



# FINAL GHANA REPORT

## THIRD-PARTY MONITORING AND LEARNING MECHANISM FOR THE EU EMERGENCY TRUST FUND FOR AFRICA

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*March 2021*

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# 1. OBJECTIVES AND METHODOLOGY

## 1.1. EUTF'S THIRD PARTY MONITORING AND LEARNING (TPML) IN THE SLC REGION

The European Union Emergency Trust Fund for Africa ([EUTF for Africa](#)) aims to promote stability and improve migration management in three regions: Sahel and Lake Chad (SLC); Horn of Africa; and North Africa. The SLC region is the largest region of intervention of the EUTF both in terms of the number of countries concerned, the number of financial commitments and the number of actions financed.

In July 2019, the EUTF established a *Third Party Monitoring and Learning (TPML)* mechanism for the actions it funds in the SLC region. This mechanism, entrusted to the consulting firm [Altai Consulting](#), concerns actions related to the reintegration of returnees in their countries of origin, migration governance, and awareness-raising campaigns, three themes funded under Strategic Objective 3 of the EUTF and involving different implementing partners (IPs) in the region.

The main objectives of TPML are as follows:

- Feed the reflection on the relevance and results of the EUTF's actions;
- Contribute to the sharing of experiences between IPs and between countries;
- Provide regular feedback to relevant actors (EUTF and IPs) to guide strategic and programmatic decision-making.

The TPML mechanism is organized in three data collection cycles:

- The first cycle took place between July and November 2019 and was limited to actions funded by the EUTF to promote the return and reintegration of migrants in eight countries in the SLC region: Burkina Faso, Côte d'Ivoire, Gambia, Guinea, Mali, Niger, Nigeria and Senegal.
- The second cycle took place between January and June 2020 and was interrupted by the COVID-19 pandemic, hence covering EUTF-projects related to the three themes mentioned above in Guinea, The Gambia, Nigeria and Mauritania only.
- The third cycle took place between August 2020 and March 2021 and covered all three themes and twelve countries (Burkina Faso, Cameroon, Cote d'Ivoire, Ghana, Guinea, Guinea Bissau, Mali, Mauritania, Niger, Nigeria, Senegal and The Gambia).

Cycle	Themes / activities covered	When ?	Where ?
1	✓ Return & réintégration	Jul.-Nov. 2019	8 countries
2	<ul style="list-style-type: none"> <li>✓ Return &amp; réintégration</li> <li>✓ Migration governance</li> <li>✓ Sensitization campaigns</li> </ul>	Jan.-Jun. 2020	4 countries
3	<ul style="list-style-type: none"> <li>✓ Return &amp; réintégration</li> <li>✓ Migration governance</li> <li>✓ Sensitization campaigns</li> </ul>	Aug. 2020–March. 2021	12 countries





## 1.2. METHODOLOGY OF THE TPML IN GHANA

This report presents the results of the only data collection cycle conducted in Ghana. The analysis focused on the following projects and IPs (details in Section 2.2):



- The Ghanaian component of the “**EU-IOM Joint Initiative (JI) for Migrant Protection and Reintegration**” aimed at strengthening migration governance and management, and facilitating the protection, return and sustainable reintegration of migrants in Ghana, implemented by the International Organization for Migration (IOM).



- To a lesser extent:
  - The “**Boosting green employment and enterprise opportunities in Ghana**” project, or GrEEEn project, jointly implemented by SNV Netherlands Development Organisation (SNV) and United Nations Capital Development Fund (UNCDF).
  - The Ghanaian components of the regional project **ARCHIPELAGO: an African and European initiative for vocational training**:
    - “Horticulture in Ghana for a better future”, coordinated by the Delft University of Technology and implemented by the Kwadaso Agricultural College in Kumasi.
    - “Developing a thriving and inclusive Green Economy in Ghana”, coordinated by Inclusive Business Sweden, and jointly implemented by Social Enterprise Ghana, Ghana-Sweden Chamber of Commerce, and Young Men’s Christian Association.

The mission in Ghana took place from September 21<sup>st</sup> to October 9<sup>th</sup> and allowed for the collection, triangulation, and analysis of data from the following sources (see details in Annex 1.2, 1.3, and 1.4):

- **47 key actors**: relevant officials and staff within the European Union Delegation, relevant ministerial departments, IPs cited above, as well as their NGOs, CSOs and private partners;
- **65 documents and datasets** relating to the country's migration context, governance frameworks and EUTF-funded activities in Ghana;
- **Direct field visits and observations**: visit to several training places in Kumasi, visit of collective and individual projects, and participation in community awareness raising events across the country;
- **Two surveys** that allowed interviews with:
  - **272 migrants benefiting from return and/or reintegration assistance** from IOM through the EU-IOM Joint Initiative;
  - **215 potential migrants and community members** targeted by awareness-raising campaigns;
  - These beneficiaries and attendees were identified thanks to contact and location lists provided by IOM and through the snowballing technique, which did not allow for representative sampling. The data from these quantitative interviews provide an indication of the situation and experience of EUTF beneficiaries in the country but cannot be statistically representative of all beneficiaries.

The various testimonies were collected with verbal consent and in accordance with the principles of confidentiality and anonymity.

## 2. RELEVANCE OF EUTF-FUNDED PROJECTS TO THE GHANAIAN CONTEXT

### 2.1. CHARACTERISTICS OF MIGRATION, RETURN AND REINTEGRATION IN GHANA

Despite Ghana's economic and political stability in recent years, scores of Ghanaians have emigrated irregularly in the hope of better economic prospects. Over the past two decades, Ghana has been a stable democracy, characterised by a well-established multi-party system and an independent judiciary. Despite being consistently placed among Africa's ten fastest-growing economies since 2017, Ghana's growth has not translated into sufficient productive employment, particularly for the youth who represent most of the population. An increasing number of Ghanaians, especially young people, continue to risk their lives to cross the Sahara Desert, reach Europe (Figure 2), or, often, stay and work in Libya (Figure 1<sup>Error! Reference source not found.</sup>). Beyond its economic dimension, migration is also rooted in Ghanaian social and cultural norms: in regions like Brong Ahafo, it is usual to have witnessed friends and family go abroad and improve their families' and hometown's conditions. The main regions from which Ghanaians depart from and return to are Greater Accra, Ashanti, Bono, and Bono East (previously Brong Ahafo) (Annex 1.5).

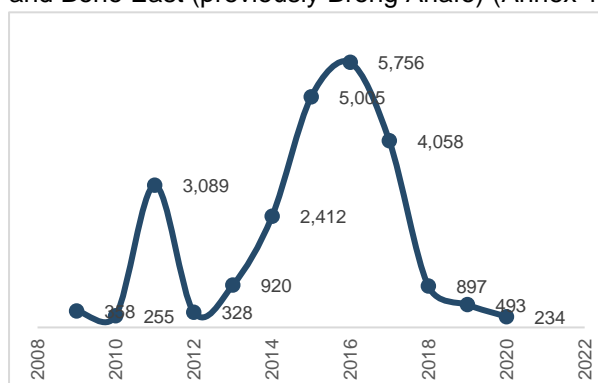


Figure 2: Illegal Border Crossing Europe, *FRONTEX database*

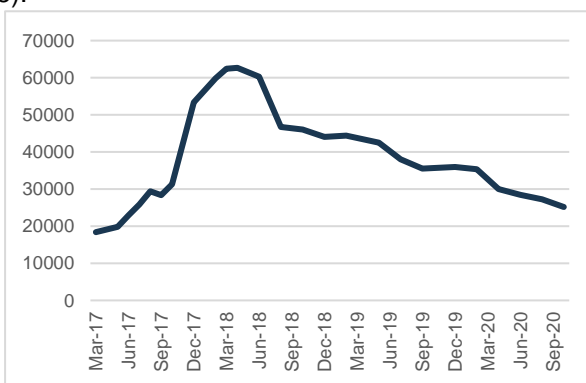


Figure 1: Number of Ghanaian migrants in Libya, *DTM Libya migrant reports - Round 9 - 33*

**The deterioration of conditions for migrants in Libya has led many Ghanaians to reconsider their migration decision.** The steady deterioration of Libya's security environment over the past decade has both created a favourable environment for uncontrolled migration flows and placed migrants of sub-saharan origin under greater risk of trafficking, exploitation, capture, and arbitrary detention. In this context, many Ghanaian nationals have returned to Ghana in recent years<sup>i</sup>, either independently or with the help of IOM. 77% of the assisted voluntary returns (AVR) to Ghana under the EUTF have departed from Libya, which represents a higher proportion than what can be observed on a regional scale (63.5%)<sup>ii</sup>.

**Return flows of migrants far exceeded IOM's forecasts and allocated budget.** Between May 2017 and January 2021, IOM assisted 1,537 Ghanaians to voluntarily return to Ghana using EUTF funds, mostly from Libya, far surpassing the initial target of 650 returnees set in 2016. The number of returns was especially high in the first year of project implementation (773) but has since decreased to around 300 annually. The COVID-19 pandemic and subsequent border closures complicated returns, which resumed in August 2020, with 126 Ghanaians returning from Libya and Niger.

## 2.2. EUTF PROGRAMMING STUDIED IN GHANA

	<b>EUTF-IOM Initiative for Migrant Protection and Reintegration: Ghana</b>	<b>GrEEen - Boosting green employment and enterprise opportunities in Ghana</b>	<b>Horticulture in Ghana for a Better Future</b>	<b>Developing a thriving and inclusive Green Economy in Ghana</b>
<b>IP</b>	International organisation for Migration (IOM)	UNCDF and SNV	Delft University of Technology	Inclusive Business Sweden
<b>Location</b>	Western, Greater Accra, Central, Northern and Brong Ahafo regions	Ashanti and Western regions	Ashanti region	Ashanti, Greater Accra and Eastern regions
<b>Budget</b>	EUR 3,000,000 (extended with the top-up)	EUR 20,600,000	EUR 587,000	EUR 498,802.50
<b>Objectives and target group</b>	<p>Support Ghana to improve the reintegration of returning migrants and to strengthen national structures and capabilities in terms of managing reintegration:</p> <p>650 migrants are supported in their reintegration, 15 relevant actors are engaged and strengthen in reintegration management.</p> <p>Enable potential migrants to make informed decisions about their migratory journey:</p> <p>200 communities of origin are sensitized</p>	<p>Support communities and local economies to become green and climate resilient.</p> <p>Improve the ability of women, youth and returnees to take advantage of job and entrepreneurship opportunities in green economies.</p> <p>Create and strengthen an environment that supports youth employment and the growth of MSMEs.</p>	<p>Objective: To match labour demand with growing opportunities in the horticultural sector in Ghana.</p> <p>Target groups: young people who want to get involved in horticulture, farmers and agricultural businesses</p>	<p>Objective: empower young women and returnees to access jobs and entrepreneurial opportunities in the green economy.</p> <p>Target groups: Young women and returnees seeking; organisations providing business support; MSMEs.</p>
<b>Period</b>	May 2017–May 2020 (extended to 31/07/21)	Nov 2019 – Nov 2023	Jan 2020 – Aug 2022	Sept 2020 – Sept 2022
<b>Primary activities</b>	<p>Return assistance; Post arrival assistance: reception on arrival, registration, vulnerability screening, counselling, pocket money and transportation to final destination;</p> <p>Reintegration assistance: job counselling / psycho-social support / vocational training / development of a business plan and then material support to set up an individual, collective or community project;</p> <p>Awareness-raising actions towards communities of origin.</p>	<p>Cash for work schemes and job placement;</p> <p>Skills development: employability life skills, entrepreneurship and technical training;</p> <p>Develop financing schemes and access to finance;</p> <p>Incubation and acceleration of MSMEs.</p>	<p>Sensitisation of communities on the importance of horticulture to the agricultural sector;</p> <p>partnerships with local farmers/cooperatives to provide trainees with relevant skills and knowledge; training of farmers to help them increase their productivity through the acquisition and use of improved inputs and new technologies.</p>	<p>Workshops with MSMEs and business support structures to assess skills gap and potential for job creation; 6-month vocational training, entrepreneurship training, training of trainers; mentoring program for MSMEs; job-search assistance programmes for trained women; public-private dialogue sessions.</p>
<b>Main partners</b>	Ministry of the Interior, Ghana Immigration Services, Ministry of Foreign Affairs and Regional Integration, National Disaster Management Organization, Ministry Of Employment and Labour Relations, Diaspora Affairs Unit, Diaspora Affairs Office	Ghanaian Ministry of Local Government and Rural Development	Kwadaso Agricultural College	Social Enterprise Ghana, Ghana-Sweden Chamber of Commerce, YMCA Ghana

### 2.3. RELEVANCE OF THE EUTF-FUNDED PROJECTS WITH REGARD TO THE GHANAIAN CONTEXT

**IOM Ghana's extensive experience in AVRR has helped manage the unexpectedly high number of returns needed under the JI.** A rapid and effective response to the humanitarian emergency created by the thousands of West African migrants stranded in North Africa and the Sahel was needed. Given the logistical, financial, and political challenges governments faced in the sub-region in responding to the crisis, IOM's experience<sup>1</sup> was instrumental in efficiently assisting stranded Ghanaian returnees with humanitarian returns.

**This large caseload has nevertheless affected the number of preliminary studies and partnerships established, challenging the adequacy and sustainability of the reintegration assistance provided.** While previous projects and studies had laid the groundwork for the JI programming, the high number of returns also meant that IOM did not have much time to conduct or update pre-implementation studies. IOM commissioned a socio-economic context and stakeholder mapping study, but the report was finalised in December 2018, over a year after programme implementation began, which limited its influence on reintegration strategy and execution. As of July 2020, 939 returnees have started to receive reintegration assistance from IOM Ghana, but only about half of those had received economic assistance (Figure 3). IOM highlighted that the reintegration process' pace depends on many factors, such as the kind of economic set-up wanted, the location of the returnee, former training, etc. For those who received economic assistance, it was mainly in the form of business set-up assistance which may not suit all returnees: many stakeholders pointed to the fact that not all returnees are entrepreneurs, or skilled for a particular trade. The provision of TVET remained very limited (two partnerships, 14 returnees referred), and job placement was implemented only as part of one of the TVET partnership (9 returnees benefitting from the scheme). IOM Ghana established some partnerships with local NGOs for the provision of reintegration assistance, but at the time of the Altai Consulting, few links were created with government agencies despite their mandate being relevant to the provision of sustainable reintegration assistance to returnees (ex: entrepreneurship development for National Board for Small Scale Industries (NBSSI) or access to employment for the Youth Employment Agency (YEA). This lack of integration or collaboration created some frustration among national actors and prevented their adequate ownership of the reintegration part of the project. It should be however mentioned that discussions have been ongoing since March 2019 with the two abovementioned government agencies to develop partnerships.<sup>2</sup>

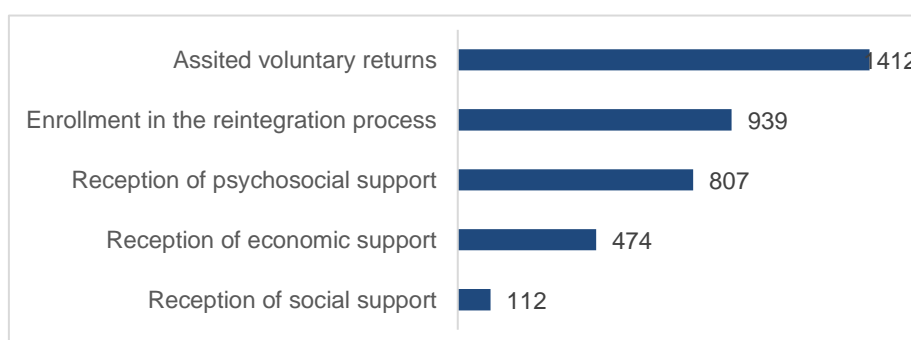


Figure 3: AVRR figures in Ghana as of July 2020

<sup>1</sup> In place since 1987, IOM Ghana has been conducting voluntary return programmes since 2002.

<sup>2</sup> IOM stakeholders indicated that most returnees were very hesitant to be referred to TVET trainings (which are often months long) opting to first set-up their micro-business with training as a second priority/consideration. Acknowledging this, IOM engaged parastatal stakeholders/partners to provide a tailored training for a shorter period in areas of return, namely National Board for Small-Scale Industries (NBSSI), Youth Employment Agency (YEA). NBSSI and YEA collaborates with IOM, for instance through providing vacancy lists.



**EUTF-funded projects focusing on the provision of vocational training and private sector development represent an interesting additional opportunity for returnees, while being relevant to the national context.** The GrEEEn project and the ARCHIPELAGO projects respond to the national objectives of developing educational provision outlined in the National Youth Policy and Ghana Development Agenda 2014 – 2017, and international goals of transition towards a green economy, while developing the private sector. These projects represent suitable opportunities for IOM beneficiaries, but the differences in the level of progress of each projects have complicated the implementation of referrals, which are still under discussion. Many stakeholders, both in Ghana and the subregion, have expressed that delegating the economic assistance aspect to organisations whose mandate is technical training and support to MSMEs would lighten IOM's caseload and ensure greater sustainability of the assistance. These two projects also received praise from national authorities thanks to their strong links with existing national structures and their wider target group: by supporting all young people, they avoid singling out IOM returnees and prevent potential tensions within communities<sup>3</sup>.

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<sup>3</sup> While both NVTI and Don Bosco TVET trainings were classified as community projects, they are limited in scope (two communities, resp. engaging 19/16 community members and 5/9 returnees) and time (limited to the training duration).

## 3. RETURN AND REINTEGRATION

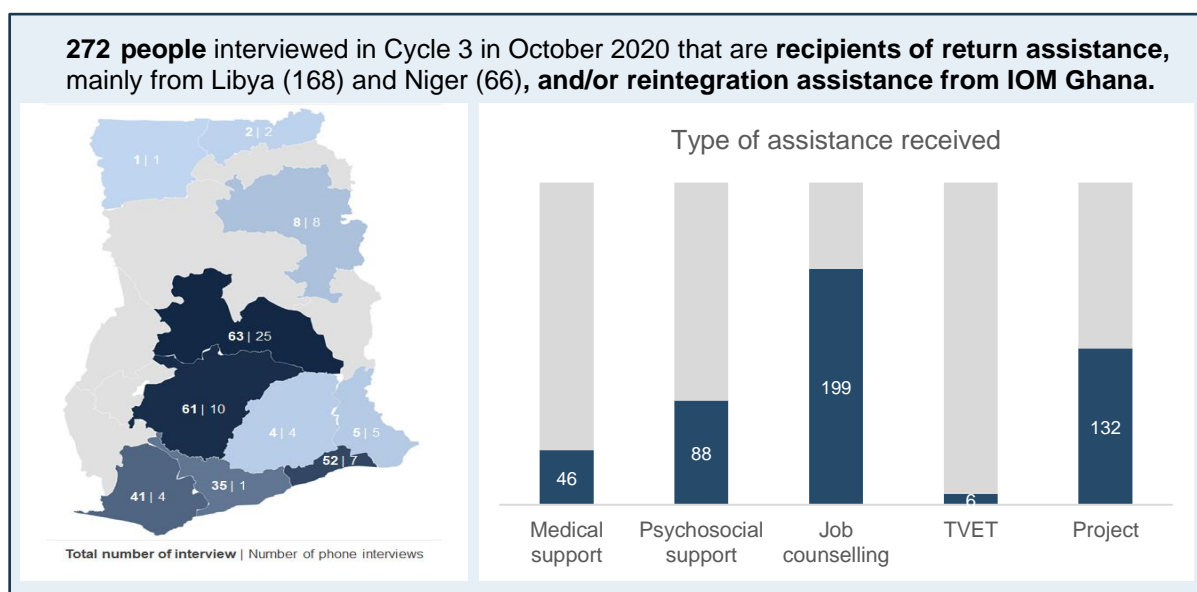
### 3.1. OBJECTIVES AND APPROACHES

**Various actors, including IOM, engage in reintegration assistance, recognising its importance in the sustainability of the return.** Many Ghanaian migrants have decided to return to Ghana in recent years. While IOM mostly provides EUTF-funded reintegration assistance to migrants who returned to Ghana with the organisation’s assistance<sup>4</sup>, a variety of other actors provide reintegration assistance to the numerous remaining returnees: among over 4,000 air arrivals from Libya recorded by the GIS in 2017, less than 10% were IOM-assisted voluntary returns (AVR)<sup>iii</sup>. This number increases to around 26% for the whole 2017-2019 period. These additional reintegration opportunities and their potential for coordination with IOM are presented in Annex 1.5. The JI is also part of a series of AVRR-related programmes in Ghana, including the "REINTEGR-ACTION: Pilot Initiative to Test Feasible and Sustainable Joint Reintegration Measures from the EU" project, which is presented in Annex 1.7.

**In 2017, IOM introduced its framework for an integrated approach to reintegration in the context of return**, recognizing that the complexity and multidimensional process of reintegration requires a holistic and need-based approach, considerate of the various factors impacting an individual’s reintegration, including economic, social, and psychosocial factors. This integrated approach also encompasses monitoring and evaluation for evidence-based policy and action and highlights the need for complementarity and collaboration between different government departments, international organizations, civil society organizations, and private sector actors.

**This report section aims to assess the implementation and outcomes of this approach in Ghana. It focuses on the following types of reintegration assistance<sup>5</sup>:** Immediate assistance upon return; Psychosocial support (PSS); Job counselling and orientation; Technical and Vocational Education and Training (TVET); Support to the set up of an income generating activity (IGA).

**Figure 4 provides an overview of the sample of IOM beneficiaries surveyed by Altai Consulting in Ghana in October 2020** (further details on the survey methodology are available in Annex 1.4).



<sup>4</sup> Out of 1,666 Ghanaian returnees benefitting from reception assistance under the JI, 129 (8%) had returned outside the JI programme (they were referred by the Government of Ghana).

<sup>5</sup> Other types of assistance that may be provided by IOM Ghana such as housing assistance or social support were not in the scope of the TPML exercise in Ghana.

## 3.2. RETURN AND REINTEGRATION PROGRAMMING

### 3.2.1. Return and immediate assistance upon arrival

**The management of a much higher than expected return caseload was made possible by the close collaboration of all stakeholders involved in the return process.** As of January 2021, IOM had helped 1,537 Ghanaians to voluntarily return home under the JI, more than two times the initially expected caseload (650). There was strong willingness from the Ghanaian government to support returns, and national ownership of the return process was facilitated through the organisation of a Ghanaian government visit to Libya, the inclusion of government officials at all levels in charter pre-arrival coordination meetings, and capacity building of state actors and non-state actors on return and reintegration which culminated in the drafting of the Standard Operating Procedures (SOPs) (Section 4.1). National Disaster Management Organisation (NADMO) representatives nevertheless expressed their desire to be included beyond the return process, in the pre- and post-return phases, to be strengthened as much as possible for their parallel management of returns not overseen by IOM (including deportations). There seems to be an efficient transmission of information and a good level of collaboration between the different IOM country teams across the return process. A direct illustration of the return process's quality is that almost all respondents (197/205) to the 2020 survey agreed that the information about the AVR process that they received from IOM in transit countries (Libya, Niger) before departure accurately reflected the reality on arrival, which enabled them to make a well-informed decision regarding their return.

**The systematic provision of pocket money, the amount of which has been determined by the government, enables returnees to make a dignified return to their communities.** The pocket money amount was an important discussion point during the SOPs validation process: the GoG decided to continue giving out the amount initially planned and distributed by IOM Ghana (about EUR 85), which gives hope for this system's sustainability beyond the Joint Initiative. The effectiveness of the pocket money provision and the adequacy of the amount is illustrated in the survey: regardless of the year of return, almost all respondents (264/272) indicated they had received it, enabling them to cover their needs for one week on average, corroborating stakeholders' impression that this amount is a good balance between covering beneficiaries' journey home and not creating an incentive to migrate again.

**As identified at the regional level by both IOM and previous Altai Consulting research, delays between the return and the practical start of reintegration assistance constitute the main challenge in the reintegration process.** Our survey suggests very long waiting periods (from several months to over a year) between the respondents' return and reception of most types of reintegration assistance, suggesting that this issue goes beyond the fact that IOM faced a larger than expected caseload – which diminished over the years. Reintegration implementing partners pointed to the administrative difficulties of submitting and validating business plans as the primary source of delay in kick-starting IGAs. As most returnees are facing immediate cash needs upon return, long waiting times generate frustration, and administrative hurdles associated with the delivery of reintegration assistance negatively impact their motivation, causing many to drop out of the reintegration process. As a result, IOM deactivates cases, with the possibility to reactivate them if a justification is provided as to the reason for unreachability (from 328/1,010 in 2018 to 142/2,007 as of January 2021). To address this challenge, other IOM country offices across the sub-region have adopted mitigation measures: providing a SIM card and a phone on arrival, introduction of a 'contract' fostering commitment to the reintegration process (IOM Mali), Cash for Work (CfW), etc. The COVID-19 pandemic also provided the opportunity to roll out cash-based assistance in several countries. While IOM Ghana does not currently consider introducing cash-based assistance, in part because it could constitute a breach of trust with prior returnees to whom they refused this kind of assistance, the EUD, IOM and some reintegration implementing partners identified CfW as a measure that could efficiently help ease the transition between the return and start of economic assistance. In the meantime, IOM Ghana is working on communicating reintegration timelines more clearly to returnees.

### 3.2.2. Psychosocial support (PSS)

**The vulnerability screening and psychosocial provision systems are robust and enable most returnees to benefit from PSS to the level of their needs.** Vulnerability information from the host countries is transmitted to IOM Ghana via MiMOSA, allowing for the most sensitive cases to be taken care of immediately upon arrival. Further vulnerability screening using IOM regional tools is also systematically carried out in Ghana. The presence of NADMO as an observer prior to the start of the pandemic enabled them to take over some of IOM's post-arrival responsibilities during the pandemic, being one of the only agencies permitted inside the airport. While the PSS intensity and duration depend on the needs identified, each returnee is supposed to benefit from at least one session<sup>6</sup>, which falls in line with IOM regional office's and Altai Consulting's assessment that PSS needs are significant among the returnee population and represent a critical factor in successful reintegration. Providing PSS on a systematic level also avoids missing out on some returnees' needs: despite their adequacy, vulnerability questionnaires may not always reflect the real level of returnees' needs as some are not always aware of them or willing to address them.

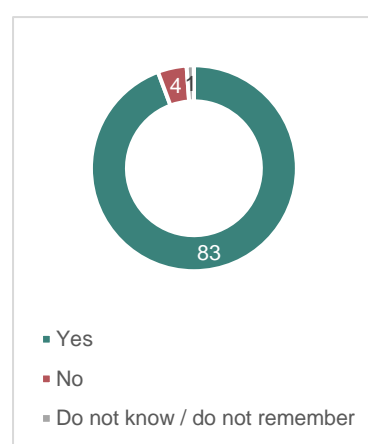


Figure 5: Perceived helpfulness of psychosocial assistance

**Survey results indicate that returnees do not always consider this session as psychosocial support, but those who do confirm its effectiveness.** While IOM's latest bi-annual report indicates that 86% of returnees who were engaged in the reintegration process had received psychosocial support in Ghana as of July 2020, only a third (88/272) of survey respondents indicated they had received such support. Several factors can explain this gap: the fact that IOM staff is providing the support, that PSS may be mixed with job counselling for reintegration, and the stigma still present in Ghana about receiving psychosocial support<sup>iv</sup>. Nonetheless, the answers of the 88 PSS beneficiaries suggest the assistance works well: two-thirds (60) of the sessions took place less than a month after return, almost half (42) received or will receive more than one session, and nearly all (83) assessed the support as useful (Figure 5). These results are similar to those observed by IOM, who found that 96.9% of 212 surveyed respondents were satisfied with PSS<sup>v</sup>.

**IOM's training of reintegration IPs on PSS is commendable and ensures continuous psychosocial evaluation of and support to beneficiaries, but partnerships with more reintegration and even awareness-raising actors would allow to further compensate for the still limited resources for PSS provision in Ghana.** IOM trained IPs to identify and refer vulnerable beneficiaries and organised a workshop to introduce and train key government actors on the current assistance available to support vulnerable migrants. Nonetheless, national, and local stakeholders as well as IOM still lack human and financial resources to provide more comprehensive PSS (especially involving the family and the community), or to conduct more frequent monitoring of returnees' well-being, the two improvements most requested from PSS beneficiaries in Altai Consulting's survey. Different reintegration and awareness-raising actors mentioned the possibility of including messages on psychosocial support in awareness-raising campaigns to allow for a beginning of community ownership on the issue. Partnerships with actors already providing PSS to other returnees, such as Caritas Ghana, could also alleviate IOM's caseload by enabling on-the-ground delivery and follow-up.

<sup>6</sup> Highly vulnerable migrants are referred to health services identified by IOM Ghana through its mapping of mental health services (identified partners include public and private institutions and an NGO). So far, 50 such cases have been referred. The rest of the returnees receive psychosocial support with a trained IOM staff or, when necessary, IOM's psychologist (one-on-one sessions or, recently, phone sessions). Further referrals to governmental services may also take place.

### 3.2.3. Job counselling and orientation

The establishment of partnerships with NGOs and a national training centre made it possible to decentralize reintegration assistance, but diversification of reintegration pathways remains a challenge, which may jeopardise the sustainability of reintegration plans, should they not correspond to their expectations or skills. IOM contracted six implementing partners (IPs) for the provision of reintegration assistance across regions (Annex 1.7). While these partnerships feed into the objective of strengthening existing actors' capacities, and allow for better geographical coverage, they do not permit significant diversification of reintegration provision modality. Almost all provide individual or collective support to set up an IGA, with only two TVET sessions organised in the past. This poses a risk that returnee economic reintegration plans may not be followed through, since not all returnees wish to be entrepreneurs (further details in 3.2.4).

The various job counselling delivery methods and the limited reintegration options made available by IOM in Ghana are reflected in Altai Consulting's survey's mixed results. The high caseload of Ghanaian returnees, delays in establishing partnerships, and restrictions in the context of COVID-19 have pushed IOM to adopt various job counselling delivery methods. IOM first conducted group sessions to provide job counselling to many returnees at once; it then moved to individual counselling sessions which is complemented during the business plan establishment with IOM or partners, and, more recently, due to health restrictions, over-the-phone sessions. Three-quarters of surveyed returnees reported having benefited from a counselling session (199/272), demonstrating the process's systematization, but more than half of them (107/199) had to wait more than three months after their return – this delay has somewhat decreased over the years but remains relatively widespread (Figure 7). Although IOM indicated that reintegration assistance could not start before PSS was 'completed', such delays might jeopardise returnees' ability to financially cope and thus reintegrate into their communities (Section 3.2.1). The frustration towards the lack of diversity in reintegration assistance is reflected in Altai Consulting's survey where beneficiaries' suggestions include asking IOM to offer more choices, especially training, and the fact that over 40% (82/199) indicated they were not presented with enough options during the job counselling session to find one that suited their interest / aspirations. Satisfaction levels with the orientation session are mixed, with a little more than half (122/199) stating that they were satisfied or very satisfied with the orientation session (Figure 6).

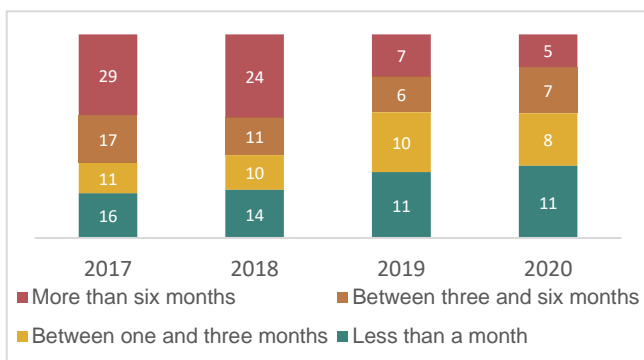


Figure 7: Waiting time between the respondent's return and the job counselling session, by year of return

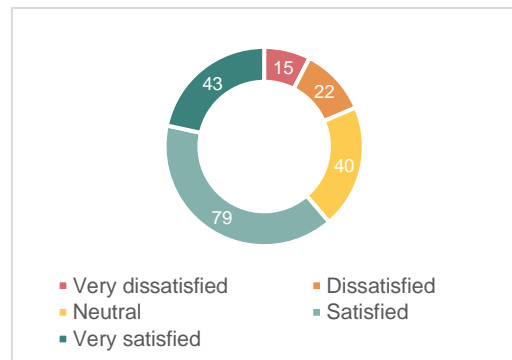


Figure 6: Satisfaction with the job counselling session

**IOM Ghana is exploring opportunities to deepen and develop partnerships with other structures providing career orientation sessions to returnees.** For instance, the GIZ-funded Ghanaian-German Centre for Jobs, Migration and Reintegration (GGC) is open to all migrants returning to Ghana, and synergies already exist between IOM and the GIZ through other projects<sup>7</sup>.

<sup>7</sup> IOM-GIZ project "Comprehensive reintegration assistance to Ghanaian returnees."



### 3.2.4. Technical and Vocational Education and Training (TVET)

**IOM Ghana's attempts to provide TVET to returnees illustrated the need to adapt training to the profile of returnees, identified at the regional level.** In 2018, IOM Ghana established a partnership with the National Vocational Training Institute (NVTI) to provide training on heavy machinery operations and auto-mechanics for 25 returnees. Recognising the challenges associated with such a long-term commitment, IOM Ghana reduced the duration of training (usually 2-4 years) to three months, five days a week. All participants ended up dropping out, citing their need to generate income during the training, thus proving that mitigation measures such as providing a stipend, the possibility of part-time training, apprenticeships, or CfW to build up savings are critical to TVET success. Subsequent FGDs with state and local actors led to the identification of solutions (initially CfW and ultimately a stipend) that were implemented for a new group of beneficiaries, including both returnees and community members. In 2018, IOM Ghana offered another training opportunity to 24 individuals (5 returnees and 19 community members) with Don Bosco on modern agriculture techniques, including greenhouse farming.

**The NVTI experience demonstrated IOM Ghana's capacity to adapt its programming, but the provision of TVET to returnees still needs to be developed and improved.** Altai Consulting was able to interview six of the nine IOM returnees who benefitted from the NVTI TVET scheme in Ghana. While all of them indicated they fully understood the training, only half (3/6) felt that it was sufficient to work in this sector. In fact, four were unemployed, one employed half-time and one worked day labour, and none of them indicated that they worked in heavy machinery operations or auto-mechanics. This goes against IOM Ghana's initial analysis that 20 of the 25 participants to the training were employed, suggesting that this employability is short-lived (and may have been impacted by COVID-19 related restrictions). Also, IOM Ghana indicated that all participants were provided with driving licences, but three out of six surveyed beneficiaries point the lack of practical experience and the late issuance of driving licences as a setback to their work search. It also points to the need already identified at the regional level for links with the private sector to enhance trainees' employability.

**The challenge is for IOM Ghana to capitalize on these lessons learned to diversify and strengthen the provision of TVET to meet the demand of returnees and the labour market, particularly since Ghana's vocational training environment seems to be conducive to the development of training partnerships.** More than half of the respondents interviewed indicated that they would have liked to benefit from TVET (149/266), a tendency which had already been identified by prior studies<sup>vi</sup>. The literature suggests that bottlenecks in the supply of quality training hamper firms' ability to find skilled labour across industries in Ghana<sup>vii</sup>. Furthermore, the GoG recognises developing TVET as a key strategy for achieving its industrial development, as illustrated by the establishment of a TVET legal framework and a Council for TVET. In this context, many training centres exist in Ghana, including the Integrated Community Centres for Employable Skills and the Opportunity Industrialization Centres. Actors agree that additional curriculum reviews, equipment, training of trainers, and links with the private sector are still needed to improve the quality of training and that partnerships, including with IOM, would allow for adequate support to returnees and capacity building of centres.

**The approach adopted by the ARCHIPELAGO project seems adequate and relevant to the Ghanaian context and can represent an interesting referral option for returnees.** A consultancy firm conducted a preliminary study with key stakeholders, leading to several recommendations that were all considered: use visual aids to enable better understanding, develop a demonstration plot to showcase new technologies, include lead farmers and educate students to entrepreneurship to strengthen employability. This approach is in line with TVET success factors previously identified, suggesting a potential for sustainability. Students and professors from ARCHIPELAGO interviewed in October 2020 expressed their satisfaction with the project. ARCHIPELAGO indicated they would be interested in working with returnees, and discussions at the regional level are underway with IOM on referencing and data protection modalities. For this specific project, returnees could be trainees, on the condition that graduated high school. ARCHIPELAGO stakeholders mention that a better outlet for them would be employment in created MSMES or participation to the entrepreneurship training.

### 3.2.5. Individual, collective, and community-based projects

**The provision of business set-up assistance has remained limited in Ghana and seems to face deep-rooted problems of beneficiary motivation and administrative complexity.** While Ghana is one of the Sahel and Lake Chad region countries with the lowest number of returnees requiring assistance, it is also the country with the lowest proportion of returnees having received economic assistance (474/939)<sup>viii</sup>. Altai Consulting's survey confirms this trend, with less than half of the respondents having received help setting up an income-generating activity (132/272). Long waiting times explain why so many returnees are still without economic assistance: almost three-quarters of surveyed beneficiaries report having waited more than six months (94/132), a period which does not seem to decrease with the years of return, despite the parallel decrease in caseload. Also, almost all respondents who were informed of such assistance indicated they requested it and were still waiting (90/97). While the COVID-19 pandemic has caused delays in implementing partners' programming, the issue's anteriority and continuity shows deeper underlying causes. IOM and its partners point to the beneficiaries' motivation, whose lack of responsiveness or dropout leads to a constant postponement of assistance. Yet, while IOM Ghana did not comment on its procurement systems, implementing partners also regret the difficulties associated with the rigour of the process, to which not all returnees can adhere, and which feeds the above-mentioned responsiveness problem. **The measures currently being put in place to overcome this issue do not sufficiently address its root causes: more radical measures, such as cash-based assistance, could be explored.** IOM's regular visits to partners, contract extensions, internal case management meetings and staff hires, although beneficial, do not appear sufficient to significantly reduce delays nor increase the proportion of respondents receiving economic assistance. Interviewed IPs suggest varying measures: the provision of in-kind assistance by themselves to limit back and forth with IOM and ensure continuous monitoring from the elaboration of the business plan to its implementation, direct payment of suppliers through mobile money, and cash-based assistance<sup>8</sup>. IOM Ghana is also exploring more partnerships to broaden the number of partners, including with state actors such as NBSSI and YEA.<sup>9</sup>

**In line with the principles of the integrated approach to reintegration, IOM Ghana has made efforts to group returnees in collective projects and, more recently, in community-based projects.** As of February 2020, IOM had supported 60% of its beneficiaries individually, the rest collectively, a proportion closely reflected in Altai Consulting's survey. IOM also recently implemented one community project involving five returnees and 18 community members in Sunyani (Brong-Ahafo), an initiative that has received positive feedback so far, notably from the EUD. The presumed advantages of these group approaches are their capacity to support large-scale projects that are more likely to contribute to the area's socio-economic development and, for the community approach, to avoid singling out returnees from young non-migrants and to foster their reintegration into the community. **Group formation and dynamics can significantly affect collective projects' success.** In Ghana, the grouping of beneficiaries does not appear to be organic but instead based on a push from IOM and IPs, which seems to have created a rumour that funds would only arrive or will arrive faster if they team up. IPs agree that grouping beneficiaries with little in common beyond their returnee status for a project potentially supposed to help them recover their debts is idealistic and hard to implement and sustain. Coupled with the Ghanaian context in which there is a lack of familiarity with cooperative concepts, particularly among men<sup>ix</sup>, **collective projects seem to have encountered difficulties and perform**

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<sup>8</sup> The controversial cash-based assistance, widely requested by beneficiaries, was piloted in three countries of the sub-region (Cameroon, Côte d'Ivoire, and Mali) in the context of COVID-19. It presents several advantages: empowerment of beneficiaries, ease of implementation, and reduced risk of complaints about the quality of the equipment provided. On the other hand, IOM Ghana underlines various risks associated with the practice: breach of trust with prior returnees who could not benefit from it, possibility of fraudulent usage of the funds, reputational risk linked to a perceived 'reward' given to returnees.

<sup>9</sup> Negotiations with NBSSI and YEA have been ongoing since 2019, with both agencies wanting to make sure funds would be allocated to their actions involving returnees. In April 2021, both agreements were signed, with NBSSI training and supporting 30 returnees in entrepreneurship, and YEA facilitating job placements.

**less well than individual projects.** Despite IPs' efforts to strike a balance in group formation, they mention, and our survey confirms, that tensions often emerge (16/49), mostly because of disagreements among returnees (10/16) and different levels of members' involvement (5/16). In practice, our survey also shows a lower performance of collective projects compared to individual projects on all indicators (Figure 8). If the sample remains small, coupled with the IPs' information, this difference can be considered significant, and suggests a need to review how collective projects are implemented. One promising initiative, proposed by two separate implementing partners, would be to create associations across the value chain, for example, in the production, distribution, and marketing of a product. The approach has the advantage of promoting market opportunities and economic viability of the projects and facilitating the reorientation of beneficiaries who wish to change projects or professions during their reintegration process. In addition, the planned strengthening of community projects is interesting, but special attention will also have to be paid to preliminary studies and group formation. In particular, the idea of setting up local reintegration committees proposed in the SOPs seems promising, and has already proved its worth in other countries in the sub-region (e.g. The

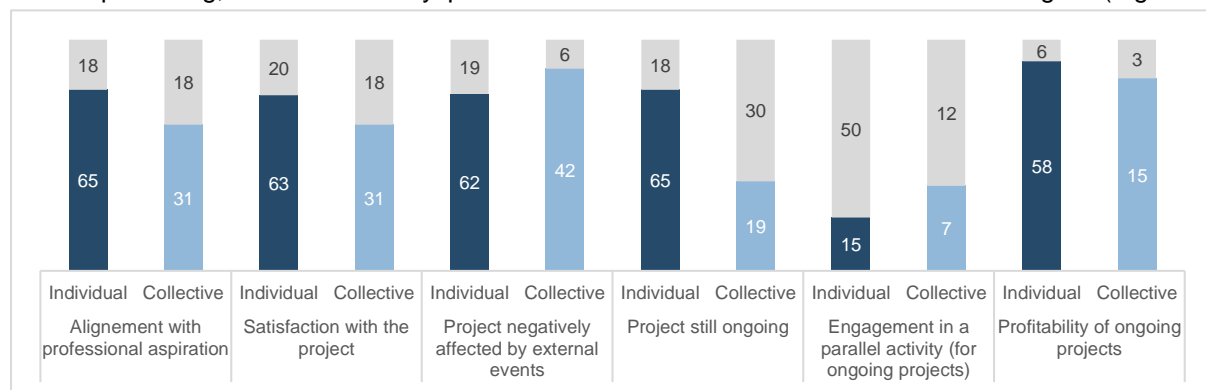


Figure 8: Performance of individual and collective projects on different indicators

Gambia).

**IOM and its IPs seem to effectively consider other main factors of success of IGAs, such as the provision of entrepreneurship training, preliminary feasibility study's quality, and the intensity of the follow-up.** The study of the entrepreneurial training curricula reveals their quality and appropriateness to the returnees' profile: IPs indicated they have adapted their courses' content, format, language, or evaluation method to returnees' profile. The survey reveals that almost all (41/47) of the beneficiaries who have taken entrepreneurship training considered it to be completely sufficient to run a business. Returnee's desires are the basis of their project, thus its ownership and the project's feasibility and sustainability are ensured by also using preliminary feasibility studies, the experience and knowledge of IPs and IOM case managers, and local business development centres of district assemblies to validate each business plan. Survey results are reflective of this: three-quarters (96/132) of beneficiaries deem the business created to be aligned with their professional desire, and two-thirds (84/132) of businesses are still active, a proportion that only slightly decreases by business age. Among active businesses, almost all (73/84) are profitable. Part of this sustainability is due to IPs monitoring and following-up with beneficiaries for about three months officially, and much longer unofficially: all of them indicated they continued to support and monitor the activities far beyond this period as links build up with returnees. Overall, there is good feedback from the IPs on these businesses, and the EUD welcomes these NGOs' and resulting returnees' projects' quality. **Nevertheless, there remains the constraint of the amount allocated to the returnees' business, the insufficiency of which endangers their sustainability and prevents scaling up.** Most of those consulted (beneficiaries, IPs and government partners) mention this issue. Indeed, while the amount allocated for each returnee's reintegration varies between \$1,000 and \$1,500 in the subregion, the cost of living varies widely. Notably in Ghana, where the cost of living is relatively high compared to the rest of region, the aid allocated is proportionally much lower, and questions the assistance's effectiveness to reintegrate returnees. Access to additional funding, for instance through referrals to the EUTF-funded GrEEen

finance scheme, would provide an initial response to this problem, before redesigning and rethinking projects in the wake of new funding.

### 3.3. OUTCOMES OF REINTEGRATION ASSISTANCE

#### 3.3.1. General satisfaction with reintegration assistance

**Respondents are generally satisfied with the reintegration assistance they received from IOM Ghana.** Altai Consulting survey places Ghana in fourth place out of eleven in terms of satisfaction rates on a regional scale, with about two-thirds (164/240) of surveyed beneficiaries indicating they are satisfied or very satisfied with the reintegration assistance received (Figure 10). While this rank is the same as the one obtained by IOM (although other countries' positions differ)<sup>x</sup>, the satisfaction figures are lower than what IOM Ghana's third interim report (91.2% of beneficiaries being very satisfied) or IOM's fourth biannual report (61% of beneficiaries being very satisfied, 29% satisfied) indicate, but nevertheless reflects the same positive trend. The dissatisfaction rate seems to decrease with the years of return, with two-thirds of the very dissatisfied beneficiaries having returned in 2017 (17/28), suggesting the positive impact of establishing referral partnerships or systematising PSS. Similarly, dissatisfaction is higher among beneficiaries of PSS and/or job counselling only (28% vs 17%), who are also more likely to report feeling reintegration assistance yielded no benefits for them (21% vs 8%), which corroborates the fact that the greatest need expressed by returnees is economic assistance (238/272). Among indicated reintegration benefits, respondents mainly reported improved self-confidence/pride and improved economic condition and professional skills (Figure 9).

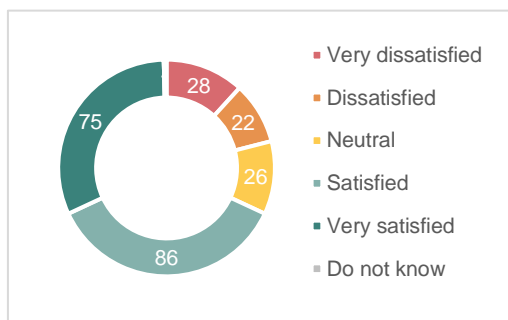


Figure 10: General satisfaction with the reintegration assistance

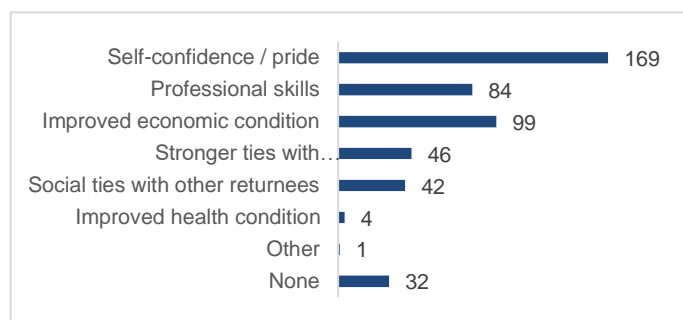


Figure 9: Self-reported benefits of the reintegration assistance received

#### 3.3.2. Economic self-sufficiency

**Respondents' employment situation appears to be worse now than it was before they left.** While more than half of the respondents indicated that they were employed full time before their departure (156/272), this proportion decreased to one-third at the time of the survey (90/272). In addition to the economic distress linked to migration debt<sup>xi</sup>, the COVID-19 pandemic may also explain these figures: two-thirds of respondents indicated that it had impacted their employment status, and one-fifth of them indicated that they have completely stopped their economic activity. **Reintegration assistance, particularly assistance in setting up an IGA, seems to significantly improve the full-time employment rate of returning migrants:** our survey found 21% of full-time employees among non-recipients of economic assistance compared to 43% among recipients. The proportion of respondents stating that their employment is aligned with their professional aspirations is also higher among beneficiaries of economic assistance (81% versus 51%). **This improvement remains nonetheless precarious, with a risk for the sustainability of the return.** These beneficiaries' employability rate is still lower than the pre-migration rate (43% vs. 53%), and the unemployment rate is much higher (20% vs. 7%). With more than half of beneficiaries being self-employed (82/145) and one-third of the IGAs either on hold or stopped (47/132), this employment's sustainability remains to be determined.



While the economic assistance provided by IOM improves returnees' financial situation, it remains precarious and at similar levels as before migrating, indicating that it may not be enough to address the economic root causes of irregular migration. Economic assistance beneficiaries report a better ability to cover their needs and higher satisfaction with their financial situation than non-beneficiaries. A quarter of economic assistance beneficiaries are now able to financially support their families in addition to themselves (36/140) compared to less than 10% of non-beneficiaries (11/136). Nevertheless, these figures remain low and lower than rates reported pre-migration (one-third, 88/272) (Figure 11 **Error! Reference source not found.**). Almost half (64/139) of surveyed economic assistance recipients say they are still dissatisfied or very dissatisfied with their financial situation, and more than one-third (55/140) report earning less money than before receiving reintegration assistance. Possible explanation factors include that new businesses may take time to generate revenues or that some returnees participate in the purchase of assets for their business.

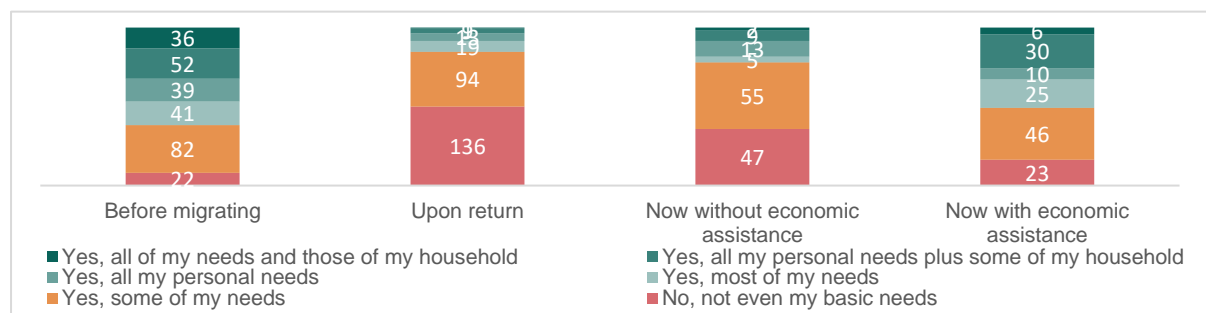


Figure 11: Ability of respondents to financially cover their needs

### 3.3.3. Social and Psycho-social Wellbeing

**Tensions between returnees and their close associates do not seem to be fully addressed so far by reintegration assistance.** Although tensions between returnees and their families are not prevalent, in line with the preliminary study conducted by Samuel Hall, they are not negligible: a quarter (69/272) of respondents indicated having experienced tensions with their family upon their return, mostly because of resentment (35) and stigmatisation (31) linked to their failed migration experience. This number decreases but not significantly (49/272) after reintegration assistance, suggesting that these tensions are deep-rooted, potentially echoing recent IOM findings on the substantial and multi-dimensional – not only financial but social and psycho-social as well – impact of migration debt on returnees and their close associates<sup>xii</sup>. A similar trend can be observed with the community. Messages against returnees' stigmatisation are included in IOM awareness-raising campaigns (Section 5).

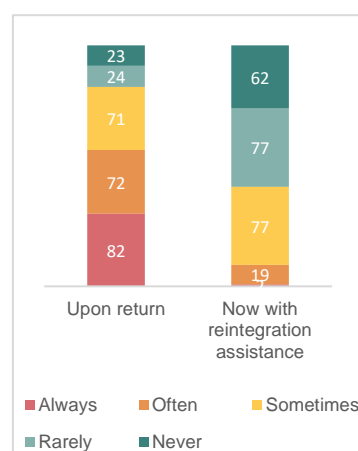


Figure 12: Frequency of negative thoughts due to the difficult migration

**Reintegration assistance helps to alleviate the psychological distress of returnees upon their return.** Survey results highlight the dire psychological state of returnees upon their return: more than half (154/272) reported experiencing negative thoughts and/or feelings (stress, nightmares, fear, depression etc.) due to their difficult migratory experience either all the time or often, while only a tenth (29/272) reported feeling no such negative thoughts and/or feelings (Figure 12). Among those, almost half (108/240) stated that they felt these negative feelings were hindering their reintegration. While only a portion of our respondents reported receiving PSS (although the practice has been generalised by IOM Ghana), there is a decrease in the frequency of these feelings among reintegration assistance beneficiaries (Figure 12). Similarly, almost all those (207/227) who were distressed indicated that reintegration assistance had helped at least somewhat, in line with the fact that almost three-quarters (179/240) had identified "having a job" as what would help them most to get better.

### 3.3.4. Willingness to remigrate

**Willingness to remigrate irregularly is low among all respondents, but more than half of beneficiaries indicate reintegration assistance impacted their desire to migrate.** Ninety percent of respondents stated that it was very unlikely or unlikely they would migrate irregularly in the future (246/272), a proportion that doesn't differ significantly between beneficiaries of economic assistance and non beneficiaries. Yet, more than half (122/205) of reintegration assistance beneficiaries stated it helped decrease their willingness to migrate irregularly (Figure 13). In parallel, more than a third (71/205) said that reintegration assistance increased their desire to migrate regularly. While this points towards the efficiency of reintegration assistance in making migration decisions a matter of choice rather than necessity, many other factors come into play. Almost all respondents (257/272), whether having benefitted from economic assistance (129) or not (128), indicated that they were still in need of financial support.

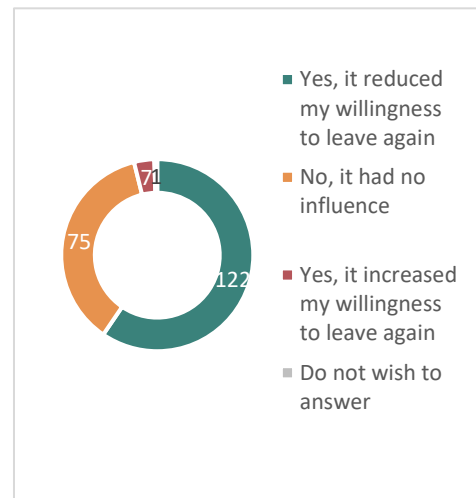


Figure 13: Extent to which reintegration assistance influenced the respondents' willingness to migrate irregularly

## 3.4. MONITORING AND EVALUATION (M&E)

**IOM Ghana efficiently uses regional M&E questionnaires to assess the effectiveness and sustainability of return and reintegration assistance.** The upgraded MiMOSA database, rolled out in September 2018 in Ghana, enables a consistent monitoring of returnees by IOM staff across the reintegration process. The collaborative design and their pertinence to the Ghanaian context and the level of monitoring it enables<sup>10</sup> is appreciated by IOM Ghana. The M&E is underway: as of February 2020, 347 returnees had been monitored through the reintegration monitoring and satisfaction survey.

**Most of the actors participating in reintegration activities are involved in project M&E, but the GoG's participation remains limited.** The roles and responsibilities of each actor are presented in Figure 14. Despite strong expertise at the Ghana Statistical Service, the GoG does not participate in the collection of M&E data, nor do they further analyse and disseminate information received through the PSC. Met stakeholders pointed to the lack of human and financial resources as the reason hindering their involvement. The recent push from the GoG for the appointment of migration desk officers to be trained by IOM, whose role would be to disseminate such information to ministries, is jeopardized by the lack of action plans and budget allocation. More recently, IOM Ghana strengthened its accountability to returnees and communities by posting their contact for feedback on its social media accounts. The way these are taken into account is yet to be assessed.

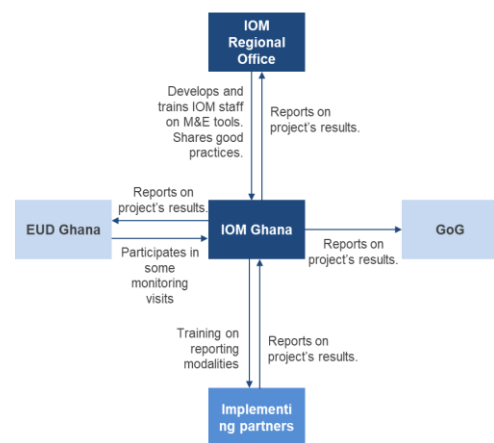


Figure 14: Roles and responsibilities of actors in the M&E process

<sup>10</sup> One month after return, the Return monitoring & satisfaction survey allows to verify the reception of pocket money as well as the level of reinsertion into the community; six months to a year after return, the Reintegration monitoring & satisfaction survey allows to verify the reception of reintegration assistance; 18 months after return, the Reintegration sustainability survey allows to measure the sustainability of the reintegration.

## 3.5. RECOMMENDATIONS AND GOOD PRACTICES FROM OTHER COUNTRIES

### 3.5.1. Recommendations

To IOM, it is recommended to:

- **Continue efforts to inform returnees on reintegration assistance offer upon their return in Ghana and in their community.** Specifically:
  - o Continue efforts **communicating reintegration timelines and requirements** to returnees right upon their arrival.
  - o Keep **distributing other actor's flyers to returnees and informing them of other opportunities** during their counselling session.
  - o Continue to **include PSS messages in awareness-raising campaigns** to allow for a beginning of community understanding on the issue (steppingstone to test peer-to-peer PSS approaches).
- **Strengthen efforts to build partnerships with organizations providing PSS, TVET or further access to finance to strengthen reintegration offer.** Specifically:
  - o Reduce the impact of waiting for the provision of business start-up support through the implementation of Cash for Work activities through referrals to the EUTF-funded GrEEen project.
  - o Envisage partnerships with actors already providing PSS to non-EUTF returnees, such as Caritas Ghana, to **enable further on-the-ground delivery and follow-up of PSS.**
  - o Further explore potentiality for **partnerships with national TVET centres**, taking into account their need for capacity building.
  - o **Facilitate access to additional funding for successful ventures**, for instance through referrals to the EUTF-funded GrEEen finance scheme.
- Put in place mitigation measures to **address the problems linked to grouping returnees in collective and community projects.** Specifically:
  - o Instead of grouping returnees in collective projects, consider **creating associations across the value chain** (e.g., in the production, distribution, and marketing of a product) to promote market opportunities and economic viability of the projects and facilitate the reorientation of beneficiaries who wish to change projects or professions during their reintegration process.
  - o Follow through with SOP's proposition of **setting up local reintegration committees** to supervise community-based projects, in order to ensure the local anchoring and impact of these projects, as well as to strengthen cooperation with local administrations and community leaders by including them in the selection and implementation of reintegration projects.
- For future programming, **consider alternative methods of delivering reintegration assistance to reduce the waiting time for returnees.** Specifically:
  - o Consider **lowering the reporting requirements** asked from returnees in order to receive their IGA equipment. Especially, consider delegating the provision of in-kind assistance by field implementing partners.
  - o **Consider providing in cash assistance**, possibly in several instalments to ensure proper use of the funds.

To the EU (for future programming), it is recommended to:

- **Plan for referral opportunities** by 1. Aligning the timelines, geographical areas and target groups of reintegration and employment programmes 2. Facilitating coordination between

reintegration and employment programmes as they unfold, both funded by the EU and by other donors.

- **Envisage increasing the amount allocated to each returnee** to better align with Ghana's economic context.

### 3.5.2. Good practices from other countries

IOM Mali introduced a '**contrat d'adhésion**' (enrolment contract) to explain the scope of reintegration assistance and informing potential beneficiaries that such support is not (only) a right but also comes with conditions and obligations. By signing it, returnees commit to giving accurate personal information and staying in touch with IOM. Some NGO partners of IOM Cote d'Ivoire introduced a similar '**letter of engagement**' which sets out rules and participants' commitments for collective and community-based projects. This approach help trigger a conversation and common understanding among beneficiaries and give them a greater sense of responsibility.

In Burkina Faso, IOM contracted two **NGOs to strengthen the field monitoring and follow-up support to returnees** throughout their reintegration process in addition to the work of IOM's case managers. These NGOs were in the position to provide extra assistance to group projects and **convey or escalate complaints to IOM** whenever necessary.

In Nigeria and Burkina Faso, IOM offered a five-day **business skills training to a large number of returnees**. In Nigeria, **trained national agencies and NGOs deployed in the main areas of return to provide the training to all returnees** at the end of which returnees receive advice on their reintegration or business plan (as of the end of 2020 fully 10,000 returnees had benefited from the training and associated counselling). In Burkina Faso, during the first phase of the JI, the training was offered to those returnees interested in an entrepreneurship project only, and **delivered by an experienced, national/public institution**.

In Guinea, IOM funded some **scholarships to enable returnees to enrol in master's degrees abroad via e-learning**. This was particularly relevant as the percentage of Guinean returnees with secondary and higher education is well above the regional average.

## 4. MIGRATION GOVERNANCE IN GHANA

### 4.1. POLICY DEVELOPMENT AND INSTITUTIONAL ARCHITECTURE

Despite notable efforts from the Government of Ghana (GoG) to establish a robust national migration governance framework with the support of several international organisations, most of the adopted policies are still not operational.

- In 2016, the government validated the **National Migration Policy (NMP)** drafted with the support of the IOM development fund. This ambitious document outlines the country's objectives, strategies, and action plans in terms of migration (including but not limited to internal, irregular, and labour migration, as well as return and reintegration) and defines the roles and responsibilities of over 20 government agencies involved. While acknowledging the amount of work that went into developing the NMP, key informants nevertheless stressed that **it remained too broad and lacked prioritisation of objectives to ensure an efficient implementation**. Specifically, the Ghanaian National Migration Commission (GNMC), meant to manage all migration-related issues in line with the NMP, is yet to be set up. Stakeholders involved in advocacy for implementing the NMP pointed to the lack of commitment to budgetary allocation, the insufficient dialogue with national and international stakeholders, and inadequate monitoring and review mechanisms as the reasons hindering the setting up of the GNMC. **While recent progress was made towards the establishment of the GNMC with IOM's support** (drafting of an implementation roadmap, observation visits to Kenya and Nigeria, etc.), **many elements remain to be considered before an effective implementation of the NMP**: defining and allocating budget lines, determining priority actions, ensuring partners' ownership, and planning the inclusion of regional and local authorities, a key measure for the sustainability of the policy.
- The MELR and more than twenty other key national and regional stakeholders **validated the Labour Migration Policy (LMP) in 2019 following a consultative development process**. The LMP aims to promote the effective management of labour migration and optimise the benefits of labour migration for development, ensuring a positive impact on migrants, sending and receiving countries, and communities. **Yet, the policy is still awaiting launch, and Altai Consulting has not been made aware of any action plan or budget associated to it**. Delays have been associated to COVID-19 related restrictions and national elections.
- In 2019, the DAU and DAOP **drafted and adopted the Diaspora Engagement Policy (DEP), which is now awaiting presidential validation**. The DEP was elaborated through a collaborative and consultative process, which enabled the policy to be built on the Ghanaian diaspora's views while learning from best practices. The policy's overall goal is to enhance the diaspora's capacity to effectively participate in Ghana's development in a structured way by channeling their remittances and, where possible, through strengthened partnerships with their networks abroad and in Ghana. Stakeholders nonetheless pointed out that to achieve its ambitious objectives, the DEP should be decentralised at the district level, which has not been included in any implementation plan or budget, posing a threat to its efficiency.

**The Migration Management Bureau (MMB), placed under the Ghana Immigration Service (GIS) was the first step to centralise migration management under one strategic entity, but the multiplicity of bodies still involved in migration management may pose a risk of duplication of effort.** The Ministry of Interior (Mol) is the main body in charge of migration-related matters in Ghana, mostly through the GIS. This newly established MMB comprises the Migration Affairs Desk (in charge of overall migration policy matters), the Anti-Human Trafficking Desk, the Migration Information Bureau (in charge of the sensitisation around migration), the Refugee Desk, and should soon include a Return and Reintegration Desk (established as part of the ERRIN Gov2Gov project – see section 4.2). Aside



from this central structure, a variety of bodies are involved in migration matters. On top of the existing Diaspora Affairs Unit (DAU), placed under the Ministry of Foreign Affairs, a Diaspora Affairs Office of the President (DAOP) was created in 2017, with some functions of the former being transferred to the latter, with some international organisations expressing frustrations against this apparent duplication. Other entities such as the Ministry of Employment and Labour Relations (MELR) and the Ministry of Gender, Children and Social Protection are also involved in migration-related topics such as labour migration, protection of vulnerable migrants and counter-trafficking. The set up of the GNMC is expected to solve some of these issues and further centralise migration management.

**The intent of the EUD to set up a coordination platform on migration could be a first push to unite actors mentioned in the NMP and facilitate their collaboration.** While some bilateral relations exist between technical and financial partners and government entities, there was no general coordination mechanism at the time of Altai Consulting visit. In September 2020, the EUD was in the process of designing a migration coordination platform.<sup>11</sup> Recognising the political sensitivity surrounding migration, the EUD is seeking to put IOM, a neutral UN agency, in the lead position to coordinate technical and financial partners. This fits with previous findings that though most governmental stakeholders usually deplore the lack of cooperation in the field of migration, they are waiting for IOM to spearhead the creation and implementation of coordination platforms<sup>xiii</sup>. **Although the initiative is promising, many key success factors still need to be considered:** updating rather than duplicating existing processes to avoid overwhelming actors, involving civil society and the private sector, and decentralising the platform at the regional and local level. **Such a platform would also provide an opportunity for EUTF-funded IPs to collaborate more closely:** there has been limited coordination so far between EUTF-funded projects regarding referrals of returnees, mostly due to different levels of progress, anchorage in various ministries, and diverging priorities.

## 4.2. LEADERSHIP OF NATIONAL AUTHORITIES AND OWNERSHIP OF EUTF-FUNDED ACTIONS

**The delayed establishment of the JI's Project Steering Committee (PSC) and the subsequent lengthy validation process of the Standard Operating Procedures (SOPs) on AVRR, although slowing down the set-up of referrals, also encouraged national ownership by allowing all stakeholders to make inputs to the SOPs.** The Government of Ghana, and more specifically the MoI, was reluctant to officially co-chair the PSC due to concerns it could be mixed by the general population with political discussions regarding readmissions from the EU. After extensive communication from IOM Ghana and the EUD on the objectives of the JI, the MoI was finally appointed co-chair for the PSC in August 2018 (almost a year and a half into the project). The PSC's role is to assess the progress of the project and provide strategic guidance and recommendations to IOM, in addition to validating key documents. The project governance structure also includes a Technical Working Group (TWG), whose role is to support the PSC by making technical recommendations. The first meetings of the TWG and PSC mainly focused on adapting standard regional SOPs elaborated by IOM to the Ghanaian context. The final document was validated in September 2020, more than three years after the JI started its activities in Ghana. Despite such delays, key stakeholders indicated their satisfaction with the writing process and the strong involvement from the government, leaving hope for a good level of national ownership of the document, all the more as its scope has now been broadened to constitute Ghana's national reintegration mechanism. **The EUD, IOM, and national authorities met by Altai Consulting agreed that while a satisfactory level of ownership by state bodies may be possible and are encouraged by IOM-led trainings on these SOPs, the prospects for sustainability in the absence**

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<sup>11</sup> A first coordination meeting co-chaired by IOM and EUD was held in July 2020. A second meeting was held in March 2021, organised and chaired by IOM, which resulted in the creation of two subgroups, one on return and reintegration; the second on border management. Both met for the first time in April 2021.

**of additional funds remain meagre.** The COVID-19 pandemic has slowed down the built momentum: the fourth PSC meeting took place more than nine months after the third one, in late February 2021. IOM Ghana trained 40 state and non-state partners on AVRR SOPs in March 2021.

**While the government side was immediately involved in the return process, partnerships between IOM Ghana and various national agencies in charge of vocational training and job creation remained limited.** The delays in validating the SOPs were compensated by national actors' long experience in managing returns and reintegration: at the operational level, government partners provided immediate cooperation and support, particularly regarding arrival support to Ghanaians, including during the COVID-19 pandemic. IOM Ghana also worked closely with local government structures and traditional leaders in carrying out its sensitisation work, and established partnerships with local NGOs to provide reintegration support to returnees, especially entrepreneurship training. However, few links have been made so far with national training agencies or employment promotion agencies. IOM indicated that most of them demonstrated some level of reluctance to work with international structures and emphasized the simplicity of establishing partnerships with non-state actors. YEA noted their own lack of human, technical, and financial means to implement localised projects adapted to returnees and indicated their interest in benefitting from IOM support. Mitigation measures could include working through line ministries rather than agencies, targeting flexible and adaptable agencies to meet the specific needs of returnees, planning specific partnerships ahead of the finalisation of the work plan, and investing more in the capacity building of these actors.

**With only a small portion of Ghanaian returnees benefitting from the EU-IOM Joint Initiative, the government appears more interested in a more inclusive project on return and reintegration management.** Anecdotal evidence suggests that large numbers of Ghanaians return through their own means, while a few others are forcibly returned to Ghana from Europe<sup>xiv</sup> – both categories being ineligible to reintegration assistance by IOM Ghana. To avoid that these returnees make a new attempt at migrating irregularly, the GoG sought support to ensure every returnee is taken care of through better coordination and collaboration. Germany hence proposed to work on a Government to Government (Gov2Gov) project in Ghana through the ERRIN network (ICMPD). The aim is to increase national ownership over the reception of returnees through the creation of a Migrant Information Centre for Returnees (MICR) at Kotoka International Airport and to strengthen the quality of reintegration services offered via a mapping of relevant actors (incl. IOM, GIZ, AG Care, etc.) and referral mechanisms towards and between them. The associated planned creation of a Return and Reintegration desk at the Migration Management Bureau further indicates the government's willingness to gain ownership on this topic. **The MICR project represents an opportunity for the government to take ownership of the return and reintegration process, and some evidence already points to this initiative's potential success, but other factors remain to be considered as well.** The fact that this project was a request from the government, that many capacity building sessions took place, and that the actors met indicated their satisfaction with the project's execution suggest its relevance with national priorities and potential for sustainability, but it remains unclear how it will articulate with IOM's future AVRR projects.

**Projects working towards enhancing the contribution of the diaspora to the country's development are met with high interest from national authorities and present an interesting complementarity with EUTF-funded projects to address the root causes of irregular migration.** The European project MADE West Africa aims at improving the capacity of civil society and national / local authorities to enhance regional mobility via the implementation of the ECOWAS Free Movement Protocol and maximizing the contribution of the diaspora to the Ghanaian development. Government partners have indicated their satisfaction towards these projects that align well with national economic development priorities. Such initiatives represent an opportunity to reduce irregular migration by developing employment opportunities via diaspora remittances and legal migration opportunities through a better implementation of existing agreements among countries of the sub-region. Other EU-funded projects such as FMM and MIEUX which support governments in their governance and management of migration and mobility are also positively received.

## 4.3. RECOMMENDATIONS AND GOOD PRACTICES

### 4.3.1. Recommendations

To IOM, it is recommended to:

- **Continue advocacy and support towards the effective implementation of the NMP**, through the set up of the GNMC. In particular, follow up on the dissemination and implementation of the memo for its creation.
- **Continue efforts to include Ministries, Departments, and Agencies in the provision of reintegration assistance**, especially by involving line ministries to mobilise associated departments and agencies and actively include them in the implementation phase of the project. Especially, avoid **creating parallel systems for returnees by the transition to an increased role of federal and state agencies** via aligning reintegration programming with the resources and mechanisms under the MICR.

To the EU, it is recommended to:

- **Continue efforts to support coordination platforms for migration actors** to strengthen collaboration, but avoid missed synergies and potential overlaps while enabling governmental ownership on migration issues by working through the future GNMC and the Migration Management Desk, rather than creating parallel systems.
- **Better align EU programming with the priorities of the Ghanaian government**, notably on migration for development, which currently receives very little funding from the EU (this can be done through, for example, encouraging diaspora entrepreneurship, funding pilot labour and student mobility schemes towards Europe while remaining aware of risks related to brain drain, and supporting the lowering of remittances cost).

To national authorities, it is recommended to:

- **Pursue efforts to set up the GNMC to subsequently implement the NMP**, including allocating specific budget lines for each intervention areas of the policy.
- **Sustain the implementation of the MICR by having training of trainers and handbooks for staff, as well as allocating consistent budget to it.**
- **Consider developing a comprehensive policy on managing forced return and reintegration of nationals**, in line with the NMP which recommended that the Government should adopt specific strategies to address the policy gap.

### 4.3.2. Good practices from other countries

In Cameroon, **IOM involved national authorities in the delivery of reintegration assistance**. For example, the Ministry of Youth dedicated 15 of its officers to returnees' reintegration counselling while four officers of the Ministry of Social Affairs directly provide social and psychosocial support. This approach supports government ownership and reduces its dependency on external funding and capacity.

In Nigeria, **IOM delegated part of the reintegration process and of the case management responsibilities to government**. Job counselling, business skills training and a first psycho-social assistance group session are implemented by NGO and government entities trained and supervised by IOM and deployed in the main areas of return. 'Case management expert teams' trained by IOM and comprised of government and NGO staff advise returnees on their reintegration/business plans. Lastly, IOM trained 'Monitoring and Evaluation expert teams' comprised of government and NGO staff who will, along IOM M&E staff, implement the reintegration monitoring and sustainability surveys.

## 5. AWARENESS RAISING

### 5.1. OBJECTIVES AND APPROACHES

This section addresses **the awareness-raising activities implemented by IOM Ghana under the EU-IOM Joint Initiative**, intending to inform and raise awareness about the risks of irregular migration, legal migration alternatives, employment opportunities, and social cohesion with other migrants or returning migrants. The overall objective being to **enable migrants and potential migrants to make informed decisions about their migratory journey and to sensitize communities on migration.**

Activities have been carried out in **six regions prone to outward migration and return**: Western, Greater Accra, Central, Bono, and Bono East (previously Brong Ahafo) and Ashanti, and have **targeted potential migrants, their friends and relatives, and school students.**

**IOM Ghana implemented several types of activities:**

- In person communication, in partnership with the Migrant Information Centers and local CSOs:
  - o Community outreach: Focus Group Discussions (FGD) in areas prone to migration and return; awareness raising sessions in communities and schools.
  - o Events: international migrants’ day (IMD) events, community football competition, concerts with Kofi Kinaata.
  - o Training on migration topics: journalists and community influencers trained on irregular migration.
- Mass media communication:
  - o The singer Kofi Kinaata, IOM’s Goodwill ambassador, released the songs “No Place Like Home” and “Behind the scenes”.
  - o Social media, radio, and TV broadcast with messages about the dangers of irregular migration and promotion of safe migration.
  - o National awareness raising campaign “No Place Like Home” with Now Available Africa.

Figure 15 gives an overview of the sample of beneficiaries interviewed in the **survey conducted by Altai Consulting in October 2020 in Ghana.**

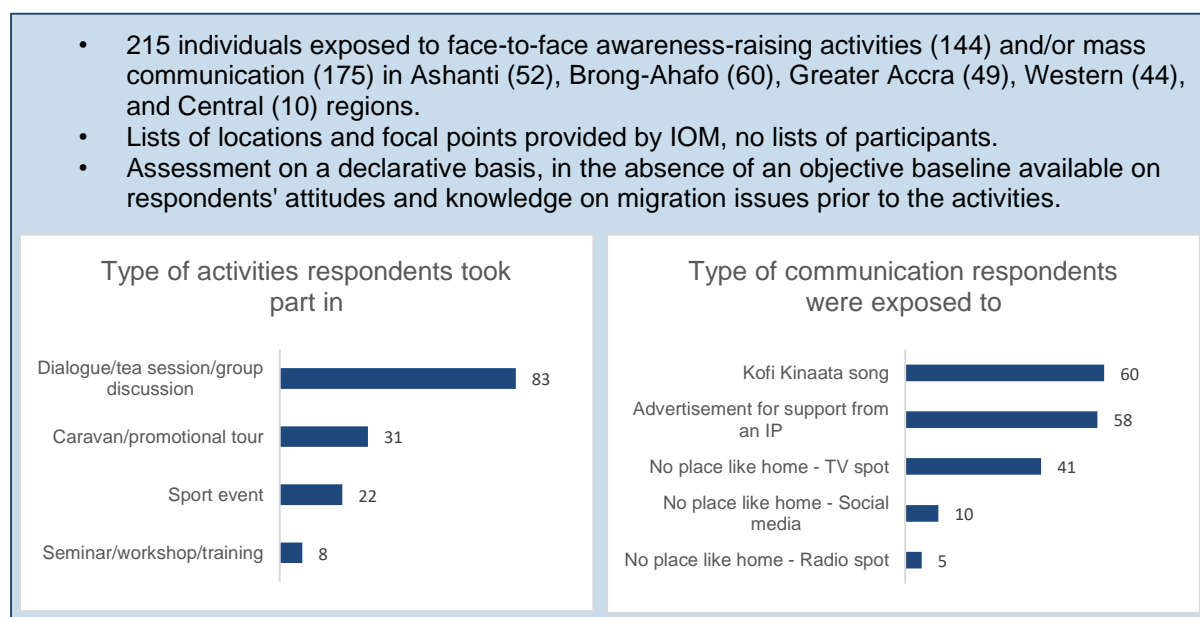


Figure 15: Interviews conducted in relation to Awareness Raising in Ghana

## 5.2. DESIGN AND TARGETING

**IOM Ghana capitalised on past studies and prior experiences raising awareness on migration while continuing efforts to update and renew them.** Through the awareness raising component of the GIMMA project (Annex 1.7), IOM assessed the baseline knowledge of target groups about the risks of irregular migration and legal alternatives, available information sources, and potential referral networks. Samuel Hall's community mapping specified areas prone to migration as well as preferred sources of information. Through further desk research and FGD with key stakeholders (from the government and civil society), IOM updated this information and further highlighted the community's role in the migration decision-making process. Extensive desk and field research was also conducted by the media agency Now Available Africa (NAA) in 2019 to understand these communities' migration-related context and pre-test and adapt communication materials for its national media campaign.

**The design of IOM's sensitisation activities reflects most of the conclusions and recommendations of these studies, which suggest the approach is relevant on many levels:**

- **The geographical targeting of regions and specific villages is pertinent** to their migration-prone context and the existing knowledge gaps about migration-related issues. National authorities have indeed welcomed IOM's carrying out activities in rural and remote areas where people lack information but are usually not accessible due to budget constraints.
- **IOM targets not only potential migrants but also their communities** since the aforementioned studies have demonstrated the significant financial and moral influence they yield over migrants' decision to leave Ghana and, more generally, to meet the need for people on the ground to constantly counterbalance the narrative of smugglers. This corroborates IOM's and Altai Consulting's analysis in other countries in the sub-region highlighting the peer-to-peer outreach approach's effectiveness and sustainability<sup>xv</sup>. IOM also focused some of its effort on designing school outreach campaigns, in order to address this issue as early as possible, since migratory intentions may be formed before adulthood.
- **IOM included positive messages on legal avenues for migration and on job opportunities** in Ghana on top of the usual communication about the risks of irregular migration. The campaign's slogan, "No Place Like Home", plays on the home's positive and emotional meaning that is very dear to Ghanaians, rather than aiming for a behavioural change based on fear and prohibition like previous campaigns may have done. Yet, most survey answers indicated that the or the communication revolved around risks associated with irregular migration only (190/317), suggesting that the other topics remain secondary. IOM indicated that some of its messages had been adapted with the COVID-19 pandemic to also encompass hand washing and waste disposal information.

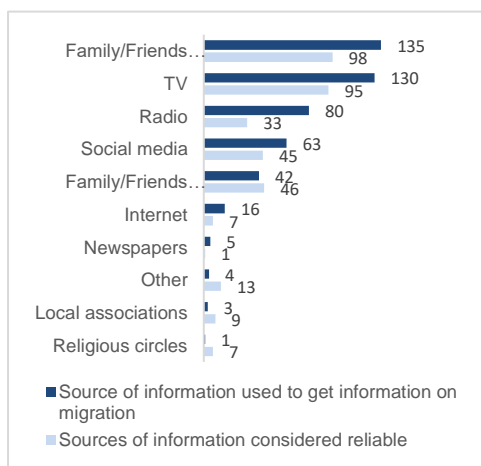


Figure 16: Preferred sources of information

- **To maximise the campaign's impact, IOM combined various local activities with mass communication, which allowed for a large-scale and continuous outreach.** The "No Place Like Home" media campaign and other TV and radio broadcasts complement grassroots organisations' efforts to raise awareness on migration, while other participatory events such as street art painting sessions and sports tournaments aim at fostering social cohesion and countering stigmatization affecting returnees. The use of traditional media (radio and TV) and networks (family and friends), which have been identified by Samuel Hall and Altai Consulting's surveys as respondents preferred (most used and most reliable) sources of information (Figure 16), is an appropriate way to ensure the message reaches and convinces the intended targets.



**The involvement of various national and local actors in the design and implementation phase both legitimised the messages conveyed by IOM and ensured a good level of appropriation by these actors.** Through JI coordination meetings, the GoG has been extensively involved in the campaigns' design process, especially the 'No Place Like Home' campaign. The third PSC and third TWG focused specifically on reviewing and validating NAA's communication materials to ensure the final version would have the desired / expected impact once rolled out. For instance, the NAA was asked to reword some of its texts to give a clearer indication of where people could look for further information and support. NAA recognised that all involved actors' feedback was crucial in having a well-crafted campaign that is as effective as possible but indicated that the process could have been more streamlined. It would have been interesting however to involve the diaspora, either through the DAU or the DAOP, since its role in the migration decision-making process and its high degree of legitimacy among the population had been documented<sup>xvi</sup>.

**While IOM's awareness-raising activities are relevant to the Ghanaian context, the absence of a national awareness-raising strategy complicates both the coordination of activities and the ownership of these good practices by national stakeholders.** While earlier IOM reports mention the development of a national awareness-raising strategy<sup>xvii</sup>, these documents mostly encompassed guidelines for the media campaign developed by NAA for IOM. While some actors such as the GIS already indicated they would like to use some of the visuals created by IOM in their campaigns on an *ad hoc* basis, others regretted the lack of a formalized awareness-raising framework in Ghana. The EUD indicated it felt it was unfortunate that a national strategy like those produced in the subregion by EUTF-funded actors (e.g., AECID in Mali) or governments themselves (e.g., in Cote d'Ivoire) had not been developed in Ghana. Those macro-level strategies initiated other players to take ownership of campaign tools and messages while harmonising awareness-raising efforts in the country, thus creating a national coherence and more significant impact.

### 5.3. IMPLEMENTATION

**During the project, IOM Ghana not only amplified its core awareness-raising activities but also diversified its targets and means of communication, allowing for a better dissemination of migration-related messages and a more local grounding (Figure 17).**

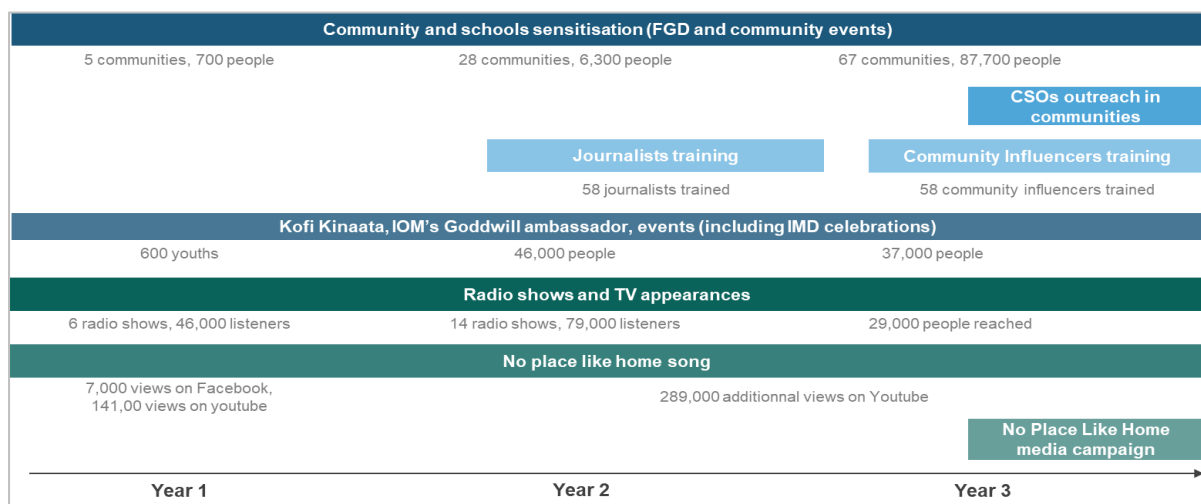


Figure 17: Overview of awareness raising activities conducted by IOM and its partners and their estimated reach.

**As IOM had intensified media communication and community events conducted by grassroots organisations since 2019, the COVID-19 pandemic did not significantly impact its awareness-raising activities in Ghana.** The various CSOs interviewed indicated that they reduced the number of attendees to abide by social distancing and enforced mask-wearing and hand sanitising but resumed implementing activities as soon as the government allowed it.

**The inclusion of government members, grassroots CSOs, returnees and community leaders in community outreach activities helped legitimise the messages conveyed by IOM:**

- IOM organised all outreach activities in partnership with the GIS, particularly the Migration Information Bureaus (MIBs), that have the mandate to sensitize the population on the dangers of irregular migration. This constant involvement strengthens the messages' credibility: as described in an interview with GIS, Ghanaians tend to "trust uniforms more than blue T-shirts".
- IOM selected CSOs to partner with based on their experience in the communities and the field of migration. For example, in 2015, BOK Africa Concern had studied the drivers of migration in the target communities with IOM and the GIS, followed by an awareness-raising and livelihood provision project. In addition to this, their local footprint enables these CSOs to adapt the message delivered to each community's specific context (language and tone).
- IOM Ghana and its partner CSOs work closely with local government structures and traditional leaders to carry out community awareness and sensitization work.
- Returnees participate in the activities, and stakeholders confirmed that their testimony helps strengthen the message on the risks of irregular migration.

**IOM's efforts to involve community stakeholders in the discussions encouraged the establishment of follow-up mechanisms enabling participants and non-participants to gather additional information after the activities.** IOM has involved community stakeholders such as traditional chiefs, returnees, influencers. BOK Concern Africa created chat groups with key community actors, on which people can ask questions. Answers are then relayed via the communities' megaphones. Similarly, the CSO Returnee Migrant Centre trained the assembly members and returnees who participated in their activities to continue to educate people on irregular migration and advocate against stigmatisation. They also set up phone lines and Whatsapp / Facebook chats for people to communicate with them. Similarly, IOM Ghana trained 58 community influencers to join their sensitisation events and further carry the discussions to their communities.

**Although IOM and its partners have made specific efforts to link awareness-raising activities with concrete opportunities (job- or migration-related) so that target groups can seek further assistance if needed or wanted, these remain mostly informal.** The participation of national authorities provides an opportunity for participants to learn directly about legal migration channels. The MIC and MIB are also a place people can go to get further information on migration as well as about local employment opportunities. The YEA could have been more involved in awareness-raising activities to systematically inform young people about its work integration programmes. Furthermore, the proximity of the CSOs recently put in charge of awareness-raising activities with vocational development programmes enables them to directly refer some participants. Survey results corroborate this: out of the 50 people who participated in a session mentioning employment opportunities, 44 received factual information on how to get a job, mostly about available training (39) and entrepreneurial programmes (39). Regrettably, however, there do not seem to be any synergies with or referrals towards the EUTF-funded GrEEEn and ARCHIPELAGO programmes to date. The national awareness campaign is also a way of reinforcing the messages conveyed during these information sessions and providing participants with further opportunities to learn more about them.

**As the number of actors involved in awareness-raising activities in Ghana remains relatively limited, overlaps have been avoided through informal cooperation.** The civil society organisations interviewed indicated that they work closely with other actors such as CARITAS or GIZ to prevent duplication of effort, particularly in geographical coverage. **Although the EUD has initiated a more formal collaboration** by bringing together the different actors concerned on an online collaborative platform (so that everyone can indicate their geographical areas and target groups), **actual usage of the platform has not been optimal, and the tool remains insufficient for the level of collaboration and coordination that might become necessary in the future.** Interviews corroborated that the platform's usage is mixed: while some rely on it heavily, others felt burdened by the addition of another tool. Nonetheless, all reported that this platform's chat feature has proven useful to communicate with other actors directly.

## 5.4. PARTICIPATION, SATISFACTION, AND FEEDBACK

**Implementing partners have indicated to Altai Consulting that numerous incentives are put in place** to motivate people to attend awareness-raising sessions (prior communication, food and drinks, and distribution of T-shirts). However, **our survey does not reflect such intense use of incentives:** out of the 144 participants interviewed, half (73) remembered prior communication, and 15% (22) remembered having had food and drinks, **but all reported the positive impact of these incentives in their participation.**

**IOM's implementing partners all reported positive reception and good engagement of the population in the awareness-raising activities.** The various civil society organizations interviewed all indicated that the population engaged well in the activities and that both participants and community leaders expressed their satisfaction and appreciation for the initiative: most would like to see it repeated and extended to other communities. Regarding the radio broadcasts, not only was there a satisfactory audience with numerous phone calls, but the radios themselves welcomed the initiative with open arms by offering discounts and free announcements to promote the community discussions. At the time of Altai Consulting's visit, the national media campaign was still underway, but NAA indicated that the engagement observed on social networks was excellent and that the feedback was positive for the time being. Finally, the Youtube comments<sup>xviii</sup> on Kofi Kinaata's central song reflect its positive reception among the Ghanaian population (Figure 18).



Figure 18: Youtube comments on Kofi Kinaata's song "No Place Like Home"

**Altai Consulting's survey corroborates this assessment.** Virtually all beneficiaries surveyed (142 out of 144) reported being either satisfied or very satisfied with their participation in the awareness-raising activity. All of them would likely or very likely participate again in such activities.

## 5.5. RESULTS AND IMPACT

**Making awareness-raising programmes' design and implementation relevant to the Ghanaian context resulted in a very high level of assimilation of the message.** Regardless of the communication medium, activity type, or topic, almost all respondents found the message conveyed easily understandable (313/318) and convincing (304/318), indicating that the messages' wording and language are indeed appropriate to each community context. This level of comprehension is directly reflected in that the same amount of people (308/317) indicated having learned something through the activity or the communication. Two-thirds (220/317) of respondents said they were already somewhat familiar with the topic but still learned something new.

**The results in terms of attitude change are, however, more mixed.** While IOM's survey indicated that 63% of attendees reported an increased awareness of irregular migration dangers<sup>xix</sup>, this figure was only 17% in the Altai Consulting survey, with 55% reporting no change in assessment of risks. Various factors may explain this: extremely high initial risk perception, social desirability bias in the IOM survey, recollection bias in Altai Consulting survey. Results are more optimistic regarding job

opportunities in the country: while 60% (67/112) of respondents exposed to messages related to employment opportunities already felt options were available in Ghana, this number rose to 85% (95/112) after receiving the communication. More specifically, all respondents (39/112) who thought that no opportunities matching their abilities were available in Ghana changed their minds on this issue after the activity/communication. Finally, although almost all respondents (97/104) already thought there were alternatives to irregular migration available to them, this number slightly rose after the activity/communication (102/104).

**The snowball effect of these activities and communications is nevertheless visible in the rates of information sharing and, to a lesser extent, the search for additional information.** Information sharing is exceptionally high on the topics of legal migration avenues (97/104) and employment opportunities (90/100) and still significant on migration-related risks (196/300) (Figure 19). This information's recipients are mostly the first and second circles of the respondent's network, including friends and family, neighbors, and community members (Figure 20). A similar but less pronounced trend can be observed regarding the search for additional information: a third of respondents indicated having sought complementary information on job opportunities and avenues for legal migration (respectively 42/102 and 36/104), and a quarter on migration-related risks (74/300) (Figure 19). However, few respondents sought further information from official sources: only 12 went to national authorities, 2 to the MIC, and 4 to an employment centre, thus highlighting a gap and area for improvement (Figure 20).

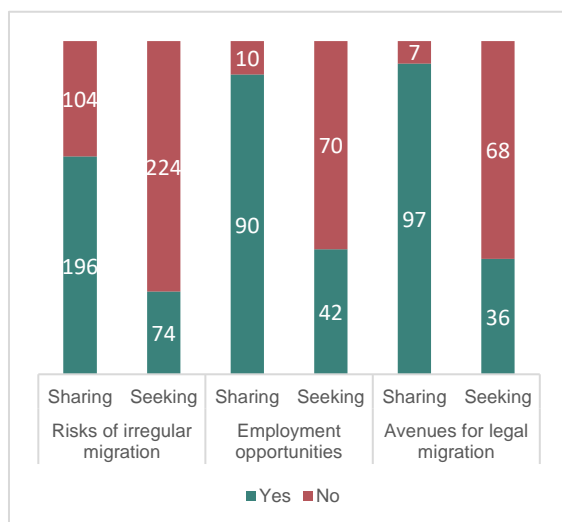


Figure 19: Dissemination of information following the activity/communication

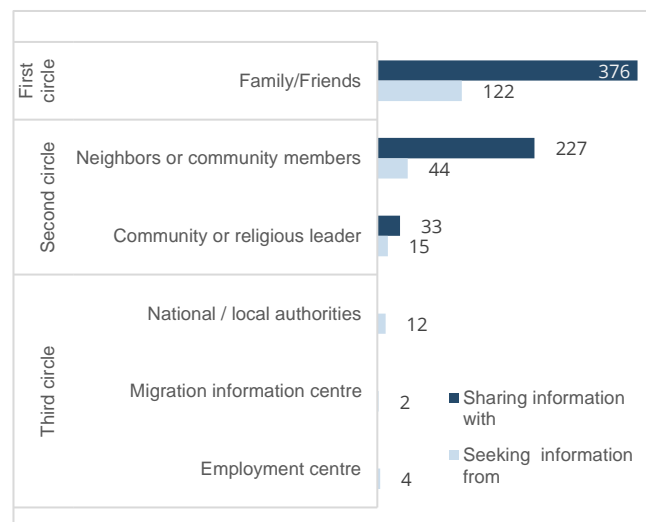


Figure 20: Recipients of information sharing and seeking

**Since respondents' willingness to migrate was already low, effects on migration intentions are not very noticeable.** A third of respondents (99/319) took concrete measures related to migration due to the campaign. These include deterring acquaintances from using a smuggler, looking for a job, contacting acquaintances abroad regarding the possibility of returning, and applying for a passport/visa. Willingness to migrate irregularly decreased (Figure 21), while the desire to migrate regularly remained the same, indicating that respondents may be more prone to finding opportunities in Ghana rather than abroad as a replacement for irregular travel.

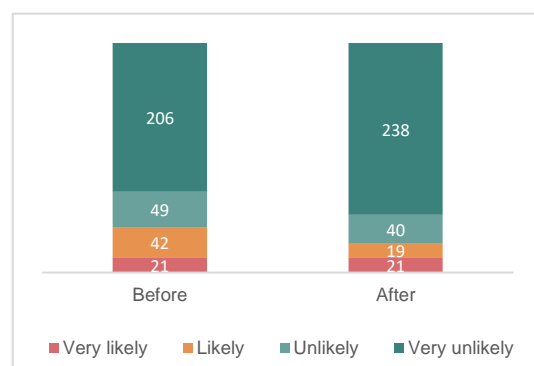


Figure 21: Likelihood that respondents will migrate irregularly

## 5.6. MONITORING & EVALUATION

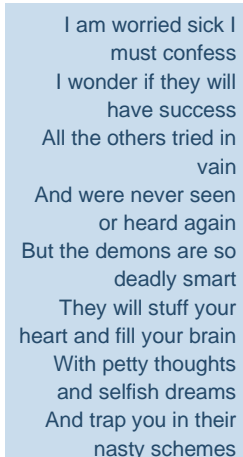
**Implementing partners are in charge of monitoring awareness activities but must use the standardised IOM tools on which they have been trained.** IOM Ghana has developed an awareness-raising event monitoring form that can be used with beneficiaries, community leaders, or as an observation form: typically, an event would result in ten beneficiaries, three leaders, and one observation being surveyed by implementing partners. The contracted CSOs also discuss with participants to get their qualitative views on the activities. Regarding the media campaign, NAA likewise manages monitoring and evaluation exercises: they are expected to produce monthly engagement reports of the campaign on social media (disaggregated by target groups) and conduct a final evaluation.

**The implementation of programmatic changes based on the lessons learned from these evaluations is possible but has not yet been realised.** IOM M&E team analyses the questionnaires and reports, and the main findings are shared during the PSC and TWG, and discussions of potential programming adjustments could then occur. Altai Consulting has not been informed of a formal impact assessment across activity types that would inform IOM's next awareness-raising programming.

## 5.7. SUSTAINABILITY

**The campaigns' sustainability can be achieved by two complementary levels: partners continuing to carry out activities and beneficiaries themselves continuing to spread the message:**

- **Despite capacity building efforts as well as a strong commitment, most actors remain unable to continue the awareness-raising activities without additional funds.** IOM has carried out some training for CSOs to respond effectively to future calls for proposals and thus obtain funds to continue activities. Despite the GIS's commitment to its mandate and IOM's support for setting up and training two additional MICs (in Takoradi and Tamale), stakeholders indicated that the lack of material and human resources remained a major obstacle.
- **Many stakeholders pointed to the campaigns' short duration as a threat to the awareness-raising activities' impact and durability.** NAA's campaign duration, three months, seems relatively short to achieve the desired impact. Civil society organisations pointed out the need to periodically undertake events in communities to ensure that the message "sticks", and they wish they had more time and resources to carry out activities in more villages.
- **By investing in the training of journalists, community influencers, and leading students, IOM has ensured the continued sharing of its messages in the target communities by turning recipients into actors of change.** The training of journalists ensures accurate coverage of migration-related stories in the press, and the training of community influencers ensures that people on the ground are also part of migration-related discussions. The discussion is now also present in schools, since some students who had benefited from an awareness session requested IOM's support to set up "Migration Clubs" to continue disseminating information on the dangers of irregular migration and opportunities in Ghana. IOM supported this initiative, and six student clubs are actively carrying out activities. They even started using creative ways to raise awareness, such as drama and poetry (Figure 22), demonstrating the success peer-to-peer initiatives can have. Similarly, Kofi Kinaata, IOM's goodwill ambassador, proposed another song, "Behind the scenes", dealing with the reality of life undocumented abroad.



I am worried sick I  
must confess  
I wonder if they will  
have success  
All the others tried in  
vain  
And were never seen  
or heard again  
But the demons are so  
deadly smart  
They will stuff your  
heart and fill your brain  
With petty thoughts  
and selfish dreams  
And trap you in their  
nasty schemes

Figure 22: Poem on irregular migration by a student



## 5.8. RECOMMENDATIONS AND GOOD PRACTICES FROM OTHER COUNTRIES

### 5.8.1. Recommendations

To IOM, it is recommended to:

- Continue efforts **to conduct activities in rural and remote areas** where people are typically less informed on the risks associated with irregular migration and alternative opportunities.
- Efforts to **engage traditional and religious leaders as well as returnees' associations** should be pursued.
- **Consider expanding the duration of the nation wide media campaign** “No Place Like Home”, including with additional content including Kofi Kinaata.
- **Explore opportunities to engage the diaspora** in awareness raising programmes.
- **Strengthen M&E systems for AR** in particular by having an independent M&E team conducting both baseline and endline surveys, as well as an **impact evaluation across campaigns to inform future programming.**

To national authorities, it is recommended to:

- **Initiate the development of a national awareness-raising strategy on migration** as per GoG Communication Plan.

To the EU, it is recommended to:

- Continue the push to **set up a sustainable coordination mechanism for awareness-raising actors in Ghana**, especially by redesigning the online tool for user friendliness and training actors on its usage.

### 5.8.2. Good practices from other countries

In Senegal and Guinea, the EUD funded a **television and web series on youth and migration**. Branded as ‘Tekki-Fii’ in Senegal (common branding for all EUTF IP awareness raising activities in the country), it was aired both on the number 1 national TV channel and social media.

In Nigeria, IOM created a **coordination group** which allowed to improve coordination and the quality of awareness-raising messaging, and drafted a **national migration awareness-raising strategy** for the country. The group meets on a quarterly basis to inform each other on respective on-going and planned activities in at least three states, which allows to avoid overlaps. Members received trainings on communications for development, social media and M&E for awareness-raising, which reportedly improved the overall quality of messaging. However, its membership is focused on IOM’s core partners and does not include some other relevant players. **In Mali, AECID commissioned the elaboration of a national information, communication and awareness-raising strategy** that will constitute a good basis for implementation by the ministry of Malians living abroad (MMEIA). The MMEIA was closely associated in the elaboration and validation process, ensuring a satisfying level of ownership.

IOM Cote d’Ivoire developed **training materials, implementation guides and other resources to facilitate the roll-out of awareness-raising activities and ensure/harmonise their quality**. These resources were also **distributed to field partners, women and youth associations targeted by these activities, and the regional committees against irregular migration** created by the General Directorate for Ivorian citizens Abroad, to order to promote the ownership and continuation of field activities independently from IOM funding.

# 1. ANNEXES

## 1.1. ACRONYM TABLE

<b>A2N</b>	Africa 2000 Network
<b>ADRA</b>	Adventist Development and Relief Agency
<b>AVRR</b>	Assisted Voluntary Return and Reintegration
<b>CCG</b>	Christian Council of Ghana
<b>COVID-19</b>	Coronavirus Disease 2019
<b>CRS</b>	Catholic Relief Services
<b>CSO</b>	Civil society organization
<b>DAOP</b>	Diaspora Affairs Office of the President
<b>DAU</b>	Diaspora Affairs Unit
<b>DEP</b>	Diaspora Engagement Policy
<b>DFID</b>	The Department for International Development
<b>DTM</b>	Displacement Tracking Matrix
<b>ECOWAS</b>	Economic Community of West African States
<b>ERRIN</b>	European Return and Reintegration Network
<b>EUD</b>	European Union Delegation
<b>EUTF</b>	European Union Emergency Trust Fund For Africa
<b>FGD</b>	Focus Group Discussions
<b>GGC</b>	Ghanaian-German Centre for Jobs, Migration and Reintegration
<b>GIMMA</b>	Ghana Integrated Management Approach
<b>GIS</b>	Ghana Immigration Services
<b>GIZ</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
<b>GNMC</b>	Ghanaian National Migration Commission
<b>GoG</b>	Government of Ghana
<b>Gov2Gov</b>	Government to Government
<b>ICMPD</b>	International Centre for Migration Policy Development
<b>IGA</b>	Income Generating Activity
<b>IMD</b>	International Migrants Day
<b>IOM</b>	International Organization for Migration
<b>IP</b>	Implementing Partner
<b>JI</b>	Joint Initiative

<b>LMP</b>	Labour Migration Policy
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MELR</b>	Ministry of Employment and Labour Relations
<b>MHPSS</b>	Mental health and psychosocial support
<b>MIC</b>	Migration Information Bureau
<b>MICR</b>	Migrant Information Centre for Returnees
<b>MiMOSA</b>	Migrant Management and Operational Systems Application
<b>MMB</b>	Migration Management Bureau
<b>Moi</b>	Ministry of Interior
<b>NAA</b>	Now Available Africa
<b>NADMO</b>	National Disaster Management Organization
<b>NBSSI</b>	National Board for Small Scale Industries
<b>NGO</b>	Non-governmental organization
<b>NMP</b>	National Migration Policy
<b>NVTI</b>	National Vocational Training Institute
<b>PSC</b>	Project Steering Committee
<b>PSS</b>	Psychosocial Support
<b>RFP</b>	Request for Proposals
<b>SLC</b>	Sahel and Lake Chad
<b>SNV</b>	Netherlands Development Organisation
<b>SOPs</b>	Standard Operating Procedures
<b>TPML</b>	Third Party Monitoring and Learning
<b>TVET</b>	Technical and Vocational Education and Training
<b>TWG</b>	Technical Working Group
<b>UNCDF</b>	United Nations Capital Development Fund
<b>YEA</b>	Youth Employment Agency

## 1.2. LIST OF KEY INFORMANTS INTERVIEWS

Type of actor	Organisation	Position	Date
EUTF	EUD	EUTF Programme Officer	September 22 <sup>nd</sup> 2020
IP	ICMPD	Project Manager – Strengthening border security in Ghana	September 23 <sup>rd</sup> 2020
IP	Archipelago	Project Manager (TU Delft)	September 25 <sup>th</sup> 2020
		Field Director (TU Delft)	
		General Manager (Holland Greentech)	
		Business Developer (Holland Greentech)	
		Project Input Coordinator & Business Developer (Holland Greentech Ghana)	
Other actor	Caritas Ghana	CEO	September 25 <sup>th</sup> 2020
Other actor	ICPMD	Local Coordinator, ERRIN	September 25 <sup>th</sup> 2020
IP	SNV & UNCDF	Associate Expert (UNCDF)	September 25 <sup>th</sup> 2020
		Financial Inclusion Specialist (UNCDF)	
		Project Manager (SNV)	
		Senior Monitoring and Evaluation Advisor (SNV)	
Other actor	Caritas Ghana	APIMA Project Officer	September 28 <sup>th</sup> 2020
Partner NGO	Africa 2000 Network	Executive director	September 29 <sup>th</sup> 2020
		Project officer	
Partner NGO	Bella Teaching foundation	Country representative / Project coordinator	September 29 <sup>th</sup> 2020
Governmental partner	Diaspora Affairs Bureau	Director of Diaspora Affairs Bureau	September 29 <sup>th</sup> 2020
Partner advertising company	Now Available Africa	Director of client services	September 29 <sup>th</sup> 2020
		Senior account manager	
		Creative director	
Other actor	AG Care	Reintegration Officer	September 30 <sup>th</sup> 2020
IP	IOM	Project Manager	September 30 <sup>th</sup> 2020
		Project Development and Reporting Officer	
		Project Manager ad interim	

		Reintegration assistant	
		Awareness raising assistant	
		Monitoring & Learning assistant	
Other actor	<b>GIZ</b>	Project Manager and Head of the Ghanaian-German centre for jobs migration and reintegration	October 1 <sup>st</sup> 2020
Partner organisation	<b>Kumasi Hive</b>	Business Associate	October 1 <sup>st</sup> 2020
Partner NGO	<b>Challenges Group Ghana</b>	Country representative / Project coordinator	October 2 <sup>nd</sup> 2020
		Project associate	
IP	<b>SNV &amp; UNCDF</b>	Local Community and Development Officer (UNCDF)	October 2 <sup>nd</sup> 2020
		Skills Development Advisor (SNV)	
		Project Manager	
Partner organisation	<b>Kumasi Business Incubator</b>	Head of KBI	October 2 <sup>nd</sup> 2020
Governmental partner	<b>Ministry of Interior</b>	Director, policy Planning, Monitoring, Budget, and Evaluation - EUTF Project Co-chair	October 8 <sup>th</sup> 2020
Governmental partner	<b>Youth Employment Agency</b>	Director of Research	October 12 <sup>th</sup> 2020
Partner NGO	<b>BOK Africa Concern</b>	Executive Director	October 12 <sup>th</sup> 2020
Governmental partner	<b>Ghana Immigration Services</b>	Head of Migration Management Bureau	October 12 <sup>th</sup> 2020
Governmental partner	<b>NADMO</b>	Director of Migration Department	October 12 <sup>th</sup> 2020
		IOM focal point at the Migration Department	
Partner NGO	<b>Returnee Migrant Centre</b>	Co-founder	October 2020
Partner NGO	<b>CARD</b>	Focal Person	October 2020
Partner NGO	<b>Top Vision</b>	Director	October 2020
Other actor	<b>GIZ</b>	Component Leader - Economic Development and Migration	October 21 <sup>st</sup> 2020
Other actor	<b>Pôle Emploi</b>	Migr'action Project Manager	December 4 <sup>th</sup> 2020
<b>47 Key informants interviewed</b>			



### 1.3. LIST OF COLLECTED DOCUMENTS

Organisation / Author	Date	Title
Migration Policy Institute	2006	Ghana: Searching for Opportunities at Home and Abroad
Centre for Migration Studies – University of Ghana	2008	Migration Country Paper (Ghana)
MAFE	2013	Changing patterns of Ghanaian migration
IOM	2019	Migration in Ghana: A Country Profile 2019
Cape Coast Technical University - KNUST	2013	Technical and Vocational Education and Training in Ghana: A Tool for Skill Acquisition and Industrial Development
Kumasi Technical University	2014	The Impact of TVET on Ghana's Socio-Economic Development: A Case Study of ICCES TVET Skills Training in Two Regions of Ghana
World Bank	2014	Demand and Supply of Skills in Ghana
RMIT University, Australia	2018	Skilled labour shortage: a qualitative study of Ghana's training and apprenticeship system
Government of Ghana Ministry of Youth and Sports	2010	National Youth Policy
Government of Ghana National Development Planning Commission	2015	Ghana Shared Growth and Development Agenda (GSGDA) II
Government of Ghana Ministry of the Interior	2015	Developing a Migration Policy to Integrate Migration into the National Development Framework for Ghana – Info Sheet
Government of Ghana Ministry of the Interior	2016	National Migration Policy for Ghana
Government of Ghana Ministry of Employment and Labour Relations	2018	Labour Migration Policy
Government of Ghana Diaspora Affairs Bureau	2014	Diaspora Engagement Initiative of the Ministry of Foreign Affairs and Regional Integration
Government of Ghana Ministry of Foreign Affairs and Regional Integration	2019	Draft – Diaspora Engagement Policy for Ghana
Government of Ghana	2020	Standard Operating Procedures for Reintegration of Returnees in Ghana
Centre for Migration Studies - University of Ghana	2014	Diaspora and Migration Policy and Institutional Frameworks Ghana Country Report
ICMPD	2015	A survey on Migration Policies in West Africa

<b>IOM</b>	2019	City of Accra - Profile 2019 - Local Migration Governance Indicators
<b>IOM</b>	2018	Migration Governance Snapshot: the Republic of Ghana
<b>GIZ</b>	2019	Diaspora Engagement - Self-Assessment
<b>MADE West Africa project</b>	2018	Promoting the positive potential of migrants for development: the case of Ghana and Sierra Leone
<b>MADE West Africa project</b>	2018	Assessment of the implementation of the ECOWAS free movement protocol in Ghana and Sierra Leone
<b>MADE West Africa project</b>	2019	Ghana Roadmap towards the engagement of diaspora in development
<b>MADE West Africa project</b>	2019	Ghana Roadmap towards promoting intra-regional migration for development
<b>European Migration Network</b>	2019	Migration and Communication: Information and Awareness-raising campaigns in countries of origin and transit – Briefing Paper
<b>University of Ghana</b>	2019	An analysis of Ghana's approaches towards addressing irregular Trans-Saharan migration to Europe
<b>Samuell Hall</b>	2018	Mapping and Socio-Economic profiling of communities of return in Ghana
<b>IOM</b>	2013	Reintegration Opportunities in Ghana for Returnees from European Countries. REINTEGR-ACTION – Pilot Initiative to Test Feasible and Sustainable Joint Reintegration Measures from the EU
<b>IOM</b>	2018	GIMMA Project final narrative report
<b>IOM</b>	2018	GIMMA Project final evaluation report
<b>IOM</b>	2016	Action Document for the EU Trust Fund - T05-EUTF-SAH-REG-08
<b>IOM</b>	2019	EU-IOM JI Biannual Reintegration report #1
<b>IOM</b>	2019	EU-IOM JI Biannual Reintegration report #2
<b>IOM</b>	2020	EU-IOM JI Biannual Reintegration report #3
<b>IOM</b>	2021	EU-IOM JI Biannual Reintegration report #4
<b>IOM</b>	2018	Interim Narrative Report to the European Union (EU) EUTF -IOM Joint Initiative: Regional Action for the Sahel and Lake Chad
<b>IOM</b>	2020	Interim Narrative Report to the European Union (EU) EUTF -IOM Joint Initiative: Regional Action for the Sahel and Lake Chad
<b>IOM</b>	2018	Interim Narrative Report to the European Union (EU) EUTF -IOM Initiative for Migrant Protection and Reintegration: Ghana
<b>IOM</b>	2019	Second Interim Narrative Report to the European Union (EU) EUTF -IOM Initiative for Migrant Protection and Reintegration: Ghana
<b>IOM</b>	2020	Third Interim Narrative Report to the European Union (EU) EUTF -IOM Initiative for Migrant Protection and Reintegration: Ghana

<b>IOM</b>	2020	Evaluation of reintegration activities in the Sahel and Lake Chad Region
<b>IOM</b>	2020	EU-IOM JI Lessons Learnt and Recommendations for Future Programming
<b>IOM</b>	2020	The Socio-Economic Impact of COVID-19 on Migrants in Ghana
<b>IOM</b>	2019	Migration and communication: Information and Awareness-raising Campaigns in Countries of Origin and Transit
<b>IOM</b>	2019	Campagne Migrants as Messenger (MaM) - L'impact de la communication entre pairs sur les migrants potentiels au Sénégal
<b>IOM</b>	2020	Promoting Safe Migration in 2020 - West and Central Africa
<b>IOM</b>	2021	Sub-regional study on the debt of migrants assisted with voluntary return and its impact on the sustainability of reintegration in countries of origin
<b>Now Available Africa</b>	2019	Inception report – Development and Implementation of a National Multi-media Awareness Raising Campaign
<b>Now Available Africa</b>	2019	Baseline report – Development and Implementation of a National Multi-media Awareness Raising Campaign
<b>Now Available Africa</b>	2019	Creative Work: Communications Campaign Deliverables
<b>Africa 2000 Network</b>	2019	General Orientation and Counselling Workshop - Presentation
<b>Challenges Ghana</b>	2019	Curriculum
<b>Bella Teaching Foundation</b>	2019	Curriculum
<b>SNV / UNCDF</b>	2018	Action Document for the EU Trust Fund - T05-EUTF-SAH-GH-02
<b>SNV</b>	2020	GrEEEn Inception report
<b>ICMPD</b>	2018	Action Document for the EU Trust Fund - T05-EUTF-SAH-GH-01
<b>ICMPD</b>	2019	Ghana Immigration Service – Migration Information Centre for Returnees (MICR) – Project Leaflet
<b>ARCHIPELAGO</b>	2019	Action Document for the EU Trust Fund - T05-EUTF-SAH-REG-15
<b>ARCHIPELAGO</b>	2020	Horticulture for a Brighter Future in Ghana – Project Info Sheet
<b>ARCHIPELAGO</b>	2020	Developing a thriving and inclusive green economy in Ghana – Project Info Sheet
<b>ARCHIPELAGO</b>	2020	Needs Assessment Report - Horticulture for a Brighter Future in Ghana
<b>ARCHIPELAGO</b>	2020	PROPOSAL Assignment to involve lead farmers in and around Kumasi to boost the horticulture sector
<b>ARCHIPELAGO</b>	2020	Minutes of ARCHIPELAGO meeting for COVID adaptation and way forward
<b>CARITAS</b>	2018	APIMA Briefing paper
<b>CARITAS</b>	2020	Rising from resilient roots – PSS training
<b>65 documents collected</b>		

## 1.4. SELECTION AND CHARACTERISTICS OF THE INTERVIEWED RETURNEES

### 1.4.1. Return and reintegration survey - methodology

Return and reintegration surveys involved the interviews of **272 returned migrants** (during TPML cycle 3) who benefited from a return and/or reintegration assistance funded under the JI.

- ✓ **Quantitative targets:** 300 interviews
- ✓ **Regions covered:**
  - Priority: Greater Accra, Ashanti, Bono, Bono East, Western, Central
  - Complementary phone interviews: Eastern, Northern, Upper East, Upper West, Volta
- ✓ **Survey eligibility criteria:**
  - Ghanaian citizens;
  - 18 years old and over;
  - Living in an area logistically accessible;
  - Beneficiary from a return and/or reintegration assistance funded under the JI.
- ✓ **Beneficiaries' selection:**
  - IOM provided Altai Consulting with a list of 288 beneficiaries who agreed to be interviewed by our team, though when using this list, the interviewing team encountered some difficulties in reaching beneficiaries:
    - 26 beneficiaries were not located in regions where the survey team was dispatched;
    - One phone number was in the wrong format (one missing digit);
    - Many phone numbers duplicates were found: 22 beneficiaries shared nine phone numbers;
    - Overall difficulties to reach beneficiaries: when called again by Altai Consulting, many respondents were either unreachable or not interested in participating.
  - In light of this, IOM provided Altai Consulting with an additional 69 contacts in October, and the team resorted in snowballing (approximately three-quarters of the sample). While the additional list of 50 beneficiaries received in November 2020 could have made it possible to reach the target of 300 beneficiaries surveyed, it was unfortunately received after the end of the surveyors' contract.
- ✓ **Possible biases:**
  - Methodological bias. **No systematic sampling was possible, and as such the collected data are indicative of the situation of Ghanaian returnees but cannot be considered to be statistically representative** (in particular, interviewees were still in the country, reachable and willing to conduct the interview). As a mitigation measure, enumerators were asked to select respondents so as to represent a variety of experiences (avoid interviewing too many people in the same location, in the same group of friends, etc.).
  - Bias related to the nature of the survey. It is possible that respondents exaggerated their dissatisfaction in the hope of receiving additional assistance in the future. As a mitigation measure, the survey introduction clarifies the independent status of enumerators and the fact that no answer can influence future assistance received.
  - Social-desirability bias. It is possible that respondents would choose their answer as a way to be viewed positively, for example by emphasizing good behavior. As a mitigation measure, enumerators were trained to ensure the anonymity and confidentiality of answers.

## 1.4.2. Return and reintegration survey – respondents' profile

### Demographics

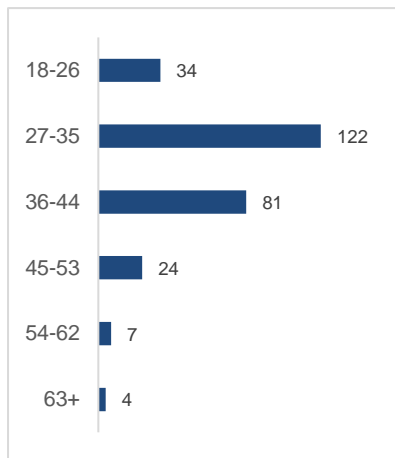


Figure 23: RR respondent's age repartition

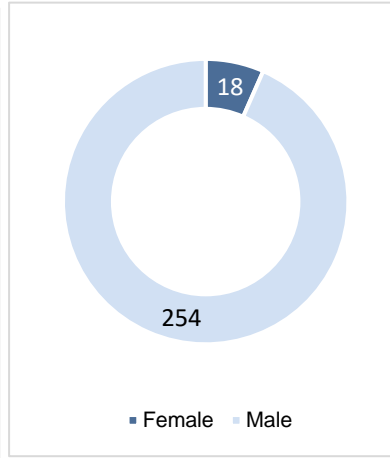


Figure 24: RR respondent's gender repartition

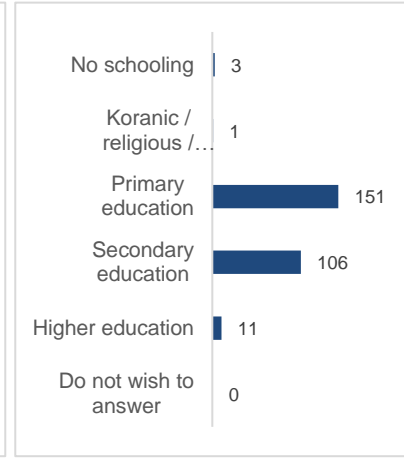


Figure 25: RR respondent's education level

### Migration history

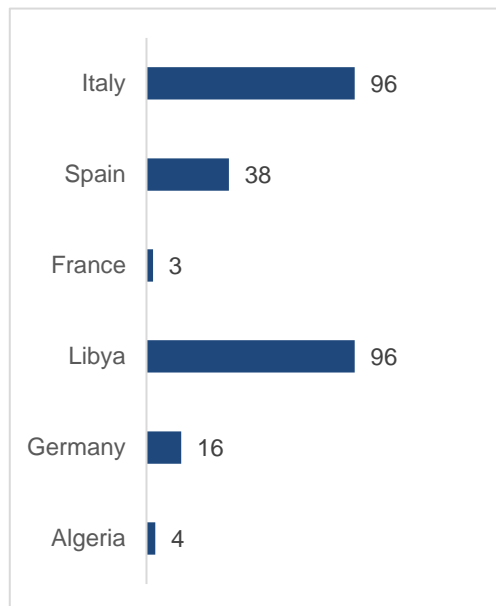


Figure 26: Intended destination country

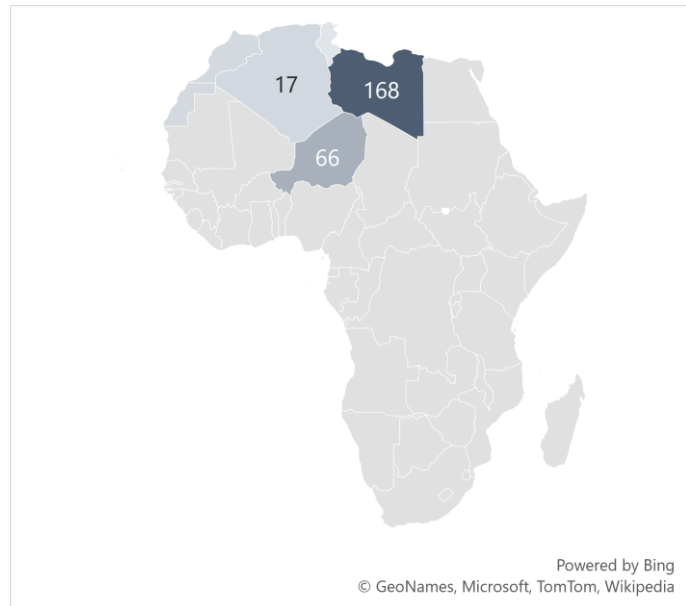
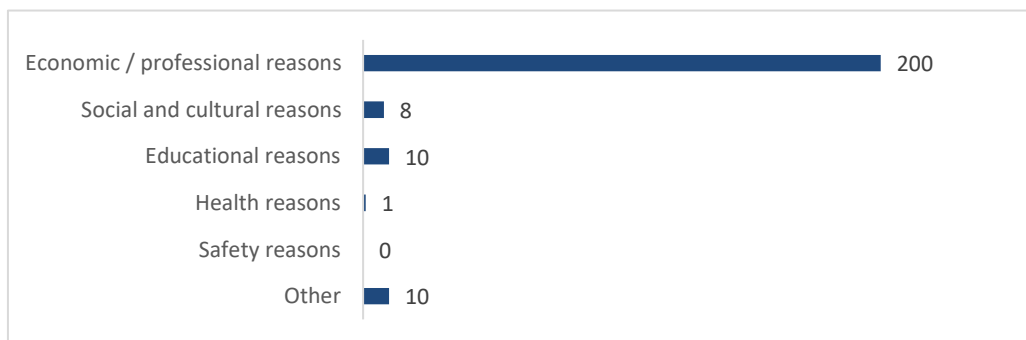


Figure 27: Countries from which the respondent returned



SSSS

Figure 26: Reasons for respondent's departure



### 1.4.3. Awareness-Raising survey - methodology

Surveys involved interviews of **215 people who were exposed to an awareness raising activity** (either in person or through mass-media campaigns) implemented by IOM in Ghana.

- ✓ **Quantitative targets:** 200 interviews.
- ✓ **Regions covered:** Brong-Ahafo, Ashanti, Greater Accra, Western, and Central.
- ✓ **Survey eligibility criteria:**
  - Ghanaian citizens;
  - 18 years old and over;
  - Living in an area logistically accessible;
  - Having participated in a sensitisation activity implemented by IOM Ghana and/or having been exposed to a mass communication campaign implemented by IOM Ghana.
- ✓ **Beneficiaries' selection:**
  - IOM Ghana provided Altai Consulting with a list of sensitization activities to take place during the time of the survey, as well as a list of focal points in charge of organizing future and past activities. Respondents were interviewed either right after the conduct of the activity, or after focal points provided the team with information allowing enumerators to identify them. Snowballing was also used to reach the target.
- ✓ **Possible bias:**
  - **Methodological bias:** **No systematic sampling was possible, and as such the collected data are indicative of the situation of beneficiaries of JI AR activities in Ghana but cannot be considered to be statistically representative.** As a mitigation measure, enumerators were asked to select respondents so as to represent a variety of experiences (avoid interviewing too many people in the same location, in the same family or group of friends, etc.).
  - **Social-desirability bias:** It is possible that respondents would choose their answer to be viewed positively, for example by emphasizing good behavior. As a mitigation measure, enumerators were trained to ensure the anonymity and confidentiality of answers.

### 1.4.4. Awareness-raising survey – respondents' profile

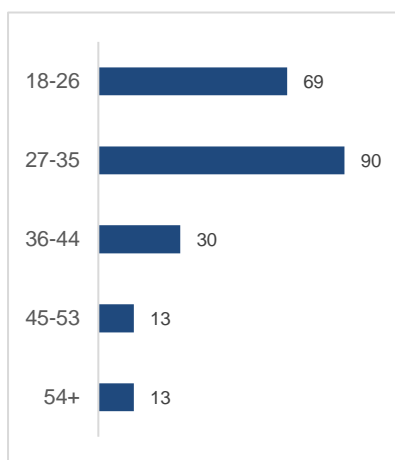


Figure 29: AWR respondent's age repartition

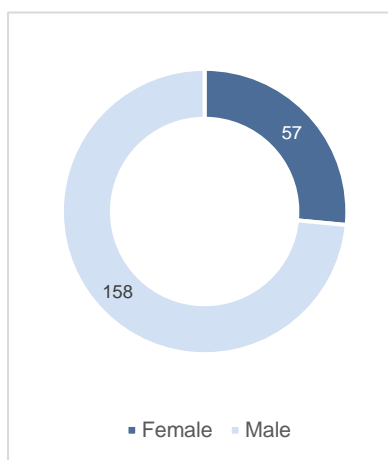


Figure 30: AWR respondent's gender repartition

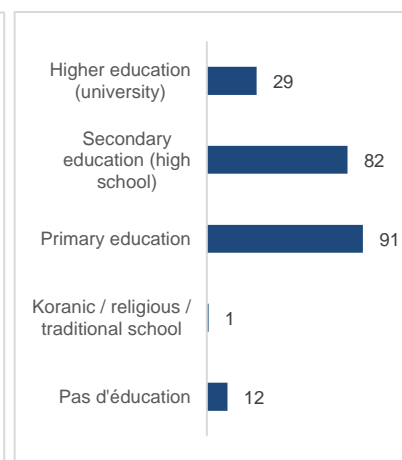


Figure 31: AWR respondent's education level

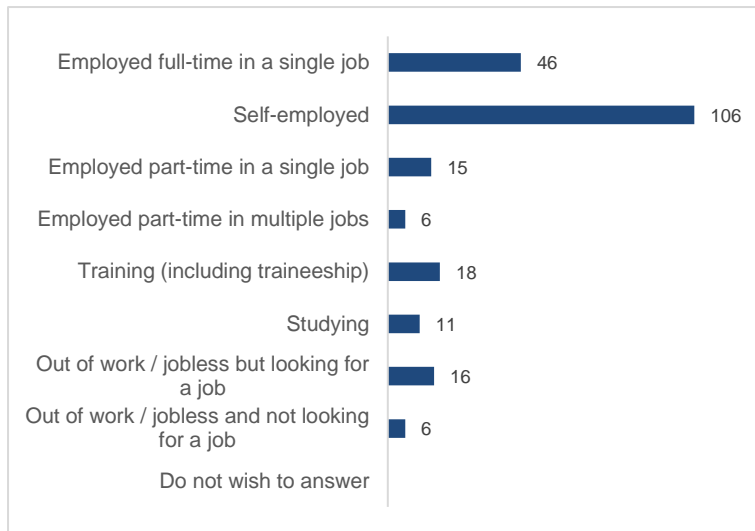


Figure 32: AWR respondent's employment situation

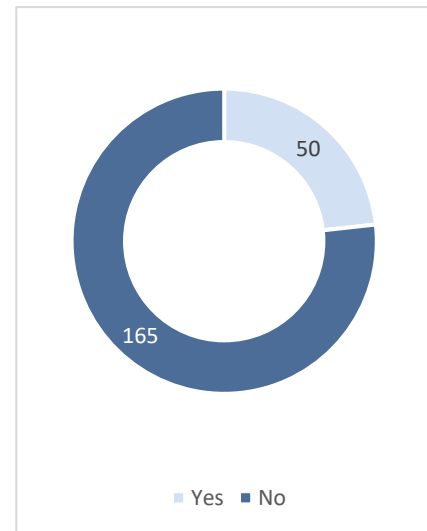
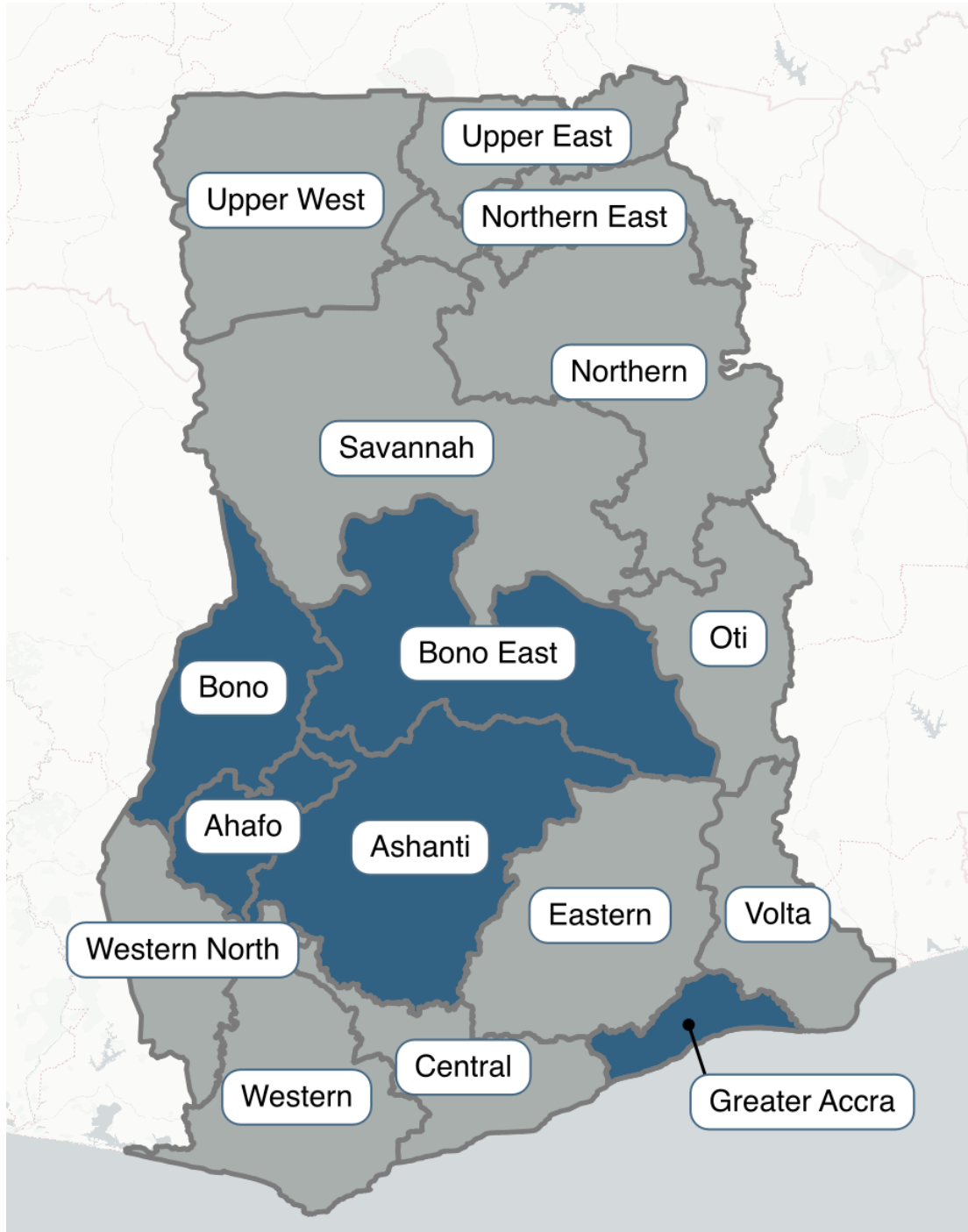


Figure 33: Proportion of returnees among AWR respondents

#### 1.4.5. Consent and data protection (both surveys)

- Enumerators were trained on key ethical principles to be followed during the data collection.
- Data is collected through the ODK collect software on tablets or smartphones protected by a password. Once submitted, the data is stored on a secure server with restricted access (only the Altai Consulting TPML team has access to it).
- Respondents are informed about the anonymity and confidentiality with which their data will be treated, both at the beginning and at the end of the interview. Their consent is requested before the interview starts.
- In order to protect the identity of persons interviewed, their full name is not collected. Their phone number is collected if they consent to it for a potential future contact. All other collected information is treated with confidentiality.

1.5. MIGRATION-PRONE REGIONS IN GHANA



## 1.6. OVERVIEW OF MAIN NON-EUTF FUNDED REINTEGRATION ACTORS IN GHANA

	<b>GGC (GIZ)</b>	<b>Caritas Ghana (CRS)</b>	<b>AG Care (Caritas Belgium (ERRIN))</b>
<b>Description</b>	Funded by GIZ since 2017 under the regional project “Migration for Development”.; for	Church-based NGO	Church-based NGO, implementing partner of Caritas Belgium (service provider to ERRIN) in Ghana
<b>Location</b>	Accra	Nkoranza and Techiman (Brong Ahafo)	Accra
<b>Target groups</b>	<ul style="list-style-type: none"> <li>• Migrants (not only Ghanaian nationals) who want to return from Germany to Ghana – or any other returnees interested.</li> <li>• MELR</li> </ul>	<ul style="list-style-type: none"> <li>• Non-IOM returnees</li> <li>• Potential Migrants</li> <li>• GoG</li> </ul>	<ul style="list-style-type: none"> <li>• Returnees assisted with the ERRIN network (esp. Germany, Denmark, UK), incl. forced returnees</li> </ul>
<b>Primary activities</b>	<ul style="list-style-type: none"> <li>• Provides counselling on job opportunities, apprenticeships, and trainings in Ghana; Support for business start-ups in Ghana; Advice on the options for regular migration</li> <li>• Referrals towards IOM (especially for PSS), GIZ bilateral project (employment), CSOs, Ministry of Employment and Labour Relations (MELR).</li> <li>• Skills development</li> <li>• Capacity building for MELR</li> <li>• Sensitisation</li> </ul>	<ul style="list-style-type: none"> <li>• Advocacy towards implementation of NMP</li> <li>• Service delivery to potential migrants and returnees: <ul style="list-style-type: none"> <li>○ Meet and Greet serviceCommunity-based PSS</li> <li>○ “Community service” (equivalent to CfW)</li> <li>○ TVET and life skills training</li> </ul> </li> <li>• Community sensitisation around irregular migration <ul style="list-style-type: none"> <li>○ Drama group</li> <li>○ Discussions</li> <li>○ Radio</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Meet and greet service</li> <li>• Counselling and Guidance</li> <li>• Accomodation support</li> <li>• Social network</li> <li>• Micro business start-up support</li> <li>• Education assistance</li> <li>• TVET</li> </ul>
<b>Potential areas for collaboration with IOM</b>	<ul style="list-style-type: none"> <li>• Job Counselling and Orientation</li> <li>• Skills development</li> </ul>	<ul style="list-style-type: none"> <li>• Community-based PSS</li> <li>• Awareness-raising</li> </ul>	-

## 1.7. PREVIOUS IOM PROJECTS RELATED TO AVRR AND AWARENESS-RAISING

	REINTEGR-ACTION	GIMMA
<b>Full Name</b>	Reintegration Opportunities in Ghana for Returnees from European Countries. REINTEGR-ACTION – Pilot Initiative to Test Feasible and Sustainable Joint Reintegration Measures from the EU	Ghana Integrated Migration Management Approach (GIMMA) Project
<b>Donors</b>	European Return Fund under Community Actions 2010	10th European Development Fund (EDF) of the European Union (EU)
<b>Budget</b>	?	EUR 3,000,000
<b>IP</b>	IOM Missions in Malta, Germany, the Netherlands and Ghana <sup>12</sup>	IOM Ghana and Ghana Immigration Services
<b>Period</b>	2013	1 June 2014 – 31 December 2017
<b>Genesis</b>	Many Ghanaian migrants have the intention of coming back home. However, uncertainty exists as to how they can successfully reintegrate into their various communities	GIMMA is based on the priorities identified by the GSGDA; the gaps and needs expressed in the GIS Strategic Plan 2011-15; the recommendations of previously implemented projects; and most importantly, the extensive consultation process conducted during the development of the NMP.
<b>Objectives</b>	<p>Assess the current socio-economic climate of Ghana, economic and social policies of the GoG, opportunities for the reintegration of returnees from European countries, focusing on:</p> <ul style="list-style-type: none"> <li>○ Employment opportunities (SMEs setting up, including good practices for the creation of returnees' cooperatives, vacancies in the public, private and NGO sector) and relevant service providers;</li> <li>○ TVET opportunities;</li> <li>○ PSS needs and relevant service providers;</li> <li>○ Set up a practical guide to returnees to facilitate their reintegration in Ghana.</li> </ul>	<ul style="list-style-type: none"> <li>● Capacity building for officials at the forefront of migration management to effectively manage borders: <ul style="list-style-type: none"> <li>○ Legal reference handbook development</li> <li>○ Establishment of an IT laboratory</li> <li>○ Restructuring of GIS training</li> <li>○ Support to improve the physical structures, equipment and capacities of Border Patrol Units</li> </ul> </li> <li>● Information outreach: <ul style="list-style-type: none"> <li>○ Restructuring of the Migration Information Bureau (MIB) and Migration Consultation Centre (MCC)</li> <li>○ Information outreach</li> <li>○ Support to livelihood enhancement activities (not fully implemented)</li> </ul> </li> <li>● Establishment of a national database for effective migration related policy making activities. <ul style="list-style-type: none"> <li>○ Establishment of a national migration data sharing framework</li> <li>○ Migration data collection and analysis</li> <li>○ Updating of the Migration Profile</li> </ul> </li> </ul>

<sup>12</sup> Research has been conducted by a team of researchers from KNUST, and in cooperation with external partners: the German Federal Office for Migration and Refugees, the Ministry for Home Affairs and National Security of the Republic of Malta, the Ministry of Foreign Affairs of the Kingdom of the Netherlands, the National Disaster Management Organization of the Republic of Ghana and the Research and Counseling Foundation for African Migrants.



## 1.8. IOM REINTEGRATION IMPLEMENTING PARTNERS

Implementing partner	Type	Area of support	Region	# returnees
Christian Council Ghana (CCG)	NGO	Counselling and business set up	National	150
Bella Teaching Foundation	NGO	Entrepreneurial skills training	Greater Accra	20
National Vocational Training Institute (NVTI)	Governmental agency	TVET	Western	9 (+16 non-returnees)
Challenges Group Ghana	NGO	Business and employability skills training	Ashanti	50
Adventist Development and Relief Agency (ADRA)	NGO	Counselling, entrepreneurship training, business set up support	National	200
Africa 2000 Network (A2N)	NGO	Counselling, entrepreneurship training, business set up support	Northern, Greater Accra	50

i Migration in Ghana, A country profile 2019, IOM, 2020.

ii IOM website, Nov 2020, <https://www.iom.int/news/iom-charter-flight-brings-home-over-150-ghanaians-libya>

iii Interim Narrative Report to the European Union - EUTF-IOM Initiative on Migrant Protection and Reintegration: Ghana, June 2018.

iv Reintegration Opportunities in Ghana for Returnees from European Countries. REINTEGR-ACTION – Pilot Initiative to Test Feasible and Sustainable Joint Reintegration Measures from the EU, IOM, 2013.

v Third Interim Narrative Report to the European Union (EU) EUTF -IOM Initiative for Migrant Protection and Reintegration: Ghana, IOM, 2020.

vi Reintegration Opportunities in Ghana for Returnees from European Countries. REINTEGR-ACTION – Pilot Initiative to Test Feasible and Sustainable Joint Reintegration Measures from the EU, IOM, 2013.

Mapping and Socio-Economic profiling of communities of return in Ghana, Samuel Hall, 2018.

vii Demand and Supply of Skills in Ghana, The World Bank, 2014.

Skilled labour shortage: a qualitative study of Ghana's training and apprenticeship system, RMIT University, 2018.

viii EU-IOM JI Biannual Reintegration report #4, IOM, 2021

ix GIMMA Project final evaluation report, IOM, 2018

x EU-IOM JI Biannual Reintegration report #4, IOM, 2021.

xi Sub-regional study on the debt of migrants assisted with voluntary return and its impact on the sustainability of reintegration in countries of origin, IOM, 2021.

xii Sub-regional study on the debt of migrants assisted with voluntary return and its impact on the sustainability of reintegration in countries of origin, IOM, 2021.

xiii Mapping and Socio-Economic Profiling of Communities of Return in Ghana, Samuel Hall, December 2018.

xiv Migration in Ghana, A country profile 2019, IOM, 2020.

xv Campagne Migrants as Messenger (MaM) - L'impact de la communication entre pairs sur les migrants potentiels au Sénégal, IOM, 2019.

xvi Mapping and Socio-Economic Profiling of Communities of Return in Ghana, Samuel Hall, December 2018.

xvii First Interim Narrative Report to the European Union (EU) EUTF -IOM Initiative for Migrant Protection and Reintegration: Ghana, IOM, 2020.

Second Interim Narrative Report to the European Union (EU) EUTF -IOM Initiative for Migrant Protection and Reintegration: Ghana, IOM, 2020.

xviii <https://www.youtube.com/watch?v=oFukHyBS1YU> , consulted Feb 1st 2021.

xix Second Interim Narrative Report to the European Union (EU) EUTF -IOM Initiative for Migrant Protection and Reintegration: Ghana, IOM, 2020.