



NATIONAL IMPLEMENTATION PLAN

FOR THE

**GLOBAL COMPACT FOR SAFE,
ORDERLY AND REGULAR MIGRATION**

(GCM)

IN GHANA



NATIONAL COORDINATION MECHANISM ON MIGRATION IN GHANA

Instituting a Whole-of-Government
approach to migration governance



BUILDING
MIGRATION
PARTNERSHIPS



United Nations
Network on Migration
Working Better Together



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CONTENTS

Abbreviations and acronyms	2
Foreword	3
Executive summary	4
1. Introduction	6
About the National Implementation Plan	6
Development process	6
National policy context	6
2. Objectives and guiding principles of the National Implementation Plan	8
Objectives	8
Guiding principles	9
3. Priority actions of the National Implementation Plan	10
3.1 Priority area 1: Institutional and policy coherence and coverage	10
3.2 Priority area 2: Labour migration	11
3.3 Priority area 3: Border management and immigration	13
3.4 Priority area 4: Trafficking in persons and smuggling of migrants	15
3.5 Priority area 5: Diaspora engagement and remittances	18
3.6 Priority area 6: Return and reintegration	20
4. Implementation and review	23

ABBREVIATIONS & ACRONYMS

BOSEC	Border Security Committee
BoG	Bank of Ghana
BDR	Births and Deaths Registry
CHRAJ	Commission on Human Rights and Administrative Justice
DAOOP	Diaspora Affairs Office at the Office of the President
ECOWAS	Economic Community of West African States
EOCO	Economic and Organized crime Office
GCM	Global Compact for Safe, Orderly and Regular Migration
GEA	Ghana Employers Association
GHS	Ghana Health Services
GIPC	Ghana Investment Promotion Centre
GIS	Ghana Immigration Service
GPS	Ghana Police Service
GRB	Ghana Refugee Board
GSS	Ghana Statistical Services
IFAD	International Fund for Agricultural Development
IOM	International Organization for Migration
LD	Labour Department
MDAs	Ministries, Departments and Agencies
MELR	Ministry of Employment and Labour Relations
MFARI	Ministry of Foreign Affairs and Regional Integration
MINTER	Ministry of Interior
MLGRD	Ministry of Local Government and Rural Development
MMDA	Metropolitan, Municipal and District Assemblies
MNS	Ministry of National Security
MoF	Ministry of Finance
MoGCSP	Ministry of Gender, Children and Social Welfare
MoI	Ministry of Information
MoJAGD	Ministry of Justice and Attorney General's Department
MOYS	Ministry of Youth and Sports
NCCE	National Commission for Civic Education
NCM	National Coordination Mechanism
NDPC	National Development Planning Commission
NIA	National Identification
NRM	National Referral Mechanism
NRSN	National Remittance Stakeholder Network
NYA	National Youth Association
OAG&MOJ	Office of the Attorney General and Ministry of Justice
PEA	Private Employment Agencies
PEC	Public Employment Centers
SDG	Sustainable Development Goal
SWIMS	Social Welfare Information Management System
TIPIS	Tracking in Persons Information System
TUC	Trades Union Congress
UN	United Nations
UNHCR	UN High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNNM	United Nations Network on Migration

FOREWORD

Ghana is a country of origin, transit, and destination with complex migration dynamics influenced by historical and contemporary factors. Historically, migration to Ghana has involved workers from nearby countries such as Burkina Faso, Mali, Niger, and Nigeria. These migrants are attracted primarily to economic hubs like gold mines and cocoa plantations. Additionally, due to transnational economic and social ties, students, seasonal migrants, and small-scale cross-border traders frequently cross land borders as part of their daily activities. Cross-border migration in Ghana has increased following the 1975 ECOWAS treaty related to the Free Movement Protocol. According to the UNDESA, the total number of immigrants in Ghana is estimated to be around 476,000.

Ghanaian emigrants are estimated to be over a million according to UNDESA. Recent migration trends show the irregular migration of the youth to Europe for economic reasons as well as the migration of highly skilled and semi-skilled labour migrants to the Middle East for work in the domestic sector as well as the petrochemical industry. Additionally, incidents of child trafficking in the fishing sector around Lake Volta have been reported by the stakeholders.

The policy direction from the government has been to promote policies that aim at harnessing the benefits of migration for development including the engagement of both the Ghanaian and Historic diaspora to address key economic challenges.

The Government of Ghana is committed to finding reasonable and realistic solutions to migration related challenges. The government believes that true benefit of migration can be derived if the right institutional structure and logistical resources are provided. In this vein, the government believes that the Global Compact for Safe, Orderly and Regular Migration (GCM), adopted in December 2018 by the United Nations General Assembly, presents a unique opportunity not only in putting adequate structures in Ghana but also in providing a platform for strengthening global partnerships to manage migration well.

Recently, Ghana has made considerable progress in ensuring the realization of the ambitious visions of the GCM. This includes the establishment of the National Coordination on Mechanism on Migration (NCM) launched in November 2023 within the framework of the Building Migration Partnership Programme initiated by the United Nations Network on migration, funded by the European Union and implemented by the International Organization for Migration (IOM).

In furtherance of the gains made, Ghana has taken the bold step towards formulating a GCM National Implementation Plan. Through a multi-stakeholder process involving actors from relevant state institutions, civil society groups and members of the United Nations Network on Migration; Ghana has developed its National Implementation giving emphasis to the ten guiding principles of the GCM. The plan will inform the management of migration for the next four years.

I am particularly happy that the plan has given additional dimension to Ghana's migration governance with the active inclusion of the Commission on Human Rights and Administrative Justice (CHRAJ) due to the human rights dimension of the GCM. This reflects the Government's adherence to human rights.

I extend my sincere appreciation to the European Union for providing the financial resources for the project, as well as to the UN Network for Migration and the International Organization for Migration for their technical guidance in developing the GCM National Implementation Plan. I am confident that Ghana's National Implementation Plan will be responsive to the needs of migrants. I call upon all stakeholders to take interest in its implementation through a multi – sectoral approach.

HON. HENRY QUARTEY, MP
MINISTER FOR THE INTERIOR

EXECUTIVE SUMMARY

ABOUT THE NATIONAL IMPLEMENTATION PLAN

In 2018, Ghana adopted the Global Compact for Safe, Orderly and Regular Migration (GCM). The GCM is the first inter-governmentally negotiated agreement to cover all dimensions of international migration in a holistic and comprehensive manner.

This present National Implementation Plan for the GCM states the actions that the Government of Ghana will take to advance achievement of these international commitments, while promoting the implementation of existing migration policies and strengthening migration governance for the benefit of migrants and their communities of origin, transit and destination.

DEVELOPMENT PROCESS

The Government of Ghana took the following steps towards developing the National Implementation Plan:

- 1. Step 1: Established the National Coordination Mechanism (NCM)**, bringing together key government actors with migration governance functions.
- 2. Step 2: Held consultative workshops**, bringing together government actors and civil society stakeholders to identify priority actions.
- 3. Step 3: Conducted a needs assessment and stakeholder mapping**, identifying the stakeholders and needs to include in the National Implementation Plan.
- 4. Step 4: Elaborated the draft National Implementation Plan**, for further consultation within the NCM.
- 5. Step 5: Finalised and adopted the National Implementation Plan**, following further deliberations and consultations across government actors and a range of other stakeholders.

OBJECTIVES AND ACTIONS OF THE NATIONAL IMPLEMENTATION PLAN

The National Implementation Plan contains six key priority areas and six objectives. These correspond to the GCM commitments with the greatest potential to promote the implementation of Ghana's existing migration policies as well as advance safe, orderly and regular migration based on the national context. Section 3 of the National Implementation Plan outlines the actions that the Government of Ghana will take to achieve the six objectives.

Priority areas	Objectives	Priority GCM commitments
1. Institutional and policy coherence and coverage	1. Strengthen institutional and policy coherence and relevance	
2. Labour migration	2. Create safe and regular pathways for labour migration	
3. Border management and immigration	3. Manage inbound migration and borders in support of security and sustainable development	
4. Trafficking in persons and smuggling of migrants	4. Prevent, combat and eradicate trafficking in persons and smuggling of migrants	
5. Diaspora engagement and remittances	5. Promote the sustainable development contributions and welfare of the diaspora	
6. Return and reintegration	6. Facilitate sustainable and dignified migrant return and reintegration	

IMPLEMENTATION AND REVIEW

The NCM secretariat will monitor and coordinate the implementation of the National Implementation Plan for the GCM. The secretariat will also ensure the evaluation of the National Implementation Plan at the end of the implementation period.

1. INTRODUCTION

ABOUT THE NATIONAL IMPLEMENTATION PLAN

In 2018, Ghana adopted the Global Compact for Safe, Orderly and Regular Migration (GCM). The GCM is the first, intergovernmentally negotiated agreement to cover all dimensions of international migration in a holistic and comprehensive manner.

This present National Implementation Plan for the GCM states the actions that the Government of Ghana will take to advance achievement of these international commitments while promoting the implementation of existing migration policies and strengthening migration governance for the benefit of migrants and their communities of origin, transit and destination.

While Ghana has committed to each and every objective and guiding principle of the GCM, the National Implementation Plan highlights the commitments that resonate most significantly with Ghana's national migration policy agenda and that have the greatest potential to promote safe, orderly and regular migration in the Ghanaian context.

The National Implementation Plan is a non-costed, indicative plan that aims to aggregate the various domestic policy instruments Ghana has put in place to govern migration. The national Implementation Plan will cover the period 2025 – 2027 and may be amended after the revision of the 2016 National Migration Policy.

DEVELOPMENT PROCESS

The development process of the NIP followed the recommendations of the GCM implementation guidance for governments and all relevant stakeholders developed by the UN Network Secretariat. The guidance outlines six steps for a comprehensive implementation of the GCM through a whole-of-government and whole-of-society approach while recognizing that there is no one-size-fits-all solution to implementation. The development process further followed the six steps approach in a non-linear fashion and emphasizing the ten guiding principles of the GCM.

- Step 1: Established the National Coordination Mechanism (NCM):** Following a series of workshops in 2023, the Government of Ghana established the NCM as the inter-agency coordination platform for facilitating cooperation and coordinating interventions among relevant actors with migration-related functions. The NCM's creation, which embodies the GCM's whole-of-government guiding principle and the National Migration Policy's objective of strengthening policy coordination and coherence, followed a consultative process initiated by the Inter-agency Technical Working Group on migration (IATWG) and other key migration stakeholders. The Migration Unit of the Ministry of Interior serves as the secretariat of the NCM.
- Step 2: Held consultative workshops:** The Government of Ghana brought together government actors and civil society stakeholders in a series of workshops in 2023, in line with the GCM's whole-of-government and whole-of-society guiding principles, to identify priority actions to include in the National Implementation Plan.

3. **Step 3: Conducted a needs assessment and stakeholder mapping:** In October-November 2023, the UN Network for Migration supported the Government of Ghana to conduct a needs assessment and stakeholder mapping exercise, which identified the stakeholders and priority needs to include in the National Implementation Plan. The assessment exercise involved an additional round of consultations with government actors and a range of other stakeholders.
4. **Step 4: Elaborated the draft National Implementation Plan:** On the basis of these consultative processes and the needs assessment exercise, a draft National Implementation Plan was developed for further consultation within the NCM.
5. **Step 5: Finalised and adopted the National Implementation Plan:** The NCM adopted the National Implementation Plan following one year of further deliberations and consultations across government actors and a range of other stakeholders.

NATIONAL POLICY CONTEXT

Ghana is a country of origin, transit and destination for international migrants. Its immigrant population mainly comprises other West African nationalities. Approximately half its overseas diaspora also resides within the subregion, with the remainder living predominantly in Europe and North America. Movements from Ghana's northern and central regions to the littoral south, and from rural to urban areas have long characterized internal migration, a phenomenon in which almost one third of Ghanaians participate. Within these migration flows, migrants and their communities of origin, transit and destination encounter opportunities and challenges. These opportunities and challenges impact the extent to which migrants are able to exercise their human rights and contribute to the sustainable development process.

This National Implementation Plan represents a unique opportunity to drive forward the implementation of Ghana's existing migration policies, many of which contain similar commitments to those in the GCM. Ghana has in place a comprehensive migration policy framework, which comprises the following components:

- **National Migration Policy:** The National Migration Policy, adopted in 2016, is the overarching and comprehensive national policy framework covering a wide range of policy areas, including internal migration, internal and international displacement, irregular migration, trafficking in persons, smuggling of migrants, labour migration, emigration of highly skilled Ghanaians, return and reintegration, immigration and border management, and climate and environmental migration.
- **Thematic-specific migration policy frameworks:** In areas of migration policy warranting particular attention, the Government of Ghana has developed specific policy documents that add detail to the commitments contained in the National Migration Policy. These include the National Labour Migration Policy (2020-2024), adopted in 2019, which covers the protection of migrant workers and their families; the Diaspora Engagement Policy, adopted in 2023, which aims to facilitate a mutually beneficial relationship between Ghana and its diaspora population; the National Border Security Strategy, adopted in 2020; the National Plan of Action for the Elimination of Human Trafficking (2022-2026), adopted in 2022; the National Action Plan on Migrant Smuggling (2019-2023), adopted in 2018; and the National Migration Data Strategy, adopted in 2017.

- **Development and sectoral policies that mainstream migration:** Given the cross-cutting links between migration, sustainable development and other areas of policy, Ghana has integrated migration considerations into the Medium-Term National Development Policy Framework (2022-2025), the 2020 National Security Strategy, the 2019 National Framework for Preventing and Countering Violent Extremism in Ghana, the 2020 Digital Financial Services Policy, the National Financial Inclusion and Development Strategy (2018–2023), the 2010 National Disaster Plan, the 2015 National Social Protection Policy, the Ghana Accelerated Action Plan Against Child Labour 2023-2027, the National Youth Policy (2022-2032) and the 2015 National Gender Policy.

- **Legislation:** Ghana has legislative frameworks in place to regulate various aspects of migration. These include the Constitution of 1992 and the Citizenship Act of 2000 (and related Regulations), which regulate citizenship and internal free movement of persons; the Immigration Act of 2000 (and related Regulations) and the Immigration Service Act of 2016, which outline the conditions for entry, residence and employment; the Labour Act of 2003 (and related Regulations), which regulates migrant participation in employment and the recruitment of migrant workers; the Human Trafficking Act of 2005 (and related Amendment and Regulations), which defines human trafficking and its prosecution; the Dual Citizenship (Amendment) Act of 1996 and the Representation of the People's (Amendment) Act of 2006, which stipulate the rights of the diaspora to citizenship and political participation; the Payment Systems and Services Act of 2019, the Foreign Exchange Act of 2006, and the Anti-Money Laundering Act of 2008, which regulate migrant and diaspora remittance transfers; and the Refugee Law of 1992, which defines refugees and their rights to entry, admission and settlement.



















- **Continental and subregional integration processes:** Ghana has played a pivotal role in pursuing free movement of persons and trade through subregional and continental processes, most notably through the Economic Community of West African States (ECOWAS) Treaty and Free Movement Protocols, as well as the African Union Free Movement of Persons Protocol and African Continental Free Trade Agreement.

- **Local policies that mainstream migration:** The GCM's whole-of-society guiding principle refers not only to the need for horizontal policy coherence across sectoral policies, but also to vertical policy coherence between national and subnational policies. As such, various Metropolitan, Municipal and District Assemblies have integrated migration into their own local development planning processes to account for the impacts of migration and promote the well-being of migrants residing in their localities.

2. OBJECTIVES AND GUIDING PRINCIPLES OF THE NATIONAL IMPLEMENTATION PLAN

OBJECTIVES

The National Implementation Plan will prioritize the following objectives:

Objectives	Priority GCM commitments	Relevant national policies
1. Strengthen institutional and policy coherence and relevance	   	National Migration Policy
2. Create safe and regular pathways for labour migration	 	National Migration Policy, National Labour Migration Policy
3. Manage inbound migration and borders in support of security and sustainable development	    	National Migration Policy, National Border Security Strategy, National Security Strategy, National Framework for Preventing and Countering Violent Extremism, ECOWAS and African Union Free Movement of Persons Protocols, ECOWAS and African Union customs and trade liberalization frameworks
4. Prevent, combat and eradicate trafficking in persons and smuggling of migrants	  	National Migration Policy, National Plan of Action for the Elimination of Human Trafficking in Ghana (2022-2026), National Action Plan on Migrant Smuggling (2019-2023)
5. Promote the sustainable development contributions and welfare of the diaspora	  	National Migration Policy, Diaspora Engagement Policy
6. Facilitate sustainable and dignified migrant return and reintegration		National Migration Policy, National Labour Migration Policy

GUIDING PRINCIPLES

The National Implementation Plan integrates the following guiding principles of the GCM:

People-centred: Contains a strong human dimension, inherent to the migration experience itself. It promotes migrants' well-being and that of communities of origin, transit, and destination.

International cooperation: The GCM is a non-legally binding cooperative framework. that recognizes that no State can address migration on its own because of the inherently transnational nature of the phenomenon. It requires international, regional and bilateral cooperation and dialogue.

National Sovereignty: The GCM recognizes the sovereign right of States sovereign right of States to determine their national migration policy and their prerogative to govern migration within their jurisdiction, in conformity with international law.

Rule of law and due process: The GCM recognizes that respect for the rule of law, due process and access to justice are fundamental to all aspects of migration governance.

Sustainable development: The GCM is rooted in the 2030 Agenda for Sustainable Development and builds upon its recognition that migration is a multidimensional reality of major relevance to the sustainable development of countries of origin, transit, and destination, and it requires coherent and comprehensive responses.

Human rights: The GCM is based on international human rights law and upholds the principles of non-regression and non-discrimination.

Gender-responsive: The GCM mainstreams gender perspectives. It ensures that the human rights of women, men, girls, and boys are respected at all stages of migration, their specific needs are properly understood and addressed, and they are empowered as agents of change.

Child-sensitive: The GCM promotes existing international legal obligations in relation to the rights of the child and upholds the principle of the best interest of the child at all times. In the Ghana context, this also means paying particular attention to the implementation of the Convention on the Rights of the Child (CRC).

Whole-of-government approach: The GCM considers migration a multidimensional reality that cannot be addressed by one government/policy/sector alone.

Whole-of-society approach: The GCM promotes broad multi-stakeholder partnerships to address migration in all its dimensions by including migrants, diasporas, local communities, civil society, academia, the private sector, parliamentarians, trade unions, national human rights institutions, the media, and other relevant stakeholders in migration governance.

OBJECTIVES



Global Compact
FOR **Migration**

<p>GCM OBJECTIVES</p>	<p>1 DATA</p>	<p>2 MINIMIZE ADVERSE DRIVERS</p>	<p>3 INFORMATION PROVISION</p>	
	<p>8 SAVE LIVES</p>	<p>9 COUNTER SMUGGLING</p>	<p>10 ERADICATE TRAFFICKING</p>	<p>11 MANAGE BORDERS</p>
	<p>16 INCLUSION AND SOCIAL COHESION</p>	<p>17 ELIMINATE DISCRIMINATION</p>	<p>18 SKILLS DEVELOPMENT AND RECOGNITION</p>	<p>19 MIGRANT AND DIASPORA CONTRIBUTIONS</p>

<p>4 LEGAL IDENTITY AND DOCUMENTATION</p>	<p>5 REGULAR PATHWAYS</p>	<p>6 RECRUITMENT AND DECENT WORK</p>	<p>7 REDUCE VULNERABILITIES</p>
<p>12 SCREENING AND REFERRAL</p>	<p>13 ALTERNATIVES TO DETENTION</p>	<p>14 CONSULAR PROTECTION</p>	<p>15 ACCESS TO BASIC SERVICES</p>
<p>20 REMITTANCES</p>	<p>21 DIGNIFIED RETURN AND REINTEGRATION</p>	<p>22 SOCIAL PROTECTION</p>	<p>23 INTERNATIONAL COOPERATION</p>

3. PRIORITY ACTIONS OF THE NATIONAL IMPLEMENTATION PLAN

Priority area 1: Institutional and policy coherence and coverage				
Objective 1: Strengthen institutional and policy coherence and relevance				
Activities	Indicators	Implementation period	Responsible institution	Stakeholders
1. Convene, on a quarterly basis, the National Coordination Mechanism (NCM) as the principal migration-related inter-agency coordination platform and connect it with other migration-related coordination mechanisms and platforms.	Number of quarterly meetings held by NCM	2025 - 2027	MINTER	Members of the NCM UN Network on Migration DPs
2. Conduct a comprehensive assessment of existing migration data management system.	Number of assessments conducted	2025	GSS	Members of the Migration Data Focal Persons' Network
3. Develop a migration information management system (a web-based application) to be hosted by Ministry of the Interior.	A developed/ updated migration data management system	2025	MOI	GSS Members of the NCM

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
4. Build the capacities of GSS and relevant government reporting institutions to collect and manage migration data using digitized management systems.	Number of capacity workshops organized	2025	GSS	Members of the Migration Data Focal Persons' Network UNNM
	Levels of knowledge on the collection and management of statistical tools			
5. Assess and recommend amendments for fees for migrants and other non-Ghana citizens for the acquisition of relevant documents, including the Ghana Card.	A set of recommendations issued by the NCM	2026	MINTER	CHRAJ, UNNM, DPs
6. Organize training workshops in Metropolitan, Municipal and District Assemblies to mainstream migration into local development, planning.	Number of capacity training for MMDAs	2026	MLGRD	NDPC MINTER MDAs CHRAJ NADMO
	Levels of improved knowledge of mainstreaming of migration in local planning			
	Number of updated plans/measures adopted			
7. Review the 2016 National Migration Policy.	An updated migration policy	2025 - 2026	MINTER	NCM Secretariat, MoI
8. Roll out an advocacy strategy for protection of migrants's rights.	Number of strategies adopted	2025	CHRAJ	UNNM, DPS
9. Analyse the Labour Migration and Recruitment processes and regulations in Ghana.	A validated baseline study report	2025	MELR	Labour Department (LD) UNNM, DPs

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
10. Develop a national roadmap on fair and ethical recruitment practices based on Ghana's priorities.	National Roadmap on fair and ethical recruitment	2026	MELR	LD Private Employment Agencies and Ghana Employers Association (GEA) Trades Union Congress (TUC) Ghana
11. Review the National Labour Migration Policy and Implementation Plan (2020 - 2024).	Reviewed National Labour Migration Policy and corresponding workplan	2025 - 2026	MELR	National Labour Migration Technical Working Group
12. Develop pilot community based projects on mobility and climate change across Metropolitan, Municipalities and District Assemblies.	Number of community members involved in the project implementation	2025 - 2027	EPA	NDPC, DPs, MINTER, Ministry of Local Government and Decentralization
13. Organize capacity building/training workshops for policymakers, government officials, and stakeholders on gender-responsive NIP implementation.	Number of training manuals for capacity building/training developed	2025	MINTER	NDPC, Judicial Training Institute, DPs

Priority area 2: Labour migration				
Objective 2: Create safe and regular pathways for labour migration				
Activities	Indicators	Implementation period	Responsible institution	Stakeholders
1. Promote safe and regular recruitment of migrant workers through regularization of private employment agencies.	Number of measures adopted to ease regularization	2025 - 2027	MELR	GIS, NCCE, Migrant and diaspora representatives, CSOs, trade unions, PEAs
2. Review and update the Labour Act, 2003 (Act 651) and its regulations.	Updated Labour Act and regulations	2025	MELR	LD, MINTER, OAG&MOJ, CHRAJ
3. Ratify ILO Covention 190 (Convention on Decent Work for Domestic Workers).	Ratified Co-vention	2026	MELR	LD, MINTER, OAG&MOJ, UNNM
4. Enhance the provision of information on safe and regular migration pathways at all levels of society, leveraging Migration Information Centres and Public Employment Centres, in close coordination with community and district-level officials and various youth groups.	Number of awareness creation campaigns	2025 - 2027	MELR	LD, GIS, MMDAs CSOs, Traditional authorities, religious bodies, Ghana Community Radio Network, Ghana Education Service, the National Union of Ghana Students, Community Information Centres and local media outlets

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
5. Develop a standardized template for Bilateral Labour Agreements (BLAs), Memorandum of Understanding (MoU) and build capacities for BLA negotiations, implementation and monitoring.	Number of trainings on bilateral agreements	2025	MELR	MFARI, LD GIS, NDPC, GSS UNNM DPs
	Number of templates developed and approved			
6. Establish a complaints mechanism for migrant workers in the Arab States.	Number of complaints mechanism established	2025 - 2027	CHRAJ	MFARI, MERL, LD, UNNM
7. Roll out a training program for Ghanaian diplomatic missions on fair and ethical recruitment and available remedies and redress avenues, with a focus on Arab States.	Number of trainings provided for diplomatic missions/ number of consular officers trained	2025 - 2027	MFARI	MERL, LD, UNNM, DPs
8. Conduct capacity building for key personnel of the Public Employment Centres (PECs) for effectively facilitating fair and ethical recruitment practices.	Number of personnels of PECs trained	2025 - 2027	MELR	LD PECs
9. Provide technical assistance and guidance to Private Employment Agencies (PEAs) and relevant institutions to develop and/or enhance systems and tools for regulating and monitoring the labour recruitment process.	Number of personnel of PEAs trained	2025 - 2027	MELR	LD PEAs UNNM, DPs
	Code of Conduct for PEAs			
	Number of tools disseminated to equip employers in protecting migrant workers in Ghana			

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
10. Strengthen the capacity of officials of the Labour Department, and front-line personnel of PECs on outreach, communication, monitoring, and migrant-focused services, including information dissemination and employment orientation.	Number of officials of the Labour Department trained	2025 - 2027	MELR	LD
11. Conduct an assessment of the capacity of the Trades Union Congress, Ghana (TUC-Ghana) to identify gaps and strengths in their capacity to organize and provide services for migrant workers and implement trainings for TUC.	Assessment report	2025	TUC	
	Number of TUC Ghana officials trained			
12. Develop and implement a specific regional training workshop for Diaspora Desk Officers in the Arab States focusing on monitoring recruitment outcomes and handling complaints from workers facing rights violations.	Number of Diaspora Desk Officers in the Gulf States trained	2025	MFARI	MELR, LD, UNNM
13. Develop capacity building schemes to enhance quality in reporting on Fair Recruitment, Forced Labour and Migration by stakeholders in Ghana.	Validated and adapted Media-Friendly Glossary for reporting on Fair Recruitment, Forced Labour and Migration by stakeholders in Ghana	2025 - 2027	Mol	UNNM, Journalists and other media professionals

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
14. Implement the recommendations of the comprehensive and gender-sensitive analytic report on Small Scale Cross-Border Traders (SSCBT) between Benin, Ghana and Togo.	Number of national consultations held in Ghana	2025 - 2027	UNNM	Members of the NCM
15. Enhance capacity amongst national stakeholders to enforce effective labour migration governance and ethical recruitment.	Number of ethical recruitment tools disseminated among relevant government actors	2025 - 2027	MELR	LD, UNNM, DPs
Priority area 3: Border management and immigration				
Objective 3: Manage inbound migration and borders in support of security and sustainable development				
Activities	Indicators	Implementation period	Responsible institution	Stakeholders
1. Review the frameworks in place that regulate the residence and establishment of migrants in Ghana, with a focus on identifying strategies for sustainable development.	Number of frameworks reviewed	2026	MINTER	CHRAJ, GIS, MMDAs, Migrant and diaspora associations, CSOs, Academia
2. Expand border patrolling coverage and remote monitoring of known unauthorized crossing points.	Number of unauthorised crossing points newly covered by border patrol	2025 - 2027	MINTER	GIS

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
3. Develop campaigns to counter discrimination and xenophobia experienced by migrants, incorporating traditional support systems such as cross-cultural activities.	Number of campaigns	2025 - 2027	CHRAJ	MoI, GIS, MMDAs, Migrant and diaspora associations, CSOs, traditional authorities, trade unions, border residents, faith-based organizations, students and youth associations.
4. Build border management and security capacities to counter threats of terrorism and transnational crime at the borders.	Number of capacity building actions	2025 - 2027	MINTER	GPS, GIS, Customs Border Security Committee UNNM
5. Build community engagement capacities of border management agencies and other relevant stakeholders.	Number of capacity building actions	2025 - 2027	MINTER	GPS, GIS, Customs, Border Security Committee MNS MMDAs, traditional and faith-based authorities and leaders in border communities
6. Enable the inter-operability of border management information systems to ensure security and promote migration data collection and management.	Operatioanlized inter-operability mechanism	2027	MINTER	GIS GSS
7. Implement measures to regularize the status of the stateless populations already identify .	Number of measures implemented	2026	MINTER	GIS GRB MFARI UNNM

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
8. Enhance border infrastructure and equipment at selected points of entry (PoE), including through equipping of Migration Information and Data Analysis System (MIDAS) and Border Management Information Systems(BMIS).	Number of BCPs that are renovated/ constructed and equipped with WASH infrastructure, patrol equipment, and renewable energy sources	2025 - 2027	GIS	MINTER, UNNM
	Number of BCPs equipped with MIDAS and connected to Interpol I-24/7			
9. Strengthen the capacity of Border Management Agencies(BMAs), local authorities, and border communities to respond to cross-border crisis.	Number of simulation exercises undertaken to test crisis response plans	2025 - 2027	GIS	MINTER, UNNM
10. Enhance cooperation among local authorities and cross-border communities, including youth, to increase border security and social cohesion.	Number of dialogue platforms set up or strengthened in each community	2026 - 2027	GIS	MINTER, UNNM
	Percentage of members of community dialogue platforms surveyed who affirm that communication and trust between community members and local authorities have been strengthened			
11. Establish and build the capacity of Youth Engagement Reference Groups on Migration and Border Security Management.	Number of youth engagement reference groups established; number of capacity building trainings organized	2026 - 2027	MOYS	NYA, UNNM

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
12. Enhance the integration of border community engagement into national border management.	Number of national border community engagement strategies developed	2026	GIS	MINTER, UNNM
13. Enhance knowledge on BMAs in Ghana on the management of migration data and its use in developing intelligence assessments.	Number of analytical products showing trends and patterns in migration flows produced by GIS	2025 - 2027	GIS	MINTER, UNNM
Priority area 4: Trafficking in persons and smuggling of migrants				
Objective 4: Prevent, combat and eradicate trafficking in persons and smuggling of migrants				
Activities	Indicators	Implementation period	Responsible institution	Stakeholders
1. Improve shelter service provision that takes into consideration gender and age-specific protection needs.	Increase number of shelters, including one for adult male victims	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	MMDAs (departments of social welfare) CSOs providing protection services to victims
	Increase number of social workers			
	Assessment of specific protection needs for victims			
2. Carry out a mapping and training for CSOs, NGOs, migrant associations and youth networks to support victims of trafficking and report suspected cases of trafficking.	Mapping report produced	2025	MoGCSP (Human Trafficking Board and Secretariat)	GIS, Ghana Police Service and CSOs

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
3. Enhance the capacity of law enforcement office, social welfare and service providers on trafficking, worst forms of child labour, and sexual exploitation and abuse (SEA) victim support and referrals.	Number of people trained on trafficking victim support and referrals	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	Department of Social Welfare GPS, MoI, CHRAJ, Regions and MMDAs UNNM, DPs CSOs
4. Strengthen and expand existing community support systems for VoTs through advocacy, networking and mentorship to promote rapid reintegration.	Number of VoTs successfully reintegrated at the community level with the support of CSOs	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	Department of Social Welfare MMDAs (departments of social welfare) CSOs, traditional and religious authorities UNNM, DPs
	Percentage/proportion of victims reintegrated			
5. Promote counter-trafficking budgetary stability by ensuring consistent allocation of sufficient budget to the Human Trafficking Fund.	Percentage of disbursed fund	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	MoF, MINTER, DPs
6. Enable centralized reporting of human trafficking/smuggling of migrants-related data to feed policy development.	Percentage/proportion of prosecution of cases reported	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	OAG&MOJ MINTER GSS GPS GIS
7. Operationalize the Protection and Human Rights Thematic Working Group for better coordination on relevant issues, including counter-trafficking.	Minutes of regular meetings of the Protection and Human Rights TWG	2025 - 2027	CHRAJ	NADMO

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
8. Review national legislation relating to trafficking in persons and the smuggling of migrants in alignment with international conventions.	Updated legislation	2026 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	OAG&MOJ
9. Ratify the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography.	Ratification of the Optional Protocol	2026	MoGCSP (Human Trafficking Board and Secretariat)	OAG&MOJ UNNM
10. Step up prevention of trafficking in persons in regions and industries where trafficking is particularly prevalent, including through increased availability of information on TIP and the NAP.	Number of interventions implemented on TIP awareness raising	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	MELR, MMDAs, MLNR, MoFAD, Ghana Cocoa Board, NYA, traditional and faith-based authorities, peace councils, community radio and other media channels, trade unions and other industry and employer groupings UNNM
11. Build the capacities of law enforcement agencies and the judiciary to prosecute trafficking in persons cases, focused on the emerging forms of trafficking and the specific needs of child victims.	Number of specialized trainings organized for law enforcement agencies and justice actors	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	OAG&MOJ MINTER GPS GIS Judicial Service of Ghana UNNM DPs

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
12. Develop a training program for law enforcement agencies on investigation and prosecution of trafficking cases.	Number of training programs developed	2025	MoGCSP (Human Trafficking Board and Secretariat)	OAG&MOJ MELR MINTER GIS GPS UNNM
13. Reinforce national civil registry systems by extending birth registration to underserved areas and enhancing cooperation between civil registration authorities and health service providers.	Percentage increase of children under 1 whose births are registered	2025 - 2027	BDR	Ministry of Health UNNM GHS NIA UNNM
	Interoperability between the Health and CRVS system is available (Y or N)			
14. Disseminate trafficking and sexual exploitation and abuse victim support information package (including information on reporting, helpline and available services) to various service delivery points.	Number of service delivery points equipped with victim support information package	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	DOVVSU/GPS MINTER Judicial Service of Ghana MMDAs UNNM
15. Provide individual and comprehensive support to victims, including mental health and psychosocial support.	Number of people who have experienced trafficking, sexual exploitation and child labour who have benefited from individualized case management	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	MoGCSP MLGDRD UNNM Regions and MMDAs
16. Establish Anti-Human Trafficking Desks in all regions.	Number of regional Anti-Human Trafficking Desks established	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	GIS, GPS, EOCO

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
17. Develop new contents on child labour and trafficking as part of the existing Child Protection Community Facilitation Toolkits and implement them.	Number of people reached by the new contents on child labour and trafficking as part of the existing Child Protection Community Facilitation Toolkits	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	MELR OHLGS Regions and MMDAs CSOs UNNM
18. Strengthen inspection of institutions, including shelters, to avoid long-term institutionalization and support family reunification and community integration.	Number of institutions that received inspection visits	2025 - 2027	MoGCSP (Human Trafficking Board and Secretariat)	GIS, GPS, EOCO
Priority area 5: Diaspora engagement and remittances				
Objective 5: Promote the sustainable development contributions and welfare of the diaspora				
Activities	Indicators	Implementation period	Responsible institution	Stakeholders
1. Strengthen the whole-of-government approach to diaspora engagement by establishing a permanent inter-institutional coordination platform connected to the NCM.	Number/frequency of institutional coordination meetings held annually for diaspora engagement under NCM	2025 - 2027	DAOOP	MFARI, GIPC, BoG, MoF, Members of the National Remittance Stakeholder Network

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
2. Assess and develop a set of measures to reduce total remittance costs to 3 percent, in line with SDG target.	Assessment of remittance markets to identify elements that raise transaction costs	2026	BoG	MoF DAOOP MFARI NDPC Financial services providers
	Adopted roadmap for reducing the transaction costs of remittances			
3. Strengthen diaspora and remittances data collection and management by creating digitalized diaspora databases.	Number of digitized diaspora databases established	2027	BoG	MoF DAOOP GIPC GSS
	Number of trainings on data collection and management for diaspora engagement actors			
4. Conduct research into remittance market behaviours and user needs.	Number of research studies conducted	2027	BoG	MoF
5. Enhance the enforcement of published exchange rates among remittance service providers.	Number of compliance mechanisms introduced	2026	BoG	MoF
6. Formalize existing public consultative mechanisms and platforms that involve diaspora leaders, organizations and other stakeholders in the implementation of the Diaspora Engagement Policy.	Number of consultative mechanisms and platforms formalized	2025 - 2026	DAOOP	MFARI Diaspora leaders and organizations UNNM, DPs

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
7. Organize forums and briefings globally for the diaspora and other stakeholders on wide-ranging issues including the implementation of the Diaspora Engagement Policy (DEP), skills and technology transfers, citizenship acquisition, investment and social services.	Number of forums organized	2025 - 2027	DAOOP	MFARI, MINTER, GIPC, GIS,
8. Establish and launch a diaspora database/information portal.	An operational information portal	2027	DAOOP	MFARI, GIPC, UNNM
9. Plan and organize a diaspora skills transfer programme targeting a broad section of diaspora (Ghanaian and historical diaspora).	Number of programmes launched	2026	DAOOP	MFARI, GIPC, UNNM
10. Conduct diaspora mapping exercise in two selected destination countries.	Number of mapping reports	2026 - 2027	DAOOP	MFARI, GIPC, UNNM
11. Organize one national diaspora summit.	Final proceedings of national diaspora summit	2026	DAOOP	MFARI, GIPC, UNNM
12. Generate evidence on the potential for diaspora engagement in climate action to guide policy development (sensitive to gender, age, disability).	Number of case studies produced	2027	DAOOP	MFARI, MESTI, EPA, GIPC, UNNM, Academia

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
13. Strengthen diaspora engagement in climate action.	Number of action plans drafted to engage diaspora in climate action	2025 - 2027	DAOOP	MFARI, EPA, GIPC, UNNM
	Number of diaspora sensitized on climate change			
	Number of views deriving from visibility and communication products			
14. Provide national stakeholders with guidance tools and coordination mechanisms to engage the diaspora in climate action.	Number of mechanisms established	2027	DAOOP	MFARI, EPA, GIPC, UNNM
Priority area 6: Return and reintegration				
Objective 6: Facilitate sustainable and dignified migrant return and reintegration				
Activities	Indicators	Implementation period	Responsible institution	Stakeholders
1. Strengthen government management of the return and reintegration process through operationalizing the National Referral Mechanism (NRM).	An operationalized NRM	2025	NADMO	DPs

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
2. Promote more sustainable reintegration solutions by connecting returnees with skills development, employment services and entrepreneurship opportunities.	Number of skills development, employment search and entrepreneurship programmes integrated into reintegration packages	2025 - 2027	NADMO	MELR Ministry of Education MMDAs Skills development providers and employment centres, civil society organizations supporting the reintegration of returnees
3. Counter the stigma and discrimination that returnees face through multi-stakeholder engagement and awareness campaigns, including the usage of town hall meetings, radio talk shows, community durbars and cultural festivals.	Number of multi-stakeholder awareness campaigns launched	2025 - 2027	Mol	MMDAs Local and regional government authorities, traditional and faith-based authorities, CSOs, media and Ghana Community Radio Network
4. Build the capacities of local and regional government authorities to integrate return migration into development planning.	Number of capacity building trainings organized for local and regional authorities	2025 - 2027	MLGRD	NADMO NDPC MMDAs TVET Regional Coordination Councils Local Reintegration Committees Members of the National Referral Mechanism for Return and Reintegration NCM members

Activities	Indicators	Implementation period	Responsible institution	Stakeholders
5. Provide economic and skills training to vulnerable migrants and those at risk of irregular migration to enable them to attain a sustainable livelihood.	Number of vulnerable migrants and those at risk of irregular migration provided with economic and skills training support	2025 - 2027	NADMO	MoGCSP, Ministry of Education, DPs, CSO
6. Increase capacity amongst national stakeholders on the provision of social services, such as psychosocial support, to vulnerable migrants.	Number of national stakeholders trained on the provision of social services, such as psychosocial support, to vulnerable migrants	2025 - 2027	MoGCSP	NADMO, DPs, CSO
7. Identify and operationalize a government reception center for returnees.	An operationalized shelter	2027	MoGCSP	NADMO, DPs, CSO

4. IMPLEMENTATION AND REVIEW

The NCM, coordinated by the Migration Unit of the Ministry of Interior, will monitor and coordinate the implementation of the National Implementation Plan for the GCM. The NCM will convene regular quarterly meetings with the actors and, when necessary, other stakeholders responsible for each action. The Thematic Working Groups under the NCM will convene quarterly meetings ahead of the NCM regular meetings to discuss thematic focused issues requiring specific attention.

The NCM will further develop a monitoring and reporting mechanism to ensure implementation of the GCM and alignment with SGD implementation in Ghana.

The NCM will be responsible for ensuring the evaluation of the National Implementation Plan at the end of the implementation period, with a view to using lessons learned to inform its subsequent renewal.



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