

Ghana Roadmap

towards promoting intra-regional migration for development



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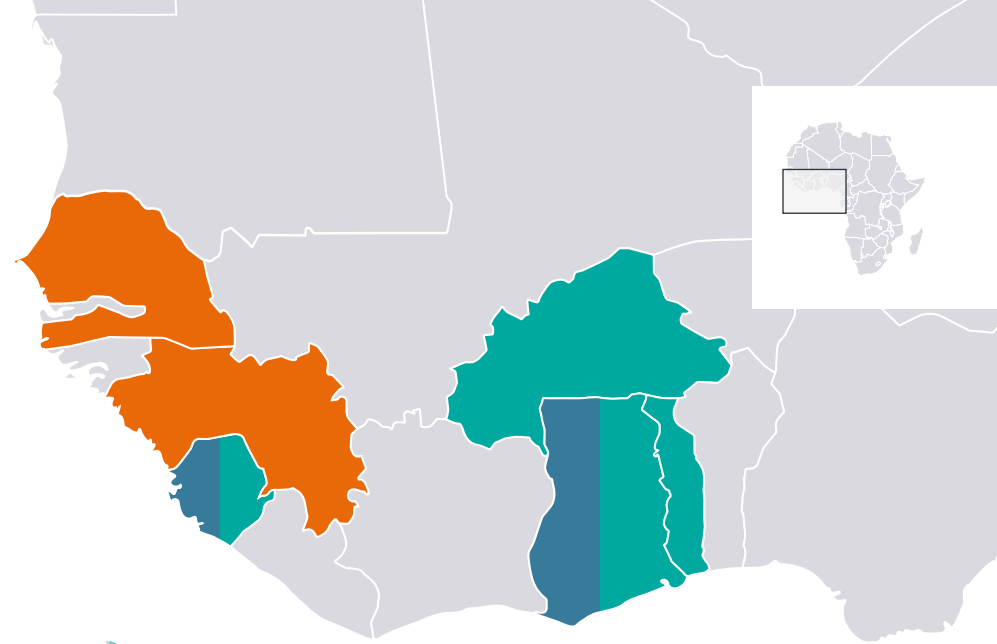
Acronyms

- CSOs – Civil Society Organisations
- ECOWAS – Economic Community of West African States
- EU – European Union
- GIS – Ghana Immigration Service
- GSS – Ghana Statistical Service
- IOM – International Organization for Migration
- MELR – Ministry of Employment and Labour Relations
- MMDAs – Ministries, Departments and Agencies



MADE West Africa Project Overview

This roadmap is an output of the project “West Africa - Migration and Development, Partnership for Rights-based Governance of Migration and Mobility” or MADE West Africa, which is funded by the European Commission. MADE West Africa was launched by AFFORD (African Foundation for Development), the Centre for Migration Studies (University of Ghana), the FORIM (Forum of International Organizations of Migration Issues), and ICMC Europe (International Catholic Migration Commission). MADE West Africa’s general objective is to promote good governance of migration and mobility, as well as the protection of the rights of migrants in the ECOWAS region, in order to increase the benefits of migration and mobility on development. This objective is achieved through in-depth work from 2017-2020 in six pilot countries with the following pillars:



01

Ghana, Sierra Leone

Improving the capacity of civil society and national/local State authorities to enhance intra-regional mobility via the implementation of the ECOWAS Free Movement Protocol.

Implemented by the Centre for Migration Studies (University of Ghana)



02

Senegal, Guinea

Improving the protection of migrant workers, fair labour recruitment, and promoting civil society’s participation in labour migration governance.

Implemented by ICMC Europe (International Catholic Migration Commission)



03

Ghana, Sierra Leone, Burkina Faso, Togo

Maximizing the contribution of diaspora to the development of countries of origin by promoting innovative cooperation frameworks between diaspora, development NGOs, national/local authorities and the private sector.

Implemented by AFFORD (African Foundation for Development) and the FORIM (Forum of International Organizations of Migration Issues)



MADE West Africa Project

Introduction

In West Africa, although population mobility is not a recent phenomenon, political narratives and media images tend to suggest an 'exodus' of Africans to Europe. However the reality indicates that the majority (72%) of West Africans migrate to destinations within the region and most of this for labour opportunities.¹ With more than 3% of the regional population circulating within West Africa, migration within the region is estimated to be about six times higher than intra-European mobility.² In recognition of the potential of intra-regional mobility to promote economic development in both migrant receiving and sending areas, the Economic Community of West African States (ECOWAS) adopted the Protocol on Free Movement of Persons, Right of Residence and Establishment in 1979 (Protocol A/P.1/5/79). The Treaty conferred the status of community citizenship on nationals of member states. Since then, a number of supplementary protocols have been designed to facilitate the flow of goods, services and labour within the ECOWAS region. While there have been significant achievements in the implementation of the free entry component of the protocol, the implementation of the Rights of Residence and Establishment has been quite poor. This has hindered the potential of the protocol for promoting the economic integration of the region for development.

Against this background, this roadmap, developed through multi-stakeholder dialogues held in Ghana as part of the MADE West AFRICA project, seeks to provide a framework for initiating actions in Ghana that tackle identified policy and practice gaps in the implementation of the ECOWAS Free Movement Protocol. The MADE West Africa project, funded by the European Union, seeks to promote

intra-regional mobility within the ECOWAS region by addressing obstacles to the full implementation of the ECOWAS Free Movement Protocol, with particular reference to Ghana and Sierra Leone.³ The implementing partner for this theme is the Centre for Migration Studies, University of Ghana. The contents of this roadmap are however the sole responsibility of the authors and can in no way be taken to reflect the views of the European Union.

Methodology

- A survey on the implementation of the ECOWAS Free Movement Protocol in Ghana through the use of a desk review and in-depth interviews with 35 selected stakeholders including officials of state institutions/agencies responsible for managing migration in Ghana, ECOWAS migrants, and civil society organisations.
- Training Workshops in Ghana to build capacities of civil society and State authorities to enhance intra and inter-regional mobility and exchange of good practices.
- Multi-stakeholder dialogues to initiate actions that tackle identified policy and practice gaps in the implementation of the ECOWAS Protocol as a basis for developing a roadmap to support implementation of the Protocol and removal of obstacles to the mobility of ECOWAS citizens.
- Granting of Seed funds to small CSOs for the implementation of advocacy actions and practical implementation that contribute to the implementation of the roadmaps in Ghana.



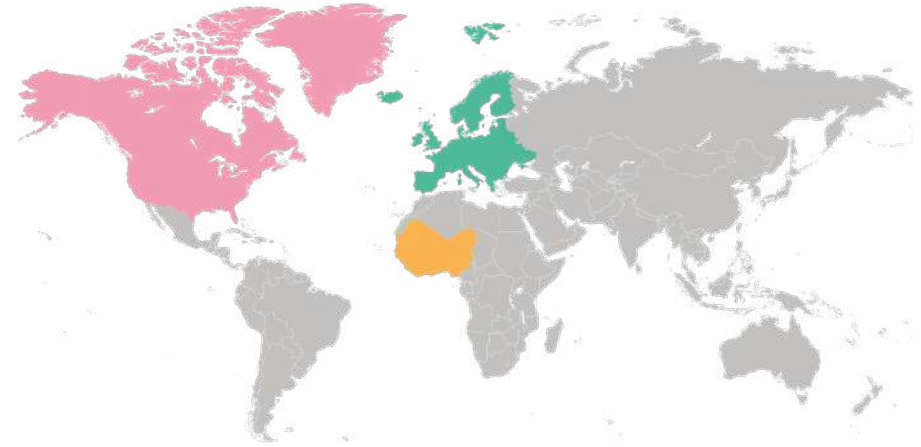
Ghana

Overview

- Intra-regional mobility flows within West Africa have enormous potential for the development of the region. Develop strategies to leverage these flows for the development of the region
- Develop multi-stakeholder dialogue frameworks as an important approach towards leveraging migration for sustainable development

SDG 10.7

- Facilitate orderly, safe, regular, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies



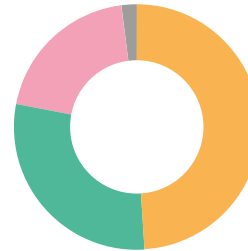
Main destinations of Ghanaian emigrants⁴

49%
West Africa

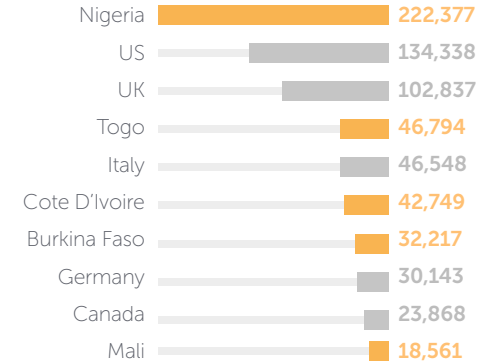
20%
North America

29%
Europe

0.9% Southern Africa
0.5% Central Africa
0.2% Eastern Asia



Top 10 destination countries of Ghanaian emigrants⁵



Ghana

The Socio-Economic Context for Migration

Ghana's population, estimated at 29.6 million,⁶ has seen significant growth over the last five decades, alongside a youthful population structure, with 39 percent of the population being less than 15 years in 2010.⁷ Its population is becoming increasingly urbanised, with the proportion of the population living in urban areas estimated at 51% in 2010,⁸ and projected to increase to 63% by 2025. Unemployment rates increased from 5.2% in 2013 to 11.9% in 2016.⁹ The youth unemployment rate increased from 5.5% in 2013 to 16.9% in 2016. These demographic characteristics combined with the lack of corresponding employment opportunities in urban centres have served as major drivers of migration in Ghana.

In terms of economic characteristics, shifts in the global political economy, as well as from the economic and political stabilisation of Ghana's economy have resulted in relatively better economic conditions in Ghana particularly since the 2000s. The country is currently the second largest economy in the West African sub-region and became a lower middle-income country in 2010 with a Human Development Index (HDI) of 0.579, ranking 139th globally. These relatively favourable economic conditions, coupled with a politically stable and peaceful environment, continues to attract labour migrants from other West African countries. Nationals from other ECOWAS countries constituted 68.3% of immigrants in Ghana in 2010¹⁰. However, unemployment and a relatively weak economy (compared with developed countries), serves as push factors for emigration from Ghana. Ghana therefore finds itself as both a recipient and sender of migrants.

Within this context, the Roadmap highlights the following:

- Intra-regional mobility flows within West Africa have enormous potential for the development of the region. Strategies to leverage these flows for the development of the region should be enhanced (e.g. remittances, skills transfer, education, etc.)
- Increase inter-State cooperation and enhanced mechanisms that protect the rights of migrants
- Produce reliable, comparable and timely data and data sharing mechanisms among ECOWAS as a key factor for successful implementation of the protocol
- Harmonise national laws with that of ECOWAS to address discriminative laws and policies targeted at community citizens
- Develop national migration policies as key for providing a framework for leveraging migration for development
- Develop multi-stakeholder dialogue frameworks as an important approach towards leveraging migration for sustainable development



Ghana

Key objectives

The following objectives are directly in line with SDG 10.7 to Facilitate orderly, safe, regular, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.

01

Enhance awareness about the ECOWAS Protocol on Free Movement among Member States and stakeholders

02

Produce reliable, up to date, disaggregated data for policy and planning

03

Harmonise national laws with that of ECOWAS

04

Protect Migrants' rights and enhance protection from Human trafficking and exploitation

05

Enhance mutual co-existence of migrants and host communities





OBJECTIVE 01

Enhance awareness about the ECOWAS Protocol on Free Movement among Member States and stakeholders

DIAGNOSTIC

Low level of knowledge about ECOWAS Protocols on rights and obligations of community citizens and consequently a lack of ownership of the protocols at the Member State level. The problem is compounded by its not being integrated in the national development agenda.

Key milestones

completed by MADE WA and non-MADE WA partners

INITIATIVES →	STAKEHOLDERS →	OUTPUTS →
<p>Develop and implement sensitization programmes at the national and local levels</p> <p>National Level, Border towns, general population</p>	<p>Inter-Ministerial Steering Committee on Migration, Media, Civil society Organisations, Border security agencies, ECOWAS Commission</p>	<p>Better understanding of the Free Movement Protocol by stakeholders and beneficiaries</p>
<p>Provide budgetary allocation for implementation of the Free Movement Protocol</p> <p>National Level</p>	<p>Inter-Ministerial Steering Committee on Migration, Ministry of Finance, National Development Planning Commission</p>	<p>Mainstreaming free movement protocols into the national development agenda for effective implementation</p>
<p>Build capacity of actors involved in sensitization</p> <p>National Level, Border towns, regional district immigration offices</p>	<p>Inter-Ministerial Steering Committee on Migration, Media, Civil society Organisations, Border security agencies, ECOWAS Commission</p>	<p>Holistic implementation of provisions of the protocols</p>

Key message

Intra-regional mobility flows within West Africa have enormous potential for the development of the region. Develop strategies to leverage these flows for the development of the region.

“Recently when we started with our oil industry, we didn’t have many Ghanaians with qualifications to work in this sector. It was our Nigerian brothers who came to start and they later shared their expertise with Ghanaians. So, I can say free movement promotes skills transfer”
(A. S. G.).

Way Forward

KEY STEPS	STAKEHOLDERS	OUTCOMES
Budgetary allocation for Free Movement Protocol interventions Short term	Inter-Ministerial Steering Committee on Migration, Ministry of Finance, National Development Planning Commission	Budget available for interventions to address challenges of the protocol
Continued capacity building programmes Short, medium term	MMDAs, CSOs, Media	Strengthened capacity of community citizens
Continued sensitisation programmes for different categories of stakeholders Short, medium term	Media, CSOs, MMDAs	A knowledgeable and sensitised community aware of the benefits of intra-regional mobility

Best Practices

- Implementation of Schengen visa, the right of abode, and establishment in the EU.
- **Sharing of common data on community citizens. Harmonization of social security; intelligence and information on security matters within the EU.**
- **Ghana's national migration policy is framed within the context of the ECOWAS common approach on migration, which endorses the Free Movement Protocol.**



OBJECTIVE 02

Produce reliable, up to date, disaggregated data for policy and planning

DIAGNOSTIC

There is a general lack of accurate and up to date data on the flow of immigrants and emigrants and this poses problems to migration management. Furthermore, concepts and definitions are not harmonized across member states and data is often not disaggregated in terms of categories such as gender, age and educational status. There is also no clear policy among institutions producing migration data on data sharing and a low level of coordination among stakeholders. Weak Labour Market Information System.

Key milestones

completed by MADE WA and non-MADE WA partners

INITIATIVES →	STAKEHOLDERS →	OUTPUTS →
<p>Develop data capture mechanisms. Develop a handbook on migration data developed.</p> <p>National Level</p>	<p>GSS, GIS, Labour department, Ministry of the Interior, CMS, Ghana Refugee Board</p>	<p>Harmonised, reliable data collection system produced</p>
<p>Establish a centralized database system</p> <p>National Level</p>	<p>GSS, Foreign Affairs and Regional integration Police, Ministry of Gender, Children and Social Protection, and Development partners</p>	<p>Enhanced labour market and migration information system</p>
<p>Strengthen capacity of stakeholders to generate and use migration data</p> <p>National Level, Regional District Offices of MMDA</p>	<p>GIS, GSS, Ministry of Interior, Foreign Affairs, Ghana Police Service, Labour Department, IOM</p>	<p>Focal Points trained in migration data collection, analysis and dissemination</p>
<p>Strengthen coordination among key stakeholders</p> <p>National Level, Regional District Offices of MMDA</p>	<p>GSS, GIS, Labour Department, Ministry of the Interior, CMS, Ghana Refugee Board</p>	<p>Coordinating, data harmonization platform established among key institutions producing migration data</p>

Key message

Reliable, comparable and timely data and data sharing mechanisms among ECOWAS States is crucial for successful implementation of the protocol.

Way Forward

KEY STEPS →	STAKEHOLDERS →	OUTCOMES →
<p>Establish a national migration data management framework</p> <p>Short term</p>	GSS, GIS, Ministry of Interior	Identification of key institutions producing migration data. Technical Working Group established
<p>Develop a national migration database and dissemination strategy</p> <p>Short, medium term</p>	GSS, GIS, Ministry of Interior, Foreign Affairs, Ministry of Gender, Children and Social Protection, Police	Migration data collection template developed
<p>Tasking of Migration Focal Points to produce migration data</p> <p>Short, medium term</p>	GSS, GIS, Ministry of Interior, MELR, Inter Ministerial Steering Committee on Migration	Migration disaggregated data produced
<p>Establish a National Migration Commission to co-ordinate migration data production and to validate and share migration data produced</p> <p>Short, medium term</p>	Inter Ministerial Steering Committee on Migration, Ministry of Interior	National Migration Commission established

Best Practices

- Establishment of a Technical Working Group on migration - to serve as a harmonised and centralised migration platform.
- National Strategy for development of statistics 2018 to 2022 has been developed. The strategy is aligned to several policies including the ECOWAS Free Movement Protocol and the Africa Common Approach on migration and development.
- Government is in the process of establishing a National Migration Commission which will co-ordinate migration related activities in Ghana.
- Development of Migration Profile (MP) document in 2009 and 2019. The MP serves as a one-stop-shop for migration information.
- Capacity building to key stakeholders in migration data management (e.g. migration data collection template developed, identification of variables, definition of concepts).



OBJECTIVE 03

Harmonise national laws with that of ECOWAS

DIAGNOSTIC

Conflict between national laws and protocols are a result of the desire of national governments preference for their constituents over the broader community's citizens.

Key milestones

completed by MADE WA and non-MADE WA partners

INITIATIVES →	STAKEHOLDERS →	OUTPUTS →
<p>Amendment of domestic laws that contradict ECOWAS protocol (e.g. investment act, work permit regimes)</p> <p>National Level</p>	<p>Ministry of Interior, Ghana Immigration Service, Ministry of Trade, Attorney Generals' Department, Parliament, Ghana Investment Promotion Centre, CSOs</p>	<p>Reduced contradictions and policy ambiguities that will promote intra-regional mobility</p>
<p>Sensitization of policy makers and citizens on the benefits of full implementation of the protocol</p> <p>National Level, Communities</p>	<p>Ghana Investment Promotion Centre, CSOs, Media</p>	<p>Community Citizens will be highly sensitised on benefits of the ECOWAS protocol</p>

Key message

Harmonised national laws with that of ECOWAS are key to addressing discrimination and abuse of migrant rights targeted at community citizens.

Way Forward

KEY STEPS →	STAKEHOLDERS →	OUTCOMES →
Sensitisation Programmes Short term	Labour Department, Ghana Immigration service, CSOs, Media	Reduced attacks on ECOWAS Migrant workers
Set-up a Technical Team to work on harmonisation of national laws with the ECOWAS protocol Medium term	Inter Ministerial Steering Committee on Migration	Harmonised Laws

Best Practices

- The EU example – national laws bordering on immigration, residence, establishment/ investment and trade have been harmonised with that of the EU laws.
- Ghana is implementing an ECOWAS Identity Card as a basis to establish entitlements of community citizens.
Ghana's national migration policy advocated policy coherence between ECOWAS and National policies.



OBJECTIVE 04

Protect Migrants' rights and enhance protection from Human trafficking and exploitation

DIAGNOSTIC

Inadequate knowledge on fundamental human rights.
Lack of appropriate infrastructure for protecting rights of vulnerable
groups. Violation of migrants' rights within the Member States.

Key milestones

completed by MADE WA and non-MADE WA partners

INITIATIVES →	STAKEHOLDERS →	OUTPUTS →
<p>Provide appropriate infrastructure and social services for protecting migrants</p> <p>National Level</p>	<p>GIS, Ministry of Gender, children and social protection, IOM, Development Partners</p>	<p>Enhanced protection of migrants' rights</p>
<p>Sensitization programs on human trafficking</p> <p>National level, Communities</p>	<p>Ghana Police Service, Ministry of Gender, children and social protection, IOM, GIS, Development Partners, Media</p>	<p>Reduced incidence of human trafficking</p>
<p>Protection and assistance to migrants in vulnerable situations</p> <p>National Level, Communities</p>	<p>GIS, Ghana Police, Ministry of Gender, children and social protection, IOM, Development Partners, Media</p>	<p>Enhanced protection of migrants' rights</p>
<p>Enforcement of sanctions against traffickers and others who violate migrants rights</p> <p>National Level</p>	<p>Ghana Police Service, GIS, Ministry of Gender, children and social protection</p>	<p>Violations of migrants' human rights reduced</p>

Key message

The protection of the human rights of migrants and protection from all forms of exploitation is central to the implementation of SDG 10.7.

Way Forward

KEY STEPS →	STAKEHOLDERS →	OUTCOMES →
<p>Establish and implement a Complaints Mechanism to address abuses and rights violations within the labour migration process</p> <p>Short, medium term</p>	<p>Ministry of employment, Labour Department, Ghana Immigration service</p>	<p>Abuses and rights violations are minimised</p>
<p>Strengthen capacity of front line actors (e.g. border management officials, police, criminal justice practitioners, labour inspectors, social service providers, medical personnel etc.) to more effectively prevent, identify and respond to migrant exploitation and abuse</p> <p>Short, medium term</p>	<p>Labour Department, Ghana Immigration service, Police Service, Judicial Service, Ghana Health Service, CSOs, Media, Legal Aid Board</p>	<p>State officials capacity to protect migrants will be enhanced</p>
<p>Enhance collection, sharing, and analysis of disaggregated data on migrant trafficking and migrant exploitation situations</p> <p>Short, medium term</p>	<p>Labour Department, Ghana Immigration service, Police Anti-Trafficking Unit, Judicial Service</p>	<p>Increasing knowledge and cooperation among state officials</p>
<p>Establish and effectively implement national legal frameworks to protect and assist migrants in vulnerable situations, irrespective of their migration status, in compliance with international law</p> <p>Medium term</p>	<p>Ministry of Interior, Ministry of Foreign Affairs, Attorney General and Ministry of Justice, Judicial Service</p>	<p>Framework for monitoring migrants' rights protection enhanced</p>

Best Practices

- Access to judicial and legal services. Ghana has enacted a Human Trafficking Act, 2005 (Act 694), which provides a legal framework for combatting human trafficking.
- Other initiatives include the establishment of the Anti-Human Trafficking Unit of the Ghana Police Service, and the establishment of the Anti-Human Smuggling and Trafficking in Persons Unit of the Ghana Immigration Service.
- Ghana has a national migration policy, which includes protection of Migrants' rights.



OBJECTIVE 05

Enhance mutual co-existence of migrants and host communities

DIAGNOSTIC

Poor understanding of contributions of migrants to host communities

Key milestones

completed by MADE WA and non-MADE WA partners

INITIATIVES →	STAKEHOLDERS →	OUTPUTS →
<p>Sensitization programs and activities that bring migrants and host communities together</p> <p>Regions with migrant communities</p>	<p>Ministry of Gender, children and social protection, IOM, Development Partners, Media Partners</p>	<p>Enhanced protection of migrants' rights</p>
<p>Sensitisation programs that enhance communities understanding of the positive contributions of migrants</p> <p>Regions with migrant communities</p>	<p>Ministry of Gender, children and social protection, IOM, Development Partners, Media</p>	<p>Improved relationship between migrants and host communities</p>
<p>Capacity building programmes for state officials and key stakeholders</p> <p>National /district level</p>	<p>GIS, Ministry of Gender, children and social protection, IOM, Development Partners, Media</p>	<p>Enhanced understanding of migrant host community relations</p>

Key message

Enhance migrants' positive contributions to the development of host communities to change the largely negative image of migrant workers.

"We need to highlight the positive contributions of ECOWAS migrants to the economies of destination countries"

Way Forward

KEY STEPS →	STAKEHOLDERS →	OUTCOMES →
<p>Promote effective dialogue between migrants and local populations</p> <p>Short, medium term</p>	<p>Ministry of employment, Labour Department, Ministry of Local Government, District/ Metropolitan Assemblies, Traditional and religious authorities</p>	<p>Abuses and rights violations are minimised</p>
<p>Ensure the effective involvement of migrants in community development and planning, particularly at the community level</p> <p>Short, medium term</p>	<p>Ministry of Local Government, District/ Metropolitan Assemblies, CSOs, Media</p>	<p>Cordial migrant/host relationships</p>
<p>Organize training programmes for state officials (e.g. border management officials, police, etc.) on the rights of migrants and how to protect these rights</p> <p>Short, medium term</p>	<p>Labour Department, Ghana Immigration service, CSOs, Traditional and religious authorities</p>	<p>State officials capacity to protect migrants will be enhanced</p>
<p>Organise sensitization programs that highlight the positive contribution of migrant workers</p> <p>Short, medium term</p>	<p>Labour Department, Ghana Immigration service, CSOs, Media</p>	<p>Cordial relationship and peaceful co-existence between migrant workers and local people fostered</p>

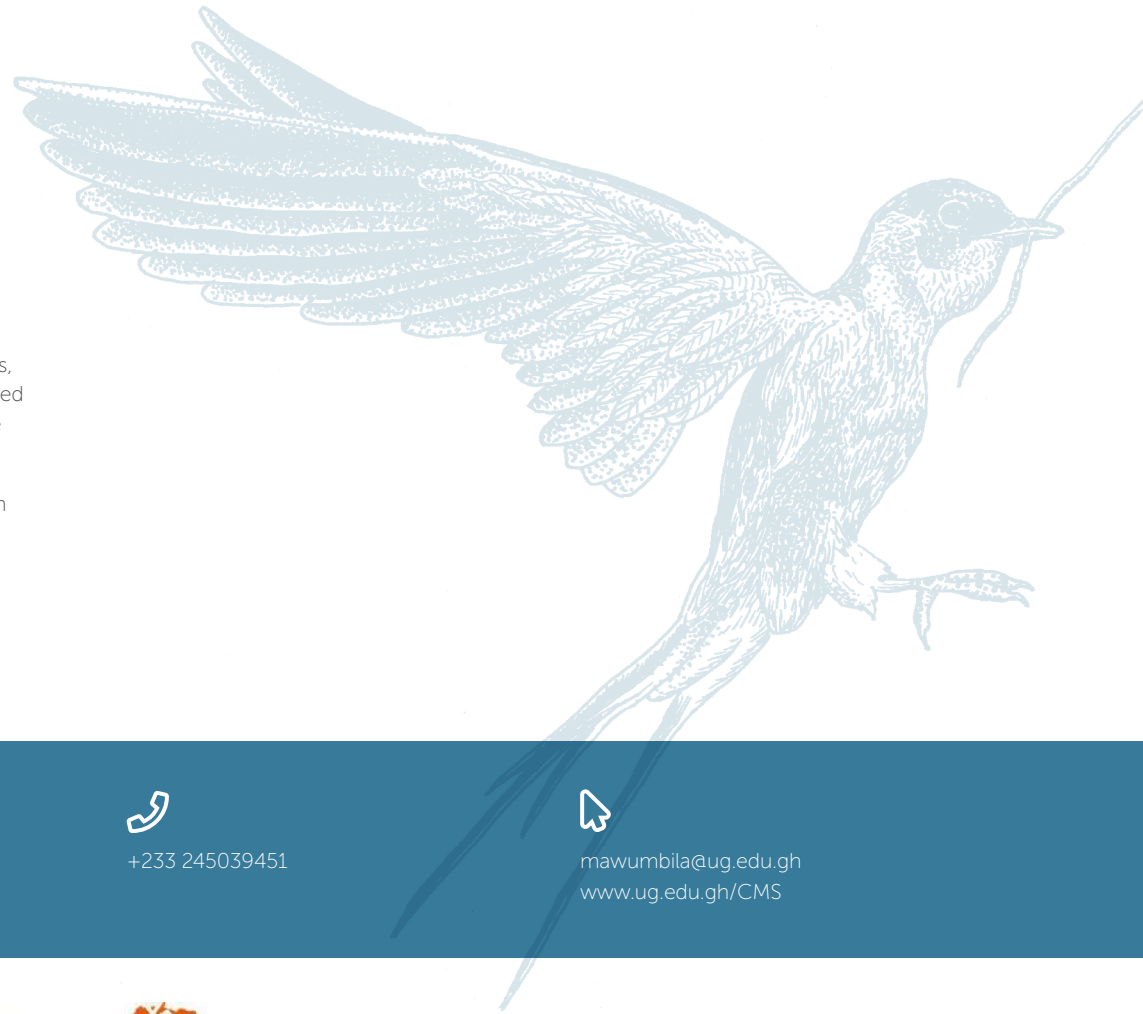
Best Practices

- Access to judicial and legal services.
- Right of residence and establishment working in some instances – e.g. Nigerians in banking sector, transport, oil and gas etc.
- Cross Cultural Marriages.
- Freedom of association, worship (Nigerian churches, Benin juju camps, etc.).
- Ghana has a national migration policy, which includes protection of migrants rights.

Acknowledgement

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