sacks• Transporting items to sale sites	None	None
Scavenging for Scraps <ul style="list-style-type: none">• Walking long distances (5km or more) in search of scrap• Scavenging dumpsites for metal scrap• Doing scrap work without being in school or gaining any formal apprenticeship• Working without protective gear/clothing• Pushing trucks along major roads• Carrying, moving, or loading very heavy scraps	<ul style="list-style-type: none">• Assisting adults in collecting light scrap• Assisting adults in pushing trucks without a heavy load• Undertaking distant scrap scavenge trip	None

6.4.11: Work in Commercial Kitchens (Local/Traditional Restaurants)

Basic Essential Job steps

- Cleaning of premises (sweeping, collecting, and disposing of rubbish, dusting windows and furniture, scrubbing floors and walls)
- Preparing of food
- Serving of food and drinks
- Washing of plates, glasses, and utensils.
- Laundering (clothes, napkins, aprons, and rags)
- Shopping for foodstuffs
- Cleaning, handling, and cutting vegetables, meat and other ingredients

Hazards/Dangers

- Exposure to heat and hot objects, including hot food
- Poor ventilation leads to inhalation of smoke
- Crushing of finger from *fufu* pestle
- Cuts from sharp objects, i.e., knives and fish bones
- Lifting heavy objects
- Working in awkward postures for long durations
- Whitlow and other fingernail infections due to prolonged contact with detergents, soap and scouring powders
- Infectious diseases from raw food and customers, e.g., typhoid or TB
- Working long hours
- Low remuneration
- Job insecurity

HAF For Commercial Kitchen Workers

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Pounding fufu for commercial purpose• Carrying or assisting in moving a large, hot pot of soup, banku, rice, kenkey and other sticky foods from the fire• Prolonged use of open flames• Working with sharp objects such as knives or cutlasses• Washing dishes daily for long hours without protective gloves• Carrying/lifting heavy loads of foodstuffs⁴² within or near the workplace• Working continuously for more than 8 hours per day• Bending to work for long	<ul style="list-style-type: none">• Fetching water• Sweeping and scrubbing age-appropriate areas on the premises• Serving customers food and water• Accompanying an adult to shop for foodstuffs (without having to carry heavy loads of food items)• Receiving payments from customers	Not permitted

⁴² Loads above 50% body weight or 30kg

hours • Working after 8 pm or before 6 am • Subjecting a child to abuse (physical, verbal, psychological or financial)		
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6.4.12: Hospitality Work (Hotels, drinking bars, nightclubs, casinos)

Work groups

- Clerks, cashiers and receptionists
- Bartenders
- Waiters
- Porters
- Laundry work
- Dancers, singers and other performers
- Massage therapists
- Prostitutes and pimps
- Croupiers
- Strippers

HAF for the Hospitality Industry

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Work in places with liquor, prostituting or massaging services. • Working where the production or distribution of obscene materials occurs, or a child could be exploited sexually. • Work in places where gambling takes place 	Not permitted	Not permitted

6.4.13: Small-Scale Textile Manufacturing (Batik/Tie & Dye)

Basic Essential Job Steps

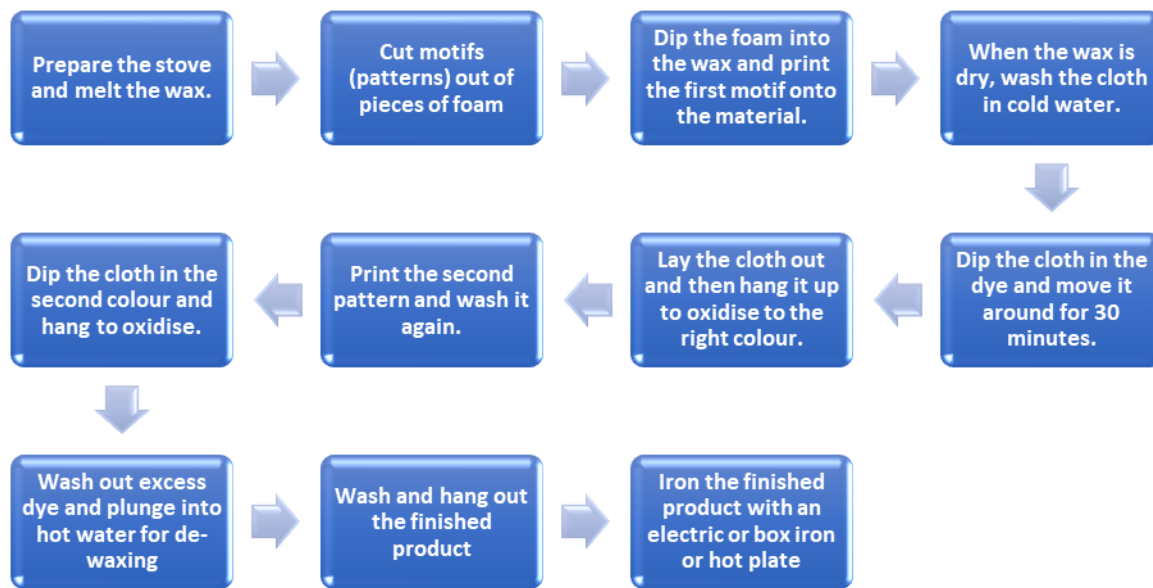


Figure 23 Steps in Batik Production

Hazards/Dangers

- Exposure to excessive heat resulting in burns and fire outbreaks
- Exposure to molten wax and wax smoke
- Inhalation of/or direct contact with dye (aniline)

HAF for Tie/Dye Batik Work

Hazardous work	Non-Hazardous	Light Work
<ul style="list-style-type: none">• Handling molten wax• Ironing (with box/electric/hot plate irons)• Handling the dye and dyeing cloths	<ul style="list-style-type: none">• Assisting in setting the fire• Fetching water• Packing the dry waxed cloths• Assisting in transporting clothes to sale points	<ul style="list-style-type: none">• Not permitted

6.4.14 Foundries Work (Lead and Aluminium Smelting and Blacksmithing)

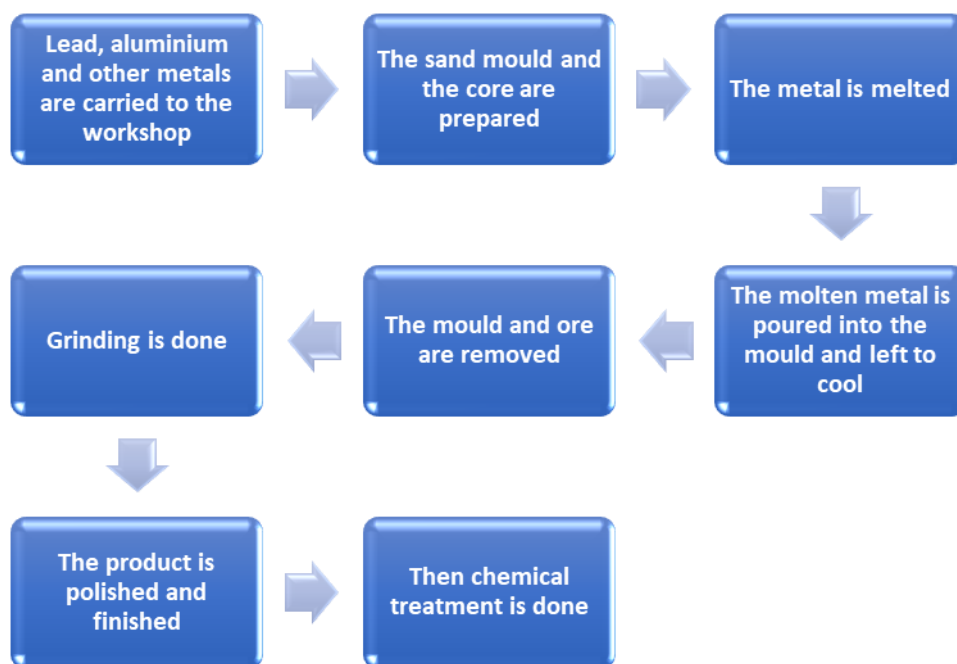


Figure 24 Steps in Foundry Work

Hazards/Dangers

- Prolonged awkward posture
- Exposure to burns from fire and heat from hot molten iron
- Exposure to metal dust and fumes
- Exposure to chemicals
- Exposure to excessive noise

HAF for Foundry Work

Hazardous work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Handling molten metal (pouring the molten metal into the mold)• Treating mold with chemicals• Working without appropriate protective gear/clothing (nose mask, ear plug and goggles)	<ul style="list-style-type: none">• Operating the pneumatic bellows• Grinding and polishing new molds• Removing the mold	<ul style="list-style-type: none">• Running errands• Observing as work is done (from a safe distance)• Packing tools and finished products• Sweeping and cleaning the premises

6.4.15: Mills and Machine Shops

CORNMILL

Preparations

- The place is opened up
- The site is swept and the machine is fixed
- Debris is removed from the mill
- Oil quantity in bearing pot/steering pot is checked and replenished

1. Grinding cereals, vegetables, cassava, etc.

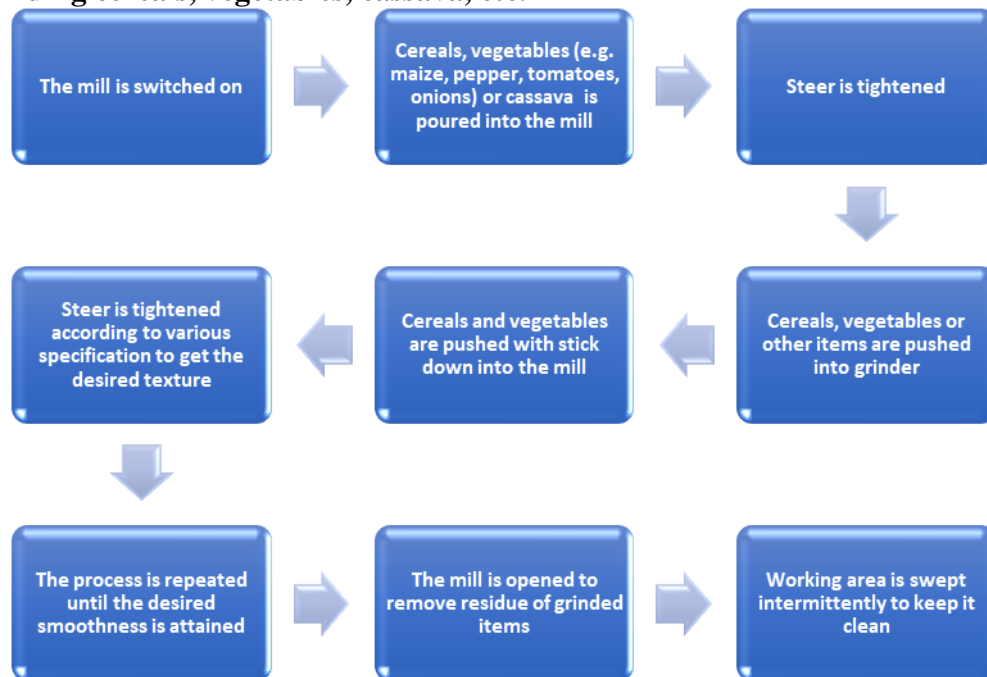


Figure 25 Steps in Grinding Food Products

Hazards/Dangers

- Finger amputation from grinding teeth/blade or rotating belt
- Crushing of metal pieces that accidentally enter the mill, leading to injury of persons around the mill
- Coughing and running nose due to pepper, onions, and other spices
- Prolonged improper sitting postures
- Lifting of heavy loads
- Persistent exposure to cereal dust, i.e., corn, pepper, onions, groundnut, cassava, etc.
- Exposure to excessive noise

2. Sharpening corn mill teeth

- Board/foam is fixed on the thigh
- The tire is repaired on steel
- Grinding teeth are put on the thigh and sharpened in a particular orderly manner with a metallic stone

Hazards/Dangers

- Inhalation of iron filings, or filings entering the eyes
- Exposure to excessive heat from grinding teeth
- Prolonged awkward working posture
- Electric shock from faulty motor

- Rotating grinding teeth entangling clothes of the operator and hurting the operator
- Rotating grinding teeth exploding to harm the operator
- Exposure to excessive noise

SAWMILL/CHAIN SAW OPERATION

Preparing wood for processing

- Fresh wood is kept for two months to dry
- The wood is treated with wood preserving chemicals, i.e., '*desbine.*'
- Customer specifications are taken from the customer
- Pricing is done

Wood Processing

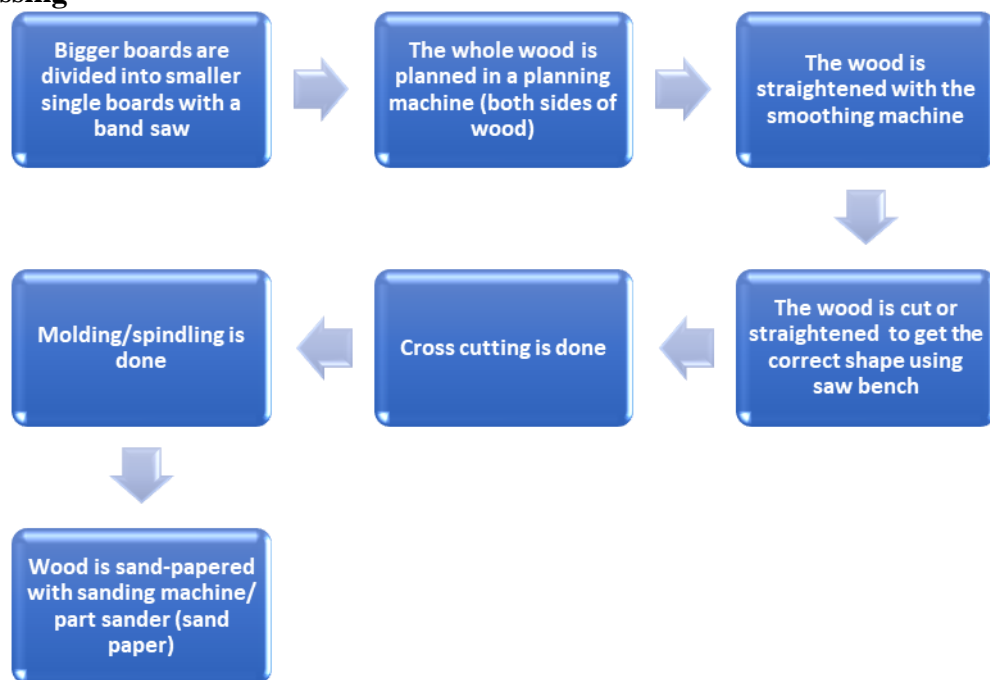


Figure 26 Steps in Wood Processing

Dangers

- Exposure to wood dust causes respiratory diseases and asthma
- Cutter coming off and entering any part of a person's body, resulting in death
- Amputations or deep cuts from a saw
- Exposure to very high noise levels
- Fire outbreak due to saw dust
- Exposure to wood chemicals
- Lifting and packing heavy wood

HAF for Grinding Mills, Sawmills or Chainsaw Operations

Hazardous Work	Non-Hazardous work	Light work
GRINDING MILLS <ul style="list-style-type: none"> Starting a diesel-operated corn mill engine Feeding the grinder with load Lifting heavy loads Working without eye, ear and nose protection All processes in teeth sharpening 	<ul style="list-style-type: none"> Preparatory corn mill work Cleaning the mills after grinding 	<ul style="list-style-type: none"> Errands and sweeping
SAWMILLS/CHAINSAW OPERATION <ul style="list-style-type: none"> All processes 	<ul style="list-style-type: none"> Not permitted 	<ul style="list-style-type: none"> Not permitted

6.4.16: Transportation of Goods and Passengers (Driver's Mate)

Basic Essential Job Steps

- Calling passengers into the vehicle
- Jumping onto moving vehicles
- Constantly opening and closing doors
- Lifting and carrying loads onto and off the vehicle
- Collecting fares from passengers
- Give the driver signals about the traffic situation
- Cleaning the vehicles

Hazards/Dangers

- Slipping and falling from a moving vehicle leads to slipping disk, broken bones and other injuries
- Lifting and carrying heavy loads
- Verbal and physical abuse
- Long working hours without adequate breaks

HAF for Driver's Mate

Hazardous Work	Non-Hazardous work	Light work
<ul style="list-style-type: none"> Jumping onto moving vehicles Hanging onto moving vehicles Unlicensed driving Lifting and handling heavy loads 	Not permitted	Not permitted

6.4.17: Welding and Spraying

1. WELDING

Basic Essential Job Steps

- Prepare to work (*wear working attire and sweep the workplace*)
- Cut plate
- Straightening (*pushing with a hammer and pulling with wire or chain*)
- Charge carbide
- Weld vehicle
- Apply filler
- Sand-paper vehicle
- Ground vehicle

Charging the carbide

- Open port
- Put carbide inside
- Pour water into the carbide
- Shake the cylinder

Welding

- A position is taken to access the welding site (lie under the car, bend over, etc.)
- The carbide is ignited
- The oxygen is adjusted
- The two ends are positioned or held together and welded with a rod

Hazards/Dangers

- The explosion from leaking carbide results in death or severe injuries
- Burns from welding flames or hot plates
- Cuts from sharp plates
- Injuries by hammer
- Exposure of the naked eyes to tiny hot splinters results in eye problems
- Fire outbreaks from leaking fuel
- Respiratory problems from inhalation of dust and fumes from welding, smoothening or grinding
- Being crushed by a car or heavy object when working underneath the car
- Electrocution from arc welding

2. SPRAYING WORK

Basic Essential Job Steps

- Clean the object's surface, e.g., car, fridge, wood, etc.
- Apply filler and putty and sandpaper to smoothen the body surface
- Apply primer
- Finalize smoothening
- Mix paint and load into spraying gun
- Spray

Hazards/Dangers

- Inhalation of dust and paint causes respiratory diseases (e.g., chest diseases)
- Cuts by sharp edges
- Awkward posture resulting in waist, neck and back pains
- Eye problems

3. MECHANIC WORK**Basic Essential Job Steps**

- Wear working attire and sweep the workplace
- Fault is detected
- The faulty part is removed if possible
- Parts are repaired
- Parts are replaced
- Components are fixed back to the original position

Work Commonly Done

Work ranges from:

- plug removal,
- jerking,
- tire removal,
- Removing and fixing engine parts
- Pushing cars to start them

Hazards/Dangers

- Being crushed by slipping vehicles or failing hydraulics
- Being crushed by falling heavy vehicle parts, e.g., gear box, back axle, engine
- Being trapped or cut by a rotating engine fan
- Burns from radiator tanks
- Fire outbreaks from petrol leakage resulting in burns
- Physical injuries during coil spring removal
- Battery explosion
- Awkward posture, i.e., twisting the body to fit under the car or narrow spaces

HAF for Welding/Spraying and Mechanic Work

Hazardous Work	Non-Hazardous Work	Light Work
WELDING & SPRAYING <ul style="list-style-type: none"> • Charging carbide cylinder • Welding with either gas or electricity • Working under vehicle • Straightening large dents • Grinding welded surface using grinding machine • Plate cutting with hammer and chisel • Mixing and loading of paints/spraying materials/chemicals • Spraying • Working without appropriate protective clothing, e.g., goggles, nose mask or footwear 	<ul style="list-style-type: none"> • Smoothing car object with appropriate PPE • Preparing object for spraying • Packing tools with appropriate PPE 	<ul style="list-style-type: none"> • Observing work from a safe distance • Running errands • Fetching water for spraying
MECHANIC WORK <ul style="list-style-type: none"> • Working under the vehicle or on inaccessible parts requiring prolonged bending or twisting of the body • Lifting heavy vehicular parts, e.g., gear box, back axle, engine and large tires • Working on a running engine • Working on shock absorbers • Working on the radiator with overheating problems • Opening and closing the bonnet during overheating or in the event of a fire outbreak • Pushing heavy-duty vehicles or moving small cars over long distances • Jacking of vehicles • Handling of liquefied petroleum gas (LPG) 	<ul style="list-style-type: none"> • Removal and replacing of light engine parts • Removal of engine plugs • Minor body work • Washing of vehicles 	<ul style="list-style-type: none"> • Observation of work from a safe distance • Running errands

6.4.18: Abattoirs or Slaughterhouse

The primary essential job steps in abattoir/slaughterhouse work are described in the following figures.

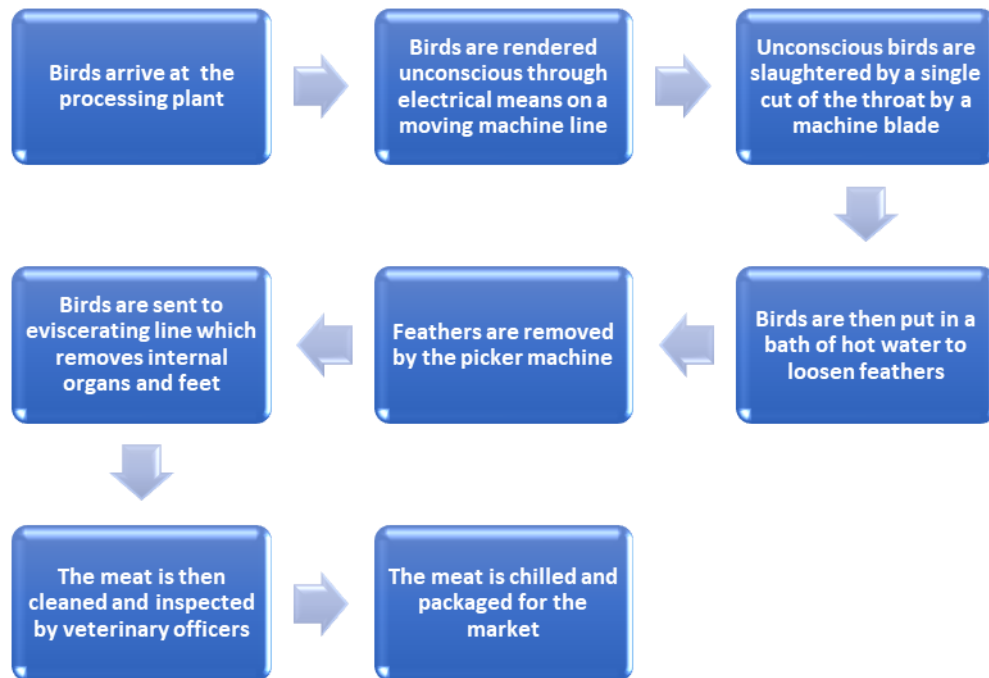


Figure 27 Steps in Poultry Processing

Slaughtering of animals

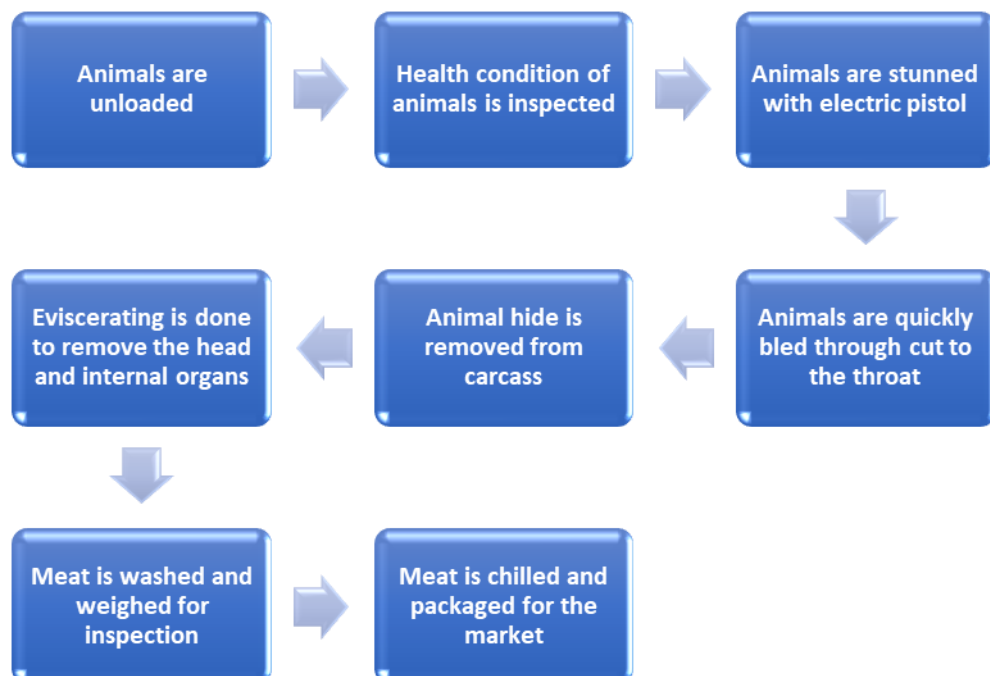


Figure 28 Steps in Animal Processing at Abattoir

Hazards / Dangers

- Meat processing workers are exposed to biological agents, e.g., germs etc., during slaughter
- Cuts by machine blade or knives during slaughter
- Being stunned by the electrical pistols
- Lifting of heavy products above 30kg
- Repetitive work hazard, i.e., meat hanging
- Offensive odor from the stomach of the carcass

HAF for Abattoirs or Slaughterhouses

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Offloading the animals from the truck • Hanging of the animals on hooks • Cutting of the throat • Lifting of the meat • Eviscerating to remove the head and other parts • Electrical pistol stunning 	<ul style="list-style-type: none"> • Offloading the birds from the truck (ostrich exempted) 	<ul style="list-style-type: none"> • Packaging of the product into packs • Washing of the meat or dress bird

6.4.19: Small Soap Factory Work (Crude Processing) or Traditional Soap Making.

Basic Essential Job Steps



Figure 29 Steps in Traditional Soapmaking

Hazard /Dangers

- Snakes/insect bites during cocoa husks gathering
- Inhalation of dust from the burnt ash
- Fire burns
- Inhalation of caustic soda during filtration
- Skin damages if caustic soda pours on the skin
- Cuts from knives

HAF for Soap Making

Hazardous Activities	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Carrying heavy cocoa husks from the farm to the house above 30kg• Gathering of the husks on the farm without appropriate PPE• Burning the cocoa husks into ash• Cutting firewood on the farm for the fire• Setting up the fire without supervision• Heating the oil	<ul style="list-style-type: none">• Carrying permissible load, i.e., up to 30kg of body weight, from the farm to the house	<ul style="list-style-type: none">• Cleaning the tank for the soap preparation

6.4.20: Oyster Shell Mining

Basic Essential Job Steps

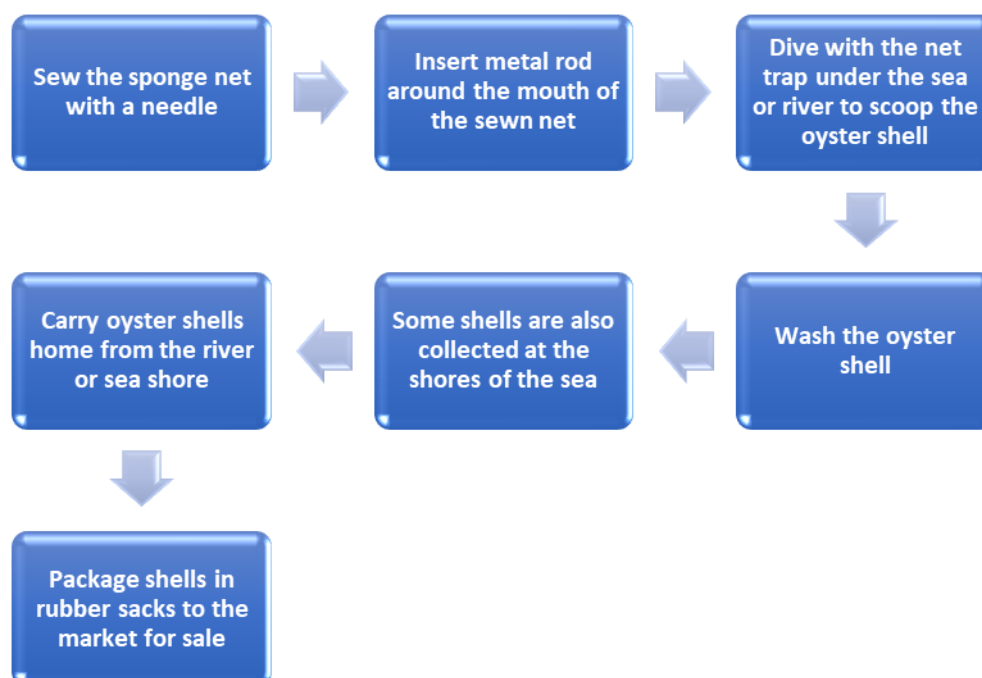


Figure 30 Steps in Oyster Shell Mining

Hazards / Dangers

- Needle injuries during the sewing of the net
- Carrying heavy oyster shell load to the market
- Drowning during deep diving

HAF for Oyster Shell Mining

Hazardous Activities	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Carrying heavy oyster shell loads above 30 kg from shores to the house or the market. • Sewing the net • Diving into deep depths to gather gathering shells 	<ul style="list-style-type: none"> • Carrying permissible oyster shell load, i.e., up to 30% of body weight, from the shore to the house or the market within the town 	<ul style="list-style-type: none"> • Carrying permissible oyster shell load • Washing oyster shells at the shore after collection

6.4.21: Bakery Work

Basic Essential Job Steps



Figure 31 Steps in Baking Bread

Hazard/dangers

- Exposure to heat from the oven
- Caught in kneading machine
- Cut from the knife
- Burns from the heated metal oven
- Inhalation of smoke from the oven

HAF for Bakery Work

Hazardous Activities	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Cutting firewood for the oven heating• Setting up the fire without supervision• Cutting the dough without supervision• Removing the coal from the oven	<ul style="list-style-type: none">• Carrying permissible firewood load, i.e., up to 30% of body weight, from the bush to the house.• Kneading the dough	<ul style="list-style-type: none">• Cleaning the bread after baking• Carrying permissible loads of bread below 20kg to the market

6.4.22: Cold Storage

Basic Essential Job Steps

- Keep the cold room at the correct temperature
- Prepare item to be stored by cleaning or wrapping
- Store product quickly
- Pallet or carry the product into the cold room
- Avoid overloading is avoided
- Remove items when needed

Hazard/Dangers

- Manual handling/Carrying of the product
- Entrapment
- Lack of oxygen in the cold room
- Working in isolation
- Slips, trips, and falls
- Prolonged exposure to cold temperatures

HAF for Cold Storage

Hazardous Activities	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Working in isolation when	<ul style="list-style-type: none">• Carrying permissible	<ul style="list-style-type: none">• Carrying permissible

carrying the product into the cold room • Carrying products above 30kg from the pick-up point to the cold room	meat load, i.e., up to 30% of body weight, from the truck to the cold room.	loads of meat
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6.4.23: Rural Agro-Based Processing Activities Cassava Dough and Gari

Basic Essential Job Steps

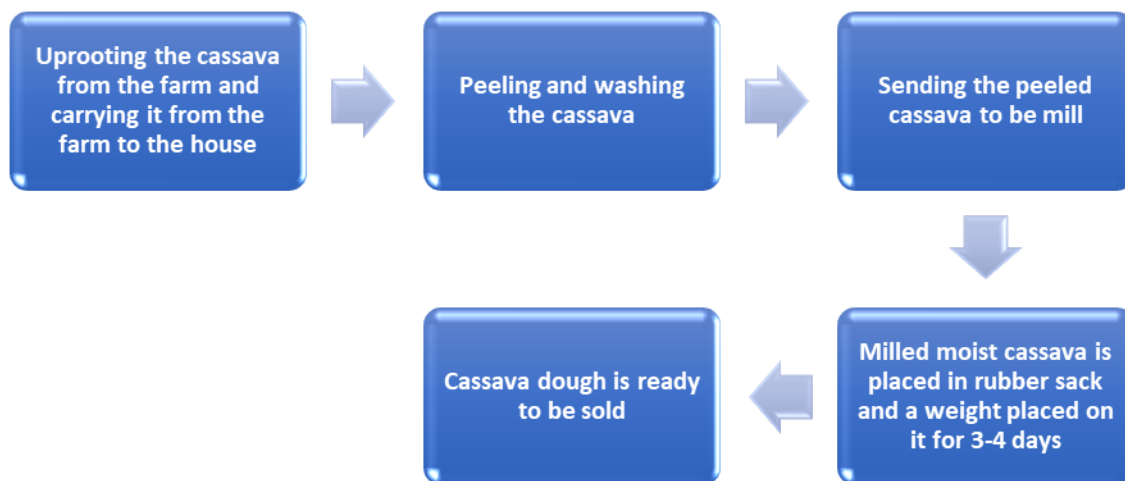


Figure 32 Steps in Cassava Dough Processing

Gari Processing



Figure 33 Steps in Gari Processing

Hazard/Dangers

- Bites from reptiles on the farm
- Heavy load on the head
- Cuts from knives during peeling
- Burns from fire

- Exposure to smoke

HAF in Cassava Dough and Gari Processing

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none"> • Carrying heavy cassava loads above 30 kg from the farm to the house. • Setting up the fire without supervision • Peeling with a knife without supervision • Cutting firewood for frying gari • frying the gari in an enclosed structure with inadequate ventilation 	<ul style="list-style-type: none"> • Carrying permissible cassava load, i.e., up to 30% of body weight, from the farm to the house • Packing of gari into rubber • Selling gari in the community outside school hours and for not more than 3 hours daily 	<ul style="list-style-type: none"> • Accompanying adult to buy/obtain cassava from the farm • Carrying permissible cassava load • Assisting adults in looking for firewood

6.4.24: Local Pito Brewing

Basic Essential Job Steps



Figure 34 Steps in Pito Brewing

Hazard/Danger

- Carrying firewood for the fire
- Burns from the fire
- Heat and smoke from the burning fire

HAF in Local Pito Brewing

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Carry heavy millet loads above 30 kg from the farm to the house.• Boiling millet• Cutting firewood for boiling pito• Setting up the fire without supervision• Filling pito into plastic without supervision	<ul style="list-style-type: none">• Filling pito into plastic containers under adult supervision	<ul style="list-style-type: none">• Accompanying adult to buy/obtain millet from the farm• Carrying permissible millet load, not above 30kg from farm to house• Assisting adults in looking for firewood

6.4.25: Palm Wine Tapping

Basic Essential Job Steps

- The mature palm tree is uprooted and cut 10-15 cm from the top of the [tree]
- The gourd is fixed below the cut (tapping)
- The cut area is peeled and fire applied to the surface
- Sap drips into the gourd and is collected daily
- The sap is stored in a barrel for five days to ferment
- The fermented liquid is filtered to get palm wine
- Palm wine is bottled for market

Hazard/Danger

- Injuries from the felling of palm tree
- Cut from cutlass
- Bites from reptiles in the bush or farm
- Falls from climbing the tree

HAF for Palm Wine Tapping

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Uprooting the palm tree• Cutting of the palm for the sap• Filling the plastic container with the palm wine• Carrying the palm wine above 30kg to the market• Applying fire to the cut surface	None	None

6.4.26: Local Gin Distillery

Basic Essential Job Steps

- Gather of firewood
- Obtain palm wine
- Ferment palm wine for 5 -7 days
- Clean three metal barrel tanks
- Connect the condenser tube to the three-barrel tanks
- Heat the first tank containing the fermented palm wine
- Vaporization and condensation through the water tank occur for the local gin
- Collect and fill local gin into drums or bottles

HAF for Local Gin Distillery

Hazardous Activities	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Uprooting the palm tree• cutting of the palm for the sap• Filling the plastic with the palm wine• Carrying the palm wine above 30kg to the market• Applying fire to the surface• Setting up the fire without supervision	<ul style="list-style-type: none">• Gathering firewood• Fetching water	None

6.4.27: Groundnut Oil Processing

Basic Essential Job Steps

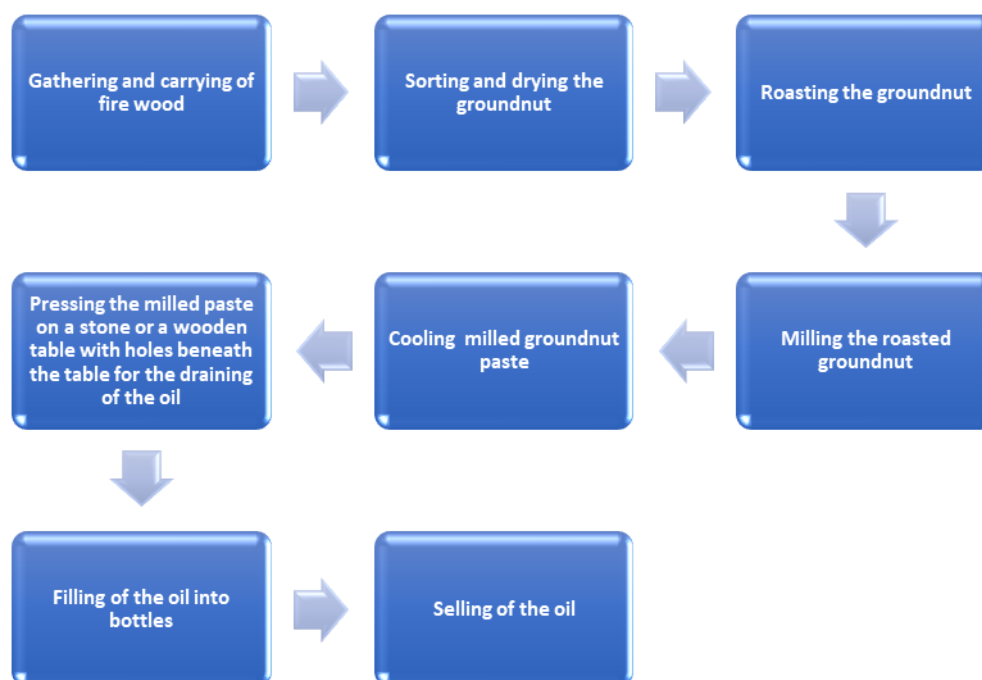


Figure 35 Steps to Groundnut Oil Processing

Hazard/danger

- Carrying heavy firewood
- Trapped by mill conveyor belt
- Burns from the fire and hot pan
- Exposure to heat from the fire
- Exposure to smoke

HAF for Groundnut Oil Processing

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Carrying firewood loads above 30 kg from the farm to the house.• Roasting the groundnut without supervision• Working in a frying shed with inadequate ventilation• Walking long distances to sell the groundnut oil• Setting up the fire without supervision	<ul style="list-style-type: none">• Carrying permissible groundnut load, i.e., up to 30% of body weight, from the farm to the house• Filling of oil into bottles• Selling groundnut oil in the community outside school hours and for not more than 3 hours daily	<ul style="list-style-type: none">• Accompanying adult to buy/obtain groundnut from the farm• Carrying permissible groundnut load• Assisting adults in looking for firewood

6.4.28: Palm Kernel Oil Processing

Basic Essential Job Steps

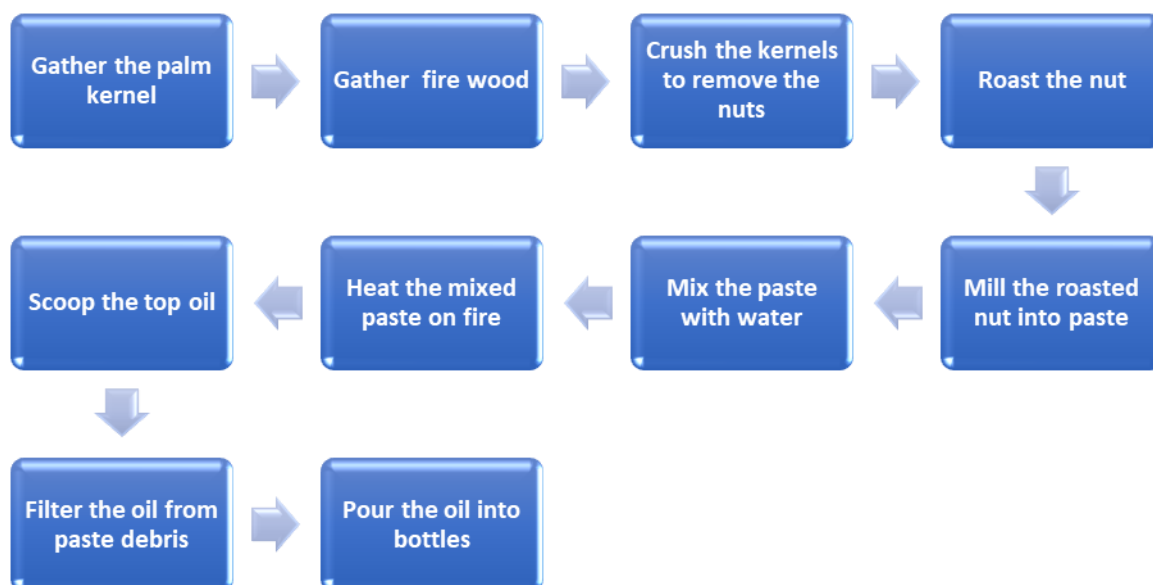


Figure 36 Steps in Palm Kernel Oil Processing

Hazard and danger

- Bites from reptiles on the farm
- Carrying heavy firewoods
- Heat Burns from the fire
- Exposure from smoke

HAF in Palm Kernel Oil Processing

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Carrying firewood loads above 30 kg from the farm to the house.• frying the palm nuts• Working in a frying shed without adequate ventilation• Traveling long distances on foot to sell the palm kernel oil• Cutting firewood for frying palm kernel oil• Setting up the fire without supervision	<ul style="list-style-type: none">• Carrying permissible palm fruit load, i.e., up to 30% of body weight, from the farm to the house• Filling of oil into bottles• Selling palm kernel oil in the community outside school hours and for not more than 3 hours daily	<ul style="list-style-type: none">• Accompanying adults to buy/obtain palm fruits from the farm• Carrying permissible palm fruit load• Assisting adults in looking for firewood

6.4.29: Copra Oils Processing

Basic Essential Job Steps

- Gathering the dry coconut
- Gathering firewood
- Crushing the coconut to remove the shell
- Washing and milling copra
- Packaging the paste into a rubber sack to drain the milk
- The copra milk is half filled in a bucket or a container and sealed airtight
- Keeping it in the dark and cold area for 24 hours
- It separates into three layers
- The first layer, called the *scrub*, is scooped off
- The second layer is the virgin oil
- The third layer is water
- Filling the oil into bottles

Alternatively, the first layer scrub and the second layer is fried in a pan for 30 minutes until it turns yellowish-brown copra oil, sieved and filled into bottles

Hazard/danger

- Exposure to excessive heat resulting in burns and fire outbreaks
- Inhalation of smoke
- Bites from reptiles on the farm
- Carrying heavy firewood
- Burns from the fire

HAF for Copra Oil Processing

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Cutting firewood for frying the copra oil• Carrying firewood loads above 30 kg from the farm to the house.• Working in a frying shed with inadequate ventilation• Traveling long distances on foot to sell the copra oil• Setting up the fire without supervision	<ul style="list-style-type: none">• Carrying permissible copra fruit load, i.e., up to 30% of body weight, from the farm to the house• Filling of oil into rubber• Selling copra oil in the community outside school hours and for not more than 3 hours daily	<ul style="list-style-type: none">• Accompanying adults to buy/obtain palm fruits from the farm• Carrying permissible palm fruit load• Assisting adults in looking for firewood

6.4.30: Rubbish Collection to dump site (Using Tricycle Aboboyaa & Mini Trucks)

Basic Essential Job Steps

- Driving the tricycle/mini trucks from house to house
- Picking of rubbish from the frontage of homes onto the tricycle/mini trucks
- Compacting the trash in the bucket of the tricycle/mini trucks using sticks or shovel
- Driving to dump site
- Offloading the rubbish at the dumping sites

Hazard/Danger

- Vehicular accidents on roads
- Inhalation of pungent air leads to abdominal upset and sickness
- Cuts and punctures from sharp objects such as broken bottles
- Burns from the fire under rubbish
- Back pain from prolonged bending and lifting of heavy items
- Infections arising from exposure to bacteria, viruses, flies, mosquitoes, rodents, etc. from decomposing rubbish and fecal matter

HAF in Rubbish Collection to Dumpsite (Using Aboboyaa Tricycles & Mini Trucks)

Hazardous work	Non-hazardous	Light work
<ul style="list-style-type: none">• Carrying rubbish items above 30kg into the tricycle/mini trucks• Transporting items to dump sites• Working without protective gear/clothing	<ul style="list-style-type: none">• Working with appropriate PPE	None

6.4.31: Okada (Motor Bike) and Pragma (Tricycle) Riders

Basic Essential Job Steps

- Calling and loading passengers into the Pragma or okada
- Driving to and from long distance
- Lifting and carrying loads on and off the okada
- Collecting fares from passengers
- Cleaning the pragma or okada
- Offloading passengers

Hazards/dangers

- Collisions with cars and other road users
- Fall from the okada or Pragma
- Robbery attacks on okada riders for their bikes

- Slipping and falling from a moving Pragya or okada leads to slip disk, broken bones and other injuries
- Lifting and carrying heavy loads
- Verbal and physical abuse
- Long working hours without adequate breaks

HAF for Okada (Motor Bike) and Pragya (Tricycle) Riders

Hazardous Work	Non-Hazardous work	Light work
<ul style="list-style-type: none"> • Lifting and handling heavy loads above 30kg 	<ul style="list-style-type: none"> • Loading and off-loading light loads • Cleaning okada or pragya 	Not permitted

6.4.32: Kaolin Mining

Ground surface mining

- The land is cleared and topsoil removed
- Kaolin clay is excavated and heaped
- vehicles are loaded using head pans or direct shoveling into vehicles
- discharging kaolin clay from the truck using a shovel

Riverbed Kaolin Mining

- diving with buckets into the riverbanks
- digging kaolin from the banks into the canoe
- the process is repeated until an entire trip is obtained to sell

Hazards/Dangers

- Exposure to reptiles (snake bites)
- Exposure to harsh weather
- Drug abuse (pain killers and illicit drugs to boost energy)
- Drowning
- Waist pains
- Body pains
- Being buried alive due to the collapse of the pits
- Drowning in river mining
- Exposure to dust
- Lifting and carrying heavy loads
- Slips and falls under heavy load

HAF for Kaolin Mining

Hazardous Work	Non-Hazardous Work	Light Work
<ul style="list-style-type: none">• Loading clay into vehicles• Working without appropriate PPE• Digging the ground• heaping clay	<ul style="list-style-type: none">• heaping clay into head pans	Not permitted

CHAPTER 7 RECOMMENDATIONS

The HAF presented in the previous chapter shows the activities in which child participation is not encouraged. It is demonstrated that while a sector could be classified as hazardous, some specific activities within the industry are light enough for children to participate in because those activities or processes are unsafe, or the hazards could be removed for the task to become safe. Some assumptions have been made in developing the HAF, which have implications that need to be observed and noted.

Pursuing integrated approaches to eradicating all forms of child labor performed by children of all ages and ensuring the transition of youth into decent employment with appropriate protection of their occupational safety and health will contribute enormously to reducing child labor and its hazardous forms.

Recommendations resulting from the stakeholder engagements are listed in Appendix 1.

7.1 Applicable Recommendations from Previous Literature

Some recommendations from previous work which are still very applicable and relevant to the implementation of the HAF (refer to 2012 HAF for further details) are outlined below:

- Policy Implications; Reducing the minimum age for light work in the Children's Act from 13 to 12 years
- Legal Endorsement on the framework.
- Interventions
- Development of Training and Educational Materials
- Training of Stakeholders on the Framework
- Awareness and Sensitization of the Hazardous Child Labor Activity Framework
- Occupational Safety and Health interventions - safe work initiatives
- Community Suggestions

7.3 Expansion of HAF during the Review Process

The development of the HAF as an ongoing process is essential to ensure all sectors of the informal economy are progressively covered. Below is a suggested list of occupations and industries that could be considered for the next phase of HAF development.

1. Construction and demolition
2. Handling of toxic or flammable substances or explosives
3. Handloom and power loom industry
4. Carpentry
5. Tannery work
6. Hairdressers and barbers
7. Battery recharging
8. Printing presses
9. Work with dangerous and wild animals, e.g., beekeeping, snake or crocodile rearing

10. Work in sewers and digging tunnels or wells
11. Work in public toilets
12. Salt mining and brine processing
13. Forestry

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APPENDIX 1: LOCATIONS VISITED & RECOMMENDATIONS

SN	REGION & COMMUNITY	PRIORITY AREAS	RECOMMENDATIONS
1.	Western North Anglo; Amponse	Mining and Cocoa	<ul style="list-style-type: none"> • Intensify awareness creation on Child Labor and revive Community Child Protection Committees (CCPC)
2.	Ashanti Abadwam; Agogooso	Mining and Cocoa	<ul style="list-style-type: none"> • Reach out to the district assembly on social protection programs to support the vulnerable in the community.
3.	Northern Tali; Gbulahagu	Kayayei, streetism, cattle herding and Shea butter production	<ul style="list-style-type: none"> • There is a need for a strong collaboration with GPRTU to prevent under-aged children from traveling on their own to the South to engage in child labor
4.	Central: Anaafo; Borofoyedure	Fishing and processing of fish	<ul style="list-style-type: none"> • Some hazardous works were suggested to be allowed to be carried out under supervision during the apprenticeship
5.	Volta Kpando; Torko; Gbefe	Fishing and processing of fish	<ul style="list-style-type: none"> • There is an urgent need to review most Hazardous Activities viz-a-vis the section on the apprenticeship of the Children's Act.
6.	Greater Accra: Adabraka Zongo	Streetism, including begging and Kayayei	<ul style="list-style-type: none"> • Streetism must be adequately defined and attention must be given to its elimination since it's the most glaring form of child labor anyone in Ghana encounters and sees, as well as a clear distinction between streetism and street hawking. • There should be continuous capacity building on child labor to enlighten the stakeholders

APPENDIX 2: STAKEHOLDERS CONSULTED FOR HAF REVIEW

SN	Resource Contact Person	Organization (Sector)	Sector
1.	Elizabeth Akanbonbire	CLU	HAF
2.	Peter Antwi	MELR	HAF
3.	Nelson Ahedor	Minerals Commission	Mining
4.	Emma Appiah	MELR	Alliance 8.7
5.	George Amoah	MELR	
6.	Frederick Fakye	Labor Department	
7.	Sylvester Bayowu	JICA	
8.	Mamaga Ametor II	MOGCSP	
9.	Shaibu Mumuni	MOFA - DAE	
10.	Dufie Prempeh	Office of the Attorney General	
	Mawuli Avutor	CHRAJ	
11.	Fidelis Yapel	WINROCK INT.	
12.	Dr. Felix K. Appiah	COCOBOD	
13.	Evelyn Wiredu	CLU/NSL/RAP	
14.	Anthony Amuzu Pharin	GSS	
15.	Christopher Lartey	Department of Children	
16.	Mike Baah	AHTU / GPS	
17.	Richard Ayitey	GEP	
18.	Charles Kessey	OHLGS	
19.	Nii Adjetey - Kofi	GHASSM	
20.	Matilda N. Broni	Mondelez International	
21.	Esther Ofori Agyemang	Labor Department, CLU	
22.	Frank A. Yeboah	ICI	
23.	Barima Akwasi Amankwaah	GNCRC	
24.	Bernice Botchway	Minerals Commission	
25.	Paul Ntim	COCOBOD	

26.	Andrews Tagoe	GAWU / GMACL	
27.	Eugene N. Korletey	Labor Department	
28.	Samuel (Oats Bakery)	Nkawkaw Lorry Station (Eastern Region)	Bakery
29.	Mr. Redeemer Amenudzi Micheal Nyarko	Bortianor (Greater Accra) Morenime Ofoase Ayirebi (Eastern Region)	Copra Oil
30.	Mad. Amerley Tagoe Maa Grace	Aplaku (Greater Accra) Morenime Ofoase Ayirebi Eastern Region	Cassava Dough
31.	Madam Baligne Maa Grace	Kpandai (Northern Region)	Gari
32.	Abigail Wakpal	Kpandai (Northern Region)	Groundnut Oil
33.	Madam Gifty	Denkyira (Greater Accra) Lolota (Northern Region)	Pito Brewery
34.	Mr Mensah	Morenime Ofoase Ayirebi (Eastern Region)	Palm wine
35.	Mr. Mensah	Morenime Ofoase Ayirebi (Eastern Region)	Local gin distillery
36.	Michael Nyarko	Morenime Ofoase Ayirebi (Eastern Region)	Palm kernel
37.	Abu Djan	Bortianor	Oyster shell fishing etc.

APPENDIX 3 ZONING OF HAZARDOUS ACTIVITIES

No.	Type of WORK	Regions	Reason for concentration	Uniformly Spread	Urban/Rural	Gender Specific
1.	Scavenging	All regions and predominantly in urban areas and peri-urban areas	High demand for service, ready market for scraps, and the quantum of waste generated. Migration, massive unemployment for the teeming youth	No	Primarily Urban	Male
2.	Street Hawking and begging	All regions and predominantly in urban areas and peri-urban areas	Migration, Population concentration, the quest for greener pastures, unemployment for the teeming youth	No	Primarily Urban	Both Genders
3.	Hospitality	All regions and predominantly in urban areas and peri-urban areas	Population concentration, Ready market, changing work culture (both couples working) Source of Employment	Yes	Primarily Urbans	Both Genders
4.	Batik Tie/Dye	All regions	For cultural reasons - cloth Batik is concentrated in southern Ghana.	No	Primarily Rural	Both Genders
5.	Commercial Kitchen Workers	All regions and predominantly in urban areas and peri-urban areas	Population concentration Ready market Changing work culture (both couples working	Yes	Primarily Urban	Both Genders

No.	Type of WORK	Regions	Reason for concentration	Uniformly Spread	Urban/Rural	Gender Specific
			Source of Employment			
6.	Driver's Mate	All regions and predominantly in urban areas and peri-urban areas	Migration, Population concentration, the quest for greener pastures, inefficient transport systems.	Yes	Primarily Urban	Male-dominated
7.	Welding/Spraying & Mechanic Work	All regions	Population concentration urbanization	Yes	Primarily Urban	Male-dominated
8.	Fishing (all types)	Fresh water for All Ocean & Lake- Central, Oti, Volta, Savannah, Upper East, Northern, Greater Accra, Ashanti, eastern, Bono east	The available source of water, i.e., sea, lake, rivers, Migration Settler communities Availability of the skill	No	Both	Male
9.	Fish mongering	Freshwater for All Ocean & Lake- Central, Oti, Volta, Savannah, Upper East, Northern, Greater Accra, Ashanti, eastern	Availability of fish The available source of water, i.e., sea, lake, rivers, migration, settler communities, availability of the skill	Yes	Both	Female dominated
10.	Small-scale mining	Ashanti, Western, Eastern, Central, Savannah, Upper East, Bono East	Availability of mineral deposits	No	Rural	Male-dominated
11.	Quarrying and sand winning	All regions	Availability of raw materials Demand for the raw materials	No	Rural	Male-dominated

No.	Type of WORK	Regions	Reason for concentration	Uniformly Spread	Urban/Rural	Gender Specific
12.	Crop Agriculture (Cocoa, maize, groundnut, millet,	All regions	Availability of farmlands Demand for the produced Employment Food security	Yes	Both	Both
13.	Cattle Herding	All regions	Availability of fields for grazing Availability of farmlands Demand for the produced Employment Food security	No	Rural	Male
14.	Domestic workers	All, Regional capitals	The busy lifestyle of the population	Yes	Urban	Both
15.	Porterage and Carting of Heavy Loads	All especially regional capitals	Migration for greener pastures Employment	No	Urban	Both
16.	Abattoirs/slaughterhouse	All regions and predominantly in urban areas	Demand for the product,	Yes	Both	Male
17.	Small soap manufacturing	All regions	Availability of market Availability of raw materials	Yes	Both	Female-dominated
18.	Kaolin mining	Central, Western region, Eastern, Volta	Raw material available	No	Rural	Both

No.	Type of WORK	Regions	Reason for concentration	Uniformly Spread	Urban/Rural	Gender Specific
19.	Oyster shell mining	Central, Greater Accra, Western North, Oti, Eastern region	Raw material available	No	Both	Female
20.	Bakery work	All regions	Employment High Demand	Yes	Both	Both
21.	Cold storage	All regions	Demand for product Employment	Yes	Mostly Urban	Male
22.	Gari cassava dough	All except Upper East,	Availability of raw materials employment	No	Both	Female-dominated
23.	Palm Kernel oil	Western, Western North, Oti, Ashanti, Eastern, Brong Ahafo, Bono East, Central, Northern	Availability of raw materials Employment Demand for product	No	Both	Female-dominated
24.	Groundnut oil	All regions	Availability of raw materials	Yes	Rural	Female
25.	Copra oil	Western, Western North, Eastern, Central, Ashanti	Availability of raw materials	No	Rural	Female
26.	Palm wine tapping	Western, Western North, Eastern, Central, Ashanti, Greater Accra, Oti, Bono East, Ahafo	Availability of raw materials Employment,	No	Rural and Urban	Male
27.	Local Gin distillery	Western, Western North, Eastern, Central, Ashanti, Greater Accra, Oti, Bono East,	Availability of raw materials Employment, high demand	No	Rural	Male

No.	Type of WORK	Regions	Reason for concentration	Uniformly Spread	Urban/Rural	Gender Specific
		Ahafo				
28.	Local pito brewing	All regions	Availability of raw materials, Employment, high demand	Yes	Rural and Urban	Female
29.	Commercial motor riding (Okada, pragua, Aboboyaa)	All regions, primarily regional capitals	Increasing need for transportation, heavy traffic areas, employment	No	Mostly Urban and rural	Male

APPENDIX 4 WORK HAZARD ANALYSIS

Sector/Activity	HAZARDS	Health Impact
Agriculture	Weeds, reptiles, rodents, sharp cutlasses, axes and chisels, manual handling, noise from chain saw, stumps, falling trees, agrochemicals	Allergic dermatitis, contusions, lacerations, fractures, immunodeficiency, cancer, reproductive health problems (infertility); Snake/insect bites; Asthma
Sand Winning	Reptiles, weeds, falling trees, cutlasses, pickaxes, shovels, poor working posture, sand dust, silica, manual handling	Musculoskeletal disorders (MSD), contusions, cuts, fractures, Allergic dermatitis, Silicosis
Small-scale mining (<i>galamsey</i>)	Reptiles, weeds, sharp rocks, cutlasses, hammer, chisel, pickaxes, shovel, poor working posture, unhealthy confined underground environment, rock dust, silica, radioactive minerals (radon), manual handling, chemicals (mercury, CO ₂ , hydrochloric acid), falling rocks/sand	MSD, contusion, lacerations, fractures, allergic dermatitis, Silicosis, teratogenic effect, mercury poisoning, Asphyxiation
Quarrying	Reptiles, weeds, sharp rocks, hammer, chisel, pickaxes, shovel, poor working posture, underground rock dust (mainly silica), Radioactive minerals (e.g., radon), manual handling	Allergic dermatitis, contusion, lacerations, fractures, musculoskeletal disorders, Silicosis, Ca-nose, teratogenic effect, eye injuries
Small scale sawmills	Manual handling, electricity, Sharp tools, Slips and falls, exposure to wood dust	MSD, electric shocks/electrocution, crush injuries, traumatic amputation, Noise-Induced Hearing Loss, cancer of the nasal cavities
Porterage/ Carting	Manual handling; hot/cold conditions; physical violence, sexual harassment, slips and falls, drug usage, e.g., marijuana	MSD, Injuries, Headaches, Teenage pregnancy, STIs/HIV/AIDS, emotional stress; psychiatric problems
Grinding Milling, e.g., corn mills	Noise, electricity, exhaust fumes, cereal dust	Hearing impairment, electric shock/ electrocution, lung problems, traumatic amputations, Allergic dermatitis, rhinitis, conjunctivitis
Work in places such as bars, hotels, and areas of entertainment (Hospitality industry)	High/low temperature, sharp objects (e.g., knives, broken glasses, plates, bottles), physical violence, sexual harassment, drug & alcohol abuse, chemicals (detergents/solvents)	Burns, Cuts and Bruises, Teenage pregnancy, STIs/HIV/AIDS, Psychological & emotional stress, deviant behavior

Driver's mate	Slips and falls, manual handling, Whole Body Vibration, noise, verbal & physical abuse	Injuries, MSD, slips and falls, exhaust fumes, long working hours without adequate breaks
Domestic Aides	Manual handling, physical, verbal, financial and sexual abuse, long working hours	MSD, injuries, teenage pregnancy, STI/HIV/AIDS, emotional and psychological stress
Foundries	Exposure to high temperatures; explosion and fire hazards; exposure to heat, noise, dust fines, fly-ash, oxides of Nitrogen, Sulphur, and metals	Severe burns; eye irritation; headache; metal fume fever
Cattle herd boys	extreme weather conditions; exposure to animals, i.e., snake bite, bee, wasp and scorpion stings; attack by aggressive cows during milking; attacks by cattle thieves; punishment for farm destruction by cows; long working hours, long travel distances	Stunted /delayed growth; injuries, MSD, animal diseases, emotional and psychological stress
Garbage dump scavenging	Biological hazards, Chemicals including heavy metals (e.g., Al, Pb), solvents, industrial chemicals, sharp objects (e.g., broken bottles)	Respiratory tract infection (RTI), MSDs, Cholera, Zoonosis, Malaria, Teratogenic effect, physical injuries, Allergic dermatitis, Asthma
Street Hawking	RTA, Exhaust fumes; hot/cold weather; manual handling; physical violence, falling, sexual harassment/abuse; drug abuse	RTI, Fatalities, Physical Injuries, MSD, Psychological stress, STIs/HIV/AIDS, Teenage Pregnancy
Street Beggars/ Guides	RTA, Exhaust fumes, hot/cold weather; manual handling, physical violence, sexual harassment/abuse, drug abuse; exposure to drugs, violence, criminal activities, and prostitution; exposure to traffic accidents; long hours	RTI, motor vehicle injuries and fatalities, psychological stresses, STIs/HIV/AIDS; unwanted pregnancy; drug addiction
Batik/Tie & Dye	Fire outbreak from overheated wax; exposure to molten wax and wax smoke; inhalation of dye dust and contact with dye (aniline)	Respiratory problems, skin disorders (splits in the skin), eye irritation, urinary tract cancers, burns
Welding	Inhalation of metal fumes and smoke, fire, electricity, sharp objects, intense light, exposure of gas cylinders manual handling; hammer; chisel; fire; electricity	Metal fume fever, Respiratory problems, eye problems (arc eye), crush injuries, MSDs, Burns, electric shock, death; increased risk of lung cancer
Aluminum pot manufacturing (Dadesan)	Manual handling, fire and heat, sand, and aluminum dust	MSD, asthma and increased risk of bladder cancer.

Spraying	Manual handling, Hand-powered machine, filler and metal dust, isocyanates	MSD, Hand vibration syndrome, injuries, occupational asthma
Fish Mongering	Manual handling, sharp knives, fish fins, Salt concentrates, smoke (carbon monoxide)	MSD, Allergic dermatitis, Respiratory tract irritation/infection
Abattoirs/ Slaughterhouse	Cutlass, stunning pistols, Manual handling; slips and falls	Burns, Cuts and Bruises, blastomycosis, mad cow disease, trichinosis, coccidioidomycosis, zoonotic disease
Small soap factory work	Heat, smoke, fire, burns	Skin, eyes, sodium hydroxide poisoning, lung infections, and cuts are damaged.
Oyster shell mining	Needle, poor working posture, stress levels, manual handling	River blindness reduced blood pressure,
Bakery work	Heat, smoke, burns, machine entanglement,	Asthma, electric shocks, injuries, lung infections
Rural agro-based processing activities include cassava dough and gari	Reptiles, sharp cutlasses, manual handling, heat, smoke, burns	Lung infection, injuries, cuts, skin burns,
Local pito brewing	Heat, smoke, burns, machine entanglement	Lung infection, injuries, skin burns,
Palm wine tapping	Reptiles, sharp cutlasses, manual handling, smoke,	Damaged liver, asthma, cuts, skin burns
Local gin distillery	Heat, smoke, manual handling, burns, alcohol	Liver damage, asthma, lung infections, injuries
Groundnut oil production	Heat, machine entanglement, smoke	Asthma, injuries, lung infections
Palm kernel oil production	Heat, machine entanglement, smoke	Asthma, injuries, lung infections
Copra oil production	Heat, sharp objects, smoke	Asthma, injuries, lung infections
Rubbish collection to dump site (using tricycle aboboyaa & mini trucks)	Slips and falls, manual handling, Whole Body Vibration, verbal & physical abuse	Injuries, slips and falls, exhaust fumes, long working hours without adequate breaks

APPENDIX 5: GLOSSARY

<i>Abala</i>	sail
<i>Abro</i>	a type of fishing, usually done by laying the net in the water in the afternoon, then at night when the fishes are asleep, the lake/river is hit with a big stick, so when they are running away they go straight to the net
<i>akple/ tekú</i>	is a prepared feed used to trap fish in basket trap fishing
<i>Akree</i>	harvesting hook
<i>Babar</i>	Termites; used as baits
<i>Bonsu</i>	captain/leader of the fishing group
<i>Capo</i>	is the captain of the group of fishermen at sea
<i>Changfa</i>	Chinese milling machine used in grinding gold bearing material
<i>Croupiers</i>	a person who works in a casino and is responsible for a particular table and whose job is to collect and pay out money and give out playing cards
<i>Danka</i>	a mark in the form of a floating gallon used to identify the ends of the net when fishing
<i>Enyekpotor/enyeter</i>	kraal owner/cattle owner
<i>Galamsey</i>	a term meaning gather and sell used to refer to illegal mining
<i>Gbedordor</i>	take cattle out for grazing for up to a week without returning
<i>Goza</i>	a term for diamond
<i>Gyigi</i>	jigging
<i>Oboe</i>	is a call made when a haul of fish is sighted
<i>Odor</i>	a type of dangerous fish which injures divers in the lake
<i>Otseii fishing</i>	a type of fishing done at the edges of the bank of the lagoon during flooding
<i>Mpatoaboa (Asabu)</i>	a type of fishing known as cast net fishing
<i>Jumpa</i>	a long stick usually made from bamboo used to direct the canoe on the sea
<i>Kanana</i>	stone chippings
<i>Kaya</i>	load
<i>Kayaye</i>	female porters
<i>kehyire/ ekr</i>	a piece of rag that supports the load on the heads of head porters. It also reduces the direct impact of goods on the head.
<i>Lagee</i>	is a call to boys to jump into the sea to drive escaping fish back into the net
<i>Loco boys</i>	a group of men who hoist sacks of gold-bearing rocks from pits unto the surface
<i>Med</i>	mercury
<i>Nkyae Abro/Disco</i>	when the lake overflows, the fish goes under the net because the net is hanging, so someone must go down to ensure that the net is not hanging to entrap all fish.)
<i>Po fie</i>	a small house near the beach where fishing tools are kept, also known as a sea house
<i>Sua- ado</i>	a type of cutlass used for weeding undergrowth on farms
<i>Top</i>	a metallic sieve used in sieving large boulders of stones from smaller ones
<i>Trokosi</i>	Ritual servitude
<i>Twui</i>	a type of drag net fishing