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ANNEX 5

to the Commission Implementing Decision on the financing of the annual action plan in favour of the Republic of Ghana for 2022

Action Document – ATUU - A Ghanaian-European safe and prosperous people’s mobility project

MULTIANNUAL

This document constitutes the multiannual work programme within the meaning of Article 110(2) of the Financial Regulation, within the meaning of Article 23 of the NDICI-Global Europe Regulation.

1 SYNOPSIS

1.1 Action Summary Table

1. Title CRIS/OPSYS business reference Basic Act	ATUU - A Ghanaian-European safe and prosperous people’s mobility project OPSYS number: ACT-60921 Neighbourhood, Development and International Cooperation Instrument (NDICI-Global Europe)
2. Team Europe Initiative	Yes, this action will contribute to the Team Europe Initiative for a Comprehensive migration approach in the Maghreb, Sahel and West African countries in the Atlantic / Western Mediterranean route.
3. Zone benefiting from the action	The action shall be carried out in Ghana, at the national level, with an emphasis on migration prone areas.
4. Programming document	2021-2027 Multiannual Indicative Programme for Ghana
5. Link with relevant MIP(s) objectives / expected results	Priority area 3 – Good governance and security Specific objective 1: Support green, democratic and financial governance and migration management Result 1.4: A coherent and comprehensive management of migration in all its aspects is reinforced. This Action will complement the Action Pact for Skills, linked to Priority Area 1 – Green growth for jobs, Specific Objective 3 - Improve efficiency, relevance and quality of TVET and higher education to boost employment in the green, digital and pharmaceutical sectors.
PRIORITY AREAS AND SECTOR INFORMATION	
6. Priority Area(s), sectors	151 – Government and Civil Society
7. Sustainable Development Goals (SDGs)	Main SDG: 10. Reduce inequality within and among countries Targets: - 10.7: Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies;

	<ul style="list-style-type: none"> - 10.2: Assist returnees in their economic, social and psychosocial reintegration process in their countries and communities of origin; and - 10.c: By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances and eliminate remittance corridors with costs higher than 5 per cent. <p>Other significant SDGs (up to 9) and where appropriate, targets:</p> <ul style="list-style-type: none"> - SDG 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (Target: 4b) - SDG 5. Achieve gender equality and empower all women and girls (Target: 5.2) - SDG 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (Targets: 8.5, 8.7 and 8.8) - SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels (Target: 16.2) - SDG 17. Strengthen the means of implementation and revitalise the global partnership for sustainable development. Targets: <ul style="list-style-type: none"> - 17.17 engage and build the capacity of all relevant stakeholders in the area of migration and development in Ghana; - 17.18 encourage and promote effective public, public-private, and civil society partnerships; - 17.9 foster a more comprehensive understanding of the benefits of effective migration governance and migration policy implementation. 			
8 a) DAC code(s)	15190 (Facilitation of orderly, safe, regular and responsible migration and mobility) – 100%			
8 b) Main Delivery Channel	Indirect management: 41000 - United Nations agency, fund or commission (UN) and/or 11004 - Other public entities in donor country (EU Member State agency)			
9. Targets	<input checked="" type="checkbox"/> Migration <input type="checkbox"/> Climate <input type="checkbox"/> Social inclusion and Human Development <input type="checkbox"/> Gender <input type="checkbox"/> Biodiversity <input type="checkbox"/> Education <input checked="" type="checkbox"/> Human Rights, Democracy and Governance			
10. Markers (from DAC form)	General policy objective @	Not targeted	Significant objective	Principal objective
	Participation development/good governance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Aid to environment @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Gender equality and women's and girl's empowerment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Trade development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Reproductive, maternal, new-born and child health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Disaster Risk Reduction @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Inclusion of persons with Disabilities @	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Nutrition @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	RIO Convention markers	Not targeted	Significant objective	Principal objective
	Biological diversity @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Combat desertification @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Climate change mitigation @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Climate change adaptation @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Internal markers and Tags	Policy objectives	Not targeted	Significant objective	Principal objective
	Digitalisation @	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	digital connectivity digital governance digital entrepreneurship digital skills/literacy digital services	YES <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	NO <input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	
	Connectivity @	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	digital connectivity energy transport health education and research	YES <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	NO <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	Migration @ (methodology for tagging under development)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Reduction of Inequalities @ (methodology for marker and tagging under development)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Covid-19	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	BUDGET INFORMATION			
12. Amounts concerned	<p>Budget line(s) (article, item): BGUE-B2022-14.020120-C1-INTPA</p> <p>Total estimated cost: EUR 7 200 000</p> <p>Total amount of EU budget contribution EUR 6 000 000</p> <p>This action is co-financed by:</p> <p>- EU Member State (Germany), for an amount of EUR 1 200 000</p> <p>Other co-financings could be added from partners not yet identified.</p> <p>The Action contributes to the TEI for a Comprehensive migration approach in the Maghreb, Sahel and West African countries in the Atlantic / Western Mediterranean route, to which Belgium, Czech Republic, Denmark, France, Germany, Italy, Spain, the Netherlands and Switzerland participate.</p>			
MANAGEMENT AND IMPLEMENTATION				

13. Type of financing	Indirect management with the entity(ies) to be selected in accordance with the criteria set out in section 4.4.1.
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1.2 Summary of the Action

The Joint Programming Ghana 2021-2027 is built around three priority areas:

Priority area 1 – Green growth for jobs

Priority area 2 – Smart and sustainable cities

Priority area 3 – Good governance and security

Migration is a specific results area of the Priority area 3 on Good Governance and Security, but it is also relevant for Priority area 1 and 2, considering the contribution of these sectors to combat the root causes of migration. In Ghana, emigration is mainly driven by economic reasons, i.e. limited livelihood opportunities, jobs and resources, which are further worsened by a) environmental causes, also linked to climate change effects, b) social issues, e.g. sexual orientation, and – to a lesser extent – by c) political (e.g. opposition activism) and security reasons (e.g. violent extremism).

Within Priority area 1 and Priority area 2, several actions will contribute to tackle these root economic and environmental causes, while Priority area 3 will mostly focus on the need to strengthen coordination and local capacities in relation to migration and mobility.

This Action is related to the Result 1.4 under the Specific Objective 1 in Priority area 3:

→ Priority area 3 – Good governance and security.

→ Specific objective 1: Support green, democratic and financial governance and migration management.

→ Result 1.4: A coherent and comprehensive management of migration in all its aspects is reinforced.

This action has a national coverage with a focus on Accra and migration-prone regions such as Ashanti, Bono and Bono East.

The action has two Specific Objectives, corresponding to the two core components of the action, i.e. Migration Governance and Migration & the Economy:

SO1. Improved migration governance in Ghana. The focus will be on migration policy dialogue, coordination, information, capacity, including on emergency preparedness, and on migrant protection and social assistance, including for the social reintegration of vulnerable returnees.

SO2. Enhanced benefits of migration and mobility for the development of Ghana. This outcome will focus on economic (re)integration, legal migration pathways, and diaspora contributions to local development.

The activities will contribute to improving migration governance, capacity, and coordination, facilitating access to legal migration/mobility pathways, assisting the social and economic integration of returnees, IDPs, asylum seekers and refugees, as well as selected vulnerable persons in host communities, and supporting diaspora engagement and investments.

The migration and economy component will be complemented by the “Pact for Skills” Action (also part of the 2022 Annual Action Plan), which is linked to Specific Objective 3 of Priority Area 1 of the Joint Programming, Green Growth for Jobs (“improving the efficiency, relevance, and quality of TVET and higher education to boost employment in the green, digital, and pharmaceutical sectors”), and will support public employment services in Ghana.

Thanks to the EU Trust Fund, the EU is now considered as one of the major migration stakeholders in Ghana. This new project will be the opportunity to further consolidate the results of the EU Trust Fund and the impact and visibility of EU support to address Ghana’s priorities and international goals.

Together with EU MS and other key partners (Government authorities, International Organisations, CSOs, etc.), the EU will promote “Safe, Orderly and Regular Migration”, support vulnerable migrants, and leverage diaspora contributions for development in Ghana. This action will also contribute to the humanitarian-development nexus and to strengthen sustainable approaches, by investing in strengthening local systems to the benefit of its target groups and local communities.

The action will contribute to the implementation of the Team Europe Initiative for a Comprehensive migration approach in the Maghreb, Sahel and West African countries in the Atlantic / Western Mediterranean route.

Complementary actions include:

- (i) the bilateral Action “Pact for Skills” (part of the 2022 Ghana Annual Action Plan);
- (ii) the Migrant Protection, Return and Reintegration (MPRR) regional Programme;
- (iii) the Free Movement and Mobility in West Africa (FMM - Phase II) Programme;
- (iv) other actions supported by EUMS, including the action under discussion “Invest in Young Businesses in Africa” (EU with FR, DE, NL, BE, ES, IT);
- (v) other interventions implemented by IOM (including the EU-UN Partnership for Migration), IFAD (Financing Facility for Remittances - FFR), SNV and UNCDF (GrEEEn), ICMPD (SBS); and
- (vi) the actions linked to Frontex’s Joint Reintegration Services and the Return and Reintegration Facility.
- (vii) the EU Global Diaspora Facility (EUDiF).

2 RATIONALE

2.1 Context

Since Ghana’s independence in 1957, Ghana and the EU have developed close political, cooperation and trade relations. Ghana also plays an important role in the region. Through the Economic Community of West African States (ECOWAS), it has often been instrumental in mediations in West Africa. Ghana is an important player in multilateral fora, it supports the African Free Trade Agreement, and has been selected to host the secretariat of the African Continental Free Trade Agreement (AfCTA). Since January 2022, Ghana has taken a 2-year non-permanent member seat at the UN Security Council. Ghana has ratified the most important international treaties, such as the Convention on the Elimination of all forms of Discrimination Against Women, Convention on the Rights of the Child, Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families¹.

After two decades of GDP growth above 5%, Ghana is now a lower middle-income country. The country is rich in minerals including gold, oil and gas, and is the second world producer of cocoa. While the country has seen substantial improvements in various human development indicators and national poverty rates were significantly reduced, poverty levels in the Northern regions remain high and social, geographical and income inequalities persist. Moreover, there is a high risk of overall and external debt distress due to the high level of debt of the country. The labour demand remains insufficiently developed to match the local offer of labour, especially for the young; this a key migration push factor for both women and men (internal and international migration).

A sensitive screening of the people who will be assisted by the action will take into consideration gender, sex and disability issues, among others, and will be crucial to understand migrant profiles by groups as well as specific vulnerabilities and behaviours. Ghana has made progress in gender equalities and women’s empowerment, but it still only ranks 135th out of 162 countries in the 2019 Gender Inequalities Index (GII). Women participation in decision-making remains low (13 per cent of parliamentarians are women) and women have lower education levels than men (55 per cent of women have completed secondary education comparing to 71 per cent of men).²

A persistent perception of corruption, as recognised by several surveys over the years, is hindering foreign direct investment and might negatively impact the benefits of the EU support as well as President Akufo-Addo’s “Ghana beyond aid” Agenda.

Ghana is one of the most stable countries in the region. However, radicalisation and polarisation continue to feed the farmer-herder competition over land resources, the exploitation of ground resources related to mining (e.g. gold, bauxite) and the felling of timber. These factors, coupled with the feared infiltration of terrorist elements from abroad, are fuelling the rise of transnational organised crime. The potential spill-over of the terrorist threat from Burkina Faso remains one of the most serious concerns for the authorities, who have decided to strengthen collaboration with armed forces and law enforcement agencies of neighbouring countries in the framework of the Accra Initiative. From 2017 to 2021, the women’s perception of community safety has decreased from 59.4 per cent to 56.5 per cent.

¹ [OHCHR, UN treaty body database](#)

² UNDP (2020), Briefing note: Ghana, Human Development Report 2020.

The proposed action will contribute to the third Joint Programming priority area “*Good governance and security*”. Migration is also one of the areas of cooperation of the NDICI - Global Europe Regulation and this Action is aligned with the New European Consensus on Development (art. 39-42, addressing the multiple aspects of migration and forced displacement), the Communication ‘*Lives in Dignity*’, the 2020 EU Pact on Migration and Asylum, the 2021 EU Strategy on voluntary return and reintegration, as well as the Joint Valletta Action Plan and the Rabat Process. The EU has adopted legislation to regulate key aspects of legal migration to the EU, while EU Member States remain responsible to determine the volume of admission of third country nationals coming from third countries to their territory to seek or start employment or self-employment.

Over the years, EU support to reintegration has evolved from individual cash assistance to more comprehensive packages to support returning individuals and their communities of origin, including under the EUTF for Africa; the aim is to promote the returnees’ economic self-sufficiency, social stability within their communities, and psychosocial well-being. Additionally, the action will be in line with the EU Gender Action Plan III (2021-2025) and the thematic area: “promoting economic and social rights and empowering girls and women”.

While Ghana³ is a country of origin, transit and destination, it is primarily a country of out-migration.

Emigration:

- Stock: Available data suggest that out-migration is on the increase, with 970,625 people living outside Ghana at the end of 2019 and 1,004,324 at the end of 2020, despite the limitations of movement associated with the Covid-19 pandemic⁴. Male emigrants outnumbered females by 5 per cent in 2020; the main regions of origin were Ashanti and Greater Accra⁵. African countries accounted for 48 per cent of Ghanaian emigrant stocks, with Nigeria being the top destination country, followed by Côte d’Ivoire. Outside of the continent, the top countries of destination were the United States and the United Kingdom. In EU-27, Ghanaians mainly reside in two countries, i.e. Italy (51,364 people) and Germany (27,872)⁶.
- Flows: A total of 914,984 persons was recorded to have departed from Ghana in 2018⁷. States in the Gulf Region and the Middle East have become relatively popular destinations for Ghanaian emigrants, in part due to an increased demand for domestic workers, who tend to be young women⁸. The new migration rate is relatively stable, from -0.339 in 2018 to -0.319 in 2020.
- Labour emigration: While youth unemployment remains a major cause of emigration from Ghana, the country also has one of the highest emigration rates (46%) of skilled professionals in West Africa, with the health sector being the most affected despite the incentives put in place by the Government of Ghana to retain its health professionals. This phenomenon is attributed to a number of factors including poor salaries and low career as well as retirement prospects⁹. It is also estimated that a staggering 46.9 per cent of tertiary-educated Ghanaians emigrated in 2000, mostly to the United States and to Europe¹⁰.

Irregular migrants using the Central Mediterranean route, mainly through Libya where Europe is the intended destination, mostly come from the Bono, Bono East, Ashanti and Greater Accra regions, with a smaller percentage from the Northern and Western regions. They are usually young (63% of 18-35 years) men (95%) having primary or no formal education. As economic migrants, they often move for better employment opportunities with minimal vocational skills which is acquired informally. Prominent vocational skills include masonry, farming (both crop and animal rearing mostly in Bono and Bono East and Northern regions), driving (mostly in Ashanti region), amongst others. The women often migrate for family reunification and domestic work.

- Asylum seekers: The number of Ghanaians seeking asylum worldwide were 5,635 in 2018, 10,092 in 2020 (638 in Italy) and 9,817 at mid-2021 (576 in Italy)¹¹.

³ Source: <https://publications.iom.int/books/migration-ghana-country-profile-2019>

⁴ Source: UN DESA, 2020

⁵ Source: GSS, 2013

⁶ Source: UN DESA, 2020

⁷ Source: GIS, 2019

⁸ Source: Ministry of Employment and Labour Relations (MELR), 2018

⁹ Source: IOM, 2020

¹⁰ Source: Docquier and Marfouk, 2005

¹¹ Source: UNHCR, 2021

- **Refugees:** The overall number of Ghanaian refugees has decreased slightly, with 24,298 refugees from Ghana worldwide in 2012, to 18,036 at the end of 2018 and 13,960 mid-2021. Top host countries in the same period include Togo (8,513), Italy (2,589) and Germany (633)¹². The number of asylum applications submitted by Ghanaian nationals in the EU have been decreasing from over 7,800 in 2016 to around 1,300 in 2021 (one third received by asylum authorities in Italy).¹³
- **Trafficking in Human Beings (THB):** Available estimates indicate that 46 per cent of trafficking victims in Ghana are Ghanaian citizens, of whom 88 per cent are children trafficked within Ghana, often exploited in the fishing and farming sector or in urban centres; girls and women account for 42 per cent of the total¹⁴.
- **Irregular immigration in the EU:** The number of detected illegal border crossings of Ghanaian citizens has been decreasing from 5,800 in 2016 to 330 per year in 2021; in 2021, 90% of those detected were found along the Central Mediterranean Route.¹⁵ The number of return decisions issued to Ghanaian nationals in the EU has decreased from 1,925 in 2018 to 1,440 in 2021 (almost half issued by Germany).¹⁶ In 2021, 2,945 nationals of Ghana were found to be present in the EU without a regular permit of residence; 1,885 were ordered to leave and 305 returned to Ghana; which represents a return rate of only 16% – because of Covid-19 pandemic –, instead of the usual 20% to 30% reached previous years.¹⁷
- In 2020, the total volume of remittances to Ghana amounted to USD 4581.6 million¹⁸.

Immigration:

- **Asylum seekers:** The number of applications for asylum has been decreasing over the last decade, mainly due to stabilizing political conditions in neighbouring Côte d'Ivoire. From 20,113 applications for asylum in Ghana in 2011, there were 787 applications in 2020 and 446 by mid-year in 2021¹⁹.
- **Refugees:** A total of 12,388 refugees were present in Ghana mid-2021, mainly from Côte d'Ivoire (6,398), Togo (3,466) and Liberia (681)²⁰. Refugees in Ghana live in four confined camps in the regions of Central, Western, and Bono East, and in an open camp known as the Urban Refugee Camp in Accra.
- **Internally Displaced People (IDPs):** Internal displacement in Ghana is a consequence of both violence and natural disasters. While the exact number of IDPs is not known, estimates point to 16,000 people in temporary displacement following natural disasters (figures on the increase) and 23,000 longer term displaced people because of conflict and violence (more stable figures); 20,081 people are estimated to risk displacement due to earthquakes and floods every year²¹.

In order to manage migratory flows and to promote the development benefits of migration, the Government of Ghana developed a National Migration Policy (NMP) in 2016, a National Labour Migration Policy (NLMP 2020-2024) in 2020, and a Diaspora Engagement Policy (DEP) in 2021 (under adoption by the government). Ghanaian policies acknowledge the centrality of gender mainstreaming as part of an effective governance management policy framework.

Other national legislative instruments that govern different aspects of migration in Ghana include the 1992 Constitution, which guarantees the free movement of its citizens, in line with the ECOWAS Protocol, and the acquisition of citizenship by birth and marriage. In 1996, the Constitution was amended to grant the possibility of dual citizenship to Ghanaians. The Citizenship Act, 2000 and the Citizenship Regulations, 2001 (LI 1690) further outlined requirements for the acquisition of citizenship by also including naturalisation and registration.

Entry, admission, residence, employment, and removal of immigrants are guided by the Immigration Act 2000 (Act 573); Immigration Amendment Act, 2012 (Act 848); Immigration Act 2016 (Act 908) and Immigration Regulations, 2001 (L.I 1691). These legislative instruments provide guidelines for managing immigration and combating migrant

¹² Source: idem

¹³ Idem Source : <https://publications.iom.int/books/migration-ghana-country-profile-2019>

¹⁴ Source : IOM, 2019

¹⁵ Frontex, 2022

¹⁶ Idem

¹⁷ Source : <https://migration-demography-tools.jrc.ec.europa.eu/atlas-migration/data>

¹⁸ Source : <https://remitscope.org/africa/ghana>

¹⁹ Source: UNHCR, 2021

²⁰ Idem

²¹ Source: IOM, 2020

smuggling. The Human Trafficking Act, 2005 (Act 694) and Human Trafficking (Amendment) Act, 2009 (Act 784) provide a framework for combating human trafficking.

The Ghana's Investment Act, 2013 (Act 865) and the Free Zone Act, 1995 (Act 504) have regulations governing immigration and investments by foreign entrepreneurs in Ghana. The Labour Act, 2003 (Act 651) and Labour Regulations, 2007 (L.I 1833) regulate the activities of employment agencies, including those recruiting Ghanaians for employment in other countries. The Refugee Act 1992 (PNDCL 305D) provides a framework for the protection of refugees.

The Ghana Refugee Law 1992, PNDC Law 305D guarantees refugees equal rights as Ghanaians and established the Ghana Refugee Board. Refugees in Ghana therefore have the same access to education at all levels, including TVET education, just as Ghanaians. Refugees in secondary schools enjoy the Free Senior Education as their Ghanaian counterparts. The educational system in Ghana recognises the foreign school certificates, diplomas and degrees of refugees. Refugees in Ghana have access to educational scholarships to study in and outside Ghana. Some of the scholarship schemes available to refugees include: MasterCard Foundation Scholars Program, Refugee EdTech Program and Emergency Scholarship Programme. Ghana hosted 97 refugee students with a DAFI scholarship in 2019. Refugees have equal access to employment and the labour market as Ghanaians. They can establish, register and own businesses like any other Ghanaian²².

2.2 Problem Analysis

Despite the efforts of the Government and its partners, persisting challenges remain in all migration areas in Ghana, i.e. in migration governance (limited coordination, lack of reliable data, difficulty to find useful information, age and disaggregated data, lack of implementation of agreed frameworks and policies, etc.), border management (corruption, document and identity fraud, etc.), irregular migration (smuggling of migrants and trafficking in human beings, difficulties with readmissions, etc.), legal migration (brain drain, too selective, etc.), assistance to returning migrants (available reintegration assistance insufficient comparing to the existing need, insufficient psychosocial and social support services, etc.), to IDPs, asylum seekers and refugees (insufficient emergency support and limited access to sustainable solutions, etc.), and to host communities (insufficiently involved, mistrust, etc.), and diaspora engagement (difficulties to invest, "brain gain" not sufficiently exploited, etc.).

The capacity of Government institutions to ensure an efficient, sustainable, and integrated governance of migration can be further developed, including in relation to the management of returns and the integration of returnees. Specifically, further support is needed to (i) improve a coordinated response to migration challenges with key stakeholders; (ii) strengthen the coordination and delivery of assistance to displaced populations; (iii) improve the availability of a solid evidence base informing decision-making on migration; (iv) further develop short- as well as long-term policies and implementation guidelines to ensure adequate support services for internal, returning and international (vulnerable) migrants.

Available support for skills development and employability are limited for the returnees, both voluntary and forced, as well as for the whole resident population, failing to provide sustainable alternatives to irregular migration or migration in general. Youth is particularly affected and represents a significant proportion of returning and potential migrants. Market-oriented training to equip returnees with skills that can enhance their chances of employment in countries and regions that need labour can also be further developed. Investing in main source communities of irregular migration appears in this light as a key priority. In addition, the offer of programmes for expanding access to credit tends to remain focused on micro loans, which are important for the poor, but do not target lower middle-class Ghanaians and returning migrants who may need more sizable financial support to realise their integration plans.

Natural hazards, environmental challenges and climate-related insecurity remain prominent, as well as insecurity arising from violence and conflict, resulting in significant flows of internal displacement; groups living in vulnerable situations are especially affected, particularly women, children, elderly and persons with disabilities.

The root causes of migration will be addressed under other actions, covered by priority area 1. Green growth for jobs, and 2. Smart and sustainable cities of the Joint Programming. Activities directly related to border management, trafficking in human beings, and transhumance will be covered under a project dedicated to security issues (international crimes, terrorism, integrated border management, etc.).

²² UNHCR-ESSA, report 2021

Identification of main stakeholders and corresponding institutional and/or organisational issues (mandates, potential roles, and capacities) to be covered by the action:

The main stakeholders in Ghana are duty-bearers in charge of the development and the implementation of a transparent, well understood migration policy through a participative process. Duty-bearers are the Ministry of Interior, the Ministry of Employment and Labour Relations, the Diaspora Affairs Office at the Office of the President, ministries' focal points on migration, the National Development Planning Commission (NDPC). A national migration coordination mechanism will be the institutional body mandated to coordinate all migration-related interventions in the country, promoting policy coherence at national and local level, fostering humane and orderly migration, and creating the right conditions for migrants to contribute to development.²³

The Ghana Refugee Board (GRB) collaborates mainly with UNHCR and the National Disaster Management Organisation (NADMO) to co-ordinate international and local protection and the distribution of humanitarian assistance, as well as the processing of asylum applications and the assistance of asylum seekers and refugees in Ghana, including counselling, camp management, documentation and access to rights. The GRB is the sole agency mandated to grant refugee status to persons seeking asylum in the country.

Counter trafficking actions are headed by the Ministry of Gender, Children and Social Protection through its Counter Trafficking Unit with support from the Ghana Police Service and the Ghana Immigration Service.

The key International Development Partners involved in the Migration area (EU, EUMS, IOM, ICMPD, and other multilateral agencies) are grouped in the Migration Coordination Platform (MCP), which coordinates their actions.

For the *Migration & Governance* component, the leading Government counterpart will be the Migration Unit at the Ministry of Interior, which is in charge of coordinating national efforts in the area of migration and support the development of a coherent migration policy framework, while also facilitating the establishment of the national migration coordination mechanism. In addition, the Ministry of Interior includes other relevant agencies in this area, such as the Ghana Immigration Service (GIS), the Ghana Refugee Board (GRB), the National Disaster Management Organisation (NADMO). Other strategic partners may be involved in this component, such as the National Commission for Civic Education (NCCE), whose responsibilities are to promote and sustain democracy, and to promote public awareness on citizens' rights and obligations.

For the *Migration & Economy* component, the Ministry of Employment and Labour Relations will have the leading role (especially for the *Economic (re)integration and labour migration* sub-component). The Ministry is in charge of the implementation of the National Labour Migration Policy, and it includes other relevant departments and agencies, as the Labour Department and the Youth Employment Agency (YEA). The Diaspora Affairs Office at the Office of the President will also play a key role (especially for the *Development benefits of international migration* sub-component), as the entity responsible for the Diaspora Engagement Policy and symbol of the President's will to encourage Ghanaian diaspora (and descendants of African slaves – especially in USA) to contribute to the national economy. The Ghana Investment Promotion Centre (GIPC) will also be involved, for its role in promoting diaspora engagement in economic development.

Civil society organisations (especially those representing diaspora, women, and youth), local authorities (especially those located in main migration source regions), and private sector organisations (especially those providing business support and financial services, such as hubs, banks and fintechs, as well as recruitment agencies) will also be key stakeholders of the action. Youth organisations will play a prominent role, considering that both the returnees and the potential migrants are mostly young and that the efforts of the action to provide opportunities to returnees and other vulnerable migrants will have a systemic approach and work towards strengthening existing local capacities and experiences, to the ultimate benefit of all young Ghanaians seeking economic opportunities. The capacity to reach out to and positively engage with youth will be critical for the success of the action. Right holders, both women and men, people with disability and other vulnerable groups will benefit from assistance and support delivered with the support of the action.

Within the framework of all these stakeholders, the EU aims mainly at:

- Supporting the Ministry of Interior to coordinate migration political dialogue and migration activities;
- Supporting the National Disaster Management Organisation (NADMO) to be better prepared in the eventuality of emergency migration flows; and

²³ In the coming months, this institution will probably be operational. Currently, coordination of migration-related policies and actions is the responsibility of the Ministry of Interior (Migration Unit), line ministries' focal points on migration, and the National Development Planning Commission (NDPC).

- Supporting the Ministry of Employment to develop a national referral system (with at its core, the *Centre for jobs, migration, and reintegration*) to orient / support potential and returning migrants, to facilitate labour migration, as well as to facilitate diaspora engagement in local development.

3 DESCRIPTION OF THE ACTION

3.1 Objectives and Expected Outputs

The Overall Objective (Impact) of this Action is **to strengthen Ghanaian capacities for the orderly, human rights based and mutually beneficial migration and mobility of people from and to Ghana.**

The Specific Objectives (Outcomes) of this Action are:

1. Improved migration governance in Ghana
2. Enhanced benefits of migration and mobility for the development of Ghana

The Outputs to be delivered by this Action contributing to the corresponding Specific Objectives (Outcomes) are:

- 1.1 contributing to Outcome 1 (or SO 1): The institutional framework, policy dialogue, and operational preparedness to manage migration and forced displacement are improved;
- 1.2 contributing to Outcome 1 (or SO 1): Quality and availability of data and information on migration and forced displacement are improved;
- 1.3 contributing to Outcome 1 (or SO 1): Ghanaian capacity to provide social assistance to the most vulnerable migrants is strengthened;
- 2.1 contributing to Outcome 2 (or SO 2): The service systems, both at central and local level, supporting the economic (re)integration of returnees, IDPs, asylum seekers & refugees, and selected vulnerable persons from host communities, are enhanced in migration source regions;
- 2.2 contributing to Outcome 2 (or SO 2): Legal pathways for labour migration and mobility are broadened;
- 2.3 contributing to Outcome 2 (or SO 2): Diaspora contributions for the social and economic development of Ghana are increased.

3.2 Indicative Activities

Activities relating to Output 1.1

Supporting national capacities, inclusive coordination, and political dialogue on migration governance (including in relation to the readmission system): providing technical assistance to the Ministry of Interior (Migration Unit), the ministries' focal points on migration, the National Development Planning Commission (NDPC), the Migration Coordination Platform (DPs), as well as the national migration coordination mechanism – as soon as it will be established – (cfr. footnote 5), etc.

Contribution to TEI - SO3 (Develop and implement effective migration governance following a comprehensive and holistic approach and management systems to preventing irregular migration, countering migrant smuggling and trafficking in human beings)

Strengthening readiness in case of migration emergency: providing technical assistance to the National Disaster Management Organisation - NADMO, the Centre for Coordination of Early Warning and Response Mechanism, and other government entities concerned with emergency and contingency planning related to displacement, developing SoPs and building capacity of local authorities and communities to handle potential displacement inflows due to sudden events in Ghana or in the neighbouring countries.

Contribution to TEI - SO2 (Enhance protection, resilience and self-reliance, including life-saving assistance, of migrants, asylum seekers and refugees)

Activities relating to Output 1.2

Supporting the collection and management of sex, age and disability sensitive migration data / information, and awareness raising activities: providing technical assistance for the digitalisation of data collection and management, the governance of a migration database and a physical and on-line migration library, organising targeted awareness raising activities (e.g. on legal migration pathways, risks of irregular migration, opportunities in Ghana, on the existence and usefulness of database), etc.

Contribution to TEI – SO1 (Develop and promote regular migration and mobility pathways including within Africa and towards Europe)

Activities relating to Output 1.3

Providing health, psychosocial, and social support to the most vulnerable migrants: providing capacity building to improve the National Referral Mechanism and for providers of mental health and psychosocial services for specific groups (women, children, elderly, persons with disabilities), providing treatment and support for victims of trafficking and vulnerable migrants, refurbishment of shelters, etc. – including if possible, screening/testing and treatment services for TB, HIV, Hepatitis and other communicable and noncommunicable diseases.

Contribution to TEI - SO2 & SO3

Activities relating to Output 2.1:

Providing economic support to (re)integrate returnees, IDPs, asylum seekers & refugees and selected vulnerable persons from host communities,²⁴ through national actors:

- i) providing capacity development support to improve the National Referral Mechanism and to actors concerned with the effective integration of returnees and other beneficiaries, including local governments, CSOs including youth, women and diaspora associations, the Youth Employment Agency, Public Employment Centres, the Migration Information Centres, etc.
- ii) promoting/facilitating their coordination/collaboration by further developing effective screening and referral mechanisms (including for the adequate management of readmissions) as well as service delivery systems, including with the support of the Ghanaian-German Centre for Jobs, Migration, and Reintegration (currently supported by GIZ). Full Needs & Gaps and Gender Analyses will be conducted at Inception to fully integrate the action in the local systems and build on the foundations laid by previous support provided by the EU and other donors.

Contribution to TEI - SO2 & SO4 (Increase safe assisted voluntary return, readmission and sustainable reintegration in countries of origin)

Activities relating to Output 2.2:

Facilitating international labour migration and mobility programmes: supporting the development of pilot labour migration schemes with EUMS and/or mobility schemes in ECOWAS, supporting the negotiation and possible formalisation of new programmes for the citizens of Ghana and their operationalisation, including pre-departure orientation and preparation, capacity development to local service providers, organising professional streams for in-demand jobs in targeted countries, etc.

Contribution to TEI – SO1

Activities relating to Output 2.2: Contribution to TEI – SO5 (In areas prone to departures, transit or return, promote the development benefits of migration and addressing socio-economic root causes of irregular migration)

Facilitating mobilisation of professionals from the Ghanaian diaspora community: gender- and disability-sensitive diaspora and migrants profile analysis, gender- and disability-sensitive awareness raising activities, engaging diaspora organisations to mobilise diaspora, financial support of diaspora expert missions, etc.

Facilitating investments and solidarity actions done by diaspora in Ghana: gender sensitive awareness raising activities, engaging via digital platforms diaspora (including women) organisations supported by the EU and other donors in the EU to inform and mobilise diaspora investments, support the development/expansion of diaspora investment partnerships and schemes, partnerships with financial and business service providers, diaspora information centres in Ghanaian representations in Europe, etc.

The implementation of part of activities under Outcome 2 (Enhanced benefits of migration and mobility for the development of Ghana) will likely involve the implementing partner in charge of Outcome 4 of the “Pact for Skill” Action (Increase effectiveness of employment services to facilitate a smoother transition into the job market).

The commitment of the EU’s contribution to the Team Europe Initiative to which this action refers, will be complemented by other contributions from Team Europe members. It is subject to the formal confirmation of each

²⁴ Host communities would be involved when relevant (for example when a group of migrants is concerned), and members of these communities would also benefit from the support (if possible, vulnerable young people and women).

respective member's meaningful contribution as early as possible. In the event that the TEIs and/or these contributions do not materialise, the EU action may continue outside a TEI framework.

3.3 Mainstreaming

Environmental Protection & Climate Change

Outcomes of the SEA screening

The Strategic Environmental Assessment (SEA) screening is not required as this action does not have a strategic-level support dimension.

Outcomes of the EIA (Environmental Impact Assessment) screening

The EIA (Environment Impact Assessment) screening has not been planned since the Action will essentially deliver soft results (skills, etc.). However, environmental issues will be considered both at inputs and outputs levels – the way activities will be implemented (e.g. event organisation) as well as the final results (e.g. businesses supported) – and as contextual influence elements (e.g. soil or water pollution).

Outcome of the CRA (Climate Risk Assessment) screening

The Climate Risk Assessment (CRA) screening has not been planned for the same reason. However, the climate issue will be considered during the implementation of the project (e.g. cause of migration and resilience).

Gender equality and empowerment of women and girls

As per the OECD Gender DAC codes identified in section 1.1, this Action is labelled as G1. This implies that the Action will take specific measures to offer women the same chances as men to benefit from the services that will be provided (counselling, technical or financial support, etc.), being migrants or looking for livelihoods opportunities. The engagement of women in the diaspora community (expertise, investment, etc.) will be encouraged as much as that of men. Finally, the support to migration governance will not only facilitate women consultation, but also mainstream gender equality issues in migration policies.

Special attention will be placed on the vulnerability of women and girls involved in labour migration/mobility schemes and to gender equality considerations in accessing the labour market and income generation opportunities. The consolidation of the returnee referral mechanism in Ghana will include specific provisions for women empowerment and a targeted focus on supporting women entrepreneurship and access to finance. All data and indicators will be disaggregated by sex and age, where applicable. Monitoring of progress and change will secure adequate emphasis on gender equality results. The Implementing Partners will be requested to develop a Gender Strategy during the design stage.

Human Rights

The Action is a human-centred intervention, that means that the interests of people will prevail.

The rights, needs and interests of returnees and other people in migration or affected by displacement, will guide the implementation of the Action. The Leaving No One Behind principle and the Rights Based Approach will be mainstreamed across design and implementation, in the policy and institutional changes supported, in the handling of returning migrants upon arrival and in the assistance and support provided to them, in ensuring an inclusive access to opportunities without discriminations, including discrimination based on legal status or vulnerabilities such as disability.

Protection safeguards will apply to all groups of beneficiaries and specifically to vulnerable categories, such as children, unaccompanied minors, disabled persons, victims of trafficking, and rejected asylum seekers.

The action will contribute to prevent trafficking in human beings through its awareness raising and policy support activities. Direct support can be also provided to victims of trafficking (psychosocial support, etc.). The action will complement other EU-funded actions focusing on Trafficking in Human Beings and Smuggling of Migrants. It will be a human-centred intervention as the interests of the people should prevail.

Disability

As per OECD Disability DAC codes identified in section 1.1, this action is labelled as D1. This implies that the action will have few activities specifically targeted to the inclusion of persons with disabilities. The action will try to be as

much as possible sensitive to disabilities and ensure that assistance and support are provided as per their needs and capacities; especially for returning migrants (priority line, adapted material, psychosocial support, etc.).

Democracy

In the migration governance area, the action will support civil society consultation and push for Government accountability (but will avoid migration being a political battle).

The Action will also aim to support the political rights and responsibilities of the diaspora.

Conflict sensitivity, peace and resilience

Fragile communities in Ghana, which are also main sources of migration, are affected by a range of challenging factors that include limited local opportunities and internal displacement and for border areas, the sudden inflows of people from neighbouring countries, which tend to aggravate tensions and competition over already strained services and resources. The Action will follow the Do No Harm principle and ensure adequate sensitivity in service design and delivery, with a view to support the resilience of vulnerable people and groups, without discriminating by legal status or citizenship.

Disaster Risk Reduction

Displacements induced by environmental degradation and natural disasters will also be taken into account, with support provided to strengthening preparedness capacity to react to displacement caused by both conflicts and natural disasters.

Other considerations if relevant

N/A

3.4 Risks and Lessons Learnt

Category	Risks	Likelihood (High/ Medium/ Low)	Impact (High/ Medium/ Low)	Mitigating measures
1- external environment	Risk 1: Overall situation in Ghana changes from being calm and stable to being volatile, potentially related to next presidential elections (2024) or to expansion of terrorist groups	Medium	High	Several projects, including this one (will) work on conflict prevention and peacebuilding This project could, if necessary, change its action plan and budget to adapt to the new situation, focusing more on governance activities than the economic ones.
1- external environment	Risk 2: Degradation of the health situation related to Covid-19 crisis (or similar)	Low	Medium	Based on the experience of 2020 (beginning of Covid-19 crisis), the project could adapt its approach; respecting prevention measures but also contributing to the improvement of the global situation (modification of the action plan)

1- external environment	Risk 3: Important flux of refugees or internally displaced people (IDPs)	Low	Medium	Based on our contingency planning experience (SBS project), the project could contribute to Ghana readiness and to the support of first emergency needs.
3- people and organisation	Risk 4: Lack of commitment on the part of the Government	Low	Medium	Involving key ministries, departments and agencies in the design and the implementation of the project
3- people and organisation	Risk 5: Lack of political will and commitment from the local authorities to work on socio-economic inclusion of displaced populations and their host communities	Low	High	EU pursuing dialogue at all levels, combining its own instruments and ensuring alignment and complementarity with EU Member States
3- people and organisation	Risk 6: Frequent changes at national and local government level, including high turnover of staff affecting capacity development benefits	Medium	Medium	The EU and its partners will ensure close cooperation with stakeholders, highlighting the importance of dedicated resources (financial and personal), and, if necessary, convene meetings at high-level to address any issue that may arise.
3- people and organisation	Risk 7: Communities face lack of matching skills for labour market	Low	Medium	Need assessments in communities and close coordination with provincial authorities will enable that a targeted diverse set of training/skill building initiatives are offered to key source communities.
3- people and organisation	Risk 8: Lack of knowledge of diaspora and interest of diaspora taking part into the Action	Medium	Medium	Stakeholders analysis (diaspora organisations, gender sensitive migrant profile) is crucial to understand behaviour of women and men migrants and adapt activities. They also should participate to the design.

Lessons Learnt:

In the area of return and reintegration programmes funded by the EU, key lessons learned are identified in the 2015 Study on the Results and Impact of EU development cooperation-funded projects in the area of voluntary return and reintegration. One of the key findings of the study was the necessity to pay attention to the particular needs and vulnerabilities of beneficiary migrants, regardless of their status. Experience has shown that reintegration can be considered as sustainable when returnees are re-included in a group or a process. The support therefore needs to address reintegration in a comprehensive manner and support returnees beyond one-off assistance. At the same time, the support has to consider the wider impact of returnees on the communities of origin and return. Individual assistance is more effective when it considers local needs and fragilities adopting a wider, community-based, approach. Lessons learnt under the EU Emergency Trust Fund (EUTF) for stability and addressing root causes of irregular migration and displaced persons in Africa include relevant lessons for this Action;²⁵ they emphasise the importance for the EU to establish meaningful partnerships with other donors and agencies, leverage the leadership of selected partners in

²⁵ Learning Lessons from the EUTF for Africa. Focus on Migration and Forced Displacement. February 2020; Learning Lessons from the EUTF for Africa, Phase 2, February 2021

specific thematic areas, and ensure complementary programming, looking especially at the Team Europe partners. Furthermore, they highlight that more adequate levels of local ownership and capacities, as well as long-term benefits arising from EU support, are ensured when project design takes into due account existing capacities in the partner countries and ensure that capacity development measures are integrated in project design, as needed. At the same time, they recall the importance of validating project design with the local stakeholders, ensuring that EU support is well aligned with local needs and priorities.

Previous experience in Ghana also confirms the importance of disaster preparedness and contingency planning in a country where there is instability in neighbouring countries (e.g. Burkina Faso may lead to abrupt inflows of displaced people).

The Covid-19 crisis as well as the security crisis in the Sahel region have shown not only that development projects could adapt with the necessary flexibility and continue implementation, but they could also actively contribute to the mitigation of the effects of the pandemic (e.g. the GrEEEn project supported WASH infrastructures which were not initially planned). Migration is a sensitive political issue, requiring the careful building of local ownership for new Actions and the Government validation of their design. For example, at the beginning of the EU-IOM Joint Initiative for Migrant Protection and Reintegration, the Government of Ghana was not in favour of participating in the Project Steering Committee because it could have been perceived by Ghanaians as an indication that the Government was supporting forced returns. The relationship between the EU and the Government is now very positive, especially following the start of the Migration Political Dialogue in January 2019.

3.5 The Intervention Logic

The underlying intervention logic for this Action is that:

- If the institutional framework, policy dialogue, and operational preparedness to manage migration and displacement are enhanced;
- If the quality and availability of data and information on migration and displacement are improved;
- If the Ghanaian capacity to provide social assistance to the most vulnerable migrants is strengthened;

Then, the migration governance is improved in Ghana.

At the same time:

- If the service systems, both at central and local level, supporting the economic (re)integration of returnees, IDPs, asylum seekers & refugees, and selected vulnerable persons from host communities are improved in migration source regions;
- If legal pathways for labour migration and mobility are broadened;
- If diaspora contributions for the social and economic development of Ghana are increased;

Then, the benefits of migration and mobility for the development of Ghana would be enhanced.

Thus, if

- The migration governance in Ghana is improved; and
- The development benefits of migration and mobility are enhanced for Ghana;

Then, Ghanaian capacities to ensure orderly, human rights based and mutually beneficial migration and mobility of people from and to Ghana would be strengthened.

3.6 Logical Framework Matrix

This indicative logframe constitutes the basis for the monitoring, reporting and evaluation of the intervention.

On the basis of this logframe matrix, a more detailed logframe (or several) may be developed at contracting stage. In case baselines and targets are not available for the Action, they should be informed for each indicator at signature of the contract(s) linked to this AD, or in the first progress report at the latest. New columns may be added to set intermediary targets (milestones) for the Output and Outcome indicators whenever it is relevant.

- At inception, the first progress report should include the complete logframe (e.g. including baselines/targets).
- Progress reports should provide an updated logframe with current values for each indicator.
- The final report should enclose the logframe with baseline and final values for each indicator.

The indicative logical framework matrix may evolve during the lifetime of the action depending on the different implementation modalities of this Action.

The activities, the expected Outputs and related indicators, targets and baselines included in the logframe matrix may be updated during the implementation of the Action, no amendment being required to the Financing Decision.

PROJECT MODALITY (3 levels of results / indicators / Source of Data / Assumptions - no activities)

Results	Results chain (a): Main expected results (maximum 10)	Indicators (a): (at least one indicator per expected result)	Baselines (values and years)	Targets (values and years)	Sources of data	Assumptions
Impact	To strengthen Ghanaian capacities for the orderly, human rights based and mutually beneficial migration and mobility of people from and to Ghana.	OO Number of migrants and displaced persons in Ghana who are in education, employment or training (by year, sex, age bracket, disability status, and migration status).	To be defined	To be defined	To be defined	<i>Not applicable</i>
Outcome 1	1. Improved migration governance in Ghana	<p>1.1 Migration policies/plans are better coordinated with EU support (score from 1-little progress to 5-significant improvement)</p> <p>1.2 Extent to which public stakeholders concerned with migration issues in Ghana use the migration information and datasets systematised/consolidated with EU support (by governance level; score from 1-little progress to 5-significant improvement)</p> <p>1.3 Change in the vulnerability of migrants and persons receiving protection or social assistance under the national referral system (by region/district, sex, age bracket, disability status, migration status) (score</p>	<p>1.1 no institutional coordination framework in place</p> <p>1.2 & 1.3 To be defined</p>	To be defined	To be defined	To be confirmed

		from 1-little progress to 5-significant improvement)				
Outcome 2	2. Enhanced benefits of migration and mobility for the development of Ghana	<p>2.1 Percentage number of returnees and other people affected by migration or displacement who are in education, employment (including self-employment) or training 6 months after receiving economic (re)integration support (by region/district, sex, age bracket, disability status, migration status)</p> <p>2.2 Number of individuals in education, employment (including self-employment) or training 6 months after receiving economic integration support (by region/district, sex, age bracket, disability status, and migration status)</p> <p>2.3 Number of legal migration or mobility pathways formalised with EU support (by country of destination)</p>	To be confirmed	To be confirmed	To be defined	To be confirmed
Output 1 relating to Outcome 1	1.1 The institutional framework, policy dialogue, and operational preparedness to manage migration and displacement are improved	<p>1.1.1 Change in the institutional framework for managing migration and displacement in Ghana</p> <p>1.1.2 Percentage of women in senior or mid-management positions who are members of the coordination framework</p> <p>1.1.3 Extent to which migration / displacement is integrated in crisis preparedness plans and mechanisms developed / improved with EU support (score from 1-little progress to 5-significant improvement)</p> <p>1.1.4 Number of vulnerable migrants and displaced persons protected or receiving social assistance under the national referral system with EU support (by region/district,</p>	To be confirmed	To be confirmed	To be confirmed	To be confirmed

		sex, age bracket, disability status, and migration status)				
Output 2 relating to Outcome 1	1.2 Quality and availability of data and information on migration and displacement are improved	1.2.1 Completeness of sources of information and datasets on migration and displacement systematised / consolidated with EU support (score from 1-little progress to 5-significant improvement) 1.2.2 Public accessibility of information and datasets on migration and displacement in Ghana systematised/consolidated with EU support (open / narrowed / obstructed / repressed / closed)	To be confirmed	To be confirmed	To be confirmed	To be confirmed
Output 3 relating to Outcome 1	1.3 Ghanaian capacity to provide social assistance to the most vulnerable migrants is strengthened	1.3.1 Change in the capacity of Ghanaian actors to provide protection or social assistance to vulnerable migrants including victims of trafficking as part of the national referral system, 6 months after receiving capacity development assistance (by region/district, and public/private, score from 1-little progress to 5-significant improvement) 1.3.2 Number of vulnerable migrants receiving protection or social assistance with EU support (by region/district, sex, age bracket, disability status, and migration status)	To be confirmed	To be confirmed	To be confirmed	To be confirmed
Output 1 relating to Outcome 2	2.1 The service systems, both at central and local level, supporting the economic (re)integration of returnees, IDPs, asylum seekers & refugees, and selected vulnerable persons from host communities, are enhanced in migration source regions	2.1.1 Change in the capacity of Ghanaian actors to provide economic (re)integration support to returnees and other people affected by migration or displacement as part of the national referral system, 6 months after receiving capacity development assistance (by region/district, public/private, and service provided; score from 1-little progress to 5-significant improvement)	To be confirmed	To be confirmed	To be confirmed	To be confirmed

		<p>2.1.2 Number of returnees and other people affected by migration or displacement placed in training, education or jobs (including self-employment) with EU support (by region/district, sex, age bracket, disability status, migration status)</p> <p>2.1.3 Percentage of assisted persons requesting financial support gaining access to financial services with EU support (by region/district, sex, age bracket, disability status, and migration status)</p>				
Output 2 relating to Outcome 2	2.2 Legal pathways for labour migration and mobility are broadened	2.2.1 Number of new or revised schemes on education or labour migration / mobility between Ghana and other countries developed with EU support (by country of destination)	To be confirmed	To be confirmed	To be confirmed	To be confirmed
Output 3 relating to Outcome 2	2.3 Diaspora contributions for the social and economic development of Ghana are increased	<p>2.3.1 Number of skilled diaspora members engaging to the benefit of Ghana, with direct or indirect EU support (by sex and country of residence / departure)</p> <p>2.3.2 Number of diaspora members who have invested in Ghana with direct or indirect EU support (by sex and country of residence / departure).</p>	To be confirmed	To be confirmed	To be confirmed	To be confirmed

4 IMPLEMENTATION ARRANGEMENTS

4.1 Financing Agreement

In order to implement this Action, it is envisaged to conclude a financing agreement with Ghana.

4.2 Indicative Implementation Period

The indicative operational implementation period of this Action, during which the activities described in section 3 will be carried out and the corresponding contracts and agreements implemented, is 72 months from the date of entry into force of the financing agreement.

Extensions of the implementation period may be agreed by the Commission's responsible authorising officer by amending this Financing Decision and the relevant contracts and agreements.

4.3 Implementation of the Budget Support Component

N/A

4.4 Implementation Modalities

The Commission will ensure that the EU appropriate rules and procedures for providing financing to third parties are respected, including review procedures, where appropriate, and compliance of the Action with EU restrictive measures²⁶.

4.4.1 Indirect Management with a pillar assessed entity

This Action may be implemented in indirect management with one or two entities, which will be selected by the Commission's services using the following criteria:

- Proven operational capacity to deliver projects of this nature and size – preference will be given to organisation(s) having prior satisfactory experience working on EU-funded initiatives with similar activities;
- Presence in Ghana (especially in migration-prone areas and Accra), or if already in other West-African / African countries, the capacity to be quickly operational in Ghana – preference will be given to organisation(s) already active in Ghana;
- Ability to engage with a wide spectrum of notable stakeholders and partners – preference will be given to organisation(s) already working with key (national and international) migration stakeholders in Ghana, especially with the Ministry of Interior, the Ministry of Employment, and the Diaspora Affairs Office;
- Extended experience on migration issues, and especially in areas related to this Action, i.e. Migration Governance (in particular returns and social assistance to migrants, coordination, data/information management, and awareness raising activities) and/or Migration & Economy (especially national referral mechanism and diaspora engagement) – preference will be given to organisation(s) already working on these issues in Ghana;
- Extended experience in working with stakeholders in the private sector and/or in supporting the private sector – preference will be given to organisation(s) already working on business support and access to finance in Ghana;
- Proven experience in digitalisation and digital skills development.
- Capacity to mobilise additional funds (especially from a EU Member State) to co-finance the action.

In case of the signature of separate agreements, the Delegation will ensure that the action will be implemented as a whole and that the complementarity between the partners will remain strong for the whole duration. During the

²⁶ www.sanctionsmap.eu. Please note that the sanctions map is an IT tool for identifying the sanctions regimes. The source of the sanctions stems from legal acts published in the Official Journal (OJ). In case of discrepancy between the published legal acts and the updates on the website it is the OJ version that prevails.

negotiation of the agreement(s), the Delegation will pay special attention to clearly define a collaborative framework amongst the implementing partners ensuring the involvement of the key national counterparts

4.4.2 Changes from indirect to direct management mode due to exceptional circumstances (one alternative second option)

In case all or some of the activities of the Action cannot be implemented in indirect management modality with an EU Member State or Agency or international organisation due to circumstances outside of the Commission's control, the management mode may be changed to direct management as follows:

Grants: (direct management)

(a) Purpose of the grant(s)

The purpose of the grant is to conduct the action's activities, in full or in part, including in support to (i) government stakeholders to improve migration governance and coordination, contingency planning and measures to respond to sudden inflows of people from neighbouring countries, and the availability and use of migration data and information; (ii) government stakeholders and beneficiaries to improve access to legal migration/mobility pathways from and to Ghana; (iii) national public and private stakeholders to assist the social and economic integration of the targeted returnees, IDPs, asylum seekers and refugees, and to support diaspora engagement and investments.

(b) Type of applicants targeted

National or international Non-Governmental Organisation(s) respecting the same requirements described in 4.4.4. for the selection of Implementing Partners under indirect management. In the case of international Non-Governmental Organisation(s), national partner(s) will be identified and involved as a co-applicant. Additional sub-granting by the INGO with other national partners will be encouraged.

Procurement: (direct management)

Part of the activities may be implemented in direct management through a service contract to support the financial investments of the diaspora ("Facilitating investments and solidarity actions done by diaspora in Ghana" activity, under Output 2.3 in Outcome 2).

4.5. Scope of geographical eligibility for procurement and grants

The geographical eligibility in terms of place of establishment for participating in procurement and grant award procedures and in terms of origin of supplies purchased as established in the basic act and set out in the relevant contractual documents shall.

The Commission's authorising officer responsible may extend the geographical eligibility on the basis of urgency or of unavailability of services in the markets of the countries or territories concerned, or in other duly substantiated cases where application of the eligibility rules would make the realisation of this Action impossible or exceedingly difficult (Article 28(10) NDICI-Global Europe Regulation).

4.6 Indicative Budget

Indicative Budget components	EU contribution (amount in EUR)	Third-party contribution (amount in EUR)
Implementation modalities: Indirect Management (or, if not possible, Direct Management)		
Indirect management with Pillar assessed entities		
Outcome 1 - Improved migration governance in Ghana	2 900 000	
Indirect management with Pillar assessed entities		

Outcome 2 - Enhanced benefits of migration and mobility for the development of Ghana	3 000 000	1 200 000
Indirect management with Pillar assessed entities		
Final evaluation & audit	100 000	
Totals	6 000 000	

4.7 Organisational Set-up and Responsibilities

The implementation arrangements will depend on the selection of the implementing partner(s) - the Action may be divided in two components, implemented by two distinct organisations.

Project steering committee(s) – PSC – and technical working group(s) – TWG – will be created.

The PSC will respect the roles and responsibilities described in PRINCE2 methodology²⁷.

The TWG will be in charge of identifying & discussing technical solutions for the project, and – depending of their strategic level – directly valid them or submit them to the PSC.

Representatives of civil society (youth, women, migrants, and as well as organisations working on migration issues, such as academia, media and CSOs) and representatives of private sector, will take part in the project management, at least in the TWG and eventually in the PSC. Other partners may be represented; especially DPs members of the Migration Coordination Platform (MCP). In case of the Action will have two different implementing partners, each one will be invited by the other to PSC and TWG meetings.

The Government (*a priori* the Ministry of Interior) will be represented and will co-chair both committees.

As part of its prerogative of budget implementation and to safeguard the financial interests of the Union, the Commission may participate in the above governance structures set up for governing the implementation of the Action. In particular the EU Delegation will consider co-chairing the PSC with Government's representatives. Gender equality, human rights and human rights-based approach expertise will be deployed during the implementation of the Action.

4.8 Pre-conditions

N/A

5. PERFORMANCE MEASUREMENT

5.1 Monitoring and Reporting

The day-to-day technical and financial monitoring of the implementation of this Action will be a continuous process, and part of the implementing partner's responsibilities. To this aim, the implementing partner shall establish a permanent internal, technical and financial monitoring system for the Action and elaborate regular progress reports (not less than annual) and final reports. Every report shall provide an accurate account of implementation of the Action from a gender and human rights-based approach, difficulties encountered, changes introduced, as well as the degree of achievement of its results (Outputs and direct Outcomes) as measured by corresponding disaggregated indicators, using as reference the logframe matrix (for project modality) and the partner's strategy, policy or reform action plan list (for budget support).

The Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

Roles and responsibilities for data collection, analysis and monitoring:

The pre-identified implementing partners are international organisations and EU Member States' development agencies already working on migration issues in Ghana, and used partnering with the Government. Hence, in addition

²⁷ <https://prince2.wiki/roles/project-board/>

of having relevant internal monitoring systems, they have already many data / information related useful for the Action and they know how to update their knowledge management system.

The implementing partner(s) will not only have to get the useful data for the indicators of the logframe, but also to support the Government to be able to find and use this kind of data on a sustainable manner. It means that data will provide from the centralised database on migration managed by the Migration National Commission (MNC), which will be supported by the Action, in aim to identify the relevant sources of information among the ministries, departments, and agencies (MDA), as well as other partners (academia, DPs, and NGOs).

However, it will be the IP's responsibility to have the appropriate data for the effective monitoring of the project. Hence, it/they will have to eventually realise *ad hoc* studies to collect and analyse the relevant data.

5.2 Evaluation

Having regard to the nature of the Action, a evaluation may be carried out for this Action or its components via independent consultants contracted by the Commission or by an implementing partner.

It will be carried out for accountability and learning purposes at various levels (including for policy revision), taking into account in particular the the relevance and effectiveness of the national referral system (for both, social and economic supports). The evaluation will be gender and human rights sensitive, assess gender equality and human rights results and implementation of human rights-based approach working principles (participation, non-discrimination, accountability and transparency).

The Commission shall inform the implementing partner at least 1 month in advance of the dates envisaged for the evaluation missions. The implementing partner shall collaborate efficiently and effectively with the evaluation experts, and inter alia provide them with all necessary information and documentation, as well as access to the project premises and activities.

The evaluation reports shall be shared with the partner country and other key stakeholders following the best practice of evaluation dissemination²⁸. The implementing partner and the Commission shall analyse the conclusions and recommendations of the evaluations and, where appropriate, in agreement with the partner country, jointly decide on the follow-up actions to be taken and any adjustments necessary, including, if indicated, the reorientation of the project.

Evaluation services may be contracted under a framework contract.

5.3 Audit and Verifications

Without prejudice to the obligations applicable to contracts concluded for the implementation of this Action, the Commission may, on the basis of a risk assessment, contract independent audit or verification assignments for one or several contracts or agreements.

6 STRATEGIC COMMUNICATION AND PUBLIC DIPLOMACY

The 2021-2027 programming cycle will adopt a new approach to pooling, programming and deploying strategic communication and public diplomacy resources.

It will remain a contractual obligation for all entities implementing EU-funded external actions to inform the relevant audiences of the Union's support for their work by displaying the EU emblem and a short funding statement as appropriate on all communication materials related to the actions concerned. This obligation will continue to apply equally, regardless of whether the actions concerned are implemented by the Commission, partner countries, service providers, grant beneficiaries or entrusted or delegated entities such as UN agencies, international financial institutions and agencies of EU member states.

However, action documents for specific sector programmes are in principle no longer required to include a provision for communication and visibility actions promoting the programmes concerned. These resources will instead be consolidated in Cooperation Facilities established by support measure action documents, allowing Delegations to plan

²⁸ See best [practice of evaluation dissemination](#)

and execute multiannual strategic communication and public diplomacy actions with sufficient critical mass to be effective on a national scale.

Appendix 1 REPORTING IN OPSYS

An Intervention²⁹ (also generally called project/programme) is the operational entity associated to a coherent set of activities and results structured in a logical framework aiming at delivering development change or progress. Interventions are the most effective (hence optimal) entities for the operational follow-up by the Commission of its external development operations. As such, Interventions constitute the base unit for managing operational implementations, assessing performance, monitoring, evaluation, internal and external communication, reporting and aggregation.

Primary Interventions are those contracts or groups of contracts bearing reportable results and respecting the following business rule: ‘a given contract can only contribute to one primary intervention and not more than one’. An individual contract that does not produce direct reportable results and cannot be logically grouped with other result reportable contracts is considered a ‘support entities’. The addition of all primary interventions and support entities is equivalent to the full development portfolio of the Institution.

The present Action identifies as ;

Action level		
<input checked="" type="checkbox"/>	Single action	Present action: all contracts in the present action
Contract level		
<input checked="" type="checkbox"/>	Single Contract 1	Indirect management with MS organisation or international organisation (or eventually Direct management with Non-Governmental Organisations or private actors)
<input checked="" type="checkbox"/>	Single Contract 2	Indirect management with MS organisation or international organisation
	(...)	

²⁹ [Ares\(2021\)4450449](#) - For the purpose of consistency between terms in OPSYS, DG INTPA, DG NEAR and FPI have harmonised 5 key terms, including ‘action’ and ‘Intervention’ where an ‘action’ is the content (or part of the content) of a Commission Financing Decision and ‘Intervention’ is a coherent set of activities and results which constitutes an effective level for the operational follow-up by the EC of its operations on the ground. See more on the [concept of intervention](#).