



FINALIZED ROADMAP FOR THE IMPLEMENTATION OF THE ECOWAS FREE MOVEMENT PROTOCOL IN SIERRA LEONE

Key Challenges	Diagnostic of challenges	Goal or Desired Outcome	Actionable strategies	Stakeholder mapping	Key Milestones
1. Low knowledge about the protocol	<ul style="list-style-type: none"> •Inaccessibility of the protocol to large sections of the public •High level of illiteracy •Inadequate sensitization/education on the protocol •Lack of resources to promote the protocol •Lack of commitment on the part of government to implement the protocol 	<ul style="list-style-type: none"> •Enhanced knowledge of public officials on the protocol Improved public awareness on the protocol 	<ul style="list-style-type: none"> •Conduct regular awareness raising campaigns through workshops, drama, print and electronic media •Community sensitization on the protocol •Training of key stakeholders on the protocol 	<ul style="list-style-type: none"> •Immigration Department • Ministry of Labour and Social Security •All Security Agencies •Civil Society and the Media 	<ul style="list-style-type: none"> •Conduct regular awareness raising campaigns through workshops, drama, print and electronic media (January, 2019) •Community sensitization on the protocol (January, 2019) Training of key stakeholders on the protocol (October, 2018)
2. Harassment and abuse of Human Rights at the border	<ul style="list-style-type: none"> • Lack of travel documents •Low human rights knowledge among border officials •Attitude of migrants in member states •Low salaries of border officials •Weak sanction system for 	<ul style="list-style-type: none"> • Enhanced knowledge of border officials on human rights •Coordinated approach towards reducing harassment at border crossing points 	<ul style="list-style-type: none"> • Establishing strong punitive system to deal with officials that violate human rights •Make travel document acquisition processes simpler affordable and 	<ul style="list-style-type: none"> •Immigration Department • Ministry of Labour and Social Security •All Security Agencies 	<ul style="list-style-type: none"> • Establishing strong punitive system to deal with officials that violate human rights (June, 2019) •Make travel document acquisition processes simpler

	violation of human rights	<ul style="list-style-type: none"> •Border officials motivated to protect migrants 	<p>accessible to the public and educate people on the need to acquire such documents</p> <ul style="list-style-type: none"> •Training of border officials on human rights •Implementation of name tags of officials at border crossing points •Setting up a bureau at border crossing points for complaints 	<ul style="list-style-type: none"> •Civil Society and the Media •Development Partners (ECOWAS, IOM, ILO and others) 	<p>affordable and accessible to the public and educate people on the need to acquire such documents (January, 2020)</p> <ul style="list-style-type: none"> •Training of border officials on human rights (June, 2019) •Implementation of name tags of officials at border crossing points (June 2020) •Setting up a bureau at border crossing points for complaints (June 2020)
3. Data and Labour Market information Challenges	<ul style="list-style-type: none"> •Lack of resources to collect data and labour market information •Inadequate training of officials involved in data collection and management •Inadequate trained and qualified data management officers 	<ul style="list-style-type: none"> •Comprehensive data collection and information management system •Reliable and up-to-date migration related data made available for policy and planning •Enhanced coordination 	<ul style="list-style-type: none"> •Conduct training on data collection, management and dissemination •Establish mechanisms (including a template) for sharing administrative data by different institutions 	<ul style="list-style-type: none"> •Stats-SL •National Civil Registration Authority, Ministry of Labour, Ministry of Social Welfare, Immigration Department 	<ul style="list-style-type: none"> •Conduct training on data collection, management and analysis (June, 2019) •Establish mechanisms (including a template) for sharing administrative data by different institutions

	<ul style="list-style-type: none"> •Ineffective collaboration between data collection institutions 	<p>and collaboration among institutions producing and using data</p>	<ul style="list-style-type: none"> •Provide appropriate equipment and logistical support •Organize regular coordination meetings among relevant institution •Develop data collection and management frame work 	<ul style="list-style-type: none"> •IOM and other data management Organizations 	<ul style="list-style-type: none"> •Provide appropriate equipment and logistical support (June, 2020) •Organize regular coordination meetings among relevant institution (January, 2019) •Develop data collection and management frame work (June, 2019)
4.Discrimination of legal documents	<ul style="list-style-type: none"> •Contradictions between national laws (e.g. local content act, work permit act) and the ECOWAS protocol into national laws •Fear of competition from nationals of other member states • Inadequate job opportunities •Non-compliance with the ECOWAS protocol by other member states 	<ul style="list-style-type: none"> •ECOWAS Protocol and national laws harmonized 	<ul style="list-style-type: none"> •Review national laws to align with the ECOWAS protocol •Collaborate with ECOWAS commission to ensure that other member states comply with the ECOWAS protocol •Sensitize the public on the benefits of the complying ECOWAS protocol 	<ul style="list-style-type: none"> •ECOWAS commission and member states •Ministry of Justice •Ministry of labor and social security •Ministry of Social Welfare, Gender and Children Affairs •Ministry of Foreign Affairs and International cooperation 	<ul style="list-style-type: none"> •Review national laws to align with the ECOWAS protocol (June 2019) •Collaborate with ECOWAS commission to ensure that other member states comply with the ECOWAS protocol (December 2018) •Sensitize the public on the benefits of the complying ECOWAS

					protocol (December 2018)
5.Resource constraints	<ul style="list-style-type: none"> •Inadequate budgetary allocation •Inadequate support by development partners •Lack of capacity to mobilize external resources •Low level of collaboration between and among relevant institutions 	<ul style="list-style-type: none"> •Increased budgetary allocation and inflow of external support •Enhanced collaboration between and among relevant institutions in the mobilization of resources •Develop grant proposals to solicit support from development partners 	<ul style="list-style-type: none"> •Prioritize migration issues •Increase budgetary allocation to Ministries and agencies dealing with migration issues •Encourage agencies and ministries working on migration to work together in the mobilization of resources 	<ul style="list-style-type: none"> •Ministry of Labor and Social Security •Ministry of Social Welfare, Gender and Children Affairs •Ministry of Foreign Affairs and International cooperation •Development Partners 	<ul style="list-style-type: none"> •Increased budgetary allocation and inflow of external support (January 2019) •Enhanced collaboration between and among relevant institutions in the mobilization of resources (September, 2018) •Develop grant proposals to solicit support from development partners (September, 2018)
6.Border management challenges	<ul style="list-style-type: none"> •Inadequate manpower and low technical capacity •Inadequate financial resources •Nature of borders (Porous borders, border communities) •lack of joint training •Transnational criminal activities at the borders 	<ul style="list-style-type: none"> •Improved border management •Trained, equipped and well-paid manpower to man border crossing points 	<ul style="list-style-type: none"> •Recruit and train officials on border management •Lobby Government and Development Partners for more financial resources •Develop proposals to attract external 	<ul style="list-style-type: none"> •Ministry of Labor and Social Security •Immigration •Ministry of Foreign Affairs and International Cooperation •Ministry of Finance 	<ul style="list-style-type: none"> •Recruit and train officials on border management (June, 2019) •Lobby government and development partners for more financial resources (October, 2018)

	(human trafficking, drugs)		financial resources	•Development Partners	•Develop proposals to attract external financial resources (September, 2018)
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