



## **First Regional Review of the Global Compact for Safe, Orderly and Regular Migration**

### **Ghana National Voluntary Report**

#### **Introduction**

A Well managed migration is widely perceived as an engine of economic growth, innovation, and sustainable development. It is therefore included not only in the Sustainable Development Goals (SDGs) but also permeates the development agendas of regional and sub-regional blocs such as the African Union (AU) and the Economic Community of West African States (ECOWAS). To harness the benefits of migration while minimizing its undesirable affects, Member States of the United Nations (UN) adopted the Global Compact for Safe, Orderly and Regular Migration (GCM), in 2018 at a meeting in Marrakesh, Morocco, to enhance international cooperation on migration. It is the first comprehensive global framework that seeks holistic management of migration and maximizes the interlinkages and shared complementarities between foreign and domestic policies to achieve broad developmental goals. The GCM offers the prospects for improving migration governance and addressing the challenges that confront migration while reinforcing the contributions of migrants and migration to sustainable development. Rooted in several international treaties and conventions, the GCM also complements the SDGs, particularly target 10.7, and provides a comprehensive framework for international cooperation on challenges related to migration management.

Ghana is one of only six African and three ECOWAS countries that have volunteered to be champion countries of the GCM. Champion countries are not subject to any evaluation or review by the United Nations Network on Migration (UNNM) and are guided by their national realities and priorities for migration management. They are, however, encouraged to advocate for and take ownership of the GCM, generate key insights, lessons learned, and positive practices in migration management that can be shared with other countries. Following a state-led approach, the National Development Planning Commission (NDPC), with support from the Ministry of Interior (MOI) and the Ministry of Foreign Affairs and Regional Integration (MFARI), champions the implementation of the GCM in Ghana. The United Nations Network on Migration (UNNM) in Ghana, established with the support of the UN Resident Coordinator and under the coordination of the International Organization for Migration (IOM), provides UN system-wide support



for the implementation, follow-up, and review of Ghana's GCM commitments.

Towards the completion of Ghana's first National Voluntary Report on the implementation of the GCM, a Cross-Sectoral Planning Group (CSPG) meeting was convened to deliberate on Ghana's progress towards the roll-out of the GCM and to determine and agree on migration priorities in the GCM for the Medium-Term National Development Policy Framework (MTNDPF) for 2022-2025.

The CSPG afforded stakeholders the platform to review nine migration policy priorities for the MTNDPF, including migration governance; migrant vulnerabilities; diaspora engagement; Labour migration; remittances; return and reintegration; quality of rural life; urban development; and building resilience of slums, Zongo settlements and inner cities (see migration policy priority matrix in Annex 1). For each of these priorities, the policy objectives, strategies and implementing agencies have been identified. For instance, the strategies for promoting good migration governance, include improving government-wide coordination of migration through the establishment of the Ghana National Commission for Migration; promoting gender-sensitive planning; periodically updating the migration profile; strengthening institutional structures at all levels; providing adequate funding for implementation of the National Migration Policy (SDG Target 17.3; ICPD); promoting effective cross-border management system (SDG Target 16.6); improving migration-relevant information management system (SDG Target 17.18; ICPD); and ensuring the effective management of irregular migration (SDG Target 10.7; ICPD).

This National Voluntary Report on GCM implementation follows the proposed UNNM reporting framework and highlights several efforts on migration management in Ghana that are supportive of the GCM objectives and guiding principles. The review reveals that the GCM implementation in Ghana cannot be decoupled from existing national migration management processes, programmes and efforts rooted in the National Migration Policy (NMP) and Ghana's commitments under the SDGs and ICPD. The report is divided into the following sections: methodology of the report, policy and enabling environment, progress on GCM objectives, means of implementation, and next steps. It is expected that this report will feed into the ECOWAS and AU reports on GCM implementation and ultimately contribute to the International Migration Review Forum (IMRF) in 2022

### **Methodology (should not exceed 500 words)**



It is important to note that Ghana has committed to the migration issues enshrined in the SDGs and ICPD and has identified priorities that address many of the objectives of the GCM. This report has been put together based on presentations and discussions submitted during the national review of the GCM implementation, conducted through a Cross-Sectoral Planning Group (CSPG) meeting held on 30 November 2020. The event brought together thirty-five (35) participants (17 females and 18 males) from Government Ministries, Departments, and Agencies (MDAs); Academia; Civil Society (CSO) and Faith-Based Organizations; and international partners, including the United Nations Network on Migration. The meeting provided a broad consultative approach for an interactive and evidence-based debate on migrants and migration in Ghana. The Government agencies in attendance included NDPC; MOI; MFARI; the Ghana Health Service (GHS); Ministry of Employment and Labor Relations (MELR); Ministry of Gender, Children and Social Protection (MoGCSP); National Population Council (NPC); National Youth Authority (NYA); and the Ministry of Youth and Sports (MoYS). Representatives from the Wa Municipal Assembly and North Tongu District Assembly also participated in the meeting representing local government authorities. From academia, the Institute of Statistical, Social and Economic Research (ISSER); Regional Institute for Population Studies (RIPS); and Center for Migration Studies (CMS) based at the University of Ghana participated in the discussion. Additionally, the Ghana Muslim Mission represented the Civil Society Organizations (CSO). There were also representatives from the UNNM, development partners and the United Nations Resident Coordinator's Office.

The elaboration of this report benefited from available data in written reports of multi-stakeholder engagements and policy dialogues on migration in Ghana. Additionally, interviews were conducted with key GCM implementation agencies such as the NDPC, the Migration Unit of the Ministry of Interior and IOM.

The review of the national migration and the GCM priorities to be integrated into the MTNDPF (2022-2025) revolved around nine (9) major migration themes. These were also corroborated through interviews with key informants from identified sectors and agencies for the preparation of this report. The identified priorities include migration governance which aims at strengthening coordination for the implementation of the National Migration Policy, which is relevant for achieving several GCM objectives, including those on data, regular pathways, counter smuggling, eradicating trafficking, managing borders, migrant and diaspora contribution as well as return and reintegration. Other priorities include addressing migrant vulnerabilities (GCM objective 7); Diaspora engagement that ensures diaspora participation in national



development; improving labour migration governance (GCM objectives 5, 6, 7, 18 and 22); remittances (GCM objectives 19 and 20); return and reintegration (GCM objective 21); improving quality of rural life (GCM objectives 15 and 22); and urban development and building resilience of slums, zongos and inner cities to ensure inclusion of migrants in the national development (GCM objective 16).

Several of these themes touch on cross-cutting issues that address many of the GCM guiding principles. For instance, the migration governance theme seeks to promote good migration governance. The strategies include improving government-wide coordination of migration through a whole-of-government and whole-of-society approach; promoting gender-sensitive planning; periodically updating the national migration profile for people-centered policy formulation; strengthening institutional structures or frameworks for migration management at all levels; providing adequate funding for implementation of the National Migration Policy (2016) to achieve sustainable development; promoting an effective cross-border management system; improving migration-relevant information management systems; and ensuring the effective management of irregular migration. These have been instrumental in the country's approach to migration. NDPC and the Ministry of Interior led the review process, with support from the UNNM.

### **Policy and Enabling Environment (should not exceed 1500 words)**

Ghana has policies and structures in place that tackle and expand on the concerns of the GCM. The Government of Ghana, adopting a whole-of-society and whole-of-government approach, has developed migration policies that contribute to the implementation of the GCM. For instance, the drafting process of the National Labour Migration Policy (NLMP), which began early in 2019 with a four-day training and consultative workshop, included various stakeholders from relevant MDAs, and civil society. The highly consultative process led by the Ministry for Employment and Labour Relations (MELR) involved members of the Inter-Ministerial Working Group for the National Labour Migration Policy. Further, the MELR collaborated with IOM in 2019 to organize a two-day validation workshop on the draft NLMP that brought together over 20 key national and regional stakeholders. Participants were taken through various sections of the policy and allowed to validate its implementation plan. The NLMP provides a gender sensitive regulatory framework to ensure labour migration is ethical and orderly, including laying out the foundation for attaining GCM Objectives 6,7, 9, and 10.



Furthermore, over the years, Ghana has mainstreamed migration-related global, regional, national and sector-specific agenda into the national development policy framework, including the SDGs and the ICPD. For instance, the Growth and Poverty Reduction Strategy; Ghana Shared Growth and Development Agenda I and II; Agenda for Jobs, Creating Prosperity, and Equal Opportunity for All (2018-2021) have integrated these commitments. Together, these policies have targeted several aspects of the SDGs, including ending poverty in all its forms everywhere (Goal 1), ending hunger by achieving food security and improved nutrition (Goal 2), ensuring healthy lives and promoting wellbeing for all (Goal 3), ensuring inclusive and equitable quality education (Goal 4), gender equality (Goal 5), clean water and sanitation (Goal 6), affordable and clean energy (7), decent work and economic growth (Goal 8), and reduced inequality (Goal 10).

Additionally, under the International Conference for Population and Development (ICPD) and the Addis Ababa Declaration on Population and Development (AADPD) Ghana made nine (9) main commitments which are integrated into the government development policy. These commitments equally create an enabling environment for the implementation of the GCM, including the promotion of safe, orderly and regular migration; prevention combatting and eradicating trafficking in persons, scaling-up interventions to minimize rural-urban migration, instituting early warning mechanisms for internal displacement, promoting equitable human settlement planning to respond to the causes and consequences of migration flows, improving access to social services in slums, facilitating disaster risk reduction for people living in fragile ecosystems, implementing the Land Use and Spatial Planning Act of 2016 and establishing a National Migration Commission. For example, Ghana's Place and Mobility commitment, under the ICPD/AADPD, seeks to harness the benefits of migration for socio economic development, enhance the quality of life in rural areas, promote resilient urban development and improve quality of life in slums, Zongo and inner cities. Additionally, Ghana has policies and programmes for improving the local economies of districts to manage rural-urban migration. These policies and programmes include the Local Economic Development Policy, Rural Development Policy, including the government flagship programmes such as the One-District One-Factory initiative and the Planting for Food and Jobs programme.

Since Ghana adopted the GCM in December 2018, the country has elaborated two migration related policies; the National Labor Migration Policy (NLMP) and a Diaspora Engagement Policy (DEP). While the NLMP has received cabinet approval, the DEP has reached the final stages, pending cabinet approval. The NLMP aims to strengthen the labour migration governance system and promote policy coherence,



collection and analysis of reliable data, and the protection of the rights of migrant workers and their families. Furthermore, the policy ensures the effective management of labour migration to harness the benefits of labour migration for development. The NLMP focuses on four key thematic areas; migration governance, social protection and social security, vulnerability issues, and migration and development. While the migration governance component deals with the legislative instrument, regulatory framework, institutional framework, and international cooperation, the social protection component focuses on trafficking in persons, the smuggling of migrants, child labour, and how to combat them. The migration and development component treats remittances, skills transfer, investment and mainstreaming of migration. Proposals for data management and mechanisms for improving migration data management systems are additional issues tackled by the policy. These issues resonate with objectives 1, 6, 7, 9, 10, 18 and 20 of the GCM.

Ghana's large and active diaspora, which is committed to homeland development, was formally acknowledged with the development of a single Diaspora Engagement Policy that spans all governmental institutions and levels. The policy focuses on three key areas. The first is hometown relations enhancement - a symbolic nation-building effort aimed at making the diaspora feel part of the development process in Ghana. The second component deals with extending rights to the diaspora, including voting and nationality rights, while the third area focuses on the obligations related to migration and development. The DEP creates the policy platform for the diaspora to fully contribute to sustainable development as envisioned under GCM Objective 19. Additionally, a key recommendation of the 2016 National Migration Policy of Ghana, and consistent with the implementation of the GCM and SDGs, is the establishment of a Ghana National Migration Commission (GNMC) to strengthen migration governance. IOM supported the Government of Ghana to form an Inter-Ministerial Working Group<sup>1</sup> for this purpose. Once established, the GNMC will have the sole mandate to coordinate all migration-related interventions in Ghana, stimulating policy lucidity at the national and local levels for humane and orderly migration. It will also foster conducive conditions for migrants to contribute to development while addressing the fundamental triggers of irregular migration and concomitant dangers of trafficking in persons. The establishment of the GNMC is key to the implementation of the National Migration Policy.

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<sup>1</sup> In addition to the Ministry of the Interior, the members of the working group include the Ministry of Foreign Affairs and Regional Integration, Ministry of Finance, Ministry of Employment and Labour Relations, Ministry of Justice and Attorney-General, Ghana Immigration Service, Office of the Public Services Commission, National Development Planning Commission (NDPC), Centre for Migration Studies, and Ghana Statistical Service.



Various national and international commitments make it necessary for Ghana to develop a coherent and integrated social protection framework. Ghana's National Social Protection Policy (NSPP) avails health, education, and social security to all regular immigrants, including refugees. For instance, while the National Health Insurance Scheme allows legal residents access to healthcare coverage, The Free Compulsory Universal Basic Education (FCUBE) and Free Senior High School (FSHS) Policies ensure admission to public primary and secondary schools without regard to residential status, allowing all children access to education. Higher education is also accessible to permanent residents, even if not to the same level of parity as primary and secondary education. Also, social security is accessible to migrants and their families with regular status in Ghana, and they can transfer benefits to their home country. Notwithstanding, while permanent migrants can engage in private sector employment with some restrictions, Ghana's labour law is not explicit on immigrant's rights to public sector employment. The National Labour Migration Policy addresses this situation.

Regional migration dynamics and policy measures have also influenced migration management in Ghana. ECOWAS has since 1979 adopted the Free Movement Protocols and supplementary protocols to facilitate the movement of labour, goods, and services. The protocols sanction the Rights of Entry, Residence and Establishment for nationals of member countries. Ghana has cooperated with ECOWAS countries to scrap work permit regimes, harmonize travel documents, and mutually recognize academic certificates (GCM Objectives 5 and 15). Several challenges however confront Ghana's implementation of the protocol. Notwithstanding, Ghana promotes dialogue and cooperation on international migration at the regional level through the Migration Dialogue in West Africa (MIDWA) and the Mediterranean Transit Migration Dialogue (MTM) as well as bilateral engagement based on these protocols. However, Ghana is yet to articulate and incorporate key aspects of the GCM into its African Continental Free Trade Area (AfCFTA) commitments, which is expected to provide the strategic framework for delivering inclusive and sustainable development. This is likely to be considered in the next review of the work plan for the National Migration Policy which is due for revision in 2021.

### **Progress on GCM objectives (should not exceed 2000 words)**

Examining the progress made on each GCM objective in Ghana may be an arduous task, but several of the issues critical to the implementation of the GCM have been rolled out as part of the implementation of



other national development frameworks, including Ghana's National Migration Policy (NMP). Issues of migration have therefore been highlighted, planned for, and in many cases implemented as part of the Ghana's national development policy framework.

Nevertheless, the adoption of the GCM in Ghana appears to have missed the planning period and therefore could not be incorporated into the annual national and district level plans for implementation in 2019. Unfortunately, the GCM could also not be incorporated into the 2020 annual action plans due to the harsh impact of COVID-19. Efforts are therefore being made in 2021 by the NDPC to integrate the GCM into the planning process to ensure that all the relevant aspects are incorporated. This will help to place the GCM firmly on the national agenda and therefore help to track progress on its implementation. Until now, the NMP and related policies have been the focus of national development planning and provided guidance for what should constitute the migration priority areas for Ghana. Fortunately, the GCM highlights a lot of the issues that include remittances, irregular migration and human trafficking that are already priorities in the NMP.

In terms of successes, Ghana has been successful with information gathering on migration at its borders due to sound mechanisms employed by the Border Patrol Unit of the GIS to record migrant flows at the borders. Through collaboration between GIS and IOM, steps have been taken to enhance border management and strengthened mechanisms for data collection, including the development of a national migration data management strategy as envisioned under GCM Objective 1. Moreover, mechanisms to provide accurate and accessible information regarding migration are systematically being strengthened (GCM Objective 3) as potential immigrants can easily access admissibility criteria and online visa application forms, while the government has established four migrant information centers at Accra, Takoradi, Sunyani, and Tamale.

Complementing these are labour laws that clearly provide the framework for recruitment of Ghanaian migrant workers abroad. The MELR guides migrant recruitment abroad according to the Labour Act of 2003 and Labour Regulation of 2007 to prevent human trafficking and ensure the safety of labour migrants abroad. The recently adopted National Labour Migration Policy (NLMP) will add to the robustness of this framework ensuring fair and ethical national recruitment practices (GCM Objectives 6, 7, and 10). Additionally, Ghana has a National Disaster Management Plan for addressing disaster induced displacement, which includes strategies for the effective management of environmental and climate





change related migratory movements; well-defined systems and processes to disseminate information to citizens and immigrants alike, in crisis situations; and mechanism to provide humanitarian aid to all migrants during crisis (GCM Objectives 2, 16, and 17).

Furthermore, international cooperation is an important objective of the GCM (Objective 23) and on this score, Ghana has fostered international cooperation on labour migration. The aim is to expand pathways for regular migration between signatory countries as envisioned under GCM Objective 5. Ghana also participates in the Global Forum on Migration and Development (GFMD); promotes dialogue and cooperation on international migration at the regional level, through the Migration Dialogue in West Africa (MIDWA) and the Mediterranean Transit Migration Dialogue (MTM); and implements the ECOWAS Free Movement Protocols. Moreover, the Ghana Immigration Service (GIS); Ministry of Gender, Children and Social Protection (MGCSP); Ghana Police Service (GPS); and Ministry of Employment and Labour Relations (MELR) collaborate on the prevention of migrant human rights violation in Ghana. For instance, Ghana's Anti-Human Smuggling and Trafficking in Persons Unit of the Ghana Immigration Service (GIS) coordinates strategies to tackle migrant smuggling and trafficking in human beings in Ghana (GCM Objectives 9 and 10). The MoGCSP also participates in the implementation of the Human Trafficking Act of 2005 through the prevention, facilitation, and reintegration of victims of trafficking in Ghana.

Ghana also recently adopted standard operating procedures for the return and reintegration of stranded Ghanaian migrants abroad which seeks to ensure that assistance to returning migrants is streamlined, including linking return to urban and rural development (GCM Objective 17 and 21). The recently elaborated draft Diaspora Engagement Policy (DEP) would also create the policy environment for systematic government engagement with the diaspora, ensuring diaspora contribution to national development, including recognizing their skills, qualifications, and competences (GCM Objectives 18 and 19). The Central Bank of Ghana is also developing a policy to increase the impact of remittances to national development and the DEP also addresses leveraging remittances from the diaspora to support national development (GCM Objective 20). In terms of border management, the government of Ghana has recently developed a national border management strategy (currently awaiting executive approval) which aims to establish integrated border management as the axis for improving overall border and national security (GCM Objective 11).

Ghana is therefore making progress towards attaining the objectives of the GCM. The government is



currently finalizing the Medium-Term National Policy Framework for 2022-2025. Migration relevant priorities that support the implementation of the GCM objectives have been very well integrated. The progress currently witnessed is due to the enactment of several sectoral policies which deal with different aspects of migration management. To ensure the implementation of national migration priorities towards the attainment of the GCM, a coherent strategy integrating all relevant national GCM prioritized objectives is required. On-going efforts to establish the Ghana National Commission on Migration (GNCM) to coordinate migration management in the country is a major stride in addressing this gap.

The process of integrating the GCM into development planning would also ensure that migration and migrants are better included in poverty alleviation and rural development strategies which would significantly support addressing the adverse drivers and root causes of forced migration and reduce vulnerabilities in migration as envisioned under GCM Objectives 2 and 7. There is a need to strengthen the incorporation of migrants into emergency and disaster response planning. The NMP promotes the return, readmission, and reintegration of emigrants. Working with various development partners, the government is providing reintegration assistance to Ghanaian return migrants. Considering the current COVID-19 pandemic and its impact on migrants, it is important that migration is integrated into national emergency management planning. Further, there is the need to develop policy frameworks to ensure that migrants' have access to legal identities and adequate documentation (GCM Objective 4) and to ensure that they have access to consular assistance throughout the migration cycle (GCM Objective 14).

Protection of migrants still needs to be reinforced, especially considering that Ghana is one of 15 countries currently implementing the ECOWAS Free Movement Protocols, which envisions free movement and regional integration as key pillars for economic development. To achieve this vision, it is necessary to ensure that persons circulating within the free movement space have equal access to basic services (GCM Objective 15), can transfer their social benefits between countries (GCM Objective 22), have access to justice and remedial mechanisms, and are not subject to arbitrary migration detention (GCM Objective 13).

Additionally, lack of reliable data is a significant challenge, even though the government is currently implementing a national migration data management strategy, it is necessary to accelerate the process of implementation in order to begin to develop regular and reliable statistics as regards migrant stock and flow. As part of the roll-out for the National Population and Housing Census, Ghana will produce a



thematic analysis on migration that will help provide evidence for sound policy formulation.

Ghana is also yet to ratify the 1949 ILO Migration for Employment Convention; the 1975 ILO Migrant Workers (Supplementary Provisions) Convention; and the Convention on Statelessness, although the Ministry of the Interior and the Ministry of Foreign Affairs and Regional Integration have restarted some effort.

### **Means of implementation (should not exceed 500 words)**

Funds for migration programmes in Ghana have generally been mobilized from a mixture of national resources (budget allocations), resources from the private sector; and those from international development partners, such as the African, Caribbean, and Pacific (ACP)-European Union (EU) Migration Action; IOM; ILO; UNICEF; United Nations Department of Economic and Social Affairs (UN DESA); the European Union. For instance, while the NLMP was supported with funding from the ACP-EU Migration Action and FMM West Africa, the UN DESA funded the Inter-Ministerial Working Group Meeting to establish the GNMC, with the Ghana Integrated Migration Management Approach (GIMMA) project funded by the EU. The Government of Ghana also received technical assistance from the International Centre for Migration Policy Development (ICMPD) under the EU MIEUX initiative for the formulation of the Diaspora Engagement policy. Budgetary allocations to the Ministry of Foreign Affairs and Regional Integration and private sector support have been crucial for the diaspora engagement process.

However, the major challenge confronting resource mobilization for GCM implementation and migration programmes broadly is the lack of migration budget and expenditure tracking across national sectoral and district plans. Mapping or tracking to know, how much is being invested into migration and related activities in Ghana, before taking the GCM implementation into account would be beneficial.

### **Next steps (should not exceed 500 words)**

A matrix of migration priorities for Ghana was presented by NDPC at the CSPG meeting. This included migration governance; responding to migrant vulnerabilities; diaspora engagement; labour migration; remittances; return and reintegration; quality of rural life; urban development; and improving services in



slums, zongos and inner cities. The matrix also included dimensions such as the environment, infrastructure, and human settlement, which were considered important policy objectives. Government will work through the NDPC to index GCM objectives to the identified migration priorities in the MTNDPF to make the objectives more prominent.

The NDPC, tasked with the preparation of the MTNDPF will include the prioritized migration interventions informed by the various sector policies to support the implementation of the GCM. The government is committed to exploring opportunities for resource mobilization to implement the policy framework, mainstreaming migration across sectors, training and awareness creation among key stakeholders and the general population and addressing irregular migration.

#### **ANNEX 1**

### **DRAFT COMPREHENSIVE MIGRATION PRIORITIES FOR THE NEXT MEDIUM-TERM NATIONAL DEVELOPEMENT POLICY FRAMEWORK**



| Focus Area 4: POPULATION MANAGEMENT AND MIGRATION FOR DEVELOPMENT  |  |  |  |                           |
|--|--|--|--|---------------------------|
| KEY ISSUES   | POLICY OBJECTIVES  | STRATEGIES   | IMPLEMENTING AND COLLABORATING AGENCIES  | GLOBAL/ REGIONAL LINKAGES |
| <ul style="list-style-type: none"> <li>Weak management of population issues</li> </ul>   | 1.1. Improve population management                       | 1.1.1. Strengthen coordination, planning, implementation, monitoring and evaluation of population policies and programmes (SDG Targets 3.7, 11.a, 16.6, 17.14)<br>1.1.2. Intensify public education on population issues and strategies at (SDG Target 3.7)<br>1.1.3. Prioritize local economic development for balanced development (SDG Target 3.7).   | MOP, NPC, GSS, GNHR, NDPC, OHCS, PSC, MOE, MOH, GES, GHS, Academia, NCCE, ISD, NIA, Births & Deaths, MFARI, MELR, NCPD                                       |                           |
| <ul style="list-style-type: none"> <li>High adolescent fertility rate</li> <li>Unmet needs for sexual and reproductive health services</li> <li>Inadequate financial support for family planning programmes</li> <li>High incidence of child marriage</li> <li>High cases of teenage pregnancy</li> <li>Inadequate culturally appropriate sexual and reproductive health education for young people</li> </ul> | 1.2. Improve maternal and adolescent reproductive health | 1.2.1. Strengthen the integration of family planning education in adolescent reproductive healthcare services (SDG Target 3.7, 5.6)<br>1.2.2. Provide Adolescent corners at CHPS zones.<br>1.2.3. Eliminate child marriage (SDGs Targets 5.3)<br>1.2.4. Reduce teenage pregnancy (SDG Targets 3.7, 5.3)<br>1.2.5. Integrate culturally appropriate reproductive health education in curricula at all levels of education (SDG Targets 3.7, 5.6)<br>1.2.6. Increase investment in family planning programmes at all levels (SDG Targets 3.7, 5.6)<br>1.2.7. Improve quality of adolescent and youth friendly services (SDGs Target 3.5, 3.7, 3.8) | MOH, GHS, MoE, GES, NCCA, NPC, Academia, CSOs, FBOs, MMDAs   |                           |
| <ul style="list-style-type: none"> <li>Untapped benefits of the youth bulge</li> <li>Inadequate investments in young people</li> <li>High unemployment rate among the youth</li> <li>Mismatch in education and employment</li> <li>High school drop-out rates among adolescent girls</li> </ul>  | 1.3. Harness the demographic dividend                    | 1.3.1. Strengthen capacities of public institutions to engender youth development (SDG Target 16.6)<br>1.3.2. Deploy the Youth Development Index for national development planning (SDG Targets 1.b, 16.6, 16.7)<br>1.3.3. Promote advocacy for increased investment in youth development. (SDG Targets 16.7, 17.17)<br>1.3.4. Strengthen research and modelling on harnessing the demographic dividend (SDG Targets 1.b, 16.6, 16.7)<br>1.3.5. Create linkages between the education system and the labour market (SDGs Target 1.b, 4.4)  | NDPC, GSS, NPC, B&DR, MoH, GES, GHS, CHAG, teaching hospitals, faith-based organisations, Health Facility Regulatory Authority, media (GBC), FDA, NGOs, CSOs |                           |



|  |   |   |   |  |
|--|---|---|---|--|
| <ul style="list-style-type: none"> <li>• Increasing trend of irregular and precarious migration</li> <li>• Brain drains and waste</li> <li>• Increased barriers to regular migration</li> <li>• Human trafficking</li> <li>• Persistent Seasonal displacement of people</li> <li>• Increasing migrant abuse, exploitations, and vulnerabilities</li> </ul> | <p>1.4. Harness the benefits of migration for socioeconomic development</p> | <p>1.4.1. Increase sensitization on regular migration (SDG Targets 10.7, 17.16)</p> <p>1.4.2. Promote initiatives to optimize brain gain (locally and internationally) and skill circulation through bilateral multilateral, and regional programmes (SDG Targets 10.7, 17.16)</p> <p>1.4.3. Promote appropriate measures for preventing and managing internal displacement (SDG Target 10.7).</p> <p>1.4.4. Review the status of policy, legal and institutional framework for management of refugee and asylum situations (SDG Targets 10.7, 16.6)</p> <p>1.4.5. Ratify and domesticate ILO Convention 189 on migrant domestic workers (SDG Target 10.7)</p> <p>1.4.6. Promote initiatives to transform brain drain into brain gain (SDG Target 10.7)</p> | <p>MLGRD, GSS, MINT, Labour Department, GNCCM, NDPC, MOE/GES, MMDAs, MFARI, MOGCSP, MIMR, MOI, GIS, MOH, GHS, MOF, MELR, NPC, NGOs, CSOs, Ghana Police Service - Anti-Human Trafficking, DOVVSU, MoJAG,</p> |  |
| <ul style="list-style-type: none"> <li>• Limited disaggregation of population data by disability</li> <li>• Inadequate relevant data on net migration in Ghana</li> <li>• Inadequate comprehensive, accurate and timely migration data</li> </ul>  | <p>1.5. Improve population and national statistics</p>                      | <p>1.5.1. Strengthen reliable system for collection, compilation, analysis, and dissemination of relevant and timely demographic data (SDG Target 17.18)</p> <p>1.5.2. Ensure population data collection with disaggregation on PWDs.</p> <p>1.5.3. Restructure and reposition Births and Deaths Registry (SDG Target 16.6)</p> <p>1.5.4. Strengthen migration data and information management systems (SDG Target 17.18)</p> <p>1.5.5. Provide a registration system for immigrants (regular and irregular).</p>   | <p>GSS, MINTER, NPC, NDPC, MOE, MOH, GES, GHS, RIPS(UG), NIA, Births &amp; Deaths, MFARI, GNHR, MELR, NCPD</p>  |  |
| <ul style="list-style-type: none"> <li>• Weak migration coordination mechanisms.</li> <li>• Low capacity of relevant migration management stakeholders</li> <li>• Inadequate funding for National Migration Policy</li> <li>• Weak coordination in migration issues</li> </ul>   | <p>1.6. Promote good migration governance</p>                               | <p>1.6.1. Improve coordination of migration (SDGs Target 16.6)</p> <p>1.6.2. Provide adequate funding for implementation of National Migration Policy (SDG Target 17.3)</p> <p>1.6.3. Promote migration gender-sensitive planning (SDGs Targets 1.b, 10.7)</p> <p>1.6.4. Strengthen migration institutional structures or framework at all levels (SDGs Target 16.6)</p> <p>1.6.5. Ensure the effective management of regular migration (SDG Target 10.7)</p>   | <p>MINTER, MFARI, DAUOP, MELR, MoGCSP, MLGRD, MOF, BoG, GIS, GPS, NCPD, MMDAs, NPC, Ghana Refugee Board, CSOs, FBOs, Private Sector...</p>  |  |



|   |  |   |   |  |
|---|--|---|---|--|
| <ul style="list-style-type: none"> <li>• Weak legislative instrument and limited coherence in migration-related laws</li> <li>• Less effective cross-border management</li> <li>• weak diaspora engagement policy and institutional framework</li> <li>• Insufficient structures for reintegration of return migrants</li> </ul>  |  | <p>1.6.6. Assess migrants' vulnerability, profile, and referral options (SDG Targets 8.8)</p> <p>1.6.7. Promote reciprocal relationships with the diaspora for the socio-economic transformation of Ghana (SDG Targets 10.7, 17.16)</p> <p>1.6.8. Create enabling environment for return and reintegration of Ghanaian migrants (SDG Target 10.7)</p> <p>1.6.9. Develop and enforce legal and regulatory framework for migration (SDG Targets 8.8, 10.7)</p>  |   |  |
| <ul style="list-style-type: none"> <li>• Weak coordination of labour migration</li> <li>• Inadequate employment opportunities for migrants</li> <li>• High level of irregular migration</li> <li>• Violation of employment and trade laws by immigrants</li> <li>• Weak legislative instrument</li> <li>• Tensions between host communities and immigrants</li> <li>• Weak protection for migrants and their families</li> <li>• Weak labour market and migration information system</li> </ul> | <p>1.7. Harness the benefits of labour migration</p>     | <p>1.7.1. Expedite implementation of the National Labour Migration Policy. (SDG Targets 8.8, SDG Target 10.7)</p> <p>1.7.2. Improve labour market and migration information systems (SDG Targets 8.8, SDG Target 10.7)</p> <p>1.7.3. Promote agreements covering portability of pensions, social security, and health benefits (SDG Target 10.4)</p> <p>1.7.4. Adopt gender-sensitive labour migration policies (SDG Targets 8.8, 10.7)</p>   | <p>MELR, MINTER, MOF, MOTI, BOG, NDPC, GSS, NPC, MLGRD, MOGCSP, MFARI, LD, GIS, OAJ, DAUOP, NLC, NPC, GPS, GIPC, MMDAs, CSOs, FBOs, Private Sector,</p> |  |
| <ul style="list-style-type: none"> <li>• High cost of remittances</li> <li>• Delays in regulatory approvals</li> <li>• Poor coordination of remittances landscape in Ghana</li> <li>• Low transparency and consumer protection</li> <li>• Lack of comprehensive, accurate and up-to-date data on migration and remittances.</li> <li>• Use of traditional/informal channels of transfer</li> </ul>  | <p>1.8. Harness remittances for national development</p> | <p>1.8.1. Reduce remittance transfer costs (SDGs Targets 10.c, 17.3)</p> <p>1.8.2. Review and strengthen the regulatory framework for international remittance markets in Ghana (SDGs Targets 10.c, 17.3)</p> <p>1.8.3. Improve coordination across government and non-government stakeholders (SDGs Targets 10.c, 17.17)</p> <p>1.8.4. Promote transparency and ensure adequate consumer protection in remittances transfer processes (SDGs Targets 10.c, 17.17)</p> <p>1.8.5. Roll out innovative remittance products and services in rural and underserved communities (SDGs Targets 10.c, 17.3)</p> | <p>MOF, BOG, MFARI, DAUOP, MINTER, MELR, NDPC, Fintechs, Telcos, Private Sector, MMDAs, CSOs,</p>   |  |



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|--|--|---|--|--|
| <ul style="list-style-type: none"> <li>• Limited access to money transfer services in rural and remote communities</li> <li>• Limited partnerships on inbound international remittance services</li> <li>• Fraudulent activities undermining financial transfers</li> <li>• Missed opportunities in restricting outbound remittances</li> <li>• Inadequate sensitization on remittances</li> </ul> |  | <p>1.8.6. Encourage a partnership between Postal Regulatory Authority and Bank of Ghana on Post remittances (SDGs Targets 10.c, 17.17)</p> <p>1.8.7. Expedite digitisation of Ghana’s remittances market (SDGs Targets 10.c, 17.3)</p> <p>1.8.8. Promote collaboration between International Money Transfer Operators and Fintechs to leverage inbound remittances as a tool for financial inclusion (SDGs Targets 10.c, 17.17)</p> <p>1.8.9. Promote stakeholder collaboration to address issues of fraud in the market (SDGs Targets 10.c)</p> <p>1.8.10. Promote stringent identification and verification system using the Ghana Card and Ghana Post GPS (SDGs Targets 10.c)</p> <p>1.8.11. Conduct risk assessment of current restrictions around outbound remittance transactions, especially intra-African flows (SDGs Targets 10.c)</p> |  |  |
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