



MAPPING AND
SOCIO-ECONOMIC PROFILING
OF COMMUNITIES OF RETURN
IN GHANA

SYNTHESIS
REPORT

2018



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

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I. CONTEXT, OBJECTIVES AND METHODOLOGY

Despite a safe and stable socio-political environment, young Ghanaians risk their lives through irregular migration routes in search of better livelihoods. In 2018, 213 Ghanaians arrived in Italy by boat – a sharp decrease from 2016 (5,636 arrivals).¹

Though Ghana is expected to have one of the worlds' **fastest growing economies** with projected growth of 7.6% for 2019 this figure should not conceal the ongoing economic challenges reflected in Ghana's recent Human Development Index (HDI) rating where they rank 139 out of 188.² The 15-to-34-year-old age group face significant challenges to access jobs, and a bulge in young labour market entrants is expected in the next five years.

Beyond its economic dimension, migration is also deeply rooted in **social cultural norms**. In regions like Brong Ahafo, it is a common phenomenon for the youth who have seen friends and family go abroad and coming back as heroes to improve conditions in their hometown. To enable returning migrants to achieve sustainable reintegration, activities must include, in addition to economic projects, also initiatives related to the social and the psychological dimensions of reintegration. This analysis aims to better understand the communities in

The field research in **Ghana** was carried out in February 2018. The tools used in the study included: 435 quantitative surveys with young people aged 15 to 34, 10 focus groups (2 per community), 5 community observation sheets and 57 stakeholder interviews (at community and central level). The zones chosen by IOM can be divided into three types:

- Rural communities (Jema and Tuobodom)
- Urban communities (Nima and Aboabo)
- Peri-urban communities (Ejura)

Figure 1: Location of the communities assessed



The 'Joint Initiative for Migrant Protection and Reintegration in Africa' or 'Joint Initiative' is part of a change of approach to reintegration within IOM. In 2017, this organization developed a **multidimensional** and **integrated** definition of '**sustainable reintegration**': "Reintegration can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with (re)migration drivers. Having achieved sustainable reintegration, returnees are able to make further migration decisions a matter of choice, rather than necessity." (Samuel Hall / IOM (2017) *Setting standards for an integrated approach to reintegration.*)

which returnees arrive, to make recommendations at local and national levels.

The methodology used for the community mapping can be applied in more communities in Ghana - this "pilot" approach has made it possible to identify the best practices of development per community profile for amplification.

It is encouraging that in the five assessed communities, the research team did not identify any significant tensions caused by competition for resources between returnees and non-migrants at the community level. Indeed, a significant proportion of respondents believe that return migrants are perceived positively in the community (57% of respondents), against only 15% who think the opposite.

¹ UNHCR, "Most common nationalities of sea arrivals (since 1 January 2018)" <https://data2.unhcr.org/en/situations/mediterranean/location/5205>

² International Organization for Migration (IOM), & International Centre for Migration Policy Development (ICMPD). (2015). *Survey on migration policies in West Africa*. Geneva: International Organization for Migration

Communities where the highest levels of positive perceptions are recorded are usually those who have benefited the most from remittances and direct migrants' investments in the development of the community (such as Tuobodom and Ejura). Evidence gathered via Focus Group Discussions however nuance these findings by establishing more clearly the link between the level of success of the migration experience and the level of recognition gathered. Expressed differently, returnees coming back to Ghana having 'failed' at establishing themselves abroad are usually considered more negatively and a weight for their families.

In all communities, and among almost all sub-groups studied, the desire to leave is high (rarely does it drop below 50% of any given sample). As IOM's definition of reintegration underlines, the desire to (re)migrate

should not be viewed negatively as long as it is seen as a choice, rather than a necessity.

There is some clear **correlation between levels of current satisfaction and the desire to leave.**

Around four fifths of those who do not feel part of the community or are dissatisfied with their current job want to leave, compared to around half of those who are more integrated and more satisfied with their job.

Through socio-economic research and the C4D (Communication for Development) approach, the priority audience remains the returning migrants, but also the so-called "host" communities, of return, transit or reception, in order to facilitate social, economic, and also psychosocial reintegration or integration within these communities.



Who are the return migrants interviewed during the study?

In this research, all survey respondents who declared to have lived abroad for at least three months (for work, study, family, travel or other reasons) are classified as returnees. This is a rather inclusive definition that may not coincide with the ones used in the context of AVRR operations reporting. Of the 435 respondents, 95 were returnees, or 22 per cent of the total sample. In terms of gender, 13% of women and 28% of men were returnees. In terms of age, only around 5% of the 15-19 age group were returnees compared to 40% of the 30-34 age group. Survey data comparisons between returnee and non-returnee respondents were included for illustrative purposes only and to inform (or rather 'inspire') future profiling exercises targeting returning migrants specifically. The main focus of the research remains the socio-economic profiling of communities.

II. BASIC SOCIO-ECONOMIC AND PSYCHOSOCIAL DATA IN 5 COMMUNITIES ASSESSED

This section provides an overview of the most relevant findings of this study in the analysis of economic, social and psychosocial data.

Economic Dimension

Age and gender influence employability of returnees. Returnees (22% of the sample) are more likely to be male than female (2:1) and older.

- Returnees and non-returnees have comparably similar levels of employment (57% vs 52%) and levels of high indebtedness (16% vs 17%). However, returnees are more likely to receive money from abroad than non-returnees (19% vs 9%).
- When teenagers are excluded from the sample (a group that contains few returnees and among which only around a fifth are employed), returnees are less likely to be employed than are non-returnees.
- **17% of households hold more debt than they spend in a month.** However, this figure masks significant differences between the five surveyed communities. Whereas debt levels are relatively low in Ejura, Aboabo and Nima, around a **third of households in Jema and Tuobodom are heavily indebted.**

There is a lack of skill diversity among respondents that are significantly salient in the labour market:

- Out of the 40 skills listed in the survey, 25 were selected by respondents. Five of these were selected by 50% of the sample: education, masonry, sewing, business, farming, tailoring. This demonstrates a low level of skills diversification. One fifth of respondents say they have no specific skills.
- Our sample of respondents aged between 15 and 34 year old is almost equally divided between those who do and do not have income-generating activity. Of all the communities surveyed, Tuobodom has the highest employment rate.
- **Agriculture seems to be the sector with the highest incidence of precarity:** 50% of those working in agriculture have more debt than they earn in a month compared to a 17% average within the entire sample - i.e. three times above the average.
- Most self-employed respondents belong to the embroidery (86%), agriculture (58%) and retail (56%) sectors. Salaried jobs can be found only in the education sector and to a lesser extent in the retail sector.

Skills aspirations of the respondents are mostly in line with the labour market needs but underemployment and job dissatisfaction are critical challenges.

- In some places, the skills chosen by respondents do not necessarily correspond to the most dynamic sector in the community (e.g., in the farming communities of Ejura, Tuobodom and Jema).
- There is strong interest in entrepreneurship. Both women (73%) and men (75%) in the five communities have an interest in owning their own business—this applies to residents of Ejura to a lesser degree (57%).
- Respondents were almost entirely interested in paid or non-paid training, with 88% of those surveyed saying they are potentially interested in training or apprenticeship. This finding was fairly consistent across gender (males at 87% and females at 91%) and returnees versus non-returnees (88% and 89%, respectively). As stated in the 2016 World Bank report, to increase the quality and effectiveness of programs to develop job-relevant skills, it is important to incentivize firms to train their staff, involve employers in the design of training curricula, and introduce certification of occupational standards.

Economic actors in Ghana:

- Ministry of Labour and Employment:

- *Youth Employment Agency (YEA)* was established under the Youth Employment Act 2015 to support young people aged 15-25 through skills training and internship modules to gain employment. Emphasis is on self-employment modules such as “Trades and Vocation” and “Entrepreneurship” through public private partnerships.

- Ministry of Food and Agriculture

- *Youth in Agriculture Programme* is a governmental initiative aiming to motivate youth to accept and appreciate farming and food production as a commercial venture, and take up farming as a vocation. The programme operates shared block farms and state lands on which young farmers work under supervision of MOFA staff. Tractor services and inputs are provided at subsidized prices, and farmers may sell produce to the MOFA established Buffer Stock Company

- Ministry of Trade, Industry and Presidential Special Initiatives

- *National Board for Small-Scale Industries (NBSSI)* is a non-profit public sector organization that offers business development services for micro and small enterprises.

- Ministry of Finance

- *Microfinance and Small Loans Centre (MASLOC)* implements the Government's microfinance programme by providing micro and small loans for start-ups and small businesses.

Social Dimension

Migration and Education: a complex relationship

- Survey sample suggests that the **education achievements of returnees do not differ fundamentally from those of the control group (non-returnees)**. While only 21% of returnees attended secondary school compared to 26% of non-returnees, slightly more returnees can be found at high school level.
- However, male returnees in the 15- 24 age bracket are almost three times more likely than their non-returnee compatriots to have chosen, or been forced, to leave school for practical reasons, necessities or disillusionments with the school system.
- There is a marked increase in the desire to leave when comparing individuals who had no formal education with those who have completed Bachelor's degrees (36 point difference).

Access to services generally differ based on geographic location, not migratory profile or gender

- There is no significant difference by migratory profile or gender for socio economic inclusion i.e. health, housing, access to food, papers, etc. However, vulnerability indicators disaggregated by community show significant diversity across locations, especially for drinking water, documentation, healthcare and housing, with Ejura and Nima communities being the better off. Nonetheless, evidence shows that all communities suffered from limited electricity, with a detrimental impact on their economic activities.

Social actors in Ghana

- **Ministry for Foreign Affairs and Regional Integration, Diaspora Support Unit:** The Diaspora Support Unit maintains a diaspora website that serves as a platform for facilitating the engagement of Ghanaian emigrants in sustainable development. It aims to mobilize the country's diaspora towards its socio-economic development through dialogue and providing vital information on labour market openings, exemptions on imports, and opportunities for migrant investments.
- **Ministry for Youth and Sports, National Youth Authority (NYA):** The NYA exists to provide a conducive environment for young people that increase their socio-economic and political development, and facilitates private/third sector investments in youth empowerment. The NYA registers youth associations in Ghana, provides youth with skills training, and organizes youth programmes on entrepreneurship, citizenship and morality.

Psychosocial Dimension

The prevalence of regional migration

- Returnees from our sample had mainly been residing in Libya and Nigeria. **Libya** in particular is the most cited former destination, though almost exclusively for men. **Nigeria** is a popular destination for men and women alike; though men mostly moved there for economic reasons and women for family reasons.

Returnees' psychosocial health and integration differs based on duration of time spent resettled in the return area (less than or more than two years)

- Economic and social integration for recent returnees is lower than for longer-term returnees (+2 years). **After 2 years, all the respondents said they had control over their life** meaning they have

reached sustainable reintegration, and though 61% wish to leave again, this will be a choice rather than a necessity.

- Most of the perceptions listed are positive for returnees who came back more than 3 years, showing that reintegration is long term process. Communities where the highest levels of positive perceptions are recorded are usually those who have benefited the most from remittances and direct migrants' investments in the development of the community (such as Tuobodom and Ejura).
- Migration aspirations, the respondents mainly envisaged reaching a **European country** (44% of the sample of those wishing to leave) or an **urban location in Ghana** (26% of the sample).
- There is **correlation between levels of current satisfaction and the desire to leave**. As Graph 14 indicates around four fifths of those who do not feel part of the community or are dissatisfied with their current job want to leave, compared to around half of those who are more integrated and more satisfied with their job

Community participation in social activities

- Surveyed youths participated mostly in religious organizations (30%) and political groups (20%), with some changes across communities depending on availability and vibrancy of local social opportunities. Nima appears to have active youth, ethnic-based community and sports groups, while Ejura and Adoaba seem to be more politicized with higher participation to political groups and movements, and professional associations.

Psychosocial actors in Ghana:

- **Religious organizations** have the most potential to influence and inform communities on returnees' needs and the importance of reintegration.
- **Youth and migrant associations** generally exist in all communities to tackle migration and reintegration issues.

III. IDENTIFICATION OF COMMUNITY NEEDS FOR BETTER REINTEGRATION

To corroborate the data findings collected in the field and the indices developed in the regional report and MEASURE³ report, the table below presents the dimensions of individual reintegration for the five communities assessed in Ghana.

- The **economic dimension** relates to the presence of job offers or income-generating activities, job satisfaction and decent living conditions within a community. In the table, there is a considerable difference between the highest ranked community Kumasi-Aboabo (0.76) and the lowest community Kintampo-Jema (0.11). This finding reflects Jema’s lower than average employment rate (48%) and challenges in modernizing the predominant industry of farming, including inability to deal with agricultural shocks in recent years. While Aboabo also struggles with unemployment (only 52% are employed), it appears that this does not affect the average living standards as severely as in Jema.
- The **social dimension** takes into account the availability of basic services (education, health, justice and law enforcement, etc). In this domain, the high rank of Ejura is explained by Ejura respondents’ above average satisfaction of all basic services except education (-3 percentage points), including 90% satisfaction for healthcare and 82% satisfaction with housing.
- The **psychosocial dimension** is covered by quantitative indicators that account for the impact of daily negative emotions (anger, fear, loneliness, low self-esteem, sadness, etc.) in the community and the need for specialized psychological services. It also includes the level of participation in social activities, the existence of self-help systems, the absence of violence and discrimination, and the perception of community actors as trustworthy. In this dimension, the lowest score for Techiman-Tuodom can be partially explained by the community’s recorded low incidence of social participation, high incidence of negative emotions and need for specialized psychological services. Only 54% of the community perceived their community as peaceful, reflecting the social tensions between supporters of the two rival chiefs of Tuodom in a chieftaincy dispute.

Table 1: Economic, social and psychosocial reintegration score for communities studied in Ghana

		Pilier 1 Economic dimension		Pilier 2 Social dimension		Pilier 3 Psychosocial dimension		REINTEGRATION SCORE		
Ghana	Rank	Community	Score	Community	Score	Community	Score	Community	Score	
	1	Kumasi-Aboabo	0.76	Ejura	0.86	Ejura	0.75	1	Ejura	0.75
	2	Ejura	0.63	Techiman-Tuodom	0.77	Kintampo-Jema	0.61	2	Kumasi-Aboabo	0.59
	3	Techiman-Tuodom	0.57	Kumasi-Aboabo	0.60	Nima	0.42	3	Techiman-Tuodom	0.54
	4	Nima	0.22	Nima	0.58	Kumasi-Aboabo	0.41	4	Nima	0.41
	5	Kintampo-Jema	0.11	Kintampo-Jema	0.33	Techiman-Tuodom	0.29	5	Kintampo-Jema	0.35

The index is based on the initial analysis of IOM – MEASURE and the conceptual adjustments described in the Regional Report.

Based on the above indices and complimented by qualitative interviews, we identify specific community needs in areas such as water, energy, environment, etc. as shown in the table below: in red, priority issues; in orange, important issues; in gray, issues for which IOM action can not provide a direct response at the community level. The direct empirical observations generally confirm the quantitative data collected by the research team; in particular, Nima and Kintampo-Jema suffer from structural issues that clearly undermine their respective development potential: poor infrastructure, lack of educational facilities, inefficient water and energy grids, poor access to loans. However, table 2 also suggests that socio-economic challenges are endemic in the surveyed communities, even if Ejura fares better overall.

³ The MEASURE report presents standards and improved processes in reintegration programming to protect returnees’ rights, to adopt a community-based approach and to foster the sustainability of reintegration support in the framework of AVRR. It aims at operationalising a comprehensive approach to reintegration, based on a revised definition of sustainable reintegration, which extends beyond the individual to communities and the structural context; looking beyond the economic dimension of reintegration to its social and psychosocial dimensions. MEASURE, 2017. [Setting Standards for The Operationalisation of IOM’s Integrated Approach to Reintegration](#), Research conducted by Samuel Hall for IOM – Geneva

Table 2: Overview of Key Socio-Economic Challenges by Community

Assessed communities	Ejura	Jema	Nima	Aboabo	Tuobodom
Water					
Energy					
Education					
Manufacture					
Finance					
Social Cohesion					
Health					
Psychosocial					
Infrastructure					
Papers	Opportunity for advocacy at the national level				

III. IDENTIFICATION OF MAIN VALUE CHAINS FOR THE ASSESSED COMMUNITIES

Based on the collected qualitative data, stakeholder interviews, and literature review, three value chains appear to offer superior value-added guarantees, environmental impact, and social equity in the five communities: **cashews, small ruminants, and mangoes**. Table 3 presents the variables selected, the rating system used and the privileged communities based on an analysis grid developed by the ILO and the UNHCR.⁴

Table 3: Preselected value chains for assessed communities (variables, weights, measures)

Preselected value chains	Cashews		Premium Rice		Small Ruminants		Fish Farming		Textiles		Mango	
	Note	Final	Note	Final	Note	Final	Note	Final	Note	Final	Note	Final
Potential (5)												
Existing demand (1.5)	8	12	5	7,5	7	10,5	6	9	6	9	7	10,5
Intensity of job creation (1)	7	7	6	6	7	7	6	6	6	6	7	7
Jobs for women youth (1)	6	6	6	6	6	6	5	5	5	5	6	6
Innovation and long-term (1.5)	5	7,5	4	6	5	7,5	4	6	4	6	5	7,5
Pertinence (for migrants and non-migrants) (3)												
# individuals in the activity (1.5)	6	9	6	9	6	9	5	7,5	5	7,5	6	9
Diversified qualifications (1.5)	7	10,5	5	7,5	5	7,5	5	7,5	4	6	5	7,5
Feasibility (8)												
Availability of land, water, soil (2)	7	14	6	12	6	12	6	12	5	10	6	12
Realistic on the short-term (1)	6	6	6	6	6	6	6	6	4	4	5	5
Partnerships (R&D) (1)	8	8	6	6	6	6	5	5	4	4	5	5
Available financing (1.5)	7	10,5	5	7,5	6	9	5	7,5	5	7,5	6	9
Added value (1)	7	7	5	5	7	7	5	5	5	5	6	6
Socioenvironmental impact (1.5)	6	9	4	6	6	9	6	9	4	6	6	9
Results (16)	106,5		83,5		96,5		85,5		76		93,5	
Priority community												

Source: This grid is based on the *Guide to market-based livelihood interventions for refugees* / International Labour Office (BIT - Bureau International du Travail) ; United Nations High Commissioner for Refugees (UNHCR). - Geneva: ILO, 2017. Each rating is between 1 (lowest) and 10 (highest). The four complimentary dimensions 'Potential (innovation and long-term)', 'Funding', 'Added-value', and 'Environmental Impact' have been added because of their importance for reintegration of returnees. Some weights were adjusted according to context.

⁴ *Guide to market-based livelihood interventions for refugees* / International Labour Office (BIT - Bureau International du Travail) ; United Nations High Commissioner for Refugees (UNHCR). - Geneva: ILO, 2017.

IV. OVERVIEW OF REINTEGRATION ACTORS AND THEIR CAPACITIES IN GHANA

In terms of national policy frameworks to improve migration management, **three main developments** are noteworthy in recent years:

1. In 2014: launching of the three-year project **the Ghana Integrated Management Approach** (GIMMA). Funded by the EU, and implemented by IOM and the government of Ghana, it supported governmental efforts to manage migration effectively through an integrated management approach. GIMMA consisted of a three-pronged approach:
 - a. Supporting capacity building for government officials;
 - b. information outreach on safe and legal migration, and,
 - c. creation of a national database for effective migration related policy making activities.
2. In 2016: adoption of Ghana's first National Migration Policy (NMP). Developed by Ministry of Interior with IOM's support, it identified key migration issues and specific strategies and recommendations aimed at promoting good migration governance on issues including irregular migration, labour migration, migration for development, and return, readmission and reintegration of Ghanaian returnees. The NMP also includes a session on roles and responsibilities of key institutions and stakeholders for the implementation of the policy, and an action plan with concrete activities, timelines, and responsible implementing bodies.
3. While migration is barely mentioned in Ghana's United Nations Development Assistance Framework (UNDAF) 2012-16 (extended to cover 2017), it is mentioned multiple times in the United Nations Sustainable Development Partnership 2018-2022⁵, indicating that migration is a priority for most of the wider international community.

Although these initiatives were deemed to be relevant by stakeholders interviewed for this study, implementation and dissemination were identified as the most important obstacles to its effectiveness:

- **At central level**, implementation issues mainly revolve around the lack of a central piece for the realisation of the NMP's objectives: the National Commission on Migration, in charge of overseeing the NMP's implementation and gathering members of the government, NGOs, academia and the diaspora, has not yet been created. The regime change which occurred in January 2017 delayed the process, and the Migration Unit in the Ministry of Interior in charge of setting up the commission still needs to be familiarized with the NMP to be able support further implementation.⁶
- **At community level**, information about the NMP has still not been shared sufficiently. Local authorities met for the purpose of this study appeared to be willing to engage in reintegration activities but were very poorly informed on this topic. The NMP could be an effective entry point for community level engagement, possibly with the set up of workshops on the challenges and policy objectives of the NMP and effective ways to **develop roadmaps for migration management at community level**.

IOM could contribute to addressing these challenges via advocacy and targeted capacity building activities towards the government and support of NGOs in the field of migration. While doing so, the IOM should ensure that it avoids capacity-building fatigue in Ghana, with the multiplication of activities, to ensure long-term impact and knowledge development (see Recommendation 4). Though most of the stakeholders interviewed deplored the lack of cooperation amongst actors in the field of migration, they seem to be waiting for IOM to take the lead on this challenge. There is an expectation on behalf of some stakeholders that IOM will foster greater collaboration and coherence amongst the various actors and interventions.

⁵ See <http://gh.one.un.org/content/dam/unct/ghana/docs/Delivering%20as%20One/UNCT-GH-UNSDP-2018.pdf>

⁶ GIZ, KII, February 2018

The following mapping summarizes the points of tension within the reintegration ecosystem, based on the actors interviewed. This highlights the need to better understand and communicate the specific roles that stakeholders can play under the EU Trust Fund in Ghana:

- Design a strategic partnership plan with relevant stakeholders on a formalized platform.
- Identify implementation parties as well as new operational partners and research entities
- Evaluate the comparative strengths and weaknesses of the operational actors in terms of providing reintegration support to returnees.

Figure 1: Cartographie des acteurs avec identification des faiblesses structurelles majeures

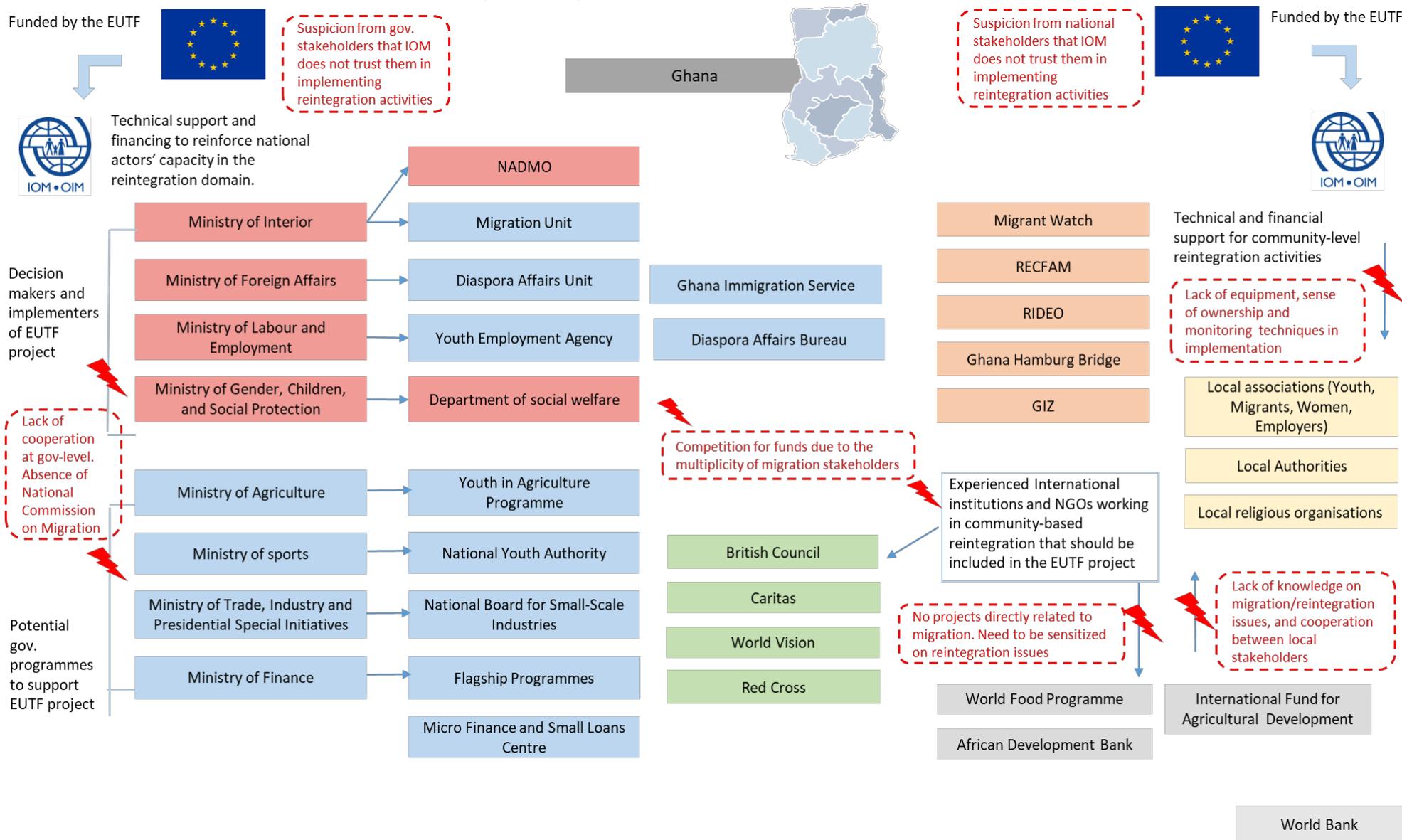


Table 4: Structural and general partnerships (across value chains and sectors)

SOCIO-ECONOMIC, SOCIAL AND PSYCHOSOCIAL INTEGRATION STRUCTURE	<p>Agriculture and Agrobusiness Sector Agrihouse Foundation Agricinghana The Competitive African Rice Initiative (CARI) CARI Matching Fund Private Sector Organizations Coalition for African Rice Development (CARD) Dizengoff Ghana Limited Ghana Agricultural Associations Business & Information Centre (GAABIC) Ghana Export Promotion Authority (GEPA) Ghana Export Promotion Council (GEPC) Ghana National Chamber of Commerce and Industry (GNCCI) Ghana Standards Board (GSB) Green Innovation Centre (GIC) ITFC Integrated Tamale Fruit Company MBC Africa Ministry of Food and Agriculture (MoFA) National Horticultural Task Force (NHTF) Papaya and Mango Producers Exporters Association Ghana (PAMPEAG) Pesticides Initiative Programme (PIP) Plant Protection & Regulatory Services (PPRSD) Pongo Farms Sea-Freight Pineapple Exporters of Ghana (SPEG) Sidalco Ghana Limited SyeComp Trade and Investment Reform Programme (TIRP) Vegetable Producers and Exporters Association of Ghana (VEPEAG) Volta Mango Growers Association (VOMAGA) Wienco Ghana Limited YARA Ghana Limited</p> <p>Institutional or Governmental Partners German Government Agency for International Cooperation (GIZ) Ministry of Trade and Industry (MOTI) National Agency for Food and Drug Administration and Control (NAFDAC) United Nations International Labour Organisation (ILO)</p>	<p>Institutional or Governmental Partners (contd.) Export Development and Investment Fund Horticultural Association of Ghana (HAG) Horticultural Export Industry Initiative (HEII) Millennium Development Authority (MIDA) Ministry of Food and Agriculture (MoFA)</p> <p>Social and Psychosocial Actors African Express Delivery (Nima) Akuafu Bre Maize Association (Tuobodom) Alfa Radio, Zuria FM (Abaobo) Baselor Clothing (Nima) Cashew Buyers' Association Jema Church of Pentecost (Jema) Darul Haddith Institute (Abaobo) Ihyaa Uddeen Islamic Foundation (Ejura) Lybia Burgers Fan Club (Tuobodom) Mission of Hope (Jema) Methodist Church (Jema) Methodist Church of Tuobodom National Board for Small-Scale Industries' Business Advisory Centre (Jema) Nurul Islam Institute (Abaobo) Nima Soccer Association Nima Muhinmanchi Art Presbyterian Church of Ghana (Jema) Roman Catholic Church (Tuobodom) Tailors' Association of Jema Tembi Threads (Nima) Tuobodom Hairdressers' Association Tuobodom Tailors' Association Tuobodom Cashew Buyers' Association World Vision (Ejura, Jema) Zongo Inspirational Team (Nima)</p>
FUNDING & STANDARDS	<p>Financial Partners and Social Investors AFREXIM Bank Bank of Africa Bill & Melinda Gates Foundation EcoBank Plan Ghana</p> <p>Ethics, Societal and Environmental Standards Croplife Ghana Godan – Global Open Data for Agriculture and Nutrition Oeko Institute Renewable Energy for Efficient Food Processing to Improve Rural Livelihoods (RE4FOOD) Sofies ZEF Bonn (University)</p>	<p>Ethics, Societal, Environmental Standards Blancomet Recycling Ltd Centre for Agribusiness Research and Development (CAADER) City Waste Management Company Ltd Crop Research Institute (CRI) under the Centre for Scientific and Industrial Research (CSIR) Eastern Region Scrap Dealers Association Greater Accra Scrap Dealers Association Green Advocacy Ghana Ministry of Environment, Science, Technology and Innovation Ghana Environmental Protection Agency Ghana National Cleaner Production Centre Ghana Standard Board (GSB) Taskforce Against Pirated Textiles</p>

Research Partners

Africa Rice Centre (AfricaRice)
 Animal Research Institute (ARI)
 Center for Development Research, University of Bonn (Zef)
 Council for Scientific and Industrial Research – Savanna Agricultural Research Institute, Tamale, Ghana
 Council for Scientific and Industrial Research – Crop Research Institute, Kumasi, University of Ghana
 Cocoa Research Institute of Ghana
 Forum for Agricultural Research in Africa (FARA)
 Green Innovation Center (GIC)

Research Partners (cont'd)

International Food Policy Research Institute (IFPRI)
 Iowa State University (ISU),
 Kwame Nkrumah University of Science and Technology (KNUST)
 Mountain Research Institute
 Statistics, Research and Information Directorate (SRID)
 Wageningen University & Research Centre (WUR-CDI)
 West Africa Virus Epidemiology (WAVE)

Table 5: Specific partnerships (by value chain or sector)

Cashews	Premium Rice	Small Ruminants	Fish Farming	Textiles	Mango
Brong-Ahafo Region Greater Accra region	Brong-Ahafo Region	Ashanti Brong-Ahafo Region	Ashanti Brong-Ahafo Eastern	Greater Accra	Ashanti Brong Ahafo Eastern Greater Accra
<ul style="list-style-type: none"> African Cashew Alliance (ACA) African Development Agricultural Development Bank (AgDB) Bank (AfDB) Bill & Melinda Gates Foundation GIZ KDHI Agriculture Olam Ministry of Food and Agriculture TechnoServe TDG Development Holding USAID 	<ul style="list-style-type: none"> Africa Rice Centre (AfricaRice) Amsig resources Avnash Rice Mill Bill & Melinda Gates Foundation Brazil Agro-Investment Finatrade GADCO Green Innovation Center (GIC) ICOUR IFPRI OLAM Lolandi Prairie Volta Nasia rice mill Novel 	<ul style="list-style-type: none"> Animal Production Directorate (APD) Animal Research Institute (ARI) Community Livestock Worker scheme (CLW) Council for Scientific and Industrial Research (CSIR) Veterinary Services Directorate (VSD) Agricare Ltd, Flour Mills of Ghana, Central Feed Mill, etc. 	<ul style="list-style-type: none"> Ghana Tuna Association Ministry of Fisheries and Aquaculture Development UNIDO Fisheries commission Food research institute CSIR/Water research institute Private sector: Rico Fisheries, Cosmo SeaFoods, Sigmotrade Ltd, Can & Kaa, Myroc food processing, Ichiban Sea food 	<ul style="list-style-type: none"> Edtex Manufacturers: Tex Styles Ghana Ltd, Akosombo Textiles Lmt, Printex Ltd, Ghana Textile Manufacturing Company (GTMC) Cotton producers: Ghana Cotton company, Nulux Plantations, Junior Agro, Cortex Nigerian labels: Maki Oh, Kwane Nkrumah University of Science and Technology (KNUST) Winglow Clothes and Textiles 	<ul style="list-style-type: none"> Akorley Pack House Adventist Development and Relief agency (ADRA) Export, Trade, Agricultural and Industrial Development Fund (EDAIF) Integrated Tamale Fruit Company (ITFC) Federation of Associations of Ghanaian Exporters (FAGE) GIZ Volta Mango Growers Association Yilo Krobo & Dangme West Mango Farmers Associations

V. RECOMMENDATIONS FOR IOM – GHANA

Two types of recommendations are presented in this section. These two approaches are complimentary, the 'general' approaches are a base to initiate, consolidate and optimize the impact of specific recommendations by community. As discussed with IOM teams in West Africa, and Ghana in particular, these recommendations remain indicative, as they are based on limited resources and ten-day rapid surveys per community. Fieldwork by IOM teams is therefore required to test the viability of the recommended tracks, verify the technical feasibility of the interventions, and better assess the nature of the possible partnerships.

In general, it is recommended that IOM - Ghana adopt a systemic approach to reintegration programming that aims to influence the structure of local communities. Reintegrating individuals is not just about providing short-term employment opportunities, but about better understanding the community to strengthen the structure of economic, social, societal and psychosocial integration. Thus, it is necessary to:

- i) Explore new approaches, not only in terms of partnerships for instance with the private sector, but also leveraging existing capacities in the country such as think tanks, universities and NGOs

Maximizing impact through partnerships: IOM's multi-role approach should be coordinated with other key actors, such as government counterparts (NADMO, Diaspora Affairs Unit, Youth Employment Agency), relevant international agencies (IFAD, ADB, WFP, World Bank), local and national private sector, local smallholders, research partners (ORID at University of Ghana, ISSER, CSIR Food Research Institute) quality labels (Ethiquable, Max Havelaar, etc.) and other relevant actors.

- ii) Build upon existing strong presence in the field with CSOs, the private sector, development partners, Ghanaian government and NGOs by involving stakeholders more deeply in the IOM planning process and liaising between them. A first step is to strengthen processes and clarify lines of communication with formal and informal partners in the field through the Project Steering Committee (PSC) and the Technical Working Group.

GENERAL RECOMMENDATIONS FOR IOM – GHANA

- 1. Promote the development of the agricultural industry by supporting value chains and finance mechanisms:** The studied agricultural communities are in processes of transition, moving from mono-culture or subsistence agriculture to more diversified cash crops, new farming methods and, more slowly, the introduction of mechanized agriculture. These changes will likely bring eventual economic benefits but the transition is likely to take time and will require high levels of capital, while rewards may only be manifested many years down the line. Meanwhile a number of common shocks (including crop infestations, droughts, bushfires, flooding, or price fluctuations) make livelihoods in these areas precarious. A number of actions could be taken to mitigate some of these risks/stressors, assist transition, and add value to agricultural outputs.

- **IOM should support long-term loans or capital inputs**

to aid crop diversification, such as higher-value cash crops. Microfinance institutions (MFIs) already exist, but a real pedagogic effort must be conducted among local populations – both returnees and non-returnees – so that they understand key concepts and their consequences (e.g. interest rates). Credible and reliable

« Our people are predominantly farmers. We have the lands and they are very fertile. However, the level of farming is coming down because modern form of farming is capital intensive and requires investment that our fathers haven't done in the past. We cannot go into farming because the land supply is limited and we have no money to work with.»

Male Returnee, Focus Group Discussion, Ejura

“Storage is another issue here, anytime the crop is abundant and there are no customers, we are compelled to sell our products at a cheaper rate to prevent them from going bad.”

Male, Returnee, FGD, Tuobodom

MFIs, cooperative and training organisations must be identified in this regard. If feasible, these could be paired with **insurance schemes** to mitigate the impact of those negative shocks that it is easy to monitor (for instance droughts, flooding, and price fluctuations). It would be necessary for such interventions to partner with actors with both a high level of sectoral expertise and the capacity for long-term impact monitoring. Government programmes to supply pesticides to combat crop infestations exist but have not always been timely enough to mitigate the worst impacts of these infestations and could be strengthened.

- **Support value chain development:** There is much interest among the surveyed communities in storage or processing facilities that could help them avoid selling their produce at the low prices that accompany the high availability of produce during harvest periods. Before embarking on expensive capital and infrastructure-intensive schemes however IOM could engage with relevant actors, e.g. the Ministry of Agriculture, to avoid problems that plagued previous efforts.

Table 6: Recommended value chains

Selected VCs	Ejura	Jema	Abaabo	Nima	Tuobodom
Cashews					
Premium Rice					
Small Ruminants					
Fish Farming					
Textiles					
Mango					

- **Avoid duplication of agricultural support initiatives:** In regard to agriculture support and value-chain development, existing large-scale initiatives spearheaded by the Ghanaian government and external donors already exist. These include, for instance, the Northern Rural Growth Programme (NRGP) funded by the African Development Bank; the Market-Oriented Agriculture Programme (MOAP) funded by GIZ; EU-funded agriculture support in Savannah ecological zones; and World Bank support to the Cocoa sector. Rather than duplicating such large-scale schemes in a piecemeal fashion and without the accumulated expertise and monitoring frameworks, IOM could consider instead simply funding their extension to its targeted communities.

- **Use cash-based interventions as a key tool:** in contrast to technical assistance, **cash-based interventions** or investments in capital have been shown to produce measurable and credible short and medium term benefits⁷, even if these benefits tend to slowly dissipate over time⁸. There is a high demand for such interventions: 78% of respondents indicate interest in starting a business and 88% say that lack of capital is the major impediment to doing so, while access to formal credit mechanisms is currently highly limited and interest rates are exorbitant (access to credit is particularly limited for those who are unemployed). In the light of available evidence to date this may represent a more sustainable means of boosting livelihoods than vocational training.

- 2. Generate a strategy for entrepreneurial initiatives with social, economic, societal and environmental dividends:** Capacity building and/or strengthening of institutions and individuals at both national and/or community level were identified as a key requirement in most surveyed areas. Capacity development interventions should cover institutional (technical mentoring and training of organizations), professional (vocational training and on-the-job mentoring), and psychosocial (partnering with organizations specializing in mental health) areas. Assessing the impact and not only the outputs of the training programmes are absolute requirements.
- 3. Involve and build sense of ownership of local stakeholders, returnees and/or non-returnees.** Involving community-level stakeholders in the progressive improvements can create a sense of ownership within communities with beneficial effects on program impact. Low sense of ownership at local levels hinders project sustainability. Thus, IOM should support entrepreneurial initiatives (both social and business-oriented) generated by community members (individuals and organizations) that aim to socio-economically integrate returnees and non-returnees. Involve community members in the design of the projects and information sharing to create transparency to gain their trust. Work with migrants' and youth association to benefit from their knowledge of returnees' needs and legitimacy in community, while simultaneously formalizing their structure with financial support and connections to authorities.
- 4. Contribute to strengthening technical and institutional capacities of local and national-level stakeholders:** Commenting on the first draft of the present document, the IOM team notes that there are signs of capacity-building fatigue in Ghana, with the multiplication of activities. An effective way forward is to conduct a rapid assessment of the gaps/needs/priorities with key Government and NGO partners to identify: i) what works and what does not work in terms of cap building; ii) the main areas not covered by Capacity-Building activities and training; iii) alternative modules (coaching, long-term capacity development) to further develop a two way training plan with partners.
- 5. Improve financial capacities of micro-businesses:** Returnee entrepreneurs emphasized their lack of funding. Micro Finance and Small Loans Center (MASLOC) and the National Board for Small Scale Industries (NBSSI) could assist in providing access to credit for micro and small business. Both have a good presence on the ground. NBSSI has a Business Advisory Centre in different regions and districts, and was present in the communities of the research, and MASLOC recently decided in November 2017 to open 216 district offices. They both provide micro and small loans for start-ups and small businesses with fast, easy and accessible microcredit and small loans.

⁷ Ibid

⁸ Brudevold-Newman, Honorati, Jakiela, Ozier (2017) A firm of one's own: Experimental evidence on credit constraints and occupational choice ; Baird, McIntosh and Ozler (2018) When the money runs out: Do cash transfers have sustained effects on human capital accumulation ?

- 6. Focus migration programmes specifically on gender and youth (15-24 vs. 25-34):** A key finding of this study is that if an objective of the programme is to stem the desire for irregular migration then the focus of interventions should be on the **20-24 age bracket** – the group that is most keen to leave. They are more independent than younger age cohorts yet less settled than older age groups. Such interventions could include the creation or support of community groups, out-of-season cash-for-work projects, small loans and business grants (if youth are deemed too inexperienced to successfully implement business plans they could be ‘paired’ with older beneficiaries). Also, while most economic migrants are young men, socio-economic findings confirm that gender is the most important variable when considering 15-34-year old Ghanaians in the surveyed communities. While social and economic roles are still extremely gendered in all the communities of the study, it is important to take into account both male and female youth’s social and societal functions to tackle specific vulnerabilities and increase their respective agency.

- 7. Develop capacity for monitoring and evaluation among local stakeholders:** Local stakeholders are often not familiar with M&E techniques and its benefits. IOM should imprint the necessity of project monitoring, beginning from the project conception phase and plan the budget and human resources to carry out this activity. Build on previous efforts, eg. via the GIMMA programme in terms of national capacity building, steps towards the creation of a national migration database, and deeper cooperation with the Ghana Statistical Service (GSS) to include more of a focus on migration issues. IOM should also involve the Centre for Migration Studies to develop a monitoring framework to test assumptions regarding the impact of foreseen interventions on migration aspirations, as well as longer-term economic impact. IOM can also consider collaboration with a potential partner for monitoring migration aspirations such as the AfroBarometer, which conducts regular surveys in Ghana, to collect pertinent information for national monitoring frameworks.

- 8. Strengthen national migration policy’s coherence/consistency and existing local programs’ explicit link to reintegration:** Despite the creation of the National Migration Policy, the Ghanaian government’s response to migration challenges have been fragmented, lacking any policy coherence and not linked to any clear development framework. IOM should work to link Ghanaian efforts to the wider development community to clearly define objectives and monitoring frameworks. At the local level, most projects in assessed communities focused on livelihood promotion or rural development, but avoid addressing impacts on or from migration directly. IOM should communicate the need for a systemic approach by promoting economic and development opportunities that include considerations for energy, education and health.

C4D STRATEGY FOR IOM-GHANA

According to most stakeholders interviewed at the national level, previous campaigns focused on the risks associated with illegal migration, especially in remote rural areas because *“the majority of the migrants are first time travellers, they don’t have any information and believe only the smugglers. Smugglers go to those areas because they know the youth is vulnerable there”* (KII, Sahara Hustlers). IOM’s campaigns also mostly promoted safe migration. Campaigns involved pictures of migrants along the migratory routes, videos and testimonies showing the realities of smugglers’ treatment and the detention centres, and messages explaining the dangers of the illegal routes and illusions related to migration.

Promoting safe migration is part of IOM's C4D's objectives, but the audience's knowledge about the dangers and alternatives to illegal migration should not be understated. As discussed in the migration literature, and confirmed by the qualitative data, migrants seem aware of the risks associated with illegal migration, and do not make their choices based on a rational calculation between risks and benefits of illegal migration. This last point is crucial to evaluate the relevance of awareness campaigns. The analyzes below confirm the limited weight of information and communication in aspirations or decision.

The influence of the family and the social environment in the decision-making process is largely documented in the literature. According to our surveys, a fifth of the respondents said that friends were important in making migration decisions, and nearly half of them mentioned family. In some families the potential migrant can be the guaranty of the prosperity or survival of the whole group. In some societies, family and friends can also be influenced by social norms and push the individual to migrate because it is a socially constructed norm, especially in areas where economic factors converge to create a social dynamic or a migration culture.⁹ This is the case in Aboabo and Nima for example, two migrant communities, with historical links to other African or Western countries, where over 60% of the respondents mentioned family as an influential stakeholder in the decision making process to migrate. Friends and family can also be consulted because they are, or have been, in the host countries and can advise on the migration journey or fund it. The diaspora therefore has a crucial role in the decision-making process and a high degree of legitimacy among the population.

The influence of social and political actors varies considerably among the five communities, although official government entities are generally ranked below religious and community leaders. In Nima, there is especially low perception of all "formal" decision-making powers (government, CSOs, NGOs, UN agencies).

This dynamic is reinforced beyond migration by the answers to the questions on actors youth listen to the most in general, such as for socio-economic opportunities, illustrated in the table below.

⁹ D. Schans C. Optekamp (2016), "Raising awareness, changing behavior? Combatting irregular migration through information campaigns" https://www.wodc.nl/binaries/Cahier%202016-11_2683_Volledige%20tekst_tcm28-239610.pdf

Table 6: Actors listened to in decision-making (by community)

	Ejura	Jema	Aboabo	Nima	Tuobodom	Total
Family	79%	79%	70%	85%	81%	79%
Religious leader	79%	57%	67%	74%	70%	69%
Community leader	74%	34%	63%	36%	58%	51%
Friends	63%	51%	41%	25%	51%	46%
Employer	67%	36%	48%	32%	47%	45%
Public office / government	64%	35%	42%	5%	52%	38%
Community-based organisation	60%	31%	42%	10%	42%	36%
Civil society organisation	58%	29%	40%	17%	43%	36%
Neighbours	63%	29%	40%	13%	38%	35%
NGO	57%	27%	38%	14%	42%	34%
Un agency	51%	29%	38%	16%	41%	34%
No one	15%	4%	14%	11%	3%	9%

Dark green: more than 60% / Light green: between 40% and 59%

Finally, the analysis of individual behaviours regarding media as a source of information does not suggest significant differences between urban to rural areas. The most popular source of information on the situation abroad is the TV (47%), followed by radio (31%) and Facebook (28%). Surprisingly, in Nima only 34 per cent use TV as a source of information on situation abroad, compared to more rural areas like Ejura or Jema where respectively 60% and 51% use TV as a source of information. The young people surveyed do not generally use newspapers, Instagram or Twitter. These findings suggest that with the exception of WhatsApp and Facebook, traditional media (radio, TV) and traditional networks (family, friends) constitute the preferred sources of information.

From this perspective, it is important to focus C4D on collaboration, development, individual rights and abilities to choose, rather than on behavioral change based on fear, deterrence, prohibition or negative representations. Punctual C4D campaigns do not insure a sustainable and effective impact. Especially in the case of migration, decision-making is an evolving process that concerns a variety of stakeholders who can only be sensitized through adapted and regular campaigns. Specific suggestions are included in the community recommendations section.

Tools of C4D such as **field visits or public debates** allow partners to build trust and listen to the voices, needs, concerns, and experiences of returnees, communities, and other stakeholders. They are useful tools to understand the specific trends of each community, like the state of mind of youth for example.

Workshops and seminars at the national and community level can help elaborate appropriate and diverse messages, and go beyond the security approach by involving multiple stakeholders such as NGOs, private actors and different ministries. Each will come with a new approach: insisting on the challenges and advantages of employing youth or returnees, the obstacles for women returnees, or the expectations of the youth in terms of employment.

Given that 79% of the respondents listen to members of their family for decision-making and 69% to religious leaders partnering with **local associations and religious organisations**, can be an effective way to insure the message is understood and conveyed through influential and legitimate stakeholders.

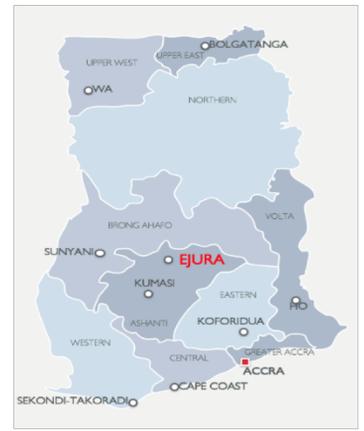
Ejura

Ashanti Region

Population:
70,807

Setting type:
Peri-Urban

Main languages:
Twi, Hausa, English



Ejura is a peri-urban community, capital of the Ejura Sekyedumasi District. The economy is driven by several sectors including construction, commerce and transportation, but agriculture remains the dominant economic activity (60% of the labour force is employed in this sector). The community is also a major trading hub within the middle belt of the country, with trading items such as farm produce, cereal, and farm animals. The community is mainly from the Akan ethnic group, and 65% of the population is Muslim.

KEY CHALLENGES FACED BY THE COMMUNITY:

Challenges in the agricultural sector

Though agriculture is the predominant sector in Ejura's economy, it faces four main challenges. Due to the size of lands, successful harvests depend on additional workforce coming from northern region during the farming season. Modern machinery and techniques are needed to cultivate the land, which increases the costs of production. Tenure systems already existing in the community can hamper access to the land. Finally, despite a vibrant market place to sell agricultural products, lack of techniques for agricultural process, food hygiene and modern market structures, impede the effective commercialization of agricultural products



"Our people are predominantly farmers. We have the lands and they are very fertile. However, the level of farming is coming down because modern form of farming is capital intensive and requires investment that our fathers haven't done in the past. We cannot go into farming because the land supply is limited and we have no money to work with."
Male Returnee, Focus Group Discussion, Ejura

In the field of **reintegration**, the key challenge faced by returnees is the lack of financial capital to enter into the agricultural sector.

SOCIO-ECONOMIC PROFILE

% of respondents with
**PAID JOB or
INCOME-GENERATING
ACTIVITY**

51%
Sample average:
54%

MAIN SECTORS:

1. Other (51%)
2. Small retail (12%)
3. Sewing (9%)
4. Education (9%)
5. Agriculture (5%)

% of respondents who
are
LOOKING FOR A JOB

39%
Sample average:
49%

% of respondents who are
**INTERESTED IN STARTING
THEIR OWN BUSINESS**

57%
Sample average:
74%

**MAIN REASONS NOT TO
HAVE STARTED BUSINESS:**

1. Lack of capital
2. Still in education

% of respondents who
**HAVE A GROUP OF
FRIENDS**

70%
Sample average:
64%

% of respondents who
CAN BORROW MONEY

29%
Sample average:
34%

% of respondents who
**CAN RELY ON NETWORK
FOR SUPPORT**

61%
Sample average:
46%

% of respondents with a
**HIGH SCHOOL
DIPLOMA OR MORE**

36%
Sample average:
47%

% of respondents who
**DROPPED OUT OF
SCHOOL BECAUSE COULD
NOT AFFORD FEES**

11%
Sample average:
11%

BASIC SERVICES SATISFACTION

	Ejura	Average satisfaction ratio
Education	-3	86%
Documentation	+14	66%
Justice and Law Enforcement	+8	57%
Housing	+13	69%
Healthcare	+11	79%
Drinking Water	+3	80%

% of respondents who
**HAD TO REDUCE
FOOD FOR LACK OF
MEANS**

20%
Sample average:
32%

% of respondents who had
**MAJOR ILLNESS EPISODES
DURING LAST YEAR**

25%
Sample average:
25%

MIGRATION PROFILE

% of respondents
BORN IN ANOTHER
COMMUNITY

32% Sample average: **42%**

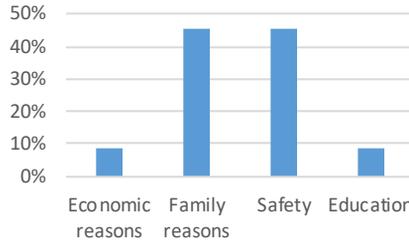
% of respondents
RECEIVING
REMITTANCES

50% Sample average: **47%**

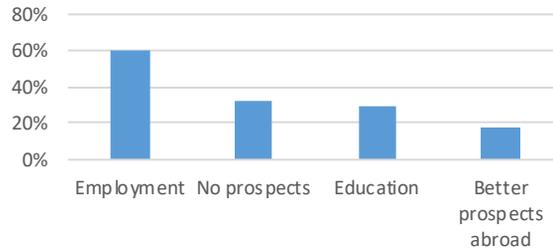
% of respondents with
FAMILY MEMBERS /
FRIENDS ABROAD

63% Sample average: **62%**

MAIN REASONS TO RETURN TO THE COMMUNITY



MAIN REASONS TO WANTING TO LEAVE THE COMMUNITY



% of respondents
ABLE TO MOVE AWAY
WITHIN 12 MONTHS

77% Sample average: **74%**

I WANT TO LEAVE BUT I AM
UNABLE TO BECAUSE (MAIN
REASONS):

1. Financial means: 100%
2. Family unsupportive: 10%

MIGRATION PROJECT DESTINATIONS:

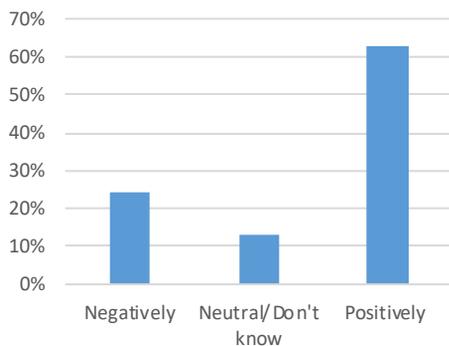
1. Europe: 23%
2. Urban area (Ghana): 23%
3. Others: 10%

SUSTAINABLE REINTEGRATION: CHALLENGES AND OPPORTUNITIES

% of
RETURNEES

21% Sample average: **22%**

PERCEPTION OF RETURNEES IN THE COMMUNITY



% of respondents with
ACCESS TO
PSYCHOLOGICAL
SUPPORT

30% Sample average: **21%**

% of respondents who
FELT DISCRIMINATED
AGAINST

40% Sample average: **30%**

WHO IS IMPORTANT FOR DECISION MAKING

1. Family
2. Religious leaders
3. Community leaders

ECONOMIC DIMENSION

OPPORTUNITIES:

- Mid to long-term opportunities in the agricultural sector with additional financial and technical support
- Short to mid-term opportunities in the transportation and construction sectors

CHALLENGES:

- Lack of financial capital to enter the agricultural sector
- Lack of market opportunities due to the lack of transformation and conservation techniques, good market infrastructures and roads

SOCIAL DIMENSION

OPPORTUNITIES:

- Prevailing positive perception of returnees
- Good level of social cohesion and multiple social events
- Informal but effective women's networks

CHALLENGES:

- Lack of structured socialization opportunities for young community members and returnees

PSYCHOLOGICAL DIMENSION

OPPORTUNITIES:

- Presence of active religious associations

CHALLENGES:

- Lack of actors providing specialized psychological support to returnees

STAKEHOLDER MAPPING

KEY COMMUNITY STAKEHOLDERS INVOLVED:

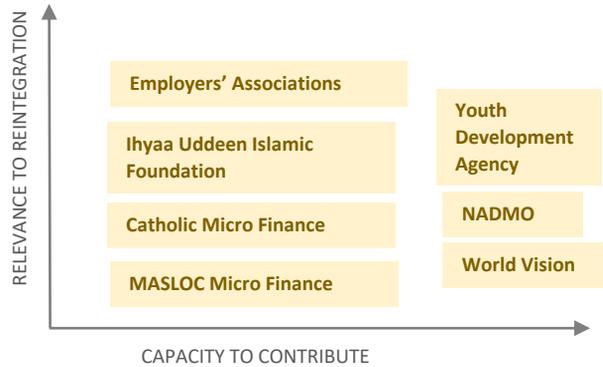
Traditional authorities : Nananom (head of Ejura) is an influential actor in the community, at the head of all religious authorities, controlling the leasing of land. He is the key actor to introduce a community-based project in Ejura, in order to ensure people's support.

Religious organizations and authorities : Ihyaudden is an organisation providing Islamic education to members of the community. It is an inherited institution, having been present in Ejura for 42 years. It is well-known for working with youth.

Local government actors: The District Assembly is a legitimate and potential stakeholder. It is composed of a series of stakeholders covering different areas (education, health and relief).

Associations: Multiple local employers' associations can help foster returnees' economic reintegration (Ejura Tailors, Ejura Hair Dressers, Poultry Farmers).

NGOs: World Vision has implemented multiple programs in the last 20 years that are not directly related to migration, but can improve the community's well being.



STAKEHOLDER DEVELOPMENT PRIORITIES:

- Build psychosocial support capacity of religious organizations and local government actors
- Assess capacity of the district assembly and world vision for potential partnerships to help implementing agricultural programs

POSSIBLE INTERVENTIONS:

Agriculture transformation programs

- Improve the value chain from farmer to market, by doing interventions at 3 levels:
- Support modernization in the farming sector (fertilizers, mechanization, crop protection and conservation, product quality management)
 - Support access to credit (information on how and where to get access to credit, mediate the negotiation between farmers and financial institutions)
 - Training in transformation techniques

Potential partners: World vision, MASLOC, YEA

Upgrading Ejura market with new structures

Due to its central location, the Ejura community is a major trading hub within the middle belt in the country. The market is however facing many material issues related to hygiene, drainage and storage.

- A possible intervention will be to improve market infrastructure with paved roads and stalls with wooden roofs and elevated floors to protect from the floods;
- This will also foster the construction sector and give jobs to a important part of the youth who have experience in that field.

Potential partners: Local authorities such as the district assembly or local employers in construction

Train religious organizations for social support

The religious organizations already working with the youth could help create support groups and community dialogue between returnees and the rest of the community. Imams are influential opinions leaders who could help with returnees' reintegration.

Potential partners: Ihyaudden, organisation

Train government actors for psychological support

Government actors such as the department of Social Welfare, the district assembly or the NADMO could be trained in basic psychological support and social protection at a national level. Trainers could then give the training at a regional level and in the targeted communities.

Potential partner: Social Welfare, NADMO

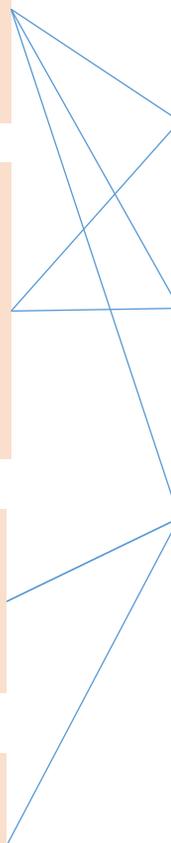
OBJECTIVES

RECOMMENDATIONS

ADDRESS KEY COMMUNITY CHALLENGES

CREATE EMPLOYMENT

FOSTER SUSTAINABLE REINTEGRATION



EJURA – specific recommendations

Of all communities, Ejura has by far the highest number saying they feel they belong in the community. Despite some criminality and occasional tensions, Ejura appears to be a close and cohesive community. As an agricultural community, Ejura is beginning to welcome modern large-scale agriculture. Food is viewed as plentiful and regular market days bring traders from afar. Overall, people seem to be moving to Ejura, rather than leaving the community.

« Our people are predominantly farmers. We have the lands and they are very fertile. However, the level of farming is coming down because modern forms of farming is capital intensive and requires investment that our fathers haven't done in the past.»

Male returnee, focus group in Ejura

« Ejura is a peaceful place with little or no electoral tension or challenges. Our leaders are doing well in maintaining peace and order. »

FGD participant, Ejura

Table 7: Indicative interventions for the reintegration of returnees to Ejura (structural and thematic partners identified in section 4)

EJURA	Challenges	Possible Priority Interventions
<p>Economic Dimension</p>	<p>Untapped agricultural potential, Lack of market opportunities due to out-dated infrastructure and technology, Returnees lack financial capital to enter agricultural sector</p>	<p>Improve the value chain from farmer to market</p> <ul style="list-style-type: none"> ○ Support modernization in farming sector i.e. fertilizers, mechanization, quality management ○ Support access to credit i.e. provide information, mediate negotiations between farmers and financial institutions ○ Training in transformation techniques <p>Upgrade Ejura market with new structures for hygiene, drainage, and storage</p> <ul style="list-style-type: none"> • Pave roads, install wooden roofs on stalls and elevated floors to protect from flooding • Create jobs for youth through construction <p>Promote entrepreneurship among returnees (in collaboration with non-migrants as much as possible), through grants and technical support. In particular, promote activities with benefits in the following 1) high priority, manufacturing, agriculture, finance; 2) medium priority, infrastructure, assets.</p> <p>Promote microfinance and start-up capital provision for new entrants to the labour market to engage in the agricultural sector. The lack of capital is the main reason for not starting a business in Ejura.</p>

EJURA	Challenges	Possible Priority Interventions
Social Dimension	Lack of structured socialization opportunities for youth and returnees	<p>Develop monitoring mechanisms to build trusting relationships with returnees, provide them with information about services and opportunities, and support planning for the near future to combat feelings of abandonment.</p> <p>Create forums for dialogue through youth and religious associations to ease tensions and strengthen social cohesion.</p> <p>Create exclusive social spaces for young people and women through sport, play, cultural and artistic exchanges – without adults or men controlling the perimeters.</p>
Psychosocial Dimension	Lack of actors providing specialized psychological support to returnees	<p>Develop partnerships with government actors that have a psychosocial focus such as the Department of Social Welfare, the district assembly or NADMO, for complete and systematic psychological care of returning migrants. They could be trained in basic psychological support and social protection at a national level. Trainers could then give trainings at regional and community levels.</p> <p>Collaborate with a community organization like the active religious associations (Ihyaadden) to raise awareness among families, especially on the expectations and disappointment within families that constitute an additional stressor for returnees. Youth organizations can create support groups and community dialogue.</p>
Communication for Development	Youth reluctant to work in agriculture, Most returnees are from Libya and have not had time and resources to strengthen marketable skills	<p>Awareness and sensitisation campaigns are needed to ensure that youth understand the diversity of roles to be played in the agricultural value chains and the prospective for long-term career growth.</p> <p>Engage in community-based consultations and dialogue sessions to increase opportunities for socialisation among young community members and returnees and to support exchanges between these groups.</p> <p>Identify capacity among community organizations such as religious associations to fill in the gap of psychosocial service provision in the area. Train religious associations in social and psychosocial support provision, notably to the youth.</p> <p>Train government actors in psychosocial support to fill the service gap. Government actors such as the department of Social Welfare, the district assembly or the NADMO could be trained in basic psychological support and social protection at a national level. Trainers could then give the training at a regional level and in the targeted communities.</p>

Jema

Population:
15,637

Setting type:
Rural

Main languages:
Twi, Bono, English

Brong Ahafo Region

Jema is the capital of the Kintampo North District. The main economic sectors are agriculture, health and education. The health and educational sectors are largely driven by two formal associations which are the district education directorate of the Ghana Education Services (GES) and the District Health Management Team (DHMT) of the Ghana Health Services (GHS). The agriculture sector is, however, mostly driven by informal players who are into small scale subsistence systems, even though recent trends indicate commercial agriculture in cash crop (cashew) and tomato farming.



KEY CHALLENGES FACED BY THE COMMUNITY:

Services and infrastructure

The roads are in a deplorable state, full of gullies and potholes. This impedes farmers carting their farm products to the markets for sale. Jema also has the lowest rate of satisfaction with regards to access to drinking water and housing, in our sample.

Agricultural shocks

Reports on pest (armyworm) infestation, and bushfires were reported to have affected agricultural crops.

Agricultural infrastructures

The community has a thriving agricultural sector thanks to its endowed vast and fertile land available for agricultural purposes. Land and labor force for farming were reported to be cheaper compared to neighboring communities which reinforce the opportunity for large scale commercial agriculture. However the lack of farming inputs, machinery and irrigation facilities impede the modernization and effectiveness of the sector.

"For instance, last year when the government introduced the planting for food and job policy, lots of people were happy with it and complied. However, the maize was attacked by armyworms which rendered most of us not harvesting anything. The government provided chemicals but they were not effective enough to kill them."
(Returnee, FGD, Jema)



SOCIO-ECONOMIC PROFILE

% of respondents with a
**PAID JOB or
INCOME-GENERATING
ACTIVITY**

48% Sample average: **54%**

MAIN SECTORS IN SAMPLE:

1. Small trade (26%)
2. Agriculture (18%)
3. Sewing, embroidery (8%)
4. Education (6%)
5. Health (6%)

% of respondents who
are
LOOKING FOR A JOB

44% Sample average: **49%**

% of respondents who are
**INTERESTED IN STARTING
OWN BUSINESS**

72% Sample average: **74%**

**MAIN REASONS NOT TO
HAVE STARTED BUSINESS:**

1. Lack of capital
2. Still in education

% of respondents who
**HAVE A GROUP OF
FRIENDS**

64% Sample average: **65%**

% of respondents who
CAN BORROW MONEY

24% Sample average: **34%**

% of respondents who
**CAN RELY ON THEIR
NETWORK FOR
SUPPORT**

39% Sample average: **46%**

% of respondents with a
**HIGH SCHOOL
DIPLOMA OR MORE**

50% Sample average: **47%**

% of respondents who
**DROPPED OUT OF
SCHOOL BECAUSE THEY
COULD NOT AFFORD FEES**

10% Sample average: **12%**

BASIC SERVICES SATISFACTION

	Jema	Average satisfaction ratio
Education	+4	86%
Documentation	-19	66%
Justice and Law Enforcement	-2	57%
Housing	-15	69%
Healthcare	-2	79%
Drinking Water	-27	80%

% of respondents who
**HAD TO REDUCE
FOOD FOR LACK OF
MEANS**

43% Sample average: **31%**

% of respondents who had
**MAJOR ILLNESS EPISODES
DURING LAST YEAR**

24% Sample average: **25%**

MIGRATION PROFILE

% of respondents
BORN IN ANOTHER
COMMUNITY

61% Sample average: **42%**

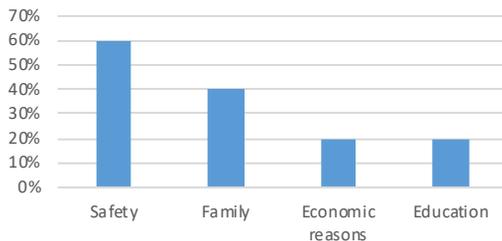
% of respondents
RECEIVING
REMITTANCES

38% Sample average: **47%**

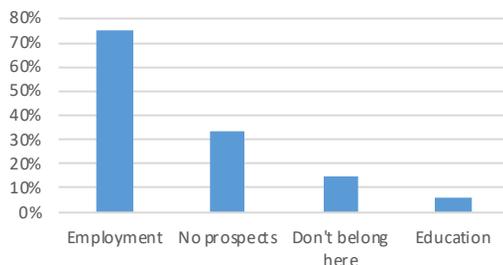
% of respondents with
FAMILY MEMBERS /
FRIENDS ABROAD

47% Sample average: **62%**

MAIN REASONS TO RETURN TO THE COMMUNITY



MAIN REASONS TO LEAVE THE COMMUNITY



% of respondents
ABLE TO MOVE AWAY
WITHIN 12 MONTHS

56% Sample average: **74%**

I WANT TO LEAVE BUT I AM
UNABLE TO BECAUSE (MAIN
REASONS):

1. Financial means : 94%
2. Legal problems: 29%

MIGRATION PROJECT DESTINATIONS:

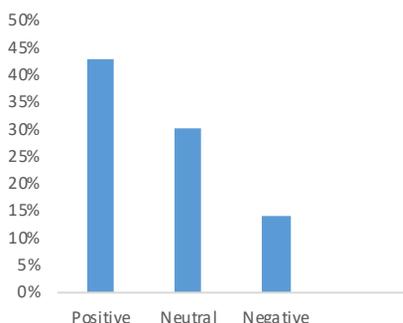
1. Urban area (Ghana) : 21%
2. Europe: 17%
3. Other: 8%

SUSTAINABLE REINTEGRATION: CHALLENGES AND OPPORTUNITIES

% of
RETURNEES

14% Sample average: **22%**

PERCEPTION OF RETURNEES IN THE COMMUNITY



% of respondents with
ACCESS TO
PSYCHOLOGICAL
SUPPORT

19% Sample average: **21%**

% of respondents who
FELT DISCRIMINATED
AGAINST

21% Sample average: **30%**

ECONOMIC DIMENSION

OPPORTUNITIES:

- Mid to long-term opportunities in the agricultural sector
- Mid to long-term opportunities in the health and education sectors

CHALLENGES:

- Diseases and bush fires affect the crops
- Road networks impede farmers from selling their products in the market

SOCIAL DIMENSION

OPPORTUNITIES:

- Religious organizations
- Associations and cooperatives
- Good social cohesion and multiple activities

CHALLENGES:

- Lack of structured socialization initiatives for young community members and returnees

PSYCHOLOGICAL DIMENSION

OPPORTUNITIES:

- Religious organization and government actors could be trained for psychological support

CHALLENGES:

- Lack of actors providing specialized psychological support to returnees

STAKEHOLDER MAPPING

KEY COMMUNITY STAKEHOLDERS INVOLVED:

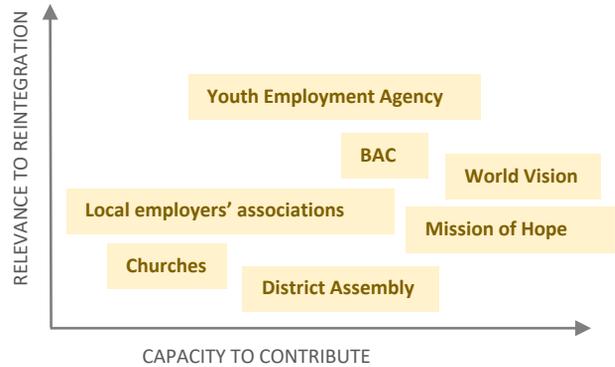
Government actors: The National Board for small-scale industries has BAC (Business Advisory Centre) in Kintampo South, which helps strengthening MSEs through advice, financial support and training. The Youth Employment Agency also supports graduate education.

Local employers' associations: The Tailors' Association of Jema, Association for Garages, Cashew Buyers Association Jema.

Religious institutions: Methodist Church, Presbyterian Church of Ghana, Church of Pentecost.

NGOs: World Vision has an office in Kintampo South, active with different initiatives (supporting access to credit, leading food security programs, and gender equality training). Mission of Hope has an office in Jema since 2003 and assists marginalized groups of children and women. They have worked with the European Union on child labor, early and forced marriage, and with World Education to advocate the need for education in 20 communities.

STAKEHOLDER MAP:



STAKEHOLDER DEVELOPMENT PRIORITIES:

- Develop partnerships with World Vision and Mission of Hope and improve agricultural infrastructure
- Support government actors' initiatives in order to improve access to services in the community
- Train religious institutions for social support

RECOMMENDATIONS

POSSIBLE INTERVENTIONS:

Support local employers' associations

Local employers in mechanics, fashion and / or agriculture can support economic reintegration of migrants by providing jobs and disseminating trainings.

- A possible intervention could be to
- reinforce those networks (financial support to get a local and find equipment for their activities)
 - increase their visibility towards the government and the population
 - create community dialogues between the authorities and those organizations

Potential actors: Tailors' Association of Jema, Association for Garage and Cashew Buyers' Association Jema.

Train religious organizations for social support

The religious organizations already working with youth can help create support groups and community dialogue between returnees and the rest of the community. Imams are influential leaders who can help with returnees' reintegration.

Potential partners: The Methodist Church, Presbyterian Church of Ghana, Church of Pentecost, Jema.

OBJECTIVES

ADDRESS KEY COMMUNITY CHALLENGES

CREATE EMPLOYMENT

FOSTER SUSTAINABLE REINTEGRATION

SENSITIZE COMMUNITY

JEMA – specific recommendations

Jema is a rural farming community and stands out in terms of high economic hardship. Relative to other communities, Jema has the highest level of unemployment and the lowest level of home ownership. Jema recently became the capital for the Kintampo South district, which aided improvement in infrastructure. Despite seeing a gradual shift away from subsistence agriculture, predominantly maize and yams, towards more lucrative cash groups, such as cashews and mangos, Jema remains highly vulnerable to external shocks. The greater economic strain in the community does not translate into a higher desire to migrate – fewer people wanted to leave Jema than any other community. This may be because few people see moving abroad as viable due to lack of financial means. Perceptions of returnees here are least positive, nevertheless Jema is a community of migrants – 61% of respondents were born elsewhere.

« We do not have any social centre so we depend only on church activities to bring us together as a family»

FGD participant, Jema

“Although there are many youths in town who are not currently working, the means to train them is a problem. World Vision, an NGO, used to train some of our youth in soap and tie and die making but it has reduced, if not stopped totally”

Procurement Officer, Kingdom Exim Co, Jema

Table 8: Indicative interventions for the reintegration of returnees to Jema (structural and thematic partners identified in section 4)

JEMA	Challenges	Possible Priority Interventions
Economic Dimension	<p>Deplorable state of road infrastructure, lowest rate of satisfaction with access to water and housing</p> <p>Lack of farming inputs, machinery, and irrigation hamper modernization of agricultural sector.</p>	<p>Develop partnerships with World Mission and Mission of Hope to improve agricultural infrastructure. Support the provision of farming inputs, develop the machinery and irrigation facilities that impede the modernization of the sector. The WV office in Kintampo South actively supports access to credit and food security programs.</p> <p>Support government actors’ initiatives, such as Business Advisory Centre and YEA) in order to improve access to services in the community. Funding is required to improve the infrastructure of basic services such as access to drink water and housing in Jema.</p> <p>Support local employers’ associations (Tailors Association of Jema, Cashew Buyers Association, Association for Garages) that can economically reintegrate migrants through jobs and trainings.</p> <ul style="list-style-type: none"> • Reinforce networks through financial support and fund equipment • Increase their visibility with government and population

JEMA	Challenges	Possible Priority Interventions
	Susceptible to shocks i.e. pest infestations and bushfires.	<ul style="list-style-type: none"> • Create community dialogues between authorities and organizations <p>Promote entrepreneurship among returnees (in collaboration with non-migrants as much as possible), through grants and technical support. In particular, promote activities with benefits in the following 1) high priority, manufacturing, agriculture, health; 2) medium priority, infrastructure, finance.</p>
Social Dimension	Lack of structured socialization opportunities for youth and returnees	<p>Develop monitoring mechanisms to build trusting relationships with returnees, provide them with information about services and opportunities, and support planning for the near future to combat feelings of abandonment.</p> <p>Create forums for dialogue through youth and religious associations to ease tensions and strengthen social cohesion.</p> <p>Create exclusive social spaces for young people and women through sport, play, cultural and artistic exchanges – without adults or men controlling the perimeters.</p>
Psychosocial Dimension	Lack of actors providing specialized psychological support to returnees.	<p>Develop partnerships with government actors that have a psychosocial focus such as the Department of Social Welfare, the district assembly or NADMO, for complete and systematic psychological care of returning migrants. They could be trained in basic psychological support and social protection at a national level. Trainers could then give trainings at regional and community levels.</p> <p>Collaborate with active religious associations, such as the Methodist Church, Presbyterian Church of Ghana, Church of Pentecost Jema) to raise awareness among families, especially on the expectations and disappointment within families that constitute an additional stressor for returnees. Train religious organizations for social support especially with the religious organizations already working with youth. Imams are influential leaders who can help with returnees' reintegration.</p> <p>Support the development of youth organizations (with returnee and host youth) to lead to self-support groups and enhanced community dialogue.</p>
Communication pour le développement	Employment is the main reason for departure, prevailing pessimism and negative outlook	<p>Build on the perceived safety that Jema provides, to engage in a C4D dialogue to counter the prevailing youth pessimism. Financial means are the main obstacle to departure. Community dialogues should emphasise the opportunities available in Jema.</p> <p>Trainings in household finance management can help support households in Jema as one third of respondents receive remittances.</p> <p>Co-convene community workshops to solve recurrent issues facing the agriculture sector such as the poor road networks that impede farmer access, as well as diseases and bush fires. Supporting the community to address these problems will enhance social cohesion and allow for youth to possibly play a greater role on the logistics, safety and security of the value chain.</p>

Aboabo, Kumasi

Eastern Region

Population:
70,807

Setting type:
Urban

Main languages:
Hausa, Twi, English



Aboabo is an urban slum community in Kumasi, the second largest city in the country. It has many migrants from all parts of Ghana, and its neighboring West African countries. The economy is largely dominated by the informal sector with activities such as small-scale manufacturing or diverse daily services. For example, the transportation sector is largely driven by low-cost urban transport, offering an alternative to regular taxi services.

KEY CHALLENGES FACED BY THE COMMUNITY:

Decline of small scale manufacturing

Though small manufacturing shows economic opportunities in Aboabo, it has been hampered by the lack of access to raw materials. Due to the shutdown of the Volta Aluminum Company and the influx of cheap synthetic leather from the outside, access to raw material is difficult for blacksmithing and leather work.

Health and education

Access to healthcare and drinking water were rated low, compared to other communities. Qualitative respondents also expressed a need to improve education and health facilities.

Religious tensions

There is a religious rivalry between the Ahlussunnah Wal Jamaah Muslim Sect and the Tijaniyya Muslim Sect.

"Even if there is a level of religious rivalry between the Ahlussuna Waljamaa Muslim Sect and the Tijaniya Muslim Sect bringing up to verbal assault, the national security has always been able to manage the situation" - Alhaji Harun Mosque, Deputy Imam

Housing and sanitation

Poor housing conditions affect people from Aboabo. Houses are made of wood and salvaged materials. They were originally built with land crete and slate, then the extensions were made with sand crete or aluminum, creating sanitation problems.

SOCIO-ECONOMIC PROFILE

% of respondents with a
**PAID JOB or
INCOME-GENERATING
ACTIVITY**

52%
Sample average:
54%

MAIN SECTORS:

1. Other (32%)
2. Sewing (24%)
3. Small retail (13%)
4. Education (5%)
5. Electric/plumbing (5%)

% of respondents who
are
LOOKING FOR A JOB

55%
Sample average:
49%

% of respondents who are
**INTERESTED IN STARTING
OWN BUSINESS**

84%
Sample average:
74%

**MAIN REASONS NOT TO
HAVE STARTED BUSINESS:**

1. Lack of capital
2. Still in education

% of respondents who
**HAVE A GROUP OF
FRIENDS**

71%
Sample average:
65%

% of respondents who
CAN BORROW MONEY

36%
Sample average:
34%

% of respondents who
**CAN RELY ON THEIR
NETWORK FOR SUPPORT**

59%
Sample average:
46%

% of respondents with a
**HIGH SCHOOL
DIPLOMA OR MORE**

38%
Sample average:
47%

% of respondents who had
**DROPPED OUT OF
SCHOOL BECAUSE THEY
COULD NOT AFFORD FEES**

15%
Sample average:
12%

BASIC SERVICES SATISFACTION

	Aboabo	Average satisfaction ratio
Education	-2	86%
Documentation	+12	66%
Justice and Law Enforcement	+6	57%
Housing	-9	69%
Healthcare	-13	79%
Drinking Water	-3	80%

% of respondents who
**HAD TO REDUCE
FOOD FOR LACK OF
MEANS**

21%
Sample average:
31%

% of respondents who had
**MAJOR ILLNESS EPISODES
DURING THE LAST YEAR**

29%
Sample average:
25%

MIGRATION PROFILE

% of respondents
BORN IN ANOTHER
COMMUNITY

39% Sample
average:
42%

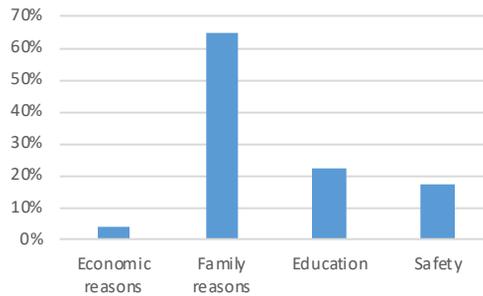
% of respondents
RECEIVING
REMITTANCES

61% Sample
average:
47%

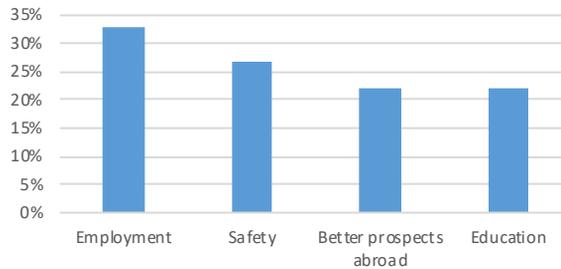
% of respondents with
FAMILY MEMBERS /
FRIENDS ABROAD

79% Sample
average:
62%

MAIN REASONS TO RETURN TO THE COMMUNITY



MAIN REASONS TO LEAVE THE COMMUNITY



% of respondents
ABLE TO MOVE AWAY
WITHIN 12 MONTHS

88% Sample
average:
74%

I WANT TO LEAVE BUT I AM
UNABLE TO BECAUSE (MAIN
REASONS):

1. Financial means: 40%
2. Other : 40%

MIGRATION PROJECT DESTINATIONS:

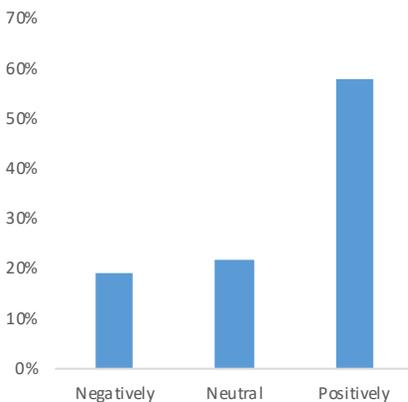
1. Europe: 40%
2. Other : 16%
3. Urban area (Ghana) : 8%

SUSTAINABLE REINTEGRATION: CHALLENGES AND OPPORTUNITIES

% of
RETURNEES

37% Sample
average:
22%

PERCEPTION OF RETURNEES IN THE COMMUNITY



% of respondents with
ACCESS TO
PSYCHOLOGICAL
SUPPORT

30% Sample
average:
21%

% of respondents who
FELT DISCRIMINATED
AGAINST

38% Sample
average:
30%

ECONOMIC DIMENSION

OPPORTUNITIES:

- Mid to long-term opportunities in the small scale manufacturing sector
- Short to mid-term opportunities in the transport sector

CHALLENGES:

- Lack of access to raw materials and market opportunities for small scale manufacturing

SOCIAL DIMENSION

OPPORTUNITIES:

- Good social cohesion and multiple social events
- Existing support networks in the community

CHALLENGES:

- Social unrest: drug abuse, robbery
- Religious tensions between Muslim sects

PSYCHOLOGICAL DIMENSION

OPPORTUNITIES:

- Religious organisations

CHALLENGES:

- Lack of actors providing specialised psychological support to returnees

STAKEHOLDER MAPPING

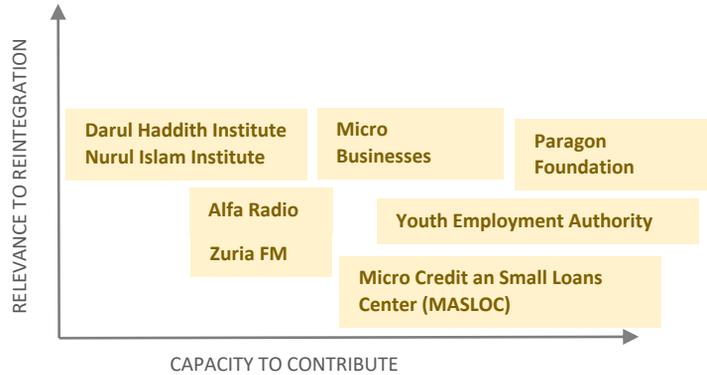
KEY COMMUNITY STAKEHOLDERS:

Local employers: Multiple local employers, such as Fatima Farida Academy, Garaji Mechanics, Hafiz Fashion, have a positive perception of returnees' skills, and can provide short-, mid- and long-term economic reintegration opportunities.

Religious educative organisations: Alhaji Harun Mosque, Nurul Islam Institute and Darul Hadith are relevant platforms for either sensitization activities or psychological support. They teach the Quran, organize congressional gatherings with the community and sometimes provide financial assistance.

Communal radios: Zuria FM, a local Hausa station, or Alfa Radio. These radio stations have a legitimacy among a diversity of stakeholders, from community members, to religious actors and local employers. They could be involved in C4D activities.

STAKEHOLDER MAP



STAKEHOLDER DEVELOPMENT PRIORITIES:

- Build psychosocial and C4D capacities of religious organisations
- Assess capacity of local employers for potential involvement in economic reintegration thanks to training in entrepreneurship and craftsmanship skills
- Sensitize communal radios on migration and reintegration issues

RECOMMENDATIONS

POSSIBLE INTERVENTIONS:

Training in entrepreneurship and craftsmanship skills

Aboabo is a vibrant community for micro-business creation, especially in transport and craftsmanship. However, there seems to be a lack of support for entrepreneurs, in terms of training and access to credit. A possible intervention could focus on:

- Training for leather work, blacksmithing and / or fashion
- Trainings for entrepreneurship (create a business plan, IT skills, networking skills)

Potential actors: Youth Employment Authority

Support in access to micro-credit to expand small businesses

Community members could benefit from support in accessing credit. This means:

- Explaining the banking system (i.e. how to access credit)
- Mediate meetings between banks and business owners, as small businesses lack confidence and legitimacy to gain access to credit
- Occasionally provide financial support if needed, as a financial guarantee for credit access

Potential actors : MASLOC, Business Advisory Center in Kumasi

Awareness raising activities with the religious organizations

There are multiple religious organizations specialized in Muslim education that are already working with youth. Their contact with youth and knowledge of the Quran could help implement effective C4D activities.

In this field, an example of good practice is IOM Guinea's activity on awareness raising. They trained imams in Conakry on migration issues. Then, the imams tried to link those issues and messages on migration to messages in the Quran. The same could be done with priests, based on psalms in the Bible.

Potential actors : Alhaji Harun Mosque, Nurul Islam Institute, Darul Hadith

OBJECTIVES

ADDRESS KEY COMMUNITY CHALLENGES

CREATE EMPLOYMENT

FOSTER SUSTAINABLE REINTEGRATION

SENSITIZE COMMUNITY



ABOABO, KUMASI – specific recommendations

Adoabo is a district of the regional capital Kumasi, and stands out as being particularly well connected to the wider world. The development of rails, cocoa and mines attract numerous migrants from neighboring countries. Returnees make up a higher percentage (36%) of the sample here than anywhere else and there are more female returnees in Aboabo than in all other communities. Perhaps due to connectivity, the desired to migrate from Aboabo is higher than any other community. Returnees were much more likely to have travelled to Nigeria or other Africa countries, rather than Libya. As the regional capital, Ejura's local economy is less seasonal and more directed to higher value professions, such as metal and leather working, commerce, transport and catering.

« The advantage of employing the youth is that, they are energetic, hardworking, and are abreast with current issues. The disadvantage is that they not patient to work for a long time in the same place and they look for better opportunities elsewhere) »

Fatima Farida Academy, Aboabo

Table 9: Indicative interventions for the reintegration of returnees to Aboabo (structural and thematic partners identified in section 4)

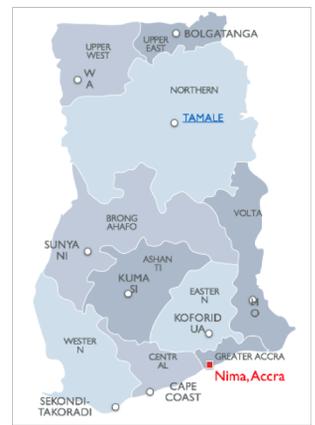
ABOABO	Challenges	Possible Priority Interventions
Economic Dimension	Small manufacturing declining due to lack of access to raw materials, very low access to healthcare and water; Poor housing conditions	<p>Assess capacity of local employers for potential involvement in economic reintegration through trainings in entrepreneurship and craftsmanship skills</p> <ul style="list-style-type: none"> Aboabo is a vibrant community for micro-business creation, especially in transport and craftsmanship. However, there is lack of support for entrepreneurs in training and access to credit. Possible interventions through Youth Employment Authority could focus on training for leatherwork, blacksmithing, fashion, and training for entrepreneurship including business planning, IT skills and networking skills. Support access to micro-credit to expand small businesses, including explain the banking system and access to credit, mediate meetings between bank and business owners, and occasionally provide financial support if needed i.e. financial guaranty. Potential partners are MASLOC and Business Advisory Center in Kumasi. <p>Promote entrepreneurship among returnees (in collaboration with non-migrants as much as possible), through grants and technical support. In particular, promote activities with benefits in the following 1) high priority health, water, infrastructure; 2) medium priority, education, manufacture, finance and social.</p> <p>Invest in the links with supplies of raw materials for small scale manufacturing, organize fairs in Aboabo for suppliers.</p>
Social Dimension	Religious rivalry between Ahlussunnah Wal Jamaah Muslim sect and the Tijaniyya Muslim sect;	<p>Improve quality and access to basic services: healthcare, drinking water and education facilities require upgrading.</p> <p>Upgrading of housing structures to modern housing is a priority as poor housing conditions were negatively affecting the sanitation and well-being of people from Aboabo.</p>

ABOABO	Challenges	Possible Priority Interventions
	Need to improve educational and health facilities; social unrest from drug abuse and robbery	<p>Raise awareness with religious organizations</p> <ul style="list-style-type: none"> • Sensitize communal radios, such as Alfa Radio and Zuria FM, on migration and reintegration issues • Train and sensitize imams and priests on migration issues • Encourage intra-regional / faith-based dialogues to decrease religious tensions between Muslim sects
Psychosocial Dimension	Lack of actors providing specialized psychological support to returnees	<p>Build psychosocial and C4D capacities of religious organisations. Multiple, such as Alhaji Harun Mosque, Nurul Islam Institute, Darul Hadith, specialize in Islamic education and are already working with youth. Their contact with youth and knowledge of Quran could help implement effective C4D activities.</p> <ul style="list-style-type: none"> • A successful example from IOM Guinea on awareness raising included training and sensitization of imams in Conakry on migration issues. Afterwards, the imams linked the issues of migration to a message in the Quran. The same could be done with priests based on psalms in the Bible.
Communication for Development	Communitarianism in Aboabo is counter productive to reintegration, social cohesion and economic wellbeing	<p>Build on best practices in terms of inter-faith exchanges, economic successes and manufacturing initiatives to highlight for the rest of the community – and for returnees – what positive contributions exist locally.</p> <p>Record feedback from the community on basic services and improvements that can be made (short, medium and long-term) and effectively work around a timeline and visibility for them to know when and where to expect improvements in healthcare, drinking water and education.</p> <p>Build on communal radio stations that have legitimacy among a range of stakeholders to plan C4D activities around key issues affecting the community. Train and sensitize communal radios on migration and reintegration issues to help them discuss the challenges and opportunities on air.</p>

Nima

Greater Accra Region

Population: 72,540 Setting type: Urban Main languages: Hausa, English, Twi



Nima is an urban community of migrants in the capital of Accra. It was first populated by Muslim traders from northern Nigeria and some part of northern Ghana who came down to undertake trading activities. Commerce is thus the main economic sector, largely driven by retail in clothes, shoes, sandals, commodities, and other daily consumables.

KEY CHALLENGES FACED BY THE COMMUNITY:

Housing and sanitation issues

Nima is a slum characterized by poor sanitation, poor access to safe water, and dilapidated housing. According to a study made by Columbia University in 2011, an estimated 30 people share a toilet, 48 people share a kitchen, 22 people share a bathroom, and about 18% of the people do not have access to toilet facilities. It was, however, discovered from the quantitative survey that commercial use of public showers and toilets were thriving in the community.



Security issues stigmatizing the area

The unplanned expansion of Nima and its rising population combined with the lack of investment in municipal services fostered the development of crime, robbery, drug consumption and internet fraud. Many can make a living out of scams on the internet and use the money to migrate illegally. Many young people underlined that those security issues make them feel stigmatized and are an obstacle to get a job.

“Security-wise, all of us are not safe. The community has been left on its own. The majority supposed to act to purge off the bad nuts are silent. Those who wrong the community are small but are loud.” Chairman, Watchdog Community

SOCIO-ECONOMIC PROFILE

% of respondents with a PAID JOB or INCOME-GENERATING ACTIVITY

55% Sample average: **54%**

MAIN SECTORS:

1. Other (36%)
2. Small retail (32%)
3. Education (8%)
4. Construction (6%)
5. Sewing (4%)

% of respondents who are LOOKING FOR A JOB

50% Sample average: **49%**

% of respondents who are INTERESTED IN STARTING OWN BUSINESS

79% Sample average: **74%**

MAIN REASONS NOT TO HAVE STARTED BUSINESS:

1. Lack of capital
2. Still in education

% of respondents who HAVE A GROUP OF FRIENDS

52% Sample average: **65%**

% of respondents who CAN BORROW MONEY

36% Sample average: **34%**

% of respondents who CAN RELY ON NETWORK FOR SUPPORT

38% Sample average: **46%**

% of respondents with a HIGH SCHOOL DIPLOMA OR MORE

60% Sample average: **47%**

% of respondents who DROPPED OUT OF SCHOOL BECAUSE THEY COULD NOT AFFORD FEES

8% Sample average: **12%**

BASIC SERVICES SATISFACTION

	Nima	Average satisfaction ratio
Education	-1	86%
Documentation	+11	66%
Justice and Law Enforcement	-3	57%
Housing	+2	69%
Healthcare	-5	79%
Drinking Water	+18	80%

% of respondents who HAD TO REDUCE FOOD FOR LACK OF MEANS

36% Sample average: **31%**

% of respondents who had MAJOR ILLNESS EPISODES DURING LAST YEAR

22% Sample average: **25%**

MIGRATION PROFILE

% of respondents
BORN IN ANOTHER
COMMUNITY

41% Sample
average:
42%

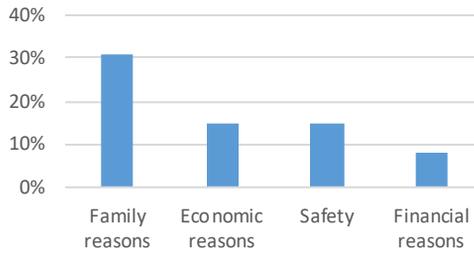
% of respondents
RECEIVING
REMITTANCES

40% Sample
average:
47%

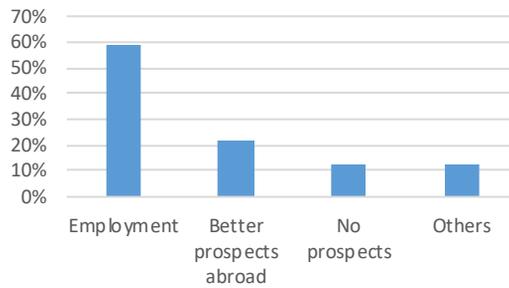
% of respondents with
FAMILY MEMBERS /
FRIENDS ABROAD

61% Sample
average:
62%

MAIN REASONS TO RETURN TO THE COMMUNITY



MAIN REASONS TO WANTING TO LEAVE THE COMMUNITY



% of respondents
ABLE TO MOVE AWAY
WITHIN 12 MONTHS

78% Sample
average:
74%

I WANT TO LEAVE BUT I AM
UNABLE TO BECAUSE (MAIN
REASONS):

1. Financial means: 55%
2. Other: 36%

MIGRATION PROJECT DESTINATIONS:

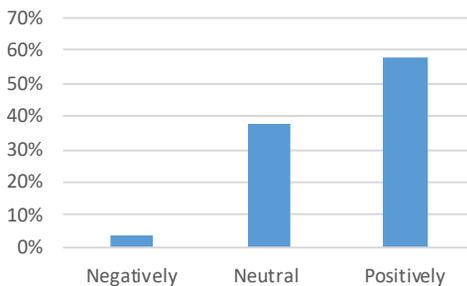
1. Others: 27%
2. Europe: 25%
3. Urban area (Ghana) : 14%

SUSTAINABLE REINTEGRATION: CHALLENGES AND OPPORTUNITIES

% of
RETURNEES

18% Sample
average:
22%

PERCEPTION OF RETURNEES IN THE COMMUNITY



% of respondents with
ACCESS TO
PSYCHOLOGICAL
SUPPORT

6% Sample
average:
21%

% of respondents who
FELT DISCRIMINATED
AGAINST

35% Sample
average:
30%

ECONOMIC DIMENSION

OPPORTUNITIES:

- Mid to long-term opportunities in the commerce sectors (retail in clothes, shoes, sandals, commodities, and other daily consumables)
- Short to mid-term opportunities in the transport and animal husbandry sectors

CHALLENGES:

- Lack of financial capital and entrepreneurship skills

SOCIAL DIMENSION

OPPORTUNITIES:

- Good social cohesion and multiple social events
- Active youth associations fostering activities like reading and sports

CHALLENGES:

- Social vices such as drug abuse, robbery, mugging
- Migration seen as the only way to escape poverty and gain social prestige

PSYCHOLOGICAL DIMENSION

OPPORTUNITIES:

- Good access to health facilities

CHALLENGES:

- Lack of actors providing psychological support to returnees at the district level

STAKEHOLDER MAPPING

KEY COMMUNITY STAKEHOLDERS:

Youth associations: Youth associations, such as the Success Book Club or the Nima Soccer Association, are dynamic and legitimate in the community. They can be effective partners for social reintegration and awareness-raising activities.

Local employers: Micro-businesses that present an opportunity for economic reintegration of returnees, like African Express Delivery, Tembi Threads, Baselor Clothing.

Diaspora: Members of the Nima diaspora involved in improving the communities are admired by youth, and could help in C4D activities and skills trainings.

Local organisations: Formal and structured organisations are active in Nima with diverse initiatives. The Initiative for Youth Development organized the Zongo Inspirational Team and offered an intensive 12-month programmer training. The Nima Muhinmanchi Art (NMA) is a collective of artists in Nima organizing workshops and public painting programs. The Zongo Inspirational Team is a group of change-agents from deprived communities trying to improve their area through mentorship of young adults.



STAKEHOLDER DEVELOPMENT PRIORITIES:

- C4D activities through the youth and the diaspora
- Entrepreneurship support through access to trainings and credit

RECOMMENDATIONS

POSSIBLE INTERVENTIONS:

Training in entrepreneurship skills

Nima is a vibrant community for business, micro-business creation (hairdressers, fashion, makeup artists and transport) and trade of all goods (clothing, shoes and other commodities). However, there seems to be a lack of support for entrepreneurs as community members feel that NGOs and government actors overlook their area. Participants in FGDs expressed the wish for trainings in IT skills, networking, business planning, conception and presentation of a project on paper.

Potential actors: Initiative for Youth Development, Zongo Inspirational Team and youth organisations to disseminate the information and link with beneficiaries.

Support in access to micro credit to expand small Business

Despite the presence of multiple financial institutions in the area, community members could benefit from a support in accessing to credit. This would mean:

- Explaining the banking system and how to access credit
- Mediate the meeting between banks and business owners, as small businesses lack the confidence and legitimacy to gain access to credit independently
- Occasionally provide a financial support if needed, as a financial guaranty to access to the credit

Potential actors : Afro Arab Micro Finance, Business Advisory Center in Accra

Sensitize youth associations in migration and reintegration issues

C4D activities are crucial in Nima, as migration is deeply rooted in the mentality of the community members, especially youth, hence the necessity to work with youth associations in two steps:

- Reinforce local organizations: formalize their networks, find a local for the book club to meet, a soccer field for the Nima Soccer association, help them gain legitimacy with the local authorities by mediating a community dialogue
- Sensitize them on the topic of migration and reintegration: inform them about migration trends and the dangers of illegal migration, show them local alternatives to migration to escape poverty

OBJECTIVES :

ADDRESS KEY COMMUNITY CHALLENGES

CREATE EMPLOYMENT

FOSTER SUSTAINABLE REINTEGRATION

SENSITIZE COMMUNITY

NIMA, GREATER ACCRA – specific recommendations

Nima is a highly populated area in which urbanization has gone unplanned. Like Aboabo, Nima is a slum located in Greater Accra with poor access to services. Compared to other communities, education levels are slightly higher overall in Nima. As a district of the capital city, urban employment opportunities are available offering higher rewards, but for which the bar to entry is also higher. Respondents stressed the importance of education both for attaining white collar jobs and for having more successful migration experiences. Educated migrants were deemed unlikely to return, and young people in Nima are keen to attend university, though that state of education is particularly poor. Traditionally, the area has been populated by migrants from Ghana and the rest of West Africa. Migration has more than doubled from 1960 to 2000, and it is seen as a common strategy of livelihood in the community. Nima appears to have active youth and ethnic-based community and sports groups.

« Security-wise, all of us are not safe. The community has been left on its own. The majority supposed to act to purge off the bad nuts are silent. Those who wrong the community are small but are loud»
Chairman, Watchdog Community

Table 10: Indicative interventions for the reintegration of returnees to Nima (structural and thematic partners identified in section 4)

NIMA	Challenges	Possible Priority Interventions
Economic Dimension	Lack of financial capital and entrepreneurship skills, An urban slum with poor sanitation and access to safe water, dilapidated housing	<p>Nima is a vibrant community for micro-business creation (hairdresser, fashion, makeup artist, transport) and trade of all goods (sale of clothing, shoes, commodities). However, entrepreneurs lack support and community members feel that NGOs and government actors overlook their area.</p> <ul style="list-style-type: none"> • Conduct trainings in IT skills, networking, business planning, conception and presentation of a project on paper. • Partner with Initiative for Youth Development, Zongo Inspirational Team, and youth organizations to disseminate information and link with beneficiaries <p>Support community members' access to credit, which is limited despite presence of multiple financial institutions in the area</p> <ul style="list-style-type: none"> • Support access to micro-credit to expand small businesses, including explain the banking system and access to credit, mediate meetings between bank and business owners, and occasionally provide financial support if needed i.e. financial guaranty. Potential partners are Afro Arab Micro Finance and Business Advisory Center in Accra. <p>Promote entrepreneurship among returnees (in collaboration with non-migrants as much as possible), through grants and technical support. In particular, promote activities with benefits in the following 1) high priority education, infrastructure, finance; 2) medium priority, health, water, and energy.</p>
Social Dimension	Security issues (crime, robbery, drugs)	Support youth organisations in upgrading of slum and in designing community-based solutions around poor sanitation, poor access to safe water and dilapidated housing. Match youth projects with support from external stakeholders and government contributions to the

NIMA	Challenges	Possible Priority Interventions
	<p>stigmatizes the area, Migration seen as only way to escape and gain social prestige</p>	<p>improvement to services. A twinning programme between local associations and public / private sector actors could lead to greater efforts to improve housing and sanitation issues that affect all of Nima.</p> <p>Sensitize youth associations, such as Initiative for Youth Development, in migration and reintegration issues</p> <ul style="list-style-type: none"> • C4D activities crucial as illegal immigration is deeply rooted in mentality • Reinforce youth organizations by formalizing their networks, mediate between local authorities; find a locale for the Success Book Club, and a soccer field for Nima Soccer Association • Sensitize organizations on migration and reintegration issues such as informing them about dangers and demonstrate alternatives <p>Support the development of community security groups and integrate youth returnees to help around issues of stigma in Nima. Having youth contribute to improved security will improve their image and their employability. Involve the media in showcasing the efforts by Nima's youth to improve their community's socioeconomic profile.</p>
Psychosocial Dimension	<p>Lack of actors providing psychosocial support to returnees at the district level</p>	<p>Build the psychosocial capacity of existing youth organizations. There are formal and structured organisations active in Nima with diverse initiatives. Consider starting with the following -</p> <ul style="list-style-type: none"> • The Initiative for Youth Development organized the Young Zongo Women Empowerment and offered an intensive 12-month programmer training. • The Nima Muhinmanchi Art is a collective of artists in Nima organization workshops and public painting programs. • The Zongo Inspirational Team is a group of change agents from deprived communities offering mentorship to young adults.
Communication for Development	<p>Migration seen as the only way to escape poverty and gain social prestige</p>	<p>Youth associations, such as the Success Book Club or the Nima Soccer Association, are dynamic and legitimate in the community. They can be effective partners for social reintegration and awareness-raising activities.</p> <p>Members of the Nima diaspora involved in improving the communities are admired by youth, and could help in C4D activities and skills trainings.</p> <p>C4D activities are crucial in Nima, as migration is deeply rooted in the mentality of the community members, especially youth, hence the necessity to work with youth associations in two steps:</p> <ul style="list-style-type: none"> - Reinforce local organizations: formalize their networks, find a local for the book club to meet, a soccer field for the Nima Soccer association, help them gain legitimacy with the local authorities by mediating a community dialogue - Sensitize them on the topic of migration and reintegration: inform them about migration trends and the dangers of illegal migration, show them local alternatives to migration to escape poverty

Tuobodom

Brong Ahafo Region

Population:
41,345

Setting type:
Rural

Main languages:
Twi, Bono, English



Tuobodom is a farming and rural community and capital of the Techiman North District. People from the three northern regions came to Tuobodom to undertake farming activities. Agriculture, transportation and education were the main economic sectors identified. The agricultural sector is largely informal, indigenous, and largely driven by the cultivation of food and cash crops (yam, tomatoes, cassava, beans, pepper, watermelon, cashew, and plantain).

KEY CHALLENGES FACED BY THE COMMUNITY:

The chieftaincy issue

There are tensions between supporters of the two rival chiefs of Tuobodom in the Techiman municipality of the Brong Ahafo Region, following a protracted chieftaincy dispute. The chiefs, Baafour Asare II owes his allegiance to the Golden Stool of (Asanteman) while Nana Obeng Ameyaw II, Akyempemhene of Techiman, owes his allegiance to the Techiman Traditional Council.

Challenges in the agricultural sector

Tuobodom's agricultural sector is dynamic but faces two main challenges: The lack of storage and processing facility result in glut and serious post-harvest losses in the community. The community faced some shocks which affected the crops such as low rainfall, pest and disease infestation.



"Storage is another issue here, anytime the crop is abundant and there are no customers, we are compelled to sell our products at a cheaper rate to prevent them from going bad." Male, Returnee, FGD

SOCIO-ECONOMIC PROFILE

% of respondents with
**PAID JOB or
INCOME-GENERATING
ACTIVITY**

62%
Sample average:
54%

MAIN SECTORS:

1. Other: (39%)
2. Agriculture: (29%)
3. Small retail: (12%)
4. Sewing: (6%)
5. Electricity: (2%)

% of respondents who
are
LOOKING FOR A JOB

58%
Sample average:
49%

% of respondents who are
**INTERESTED IN STARTING
OWN BUSINESS**

80%
Sample average:
74%

**MAIN REASONS NOT TO
HAVE STARTED BUSINESS:**

1. Lack of capital
2. Still in education

% of respondents who
**HAVE A GROUP OF
FRIENDS**

67%
Sample average:
65%

% of respondents who
CAN BORROW MONEY

47%
Sample average:
34%

% of respondents who
**CAN RELY ON NETWORK
FOR SUPPORT**

35%
Sample average:
46%

% of respondents with
**HIGH SCHOOL
DIPLOMA OR MORE**

51%
Sample average:
47%

% of respondents who
**DROPPED OUT OF
SCHOOL BECAUSE THEY
COULD NOT AFFORD FEES**

15%
Sample average:
12%

BASIC SERVICES SATISFACTION

	Tuobodom	Average satisfaction ratio
Education	0	86%
Documentation	-15	66%
Justice and Law Enforcement	-9	57%
Housing	+13	69%
Healthcare	+7	79%
Drinking Water	+15	80%

% of respondents who
**HAD TO REDUCE
FOOD FOR LACK OF
MEANS**

33%
Sample average:
31%

% of respondents who had
**MAJOR ILLNESS EPISODES
DURING LAST YEAR**

25%
Sample average:
25%

MIGRATION PROFILE

% of respondents
BORN IN ANOTHER
COMMUNITY

37% Sample average: **42%**

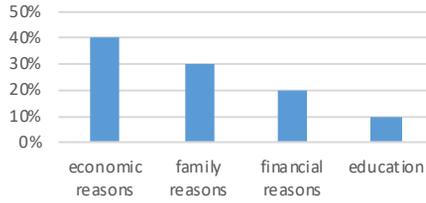
% of respondents
RECEIVING
REMITTANCES

47% Sample average: **47%**

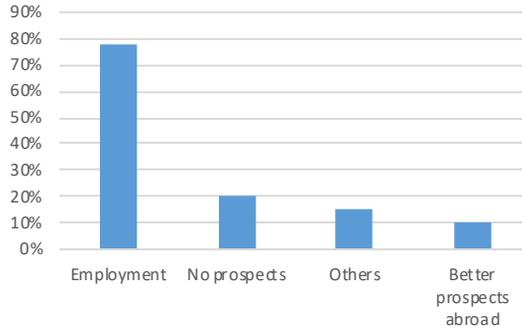
% of respondents with
FAMILY MEMBERS /
FRIENDS ABROAD

61% Sample average: **62%**

MAIN REASONS TO RETURN TO THE COMMUNITY



MAIN REASONS TO LEAVE THE COMMUNITY



% of respondents
ABLE TO MOVE AWAY
WITHIN 12 MONTHS

69% Sample average: **74%**

I WANT TO LEAVE BUT I AM
UNABLE TO BECAUSE (MAIN
REASONS):

1. Financial means: 100%
2. Legal problems: 25%

MIGRATION PROJECT DESTINATIONS:

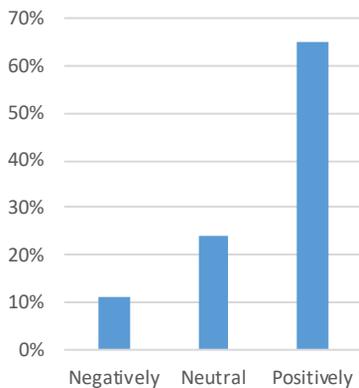
1. Europe: 28%
2. Urban area (Ghana): 8%

SUSTAINABLE REINTEGRATION: CHALLENGES AND OPPORTUNITIES

% of
RETURNEES

23% Sample average: **22%**

PERCEPTION OF RETURNEES IN THE COMMUNITY



% of respondents with
ACCESS TO
PSYCHOLOGICAL
SUPPORT

19% Sample average: **21%**

% of respondents who
FELT DISCRIMINATED
AGAINST

15% Sample average: **30%**

ECONOMIC DIMENSION

OPPORTUNITIES:

- Mid to long-term opportunities in the agricultural sector
- Short to mid-term opportunities in the transport and education sector

CHALLENGES:

- Attract youth to the agricultural sector
- Improve agricultural processing with transformation technique and storage facilities
- Chieftaincy issue which sometimes repel people from working in Tuobodom

SOCIAL DIMENSION

OPPORTUNITIES:

- Religious organisation
- Migrant's association

CHALLENGES:

- Chieftaincy issue

PSYCHOLOGICAL DIMENSION

OPPORTUNITIES:

- Youth association
- Some NGOs/Local authorities

CHALLENGES:

- Lack of actors providing specialised psychological support to returnees

STAKEHOLDER MAPPING

KEY COMMUNITY STAKEHOLDERS:

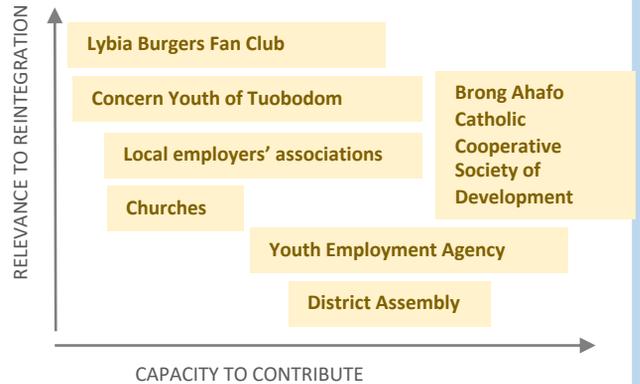
Religious organisations: The Presbyterian Catholic Church, Roman Church, Methodist Church of Tuobodom, are relevant platforms for either sensitisation activities and for reintegration (especially for continued livelihood and/or social and psychosocial support, after IOM/government support expires). They give moral and financial support.

Migrant's association: The Libya Burgers Fan Club, is an active organisation, conscious of returnees' issues and how to resolve them, but feel excluded from the political system and left out of the engagement process.

Government actors: Since Tuobodom has been made a district capital, the government presence has increased. Multiple government actors work in the region with active programmes (planting for food and job, vocational training, entrepreneurship support)

Local employers' associations: Akafo Bre Maize Association, Tuobodom Hairdressers Association, Tuobodom Tailors Association, Tuobodom Cashew Buyers Association.

STAKEHOLDER MAP:



STAKEHOLDER DEVELOPMENT PRIORITIES:

- Reinforce government initiatives In the field of agriculture
- Train and support religious leaders and migrant's association for psychosocial support and C4D

RECOMMENDATIONS

POSSIBLE INTERVENTIONS:

Agriculture transformation programs

Improve the value chain from farmer to market, by doing interventions at 3 levels:

- Support modernization in the farming sector (fertilizers, mechanization, crop protection and conservation, product quality management)
- Support access to credit (information on how and where to get access to credit, mediate the negotiation between the farmer and financial institution)
- Provide trainings in transformation techniques

Potential partners: The BACCSOD, micro-financial institution which addresses the poverty and developmental needs of the people in Techiman, government actors such as the district assembly and Youth Employment Agency.

Support migrants' associations

Formalize and support their structures in order to reinforce their legitimacy by:

- Building a place to meet and increase their visibility
- Creating a community dialogue, between authorities and them. These associations know the returnees and their needs, and the government authorities have the means and structures to create effective programmes to help them.

Potential partners: Lybia's Burger Fan Club

Train religious actors in awareness raising

According to our interviews, communication in the community is mostly done through the mosques. Information is generally given to the imams to pass information to the public on Fridays.

In this field, an example of good practice is the IOM Guinea's activity on awareness raising. They have trained and sensitized imams in Conakry on migration issues. The imams then try to link those issues or messages on migration to a message in the Quran. The same can be done with priests, based on psalms in the Bible.

Potential partners: Presbyterian Catholic Church, Roman Church, Methodist Church Of Tuobodom

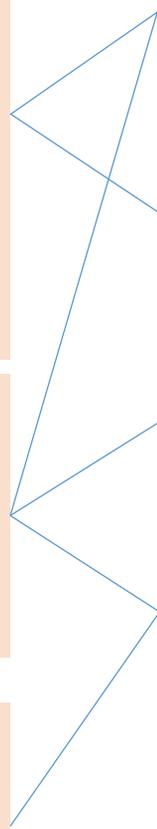
OBJECTIVES

ADDRESS KEY COMMUNITY CHALLENGES

CREATE EMPLOYMENT

FOSTER SUSTAINABLE REINTEGRATION

SENSITIZE COMMUNITY



TUOBODOM – specific recommendations

Tuobodom community is highly employed in agriculture yet fraught with tense social conflicts. Though Tuobodom has the highest employment rate, many of the jobs are precarious, seasonal and low paying. More people are dissatisfied with their jobs in Tuobodom than any other community. Tuobodom registers the lowest rate of participation in social activities. People became reluctant to engage on traditional and cultural issues as a result of the active chieftaincy dispute, though the church is particularly active. The chieftaincy dispute has also displaced some economic activities and for some, contributed to a desire to leave. Migration from Tuobodom has mostly gone towards Libya. Like Ejura, the high level of positive perception of returnees is most likely reserved for those who brought back remittances and direct investments for the community.

« Tensions in this community are very high. We are not united as one people due to chieftaincy disputes. Market women are not able to sell in the market but by the roadside because of one chieftaincy dispute which led to the raid of market women who lost all their belongings and money»
FGD participant, Tuobodom

Table 11: Indicative interventions for the reintegration of returnees to Tuobodom

(structural and thematic partners identified in section 4)

TUOBODOM	Challenges	Possible priority interventions
Economic Dimension	Agricultural sector facing lack of storage and processing facilities, and environmental shocks (low rainfall, pest infestation), Need to attract more youth to the agricultural sector	<p>Focus on improving value chain from farmer to market</p> <ul style="list-style-type: none"> • Invest in storage facilities to prevent product loss • Support modernization in the farming sector, specifically with fertilizers, mechanization, crop protection, and product quality management • Support access to credit (information, mediate negotiation between farmer and financial institution). Consider BACCSOD, a microfinance institution addressing needs in Techiman • Train farmers in transformation techniques <p>Capitalize on existing government agricultural initiatives to accelerate their development and facilitate their implementation:</p> <ul style="list-style-type: none"> • Explore the possibility to partner with the district assemblies and Youth Employment Agency, and other government actors with active programmes i.e. planting for jobs and subsistence, vocational training, entrepreneurship support • Partner with local employers' associations such as Akuafu Bre Maize Association, Tuobodom Hairdressers Association, Tuobodom Tailors Association and Tuobodom Cashew Buyers Association

TUOBODOM	Challenges	Possible priority interventions
		<p>Promote entrepreneurship among returnees (in collaboration with non-migrants as much as possible), through grants and technical support. In particular, promote activities with benefits in the following: 1) in high priority, Manufacturing, agribusiness, and social ; 2) medium priority, infrastructure</p>
Social Dimension	<p>Tensions between supporters of two rival chiefs repels people from working in Tuobodom</p>	<p>Formalize and support migrant associations to reinforce their legitimacy</p> <ul style="list-style-type: none"> • Build a place for associations to meet and increase their visibility • Create community dialogue between associations and authorities. Associations understand returnees and their needs while government authorities can provide means and structure to run effective programs i.e. Lydia's Burger Fan Club
Psychosocial Dimension	<p>Lack of actors providing specialized psychological support to returnees</p>	<p>Train religious actors in awareness raising. The Presbyterian Catholic Church, Roman Church, Methodist Church of Tuobodom are relevant platforms for sensitization activities and for reintegration, especially for continued livelihood and/or social and psychosocial support after IOM/government support expires.</p> <ul style="list-style-type: none"> • Train and support religious leaders for C4D. Communication is mostly done through mosques or churches at public sermons on Fridays. A successful example from IOM Guinea on awareness raising included training and sensitization of imams in Conakry on migration issues. Afterwards, the imams linked the issues of migration to a message in the Quran. The same could be done with priests based on psalms in the Bible.
Communication for Development	<p>Community members feel marginalized and unheard; as well as</p>	<p>Train and support religious leaders and migrant's associations for psychosocial support and C4D.</p> <p>Sensitize the community on participation in public and social affairs.</p>

TUOBODOM	<i>Challenges</i>	<i>Possible priority interventions</i>
	unable to integrate the local labour market	<p>Continue government-funded programmes such as planting for food and job to engage different members of the community in public good efforts and maintenance of the community. Link these activities to other suggestions for community-based initiatives that can cut across chieftain lines.</p> <p>Engage with marginalized groups or those that feel particularly discriminated by asking them to provide their suggestions on best ways to resolve challenges they face. For instance work with the Libya Burgers Fan Club to address their own issues as well as returnees' issues. Design a path for them to be included in the political system and engagement process.</p>

Create partnerships with the private sector: the example of KDHI an Agribusiness/AgriTech Social Enterprise

In 2018, a leading global value chain company engaged KDHI to source Raw Cashew Nuts in Ghana for one of its clients in India – a leading cashew trader and processor. KDHI is a private sector agribusiness firm that trains farmers while also securing foreign and local capital and agreements to increase yields and export products. The mission of KDHI is to improve food security for families, better health and nutrition, increased income, greater access to basic services. It also supports the state in generating taxes that can then be invested in exports and agricultural equipment. An actor like KDHI can partner with IOM and provide returnee, and youth in communities, a better understanding of the impact of working in the agribusiness sector.

KDHI can be involved in community-based agricultural transformation efforts, sensitisation campaigns and trainings to

- Build the capacity of farmers
- Provide a platform for exports
- Help create jobs locally to pull subsistence farmers out of poverty.

SMART Farming

'In the cashew industry, the main challenge for Ghana is to capture bigger profit margins by investment in the processing and transformation segments of the value chain. A multilateral partnership with actors like KDHI, IOM, research institutes, and local cooperatives can make it happen. It would help develop a new model that would benefit every stakeholder – socially and environmentally as well'

Agribusiness Value Chain Expert, FAO, Senegal,
October 2018

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