

IOM-GHANA

S T R A T E G I C P L A N

2011-2015



IOM International Organization for Migration

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IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

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LIST OF ACRONYMS

AIDS	Acquired Immuno Deficiency Syndrome
DNA	Deoxyribonucleic Acid
ECOWAS	Economic Community of West African States
HIV	Human Immunodeficiency Virus
IDPs	Internally Displaced Persons
ILO	International Labour Organization
IOM	International Organization for Migration
MDGs	Millennium Development Goals
MIDA	Migration for Development in Africa
MRF	Mission with Regional Functions
NGO	Non-Governmental Organization
NFIs	Non-Food Items
UN	United Nations
UNDP	United Nations Development Programme
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDAF	United Nations Development Assistance Framework
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commission for Refugees
UNICEF	United Nations Children’s Fund

I. STATEMENT FROM IOM GHANA CHIEF OF MISSION

Migration is a key dimension of both globalization and development and international migration has become one of the foremost development topics of the 21st century. Approximately 200 million people reside outside their home country; one in every 32 persons in the world is a migrant.¹ There is no longer a single state that can claim to be untouched by human mobility.

IOM has been operating in Ghana since 1987, providing support to the Government of Ghana in various areas of migration. Throughout the years, migration trends in Ghana and West Africa have changed significantly necessitating a strategic approach to managing migration in a comprehensive manner.

Formulating a strategic plan is extremely important to IOM, as it will help the organization to prioritize actions in line with government priorities and improve on its service delivery. Furthermore, this Strategic Plan is expected to assist IOM Ghana in effectively carrying out its mission and vision and evaluating its performance against the strategic objectives laid out in this document.

The process of developing the strategic plan took place over two months and culminated in a five-day strategic planning exercise. The first step involved conducting in-depth research on the migration situation and trends and how they are currently being managed. The next step included consultations with high-level government officials working on migration issues. On the basis of these consultations, a roundtable discussion was organized in order to ascertain input from a wide range of government stakeholders on migration priorities for Ghana and the potential role that IOM could play in meeting these priorities. At the end of the process, IOM Ghana held a two-day strategic planning workshop involving IOM staff to analyse the Strengths, Weaknesses, Opportunities, and Threats (SWOT) pertaining to IOM's current operations and the migration situation in Ghana and the sub-region. These steps enabled IOM to come up with the strategic objectives and priorities concerning migration for this strategic plan for the period of 2011 to 2015, which we present to you today.

During the past year, I have observed the close partnership between IOM and the Government of Ghana. The commitment and dedication amongst colleagues involved in migration issues have been truly commendable and the achievements listed throughout the document are theirs alone. I look forward to continuing to

¹ Source: ILO.

work closely with the Government of Ghana as well as civil society organizations, UN agencies, and other development partners in order to implement the strategic plan.

This strategic plan would not have been possible without the dedication of all those involved in its formulation, particularly the IOM Accra staff members who participated in its formulation and the government officials who provided valuable input at the National Migration Stakeholders Roundtable Forum in 2010.

It is my sincere hope that the implementation of this strategic plan will contribute toward the management of migration in Ghana for the benefit of all.



Dyane Epstein

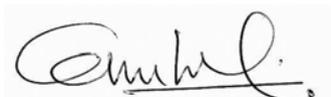
Chief of Mission, IOM Ghana

2. STATEMENT BY THE MINISTRY FOR THE INTERIOR

The effective management of migration by States has acquired a significant importance globally in recent times. Therefore, it is a great satisfaction to see the International Organization for Migration (IOM), in coordination with its partners, set the pace for supporting the Government of Ghana to develop its migration policy as well as manage the broad spectrum of the migration phenomena in a way which could have a tangible effect on the well-being of migrants, their families, and the nation as a whole.

This strategic plan is the culmination of more than twenty years of programmatic interventions and research in Ghana by IOM. The highlighting of the migration trends in Africa, West Africa, and Ghana, and the elaboration of the programmatic strategic interventions for the eleven typologies of migration management, reflect the multidisciplinary and international strengths of IOM as well as the way in which migration can be managed to affect diverse areas of development.

The attainment of the Millennium Development Goals (MDGs) and the objectives of the Ghana Shared Growth and Development Agenda (GSGDA) (Ghana's current medium-term development framework) have been the major developmental objectives of Ghana. Through the preparation of this strategic plan document, IOM has brought innovative and creative thinking to an area of development work which, when harnessed effectively, will result in the social and economic development of the country. This plan represents a blueprint for managing migration in a beneficial way to achieve the MDGs and the GSGDA and I urge IOM and its partners to support its execution.



Deputy Minister for the Interior

Republic of Ghana

December 2010

EXECUTIVE SUMMARY

The International Organization for Migration (IOM) is still committed to the principle that humane and orderly migration benefits migrants and society.

In pursuit of the realization of this overarching goal of the organization, IOM Ghana, in coordination with its local government, development, and civil society partners has produced this strategic plan, which describes the full strategy and priorities for IOM in Ghana for the period 2011–2015. This strategic plan sets out the organization’s priority actions and identifies its approach for tackling emerging challenges. In short, the strategic plan assists IOM Ghana, as an intergovernmental organization, to attain its mission and vision, whilst equipping it to judge its own performance against set goals and objectives.

The plan expounds how and why IOM Ghana plans to provide services to assist a wide range of beneficiaries during 2011–2015, within the four main areas of the IOM mandate: migration and development, facilitating migration, regulating migration, and forced migration. Each focus area is marked by key strategic objectives designed to benefit IOM’s target groups. The top-level strategic objectives that IOM Ghana will pursue for the period 2011–2015 have been grouped under the following categories:

Migration and development:

- SO1.1: Mobilize the human, financial, material, and social resources of the Ghanaian diaspora for the socioeconomic development of Ghana.
- SO1.2: Ensure the inclusion of migration and development strategies in policy and planning.

Facilitating migration:

- SO2.1: Support the further development and implementation of a comprehensive labour migration management framework in Ghana.
- SO2.2: Provide pre-consular support, migrant orientation, and movement support to governments and migrants.

Regulating migration:

- SO3.1: Contribute to the Government of Ghana’s efforts to prevent human trafficking and human smuggling.
- SO3.2: Contribute to regular and safe migration and prevent irregular migration amongst potential migrants.
- SO3.3: Facilitate the return and reintegration of Ghanaian migrants from abroad.

SO3.4: Contribute to the Government of Ghana's objectives to manage mixed migration flows.

Forced migration:

SO4.1: Address the needs of refugees and other vulnerable migrant groups.

SO4.2: Support the Government of Ghana's efforts to address disaster response.

Cross-cutting issues:

SO5.1: Continue to support the Government of Ghana to effectively manage migration as a tool for the sustainable development of Ghana.

SO5.2: Contribute to the improved standard of physical, mental, and social well-being of migrants by responding to their health needs throughout all phases of the migration process, as well as the public needs of host communities.

It is anticipated that this plan will be updated annually over the five-year period for which it is designed and will assist IOM Ghana to achieve its mandate and support government efforts.

3. BACKGROUND ON IOM

3.1 IOM globally

The International Organization for Migration (IOM) is the leading international agency in the field of migration. Established in 1951 to assist refugees to resettle after World War II, the organization limited in geographical reach and mandate has grown to global proportions by responding to migration needs and changing circumstances. As an inter-governmental organization with 132 Member States, IOM now has 460 offices worldwide in over 135 countries. The number of field offices grew significantly over the past 12 years – in 1998, there were only 119 field offices. This proliferation was matched by an increase in staff members from approximately 1,100 in 1998 to 7,000 by the end of 2009. The IOM international budget increased through donor funds and contributions from USD 242.2 million in 1998 to USD 1 billion in 2009. The number of active projects increased from 686 in 1998 to more than 2,360 at present. While not a UN agency, IOM is part of the UN Country Team in most countries, including Ghana.

IOM's Global Strategy (12-points)

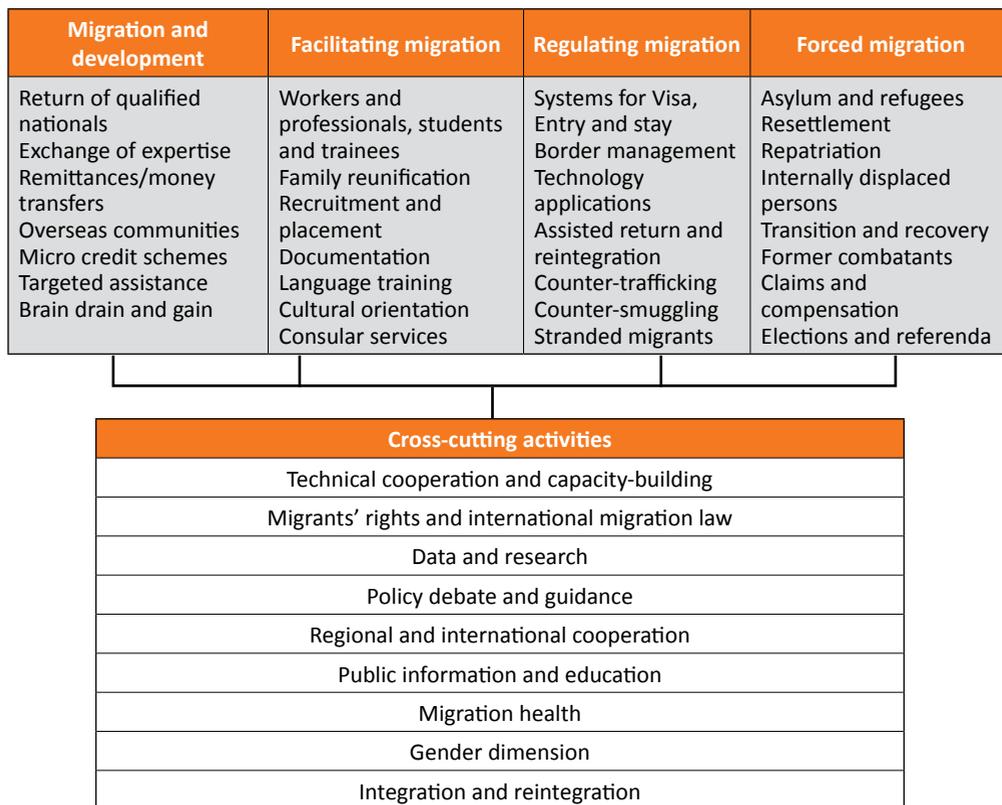
1. To provide secure, reliable, flexible and cost-effective services for persons who require international migration assistance.
2. To enhance the humane and orderly management of migration and the effective respect for the human rights of migrants in accordance with international law.
3. To offer expert advice, research, technical cooperation and operational assistance to States, intergovernmental and non-governmental organizations and other stakeholders, in order to build national capacities and facilitate international, regional and bilateral cooperation on migration matters.
4. To contribute to the economic and social development of States through research, dialogue, design and implementation of migration-related programmes aimed at maximizing migration's benefits.
5. To support States, migrants and communities in addressing the challenges of irregular migration, including through research and analysis into root causes, sharing information and spreading best practices, as well as facilitating development-focused solutions.
6. To be a primary reference point for migration information, research, best practices, data collection, compatibility and sharing.

7. To promote, facilitate and support regional and global debate and dialogue on migration, including through the International Dialogue on Migration, so as to advance understanding of the opportunities and challenges it presents, the identification and development of effective policies for addressing those challenges and to identify comprehensive approaches and measures for advancing international cooperation.
8. To assist States to facilitate the integration of migrants in their new environment and to engage diasporas, including as development partners.
9. To participate in coordinated humanitarian responses in the context of inter-agency arrangements in this field and to provide migration services in other emergency or post-crisis situations as appropriate and as relates to the needs of individuals, thereby contributing to protection.
10. To undertake programmes which facilitate the voluntary return and reintegration of refugees, displaced persons, migrants and other individuals in need of international migration services, in cooperation with other relevant international organizations as appropriate, and taking into account the needs and concerns of local communities.
11. To assist States in the development and delivery of programmes, studies and technical expertise on combating migrant smuggling and trafficking in persons, in particular women and children, in a manner consistent with international law.
12. To support the efforts of States in the area of labour migration, in particular short-term movements, and other types of circular migration.

Building on its expertise and experience, and coordinating with other organizations in the field of migration, IOM is a key partner in migration management, with a strong commitment to the principle that humane and orderly migration benefits migrants and society. The organization addresses migration issues from an integrated and holistic perspective, which seeks to foster linkages between migration and development in order to maximize the benefits of migration and minimize its negative effects. At the request of its Member States, including the Government of Ghana, IOM focuses on the following 12 points:²

² Adopted by the IOM Council at the 481st meeting on 7 June, 2007.

For the implementation of IOM programmes globally, the organization has categorized its operational activities under the broad areas below.



3.1.1 Mainstreaming migration into development agendas

Mainstreaming migration into development plans may be defined as the process of assessing the implications of migration on any action (or goals) planned in a development and poverty reduction strategy. Migration issues should be integrated into the design, implementation, and monitoring and evaluation stages of development and poverty reduction strategies and policies.

The following are the advantages of better linking migration to MDGs frameworks of action and to development plans, more generally:

- Allows migration to be embedded in the broader development debate, which fosters a coherent approach rather than piecemeal uncoordinated actions.

- Ensures that migration is included in national development priorities.
- Promotes coordination and fosters synergies among all government departments and the work of other national actors.
- Places migration within a holistic planning framework which involves assessment, planning, implementation, monitoring and evaluation.
- Facilitates funding and technical assistance for migration activities through the mobilization of resources from international partners for development plans.

3.1.2 United Nations Development Assistance Framework (UNDAF)

The Millennium Declaration and the Millennium Development Goals (MDGs) provide the basis for the UN's strategic positioning and focus in supporting social and economic development, both globally and in Ghana. With five more years left to achieve the MDGs, there is a compelling case in making the MDG agenda the overarching theme for the UN system, and the programmatic focus for the United Nations Development Assistance Framework (UNDAF) 2012–2016. With 17 UN agencies on the ground, including IOM, the complementary nature of individual agencies' roles and mandates represents a key comparative advantage of the UN family for using the highly interdependent and mutually-reinforcing MDGs as the main reference for development programming, including migration management, over the next several years.

3.1.3 Medium-term national development policy framework: Ghana Shared Growth and Development Agenda (GSGDA)

The medium-term national development policy framework (2010–2013) serves as a framework by which an enabling environment could be created in order to develop the full potential of a healthy, highly-skilled and knowledgeable population, capable of creating wealth for national transformation and poverty reduction. The seven key thematic areas of ensuring and sustaining macroeconomic stability, enhancing private sector competitiveness, accelerating agricultural modernization and sustainable natural resource management, developing the oil and gas industry, upgrading infrastructure, energy, and human settlements, enhancing human development, productivity, and employment, and fostering transparent and accountable governance have been identified as priorities by the Government of Ghana under this framework.

Ghana has been guided by a sequence of medium-term development frameworks and has experienced substantial progress in macroeconomic stability and toward sustainable poverty reduction. This IOM Ghana Strategic Plan is therefore designed to support the mainstreaming of migration into Ghana's development agenda in

accordance with the current UNDAF and Medium-Term National Development Policy Framework laid out by the Government of Ghana, both of which are in the process of being finalized.

3.2 IOM in West Africa



IOM's presence in West Africa, with regional office in red.

In the region of West and Central Africa, IOM operates in 23 countries. Established in 1998, the IOM regional office in Dakar has administrative oversight over missions in Burkina Faso, Cameroon, Cape Verde, Congo (Brazzaville), Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea- Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Senegal, and Sierra Leone. The regional activities include Technical Cooperation on Migration, Labour Migration, Migration and Development, Migration and Research, Counter Trafficking, Migration and Health, Emergency and Post-Crisis and Movements. IOM Accra is the hub for resettlement and movement assistance for the region.

3.3 IOM in Ghana



Map of Ghana.

Since 1987, IOM has contributed to the Government of Ghana's efforts to manage migration effectively through a wide variety of projects and programmes. IOM Ghana started its programming by supporting the institutional capacity-building needs within the country through the Return of Qualified African Nationals (RQAN) programme. This programme facilitated the return of highly qualified African nationals residing in the diaspora to contribute to the development of Ghana by returning home to take up key positions in health, education, economics, finance, public service, and political administration.

For the past 10 years, IOM Ghana has also been involved in migrant resettlement (refugees) and the movement of various migrant groups for family reunification and other opportunities to various countries throughout the world; however, it expanded its activities to include counter-trafficking, assisted voluntary return and reintegration, migration and development, migration policy, migration health, and labour migration.

IOM implements its projects and programmes in coordination with the following Ministries: Ministry of the Interior (MoI), Women and Children’s Affairs (MOWAC), Employment and Social Welfare (MESW), Foreign Affairs (MFA), Information and National Orientation (MOINO), Private Sector, Trade, and Industry (MPSTI), Food and Agriculture (MoFA), and Health (MoH), as well as the Ghana Immigration Service (GIS), Ghana Police Service (GPS), Department of Social Welfare (DSW), Labour Department (LD), and some District Assemblies (DAs) of the Government of Ghana and civil society organizations (CSOs) to address a variety of other migration issues in the following areas:

- Migration policy and research (MoI)
- Labour migration (MESW, LD)
- Migration and development (MPSTI, MoH)
- Counter-trafficking (MOWAC, DSW, GPS, DAs, CSOs)
- Assisted voluntary returns (MoFA, CSOs)
- Migration health (MoH)
- Border management (GIS)
- Information campaigns on irregular migration (GIS, MOINO, MOWAC, MFA, CSOs).



IOM Ghana staff in front of the office in Accra.

IOM also partners with UN agencies and other development partners, NGOs, academia, community leaders, and faith-based organizations as well as migrants and their communities.

The IOM mission in Ghana has five departments: Technical Cooperation, Operations, Migration Health, Resource Management, and Information Technology with 58 staff members (6 internationals and 52 nationals) who have expertise in migration and development, facilitating migration, regulating migration, and forced migration. IOM has carried out programme interventions in 60 out of the 170 districts of Ghana and has significant accomplishments.

Strategic Area	Major Accomplishments
Migration and Development	<ul style="list-style-type: none"> • Since 2006, over 21,000 health workers and students in Ghana directly benefited from capacity building initiatives provided by over 150 Europe-based Ghanaian diaspora health professionals • Over 25 Ghanaian diaspora candidate-entrepreneurs trained in basic business skills and assisted to established small and medium scale enterprises in Ghana
Labour Migration	<ul style="list-style-type: none"> • Labour Migration Unit established at the Labour Department to house a database for candidate migrant workers • Comprehensive national labour migration assessment and legislative review of national legal instruments governing labour migration management conducted
Migrant Services	<ul style="list-style-type: none"> • Since 2002, operational support (transportation) cultural orientation, and health (health assessments and pre-departure screening) provided to over 33,000 refugees from West and Central Africa.
Counter-trafficking	<ul style="list-style-type: none"> • Capacity-building on addressing issues of counter-trafficking provided to 400 government officials, judiciary authorities, and social workers • 711 trafficked children rescued, rehabilitated, reunited and reintegrated into their respective communities since the inception of the project • 48,000 fishermen and parents and 120 communities sensitized and educated on the dangers involved in using children to fish, the Human Trafficking Act, and the need to send their children to school
Irregular Migration	<ul style="list-style-type: none"> • 3 Migrant Centres established and handed over to the Government of Ghana and one NGO • Multi-media information campaign on safe migration reaches 53,000 persons and 83 communities
Return and Reintegration	<ul style="list-style-type: none"> • Reintegration micro-projects contributed to the GDP growth of Ghana through various activities undertaken under the programme; In 2009 alone, close to \$500,000 (GH¢710,000) was injected into the economy in the form of reintegration assistance to returnees • Over 1,200 persons supported to prepare business plans, start up a small business, and/or engage in education or training • Addressed the root causes of migration in a major migrant sending area through community development and sunflower oil production

Emergency Assistance	<ul style="list-style-type: none"> • IOM global lead on Camp Coordination and Camp Management in natural disasters has been translated into IOM Ghana’s active involvement in the humanitarian disaster response activities in the country • 5000 vulnerable internally displaced persons assisted with non-food items in 2007 and 2010; mainstreaming of health/HIV and AIDS within the distributions; improved housing units constructed and information on safe shelter construction disseminated
Migration Management	<ul style="list-style-type: none"> • Migration Unit established within the Ministry of Interior • Comprehensive national migration database strategy and action plan developed
Migration Health	<ul style="list-style-type: none"> • Migration health services provided to over 42,000 migrants and 10 governments (migrant health assessments, pre-departure medical exams, TB testing, bone testing, DNA testing, medical escort assistance to applicants who have special medical needs) • HIV and AIDS information and outreach provided to 40,000 persons

IOM Ghana has developed the following as its mission statement:

IOM Ghana Mission Statement

IOM is committed to the principle that humane and orderly migration benefits migrants and society.

As the leading international organization for migration, IOM in Ghana acts with its partners in government, civil society, and the international community to:

- Assist in meeting the growing operational and policy challenges of migration management.
- Advance understanding of migration issues.
- Encourage social and economic development through migration.
- Uphold the human dignity and well-being of migrants.

IOM Ghana is committed to the comprehensive management of migration through the facilitation of legal migration, provision of direct assistance to migrants, and building the capacity of key stakeholders in migration and development for the enhancement of the social and economic development of Ghana.

4. MIGRATION TRENDS

4.1 Migration in Africa

Migration today has risen to an unprecedented level globally. A series of interrelated factors have contributed to the significant rise in migration in this century, including the increased facility of travel and communication, pervasive regional and sub-regional economic disparities, natural disasters, conflict, political instability, and the porosity of borders.

The movement of people — voluntary or forced, legal or undocumented, within or beyond borders —constitutes today a complex process presenting some of the most intricate interrelationships of policy concerns for governments. Given that the number of migrants is rising and that this trend is likely to persist in the foreseeable future, the management of migration has necessarily become one of the critical challenges for States in the new millennium. It is now widely acknowledged that well-managed migration has the potential to yield significant benefits to origin and destination countries.

In addressing these challenges and benefiting from migration, the African Union (AU) Heads of State in 2006 adopted The Migration Policy Framework for Africa. This framework provides comprehensive and integrated policy guidelines on migration in general and labour migration in particular. Through the Policy Framework, the AU calls upon its Member States and the Regional Economic Communities to formulate transparent and comprehensive migration policies, legislation, and structures at national and regional levels. Furthermore, it encourages bilateral, multilateral, and regional cooperation on migration and the facilitation and management of labour mobility, border management/integrity, irregular migration, national/regional security, and human rights through regional economic integration processes. Lastly, the framework also calls on Member States to harmonize national laws and policies with international standards and norms; work closely with international organizations to foster inter-state dialogue for effective migration and border management; and encourage research to generate information, identify problems, and devise appropriate responses and strategies. The AU expects Regional Economic Communities and Member States to work toward achieving these goals.

4.2 Migration in West Africa

The Economic Community of West African States (ECOWAS), which was founded in 1975 to promote economic integration in all fields of economic activity, developed a Common Approach on Migration in 2008 in line with the AU Framework.

In order to develop a comprehensive migration management framework and establish linkages between migration and development for the sub-region, the ECOWAS Commission was requested in June 2006 by the ECOWAS Heads of State and Government to define a common approach to the management of intra-regional migration and migration to Europe in all its aspects. Following this request, the ECOWAS Commission initiated a strategic process which led to the adoption of the ECOWAS Common Approach on Migration in January 2008.

The ECOWAS Common Approach to Migration is based on six basic principles:

1. Full recognition of the free movement of persons within the ECOWAS zone;
2. Management of regular migration as a tool for regional economic development;
3. Migration policy harmonization in conjunction with trade, economic, and development aid policies;
4. Fight against irregular migration and trafficking in persons, particularly women and children;
5. Protection of the rights of all migrants, in line with the international conventions; and
6. Gender dimension of migration within the development of the ECOWAS zone.

Based on these principles, a series of targeted actions have been identified, which include the promotion of free movement within the ECOWAS Zone, management of regular migration, policy harmonization, control of irregular migration and human trafficking, protection of the rights of migrants, asylum seekers, and refugees, and addressing the gender dimension of migration.

To ensure a common approach to migration in the sub-region, ECOWAS Member States should adhere to these principles and implement these actions as applicable. Therefore, the proposed actions contained in this strategic plan will take into consideration these priorities as well as those captured in the AU Migration Policy Framework.

4.3 Migration in Ghana

By 2005, Ghana had recorded an internal migration stock of 3,300,000³ and an international migrant stock of 1,669,300. The proportion of female international migrants is estimated at 41.8 per cent and the percentage of international migrants

³ Independent Migration of Children in Ghana, Anarfi & Kwankye (2010).

within the country is 7.6 per cent. The ECOWAS region hosts 71 per cent⁴ of total Ghanaian emigrant population, while beyond the African Continent, the highest concentrations of Ghanaian migrants are found in Western Europe and North America.⁵ The proportion of migrant population (foreign-born population) to the total population of Ghana is 7.6 per cent (2005) and the number of refugees in the country declined from 53,537 refugees in 2005 to 18,206 refugees in 2008.⁶ As at 2009, the highest officially registered migrant workers in Ghana were Chinese and Indian nationals, However, Nigerians are unofficially the highest. There is no available data on how many skilled workers emigrate from Ghana annually.

Migration from Ghana has followed the trajectory described in migration literature (Martin, 2005). As economic indicators improved, migration from Ghana increased considerably, particularly from the mid-1980s. Ghana's migration history is both dynamic and complex, and rooted in historical antecedents. The country has had a long history and tradition of population mobility. Four distinct phases of international migration in Ghana have been identified in Anarfi et al. (2003) as discussed below:

Period of minimal emigration (pre-colonial – late 1960s)

From pre-colonial times to the late 1960s, Ghana was the destination of choice for many migrants, especially West Africans. The massive extraction of minerals and cultivation of cocoa in the southern part of Ghana (then Gold Coast) attracted labour migrants from neighbouring countries, including Burkina Faso, Togo, Benin, and Nigeria. This situation continued after independence and Ghana was labelled a country of immigration. Until the late 1960s, Ghana generally experienced net immigration with little international migration, mainly for education, training, trading, and foreign services.

Period of initial emigration (1970–1980)

International migration among Ghanaians accelerated as a result of the economic hardship that the country experienced in the 1970s. During this period, the country witnessed the emigration of professionals such as teachers/lecturers, lawyers, and administrators to countries like Uganda, Botswana, Nigeria, and Zambia, where their services were in high demand. At this time, Nigeria was experiencing an oil boom and therefore served as a pole attracting migrants.

⁴ Migration in Ghana, A Country Profile, IOM (2009).

⁵ Migration in Ghana, A Country Profile, IOM (2009).

⁶ Migration in Ghana, A Country Profile, IOM (2009).

Phase of large-scale emigration (1980–1990)

By the 1980s, migration had become a coping strategy for individuals and families. This period witnessed large-scale emigration of Ghanaians for unskilled, semi-skilled, and highly-skilled labour (Anarfi et al., 2000). During this era, there was an influx of Ghanaians to Côte d'Ivoire and Nigeria. About two million Ghanaians departed for these countries between 1974 and 1981, with the highly-skilled accounting for a significant proportion (Rimmer, 1993). The movements were accelerated by economic decline, evidenced by the fall in real wages, shortage of basic goods and services, and high inflation, among others (van Hear, 1998). Moreover, cross-border movements within the West African sub-region were boosted by the enactment in 1979 of the ECOWAS Protocol on the Free Movement of Persons, Residence, and Establishment. In addition to labour migrants, there were many Ghanaian migrants who fled the country as a result of political persecution, confiscation of property, imprisonment without trial, and executions. According to Bump (2006), UNHCR registered over 90,000 Ghanaian asylum applications between 1982 and 1991, making Ghana one of the top ten countries of origin of forced migration at that time.

Period of intensification and diasporization of Ghanaians (1990s-Present)

Ghanaian migration has increasingly become extra-regional, since the decline of Nigeria as a major destination for Ghanaian migrants in the 1980s. Although the majority of Ghanaian emigrants (66.4%) still stay within the region of West Africa, a growing proportion is migrating to a diverse range of countries outside the region (DRC, 2007). According to 2008 Ministry of Foreign Affairs estimates, Ghanaian migrants can be found in more than 33 countries around the world. After West African countries, the most important countries of destination for Ghanaian emigrants are the US (7.3%) and the UK (5.9%) (DRC, 2007). Estimates of the Ghanaian emigrant population range from 1.5 million (Twum Baah, 2005) to 3 million (Black et al., 2003). Skilled migration from Ghana, especially to developed countries in the North, has accelerated since the 1990s. Ghana has one of the highest emigration rates for the highly skilled (46%) in Western Africa (OECD, 2005; Docquier and Marfouk, 2005).⁷

A sectoral study on migration conducted by the Centre for Migration Studies of the University of Ghana, Legon identified the lack of a comprehensive migration policy, inadequate information and data on international migration, and the need for an enhanced migration management framework as major gaps and challenges confronting policymakers and decision makers in Ghana.

⁷ This situation analysis is derived from the IOM-sponsored Migration in Ghana: A Country Profile 2009, compiled by Dr. Peter Quartey, Centre for Migration Studies, University of Ghana, Legon, 2009.

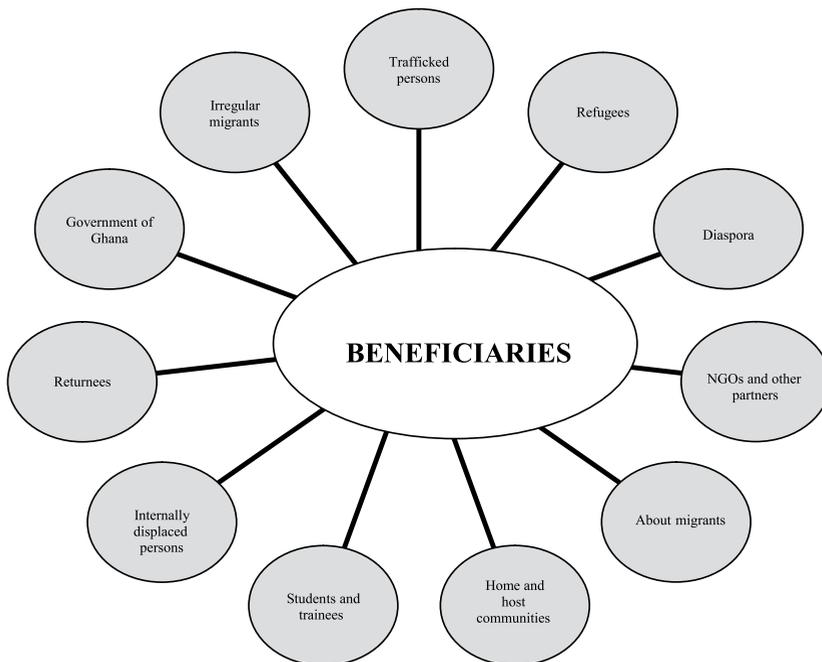
5. BENEFICIARIES

IOM Ghana, in line with the execution of its mandate, works with and for varied groups of beneficiaries. The Organization recognizes that beneficiaries' response to project services is the vital link between the Activities and Outputs on the one hand and the Outcome and Impact on the other of each programmatic intervention. Beneficiary mapping is therefore a prime activity of IOM Ghana within a broader stakeholder mapping and analysis for each of its project.

The valuable beneficiaries of IOM's programmatic interventions in Ghana include central and local government stakeholders, the community leaders and members, and diaspora and local project participants and partners.

Sustainability is a key element of IOM's programming in Ghana and the mainstreaming of capacity-building will remain an important component. Capacity-building to NGOs, civic society, and other key partners will include the following elements: a) transfer of technical skills and knowledge; b) proposal and budget development; c) financial management; d) reporting; and e) monitoring and evaluation.

IOM Ghana's beneficiaries are represented in the diagram below:



6. STRATEGIC AREAS FOR IOM GHANA

In its efforts to support the Government of Ghana to manage migration for the benefit of all, IOM Ghana, taking into consideration the government's migration priorities, migration trends in Ghana, findings from research studies, consultations with the Government of Ghana and a wide range of other stakeholders, proceedings from meetings of the Inter-Ministerial Steering Committee on Migration, the AU Migration Policy Framework, and the ECOWAS Common Approach on Migration, has adopted a strategy that involves activities under the following broad areas: migration and development, facilitating migration, regulating migration, alleviating forced migration, and cross-cutting issues.

6.1 Migration and development

6.1.1 Diaspora

Strategic Objective 6.1.1: To mobilize the human, financial, material, and social resources of the Ghanaian diaspora for the socioeconomic development of Ghana and to ensure the inclusion of migration and development strategies in policy and planning.

Migration and development is a very broad category, which could include the return of qualified nationals to their home country, the exchange of expertise and co-development between countries of origin and destination, the management of remittances/money transfers, reaching out to overseas communities, micro-credit schemes, targeted assistance, and brain drain and brain gain initiatives. In the Ghanaian context, diaspora engagement and remittances management are two areas that have been clearly identified as key priorities by the Government of Ghana.

The migration-development nexus is increasingly on the agenda of political dialogues involving Ghana and the emphasis is changing at a rapid rate. The focus on the negative aspects of the nexus (i.e. brain drain, depletion of labour force, rural exodus) and on the root causes of migration (poverty, instability, demographical pressures) is gradually shifting to the positive effects of international migration on Ghana's development. In this regard, Ghanaian migrants are now considered as potential agents of development who strengthen cooperation between Ghana and host societies.

Several factors show how migrants already play an important role for the development of their countries of origin: the human capital represented by the

know-how and professional skills acquired at home or in the country of destination thanks to their working and training experiences; the financial capital represented by income, remittances, and savings transfer to the communities of origin; and the social capital represented by social and working relations and by the network of migrants' associations, which fosters the contribution of migrants as a bridge between the country of origin and of destination. At present, these resources and activities represent great potentialities still largely underestimated, and they need to be properly channelled.



A Ghanaian medical doctor in the United Kingdom returns home.

Remittances, until recently, had been considered relatively insignificant in volume and used primarily for consumption. Improved data quality, as well as a shift in remittances from informal to formal channels, show that remittances are, in fact, more substantial than previously believed. The overall tenor of the remittances flows, their development impact potential, and the problems with transfer services, require a concerted effort to maximize the positive impact of these resources on Ghana.

Remittances for development cannot be addressed without considering the human and the social capital of the diaspora and its members. The diaspora should be involved in discussions on development strategies, voluntary remittance schemes, and sustainable return.

The Government of Ghana and IOM have worked together in the area of migration and development since 1987 through the implementation of RQAN and MIDA Health and Agribusiness projects, under which over 200 Ghanaians have permanently or temporarily returned to Ghana and contributed to its development.

Programmatic strategic interventions: Migration and development

- Develop a comprehensive diaspora policy as well as support the Government of Ghana to create a diaspora unit to coordinate and address diaspora issues.
- Strengthen synergies among the Government of Ghana, private and public sector institutions, and donors for the sustainable implementation of diaspora programmes.
- Conduct activities in the areas of diaspora mapping, research, outreach, and engagement.
- Encourage and promote diaspora resources through official channels as part of Ghana's national development strategy.
- Support and implement migration initiatives that contribute to the development of the country (skills transfer, remittances) as part of a comprehensive approach to diaspora management.

6.2 Facilitating migration

Facilitating migration is a broad area that could encompass a variety of services provided to different groups of migrants, including recruitment and placement, documentation, language training, pre-departure orientation, and consular services for workers, professionals, students, and trainees.

6.2.1 Labour migration

Strategic Objective 6.2.1: To support the further development and implementation of a comprehensive labour migration management framework in Ghana.

The Government of Ghana has identified labour migration as its top priority in this category. Well-organized labour migration requires a robust policy framework that ties labour migration planning to policy planning by ensuring decent work and protection in the workplace, standard labour contracts, the implementation of gender-sensitive practices, and the upholding of the rights and respecting of the dignity of migrant workers.



Ghanaian government officials undertake a study tour in Colombia and visit a labour migrant who benefited from a goat breeding project.

In this regard, Ghana has begun to make deliberate efforts to manage labour migration so that it can benefit all involved. For example, in 2002, the Ghana Citizenship Regulation Act was passed, which included provisions for dual citizenship that made it possible for the first time for Ghanaians to keep their Ghanaian citizenship after obtaining the citizenship of another country. Furthermore, in 2005 the Labour Act was passed along with a comprehensive Legislative Instrument in 2007, both of which have helped to ensure that the rights of migrant workers are protected through the procedures prescribed in these documents.

In the last several years, the Government of Ghana has expressed a great deal of interest in using labour migration as a development tool. Ghana's development efforts in this area have been closely associated with IOM's AENEAS 2006 programme entitled "Facilitating a Coherent Migration Management Approach in Ghana, Nigeria, Senegal, and Libyan Arab Jamahiriya by Promoting Legal Migration and Preventing Further Irregular Migration". Through this programme, a National Assessment of Labour Migration Policies, Legislation, Practices, and Structures was carried out and a comprehensive labour migration roadmap was subsequently devised on the basis of the findings and recommendations contained in the assessment report. In addition, through the creation of a Labour Migration Unit housing a database for candidate migrant workers at the Labour Department of

the Ministry of Employment and Social Welfare and a series of targeted training workshops, the foundation has been laid for the establishment of a job-matching scheme between Ghana and Italy as well as circular migration schemes involving other EU Member States and Libyan Arab Jamahiriya as some of the principal countries of destination for Ghanaian migrants.

Programmatic strategic interventions: Labour migration

- Develop synergies between countries of origin and destination by promoting legal channels for labour migration, especially through the signing of bilateral agreements and implementation of circular migration schemes.
- Support the government to implement circular migration schemes between countries.
- Ensure the protection of migrant workers through the compilation of an annual report on progress made in implementing legislation on the protection of migrant rights.
- Mainstream labour migration into the national development framework and foster linkages between labour migration and development by matching the supply of workers available in Ghana with demand in countries of destination.
- Improve labour market information through the creation of a comprehensive labour market information system and the collection, collation, analysis, and dissemination of data on labour migration.
- Adopt mechanisms to prevent and combat irregular labour migration through legal provisions and sanctions for violations and the development of checking systems in the recruitment process.

6.2.2 Migrant services

Strategic Objective 6.2.2: To provide pre-consular support, migrant orientation, and movement support to governments and migrants.



IOM provides support to migrants and governments.

IOM Ghana offers a variety of migration services to governments and migrants through the implementation of projects and programmes designed to facilitate orderly and well-managed migration. The mission has a robust operations unit, which organizes flights, provides pre-departure orientation for certain migrant groups, verifies documents and conducts integrity checks on behalf of governments, and provides logistical support related to travel, such as transit visa assistance and pre-departure airport assistance.

IOM Ghana also has a strong migration health unit, which offers pre-departure health assessments, medical health checks, DNA verification for family reunification, as well as HIV/AIDS counselling. In addition, the mission has been implementing a programme designed to test for tuberculosis cases among students who are travelling to the U.K.

IOM is currently exploring the possibility of offering services to facilitate student mobility through targeted study abroad programmes that include migration components. The mission is also exploring the possibility of providing Visa Application Center services for Australia.

Programmatic strategic interventions: Migrant services

- Provide a variety of operational and support services to migrants and governments, enhancing the successful migration of Ghanaian nationals (migrants of humanitarian concern, refugees, returnees, scholars, etc).

6.3 Regulating migration

Regulating migration can encompass a wide range of migration issues, including the establishment of systems for visa, entry, and stay, border management, technology applications, assisted return and reintegration, counter-trafficking, counter-smuggling, and the provision of assistance to stranded migrants. This section has been broken up into different sections according to the priorities identified by the Government of Ghana, including irregular migration and counter-trafficking and smuggling; assisted voluntary return and reintegration (AVRR); border management; and internal migration.

6.3.1 Counter-trafficking and smuggling

Strategic Objective 6.3.1: To contribute to the Government of Ghana's efforts to prevent human trafficking and human smuggling.

Trafficking in persons from developing countries is a serious and growing concern to many governments, including Ghana. Trafficking is often fuelled by changes in the global economy and major economic disparities between and within countries, exposing poor people, especially women and children, to the risks of trafficking, leading to economic, labour, and sexual exploitation.



Tr trafficked children work long hours on the Lake Volta and are denied their right to education.

Ghana is a country of origin, transit, and destination for women and children subjected to trafficking in persons, specifically forced labour and forced prostitution. The movement of internally trafficked children is either from rural to urban areas or from one rural area to another, as from farming to fishing communities. It has been established that some Ghanaian women are being recruited for work abroad and subsequently forced into prostitution. Other foreign nationals, women, and girls are being trafficked from other countries abroad - China, Nigeria, Côte d'Ivoire, Burkina Faso – to and through Ghana.

Since 2002, IOM has provided assistance to adult victims of trafficking and supported the Government of Ghana to rescue, rehabilitate, return, and reintegrate trafficked children from hazardous and exploitative labour in the fishing sector. Together with the Ministry of Women and Children's Affairs and the Department of Social Welfare, IOM sensitized and educated 120 sending and receiving fishing communities on the Human Trafficking Act and the dangers involved in using children for fishing. In addition, from 2008 to mid-2010, IOM helped build the capacity of law enforcement agencies, prosecutors, and the judiciary to combat human trafficking through a series of training of trainers' workshops and other trainings. Furthermore, IOM, together with the Ministry of the Interior, GIS, and some NGOs in Ghana conducted four targeted information campaigns to inform potential migrants about the risks involved in migrating irregularly and to promote legal migration options.

Despite these joint efforts and Ghana's moving up from the Tier 2 Watch List to Tier 2 in the U.S. State Department Trafficking in Persons Report for 2010, there are still some gaps and challenges. One of the challenges facing Ghana in the area of human trafficking is to increase efforts to ensure that victims receive adequate protection, such as setting up a shelter for trafficked victims and increasing assistance to NGOs or international organizations to provide care to victims of trafficking.

Programmatic strategic interventions: Counter-trafficking and smuggling

- Strengthen the capacity of law enforcement, judicial authorities to combat human trafficking.
- Provide assistance to victims of trafficking, especially women and children trafficked for labour and commercial sexual exploitation.
- Rescue, rehabilitate, and reintegrate trafficked children in communities along the Volta Lake of Ghana.
- Enhance government capacity to fight against trafficking in persons and smuggling.
- Build the capacity of NGOs and other Community Service Organizations (CSOs) to address counter-trafficking in Ghana (grant management, proposal development, report writing, monitoring and evaluation).

6.3.2 Irregular migration and internal migration

Strategic Objective 6.3.2: To contribute to regular and safe migration and prevent irregular migration amongst potential migrants.



A drama performance illustrating safe migration that was staged in the Brong-Ahafo Region.

Ghanaian migration has increasingly become extra-regional since the decline of Nigeria as a major destination country in the 1980s. Although the majority of Ghanaian emigrants (66.4%) reside in West Africa, a growing proportion is migrating to a diverse range of countries outside the region (DRC, 2005). It is estimated that the total Ghanaian emigrant population ranges from about 1.5 million (Twum Baah, 2005) to 3 million (Black et al., 2003), of which the majority are in transit. Major transit countries for emigrants bound for Europe include Libyan Arab Jamahiriya, South Africa (key migration poles) as well as Senegal, The Gambia, and Morocco. Most of these migrants travel by land through the desert, and a substantial number die from thirst, hunger, and physical exhaustion, though some travel with genuine visas but overstay them. Some encounter robbers and rebels during the journey. The successful trans-Saharan migrants often undertake menial jobs within transit countries, as they wait for arrangements to cross the Mediterranean Sea or in destination countries in Europe. These migrants frequently travel as a result of deception and ignorance, and lack sufficient information on regular migration opportunities and most often travel without proper travel documentation. The causal factors of irregular migration include issues of poverty, lack of employment avenues, lack of understanding about the regulations in host and transit countries, and misconceptions.

Furthermore, Ghana faces a huge internal migration challenge characterized by the high rate of migration of youth from rural and smaller communities to large urban centres. This has resulted in increased population pressure on the resources of the urban centres, homelessness, health risks, and diverse socioeconomic challenges for the communities of origin. The lack of development of many rural communities is largely responsible for this negative migration trend.

Programmatic strategic interventions: Irregular migration and internal migration

- Implement a safe migration campaign and raise awareness among potential migrants of the risks and realities of irregular migration.
- Build the capacity of various stakeholders and partners to prevent and reduce irregular migration within Ghana.
- Address the root causes of migration by providing alternative livelihood and vocational skill opportunities to potential migrants and communities affected by migration.
- Establish community-based reintegration projects in high-emigration communities to encourage potential migrants to remain in their communities of origin.

6.3.3 Assisted voluntary return and reintegration

Strategic Objective 6.3.3: To facilitate the return and reintegration of Ghanaian migrants from abroad.



IOM assists a returning migrant from the United Kingdom to establish a small onion business.

The management of return migration poses significant challenges and is a key issue on the agenda of national and international policymakers. From the last quarter of 2006 to June 2010, IOM Ghana coordinated and assisted the voluntary return and reintegration of Ghanaian migrants from Libyan Arab Jamahiriya, the United Kingdom, Belgium, Morocco, Malta, Ireland, Switzerland, the Netherlands, Germany, the Czech Republic, and Latvia. Most of these returnees were either undocumented or irregular migrants for whom assisted voluntary return provided a viable alternative to deportation.

Compared with forced return, the implementation of AVRR programmes protects the rights of migrants, preserves the dignity of the returnee, and is usually less costly financially and politically for the government. For these reasons, the inclusion of AVRR is an important element in any coherent and effective migration management policy —not only regarding irregular migrants and unsuccessful asylum-seekers, but for all migrants needing support to return home.

AVRR supports development and reconciliation efforts through targeted return and the reintegration and job placement of qualified nationals. It can support the devising of protection strategies and the socio-economic reinsertion of victims of trafficking and it can also support the management of labour exchanges and assist with the socioeconomic reinsertion of returning workers.

Programmatic strategic interventions: Assisted voluntary return and reintegration

- Provide assistance to returning Ghanaian migrants to ensure the sustainable return and reintegration (establishment of small businesses, engage in training and education, psycho-social counselling, job placement, temporary accommodation and/or health assistance if required).
- Establish a comprehensive Assisted Voluntary Return and Reintegration (AVRR) reception centre in Accra to provide shelter for returnees and create an enabling environment for psychosocial counselling support during the initial stages of arrival.
- Create a mentoring scheme in which returnees who have been reintegrated in Ghana provide information to prospective returnees on reintegration options in Ghana.

6.3.4 Border and data management

Strategic Objective 6.3.4: To contribute to the Government of Ghana's objectives to manage mixed migration flows.



IOM provides Ghana Immigration Service (GIS) officials with training on Document Fraud and Border Management.

While Ghana has become a migration pole within the West African region due to its relative economic development and political stability, the management of its borders is faced with huge technological and human resource challenges. A border management system is the key control mechanism for overall migration management. Effective border management systems recognize that facilitation and control are two equally important objectives that must be addressed at the same time. An effective border management system has two objectives: to facilitate the movement of bona fide travellers, providing a welcoming and efficient gateway to the State; and to provide a barrier and disincentive to entry for those seeking to circumvent migration laws.

Meaningful data on migration stocks and flows is one key element of effective migration management. At present, much of the statistical and documentary information on migration required for sound decision-making is not available or does not reach policymakers. Empirical data on emigration and immigration for Ghana is available, but is largely not disaggregated. In addition, information is not shared between departments dealing with migration issues, partly because information provision and requirements vary from department to department. Reliable data are essential for monitoring flows and understanding trends, as a basis for policy and programme development and cooperation. In effect, the availability, accessibility, quality and use of migration data are vital for decision-making at the national and regional levels. It is essential therefore for Ghana to have a national migration database.

Programmatic strategic interventions: Border and data management

- Comprehensively manage data on migration variables in the areas of data capturing, data analysis, and data sharing.
- Profile migrants for effective decision-making and policy formulation.
- Strengthen the data capture processes at the borders/entry points and develop migration database that link data production to data use.
- Provide administrative and operational support for the management of irregular migration flows.
- Build the capacity of border officials on border management (control fraud, smuggling, and trafficking).
- Explore the possibilities for the implementation of one-stop border posts for Ghana and neighbouring countries.

6.4 Alleviating forced migration

Forced migration can include a wide range of vulnerable and marginalized groups of migrants in many different contexts. This includes those internally displaced by natural disasters or political strife as well as those who came to Ghana as refugees.

6.4.1 Refugee resettlement and repatriation

Strategic Objective 6.4.1: To address the needs of refugees and other vulnerable migrant groups.

Ghana has witnessed successive influxes of refugees from neighbouring countries, especially Liberia, Sierra Leone, Togo, and Sudan over the past two decades. Since 1999, IOM Ghana has assisted with the resettlement of West and Central African nationals accepted under regular immigration programmes through the processing of relevant documentation, performing medical screening, and arranging safe, reliable, and economical transportation. Language training and pre-departure orientation are also offered to facilitate the integration of migrants into their new host societies.



Resettlement and pre-departure proceedings and pre-departure cultural orientation for Canada.

There are an estimated 14,256⁸ refugees currently residing in Ghana. In addition, to this figure, UNHCR estimated that there are an estimated 10,000 Liberian “unregistered” refugees residing in Buduburam Refugee Camp who do not have options for resettlement or local integration within Ghana.

IOM Ghana provides support for the resettlement of refugees residing in West and Central Africa to third countries, mostly Australia, Canada, Europe, and the United States.

Programmatic strategic interventions: Refugee resettlement and repatriation

- Support resettlement to third countries and repatriation (return and reintegration) efforts for refugees in West and Central Africa.
- Provide health support to refugees and other vulnerable populations.

6.4.2 Emergency assistance to internally displaced persons

Strategic Objective 6.4.2: To support the Government of Ghana’s efforts to address disaster response.

At the global level, IOM, as the lead agency in the Camp Coordination and Camp Management Cluster for natural disasters, has played a major role within the cluster approach. This includes the provision of emergency shelter, healthcare, and protection to those affected by natural disasters. In Ghana, IOM has provided assistance to internally displaced persons (IDPs) who have been victims of severe floods by working with partner agencies to distribute essential non-food items to families and to restore and construct shelters.

⁸ Source: UNHCR.



Internally Displaced Persons affected by the floods, Central Region.



A view of the extent of flood damage during the 2010 floods, Central Region.



A housing unit being constructed in the Northern Region, 2008 floods.

Programmatic strategic interventions: Emergency assistance to IDPs

- Provide emergency assistance to internally displaced persons affected by displacement (food, NFIs, shelter, and health).
- In an effort to support the Government of Ghana disaster response, undertake its global mandate within the cluster approach on Camp Coordination and Camp Management in natural disasters.

6.5 Cross-cutting issues

6.5.1 Migration management

Strategic Objective 6.5.1: To continue to support the Government of Ghana to effectively manage migration as a tool for the sustainable development of Ghana.

Migration is a process involving different elements of management at various stages. The migration process could be said to begin with the impetus for migration (including root causes such as the push and pull factors and whether it is forced or

voluntary in nature), moving through the various stages of travel and entry (either by regular or irregular means, and either facilitated or spontaneous), settlement and/or return, integration and/or reintegration, and ultimately, in some cases, the acquisition of nationality. There are a number of offshoot relationships, including the potential contribution that the diaspora can make to the economic development of their countries of origin as well as cross-cutting themes such as gender, protection, and health.

The stages of the migration process are interlinked and involve a variety of actors, partnerships, and policy considerations at different levels. There are linkages between economic, social, trade, labour, health, cultural, gender, and security policy areas. In addition, there are rights and obligations of migrants and States at the national and international levels.

This complex set of relationships highlights the need for a global understanding and approach to migration management that will take into account the relationship between migration and other contemporary issues of a social, economic, and political nature.

A functioning migration management system is essential to ensure that migration is well-organized and upholds the rights and dignity of migrants. In Ghana, in March 2010 the Migration Unit was officially launched with the vision of achieving the effective management of migration as a tool for the sustainable development of Ghana. Prior to its official launching, this national entity has been holding monthly Inter-Ministerial Steering Committee Meetings to coordinate migration issues in Ghana. A Migration Policy Sub-Committee has been formed to draft a migration management and development policy for Ghana with IOM support. Furthermore, the Ghana Statistical Service has worked with its partners to develop a national migration database strategy and action plan with IOM sponsorship and input. The National Development Planning Commission is also in the process of developing a 10-year long-term development plan and medium-term plan, both of which contain significant sections on migration. These initiatives, as well as a range of others, have led to the progressive mainstreaming of migration into Ghana's national development framework; however, much still needs to be done to ensure that migration is integrated into the Government of Ghana's institutional framework.



Participants in a capacity-building workshop for judges and law enforcement officers on preventing and combating human trafficking.

Programmatic strategic interventions: Migration management

- Develop a comprehensive migration management and development policy for Ghana.
- Continue support to the Inter-ministerial Committee on Migration.
- Mainstream migration into Ghana's medium- and long-term development plans, Millennium Development Framework, national budget, relevant policies, and district and sectoral plans.
- Establish and maintain a national migration database and develop gender-disaggregated data on migration.
- Enhance regional and international cooperation through the signing of bilateral and multilateral agreements and a data-sharing mechanism.
- Provide technical support and strengthen the capacity of government agencies to enhance its migration management framework and coordinate migration issues.

6.5.2 Migration health

Strategic Objective 6.5.2: To contribute to the improved standard of physical, mental, and social well-being of migrants by responding to their health needs throughout all phases of the migration process, as well as the public needs of host communities.



Migration Health activities are aimed at ensuring the overall well-being of migrants, mobile population and their host countries and communities. IOM's main migration health activities in Ghana include medical services (health assessments, pre-departure fitness-for-travel checks, travel vaccinations, DNA testing) and HIV and AIDS information outreach. IOM provides health assistance to migrants on behalf of governments for primarily refugee populations, family reunification cases, and other migrant populations who are resettling or migrating to third countries.

The Migration Health Department responds to the health needs of migrants throughout all phases of the migration process, and to the public health needs of host and home communities, by strengthening health systems and migration policies and practices. Health issues affect all migrants and potentially cut across all areas of IOM's work.

Ghana has become a migration pole in the West Africa region due to its relative economic development and political stability. This has led to a large migrant population in the country. Also, the movement of young people from the rural areas to the urban areas in search of jobs and better living conditions continues to grow. The importance of population mobility within the HIV and AIDS pandemic is increasingly recognized, and migrants include some of the world's most vulnerable populations at risk of HIV infection. The link between migration and HIV and AIDS is

related to the conditions and structure of the migration process. Irregular migrants are especially susceptible to HIV infection due to a variety of characteristics unique to this population. There is a need to research and understand better the link between transport corridors in Ghana and HIV and AIDS.

The IOM Migration Health Department, with its vast experience in handling health and migration issues, remains available to support the Government of Ghana to address the health issues of migrants and migrant populations.

Programmatic strategic intervention: Migration health

- Develop synergies in migrant health support with the Ministry of Health and Ghana Health Services.
- Provide technical assistance to the Ghana health service to address migration health issues focusing on migrants, mobile populations and internally displaced persons.
- Conduct comprehensive research into linkages between migration and HIV and AIDS and develop activities to reduce the susceptibility of migrants in Ghana to the infection.
- Profile migrants along Ghana's transport corridors with respect to health needs, and provide support to improve their health status.
- Empower migrants to live healthier lives by enhancing their health knowledge through information campaigns delivering simple, culturally appropriate messages.
- Provide pre-departure health assessments for foreign missions and the government of Ghana.

Annex: Migration areas and strategic objectives

Strategic area	Strategic objectives	Programmatic strategic interventions	Required funding
Migration and development	<p>Diaspora</p> <p>To mobilize the human, financial, material, and social resources of the Ghanaian diaspora for the socioeconomic development of Ghana.</p> <p>To ensure the inclusion of migration and development strategies in policy and planning.</p>	<ul style="list-style-type: none"> • Develop a comprehensive diaspora policy as well as support the Government of Ghana to create a diaspora unit to coordinate and address diaspora issues. • Strengthen synergies among the Government of Ghana, private and public sector institutions, and donors for the sustainable implementation of diaspora programmes. • Conduct activities in the areas of diaspora mapping, research, outreach, and engagement. • Encourage and promote diaspora resources through official channels as part of Ghana's national development strategy. • Support and implement migration initiatives that contribute to the development of the country (skills transfer, remittances) as part of a comprehensive approach to diaspora management. 	USD 2,550,000
Facilitating migration	<p>Labour migration</p> <p>To support the further development and implementation of a comprehensive labour migration management framework in Ghana.</p>	<ul style="list-style-type: none"> • Develop synergies between countries of origin and destination by promoting legal channels for labour migration, especially through the signing of bilateral agreements and implementation of circular migration schemes. • Support the implementation of labour migration schemes between countries. • Ensure the protection of migrant workers through the compilation of an annual report on progress made in implementing legislation on the protection of migrant rights. • Mainstream labour migration into the national development framework and foster linkages between labour migration and development by matching the supply of workers available in Ghana with demand in countries of destination. • Improve labour market information through the creation of a comprehensive labour market information system and the collection, collation, analysis, and dissemination of data on labour migration. • Adopt mechanisms to prevent and combat irregular labour migration through legal provisions and sanctions for violations and the development of checking systems in the recruitment process. 	USD 4,500,000

	Strategic area	Strategic objectives	Programmatic strategic interventions	Required funding
Facilitating migration	Migrant services	To provide pre-consular support, migrant orientation, and movement support to governments and migrants.	<ul style="list-style-type: none"> • Provide a variety of operational and support services to migrants and governments, enhancing the successful migration of Ghanaian nationals (migrants of humanitarian concern, refugees, returnees, scholars, etc). 	As requested by governments and migrants
Regulating migration	Counter-trafficking and smuggling	To contribute to the Government of Ghana's efforts to prevent human trafficking and human smuggling.	<ul style="list-style-type: none"> • Strengthen the capacity of law enforcement, judicial authorities to combat human trafficking. • Provide assistance to victims of trafficking, especially women and children trafficked for labour and commercial sexual exploitation. • Rescue, rehabilitate, and reintegrate trafficked children in communities along the Volta Lake of Ghana. • Enhance government capacity to fight against trafficking in persons and smuggling. • Build the capacity of NGOs and other Community Service Organizations (CSOs) to address counter-trafficking in Ghana (grant management, proposal development, report writing, monitoring and evaluation). 	USD 2,300,000
	Irregular migration and internal migration	To contribute to regular and safe migration and prevent irregular migration amongst potential migrants.	<ul style="list-style-type: none"> • Implement a safe migration campaign and raise awareness among potential migrants of the risks and realities of irregular migration. • Build the capacity of various stakeholders and partners to prevent and reduce irregular migration within Ghana. • Address the root causes of migration by providing alternative livelihood and vocational skill opportunities to potential migrants and communities affected by migration. • Establish community-based reintegration projects in high-emigration communities to encourage potential migrants to remain in their communities of origin. 	USD 4,500,000

	Strategic area	Strategic objectives	Programmatic strategic interventions	Required funding
Regulating migration	Assisted voluntary return and reintegration	To facilitate the return and reintegration of Ghanaian migrants from abroad.	<ul style="list-style-type: none"> • Provide assistance to returning Ghanaian migrants to ensure the sustainable return and reintegration (establishment of small businesses, engage in training and education, psycho-social counselling, job placement, temporary accommodation and/or health assistance if required). • Establish a comprehensive Assisted Voluntary Return and Reintegration (AVRR) reception centre in Accra to provide shelter for returnees and create an enabling environment for psychosocial counselling support during the initial stages of arrival. • Create a mentoring scheme in which returnees who have been reintegrated in Ghana provide information to prospective returnees on reintegration options in Ghana. 	USD 1,500,000
	Border management	To contribute to the Government of Ghana's objectives to manage mixed migration flows.	<ul style="list-style-type: none"> • Comprehensively manage data on migration variables in the areas of data capturing, data analysis, and data sharing. • Profile migrants for effective decision-making and policy formulation. • Strengthen the data capture processes at the borders/entry points and develop migration database that link data production to data use. • Provide administrative and operational support for the management of irregular migration flows. • Build the capacity of border officials on border management (control fraud, smuggling, and trafficking). 	USD 860,000
Forced migration	Resettlement and repatriation	To address the needs of refugees and other vulnerable migrant groups.	<ul style="list-style-type: none"> • Support resettlement to third countries and repatriation (return and reintegration) efforts for refugees in West and Central Africa. • In coordination with UNHCR, support efforts to provide self-reliance activities and community-based interventions for refugees who wish to regularize their residency in Ghana by acquiring proper legal documentation. • Provide health support to refugees and other vulnerable populations. 	USD 4,600,000
	Emergency assistance to internally displaced persons	To support the Government of Ghana's efforts to address disaster response.	<ul style="list-style-type: none"> • Provide emergency assistance to internally displaced persons affected by displacement (food, NFIs, shelter, and health). • In an effort to support the Government of Ghana disaster response, undertake its global mandate within the cluster approach on Camp Coordination and Camp Management in natural disasters. 	Emergency assistance response as required USD 545,000

	Strategic area	Strategic objectives	Programmatic strategic interventions	Required funding
Cross-cutting issues	Migration management	To continue to support the Government of Ghana to effectively manage migration as a tool for the sustainable development of Ghana.	<ul style="list-style-type: none"> • Develop a comprehensive migration management and development policy for Ghana. • Continue support to the Inter-ministerial Committee on Migration. • Mainstream migration into Ghana's medium- and long-term development plans, Millennium Development Framework, national budget, relevant policies, and district and sectoral plans. • Establish and maintain a national migration database and develop gender-disaggregated data on migration. • Enhance regional and international cooperation through the signing of bilateral and multilateral agreements and a data-sharing mechanism. • Provide technical support and strengthen the capacity of government agencies to enhance its migration management framework and coordinate migration issues. 	USD 550,000
	Migration health	To contribute to the improved standard of physical, mental, and social well-being of migrants by responding to their health needs throughout all phases of the migration process, as well as the public needs of host communities.	<ul style="list-style-type: none"> • Develop synergies in migrant health support with the Ministry of Health and Ghana Health Services. • Provide technical assistance to the Ghana health Service to address migration health issues focusing on migrants, mobile populations and internally displaced persons. • Conduct comprehensive research into linkages between migration and HIV and AIDS and develop activities to reduce the susceptibility of migrants in Ghana to the infection. • Profile migrants along Ghana's transport corridors with respect to health needs, and provide support to improve their health status. • Empower migrants to live healthier lives by enhancing their health knowledge through information campaigns delivering simple, culturally appropriate messages. • Provide pre-departure health assessments for foreign missions and the government of Ghana. 	USD 1,875,000



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