MINISTRY OF THE INTERIOR

NATIONAL MIGRATION POLICY FOR GHANA

APRIL, 2016

Ministry of the Interior
P. O. Box M42 Accra.
Tel: + 233 302 664 783 / 662 688
Email:info@mint.gov.gh
Website: www.mint.gov.gh

GOVERNMENT OF GHANA

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FOREWORD

For the first time in the history of Ghana, the Government of Ghana has formulated a comprehensive National Migration Policy (NMP) to help manage its internal, intra-regional and international migration flows for poverty reduction and sustained national development.

Migration is increasingly recognized as a major human development issue which if effectively managed and harnessed could contribute to socioeconomic transformation in developed and developing countries. In Ghana, migration has historically played a central role in livelihood strategies of both rural and urban populations. From an era when the West African sub-region was largely regarded as a borderless area within which goods and people moved freely, the dynamics of migration flows in Ghana changed with the polices of successive colonial and post independence governments, such that by the 1980s, a "culture of migration" had emerged, whereby migration especially to Europe and North America, had become a major coping strategy for many Ghanaians.

This presented Ghana with a specific set of challenges and concerns. For example, the brain drain, rapid urbanisation and rural-urban migration, pervasive and growing trends in human trafficking among others, became key factors influencing Ghana's mobility patterns. The Ebola crises for example brings into sharp focus the importance of migration and the

interconnections of Ghana to other countries. Yet as Ghana is grappling with these migration challenges, migration has also provided opportunities which if managed and harnessed could contribute to its socioeconomic development. For example there is growing significance of migrant remittances into Ghana, which has also become an important source of finance for many rural and urban households. According to a World Bank report, in 2012, for the first time, remittances became the largest external financial source to Africa, ahead of FDI and ODA. Return migration of Ghanaian professionals and semi-skilled migrants to Ghana is on the increase facilitated by the improved economic conditions and political stability with most returnees going into self-employment and investing in private enterprises. Recent Oil and natural gas discoveries have implications for changing the dynamics for both international and internal migration.

Given the contemporary migration realities and dynamics, as well as the current global processes of urbanisation, development of technology including ICT and new natural resource discoveries, Ghana cannot afford to ignore migration and its impact. This requires a strategic policy framework to manage both current and future migration realities. Unfortunately, successive Government's interventions and response to migration challenges have been piece-meal and fragmented in character, lacking any policy coherence and not linked to any clear development frameworks. In the absence of a clearly defined holistic policy direction on migration, past government interventions have not taken up the opportunities which could have been harnessed from migration.

To forestall this trend, the NMP was formulated in collaboration with key stakeholders to guide the country's current migration realities. The policy formulation process was initiated in late 2011 within the context of the Ghana Shared Growth and

Development Agenda (GSGDA) and other national policies. The development of the policy adopted a participatory approach in consultation with a wide range of stakeholders. The opinions, remarks and contributions received during the extensive stakeholder consultations have enriched the policy document.

Though the policies enshrined in this document do not provide an all-round panacea or solution for all our migration challenges, they provide the framework and direction for dealing with these issues and for harnessing the opportunities and potential that migration can provide for poverty reduction. It also provides for an action plan over the short, medium and long term to guide the implementation of the policy initiatives and objectives.

Finally, I would like to commend the Inter Ministerial Steering Committee on Migration (IMSCM) and all the MDAs, Development Partners, the Centre for Migration Studies, University of Ghana, and various stakeholders for their cooperation, commitment and untiring efforts in developing this policy. It is my fervent hope that this policy document would be translated from paper commitment to practice.

Prosper D.K. Bani
Minister for the Interior

ACKNOWLEDGEMENTS

The process of the development of the National Migration Policy was a collaborative effort involving extensive consultations with a varied group of stakeholders, both state and non-state. Notable among these were central government ministries, departments, agencies (MDAs), the decentralised agencies, diaspora associations, civil society groups including migrant groups, traditional authorities, private sector representatives, academia, development partners and the general public.

The Ministry of Interior, which spearheaded the policy process, would like to register its profound gratitude to the Inter Ministerial Steering Committee on Migration (IMSCM), set up by Cabinet in 2009, and made up of representatives of key MDAs dealing with migration. The IMSCM was the parent body which facilitated the development of the policy from start to finish, and making insightful comments and contributions at every stage of the policy formulation process. In particular the Ministry appreciates the key role played by Dr S.O. Archer, formerly of the Ministry of Employment and Labour Relations. The IMSCM was made up of representatives of the following key MDAs:

- Ministry of the Interior
- Ministry of Foreign Affairs and Regional Integration
- Ministry of Trade and Industry
- Ministry of Gender, Children and Social Protection

- Ministry of Health
- Ministry of Education
- Ministry of Finance
- Ministry of Employment and Labour Relations
- Ministry of Justice and Attorney Generals Department
- Ministry of Tourism
- National Development Planning Commission
- Ghana Immigration Service
- Ghana Statistical Service
- Centre for Migration Studies
- Labour Department

At the Ministerial level, special mention goes to Honourable Dr Owusu-Ansah, Honourable Kobby Acheampong and now Honourable James Agalga, who served as Deputy Ministers at various stages during the policy process and who provided astute leadership as Chair of the IMSCM at various stages of the policy process. Alhaji Salifu Osman, and Mrs Adelaide Anno-Kumi, former and current Chief Directors respectively at the Ministry of the Interior deserve special mention. The National Migration Unit (NMU) headed at various stages by Mrs Adelaide Anno-Kumi (now Chief Director), Mr Samuel Amankwah, Mr David Agorsor and currently Mr. Walter Kwao-Anati provided administrative support and facilitated all the technical interface workshops thus providing incisive guidance of the entire policy process.

Our heartfelt appreciation goes to the Centre for Migration Studies, University of Ghana, the consulting institution which technically facilitated the entire process of this policy document. The consulting team from the Centre was led by Professor Mariama Awumbila, and included Mr Yaw Benneh, Professor Stephen Kwankye and Professor Peter Quartey. Other

ABBREVIATIONS AND ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
AEC	African Economic Community
AFDOM	Africa Development Organisation for Migration
AU	African Union
AVRR	Assisted Voluntary Return and Reintegration
CBOs	Community Based Organisations
CEPS	Customs, Excise & Preventive Service
CSO	Civil Society Organisation
DAB	Diaspora Affairs Bureau
DOVVSU	Domestic Violence and Victim Support Unit
ECOWAS	Economic Community of West African States
EPA	Environmental Protection Agency
EU	European Union
FAO	Food and Agriculture Organization
FBOs	Faith Based Organisations
FDI	Foreign Direct Investment
GIPC	Ghana Investment Promotion Centre
GIS	Ghana Immigration Service
GLSS	Ghana Living Standards Survey
GNCM	Ghana National Commission on Migration

GoG	Government of Ghana
GPRS	Ghana Poverty Reduction Strategy
GSS	Ghana Statistical Service
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
HTA	Home Town Association
HTMB	Human Trafficking Management Board
IDPs	Internally-Displaced Persons
IGO	Inter-Governmental Organisation
ILO	International Labour Organisation
IMC	Inter-Ministerial Committee
IMSCM	Inter-Ministerial Steering Committee on Migration
IOM	International Organization for Migration
MDAs	Ministries, Departments and Agencies
MESTI	Ministry of Environment, Science, Technology and Innovation
MIDA	Migration for Development in Africa
MMDAs	Metropolitan, Municipal and District Assemblies
MOF	Ministry of Finance
MOWAC	Ministry of Women and Children's Affairs
MFARI	Ministry of Foreign Affairs and Regional Integration
MoGCSP	Ministry of Gender, Children and Social Protection
NADMO	National Disaster Management Organization
NCTE	National Council for Tertiary Education

NDPC	National Development Planning Commission
NEPAD	New Partnership for Africa's Development
NGOs	Non-Governmental Organisations
NMP	National Migration Policy
NRG	Non-Residents Ghanaian
OAU	Organisation of African Unity
ODA	Official Development Assistance
OECD	Organization for Economic Co-operation and Development
PANAFEST	Pan-African Festival
PSC	Public Services Commission
PWD	Persons With Disability
RECs	Regional Economic Communities
RECFAM	Research and Counselling Foundation for African Migrants
ROPAA	Representation of the People (Amendment) Act, 2006 (Act 699)
SADA	Savanna Accelerated Development Authority
SME	Small-Medium Enterprise
SSNIT	Social Security and National Insurance Trust
UDHR	Universal Declaration of Human Rights
UK	United Kingdom
UN	United Nations
UNDESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme
UNHCR	United Nations High Commission for Refugees

UNFPA	United Nations Population Fund
UNIDO	United Nations Industrial Development Organization
UNODC	United Nations Office on Drugs and Crime
USA	United States of America
WHO	World Health Organization

PREAMBLE

Migration has assumed importance in the global agenda as its potential for economic and social development is increasingly acknowledged. From a period when migration was perceived as mainly negative, embodying the "brain drain" and carrying away the skills of Africa, migration is now widely recognized as key to development and for poverty reduction. For example, the flow of remittances into Ghana is estimated to outweigh that of foreign direct investment (FDI) and official development assistance (ODA) to Ghana. Furthermore, migration has offered "new" channels and opportunities for sustainable development, as "brain gain" initiatives continue to contribute to national development. Despite its importance for Ghana's development, migration has also posed significant challenges to Ghana's development agenda and the unavailability of reliable and up to date data makes it difficult to integrate migration into development planning processes. In addition, little systematic policy attention has been given to the various aspects of the migration-development nexus in Ghana. There is also limited coherence in existing migration-related laws, largely due to the absence of coordination among the institutions dealing with migration-related issues. These reasons have necessitated the need for a holistic, national strategic framework and policy on migration to ensure that the country maximizes its gains from migration while minimizing its costs.

The National Migration Policy (NMP) therefore represents a bold attempt to comprehensively manage Ghana's migration flows in the context of national development as well as regional and global interests to facilitate and promote sustainable development. The NMP has been formulated against the backdrop of several policy frameworks

including the Constitution of Ghana, Ghana Poverty Reduction Strategy (GPRS) 1 and 2, Ghana Shared Growth and Development Agenda (2010-2013), and the Millennium Development Goals (MDGs). It is anchored within the context of the 2006 African Union (AU) Strategic Framework for Migration and the 2008 ECOWAS Common Approach on Migration.

The NMP addresses the different migration streams typically found in or affecting the country, internal, intra-regional as well as international. The intent of the NMP is to facilitate and create an enabling environment which will leverage the opportunities of migration for Ghana's development, while addressing the challenges, recognise the rights of migrants, including vulnerable migrant groups, in particular, women, children and orphans, the elderly and persons with disabilities; recognise multi-faceted partnerships in which government, business, communities, non-governmental organisations (NGOs) and community based organisations (CBOs), faith based organisations (FBOs), academic institutions, international community and development partners, rural and urban communities play reinforcing roles.

The NMP process was facilitated by the Government of Ghana, through the Inter-Ministerial Steering Committee on Migration (IMSCM), led by the Ministry of the Interior with support from the Centre for Migration Studies, University of Ghana, and supported from the start by various stakeholders including the International Organization for Migration (IOM), the United Nations Development Programme (UNDP) and the European Union (EU). To more effectively manage migration for development, the IMSCM, led by the Ministry of the Interior, will promote the implementation of the NMP. The policy also envisages the establishment of the Ghana National Commission on Migration (GNCM) to provide a viable institutional framework to enhance the implementation of the NMP. An Action Plan which details

far reaching measures to address migration concerns is proposed for implementation in order to achieve the policy objectives and outcomes.

EXECUTIVE SUMMARY

Justification and Need

Migration has assumed importance in the global agenda as its potential for economic and social development is increasingly acknowledged. From a period when migration was perceived as mainly negative, migration is now widely recognized as key to development and for poverty reduction. Despite its importance for Ghana's development, migration has also posed significant challenges to Ghana's development agenda and the unavailability of reliable and up to date data makes it difficult to integrate migration into development planning processes. These reasons have necessitated the need for a holistic, national strategic framework and policy on migration to help manage its migration flows for poverty reduction and sustained national development.

The National Migration Policy (NMP) represents a bold attempt to provide a comprehensive framework to manage migration for Ghana's sustainable development. The NMP has been formulated against the backdrop of several policy frameworks including the Constitution of Ghana and the Ghana Shared Growth and Development Agenda II (2014-2017). It is anchored within the context of the 2006 African Union (AU) Strategic Framework for Migration and the 2008 ECOWAS Common Approach on Migration. The NMP addresses the different migration streams typically found in or affecting the country, internal, intra-regional as well as international. The NMP was formulated in consultation with a wide range of key stakeholders and adopted a participatory approach.

Policy Goal and Objectives

Within the context of Ghana's development vision, the NMP goal is to promote the benefits and minimize the costs of internal and international migration through legal means with the rights and security of migrants well respected in order to ensure socio-economic development in Ghana. Within the context of this overall goal, the main objective of the NMP is to promote a comprehensive and sustainable approach to migration management which will enhance the potential of migration for Ghana's development.

Guiding Principles

The NMP is guided by a host of principles which include the protection of migrant rights, facilitation of migrant equality, adherence to the 1992 Constitution of Ghana, which guarantees the rights of Ghanaians to emigrate and the right of all persons to circulate freely within Ghana, the principles of the 2006 African Union Migration Policy Framework for Africa, and the 2008 Common Approach on Migration of the Economic Community of West African States (ECOWAS), and the promotion of human development.

Background: Migration Patterns in Ghana

The section provides a brief historical overview of migration in Ghana highlighting key trends in Ghana's internal migration, immigration and emigration patterns over the last century. It also highlights the various national, regional and international policy frameworks on migration within which Ghana operates.

Migration Policy Objectives and Strategies

The policy highlights current key migration concerns and recommends specific strategies to address these and highlights opportunities for development.

Key concerns highlighted are:

Internal Migration – Internal migration has both positive and negative impacts which have consequences as well as prospects for the sustainable national development of Ghana. The policy outlines strategies that promote the positive outcomes and prevention of negative consequences of internal migration through mainstreaming migration into national and local programmes and activities, developing social protection policies for migrants in urban areas and strengthening data gathering and research on the internal migration and development nexus.

Urbanisation - Concerns are raised about Ghana's rapid urbanization process and a lack of appropriate and effective response to cope with rising social service needs and the socio-economic consequences of rapid urbanisation. The policy aims at developing an effective response to urbanisation through allocating adequate resources for the implementation of local economic development policy, enhancing the capacity of Metropolitan, Municipal and District Assemblies (MMDAs) to manage migration and urbanisation for development, and strengthening research and data gathering on urbanisation.

Internally Displaced Persons (IDPs) - The internal displacement of population and the dislocation of human settlements caused by violent disputes and natural disasters. The policy outlines strategies for the promotion of conflict prevention and non-violent dispute

settlement and the strengthening institutions to monitor and enforce environmental standards.

Irregular Migration, Human Trafficking and Migrant smuggling - Irregular migration flows and the challenges to border management protocols of Ghana and the protection of migrants against human rights abuses, particularly to do with trafficking in persons and migrant smuggling are key concerns. The policy aims at the prevention of human trafficking, through enforcing and ensuring strict compliance of the human trafficking Act, 2005 (Act 694), the protection of victims of trafficking, strengthening the capacity of law-enforcement agencies to prevent, curtail and prosecute migrant smugglers and the development of preventive measures against irregular migration in general.

Labour Migration - The emigration of highly skilled Ghanaians which has not only resulted in a brain drain and brain waste, but with the development of appropriate policy responses can be turned into brain gain and brain circulation. The policy recognises labour migration as an important means for harnessing the potentials of highly skilled Ghanaian emigrants for national development. The key strategy aims at transforming the brain drain into a brain gain through the promotion of initiatives that would enhance engagement with highly skilled emigrants and the Ghanaian diaspora.

Return, Readmission, and Reintegration of Emigrant Ghanaians - Concerns on the return, readmission, and reintegration of Ghanaian emigrations and strengthen government capacity to manage return migration. The policy will facilitate the return, readmission, and reintegration of Ghanaian emigrations and strengthen government capacity to manage return migration.

Border Management - Effective management of Ghana's national borders for the promotion and maintenance of security is an essential element in the national migration system of Ghana. The policy seeks to prevent irregular migration, human trafficking, smuggling, and other illicit activities through effective border management, establishment of a national entry/exit database, strengthen the capacity of government agencies on migration and national security for the management of mixed migration flows and to combat immigration crime and manage border movements.

Refugees and Asylum-Seekers - Lack of a clear policy framework for managing refugees and asylum seekers and coordination is a key concern for Ghana. The policy seeks to devise strategies to enhance government capacity to develop a framework and establish bi-lateral agreements for the management of refugees and asylum seekers while strengthening national institutional capacity for research and data gathering on refugees and asylum seekers in Ghana.

Protracted Displacement Situations - Protracted displacement situations within the ECOWAS Region pose serious security and development challenges for host countries. Policies and practices that protect the rights of refugees and IDPs and provide them with education and skills training opportunities to facilitate repatriation and reintegration will be adopted.

The Principle of Non-Discrimination – The policy raises concerns about the protection and recognition of migrant rights and that of their family members against discrimination, and denial of access to social services in countries of destination. The broad policy objectives seek to promote strategies to enhance the principle of non-discrimination against migrants in Ghana, and the sensitization of the general population to uphold the rights of migrants.

Stateless Persons - Stateless persons often lack protections provided by citizenship or permanent residence, rendering them vulnerable in the enjoyment of their basic rights. The broad policy objectives include to identify stateless persons in Ghana to provide them with residency or citizenship and to rehabilitate and reintegrate them where necessary.

Migration, the Environment and Climate Change - Migration is increasingly becoming both a spontaneous and planned adaptation strategy in response to changes in the environment and climate. However, if well managed, migration can be a positive coping strategy towards building resilience to environmental and climate change. The strategies include the mainstreaming of migration into national development planning and the National Climate Change Policy 2013 (NCCP).

Cross-cutting themes and issues - The policy highlights the following issues which are crosscutting:

Migration, Gender and Vulnerability - Migration affects men and women differently, resulting in gendered patterns and outcomes of migration and can also increase the vulnerability of groups such as children, adolescents, youth, women, the elderly, and people with disabilities. The policy acknowledges the centrality of gender mainstreaming into migration processes and outcomes as part of an effective migration management policy. It also includes strategies to address the special needs and concerns of women migrant workers and their children and improve nation-wide social protection.

Migration and Health - Migration presents various health risks as it involves the mobility of individuals for personal or business purposes and/or regular and irregular entry. This has significant implications for public health in Ghana. The policy recommends the adoption of

a framework to mitigate potential public health risks from migration, without adversely impacting the positive gains of migration.

Migration and Natural Resources - The recent discoveries of natural resources in Ghana, such as oil, minerals, and the construction of a major hydro-electric power project (the Bui Dam), have provided opportunities for development if properly harnessed, but can also create challenges. The policy provides guidance to maximize the benefits and minimize the consequences of the migration-natural resources nexus.

Migration for Trade and Services – Data suggests a rising numbers of Ghanaians undertaking cross-border, regional and international migration for trading purposes all of which support the national development agenda. However Cross-border traders, often face barriers to migration, despite the passing of the ECOWAS Protocol on Free Movement of persons. The national migration policy seeks to facilitate the elimination of barriers to cross-border trade, to mainstream cross-border, regional and international trade into migration management and to promote regional dialogue on migration for trade and services.

Diaspora, Dual citizenship, and Trans-nationalism - Government recognises the critical role played by the diaspora in Ghana's development. The policy aims at maximizing the development and investment potential of the diaspora through an enhanced engagement. It also recommends strategies aimed at increasing remittance flows and reducing barriers to remittance transfers, and facilitate dual citizenship and transnationalism through effective migration management.

Migration Data and Information Management - Effective management of migration for development requires accurate and reliable data. Yet data and knowledge on the scale and characteristics of migration remains limited in Ghana. The policy will facilitate

efficient migration data gathering, processing, analysis, storage, and utilization, enhance the capacity of the GSS and other relevant institutions to provide migration data, undertake periodic migration surveys, and harmonise existing data collection systems.

Enhancing the Capacity of Stakeholders - Migration is a multi-dimensional phenomenon linked to a number of cross-cutting issues. The capacity of migration stakeholders will therefore be strengthened for effective implementation of the NMP.

Migration and International Cooperation **-** Regional and international instruments and frameworks on migration and development to which Ghana has acceded to are the basis for formulating bilateral and multilateral agreements and will be mainstreamed into migration management.

Institutional Framework for Policy Implementation - Towards implementation, an institutional framework for the NMP is suggested. Crucial among these is the establishment of a Ghana National Commission on Migration (GNCM) as a body specifically mandated to manage migration in line with the NMP. It will comprise representatives from MDAs, academia, NGOs, civil society, diaspora groups, the Media and other interest groups. Successful implementation of the National Migration Policy (NMP) will require commitment and effective collaboration among the various migration and development stakeholders. The National Migration Unit will be responsible for matters relating to the functional implementation framework with technical support to be provided by other stakeholders pending the setup of the GNCM.

1. RATIONALE AND POLICY THRUST

1.1   Need and Purpose

Internal and international migration flows have presented both challenges and opportunities to Ghana. Whether voluntary, forced or irregular, such migration flows have had a direct impact on the economy over time, necessitating the formulation of a National Migration Policy (NMP) able to withstand the temporal and spatial dimensions such movements. Migration further touches on the mandate of government ministries, the work of NGOs, and the concerns of civil society and development partners. The NMP can also assist to de-conflict and compliment the wide array of national policies and legal frameworks closely linked to migration (see Table 1 in section 3).

Ghana has an active diaspora, which has historically demonstrated an exemplary commitment to homeland development. Without explicit development-sensitive migration policy, however, such efforts on the part of diaspora are unsustainable and underutilised. The NMP addresses the presence and contribution of Ghanaian diaspora, as part of an on-going dialogue to link their efforts with national development. The NMP is the first attempt by the Government of Ghana to formulate a comprehensive response to migration challenges. The non-existence of a national strategic framework on migration and limited migration data has contributed to the ineffective management of migration in Ghana. The new policy will seek to close the gap between strategy and implementation to maximise the gains and minimise the costs associated with migration.

1.2   Policy Goal and Objectives

1.2.1   Policy Goal

The development vision of Ghana, as articulated in the Constitution and various national development policy documents, is to lift as many Ghanaians as possible out of poverty in the shortest possible time through a structural transformation of the economy. Ghana achieved a first step in this direction when it attained lower middle income country status in 2010. The current development goal is to attain higher middle income country status and further bring Ghanaians out of poverty.

The NMP goal is to promote the benefits and minimize the costs of internal and international migration through legal means with the rights and security of migrants well respected in order to ensure socio-economic development in Ghana.

Thus, there is a need to link the NMP and national development goals to make the implementation of the development agenda more effective. This link would go beyond the attainment of quantitative goals and economic targets to directly improve upon the living conditions of Ghanaians. Pursuing the goals of the NMP within the context of national development priorities will assist Ghana to harness all potential benefits while minimizing associated costs of migration. [1]

In addition, the NMP goal cannot be achieved unless it is clearly in tandem with regional integration, especially with regard to immigrants in Ghana and Ghanaian emigrants in other ECOWAS Member States.

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[1]   This goal tallies with the strategic goals of the Ghana Immigration Service (2011-2015), which are: to manage migration in the national interest; to defend against irregular migration; and to contribute to national security.

1.2.2　Policy Objectives

Within the context of the overall goal to promote the benefits and minimize the costs of migration towards the national development of Ghana, the NMP will specifically:

a.　Ensure effective coordination of existing migration-related policy and legislation;
b.　Develop programmes, strategies and interventions that will enhance the potential of migration for socio-economic development;
c.　Promote and protect the interests, rights, security and welfare of citizens and migrants within and outside Ghana;
d.　Set up the appropriate legislative and institutional frameworks for a comprehensive approach to migration management;
e.　Facilitate the production and dissemination of accurate, relevant and timely data on migration within, into and from Ghana;
f.　Promote a comprehensive and sustainable approach to migration management;
g.　Provide an enabling platform for national, regional, and global migration dialogue;
h.　Counter xenophobia, racism, discrimination, ethnocentrism, vulnerability, and gender inequality within and outside Ghana.

Attaining these broad policy objectives requires specific migration concerns to be outlined through policy statements, specific objectives and strategies. These are presented in sections 4 to 11 of the NMP and include the following topics: migration flows (4), border management (5), forced migration (6), migration the environment and climate change (7), cross-cutting themes (8), migration and international cooperation (9), diaspora, dual citizenship and transnationalism (10), and migration data and information management (11).

2. GUIDING PRINCIPLES AND ASSUMPTIONS

The principles of the National Migration Policy (NMP) are intended to guide its appreciation and implementation as envisaged. They are gauged against the benefits expected to accrue from the political, social and economic development of Ghana and its international relations with other nations. In addition, the NMP principles affirm that migration, when managed effectively, yields both significant gains and challenges for the national development of Ghana.

2.1   Guiding Principles

The NMP is guided by a host of principles, which include but are not limited to the following which Ghana has ratified:

a.   Acceding to or signing and ratifying international, regional and sub-regional conventions and protocols for the protection of migrant rights against predicaments that include: discrimination, unfair treatment, mass expulsion, persecution and avoidance of other malpractices. These rights and governance imperatives are enshrined in several conventions and protocols, among them the International Covenant on Civil and Political Rights;[2] the International Covenant on Economic, Social and Cultural

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[2]   Adopted and opened for signature, ratification and accession by General Assembly Resolution 2200A (XXI) on 16 December 1966 entry into force on 23 March 1976, in accordance with Article 49.

Rights;[3] the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families;[4] the Convention on the Rights of the Child;[5] the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);[6] the Convention Against Torture;[7] Convention against Transnational Organized Crime;[8] and African Charter on the Rights and Welfare of the Child (ACRWC)[9]

b. Adherence to the 1992 Constitution of Ghana, which in Chapter five guarantees the rights of Ghanaians to emigrate and the right of all persons to circulate freely within Ghana. As elaborated in article 21(1)(g): "All persons shall have the right to freedom of movement which means the right to move freely in Ghana, the right to leave and to enter Ghana and immunity from expulsion from Ghana". To this end, any law that is not consistent with the Constitution is void to the extent of the inconsistency.

c. Invocation of elements of the 2006 African Union Migration Policy Framework for Africa, which urges States to replace barriers to migration with measures that effectively manage the movement of migrant labour between sovereign State borders. "Migration policies", further stated by the Framework, "need to

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[3] Adopted and opened for signature, ratification and accession by General Assembly Resolution 2200A (XXI) on 16 December 1966 entry into force on 3 January 1976, in accordance with article 27

[4] Adopted by General Assembly Resolution 45/158 on 18 December 1990.

[5] Adopted and opened for signature, ratification and accession by General Assembly Resolution 44/25 on 20 November 1989; entry into force on 2 September 1990, in accordance with article 49.

[6] Adopted in 1979 by the United Nations General Assembly; described as an international bill of rights for women, which came into force on 3 September 1981.

[7] Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; adopted by the General Assembly on 9 December 1975 (resolution 3452 (XXX).

[8] Adopted in 2000 but acceded by Ghana in 21st August, 2012

[9] Adopted in 1999 but ratified by Ghana in 2005

incorporate this new reality so that migration can bring positive outcomes for both receiving and sending countries".

d. Invocation of the Common Approach on Migration of the Economic Community of West African States (ECOWAS), adopted in 2008.

e. Facilitation of migrant equality achievable through integration practices; family reunification; respect for the physical integrity, dignity, religious and cultural beliefs of migrants; facilitating the free movement of persons, and the promotion of human development.

f. Recognition that return, circular and transnational migration practices need to be built into the NMP policy design.

2.2   Assumptions

a. Effective management of migration requires the active participation and co-operation of all stakeholders, ranging from the countries of origin, transit and destination to the involvement of governmental and non-governmental organizations, migrants and migrant communities or associations, civil society, and host communities.

b. Government engages with development partners to maximise the benefits of migration.

c. Government cooperates with NGOs and the civil society in the primary protection and welfare of Ghanaian citizens and migrant populations, and is committed to the provision of appropriate legislative and institutional frameworks to support this policy.

d. Government addresses the oppor-tunities and challenges of migration through a multi-sectorial approach.

e. Government institutes and enforces sanctions to prevent all forms of exploitation that characterise irregular migration, human trafficking, and migrant smuggling.

3. MIGRATION PATTERNS IN GHANA

There are three main forms of migration that affect Ghana: migration within the country, the immigration of foreigners into the country and the emigration of Ghanaian nationals out of the country. In migration taxonomy, these are internal migration and international migration (immigration and emigration); each of which consists of sub-types of migration flows. The NMP explores each type of migration affecting Ghana in Chapters 4 to 11. Each issue is presented in a policy context guided by a policy statement, policy objectives and policy strategies.

3.1   Internal Migration and Immigration

This Chapter presents a brief historical overview of migration in Ghana with regards to internal flows, immigration and emigration. A more detailed description and analysis of these migration patterns can be found from research and documentation conducted on the subject. National, regional and international policy and frameworks on migration are further outlined and discussed in this Chapter.

Historically (pre-colonialism), migration within Ghana has served as an important adaptive strategy of farmers, pastoralists and other groups of Ghanaians who either moved of their own volition or were forced to migrate in search of cultivable land, to escape conflict or for trade.

Internal migration is also spurred by inequalities within the Ghana, including rural-urban socio-economic disparities. Rural to urban migration has become prevalent over the past few decades as

people move for increased access to employment, social services and infrastructure. The continued trend of rural to urban migration and the reclassification of rural territories also contribute to rapid urbanisation and associated development challenges. Another form of internal migration in Ghana stems from internal displacement. Internally displaced persons (IDPs) in the country have been forced to flee their communities for a variety of reasons including: ecological crises, violent conflicts resulting from chieftaincy and/or land-related disputes, and drought.

Since the 1960s, population censuses have consistently revealed that six regions in Ghana − namely Central, Eastern, Volta, Northern, Upper East and Upper West − have largely been net out-migration regions, with the three northern regions having the highest out-migration rates overall. In contrast, the Greater Accra, Brong Ahafo, Ashanti and Western regions are net in-migration areas. These patterns of internal migration are a reflection of regional disparities and differential rural-urban poverty in the country. [11]

Soon after independence in 1957 and through the late 1960s, Ghana experienced exceptional prosperity from its mineral and agricultural resources in the southern part of the country. This period of prosperity and development attracted immigrants to Ghana from the sub-Region.

The push and pull of immigrants to Ghana has also resulted from sub-regional and extra-regional asylum seekers, who fled their own countries in times of turmoil to Ghana, the political seedbed of African liberation. This influx of refugees over time led to successive generations of foreigners who were expelled by the Aliens Compliance Order of 1969.

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[11]   Ghana Statistical Service 2014 – Ghana Census Thematic Report on Migration

The Ghana Statistical Service (GSS) estimates that the proportion of immigrant population in the country has declined from 12.3 per cent in 1960 to 2.4 per cent in 2010, that the ECOWAS nationals and other Africans constituted 68 per cent and 18.1 per cent respectively of the non-Ghanaian population in 2010; and that, among the latter, Nigerians alone accounted for 20.1 per cent of all immigrants in the country. Other immigrants to Ghana originate from Australia, Canada, China, Germany, India, Lebanon, the Netherlands, the United Kingdom, and the United States of America. The majority of those entering the country are students, tourists, and labour migrants. Most labour migrants work in the industrial (mining and construction) and service sectors, with a smaller number engaged in the agriculture and fishing sectors. Considering the historical nature of immigration flows to Ghana, only one per cent of Ghanaians are naturalized citizens, according to the 2010 Population and Housing Census report for Ghana. Further only 2.9 per cent of citizens hold dual nationality.

Immigration flows into Ghana also encompasses the return migration of Ghanaian nationals. The discovery of oil in commercial quantities in Ghana, coupled with macro-economic and political stability, and investment incentives introduced by the Government have created an environment conducive for return migration. More Ghanaians will likely stay and work in Ghana, while the return of skilled and unskilled Ghanaians from abroad is anticipated. The occurrence of return migration and the factors contributing towards this pattern have implications for the NMP.

3.2   Emigration

The trend of net immigration to Ghana reversed in the late 1960s with the onset of economic decline, political instability, and military dictatorships. This shift also caused Ghanaians to emigrate for their own security and survival. This period of instability continued until

1992 when the country ushered in an era of democratic rule that has become exemplary in contemporary Africa.

Historically, Ghana has observed the emigration of its nationals in search of economic opportunities. This trend started first with the movement of unskilled Ghanaians to Cote d'Ivoire for work in the agricultural sector. The onset of economic deterioration in the 1970s stimulated the emigration of highly educated and skilled workers, mainly from the health and education sectors, to other African countries. Over the decades the emigration of Ghanaians has expanded beyond Africa to include developed countries. By 2008 Ghanaians were found to reside in 33 countries, with an estimated net emigrant population of 250,623[12] to 1.5 million[13] . . [14]

The emigration of highly skilled workers, termed brain drain, plays a critical role in the economic and social development of both receiving and sending countries. The initial period of brain drain of workers out of Africa in the 1960s was initially perceived as a negative trend. By the 1980s, however, brain drain was increasingly recognized as key tool in supporting sustainable development. Additionally, many such migrants returned back home either permanently or temporarily and provided a source of brain gain. The introduction of more stringent immigration regulations and controls in developed countries also introduced a new phenomenon known as brain circulation, whereby skilled workers are only allowed a temporary stay in the receiving country and make periodic returns to their home country. Finally, the emigration of workers has also resulted in brain waste, signifying

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[12] Ghana Statistical Service, (2012), 2010 Population and Housing Census Summary Report of Final Results.

[13] Twum-Baah, (2005), "Volume and characteristics of international Ghanaian migration". International Migration and Development in Contemporary Ghana and West Africa. (ed.) Manuh T. Accra Sub Saharan Publishers.

[14] International Organisation for Migration – IOM, (2009), Migration in Ghana: Country Profile 2009. Geneva.

the underemployment of and/or unequitable remuneration of the migrant based on their qualifications or skills. These issues related to the emigration of migrant workers and the growing recognition of the nexus between migration and development require the attention of policymakers and various stakeholders.

The continued emigration trend of Ghanaian workers and increased population of Ghanaian diaspora committed to national development has also prompted the need for national policy and legislation. The first step in partnering with the Ghanaian diaspora towards national development was the introduction of a programme called Migration for Development in Africa (MIDA) , whereby Ghanaian diaspora in developed countries had the opportunity to return temporarily or permanently to work in their area of expertise and transfer knowledge/ capacity in the related field.

The Government also established a Diaspora Affairs Bureau (DAB), within the Ministry of Foreign Affairs and Regional Integration in 2012, to promote transparency and enhanced communication with members of the diaspora.

3.3   Migration Laws and Policy Frameworks

3.3.1   Existing National Legal and Policy Frameworks in Ghana

Ghana has a number of legal and policy frameworks intended to govern various types of migration. Migration management in Ghana is executed on the basis of rights and freedoms enshrined in the 1992 Constitution; Acts of Parliament that incorporate international and regional/sub-regional legal obligations of Ghana; and other national statutes and regulations (see Table 1). Planners, policymakers, non-governmental organisations (NGOs), civil society organisations (CSOs), and development partners focused on migration are advised

to read and work within the provisions of the stipulated legal and policy documents.

Table 1: National Laws and Policies on Migration in Ghana

Law or Policy	Provision
1992 Constitution of Ghana	Grants citizenship by birth, marriage; amended in 1996 to grant dual citizenship
Immigration Act, 2000, (Act 573), Immigration (Amendment) Act, 2012 (Act 848) and Immigration Regulations, 2001 (L.I 1691)	Provides admission/entry, residence, employment and removal of foreigners; recognizes diaspora for citizenship
Citizenship Act, 2000, (Act 591) and the Citizenship Regulations, 2001 (LI 1690)	Grants citizenship by birth, naturalization and registration
Labour Act, 2003, (Act 651) and Labour Regulations, 2007 (L.I. 1833)	Grants permission for immigrant labour and other legally relevant industrial legal provisions
Refugee Law, 1992 (PNDCL 305D)	Grants refugees status in accordance with the UN 1951 Convention and the 1967 Protocol as well as the OAU (AU) 1969 Convention; established the Ghana Refugee Board to manage refugee affairs

Human Trafficking Act, 2005 (Act 694) and Human Trafficking (Amendment) Act, 2009 (Act 784)	Recognizes the 2000 UN Convention on Human Trafficking; created a Human Trafficking Management Board
The Children's Act, 1998 (Act 560)	Grants children rights, maintenance and adoption; regulates child labour and apprenticeship; supervised by the Ministry responsible for gender, children, and vulnerable groups
Ghana Investment Promotion Centre Act, 1994 (Act 478) 2013	Established the Ghana Investment Promotion Centre (GIPC) to encourage and promote investments
Ghana Free Zone Act, 1995 (Act504)	Established free zones for development; grants resident permits to foreign workers who wish to work in designated free zones
Minerals and Mining Act, 2006 (Act 703)	Permits holders of mineral rights immigration quotas by specified numbers of expatriate personnel; freedom from taxation of financial remittances
Petroleum (Exploration and Production) Act, 1984 (PNDCL 84)	As in the Minerals and Mining Act, 2006 (Act 703) above
Foreign Exchange Act 2006 (Act 723)	Permits operation of businesses in foreign exchange and the conduct of such business

Representation of the People (Amendment) Act, 2006, (Act 669)	Allows Ghanaian emigrants to participate in the democratic process through voting in general elections
The Revised 1994 Population Policy	Acknowledges the role of migration in development, voluntary return of highly skilled emigrants for national development; recognises issues and problems/challenges of internal migration with regard to development
The National Youth Policy, 2010	Recognizes youth as a national resource and the future; acknowledges challenges of unemployment, rural-urban migration and urbanisation; recognizes the youth propensity for internal migration and emigration
Ghana National Climate Change Policy, 2013	Acts as guide to the management of climate change and migration related processes and consequences
National Ageing Policy, 2010	For effective management of ageing issues in relation to migration.
The National Urban Policy Framework, 2012	Provides a comprehensive framework to facilitate and promote the sustainable development of Ghanaian urban centres.

Source: Specific legal and policy instruments identified by the CMS.

Table 1 highlights Ghanaian laws and policies governing internal migration, immigration, and emigration. There remains, however, a gap in the laws and policies on emigration, of which only the 1992 Constitution, Immigration Acts, the Representation of Peoples Amendment Act, 2006 (Act 669), and the Revised 1994 Population Policy address.

In the absence of a comprehensive legislative and institutional framework for the implementation of migration-related programmes, it is difficult for different institutions to fulfil their mandates in managing migration in Ghana. The creation of a national strategic framework and policy on migration is therefore necessary to ensure the country maximises the gains from and minimises the costs of migration.

3.3.2   Sub-Regional Legal and Policy Frameworks

Beyond national law and policy frameworks, the Government of Ghana has adopted sub-regional instruments guiding migration management. Among the most important of these is the Lagos Plan of Action for the Economic Development of Africa (1980-2000) and the Final Act of Lagos (1980), which urged all African Regional Economic Communities (RECs) to foster regional integration as blocs that would ultimately coalesce into the African Economic Community (AEC) by 2028. All RECs recognised by the AU and the Economic Commission for Africa (ECA), including the Economic Community of West African States (ECOWAS), have drafted protocols on the freedom of persons, and the free movement of goods, labour, capital, and services. The protocol was signed by member states in 1979 permitting   visa-free entry and stay in another country for a maximum of 90 days.

The ECOWAS Treaty, which was adopted in 1979, provided in Article 27 that "Member States shall by agreements with each other, exempt

Community citizens from holding visitors' visas and residence permits and allow them to work and undertake commercial and industrial activities within their territories". The Revised ECOWAS Treaty of 1997, in order to achieve the aims of the Community, also provides in Article 3 (1) for "the removal, between Member States, of obstacles to the free movement of persons, goods, services and capital, and to the right of residence and establishment". These provisions reflect the three-pronged approach to the migration policy of ECOWAS enshrined in the 1979 Protocol on the Free Movement of Persons, Right of Residence and Establishment.[16]

All ECOWAS 15-Member States, including Ghana, have ratified the 1979 protocol even though its effective application and implementation is fraught with several challenges at the national and sub-regional levels. The ECOWAS protocol requires a series of legislative, regulatory, and practical measures for practical application of the law.. Additionally, the implementation of the protocol is limited by national and supra-national institutional weaknesses and capacity of implementing agencies.

The most recent sub-regional agreement was the 2008 ECOWAS Common Approach on Migration, adopted at the 33rd Summit of the ECOWAS Heads of State and Government. This migration framework provides for the necessary policy guidelines for the Member States

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[16] The ECOWAS protocol was to be implemented in three phases, each comprising approximately five years, namely (i) the first phase providing for the Right of Entry, which became effective in 1980 and guarantees to community citizens in possession of valid travel documents or international peace certificates admission to other Member States without any visa requirements provided their length of stay does not exceed 90 days; (ii) the second phase, which started in 1986, grants the Right of Residence to community citizens in a Member State and to be employed in accordance with municipal laws of the country of residence; and (iii) the third phase which provides for the Right of Establishment of Business Ventures by community citizens in Member States other than their own.

to move beyond migration control and exclusion to migration management and opportunity.

3.3.3   International and Continental Frameworks

Adding to the complexity of the legal and policy frameworks on migration adopted by Ghana at the national and regional level are international and pan-African instruments that inform migration management. The United Nations Universal Declaration of Human Rights, adopted in 1948, affirms the universal rights and freedoms to which all human beings including migrants are entitled. While Article 13 of this Declaration permits emigration, it does not guarantee immigration or entry into a destination country. The only exception to this is Article 14, which provides for the emigration of those subjected to persecution i.e. refugees, subsequently enforced by the 1951 Convention Relating to the Status of Refugees and the 1967 Protocol on the Status of Refugees. The AU Convention Governing Specific Aspects of Refugee Problems in Africa was unanimously signed in September 1969 and ratified by AU Member States, including Ghana, in June 1975.

The Government of Ghana has also ratified the 1990 Convention on the Protection of the Rights of Migrant Workers and Members of their Families, the 2002 Protocol against the Smuggling of Migrants by Land, Sea and Air and the 2002 Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children. In addition, Ghana is party to a host of International Labour Organisation (ILO) Conventions (see Annex 1) that aim to protect workers' rights.

In 2003, the United Nations launched the Global Commission on International Migration (GCIM) to establish a framework for a coherent, comprehensive and global response to the issue of international migration. The Commission submitted its report in mid-

2005, which was followed by a High-Level Dialogue on International Migration (HLD) in September 2006. In tandem with these efforts, the Council of Europe initiated, in 2005, the Global Approach to Migration and the Africa-EU Partnership on Migration, Mobility and Employment. This generated the Rabat, Tripoli and Lisbon Declarations, and bi-lateral dialogues with so-called "priority" sub-Saharan African countries. Such global and regional initiatives and international agreements (multilateral, regional or sub-regional) have served to inform the response of Ghana to international migration. A full listing of agreements ratified by Ghana is provided in Appendix 1.

At the continental (African) level, the most significant legal framework for the protection of the human rights and freedoms of migrants is the 1981 African Charter on Human and Peoples' Rights. The Charter gives every individual the right to equal protection under the law and prohibits the mass expulsion of non-nationals. Other important conventions and treaties include: the Organisation of Africa Unity (OAU now AU) Convention Governing the Specific Aspects of Refugees Problems in Africa (1969), the African Charter on the Rights and Welfare of the Child (1990), and the African Union Convention for the Protection and Assistance of Internally-Displaced Persons (IDPs) in Africa (2009) (the Kampala Convention), which is the first comprehensive regional agreement to address internal displacement, including prevention, response and durable solutions.

Other pan-African migration agreements signed by Ghana include the Migration Policy Framework for Africa in Banjul in 2006, and the AU Common Position on Migration and Development. At the sub-regional level, Ghana is party to the Niamey Convention on Cross-Border Co-operation within the ECOWAS Region, which seeks to improve cooperation between populations living across common national borders. The 2000 ACP-EU Partnership Agreement (Cotonou

Agreement, revised 2005), strengthens the international development agenda while countering international terrorism, conflicts, illicit trafficking, irregular migration, and global environmental threats.

4. MIGRATION POLICY OBJECTIVES AND STRATEGIES

Ghana experiences both voluntary and forced migration flows and has been confronted with irregular migration. The different types of migration occurring - to, through and from - Ghana are linked to a growing trend towards urbanisation, which affects the rural-urban distribution of population and engenders socio-economic inequalities within the country. This chapter draws attention to the objectives and strategies for handling specific migration concerns in Ghana.

4.1   Internal Migration

4.1.1   Voluntary Migration

Internal migration has both positive and negative impacts on the prospects of achieving the national development objectives of Ghana. Remittances from internal migrants to their families back home help to reduce poverty in these areas. The high rate of outward rural youth migration, however, increases pressure on public services in urban centres; and creates a range of socio-economic and general welfare challenges for communities that send and/or receive internal migrants.

4.1.1.1   Policy Objectives

The broad policy objectives are:
  a.   To promote equitable human settlement planning.
  b.   To respond to the causes and consequences of migration flows.

4.1.1.2 Strategies

a. Promote positive outcomes and prevent negative consequences of internal migration.
b. Mainstream migration education and decision making into national and local programmes and activities.
c. Sensitize parents, guardians and other adults on the importance of child education and skills training.
d. Develop social protection policies for migrants in urban areas.
e. Mitigate internal migration risks by promoting informed migration decision making.
f. Improve nation-wide social protection and equitable development prog-rammes for positive economic growth.
g. Strengthen data gathering and research on the internal migration and development nexus.

4.1.2   Internally Displaced Persons (IDPs)

Ghana has witnessed the internal displacement of its population and the dislocation of human settlements caused by violent disputes and natural disasters. National development projects have also caused internal displacement, and sometimes the forced resettlement of persons located in target development zones.

The Government of Ghana shall work in collaboration with relevant institutions and agencies to adopt appropriate measures for preventing and managing the internal displacement of its population.

4.1.2.1 Policy Objectives

The broad policy objectives are:
a. To promote collaborative conflict resolution and prevention to achieve sustainable development.

b. To institute early warning mechanisms for internal displacement.
c. To mitigate the situation and condition of internally displaced persons (IDPs).

4.1.2.2 Strategies

a. Promote conflict prevention and non-violent dispute settlement.
b. Intensify research and data gathering on environment-migration linkages.
c. Strengthen institutions to monitor and enforce environmental standards.
d. Mitigate the effects of internal displacement through enhanced government capacity building.

4.1.3 Urbanisation

Ghana is urbanizing rapidly, resulting in a concentration of population in urban areas such as Accra, Kumasi, and Sekondi-Takoradi, due partly to rural to urban migration. Government institutions, however, currently lack the capacity and resources to cope with rising social service needs and the socio-economic consequences of rapid urbanisation.

In this regard the policy aims at developing an effective response to urbanisation through among others allocating adequate resources for the implementation of local economic development policy, enhancing the capacity of Metropolitan, Municipal and District Assemblies (MMDAs) to manage migration and urbanisation for development, and strengthening research and data gathering on urbanisation.

4.1.3.1 Policy Objectives

The broad policy objectives are:
  a. To promote coherence between the National Migration Policy and other relevant policies.
  b. To develop an effective response to urbanisation.
  c. To increase government capacity to manage urbanisation.
  d. To promote equitable national development.

4.1.3.2 Strategies

  a. Strengthen research and data gathering on urbanisation.
  b. Respond to urbanisation and population growth challenges.
  c. Allocate resources to implement local economic development policy.
  d. Build the capacity of MMDAs to manage migration.

4.2 Irregular Migration

Both human trafficking and migrant smuggling are forms of irregular migration; wherein Ghana has been identified as a country of origin, transit and destination. Irregular migration flows are increasingly common within ECOWAS territories and from the ECOWAS region across the Sahara desert to Europe.

Irregular migration flows present particular challenges to border management protocols of Ghana and the protection of migrants against human rights abuses.[17] Causes of irregular migration include growing economic disparities, technological advances in the areas

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[17] Ninety-eighth Session, "Irregular migration and mixed flows: IOM's approach, MC/INF/297, 19 October 2009, p.10; http://www.iom.int/jahia/webdav/shared/shared/mainsite/about_iom/en/council/98/MC_INF_297.pdf.

of information and transportation, and increased barriers for regular migration.

4.2.1 Human Trafficking

Trafficking in persons is a serious and growing concern for the Government of Ghana, as it has been recognised as country of origin, transit, and destination of individuals for the purposes of sexual exploitation, and domestic and commercial labour. Due to the illicit nature of human trafficking, statistics are difficult to compile, with estimates based on reported cases. There is also a growing concern about internal child trafficking; especially, from the Central, Western and Volta Regions, to fishing communities along Lake Volta; or for domestic labour in urban areas.

In fulfilment of its international obligations, Ghana enacted the Human Trafficking Act, 2005 (Act 694) and ratified [18] the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime.

4.2.1.1 Policy Objectives

The broad policy objectives are:
   a. To prevent human trafficking, through research, public awareness and government capacity building.
   b. To protect vulnerable groups, especially women and children.
   c. To rescue, rehabilitate and reintegrate victims of human trafficking.
   d. To prosecute perpetrators of human trafficking and dismantle trafficking syndicates.

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[19] Ratified on 21 August 2012.

4.2.1.2 Strategies

a. Establish a comprehensive and coordinated national anti-trafficking approach.
b. (Enforce and ensure strict compliance of the human trafficking law.
c. Increase public awareness about the dangers of irregular migration to promote informed migration decision making.
d. Create preventive measures against irregular migration.
e. Protect victims of trafficking and provide recovery assistance and specialised services.
f. Promote regional and international policy dialogue on irregular migration.
g. Intensify research and data gathering on human trafficking to establish a national human trafficking database.

4.2.2   Migrant Smuggling

Migrant smuggling is a form of irregular migration that is closely linked to other forms of international organized crime. Unlike human trafficking, however, smuggled persons normally request assistance from, or conspire with, smugglers to cross into another State where they have no right of residence. Smuggled migrants, therefore, often find themselves in situations of extreme vulnerability.

The push and pull of irregular migration flows such as migrant smuggling poses a direct challenge to the border management activities of Ghana. Ghana ratified [19] the Protocol Against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime to address the

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[19] Ratified on 21 August 2012.

growing trend towards migrant smuggling. Further, the government enacted an anti-smuggling law, the Immigration (Amendment) Act, 2012 (Act 848).

4.2.2.1 Policy Objectives

The broad policy objectives are:
  a. To formulate policies and enforce existing laws on migrant smuggling.
  b. To identify migrant smuggling routes.
  c. To partner with countries of origin, transit and destination to combat migrant smuggling.
  d. To create awareness about safe and regular migration .

4.2.2.2 Strategies

  a. Harmonize national legislation and international instruments.
  b. Develop common regional anti-migrant smuggling measures to promote regular migration and the humane treatment of smuggled migrants.
  c. Establish common anti-migrant smuggling practices between Ghana and its neighbouring countries.
  d. Intensify research and data gathering on migrant smuggling to establish a national migrant smuggling database.[20]
  e. Strengthen the capacity of law-enforcement agencies to prevent, curtail and prosecute migrant smugglers.

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[20] The research/database is intended to treat smuggled migrants as victims of a crime rather than criminals, affording them protection and assistance (including, inter alia, privacy; information on proceedings; physical and psychological recovery; provisions for safety; measures to avoid immediate deportation; and safe repatriation).

4.3 Labour Migration

Labour migration is the movement of skilled or unskilled workers within a country or internationally for the purposes of employment. Four concepts in the migration literature, the brain drain, brain gain brain circulation, and brain waste, help explain the impact of labour migration on Ghana's development trajectory. The migration of highly educated and highly skilled individuals from less developed to more developed economies resulting in the depletion of human resources has been dubbed the "brain drain". Brain circulation occurs when restrictive policies at the destination countries among other factors, compel emigrants to move back and forth between the country of origin and destination; while brain gain takes place when the diaspora return to their countries of origin with added skills and contribute to national development. Finally, brain waste refers to highly skilled migrants engaged in jobs below their skill level in destination countries (also referred to as under-employment). Labour migration in general presents significant opportunities as well as challenges for Ghana's development.

4.3.1 Emigration of Highly Skilled Ghanaians

There are several variants of the emigration of highly skilled Ghanaians requiring unique policy responses. Brain drain requires a response that can withstand the imprecision of duration in the destination countries, occasional return to Ghana and any final return or decision to stay permanently in the countries of destination. Brain circulation in contrast not only entails unpredictable emigration and return migration but can also create a dependable path to job creation and poverty reduction as well as to provide capital for the development of small enterprises and the transfer of advanced technology, particularly amongst poorer and low-skilled migrants. When return occurs or origin and destination links are maintained, the possibility of brain gain is high and should be

encouraged. Yet, brain drain and brain circulation can result in brain waste in the countries of destination if the skills of Ghanaians are not recognized or are under-utilised.

4.3.1.2 Brain Drain and Brain Circulation

Ghana has experienced the migration of its highly skilled citizens to the developed world and to other parts of Africa, especially for those seeking greater economic opportunities, since the 1970s. This has posed major challenges for national development of the country, particularly in the health sector.

Empirical evidence suggests that the massive emigration of health professionals from the country has had a negative impact on the health system in Ghana and on the wellbeing of Ghanaians, resulting in an upsurge of infant and under-five mortality rates for the period 1998-2003. An estimated 56 per cent of doctors and 24 per cent of nurses trained in Ghana are now working abroad, illustrating the high rate of skill flight from this sector.[21] However, this trend has slowed during the last decade, with the introduction of restrictive immigration policies in countries of destination, transforming brain drain into brain circulation.

Similarly, the education sector reports high rates of emigration among its highly trained teachers and professors. According to the 2009 Migration Profile of Ghana, the education sector lost more than 60% of faculty positions at Polytechnics and 40% at Public Universities through emigration. [22]

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[21] See IOM 2009 Migration Profile of Ghana; footnote 8.
[22]   Ibid

4.3.1.2.1   Policy Objectives

The broad policy objectives are:
 a. To identify the causes and consequences of brain drain and brain circulation.
 b. To improve working conditions in sectors affected by brain drain and brain circulation.
 c. To broaden international cooperation on emigration-immigration controls.[23]

4.3.1.2.2 Strategies

 a. Intensify research and data gathering on brain drain and brain circulation.
 b. Review conditions of service for affected sectors.
 c. Direct engagement with highly skilled emigrants for brain circulation initiatives.
 d. Fast track the re-engagement and re-registration of emigrants into professional associations.
 e. Provide incentive packages to skilled workers to reduce the incidence of emigration.
 f. Sustain links with emigrants to encourage sectorial re-engagement practices, particularly in the public sector. [24]
 g. Support training programmes for emigrants to increase brain gain.

Note: The above policy statements, objectives and strategies should apply equally to brain drain and brain circulation because the two phenomena bear similar features.

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[23] Relevant example includes "Commonwealth Code of Practice for the International Recruitment of Health Workers".
[24] See "Commonwealth Protocol on the Recruitment of Teachers" and "The Code of Practice in the Recruitment of Health Professionals"

4.3.2.1 Brain Gain

Skilled and unskilled migrants who acquire or enhance their skills while abroad offer a commendable gain to the country through the transfer of knowledge and the contribution of human capital, also known as brain gain. Empirical evidence in Ghana also suggests that emigrants who maintain strong links with those who return home become investors. The return of migrants can, therefore, contribute to national development through the promotion, mobilization and utilization of their skills, knowledge and productive resources.

An important but seldom targeted sector that is losing skilled human resources to emigration is the sports profession. Although there is lack of data on the volume of emigration of young talented sportsmen and women from Ghana, it is believed that this occurs on a regular basis. Nevertheless, there is also considerable amount of skills and resources gained by these sports professionals to the benefit of themselves, their families, and the country as a whole.

4.3.2.1.1 Policy Objectives

The broad policy objectives are:
   a. To attract highly skilled Ghanaian emigrants for national development.
   b. To gauge and transform brain drain into brain gain.
   c. To ascertain the investment potential of highly skilled emigrants.
   d. To promote inter-State cooperation.

4.3.2.1.2 Strategies

   a. Harness the development potential of emigrants.
   b. Create incentives to retain Ghanaian professionals.

c. Provide a framework for the financial contribution of emigrants towards national development goals.
d. Promote and facilitate the return of skilled emigrants through brain gain initiatives, such as reintegration packages.
e. Increase research and data gathering on emigrant investors and skills transfer.
f. Increase cooperation between Ghana and countries of destination.

4.3.3 Brain Waste

Brain waste occurs when migrants work in vocations that are grossly inconsistent with their skills and receive remuneration incommensurate with their expertise. Some Ghanaian professionals have become part of such brain waste in countries of destination. There are many factors influencing brain waste for emigrants, such as changes in economic conditions, sector related shifts and the introduction of restrictive hiring policies in countries of destination; however, some workers migrate even when they are already aware that they will be underemployed. More information is needed about the occurrence among Ghanaian emigrants and related circumstances.

4.3.3.1 Policy Objectives

The broad policy objectives are:
a. To develop a database of Ghanaian emigrants.
b. To raise awareness about job and investment opportunities in Ghana among emigrants.
c. To promote inter-State cooperation.
d. To improve dialogue with emigrants.

4.3.3.2 Strategies

a. Promote ethical recruitment practices.
b. Advocate countries of destination compliance with international migration and labour standards.
c. Develop reciprocal agreements with countries of destinations regarding academic and occupational credentials.
d. Sensitize emigrants about job and investment opportunities in Ghana.
e. Create opportunities for engagement with emigrants, such as online platforms and diplomatic missions.

4.4 Return, Readmission, and Reintegration of Emigrant Ghanaians

The management of return migration and the reintegration of returned migrants, their status notwithstanding, poses significant challenges and is a key issue on the agenda of national and international policymakers. The abrupt return of Ghanaians from various countries between 2011 and 2012 brought to the fore the challenges of return and reintegration.

The lack of a comprehensive policy on migration management has resulted in an ad hoc government response to the return of Ghanaian emigrants, further, leading to the duplication of effort and ineffective handling of affairs among various institutions and agencies. This is compounded by inadequate data and information regarding emigrants.

4.4.1 Policy Objectives

The broad policy objectives are:
  a. To Facilitate The Return, Readmission, And Reintegration Of Ghanaian Emigrations.
  b. To Strengthen Government Capacity To Manage Return Migration.
  c. To Raise Awareness About Job Opportunities In Ghana.
  d. To Assist Returning Migrants With Re-Engagement In Their Sector Of Work.
  e. To Create Awareness Among Ghanaians About The Positive Contribution Of Returnees.

4.4.2 Strategies

  a. Establish a unit within the Ministry responsible for the implementation of the NMP.
  b. Draft guidelines for the evacuation of Ghanaian nationals abroad, during situations of political crisis, deportation or natural disaster.
  c. Develop a government framework for the reintegration of returned migrants.
  d. Establish a database of Ghanaians residing abroad.
  e. Promote socio-cultural acceptance of returnees and the protection of returnee (and family) rights.
  f. Create bi-lateral and multi-lateral partnerships on migrant return and reintegration.
  g. Offer rehabilitation services to forced returnees.
  h. Provide incentives for returning migrants to restart work in their area of expertise and advertise this among the emigrant and the Ghanaian population.

4.5   Increased Influx of Immigrants and Inherent Tensions

The influx of immigrants to communities of destination can create tensions between the host population and the immigrants, leading to xenophobia and human rights abuses, among other concerns. For instance, the presence of Pastoralists (e.g. Fulani) and their tradition of moving cattle for pasture during the dry season have occasionally generated into violent conflicts between some local populations and these Pastoralists. Management of these nomads has been a major challenge to Ghana, especially in the absence of strategies for the systematized registration of this population and the monitoring of their activities. Government response is informed by the recommendations and proposed strategies of the nine-member National Committee of Parliament mandated to oversee the challenges facing or imposed by these nomadic people.

4.5.1 Policy Objectives

The broad policy objectives are:
   a. To promote peace and protect the rights of migrants and host populations.
   b. To institute organized pasture usage by nomadic populations.
   c. To map all national migration patterns and the impact on host populations and the environment.

4.5.2 Strategies

   a. Promote peace-building initiatives among affected populations and stakeholders.
   b. Develop guidelines to optimize pasture usage in Ghana.
   c. Compile a national register of immigrants.

5. BORDER MANAGEMENT

Effective management of national borders constitutes an important concern for the promotion and maintenance of security and is an essential element in the national migration system of Ghana. The country is currently attracting immigrants from the West Africa region, due to its relative economic strength and political stability. Increased numbers of immigrants from unstable countries and with unknown intent have also given rise to potential security threats; however, collaboration among security agencies both within Ghana and across its borders is lacking. To address these concerns and promote an effective cross-border management system, there is a need for a standardized screening, registration and document issuance mechanism, which adheres to international standards (readable with biometrics).

Indeed, various attempts have been made to secure the borders of Ghana; however, they remain prone to irregular migration, human smuggling and trafficking. The Government enacted Immigration Service Act, 1989 (PNDCL 226) and the Immigration Act, 2000 (Act 573) to assist the Ghana Immigration Service (GIS) to regulate and monitor the entry, residence, employment and the exit of foreigners in Ghana. Only with the creation of concrete guidelines and policy directives will these acts translate into meaningful results.

5.1   Policy Objectives

The broad policy objectives are:
   a.   To prevent irregular migration, human trafficking, smuggling, and other illicit activities through effective border management.

b. To establish a national entry/exit database.
c. To strengthen government capacity of border management systems and technology. .
d. To ensure the free movement of persons, goods and services among ECOWAS citizens..
e. To promote inter-State cooperation on border management.

5.2   Strategies

a. Enhance the capacity of government agencies on migration and national security.
b. Establish a viable mechanism for the management of mixed migration flows.
c. Strengthen inter-State and inter-agency co-operation and co-ordination to combat immigration crime and manage border movements.
d. Develop a viable database and publish information on migration stock and flows.
e. Create a rapid response capability within the GIS..

6. FORCED DISPLACEMENT BEYOND NATIONAL BORDERS

Natural disasters, conflict, political crisis and economic collapse are all examples of circumstances that can force individuals and families to move spontaneously across national borders in search of safety and emergency assistance. Refugees, asylum seekers and other forced migrants who have moved across borders due to situations beyond their control fall into this category. These individuals differ from internally displaced persons (IDPs) who are confined within their country's national territory.

Ghana has signed and ratified (see Appendix 1) the UN 1951 Refugee Convention and 1967 Protocol; and the 1969 OAU (AU) Convention on Refugees. These international instruments require host States to respond to the needs of forced migrants and provide an assistance framework. Forced migrants also receive support and protection from international and national organizations such as the United Nations High Commissioner for Refugees (UNHCR). Inadequately protected, however, are victims of environmental hazards such as floods and drought.

6.1. Refugees and Asylum-Seekers

Refugee protection is a central aspect of international, sub-regional and national efforts to protect persons fleeing persecution. Refugee operations in Ghana are undertaken as a coordinated effort between Ministries, Departments, and Agencies (MDAs) and development partners, however, a clear policy framework for managing refugees

and asylum seekers is still lacking. As a signatory to the UN 1951 Refugee Convention and the 1967 Protocol; and the 1969 OAU/AU Convention on Refugees, there is a need to improve refugee management in Ghana.

6.1.1   Policy Objectives

The broad policy objectives are:
  a. To ensure government compliance with international protection obligations.
  b. To enact national legislation in line with international refugee instruments.
  c. To assess the situation of refugees and asylum seekers in Ghana.
  d. To promote inter-State cooperation and reciprocity agreements on refugees.

6.1.2   Strategies

  a. Enhance government capacity to respond to forced migration flows, including refugees.
  b. Develop a framework for the management of refugees and asylum seekers in the country.
  c. Facilitate the return of refugees to their countries of origin.
  d. Establish bi-lateral agreements on refugees and asylum seekers.
  e. Increase research and data gathering on refugees and asylum seekers in Ghana.

6.2   Protracted Displacement Situations

The ECOWAS region has experienced protracted displacement situations, which pose serious security challenges and deny host countries realisation of development goals. Such situations result in adverse consequences for refugees and IDPs who risk suffering

material, social and cultural deprivation in camp settings for prolonged periods. The protracted presence of large numbers of displaced persons often leads to tensions with local host communities, competition for scarce resources, environmental degradation, xenophobia, some or all of which generate conflicts. In the spirit of UNHCR's Agenda for Protection, it is imperative that durable solutions for protracted displacement are reached by involving national, regional, and multilateral stakeholders in development assistance initiatives.

6.2.1   Policy Objectives

The broad policy objectives are:
   a. To identify and implement durable solutions to protracted displacement.
   b. To resolve challenges posed by protracted conflicts and displacement through collaboration with ECOWAS and its individual Member States.
   c. To enhance inter-agency and national cooperation and dialogue on protracted displacement in Ghana.
   d. To mitigate environmental degra-dation resulting from protracted displacement.

6.2.2   Strategies

   a. Adopt Policies And Practices That Protect The Rights Of Refugees And Idps.
   b. Provide Education And Skills Training Opportunities For Long-Term Refugees And Idps.
   c. Develop A Framework For Repatria-tion, Reintegration, Rehabilitation And Reconstruction, And Resettlement.
   d. Implement Relevant And Targeted Environmental Protection Progra-mmes.
   e. Initiate The Processes For The Ratification Of The Au

Convention For The Protection And Assistance Of Internally Displaced Persons (The "Kampala Convention").

f. Promote Conflict Prevention And Non-Violent Dispute Settlement Through Ecowas And Its Individual Member States

g. Enhance Inter-State, Inter-Agency And National Cooperation On Protracted Displacement.

6.3 The Principle of Non-Discrimination

Migrants are vulnerable to discrimination in countries of destination. Aspects of discrimination against migrants include: lack of protection and recognition of their rights and that of their family members, and denial of access to social services. Consequently, social tensions arise and sometimes persist between migrants and host nation citizens, leading to rifts between the countries of origin and the countries of destination. Such unfortunate occurrences hinder the successful integration of migrants and the realisation of their fundamental rights. It is essential that both countries of origin and destination observe non-discrimination of migrants and find means of peaceful co-existence.

6.3.1 Policy Objectives

The broad policy objectives are:
a. To promote the principle of non-discrimination against migrants in Ghana
b. To enact and implement legislation in line with international instruments on non-discrimination.
c. (To provide social services to migrants.
d. To reduce xenophobia through sensitization on social inclusion
e. To sensitize the general population in Ghana on the principles of reciprocity and non-discrimination.

6.3.2   Strategies

a. Implement the Programme of Action of the 2001 World Conference Against Racism and Xenophobia (WCAR).
b. Enforce existing non-discrimination policies of Ghana.
c. Promote non-discrimination through increased government capacity building.
d. Allow migrants access to social services in Ghana.
e. Raise awareness on the non-discrimination of migrants among the general populace.
f. Promote reciprocity of respect and non-discriminatory behaviour by migrants and Ghanaian emigrants.

6.4   Stateless Persons

According to the UN, a stateless person is defined as "a person who is not considered a national by any State under the operation of its law". Such persons include those displaced by national disaster, political crisis, conflict, abandoned children, divorced or abandoned women, and other vulnerable and helpless persons. These individuals are often marginalized in society and face obstacles in accessing public services and freedom of movement. Stateless persons lack protections provided by citizenship or permanent residence, resulting in the deprivation of their basic rights. Ghana is not signatory to the UN Conventions on Stateless Persons, however, these individuals are accorded protections in line with the 1992 Constitution and other relevant statutory laws.

6.4.1   Policy Objectives

The broad policy objectives are:
a. To identify stateless persons in Ghana.
b. To provide residency or citizenship to stateless persons in Ghana.

c. To rehabilitate and reintegrate stateless persons.
d. To enact national legislation on stateless persons.
e. Sign and ratify the 1954 and 1961 UN Conventions on stateless persons

6.4.2   Strategies

a. Develop a national legislative and policy framework to counter statelessness in Ghana
b. Review citizenship legislation.
c. Conduct research and data gathering on statelessness in Ghana.
d. Encourage government to ensure that the 1954 and 1961 UN Conventions on stateless persons are signed and ratified.

7.   MIGRATION, THE ENVIRONMENT AND CLIMATE CHANGE

Migration is increasingly becoming both a spontaneous and planned adaptation strategy in response to changes in the environment and climate. In Ghana, people move from environmentally fragile and agriculturally unsustainable regions in the north to the forest regions and urban areas in the south to diversify livelihoods. While climate and environmental changes may not directly displace people, these changes exacerbate people's vulnerability to displacement. The result of such changes are, increased food insecurity, exposure to natural disasters, and a lack of access to basic social service. This is compounded by the lack of individual resources and government capacity to respond to environmental effects. However, studies have shown that migration can be a positive coping strategy if well managed, and can serve to build resilience to environmental and climate change.

7.1   Policy Objectives

The broad policy objectives are:
  a.   To increase the capacity of government to address migration, environment, and climate change.
  b.   To assess the migration, environment and climate nexus and resulting impacts.
  c.   To mitigate the causes and consequences of the migration, environment and climate change nexus.

7.2   Strategies

a. Mainstream migration into national development planning and the National Climate Change Policy 2013 (NCCP), and the National Urban Policy, 2012.
b. Enhance the capacity of national stakeholders to manage migration-environment-climate change (MECC).
c. Increase research and data gathering on MECC.
d. Promote inter-agency cooperation on MECC.
e. Raise awareness about the causes and consequences of MECC and preventative measures.
f. Mitigate the effects of environmental and climate change on migrants.
g. Promote environmental and climate protection programmes in Ghana.

8. CROSS-CUTTING THEMES AND ISSUES

Migration does not occur in isolation, but in tandem with various sectors and socio-economic and cultural development issues. A comprehensive migration policy framework needs to address the linkages between migration and the following issues: gender, health, vulnerable groups, student mobility, tourism, cultural heritage, trade and services, and natural resources. Each of these cross-cutting themes and issues is further explored in this chapter.

8.1   Migration and Gender

Migration affects men and women differently, resulting in engendered patterns of migration. Migration laws and policies also have engendered outcomes, costs and benefits. In Ghana, more women than men end up in low-income jobs as a result of these push and pull factors, including the so-called *"kayayoo"* business. [26] They face dangers to their health and welfare, often faced with harassment, crime, and exploitation. Migration, however, can also serve as a benefit to women who are able to gain employable skills. Gender is one of the most important factors shaping modern day migration and national development; and needs to be mainstreamed as part of an effective migration management policy.

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[26]   The business, known by the derogatory name Kayayoo, involves young girls and women - generally from the Northern regions of Ghana - who migrate to southern regions of Ghana to work in cities like Accra and Kumasi; they normally work in major markets where they help carry loads or shopping done by market patrons.

8.1.1   Policy Objectives

The broad policy objectives are:
 a. To mainstream gender into migration management.
 b. To inculcate the gendered dimensions of migration in development planning.
 c. To respond to the costs and benefits of the migration-gender nexus.

8.1.2   Strategies

 a. Mainstream gender into migration and development planning.
 b. Address the special needs and concerns of women migrant workers and their children.
 c. Promote inter-agency and multi-stakeholder collaboration to counter human trafficking and migrant smuggling.
 d. Improve nation-wide social protection and equitable development progra-mmes for positive economic growth.
 e. Promote the positive outcomes and mitigate the negative consequences of the migration-gender nexus.

8.2   Migration and Health

Migration presents various health risks as it involves the mobility of individuals for personal or business purposes and/or regular and irregular entry into, through and within Ghana. There is a risk that migrants are exposed to health hazards before or during their travel and as a precaution, Ghana requires all those entering its borders to receive immunizations against infectious diseases, such as yellow fever. Irregular migrants are particularly vulnerable to health risks as they often lack access to health care due to the illicit nature of their movement and fears about the potential diseases they may or may not carry. This has significant implications for public health in Ghana

and prompts the need to more fully understand the nexus between migration and diseases.

A framework is needed to mitigate potential public health risks from migration, such as the spread of disease (malaria, tuberculosis and HIV and AIDS), without adversely impacting the positive gains of migration. Basic guidelines on managing migration in the context of health are found within various World Health Organization (WHO) and International Labour Organization (ILO) protocols. These need to be harmonized with the national health policy of Ghana.

8.2.1   Policy Objectives

The broad policy objectives are:
a. To assess the health implications of migration in Ghana.
b. To adopt international frameworks on migration and health.
c. To create government capacity to respond to migration-health challenges.
d. To promote regional and international cooperation on the migration health nexus.

8.2.2   Strategies

a. Raise awareness of migration and health challenges and opportunities.
b. Identify and address health risks posed by irregular migration.
c. Mainstream migration into national health policy planning.
d. Facilitate cooperation on migration-health challenges among the ECOWAS Member States and international stakeholders.
e. Ensure impartial and standardized border health surveillance.
f. Intensify research and data gathering on the migration-health nexus.

8.3 Migration and Vulnerable Groups

Migration not only impacts men and women differently, it also has considerable effects on individuals already considered to be vulnerable in society. These vulnerable groups include: children, adolescents, youth, women, the elderly, and people with disabilities. An effective migration management policy needs to ensure that the specific outcomes and consequences of migration on these vulnerable groups are addressed.

In Ghana, the migration of unaccompanied minors is on the increase, especially among adolescent girls, exposing them to dangers such as physical and psychological abuse, health risks, and exploitation. There is also a corresponding rise in child trafficking, whereby some children are given out by their parents to fishermen on Lake Volta or to women, with false promises of education and care. Instead, these children are put into situations of forced labour. Another challenge facing children, adolescents and youth is the migration of one or both parents. The gap created by their parents' absence often hinders their development and the ability for them to reach their full potential.

Persons With Disability (PWD) also face unique vulnerabilities with regards to migration. Oftentimes they are discriminated against at their workplace or residence, where their mobility may be hindered. Additionally, they may face obstacles to their movement to, from, or within Ghana, in light of stigmatisation and physical or policy exclusions.

8.3.1 Policy Objectives

The broad policy objectives are:
   a. To assess the costs and benefits of migration on vulnerable groups.

b. To resolve the challenges faced by the vulnerable groups in their migration experience.

c. To protection vulnerable groups from exploitation.

8.3.2 Strategies

a. Intensify research and data gathering on the nexus between migration and vulnerable groups.

b. Fulfil domestic and international obligations on the protection of children.

c. Enforce the implementation of national laws and policies protecting women, children, the elderly and persons with disabilities..

d. Integrate child migration into poverty-reduction and child-protection policies.

e. Ensure the needs of vulnerable groups are mainstreamed into migration management.

8.4 Student Mobility

The pursuit of higher education abroad is an increasing trend among professionals and intellectuals in Ghana. Students apply for international fellowships to expand their education and skills training. The 2010 Population and Housing Census Report revealed that students constitute 14 per cent of the 250,623 Ghanaians (est. 35,000 students) living outside the country. [27]

Within Ghana, many students migrate to urban areas for access to secondary and tertiary education. Similarly, other youth travel to urban centres to learn formal trades.

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[27] An estimated 6,138 Ghanaian students pursued tertiary education in the Organization for Economic Co-Operation and Development (OECD) member countries in 2001; including 1,900 students in the EU.

Foreign nationals also migrate to Ghana, predominately from the West African region, to pursue higher education. According to the records at the National Council for Tertiary Education (NCTE), a total of 3,356 non-Ghanaians from 62 countries were admitted into six public universities in Ghana during the 2010/2011 academic year. [28]

The incidence of student mobility, both out of and to Ghana, puts pressure on social services. Equally, the emigration of young professionals contributes to brain-drain, brain-circulation, and brain gain.

8.4.1   Policy Objectives

The broad policy objectives are:
   a. To optimize student mobility for national development.
   b. To ensure equity among students in Ghana.
   c. To provide incentives to minimize the incidence of brain drain and encourage brain gain.
   d. To increase inter-State cooperation on student mobility.

8.4.2   Strategies

   a. Form bi-lateral agreements on student mobility.
   b. Enforce Government policy on scholarship schemes.
   c. Standardize educational infrastruc-ture development in Ghana.
   d. Create incentives for citizens and foreign nationals to study at tertiary education institutions in Ghana.
   e. Review and improve working conditions for Ghanaian professionals.

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[28] University of Ghana; University of Cape Coast; University of Education, Winneba; Kwame Nkrumah University of Science and Technology, University for Development Studies and University of Mines and Technology.

8.5   Migration, Tourism, and Cultural Heritage

Ghana has a robust tourism sector attracting both domestic and international visitors. Increasing numbers of tourist migrants have the potential to support development objectives through increased employment opportunities, foreign currency flows, and trade.

Domestic tourism attracts Ghanaians to different parts of the country for holidays and/or for relocation. Tourism provides an opportunity to showcase the vast natural resources, scenic beauty, and cultural diversity in Ghana. Therefore, the tourist sector should be cultivated as part of national development planning and efforts to preserve the cultural heritage of Ghana.

Growing tourism also bring challenges, such as the risk of impinging on socio-cultural values of Ghana. Migration policies need to harness the positive socio-economic gains from tourism, while mitigating adverse consequences. The creation of laws and policies protecting the cultural heritage of Ghana, national heritage sites, and tourist destinations, would serve to protect not only the social fabric but also to further development objectives.

8.5.1   Policy Objectives

The broad policy objectives are:
  a.   To mainstream tourism in the national development agenda.
  b.   To maximize the benefits and minimize the consequences of the migration and tourism nexus.
  c.   To protect the cultural heritage of Ghana.
  d.   To increase domestic tourism.
  e.   To preserve national heritage sites and tourist destinations.

8.5.2   Strategies

a.   Build the capacity of tourism institutions in Ghana.
b.   Protect national heritage sites and tourist destinations.
c.   Promote cooperation and dialogue with traditional leaders on cultural heritage.
d.   Design programmes and incentives to promote domestic tourism.

8.6.   Migration for Trade and Service

Although there is paucity of data on migrant traders, anecdotal evidence suggests that there are rising numbers of Ghanaians undertaking cross-border, regional and international migration for trading purposes. Cross-border trade is quite common both from and to Ghana, although, these individuals often face barriers to migration. Inspite of ECOWAS Treaty of Free Movement the sub region still experiences several forms of limitation to free movement. These include harassment, high transport cost, bribery sexual exploitation and other forms of inhumane treatment and inadequate infrastructural facilities Cross-border, regional, and international trade are important elements of transnationalism that support the national development agenda.

Migration for the provision of services, such as artists and athletes, is a separate category of emigrant Ghanaians. There is currently no policy guiding this type of migration, however, the 2001 Doha Round Mode 4 of the World Trade Organisation (WTO), provides precedence for such international movements. [29] Given the number of Ghanaian

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[29]   This provides for movement of natural persons whereby a foreign national provides a service within a State as an independent supplier (e.g., consultant, health worker) or employee of a service supplier (e.g. consultancy firm, hospital, construction company, etc.).

artists and athletes, particularly footballers, engaged in migration for services, this issue should be mainstreamed into the migration policy framework.

8.6.1   Policy Objectives

The broad policy objectives are:
    a.   To mainstream cross-border, regional and international trade into migration management.
    b.   To eliminate barriers to cross-border trade.
    c.   To promote fair competition among traders.
    d.   To identify emigrants and migrants engaged in services.

8.6.2   Strategies

    a.   Strengthen government capacity to eliminate barriers to trade.
    b.   Introduce new policies and technology for border management.
    c.   Promote regional dialogue on migra-tion for trade and services.
    d.   0000Develop national policy on migration for service in line with international legal and policy frameworks.

8.7   Migration and Natural Resources

The recent discoveries of natural resources in Ghana, such as oil, minerals, and the construction of a major hydro-electric power project (the Bui Dam), have created significant change to internal migration patterns. One example is the migration of workers to the oil industry in the Western Region of Ghana, that is expect to increase. There is a need for government to recognise the relationship between migration and natural resources and its contribution to national development.

The arrival of domestic and in some cases international migrants to new and existing economic development zones also causes inherent

tensions between migrants and host populations. Further, exploration of natural resources can also create situations of forced displacement, environmental degradation, and over-taxed social services. There is a need, therefore, for policy guidance to maximize the benefits and minimize the consequences of the migration-natural resources nexus.

8.7.1   Policy Objectives

The broad policy objectives are:
   a.   To promote collaborative conflict resolution and prevention to achieve sustainable development.
   b.   To promote the outcomes and mitigate the consequences of the migration-natural resource nexus.

8.7.2   Strategies

   a.   Promote conflict prevention and non-violent dispute settlement.
   b.   Improve living conditions in host communities.
   c.   Maintain law and order.
   d.   Integrate migrants into destination communities.

9. MIGRATION AND INTERNATIONAL COOPERATION

The ever growing volume of emigration from and immigration into Ghana necessitates international cooperation through bilateral and multilateral dialogue for effective migration management. Such international migration flows cut across many aspects of migration policy and development planning, including: brain drain/brain gain, student mobility, health risks, conflict resolution and forced displacement, border management, and tourism.

Regional and international instruments and frameworks on migration and development are the basis for formulating bilateral and multilateral agreements and need to be mainstreamed into migration management. Ghana has acceded to many such conventions and adopted national legislation (see Appendix 1 and 2) for the protection of migrants and the advancement of national development. Of particular concern is the management of international migrant labour flows, guided by the International Labour Organization (ILO) conventions and the 1990 UN Convention on the Protection of Migrant Workers and Members of Their Families [30], among others. As a signatory, Ghana is required to uphold the tenants of these conventions and ensure their inclusion in migration policy and practice.

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[30] Ghana ratified on the 7th September 2000.

9.1   Policy Objectives

The broad policy objectives are:
  a. To broaden regional and international dialogue on migration management.
  b. To entreat other ECOWAS Member States to adopt international conventions on migrant labour
  c. To harmonize international and regional instruments with national policy.

9.2   Strategies

  a. Develop regional and international cooperation on migration manage-ment.
  b. Build the capacity of government institutions, civil society, and the private sector on migration management.
  c. Develop and maintain an inventory of all migration-related international and regional instruments, signed or ratified by Ghana.

10. DIASPORA, DUAL CITIZENSHIP, AND TRANSNATIONALISM

Emigration, as a form of migration, is comprised of several interrelated issues including: the diaspora, dual citizenship, and transnationalism. This chapter highlights key policy issues and interventions to address or enhance transnational linkages for national development. Key concepts include: the emigration of highly skilled Ghanaians, brain gain, remittances, harnessing the resources of the diaspora, and dual citizenship.

10.1 Remittances and Development

Leveraging remittances for development is an important aspect of the migration-development nexus. Remittances, the transfer of money or goods, constitute an integral part of livelihood strategies of migrants and their families in countries origin. The receipt of remittances helps mitigate an individual or family's vulnerability to economic risks and contributes both directly and indirectly to national development. The emigration of Ghanaian nationals abroad can have positive effects on the development of Ghana, however, issues such as brain drain and brain waste are potential negative consequences.

The annual flow of remittances into Ghana outweighs that of foreign direct investment (FDI) and official development assistance (ODA). In 2010, the Bank of Ghana estimated the level of remittances at USD 2.14 billion compared to USD 479 million in 1999. 31 The real flow of remittances is likely to be higher than these estimates as official reporting and data gathering is fraught with difficulties.

Tracking remittances is also challenged by the private nature of such transactions and informal methods of transferring money and goods. In Ghana, most remittances end in household consumption and recurrent expenditure, improving the standard of living of migrant households and reducing general rates of poverty. Given the positive impacts of remittances both on individual Ghanaians and national development, it is important to reduce barriers to such transactions and limit the associated costs. It is common for money transfer companies to charge service fees to send and receive remittances. This reduces the possibility of realizing the maximum potential of remittances for development and creates hardship for migrants and their families.

The Government of Ghana recognizes the positive contribution of remittances and is committed to maximizing the benefits and minimizing the challenges of remittance flows.

10.1.1   Policy Objectives

The broad policy objectives are:
  a. To assess the remittance-development nexus.
  b. To engage with diaspora for national development.
  c. To reduce barriers to remittances.
  d. To leverage the potential of remittances for national development

10.1.2   Strategies

  a. Engage the diaspora through Ghanaian diplomatic missions abroad to to help increase remittances flow.
  b. Utilise innovative products and new technology to broaden formal remittance markets.
  c. Reduce barriers and costs associated with remittance transfers.
  d. Increase research and data gathering on remittance flows.

10.2   Diaspora Resources and Development

Diaspora plays a critical role in the national development of countries of origin. Ghanaian diaspora communities maintain links with their home-towns preserving socio-cultural traditions; facilitate development projects; and transfer skills and knowledge. The Government of Ghana recognizes the development opportunity presented by diaspora and is committed to engagement and transparency to mainstream diaspora into development planning. The creation of a framework for diaspora engagement and investment would mobilize and maximize the potential contribution of Ghanaian diaspora groups.

10.2.1   Policy Objectives

The broad policy objectives are:
   a.   To assess the nexus between diaspora and development and associated knowledge/resource flows.
   b.   To maximize the development potential of diaspora engagement.
   c.   To foster links between the Ghanaian diaspora and professionals, civil society, and the private sector in Ghana.
   d.   To enhance the transfer of skills, technology, and research by diaspora.
   e.   To promote diaspora investment for development.

10.2.2   Strategies

   a.   Develop a shared database on Ghanaian diaspora.
   b.   Institute micro-level support for diaspora initiatives.
   c.   Provide support and resources to the Diaspora Affairs Bureau (DAB) at Ministry of Foreign Affairs and Regional Integration (MFARI).
   d.   Ensure that the National Identification Authority (NIA) registers all Ghanaian emigrants.

e. Mainstream diaspora investments, skills, and knowledge transfer into development planning.
f. Create incentives for diaspora investment, trade, and technology transfer.
g. Facilitate citizenship and residency rights.
h. Develop guidelines on responsibilities and protections afforded to diaspora by the State.
i. Initiate processes to achieve portability of social security of diaspora as a means to encourage their return.
j. Promote and facilitate the return of skilled emigrants through brain gain initiatives, such as reintegration packages.

10.3   Dual Citizenship and Transnationalism

The current trend of dual citizenship in most African countries has both positive and negative implications. The national migration policy seeks to enhance the benefits and resolve the challenges related to dual citizenship and transnationalism. In a positive sense, dual citizenship enables emigrants to access basic rights and freedoms accorded by both the country of destination and origin.. Noted challenges, however, include: limited awareness of civic responsibilities, divided loyalty, non-payment of taxes, conflicting legal regimes, and unequal advantages.

The Constitution of Ghana, the Citizenship Act 2000 (Act 591) and the Citizenship Regulations 2001(LI 1690) of Ghana provide a framework for citizenship requirements. The Citizenship Regulations stipulate that a Ghanaian citizen who holds the citizenship of any other country shall register as a dual national of Ghana, thus conferring on the person concerned all rights enjoyed by all other Ghanaian citizens.

As the number of Ghanaian emigrants increases, so too does the number who seek dual citizenship and become transnationals. The

term "transnationalism" is defined as the process whereby people establish and maintain socio-cultural connections across geopolitical borders. It can be addressed from three perspectives: as a concept, as an analytical framework, and as a process or set of processes. The ability to live as a transnational is supported with globalization and technological advances.

The Government of Ghana seeks to minimize the consequences and promote the positive outcomes presented by dual citizenship and transnationalism, through migration management and public awareness of rights and responsibilities.

10.3.1 Policy Objectives

The broad policy objectives are:
   a. To assess the impact of dual citizenship and transnationalism on development.
   b. To create public awareness on dual citizenship, transnationalism, and the law.
   c. To evaluate the impact of national legislation on dual nationals.
   d. To facilitate the return of Ghanaian emigrants.

10.3.2 Strategies

   a. Promote civic education on dual citizenship and transnationalism.
   b. Establish a database profiling dual citizens.
   c. Promote cooperation and dialogue with dual citizens.
   d. Create incentives for the return and contribution of dual citizens for national development.
   e. Explore the dual citizenship, transnationalism, and development nexus.
   f. Conduct research and data gathering on Ghanaian and non-Ghanaian transnationals.

11. MIGRATION DATA AND INFORMATION MANAGEMENT

Effective management of migration for development requires accurate and reliable data. Yet data and knowledge on the scale and characteristics of migration remains limited in Ghana. Population censuses and surveys conducted by the Ghana Statistical Service (GSS) and other academic and research institutions do not contain adequate data on international migration flows, migrant profiles, labour migration, remittances, irregular migration, and displacement.

11.1 Data and Utilisation Initiatives

The Government of Ghana recognizes the importance of reliable and accurate migration data to facilitate effective management of the migration-development nexus. The government and relevant agencies will therefore facilitate efficient data gathering, processing, analysis, storage, and utilization. Enhanced coordination among migration institutions and information management agencies will be promoted to ensure these goals are attained.

11.1.1 Policy Objectives

The broad policy objectives are:
  a. To collect, analyse, and utilise migration data.
  b. To enhance the capacity of the GSS and other relevant institutions to provide migration data.
  c. To promote coordination among migration related institutions.

d. To create a viable national migration database.
e. To harmonise and strengthen migration data collection systems.

11.1.2   Strategies

a. Intensify research and data gathering on migration.
b. Build government capacity on migration data collection and information management.
c. Harmonisation existing data collection systems to manage migration related information.
d. Conduct periodic national migration surveys in Ghana.
e. Strengthen international and inter-agency collaboration on migration data management.
f. Ensure effective disaggregation of migration data.

11.2   Enhancing the Capacity of Stakeholders

Migration is a multi-dimensional phenomenon linked to a number of cross-cutting issues. Effective migration management and implementation of the NMP requires accurate interpretation and use of migration data and information management. Migration stakeholders need institutional capacity building on data management issues to ensure effective implementation of the NMP and to achieve national development goals.

11.2.1   Policy Objectives

The broad policy objectives are:
a. To enhance the capacity of migration stakeholders in migration data management.
b. To integrate migration data in development planning.

11.2.2   Strategies

a. Provide technical trainings on migration data and information management to migration stakeholders.
b. Strengthen migration data and information management capacity by government institutions responsible for NMP implementation..
c. Engage development partners and migration stakeholders in migration data collection and management.
d. Ensure the inclusion of migration data and information management in national development planning.

12. INSTITUTIONAL FRAMEWORK FOR POLICY IMPLEMENTATION

The Government of Ghana is committed to adopting and implementing a National Migration Policy (NMP) through a multi-stakeholder approach. This requires the effective coordination of migration stakeholders in the national development context. The Inter-ministerial Steering Committee on Migration (IMSCM) has the mandate to support the Migration Unit to spearhead the process of constituting a viable institutional framework for implementing, monitoring and evaluating the NMP.

The effective implementation of the NMP requires its harmonization with existing policies and laws of Ghana. Therefore, migration issues shall be mainstreamed into the sectorial development plans, laws, and policies of Ghana.

Actions to realise this are:
a. Harmonize international conventions and protocols, which Ghana has signed or ratified with the NMP.
b. Review national migration laws and policies to avoid duplication.
c. Conduct a migration stakeholder mapping and capability analysis with regards to the NMP.
d. Empower the Migration Unit to spearhead implementation, monitoring, and evaluation of the NMP during the transition period.

Towards implementation, an institutional framework for the NMP is suggested in Table 2. Crucial among these is the establishment of a Ghana National Commission on Migration (GNCM) as a body specifically mandated to manage migration and migration-related issues in line with the NMP. It will comprise representatives from government, academia, NGOs, civil society, diaspora groups, the Media and other interest groups. Successful implementation of the National Migration Policy (NMP) will require commitment and effective collaboration among the various migration and development stakeholders such as governmental and non-governmental institutions, national and international bodies, as indicated in Table 2 and Ghanaian citizens. Therefore a consultative implementation process of the NMP; effective monitoring and evaluation (M &E); periodic review, and awareness creation and advocacy of the NMP are vital strategies for successful implementation. There is also need for clarity of the roles and responsibilities of the different stakeholders which are defined in the Action Plan as part of the National Migration Policy

The National Migration Unit will be responsible for matters relating to the functional implementation framework with technical support to be provided by other stakeholders pending the setup of the GNCM. Therefore, the Unit should be strengthened through capacity building initiatives for coordination and implementation of the policy. It is equally important that adequate resources are made available for its implementation.

Table 2: Institutional Framework for the National Migration Policy (NMP)

NMP Strategic Area	Implementing MDAs/Organisations
Institutional, Policy, and Legal Framework	Ghana National Commission on Migration (GNCM), National Development Planning Commission (NDPC) Migration Unit of MOI/ Ministry of Justice (MOJ) & Attorney General's Department, and Ministry of Foreign Affairs and Regional Integration (MFARI)
Internal Migration and Urbanisation	Migration Unit/GNCM, NDPC, Savannah Accelerated Development Authority (SADA), National Population Council (NPC), Ministry of Local Government and Rural Development (MLGRD), National Disaster Management Organization (NADMO), and Ministry of Finance (MOF) , , Academic and Research Institutions
Emigration: brain drain, brain circulation, and brain waste	MFARI, Ministry of Health (MOH), Ministry of Education (MOE), and Ministry of Employment and Labour Relations (MELR), MOI, Academic and Research Institutions
Migration and Development: diaspora	MOF, MOI, The Bank of Ghana, MFARI, and MELR, GIPC,

resources including remittances, brain gain of return migrants	Academic and Research Institutions
Border Management	MOI/Ghana Immigration Service (GIS)
Irregular Migration: human trafficking and migrant smuggling	Ministry of Gender, Children and Social Protection (MGCSP), MOJ & Attorney General's Department, MOI (GIS & Anti-Human Trafficking Unit of Ghana Police Service), MFARI, and Ministry of Information and Media Relations (MIMR)
Migration and Cross-Cutting Issues: gender, vulnerable groups, tourism, and cultural heritage	MGCSP, Ministry of Tourism, Culture and Creative Arts (MTCCA), and Ministry of Chieftaincy and Traditional Affairs (MCTA)
Migration the Environment and Climate Change	Ministry of Environment, Science, Technology and Innovation (MESTI) and the Environmental Protection Agency (EPA), Ministry of Food and Agriculture (MOFA), Ministry of Lands and Natural Resources (MLNR)/Forestry Commission, Ministry of Fisheries and Aquaculture Development (MFAD), and MTCCA),SADA, Academic and Research Institutions

Migration Data and Information Management	Ghana Statistical Service (GSS), GIS, MFARI, MOI, Ghana Police Service, MELR, Academic and Research Institutions
Migration and International Cooperation	MFARI, MOI, MOJ & Attorney General's Department, MELR

13. RESOURCE MOBILISATION FOR POLICY IMPLEMENTATION

The Government of Ghana is expected to provide adequate resources for the implementation of the NMP. Supplementary funding will be mobilised from migration and development partners. Public-private sector cooperation will be required to mobilise technical assistance, and financial and human resources, to support NMP related activities. Bilateral and multilateral agreements will be formed to support resource mobilisation.

The Ministry of the Interior will spearhead NMP resource mobilisation both within and outside of Ghana Resources which will be utilised for NMP policy coordination and implementation at the national, regional and local levels. These funds will also meet requirements for infrastructural, institutional and human capacity develop-ment.

Key stakeholders, such as Ghanaian emigrants, will be engaged individually or through their migrant associations to facilitate NMP implementation and resource mobilisation. One possible outcome will be the creation of diaspora-homeland citizen ventures.

14. INSTITUTIONAL ARRANGEMENTS FOR POLICY IMPLEMENTATION

Implementation of the National Migration Policy (NMP) will require commitment from migration and development stakeholders such as governmental and non-governmental institutions, national and international bodies, and Ghanaians citizens to be successful. The list of institutions identified in this chapter is illustrative of the type of stakeholders that will be involved in the NMP implementation.

14.1 Institutions

14.1.1 Government Institutions – Ministries

14.1.1.1 Ministry of Education (MOE)

MOE will provide education opportunities to Ghanaians and non-Ghanaians, especially the disadvantaged. It will facilitate and encourage the entry of foreign students in higher institutions of learning in Ghana. The Ministry will improve conditions of teaching and learning in secondary and tertiary institutions to reduce brain drain and waste. It shall standardize the accreditation and certification process of emigrant Ghanaians and foreigners.

14.1.1.2 Ministry of Employment and Labour Relations (MELR)

MELR will identify the role of different types of migration in national and regional development, and the impact on migrants and non-

migrants. With respect to migration, MELR will be required to foster a favourable environment for industry and employment generation. The Ministry is also expected to streamline employment creation for Ghanaians and foreign workers, ensuring that local labour is not disadvantaged. MELR will maintain oversight of issues such as salaries/wages, conditions of service in the public sector, and collective bargaining agreements. The Ministry will continue to play a key role in labour migration management issues.

14.1.1.3 Ministry of Finance (MOF)

MOF will be required to provide adequate resources to the MOI for the implementation of the NMP. It will also collaborate with its statutory departments and the Bank of Ghana to formulate and implement appropriate fiscal and monetary policies to maximise the flow of remittances and other international migrant resources.

14.1.1.4 Ministry of Foreign Affairs and Regional Integration (MFARI)

MFARI is mandated to promote and protect the interests and welfare of Ghanaians abroad. It will create a database of Ghanaian diaspora, profiling location, skills, and expertise. The Ministry, through its Missions abroad, will engage and mobilise diaspora to support national development goals. It will also monitor the implementation of migration related international conventions, protocols, and agreements signed or ratified by Ghana.

14.1.1.5 Ministry of Gender, Children and Social Protection (MGCSP)

MGCSP is mandated to enhance and protect the rights of children, vulnerable groups, and promote gender equality. In line with its

mandate, it will be required to provide the institutional, political, and social conditions for addressing all aspects of the NMP that relate to gender and vulnerability associated with migration. The Ministry will collaborate with law enforcement agencies and other sectors to address the social protection challenges resulting from irregular migration and trafficking in persons; with particular focus on the needs of children, women, the elderly, persons with disabilities, and other vulnerable groups.

14.1.1.6 Ministry of Health (MOH)

MOH will create an enabling environment that will retain Ghanaian health professionals and attract those in the diaspora for re-engagement. It will be required to facilitate the process of re-engagement of health professionals in the diaspora when they return home to settle. The Ministry will also create a platform for the skills transfer of health professionals, both of those returning permanently and temporarily. MOH will further engage with Ghanaian health specialists in the diaspora to broaden the scope and capability of Ghanaian health care services.

14.1.1.7 Ministry of Comunications

MIMR will provide Ghanaians within and outside the country reliable information on migration and its impact on countries of origin and destination. The information will be disseminated through channels most effective in reaching migrants. The Ministry shall collaborate with print and electronic media outlets to inform the public on migration policies and laws.

14.1.1.8   Ministry of Justice and Attorney-General's Department (MOJ/AGD)

MOJ/AGD, in collaboration with Ghanaian security agencies, will prosecute perpetrators or offenders of human trafficking and migrant smuggling. It will also ensure that the fundamental rights of migrants are upheld.

14.1.1.9   Ministry of Local Government and Rural Development (MLGRD)

MLGRD will effectively manage urban centres and growth points with regards to rural-urban migration. The Ministry will promote orderly human settlement developments in light of increasing urbanization. It shall work with the MGCSP to reduce irregular migration, in particular human trafficking and migrant smuggling

14.1.1.10   Ministry of the Interior (MOI)

MOI is mandated, among other things, to formulate policies and strategic plans related to migration management. It will create an enabling environment for immigrants and emigrants to contribute meaningfully to the socio-economic development of Ghana. The Ministry will also provide migration related services to access dual citizenship, residence, work permits, and other opportunities. This will enable them to make a positive contribution to the development of Ghana.

14.1.1.11   Ministry of Trade and Industry (MTI)

MTI will promote and encourage diaspora investment. It will assist Ghanaian entrepreneurs abroad to establish viable industries in Ghana. This will increase diaspora participation in national development.

The Ministry will notify Ghanaian diaspora about available trade and investment opportunities in Ghana.

14.1.1.12 Other Government Ministries and Policymaking Institutions

In addition to those listed above, other Government Ministries will be involved in NMP implementation for cross-cutting issues. For example, the Ministries of Chieftaincy and Traditional Affairs, and Tourism, Culture and Creative Arts will oversee issues pertaining to migration and tourism and cultural heritage.

14.1.13 Government Institutions – Departments and Agencies

14.1.2.1 Ghana Immigration Service (GIS)

GIS will continue to manage immigration controls that regulate and facilitate the movement of people through the borders of Ghana. It will employ effective border management practices and counter irregular migration, such as migrant smuggling and human trafficking. A database will be created by GIS to provide statistical information on border movements and for the details of foreign nationals working in Ghana. GIS will identify information gaps for potential migrants and engage in information campaigns to ensure orderly migration. It will also assist relevant government agencies to integrate foreign nationals and reintegrate Ghanaian nationals.

14.1.2.2 Ghana Statistical Service (GSS)

GSS is mandated to collect, analyse, and disseminate migration related data. It will collect census and survey data regarding internal and international migration and migrant characteristics. GSS will provide migration data and information to NMP implementing agencies.

Further, it will partner with Ghana Missions abroad to create a system for data collection, analysis, and utilisation.

14.1.2.3 National Development Planning Commission (NDPC)

NDPC is responsible for oversight of all development initiatives in Ghana. It will contribute to the successful implementation, monitoring and evaluation of the NMP. NDPC will mainstream migration into national development planning. The Commission will also collect periodic feedback implementing agencies of the NMP.

14.1.3 Employer Associations and Worker Organisations

Employer and worker organisations of Ghana will ensure fair recruitment, treatment, and observance of the rights of workers, nationals and foreigners alike. In addition, they partner with MFARI to ensure host nation and Ghanaian emigrant worker compliance with appropriate ILO and United Nations conventions.

14.1.4 Development Partners and Coordination

Working relations will be established with migration and development partners, including bilateral and multilateral organizations, to provide technical and financial assistance. The Government of Ghana will coordinate with these stakeholders to ensure successful implementation of the NMP.

14.1.5 NGOs and the Civil Society

Ghana has active civil society organisations that operate in areas of democratisation and governance. These organisations will ensure government compliance in the implementation of the NMP. Those NGOs and civil society organisations engaged in migration and

development will also be engaged to ensure their participation in attaining NMP objectives.

14.2 Towards Successful Policy Implementation

Successful implementation of the NMP requires effective collaboration among the various migration and development stakeholders identified above; and related entities. Specific activities to support NMP implementation include:

a. A consultative implementation process;
b. Effective monitoring and evaluation (M &E);
c. Periodic review of the NMP; and
d. Awareness creation and advocacy.

14.2.1 Ghana National Commission on Migration (GNCM)

GNCM will be established as a body specifically mandated to manage migration and migration-related issues in line with the NMP. It will comprise representatives from government, academia, NGOs, civil society, and interest groups.

GLOSSARY OF TERMS

Country of destination: The country that is a destination for migratory flows (regular or irregular).

Country of origin: The country that is a source of migratory flows (regular or irregular).

Country of transit: The country through which migratory flows (regular or irregular) move.

Diaspora: Diasporas are broadly defined as individuals and members or networks, associations and communities, who have left their country of origin, but maintain links with their homelands.

Displacement: A forced removal of a person from the home or country of that person, often due to armed conflict or natural disasters.

Emigration: The act of departing or exiting from one State with a view to settle in another. International human rights norms provide that all persons should be free to leave any country, including their own, and that only in very limited circumstances may States impose restrictions on the individual's right to leave its territory.

Externally displaced persons: Persons who have fled their country due to persecution, generalized violence, armed conflict situations or other man-made disasters. These individuals often flee en masse. Sometimes they are also referred to as 'de facto refugees'.

Family reunification or reunion: Process whereby family members separated through forced or voluntary migration regroup in a country other than the one of their origin.

Feminization of migration: The growing participation of women in migration (some 49 per cent of all migrants are women). Women are now more likely to migrate independently, rather than as members of a household, and they are actively involved in employment. The increase of women in migration.

Forced migration: A migratory movement in which an element of coercion exists, including threats to life and livelihood, whether arising from natural or man-made causes (e.g. movements of refugees and internally displaced persons as well as people displaced by natural or environmental disasters, chemical or nuclear disasters, famine, or development projects).

Foreigner: A person belonging to, or owing an allegiance to, another State.

Freedom of movement: A human comprising three basic elements: freedom of movement within the territory of a country (Art.13(1), Universal Declaration of Human Rights, 1948:

"Everyone has the right to freedom of movement and residence within the borders of each state."), right to leave any country and the right to return to his or her own country (Art. 13 (2), Universal Declaration of Human Rights, 1948: "Everyone has the right to leave any country, including his own, and to return to his country").

Immigration: A process by which non-nationals move into a country for the purpose of settlement.

Instrument: A formal or legal document in writing such as a contract or treaty. In the case of ratification, acceptance, approval or accession to a treaty, it is the document which establishes the consent of the State to be bound by the treaty.

Integration: The process by which immigrants become accepted into society, both as individuals and as groups. The particular requirements for acceptance by a receiving society vary greatly from country to country; and the responsibility for integration is a two-way process of adaptation by migrants and host societies. Integration does not necessarily imply permanent settlement. It does, however, imply consideration of the rights and obligations of migrants and host socieities, of access to different kinds of services and the labour market, and of identification and respect for a core set of values that bind migrants and host communities in a common purpose.

Internal migration: A movement of people from one area of a country to another for the purpose or with the effect of establishing a new residence. This migration may be temporary or permanent. Internal migrants move but remain within their country of origin (e.g. rural to urban migration).

Internally displaced persons: Persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognized State border (Guiding Principles on Internal Displacement, UN Doc E/CN.4/1998/53/Add.2.).

International migration: Movement of persons who leave their country of origin, or the country of habitual residence, to establish

themselves either permanently or temporarily in another country. An international frontier is therefore crossed.

Involuntary repatriation: The return of refugees, prisoners of war and civil detainees to the territory of the State of origin induced by the creation of circumstances which do not leave any other alternative. Repatriation is a personal right (unlike expulsion and deportation which are primarily within the domain of State sovereignty), as such, neither the State of nationality nor the State of temporary residence or detaining power is justified in enforcing repatriation against the will of an eligible person, whether refugee or prisoner of war. According to contemporary international law, prisoners of war or refugees refusing repatriation, particularly if motivated by fears of political persecution in their own country, should be protected from refoulement and given, if possible, temporary or permanent asylum.

Irregular migrant: A person who, owing to unauthorized entry, breach of condition of entry, or the expiry of his or her visa, lacks legal status in a transit or host country. The term applies to those persons who have entered a transit or host country lawfully but have stayed for a longer period than authorized or subsequently taken up unauthorized employment (also called clandestine/illegal/undocumented migrant or migrant in an irregular situation.)

Irregular migration: Movement that takes place outside the regulatory norms of the sending, transit and receiving countries. There is no clear or universally accepted definition of irregular migration. From the perspective of destination countries it is illegal entry, stay or work in a country, meaning that the migrant does not have the necessary authorization or documents required under immigration regulations to enter, reside or work in a given country. From the perspective of the sending country, the irregularity is for example seen in cases in which a person crosses an international boundary without a valid passport or

travel document or does not fulfil the administrative requirements for leaving the country. There is, however, a tendency to restrict the use of the term "illegal migration" to cases of smuggling of migrants and trafficking in persons.

Labour migration: Movement of persons from one State to another, or within their own country of residence, for the purpose of employment. Labour migration is addressed by most States in their migration laws. In addition, some States take an active role in regulating outward labour migration and seeking opportunities for their nationals abroad.

Members of the family: Persons married to migrant workers or having with them a relationship that, according to applicable law, produces effects equivalent to marriage, as well as their dependent children and other dependent persons who are recognized as members of the family by applicable legislation or applicable bilateral or multilateral agreements between the States concerned. (Art.4, International Convention on the Protection of All Migrant Workers and Members of their Families, 1990).

Migrant stock: The number of migrants residing in a country at a particular point in time.

Migrant worker: A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national (Art. 2(1), International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families,1990).

Migration: The movement of a person or group of person, either across an international border, or within a State. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes migration of refugees,

displaced persons, economic migrants, and persons moving for other purposes, including family reunification.

Migration management: A term used to encompass numerous governmental functions and a national system of orderly and humane management for cross-border migration, particularly managing the entry and presence of foreigners within the borders of the State and the protection of refugees and others in need of protection.

Mixed flows: Complex population movements that include refugees, asylum seekers, economic migrants, and other migrants.

Multilateral: In relation to treaties and negotiations, multilateral (or multipartite) connotes the involvement of more than two States in the process.

National: A person, who, either by birth or naturalization, is a member of a political community, owing allegiance to the community and being entitled to enjoy all its civil and political rights and protection; a member of the State, entitled to all its privileges. A person enjoying the nationality of a given State.

Nationality: Legal bond between an individual and a State. International Court of Justice defined nationality in the Nottebohm case, 1955, as "...a legal bond having as its basis a social fact of attachment, a genuine connection of existence, interests and sentiments, together with the existence of reciprocal rights and duties...the individual upon whom it is conferred, either directly by law or as a result of the act of the authorities, is in fact more closely connected with the population of the State conferring the nationality than with any other State." According to Art. 1, Hague Convention on Certain Questions Relating to the Conflict of Nationality Laws, 1930, "it is for each State to

determine under its own laws who are its nationals. This law shall be recognized by other States insofar as it is consistent with international conventions, international custom, and the principles of law generally recognized with regard to nationality."

Naturalization: Granting by a State of its nationality to a non-national through a formal act on the application of the individual concerned. International law does not provide detailed rules for naturalization, but it recognizes the competence of every State to naturalize those who are not its nationals and who apply to become its nationals. See also national, nationality.

Non-refoulement: Principle of international refugee law that prohibits States from returning refugees in any manner whatsoever to countries or territories in which their lives or freedom may be threatened. The principle of non-refoulement is considered by many authors as part of customary international law, while for others the two requirements for the existence of a customary norm are not met.

Organized crime: Widespread criminal activities carried out by tightly or loosely organized associations and aimed at the establishment, supply and exploitation of illegal markets at the expense of society.

Palermo Protocols: Supplementary protocols to the Convention against Transnational Organized Crime (2000): Protocol Against the Smuggling of Migrants by Land, Sea and Air; Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children; and Protocol against the Manufacturing of and Trafficking in Illicit Firearms, Ammunition and Related Materials.

Permanent residence: The right, granted by a host State to a non-national, to live and work therein on a permanent (unlimited) basis.

Permanent settlers: Legally admitted immigrants who are accepted to settle in the receiving country, including persons admitted for the purpose of family reunion.

Permit: Documentation, usually issued by a governmental authority, which allows something to exist or someone to perform certain acts or services. In the migration context, reference to residence permits or work permits is common.

Persecution: In the refugee context, a threat to life or freedom on account of race, religion, nationality, political opinion or membership of a particular social group.

Protection: "The concept of protection encompasses all activities aimed at ensuring full respect for the rights of the individual in accordance with the letter and the spirit of the relevant bodies of law, i.e. human rights law, international humanitarian law and refugee law. Human rights and humanitarian organizations must conduct these activities in an impartial manner (not on the basis of race, national or ethnic origin, language or gender)" (Inter-Agency Standing Committee).

Ratification: Ratification refers to the "acceptance" or "approval" of a treaty. In an international context, ratification "is the international act so named whereby a State establishes on the international plane its consent to be bound by a treaty" (Art. 2 (1)(b,) Vienna Convention on the Law of Treaties, 1969). Instruments of ratification establishing the consent of a State take effect when exchanged between the contracting States, deposited with a depositary or notified to the contracting States or to the depositary, if so agreed (Art.16). In a domestic context, it denotes the process whereby a State puts itself in a position to indicate its acceptance of the obligations contained in a treaty. A number

of States have in their Constitutions procedures which have to be followed before the government can accept a treaty as binding.

Readmission: Act by a State accepting the re-entry of an individual (own national, third-country national or stateless person).

Refoulement: The return by a State, in any manner whatsoever, of an individual to the territory of another State in which the person's life or liberty would be threatened, or the person may be persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion; or would run the risk of torture. Refoulement includes any action having the effect of returning the individual to a State, including expulsion, deportation, extradition, rejection at the frontier (border), extraterritorial interception and physical return.

Refugee: A person, who "owing to well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinions, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country" (Convention relating to the Status of Refugees, Art. 1A(2), 1951 as modified by the 1967 Protocol).

Refugee (mandate): A person who meets the criteria of the UNHCR Statute and qualifies for the protection of the United Nations provided by the High Commissioner, regardless of whether or not the person is in a country that is a party to the Convention relating to the Status of Refugees, 1951 or the 1967 Protocol relating to the Status of Refugees, or whether or not the person has been recognized by the host country as a refugee under either of these instruments.

Reintegration: Re-inclusion or re-incorporation of a person into a group or a process, e.g. of a migrant into the society of his country of origin.

Remittances: Monies earned or acquired by non-nationals that are transferred back to their country of origin.

Skilled migrant: A migrant worker who, because of his or her skills or acquired professional experience, is usually granted preferential treatment regarding admission to a host country (and is therefore subject to fewer restrictions regarding length of stay, change of employment and family reunification).

Smuggler (of migrants): An intermediary who moves a person by agreement with that person, in order to transport him/her in an unauthorized manner across an internationally recognized State border.

Smuggling: The procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a State Party of which the person is not a national or a permanent resident (Art. 3(a), UN Protocol Against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime, 2000). Smuggling contrary to trafficking does not require an element of exploitation, coercion, or violation of human rights.

Stateless person: A person who is not considered as a national by any State under the operation of its law (Art. 1, UN Convention relating to the Status of Stateless Persons, 1954). As such, a stateless person lacks those rights attributable to nationality: the diplomatic protection of a State, no inherent right of sojourn in the State of residence and no right of return.

Trafficker, human: An intermediary who is involved in the movement of persons in order to obtain an economic or other profit by means of deception, physical or psychological coercion for the purpose of exploitation. The intent ab initio on the part of the trafficker is to exploit the person and gain profit or advantage from the exploitation.

Trafficking in persons: The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation (Art. 3(a), UN Protocol to Prevent, Suppress and Punish trafficking in Persons, Especially Women and Children, Supplementing the UN Convention Against Organized Crime, 2000).

Transit: A stopover of passage, of varying length, while travelling between two or more countries.

Transnationalism: The process whereby people establish and maintain socio-cultural connections across geopolitical borders.

Travel documents: Generic term used to encompass all documents issued by a competent authority which are acceptable proof of identity for the purpose of entering another country. Passports and visas are the most widely used forms of travel documents. Some States also accept certain identity cards or other documents.

Treaty: An international agreement concluded between States in written form and governed by international law, whether embodied in a single instrument or in two or more related instruments and whatever its particular designation (Art. 2.1(a) Vienna Convention on the Law of Treaties, 1969).

Victim of human trafficking: Any natural person who is subject to trafficking in human beings.

Work permit: A legal document issued by a competent authority of a State giving authorization for employment of migrant workers in the host country during the period of validity of the permit.

Xenophobia: At the international level, no universally accepted definition of xenophobia exists, though it can be described as attitudes, prejudices and behaviour that reject, exclude and often vilify persons, based on the perception that they are outsiders or foreigners to the community, society or national identity. There is a close link between racism and xenophobia, two terms that are hard to differentiate from each other.

Source: IOM (2011) International Migration Law No. 25, Glossary on Migration, Geneva.

APPENDICES

APPENDIX 1:
STATUS OF CONVENTIONS AND PROTOCOLS AS OF 2009

Treaty Title with Date of Conclusion	Signature Date	Ratification/ Accession Date	Deposit Date
1. International Convention for the Suppression of the Traffic in Women and Children, 30/09/1921;		Succession	07/04/1958
2. International Convention for the Suppression of the White Slave Traffic, 04/05/1949;		Succession	07/04/1958
3. Convention for the Suppression of the Traffic in Persons and the Exploitation of the Prostitution of others, 21/03/1950;		Succession	24/09/2003
4. Final Protocol to the Convention for the Suppression of the Traffic in Persons and the Exploitation of the Prostitution of others, 21/03/1950;	Adopted 01/07/1949	Succession	24/09/2003

5.	ILO Convention (No. 97 and Recommendation No. 86) concerning Migration for Employment, 1949;	Adopted 24/06/1975	25/01/1958	
6.	ILO Convention (No. 143 and Recommendation No. 151) concerning Migration in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers, 1975;	Adopted 28/06/1930	2000	
7.	ILO Convention No. 29 Forced Labour; 1930;	Adopted 25/06/57	20/05/1957	
8.	ILO Convention No.105 concerning Abolition of Forced Labour, 1957;	Adopted 09/07/48	15/12/1958	
9.	ILO Convention No.87 concerning Freedom of Association and Protection of the Right to Organize, 1948;	Adopted 01/07/49	02/06/65	
10.	ILO Convention No. 98 concerning the Right to Organize and Collective Bargaining , 1949;	Adopted 29/06/51	02/07/59	

11. ILO Convention No. 100 concerning Equal Remuneration, 1951;	Adopted 17/06/99	14/03/68	
12. ILO Convention No. 182 concerning Worst Forms of Child Labour, 1999;	Adopted 05/06/25	13/06/2000	
13. ILO Convention No. 19 concerning Equality of Treatment (Accident Compensation), 1925;	Adopted 09/07/48	20/05/57	
14. ILO Convention No. 88 concerning Employment Service, 1948;	Adopted 1949	04/04/61	
15. ILO Convention No. 96 concerning Fee-Charging Employment Agencies, 1949;	Adopted 11/06/47	21/08/73	
16. ILO Convention No. 81 concerning Labour Inspection, 1947;	Adopted 29/06/49 1985	02/07/59	
17. ILO Convention No. 94 concerning Labour Clauses (Public Contracts), 1949;	Adopted 01/07/49	04/04/61	
18. ILO Convention No. 110 concerning Plantations, 1958;	Adopted 28/06/52	24/06/68	

19. ILO Convention No. 95 concerning Protection of Wages, 1949;	Adopted 26/06/ 62	Not Ratified	
20. ILO Convention No. 102 concerning Social Security (Minimum Standards), 1962;	Adopted 09/07/64	None	
21. ILO Convention No. 118 concerning Equality of Treatment (Social Security), 1962;	Adopted 08/07/64	None	
22. ILO Convention No. 122 concerning Employment Policy, 1964;	Adopted 25/06/69	None	
23. ILO Convention No.121 concerning Employment Injury Benefits, 1964;	Adopted 22/06/70	None	
24. ILO Convention No. 129 concerning Labour Inspection (Agriculture), 1969;	Adopted 1973	None	
25. ILO Convention No. 131 concerning Minimum Wage Fixing, 1970;	Adopted 21/06/81	None	

26. ILO Convention No. 138 concerning the Minimum Wage, 1973;	Adopted 21/06/82	06/06/2011	
27. ILO Convention No. 155 concerning Occupational Safety and Health, 1981;	Adopted 20/06/88	None	
28. ILO Convention No. 157 concerning Maintenance of Social Security Rights, 1982;	Adopted 25/06/81	None	
29. ILO Convention No. 167 concerning Safety and Health in Construction, 1988;	Adopted 22/06/95	None	
30. ILO Convention No. 172 concerning Working Conditions (Hotels and Restaurants), 1991;	Adopted 19/05/97	None	
31. ILO Convention No. 176 concerning Safety and Health in Mines, 1995;	Adopted 15/06/2000	None	
32. ILO Convention No. 181 concerning Private Employment Agencies, 1997;	Adopted 21/06/01	None	

33. ILO Convention No. 183 concerning Maternity Protection, 2000;	Adopted 2011	06/06/2011	
34. ILO Convention No. 184 concerning Safety and Health in Agriculture, 2001;	Adopted 28/07/1951		
35. ILO Convention No. 189 on domestic workers			
36. UN Convention relating to the Status of Refugees, 1951;	Adopted 31/01/1967	Accession	18/03/1963
37. Protocol relating to the Status of Refugees, 1967;	Adopted 10/09/1969	Accession	30/10/1968
38. OAU (AU) Convention governing specific aspects of refugee problems in Africa, 1969 ;	Adopted 16/12/1966	19/06/1975	18/08/1983
39. International Covenant on Economic, Social and Cultural Rights, 1966;	Adopted 16/12/1966	Ratification	07/09/2000
40. International Covenant on Civil and Political Rights, 1966;	Adopted 18/12/1990	Ratification	07/09/2000

41. International Convention on the Protection of the Rights of Migrant Workers and Members of their Families (1990)	Adopted 20/11/1989	Ratification	07/09/2000
42. UN Convention on the Rights of the Child, 1990;	Adopted 15/11/2000	02/09/1990	
43. UN Convention Against Transnational Organized Crime, 2000;	Adopted 15/11/2000	21/08/2012	
44. UN Protocol Against Smuggling of Migrants by Land, Sea and Air, 2000;	Adopted 15/11/2000	21/08/2012	
45. UN Protocol to Prevent, Suppress and Punish Trafficking of Persons, Especially Women and Children, 2000;	Adopted 27/06/1981	05/12/2005	
46. African Charter on Human and Peoples' Rights, 1981;	Adopted 18/08/1997	24/01/1989	03/1989
47. African Charter on the Rights and Welfare of the Child, 1997;	Adopted 29/05/1979	15/07/2005	15/07/2005

48. ECOWAS Protocol relating to Free Movements of Persons, Residence and Establishment, 1979;	Adoted 01/07/1986	08/04/1980	
49. ECOWAS Supplementary Protocol on the Second Phase on Free Movement of Persons (Right of Residence), 1986;	Adopted 20/05/1990	12/05/1989	
50. ECOWAS Supplementary Protocol on the Implementation of the Third Phase (Right of Establishment) of the Protocol relating to Free Movements of Persons, Residence and Establishment, 1990;	Adopted 18/12/1990	16/04/1991	
51. International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, New York;	16/12/1966	07/09/2000	

52. Optional Protocol to the International Covenant on Civil and Political Rights, New York;	21/03/1950	07/09/2000	
53. Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others; New York;	21/03/1950	24/09/2003	
54. Final Protocol to the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, New York;	Adopted 30/09/1921	24/09/2003	
55. International Convention for the Suppression of the Traffic in Women and Children, Geneva.		Succession	07/04/1958

APPENDICES 2:
NATIONAL LAWS AND POLICIES PERTAINING TO MIGRATION IN GHANA

1992 Constitution

The 1992 Constitution of Ghana makes provisions for citizenship in Ghana including citizenship by marriage or the citizenship of a child of that marriage. By a 1996 amendment to the Constitution, it is now permissible for a Ghanaian to hold the citizenship of another country. Thus, the laws of that other country permitting, a Ghanaian who is a national of another country, may not be a foreign national in Ghana as long as the person has not revoked her Ghanaian citizenship and has gone through all the procedures for acquiring or retaining dual citizenship.

Citizenship Act, 2000, (Act 591) and the Citizenship Regulations, 2001 (LI 1690)

This Act seeks to consolidate the laws on Citizenship in Ghana and clarifies as well who a Ghanaian citizen is. The Act also provides for the major means by which a person may become a citizen of Ghana other than by birth; that is citizenship by naturalization and registration. Under the Act, a Ghanaian may hold the citizenship of any other country in addition. This is in conformity with the constitutional provisions on citizenship. The Citizenship Regulations also provide that a citizen who holds the citizenship of any other country in addition to the citizenship of Ghana shall register as a dual national in Ghana.

Immigration Act, 2000, (Act 573), Immigration (Amendment) Act, 2012 (Act 848), and Immigration Regulations, 2001 (L.I 1691)

The Immigration Act seeks to provide in one document, all of the laws relating to immigration; to provide for the admission, residence, employment and removal of foreign nationals; and to provide for related matters. A right of abode is conferred on a person who either by lineage of by right to citizenship, as by adoption, registration or naturalization, and who by reason of his acquisition of a foreign nationality has lost his Ghanaian citizenship. In addition, this status may be conferred on persons of African descent in the diaspora. The Immigration Act is currently under review.

Labour Act, 2003, (Act 651) and Labour Regulations, 2007 (L.I. 1833)

The Labour Act, is the primary labour legislation in Ghana. In so far as foreign immigrants may work in Ghana, the Act equally applies to them. Essentially, the Act provides for the establishment of public employment centres and their functions, the rights and duties of both employers and employees, the conditions of employment, remuneration, termination of employment, employment of persons with disability, employment of women, trades unions and employer organisations, labour inspection, the establishment of a National Labour Commission and its functions. It also provides for the settlement of industrial disputes.

Refugee Act, 1992 (PNDCL 305D)

The Refugee Law provides for the status of refugees in Ghana and incorporates the United Nations Convention relating to the Status of Refugees into domestic law. The Law addresses the definition of a refugee; matters relating to the presence of refugees in Ghana, either

legally or illegally; the granting of refugee status; and the rights and duties of refugees as well as the detention and expulsion of refugees. The Law also establishes the Ghana Refugee Board with the task of managing all activities relating to refugees in the country. The Board is responsible for interviewing asylum seekers, and granting of refugee status.

Human Trafficking Act, 2005 (Act 694) and Human Trafficking (Amendment) Act, 2009 (Act 784)

The Act prohibits human trafficking and other offences related to human trafficking and provides for the arrest and prosecution of offenders. The Act also establishes a Human Trafficking Management Board to oversee to the implementation of the Act.

The Children's Act, 1998 (Act 560)

The Children's Act aims to reform and consolidate the laws relating to children; to provide for the rights of the child; maintenance and adoption; to regulate child labour and apprenticeship; for ancillary matters concerning children generally and to provide for related matters. At the institutional level, the Ministry of Gender, Children and Social Protection coordinates the activities of inter-agency groups working to combat human trafficking, especially children. It also monitors and evaluates the effects of migration activities on the welfare of women and children.

Ghana Investment Promotion Centre Act, 1994 (Act 478)

The Ghana Investment Promotion Centre Act, establishes the Ghana Investment Promotion Centre (GIPC) as an agency of the Government of Ghana for the encouragement and promotion of investments. The Act has several provisions that deal directly and or indirectly with

foreign investors. In direct relation to labour migration, the Act provides for immigrant quotas, the eligibility of foreign participation in certain business segments in Ghana and for personal remittances. The Act covers all investment activities except free zones, minerals and mining, and petroleum.(check on the new Act)

Free Zone Act, 1995 (Act 504)

The Free Zone Act provides for the establishment of free zones and for the promotion and development of these zones. Work and resident permits are required for foreign nationals who wish to live in Ghana and work in a free zone.

Minerals and Mining Act, 2006 (Act 703)

The Minerals and Mining Act seeks to consolidate laws relating to minerals and mining. The holder of a mineral right in Ghana may be granted an immigrant quota with respect to the approved number of expatriate personnel, as well as personnel remittance quotas; for expatriates free from tax on money transfers out of Ghana.

Foreign Exchange Act 2006 (Act 723)

The Foreign Exchange Act provides for the exchange of foreign currency, for international payment transactions and foreign exchange transfers. It also regulates foreign exchange businesses. The Act gives the Bank of Ghana responsibility for its implementation and issuing of licenses for operating business in foreign exchange and the conditions relating to the conduct of foreign exchange business.

Representation of the People (Amendment) Act, 2006, (Act 669)

The Representation Act allows Ghanaian emigrants to participate in the democratic process through voting in the general elections. This law states, among other things, that: 'A person who is a citizen of Ghana but resident outside the republic is entitled to be registered as a voter if the person satisfies the requirements for registration prescribed by the law other than those relating to residence in a polling station'.

The Revised 1994 Population Policy

The revised 1994 National Population Policy of Ghana acknowledges the role of migration in development. It draws attention to the need for incentives to facilitate the voluntary return of highly skilled Ghanaian emigrants for brain gain. The Policy urges the creation of migration laws and regulations that do not adversely affect the domestic workforce and development goals. It also outlines the costs and benefits of internal migration.

National Youth Policy

The National Youth Policy recognises the youth of Ghana as the true wealth and future of the country. It outlines the challenges facing youth in realizing their full potential. These include relatively high unemployment and adverse effects of urbanization, which is spurred by massive migration from rural areas. Although not specified within the Policy, barriers to youth migration impact the ability of the government to achieve the full potential of the NMP.

Ghana National Climate Change Policy, 2013

The National Climate Change Policy (2013) acts as a guide to the management of climate change and migration related processes and consequences.

National Ageing Policy, 2010

The National Ageing Policy (2010) provides for the effective management of ageing issues in relation to migration.

National Urban Policy Framework, 2012

The National Urban Policy provides a comprehensive framework to facilitate and promote the sustainable development of Ghanaian urban centres.

APPENDIX 3:
ROLES AND RESPONSIBILITIES OF KEY INSTITUTIONS AND STAKEHOLDERS FOR IMPLEMENTATION OF NATIONAL MIGRATION POLICY

Institution	Areas of Responsibility
Ghana National Commission on Migration (GNCM)	• Advise government on issues pertaining to migration to or from Ghana; • Coordinate implementation of the NMP; • Preparation of legislation related to migration; • Responsibility for the implementation of the NMP; • Preparation of international agreements in the field of migration; • Review of existing legislation on migration for the purpose of identifying gaps and any inconsistencies with the Constitution and international conventions; • Liaise with MDAs and MMDAs as well as NGOs/CSOs for dissemination of the NMP; • Liaise with development partners and multi-lateral bodies for assistance toward capacity

	building and sensitization of the strategic objectives of the policy; • Representation on the Ghana Refugee Board, Immigrant Quota Committee, NDPC, SADA, etc; • House the migration data reference point; • Institute mechanisms for data exchange at both local and international levels; and • Promote collaboration with MDAs and stakeholders on migration.
Ministry of the Interior (MOI)	• Policy formulation and regulation of immigrants in Ghana; • Decision-making pertaining to registration and naturalization; • Processing of applications submitted by non-Ghanaians who intend to acquire Ghanaian citizenship, either through naturalization or marriage; • Processing of applications made by Ghanaians who either want to renounce their Ghanaian citizenship or dual citizenship; • Supervising GIS and GRB in their operations pertaining to immigrants and refugee/asylum seekers respectively to reflect aspirations of the NMP;

Ministry of Foreign Affairs and Regional Integration (MoFARI)	• Collaborate with the GNCM on security concerns related to migration; and • Ensure effective border control and management through the GIS.
	• Participation in the elaboration of the NMP; • Coordination of the consular services to work towards attainment of migration policy objectives; • Promotion and protection of interests of Ghana and Ghanaians abroad; • Facilitate interaction between members of the diaspora and Ghanaian authorities through its Diaspora Support Unit (DSU) • Compilation, processing and analysis of data on Ghanaian emigrants; and • Processing as well as the issuance of passports to Ghanaians and entry visas to foreigners intending to visit Ghana.
Ministry of Trade and Industry (MoTI)	• Ensure the promotion and protection of national commercial and business interests;

	• Communicates investment priorities to Ghanaians abroad; • Provide incentives in order to promote investment in trade and industry and encourage emigrant communities to be involved in business investment related activities; • Collaborate with IOM and GNCM in the provision of business development services to business associations and return migrants, in the implementation of the District Industrialization Programme and the Rural Enterprises Project; and • Negotiate at the multi-lateral and regional level for market access in the services, including health, telecommunications, shipping, transport, engineering, etc.
Ministry of Health (MoH)	• Mobilise Ghanaian health professionals abroad to strengthen the national health system; • Advise government on measures to improve conditions of service to address mass emigration of skilled personnel in the health sector; • Facilitate recruitment/ reinstatement of return health professionals to ensure inflow of

	knowledge through knowledge transfer and return of Ghanaian health professionals; and • Liaise with other institutions to take advantage of programmes toward mobilisation of health professionals abroad (i.e. IOM sponsored MIDA
Ministry of Tourism, Culture and Creative Arts (MTCCA)	• Advise the government on issues relating to tourism sector; • Formulate tourism promotion policies; • Engage with Ghanaian emigrants to promote tourism and investments in Ghana; • Facilitate the provision of infrastructure and services to enhance patronage of tourism sites; and • Support the organisation of programmes targeting diaspora, e.g., Homecoming Summit in 2001, Joseph Project and PANAFEST.
Ministry of Local Government and Rural Development (MLGRD)	• Promote and support productive activity and social development at the local level and remove obstacles to development initiatives; • Responsible for the overall development of metropolis, municipalities and districts; and

	• Responsible for the development, improvement and management of human settlements and the environment in the Metropolises, Municipalities and Districts.
Ministry of Environment, Science, Technology and Innovation (MESTI)	• Coordinate all environmental programmes in collaboration with EPA; • Monitor climate change-related events in the country and advise on measures to be put in place to address the challenges; • Design and implement national adaptation policy for climate change; • Formulate and review, in collaboration with relevant agencies, national policies and strategies toward the development management of human settlement; and • Strengthen regulatory agencies in ensuring environmental and social impact assessment of physical infrastructural projects to minimise the incidence of internal displacement.
Ministry of Employment and Labour Relations (MELR)	• Coordinate and implement activities and policy related to labour migration; • Determine the maximum

	• number of work permits for non-nationals;
	• Representation in the Immigrant Quota Committee;
	• Ensure that non-nationals do not displace Ghanaians in the labour market;
	• Ensure that immigrants are not discriminated against at the work place;
	• Build capacity for national skills audit for effective manpower planning; and
	• Liaise with GNCM to develop a basic institutional, legal and regulatory framework for overseas employment to address unemployment issues and household poverty.
Ministry of Gender, Children and Social Protection (MGCSP)	• Coordinate the activities of inter-agency groups working to combat human trafficking, especially children; and
	• Monitor and evaluate the effects of migration activities on the welfare of women and children whether they are in migration or left behind.
Ministry of Finance (MoF)	• Prepare national budgets and facilitate programmes that address rural-urban development gap;

	• Enact policies to facilitate the flow of remittances from and to Ghana; • Formulate and implement financial regulations through the Bank of Ghana to facilitate inflow of foreign direct investment; and • Allocate resources for the implementation of the NMP.
National Development Planning Commission (NDPC)	• Integrate migration-related issues into development planning; • Allocate national resources to address development gaps between rural and urban areas as well as regions in the north and south; • Assist MMDAs to incorporate migration issues into their development plans and manage internal migration; and • Monitor migration components in development plans (indicators).
Ghana Investment Promotion Centre (GIPC)	• Mobilise the Ghanaian emigrant community for investment and business creation in Ghana through cooperation with emigrant communities associations and other relevant institutions;

	• Enact investment policies to ensure that immigrants contribute to economic growth; • Ensure that non-nationals do not displace Ghanaian nationals in the job market; • Provide incentives to encourage Ghanaians in diaspora to invest in national development and boost government revenue; • Review all policies which are inconsistent with regional and international conventions and treaties; and • Liaise with GNCM and GIS to determine work permits for foreign investors.
Savannah Accelerated Development Authority (SADA)	• Integrate migration-related issues into the strategic planning process to address development imbalances between the north and south; and • Mainstream migration into programmes and activities.
National Population Council (NPC)	• Coordinate and liaise with other organizations and agencies to highlight the impact of migration on population dynamics and development planning in the country; • Advice government based on available migration

	data regarding the relevant programmes that would assist in increasing the benefits of migration while reducing the costs or negative impacts; and • Spearhead the integration of migration into development planning at all levels in the country
Migration Desks in MDAs/MMDAs	• Serve as key reference points for migration issues in relevant MDA/MMDAs; • Collate migration data from ministries and local government; • Identify data and policy gaps; • Serve as the reference point migration policy implementation in MDAs/MMDAs; and • Develop indicators for monitoring the NMP.
Ghana Statistical Service (GSS)	• Provide technical leadership in migration data collection, management and storage for monitoring migration indicators; • Ensure that migration data are integrated in census data collection and other national surveys; and • Conduct periodic national migration surveys.

Ghana Immigration Service (GIS)	• Collaborate with GNCM to implement the NMP and domestic laws and policies on migration to and from Ghana; • Implement laws, policies and regulations pertaining to immigration to Ghana and emigration of Ghanaian nationals; • Receive and process applications for residence and work permit for immigrants in Ghana; • Oversee border control and management in order to prevent entry of inadmissible persons and nefarious activities i.e., human trafficking and smuggling as well as illegal trade; • Process Right of Abode and indefinite residence; • Organize information campaigns on migration; and • Tackle immigration-related crimes and contribute to national security in collaboration with other security institutions.
Ghana Refugee Board (GRB)	• Make decisions in relation to admission procedures for asylum seekers; • Make decisions in asylum procedures (processing of asylum applications and granting of asylum in Ghana);

	• Implement regional and international protocols pertaining to asylum seeking and refugees; • Designate and manage refugee camps in the country; and • Provide data on refugees and asylum seekers.
National Disaster Management Organisation (NADMO)	• Promote disaster risk reduction (DRR) and climate change risk management through the establishment of national and regional platforms for all stakeholders; • Strengthen disaster prevention and response mechanisms to reduce incidence of internal displacement. • Link disaster prevention and management programmes to the GPRS and re-forestation through effective social mobilisation for disaster prevention and poverty reduction; • Assist the Ghana Refugee Board in catering to the welfare of refugees. • Monitor climate change that could affect livelihoods and possible population displacements and put measures in place to address the challenges that result;

	• Mobilise material and financial resources to respond to emergency needs of IDPs due to natural disasters; and • Collaborate with GNCM in data collection on refugees and IDPs.
Environmental Protection Agency (EPA)	• Liaise with GNCM on environmental issues pertaining to migration at the points of origin and destination; • Strengthen regulatory agencies in ensuring environmental and social impact assessment of physical infrastructural projects to minimise incidence of internal displacement; and • Collaborate with GNCM in the collection of environmental data related to population movement.
Research and Training Institutions, e.g., Centre for Migration Studies, Regional Institute for Population Studies, ISSER, etc.	• Research the dynamics of internal and international migration; • Train and build the capacity of experts through academic programmes and short courses; • Disseminate research findings through conferences, workshops, seminars, expert group meetings, and publications; • Organize sensitization workshops to highlight key areas of the NMP;

	• Provide migration data and analysis; and • Undertake advocacy.
IGOs/NGOs/CSOs, Private Sector	• Educate potential migrants on the risks involved in irregular migration; • Provide and disseminate relevant information on migration issues and procedures; and • Work with migrant groups and migrant organizations at community level to ensure migration becomes an option and not only a means of survival.
The Media	• Disseminate migration-related information to potential and return migrants; • Report and feature special articles/programmes on migration-related activities, e.g., human smuggling/trafficking, refugee situation, etc.; and • Sensitize the general public on the costs and benefits associated with migration.

Source: Adapted and revised from IOM, Migration in Ghana: A Country Profile, 2009, Geneva.

APPENDIX 4: NATIONAL MIGRATION POLICY FOR GHANA

Action Plan

1.0   Introduction

Migration, one of the key components of population change, has assumed importance in the global agenda as its potential for economic and social development is increasingly acknowledged.   Initially perceived as a tool for brain drain, migration is now widely seen as key to development and for poverty reduction. For example, the flow of remittances into Ghana is estimated to outweigh that of foreign direct investment (FDI) and official development assistance (ODA) to Ghana.   Furthermore, migration has offered "new" channels and opportunities for sustainable development. Despite its importance for Ghana's development, migration data is often not easily available, making it quite difficult to integrate migration into development planning processes. These reasons have necessitated the need to adopt a comprehensive national migration policy for Ghana and an action plan for the realization of the key goals and objectives of the policy.

The Action Plan of the National Migration Policy is an important step towards comprehensive interventions to integrate migration into the country's development planning processes in order to promote sustainable development across Ghana. This Action Plan defines key activities that need to be pursued in order to achieve policy objectives and related initiatives, which are defined in the National Migration Policy. The Action Plan presents the initiatives and related activities within a five-year time frame. The Action Plan also has monitoring and evaluation (M&E) components with clear key performance

indicators (KPIs) to facilitate performance assessment during the implementation period.

The action areas of interest and related policy initiatives and activities are presented to cover the following areas:

1. Effective coordination of existing migration-related policies and legislations
2. Integration of migration into development policies.
3. Promoting a comprehensive and sustainable approach to migration management;
4. Potential of migration for socio-economic development;
5. Urbanization
6. Diaspora's Role in Ghana's Development.
7. Return Migration and Reintegration of Ghanaians.
8. Interests, rights, and security of migrants within and outside Ghana;
9. Internally Displaced Persons
10. Management of Irregular Migration
11. Border Management
12. Migration and International cooperation.

ACTION AREAS

Action Area 1: Ensure effective coordination of existing migration-related policies and legislations
Policy Objective: Set up institutional framework for migration governance

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
1.1 Set up the Institutional framework for National migration policy.	1.1.1 Set up Ghana National Commission on Migration (GNCM)						IMCM at the Ministry of Interior, MOI, A-Gs' Department, NDPC, MOF, Parliament,	GNCM Act passed by Parliament	GNCM set up with defined mandate
1.2 Coordinate Governance and Management of Migration	1.2.1 Organise stakeholder workshops to build capacity for coordination of policy implementation						GNCM, GIS, MDAs, MMDAs, IMCM.	Number of stakeholder workshops organized each year	Effective coordination of policy implementation
	1.2.2 Create migration desks at MDAs						GNCM, IGOs/ NGOs/CSOs, development partners, research and training institutions	Number of MDAs with migration desks	MDAs are effectively involved in coordination of migration in the country
	1.2.3 Build capacity of National Migration Unit to facilitate implementation of policy						NMU, Development Partners	Number of staff of National Migration Unit trained	Effective implementation of migration policy
1.3 Strengthen collaboration with all stakeholders in the field of migration	1.3.1 Set up a network of stakeholders on migration						GNCM, IGOs/ NGOs/CSOs, development partners, research and training institutions	Migration network set up	Strengthened collaboration among stakeholders on migration

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							GNCM, MOFEP, NDPC,IGOs/NGOs/ CSOs, development partners,	Trust fund on migration policy established	National migration policy implementatio n fully funded
1.4 Provide adequate funding for implementation of NMP	1.4.1 Establish a trust fund to support the policy implementation								
1.5 Sensitization of policy makers and other stakeholders on migration issues	1.5.1 Organise stakeholder sensitisation workshops						GNCM, IGOs/NGOs /CSOs, research and training institutions, the Media,	Number of migration sensitization workshops organised	Stakeholders on migration fully sensitized and supportive of migration policy implementation

Action Area 2: Integration of migration into development policies
Policy Objective: To implement migration policy in tandem with other development policies in Ghana

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
2.1 Mainstream migration into other development policies	2.1.1 Initiate steps to ensure that the implementation of the National Migration Policy is linked with Medium term development plan						NDPC, GNCM, MOF,	Number of policy measures in the National Migration Policy linked with Ghana's medium term development plan	Migration is fully integrated into the national development planning process
	2.1.2 Ensure that the implementation of the National Migration Policy is linked with Ghana's long term development plan						NDPC, GNCM, MOF	Number of policy measures in the National Migration Policy linked with Ghana's long term development plan	Migration is fully integrated into the national development planning process
	2.1.3 Implement the National Migration Policy within the annual budget framework						MOF, NDPC, GNCM, NMU	Budget line dedicated to the implementation of the National Migration Policy in the National Budget	Resources available for the effective implementation of the National migration Policy

| | | | | | | GNCM, MEST, EPA, NADMO, Research and training institutions, private sector, | Number of studies commissioned on the migration, environment/climate change nexus | Migration, environmental and climate change impacts are fully known and addressed |

| 2.1.4 Address migration, environmental and climate change impacts | | | | | | | | | |

Action Area 3: Promote a comprehensive and sustainable approach to migration management;
Policy Objective: Promote Effective Migration Data Management

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
3.1 Establish comprehensive migration database	3.1.1 Set up Centre for Migration Information as a Division or Unit within GNCM to coordinate exchange of data among institutions dealing with migrants						GNCM, GSS, GIS, GIPC, MFARI, migration research and training institutions, IGOs/NGOs/CSOs, Diaspora Associations	Centre for migration information set up within GNCM	Functional Centre for migration information within GNCM
	3.1.2 Promote and strengthen the capacity of migration research and training institutions						GNCM, MOFEP, development partners, IGOs/NGOs/CSOs Research and training institutions	Number of trained graduates from migration research and training institutions	Capacity of migration research and training institutions strengthened
	3.1.3 Integrate migration data collection into population and housing censuses and national surveys						GNCM, GSS, GIS, migration research and training institutions,	GSS accepts to expand data collection instruments on migration within censuses and national surveys	Coverage of Migration data expanded within census instruments and national surveys

Objective	Activity	Responsible Institutions	Indicator	Expected Outcome
	3.1.4 Promote administrative records as a source for migration data	GNCM, MDAs, NDPC, GSS, MMDAs	Number of MDAs and MMDAs with clear system of record keeping in place	Administrative records strengthened within MDAs and MMDAs to include migration
	3.1.5 Set up diaspora network to document data on the diaspora	MFARI, GNCM, GIPC, migration research and training institutions, CSOs, Diaspora Associations	Diaspora network set up	Data on the Ghanaian diaspora fully documented
3.2 Facilitate the production and dissemination of accurate, relevant and timely data on migration.	3.2.1 Intensify research and data gathering on migration	GNCM, GSS, GIS, migration research and training institutions,	System of regular migration data collection outlined	Data gathering on migration improved
	3.2.2 Conduct periodic national migration surveys in Ghana.	GNCM, GSS, GIS, migration research and training institutions,	One national migration survey conducted	Current migration data become available for detailed migration analysis in Ghana
	3.2.3 Harmonise and strengthen migration data collection systems.	GNCM, GSS, GIS, migration research and training institutions,	Guidelines for harmonization of migration data systems produced	Migration data collection systems harmonized for in-depth migration analysis

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
	3.2.4 Enhance the capacity of the GSS and other relevant institutions to provide migration data.						GNCM, GSS, GIS, migration research and training institutions,	Training of staff of GSS and other institutions for migration data collection	Migration data collection becomes a regular part of GSS mandate
	3.2.5 Strengthen the capacity of migration research and training institutions						GNCM, migration research and training institutions	Number of people trained and migration research conducted	More migration scientists trained to carry out regular migration research

Action Area 4: Potential of migration for socio-economic development
Policy Objective: Develop programmes, strategies and interventions that will enhance the potential of migration for socio-economic development;

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
4.1 Promote strategies to respond to the causes and consequences of internal migration flows	4.1.1 Promote equitable human settlement planning						GNCM, MoLGRD, NDPC, MMDAs, NPC	Equitable human settlement plan launched	Equitable human settlement promoted
	4.1.2 Mainstream migration into national and local spatial planning activities						GNCM, NDPC, MoLGRD, GSS, MoE/GES	Number of MMDAs with migration education mainstreamed into their spatial planning	Equitable human settlement planning realized to redirect migration for development
	4.1.3 Sensitise parents, guardians and other adults on the importance of child education and skills training						GNCM, MoLGRD, MoE/ GES, MMDAs	Number of sensitization programmes done at the MMDAs	Number of children abandoning school at the basic level to migrate reduces

	Activity	Implementing Agencies	Indicator	Expected Outcome
	4.1.4 Develop social protection policies for migrants in urban areas	GNCM, NDPC, MGCSP, MMDAs, DoTCP	Number of social protection policies targeting migrants in urban areas	Migrants in urban areas benefit from social protection policies
	4.1.5 Mitigate internal migration risks by promoting informed migration decision making	GNCM, NDPC, MGCSP, MMDAs, MLGRD	Number of educational programmes launched on migration risks	Potential migrants taken informed decisions before migrating
	4.1.6 Improve nation-wide social protection and equitable development programmes for positive economic growth	GNCM, NDPC, MGCSP, MMDAs, MLGRD	Social protection policies visible in national development blue print	National development addresses issues of spatial equity and social protection
	4.2.7 Strengthen data gathering and research on the internal migration and development nexus	GNCM, NDPC, MLGRD, GSS, ME/GES, Research Institutions, MMDAs	Number of national migration surveys commissioned	Clear understanding on the migration and development nexus
4.2 Promote initiatives to transform brain drain into brain gain and brain circulation opportunities.	4.2.1 Create opportunities for enhanced engagement with emigrants, such as online platforms and diplomatic missions	GNCM, MFARI, Diaspora Associations, Ghana's missions abroad	Number of opportunities created	Engagement with emigrants enhanced
	4.2.2 Promote and facilitate the return of skilled emigrants through brain gain initiatives, such as reintegration packages.	GNCM, MFARI, MOH, GHS, Diaspora Associations, Ghana's missions abroad	Number of skilled Ghanaian emigrants who return	Return of skilled emigrants promoted

Activity			Responsible Institutions	Indicators	Outcome
4.2.3 Fast track the re-engagement and re-registration of emigrants into their professions on their return.			Professional Associations, National Accreditation Authorities and Agencies, MOH, GHS	Duration of re-engagement of returned professionals reduced	Process of re-engagement of returned professionals shortened
4.2.4 Provide incentive packages to skilled workers, to reduce the incidence of emigration.			Ministry of Employment and Manpower, MOH, GHS, National Labour Commission, Fair Wages Commission, Labour Unions	Regularity of review of conditions of service among professional workers	Labour agitations forestalled to reduce brain drain
4.2.5 Promote ethical recruitment practices.			Ministry of Employment and Manpower, MOH, GHS, National Labour Commission, Recruitment agencies	Guidelines for labour recruitment abroad	Ethical recruitment practices enhanced
4.2.6 Promote the retention of Health professionals in Ghana, and the return and reintegration of health professionals back into their professions			Ministry of Health, Ghana Health service, Public Services Commission, GMA, Medical and Dental Council and equivalent professions	Number of skilled Ghanaian emigrants who return / Duration for re engagement	Return of skilled emigrants promoted
4.2.6 Intensify research and data gathering on brain drain, brain circulation, and on emigrant investors and skills transfer.			GNCM, MFARI, GSS, Ministry of Employment and Manpower, MOH, GHS, National Labour Commission, Labour Unions, Diaspora Associations	Number of studies commissioned on brain drain, circulation and skills transfer	Current data on brain drain, circulation and skills transfer available

Objective	Activity			Lead Institutions		Indicators	Outcomes
	4.2.7 Support training programmes for emigrants to increase brain gain.			GNCM , MFARI, MOH, GHS, Ghana missions abroad, Diaspora Associations		Number of emigrants benefiting from training programmes	There is increased brain gain
4.3 Leverage remittances for national development.	4.3.1 Engage the diaspora through Ghanaian diplomatic missions abroad to help increase remittances flow.			GNCM , BoG,GIPC, MoFARI, Ghana missions abroad, Diaspora Associations		Number of Ghanaian missions abroad engaging the diaspora on remittances	Remittances from the Ghanaian diaspora increase
	4.3.2 Utilise innovative products and new technology to broaden formal remittance markets.			GNCM , BoG,Banks, GIPC, MFARI, Ghana missions abroad, Diaspora Associations		Number of innovative products and technology adopted	Formal remittance markets broadened
	4.3.3 Reduce barriers and costs associated with remittance transfers.			GNCM , BoG, Banks, GIPC, MFARI, Money transfer agencies, Diaspora Associations		Size of remittances from Ghanaians abroad	Remittance transfers increase
	4.3.4 Increase research and data gathering on remittance flows.			GNCM , GSS, BoG, Banks, GIPC, MFARI, Ghana missions abroad, Diaspora Associations		Number of researches initiated on remittance flows in Ghana	Knowledge about remittance flows broadened

Action Area 5: Urbanisation

Policy Objective: To adopt appropriate measures to address rising social service needs and the socio-economic consequences of rapid urbanisation

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
5.1 Develop effective response to urbanisation	5.1.1 Allocate resources to implement local economic development policy						GNCM, NDPC, MLGRD, GSS	Budget line dedicated for local economic development	Spatial development made equitable
	5.1.2 Increase government capacity to manage urbanization						GNCM, NDPC, MLGRD, GSS	Number of relevant public agencies equipped to manage urbanization	Urbanization properly managed
	5.1.3 Promote equitable national development						GNCM, NDPC, MLGRD, GSS	National budget proposals on development	Equitable national development promoted
	5.1.4 Build the capacity of MMDAs to manage migration						GNCM, NDPC, MLGRD, GSS	Number of MMDAs with trained personnel to manage migration	MMDAs equipped with relevant skills to manage migration
	5.1.4 Strengthen research and data gathering on urbanisation						GNCM, MLGRD, NDPC, MMDAs, NPC, GSS	Number of research undertaken on urbanization	Urban management informed by research findings

Action Area 6: Diaspora's Role in Ghana's Development
Policy Objective: To promote and increase the diaspora's role in Ghana's development

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
6.1 Integrate the diaspora into development planning in Ghana	6.1.1 Initiate and strengthen programmes to encourage the Ghanaian diaspora increase the volume of remittances						BOG, diaspora association, NDPC, MOFEP, MFARI, private sector	Remittance flows from the diaspora; Number of diaspora initiated programmes	Diaspora fully integrated into development activities in Ghana
	6.1.2 Advocacy on implementation of the Dual Citizenship Law and with some measured level of flexibility to take care of migrant children and second generation migrants.						GNCM, GIS, Ministry of the Interior, GIPC, IGO/NGOs/CSOs, MFARI, the media, private sector	Number of people applying for dual citizenship	Dual citizenship made attractive to the diaspora
	6.1.3 Facilitate citizenship and residency rights.						GNCM, GIS, Ministry of the Interior, GIPC, IGO/NGOs/CSOs, MFARI, the media	Existence of citizenship and residency rights instruments	Citizenship and residency rights guaranteed
	6.1.4 Embark on programmes to tap the expertise of the skilled Ghanaian emigrants for development						GNCM, NDPC, NPC, MFARI, Diaspora Associations	Number of programmes launched to tap diaspora expertise	Skilled Ghanaian emigrants fully involved in development activities in Ghana

				Responsible	Indicator	Outcome
6.1.5 Improve the business environment to encourage more diaspora investment.				GNCM, GIPC, MOTI, NDPC, MFARI,	Specific business instruments launched that target the diaspora	Increased diaspora investment in Ghana
6.1.6 Create incentives for diaspora investment, trade, and technology transfer.				MFARI, DSU, GIPC, Banks	Number of diaspora investments	Increased diaspora investment in Ghana
6.1.7 Provide support and resources to the Diaspora Affairs Bureau (DAB) at Ministry of Foreign Affairs and Regional Integration (MFARI).				MFARI, MOF	Number of diaspora engaging with DSU	DSU working efficiently and effectively
6.1.8. Ensure that the National Identification Authority (NIA) registers all Ghanaian emigrants.				NIA	Ghanaian emigrants register with National Identification Authority (NIA)	An expanded NIA register capturing all Ghanaians outside.

Action Area 7: Return Migration and Reintegration of Ghanaians
Policy Objective: To encourage increased return and reintegration of Ghanaian emigrants

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
7.1 Create the conducive environment for return of Ghanaian emigrants abroad	7.1.1 Create an enabling environment to enhance the return of Ghanaian migrants and their reintegration						GNCM, GIS, NADMO, MDAs, MMDAs, GIPC, MOTI, the media, IGOs/NGOs/CSOs, MFARI, private sector	Number of instruments introduced to attract return of Ghanaian emigrants	Increased number of skilled Ghanaian returnees investing in Ghana
	7.1.2 Prepare framework to provide guidelines on the evacuating and assisting Ghanaian emigrants in crisis situation						GNCM, GIS, NADMO, MFARI, Ministry of the Interior,	Framework on provision of assistance to Ghanaian emigrants in crises launched	Awareness among the diaspora about the expected support from Ghana during crises situations
7.2 Provide effective means of establishing the Ghanaian identity	7.2.1 Facilitate the review of the current system of passport acquisition based on birth registration.						GNCM, MFARI (Passport Office), MLGRD (Birth and Death Registry), NIA,	Revised system of passport acquisition announced	Only Ghanaians acquire Ghanaian passport

Action Area 8: Interests, rights, and security of migrants within and outside Ghana;

Policy Objective: Promote and protect the interests, rights, security and welfare of citizens and migrants within and outside Ghana;

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
8.1 Implement a framework to facilitate the protection of the rights of all immigrants in Ghana	8.1.1 Ensure that all registered refugees are accorded respect by individuals and institutions						Ministry of the Interior, GNCM, GIS, GRB, UNHCR,	Framework on the protection of all immigrants in Ghana launched	Immigrants in Ghana know their rights
	8.1.2 Educate all refugees and asylum seekers to refrain from abusing privileges accorded them						GNCM, Ministry of the Interior, GIS, GRB, UNHCR, Research and training institutions,	Framework on the privileges of refugees and sanctions for abuse introduced	Refugees refrain from abusing privileges accorded them in Ghana
	8.1.3 Promote peaceful coexistence between citizens and immigrants						GNCM, migration research and training institutions, IGO/NGOs/CSOs, GIS, the Media	Number of public education campaigns launched	There is peaceful coexistence among foreigners and Ghanaians
8.1 Protect rights of vulnerable internal migrants	8.1.1 Provide a framework for the migration and protection of vulnerable groups such as child migrants and girls						GNCM, GIS, MOGCSP, MESW, Ministry of the Interior, IGOs/NGOs/CSOs, the media, migration research and training institutions, private sector,	Framework for protection of vulnerable migrants launched	Vulnerable internal migrants are aware of their rights
	8.1.2 Create framework to regulate operations of recruitment agencies for domestic workers, many of whom are child migrants						MESW, GNCM, MOGCSP, IGOs/NGOs/CSOs,	Framework for the regulation of migrant recruitment agencies launched	Defrauding of potential labour migrants reduced

Activity			Responsible Institutions	Indicator	Outcome
8.1.3 Address the root causes of internal migration			NDPC, MOF, SADA, MMDAs, GNCM	A national study launched on causes of internal migration	Causes of internal migration integrated into policy decisions
8.1.4 Adopt measures to promote potentially positive outcomes of internal migration			GNCM, IGO/NGOs/ CSOs, migration research and training institutions, private sector, the media,	Mechanisms on promotion of positive internal migration outcomes launched	Internal migration becomes more beneficial for development
8.1.5 Ensure effective monitoring mechanisms to facilitate anticipation of environmental/ natural occurrences as civil disturbances that could create situations for IDPs			GNCM, NADMO, the media, migration research and training institutions	Monitoring instrument on environmental and natural occurrences launched	Environmental and natural occurrences effectively monitored to forestall disasters
8.1.6 Facilitate bi-lateral arrangements with migrant host countries to institute a system of taxation on all working Ghanaian emigrants for part of their taxes paid to be transferred to Ghana to support development projects.			MOF, MESW, GNCM, A-G's Department, MFARI,	Number of bilateral arrangements adopted with host countries on taxation on emigrant Ghanaians for development at home	Resources mobilized from Ghanaian emigrants for development in Ghana
8.1.7 Promote portability of employment benefits for Ghanaian emigrants			MESW, GNCM, A-G's Department, SSNIT, MFARI,	Number of bilateral agreements reached on portability of employment benefits of Ghanaian emigrants	Employment benefits of the Ghanaian diaspora become portable between host countries and Ghana

									countries and Ghana
								Ghanaian emigrants	
8.2 Protect the rights of Ghanaian emigrants outside Ghana	8.2.1 Create data base of all Ghanaians outside Ghana						MFARI, DSU, GSS, GNCM	Identifiable data base on Ghanaians outside	Avenues exist for Ghanaian emigrants to benefit from rights protection
	8.2.2 Promote MFARI and Ghana Embassies as a migrant friendly institution						MFARI, DSU, GNCM	Number of capacity building programmes for MOFARI and Ghana Missions abroad	MFARI and Ghana Embassies adopt friendly relations with Ghanaian emigrants
	8.2.3 Support Diaspora Support Unit to function effectively						MOF, MFARI	Amount of support received by Diaspora Support Unit	Diaspora Support Unit function efficiently

Action Area 9: Internally Displaced Persons
Policy Objective: To adopt appropriate measures for prevention and internal displacement of Ghana's population

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
9.1 Promote collaborative conflict resolution and prevention to achieve sustainable development	9.1.1 Promote conflict prevention and non-violent dispute settlement						GNCM, NDPC, MLGRD, GSS, NADMO	Number of reported conflicts	Conflicts brought under control
	9.1.2 Strengthen institutions to monitor and enforce environmental standards						GNCM, NDPC, MLGRD, GSS, NADMO, research and training institutions	Institutions have environmental monitoring systems in place	Environmental standards enforced
	9.1.3 Mitigate the effects of internal displacement through enhanced government capacity building						GNCM, NDPC, MLGRD, GSS, NADMO	Number of personnel trained on internal displacement	Effects of internal displacement addressed proactively
9.2 Institute early warning mechanisms for internal displacement	9.2.1 Intensify research and data gathering on environment-migration linkages						GNCM, MLGRD, NDPC, MMDAs, NPC, GSS	Number of research undertaken on environment-migration linkages	Early warning mechanisms instituted against internal displacement
9.3 Institute measures to address the health needs of internally displaced persons and cross-border migrants displaced by conflict/natural disasters	9.3.1 Strengthen the capacity of NADMO to monitor and address health-related concerns of internally displaced persons						MOH/GHS, MOF, Ministry of Interior	Number of NADMO units equipped to monitor health concerns of internally displaced persons	Up-to-date information on health concerns of internally displaced persons
	9.3.2 Institute measures to facilitate mandatory health screening of migrants across Ghana's borders to prevent the spread of infectious diseases						Parliament, GIS, MOH/GHS, NADMO, Ghana Refugee Board	Act of Parliament on mandatory screening of migrants across Ghana's borders	Health concerns of migrants addressed through regular screening

Action Area 10: Management of Irregular Migration
Policy Objective: To effectively manage irregular migration

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
10.1 Prevent human trafficking through research, public awareness and government capacity building	10.1.1 Create framework for deportation of non-nationals in order to safeguard their rights						GNCM, IOM, MESW, GIS, MFARI,	Existence of a framework for deportation of non-nationals	Rights of non-nationals safeguarded
	10.1.2 Evolve promotional measures to encourage regular migration and discourage irregular migration.						GNCM, GIS Parliament, Ministry of the Interior, A-G's Department	Number of promotional measures on regular migration introduced	Irregular migration including human trafficking discouraged
	10.1.3 Promote training of potential migrants to equip them with skills and make them more eligible for regular migration						GNCM, GIS, Migration research and training institutions, the media, IGOs/NGOs/CSOs,	Number of centres opened for training of potential migrants	Increased regular migration and reduced irregular migration
	10.1.4 Ensure effective border management						MESW, GNCM, GIS, Migration Research and training institutions, the media, IGOs/NGOs/CSOs, private sector	Number of migrants using unapproved routes	Responsible agencies equipped to manage the borders
	10.1.5 Ensure that trafficking in persons is reduced through prevention, focused training and capacity building; and protection programmes for trafficked persons.						GNCM, GIS, other security agencies, MGCSP, Migration research and training institutions, the media, CSOs,	Number of rescued trafficked persons trained and traffickers dealt with according to law	Human trafficking reduced

Strategy	Activity	Responsible Institutions	Indicator	Outcome
	10.1.6 Promote regional and international policy dialogue on irregular migration	GNCM, GIS, MFARI, IGOs/NGOs/CSOs	Number of policy dialogues engaged in by government on irregular migration	Irregular migration reduced
10.2 Protect vulnerable migrant groups, especially women and children	10.2.1 Increase public awareness about the dangers of irregular migration to promote informed migration decision-making	GNCM, GIS, MFARI, MoLGRD, MGCSP	Framework for the protection of migrants launched; Number of public awareness programmes undertaken on irregular migration;	Vulnerable people protected as migrants
	10.2.2 Create preventive measures against irregular migration	GNCM, GIS, MFARI, MoLGRD, MGCSP, MoI	Number of preventive measures on irregular migration instituted	Irregular migration reduced
	10.2.3 Intensify research and data gathering on human trafficking to establish a national human trafficking database	GNCM, GSS, Research institutions, GIS	Number of research initiatives on human trafficking	Human trafficking reduced
10.3 Rescue, rehabilitate and reintegrate victims of human trafficking	10.3.1 Protect victims of trafficking and provide recovery assistance and specialized services	GNCM, MOI, Ghana Police Service, GIS	Number of victims of human trafficking rehabilitated	Victims of human trafficking rehabilitated and re-integrated into society

10.4 Prosecute perpetrators of human trafficking and dismantle trafficking syndicates	10.3.2 Establish a comprehensive and coordinated national anti-trafficking approach						GNCM, GIS, MoI, MFARI	National anti-trafficking strategies evolved	Anti-trafficking programmes sustained in the country
	10.4.1 Enforce and ensure strict compliance of the human trafficking law						GNCM, MoI, Ghana Police Service, GIS, MoJ&AG's Department	Number human traffickers prosecuted	Human trafficking made unattractive

Action Area 11: Border Management

Policy Objective: To regulate and monitor the entry, residence, employment and exit of immigrants in Ghana

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
11.1 Institute effective border management	11.1.1 Enhance the capacity of government agencies on migration and national security						GNCM, GIS; Customs, Excise and Preventive Service; MFARI; National Security; Ghana Police Service	Number of programed introduced to improve capacity of agencies on migration and national security	Government agencies develop capacity on migration and national security
	11.1.2 Establish a national entry/exit database						GIS; Customs, Excise and Preventive Service; MFARI; National Security; GSS	Establishment of national entry/exit database launched	National entry/exit database established
	11.1.3 Create a rapid response capacity within the GIS						GIS; Ministry of Interior	Framework for a rapid response within the GIS produced	A rapid response unit within GIS set up for effective border management
	11.1.4 Strengthen inter-state and inter-agency cooperation and coordination to combat immigration crime such as human trafficking						GNCM; MFARI; Ghana Police Service	Number of immigration crimes recorded	Capacity of GIS and other security agencies enhanced for effective collaboration to secure the borders

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Action Area 12: Migration and International Cooperation
Policy Objective: To broaden regional and international dialogue on migration management.

Policy Initiative	Key Activities	Yr1	Yr2	Yr3	Yr4	Yr5	Implementing Bodies	KPI	Outcome
12.1 Develop regional and international cooperation on migration management.	12.1.1 Harmonize international and regional instruments with national policy.						GNCM, NDPC, MLGRD, GSS, NADMO	Harmonisation instrument developed	Effective regional and international cooperation on migration management achieved
	12.1.2 Build the capacity of government institutions, civil society, and the private sector on migration management.						GNCM, NDPC, MLGRD, GSS, NADMO	Number of institutions with capacity on migration management built	Government, private sector and CSOs collaborate for migration management
	12.1.3 Undertake research on ECOWAS free movement protocol challenges and impacts						GNCM, NDPC, MLGRD, GSS, NADMO, Research and Training Institutions	Number of studies initiated on ECOWAS free movement protocol	Challenges and impacts of ECOWAS free movement protocol are addressed.

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