Labour Migration in Ghana

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1. Introduction

Migration is the movement of persons from one country or locality to another.

Human Migration is the movement of people from one place in the world to another for the purpose of taking up permanent or semi-permanent residence, usually across a political boundary. People can either choose to move ("voluntary migration") or be forced to move ("involuntary migration").

Migrations have occurred throughout human history, beginning with the movements of the first human groups from their origins in East Africa to their current location in the world.

Migration occurs at a variety of **scales**: **intercontinental** (between continents), **Intra continental** (between countries on a given continent), and **interregional** (within countries of a specific region). One of the most significant migration patterns has been **rural to urban migration**—the movement of people from the countryside to cities in search of mainly job opportunities.

2. Types of Migration

Internationally, the following types of migration will be classified:

INTERNAL MIGRATION: Moving to a new home within a state, country, or continent of origin.

EXTERNAL MIGRATION: Moving to a new home in a different state, country, or continent.

EMIGRATION: Leaving one country to move to another (e.g., the Pilgrims emigrated *from* England).

IMMIGRATION: Moving into a new country (e.g., the Pilgrims immigrated *to* America).

POPULATION TRANSFER: When a government forces a large group of people out of a region, usually based on ethnicity or religion. This is also known as an **involuntary** or **forced Migration.**

IMPELLED MIGRATION (also called "reluctant" or "imposed" migration): Individuals are not forced out of their country, but leave because of unfavorable situations such as warfare, political problems, religious persecution, droughts or natural disasters.

STEP MIGRATION: A series of shorter, less extreme migrations from a person's place of origin to final destination—such as moving from a farm, to a village, to a town, and finally to a city.

CHAIN MIGRATION: A series of migrations within a family or defined group of people. A chain migration often begins with one family member who sends money to bring other family members to the new location. Chain migration results in **migration fields**—the clustering of people from a specific region into certain neighbourhoods or small towns.

LABOUR MIGRATION is the process of shifting a labour force from one physical location to another. Migrations of this type have sometimes occurred due to shifts in technology, the emergence of new industries, or the relocation of the main operational facilities of a given business. Labour migration may commence due to the interest of job seekers, or because a business has instigated a move that necessitates that labour also move in order to keep a job.

3. Background

International migration is now high on national, regional and global policy agendas. Recent years have also seen an emerging international consensus on the positive aspects of labour migration in terms of its linkages with development in countries of origin, benefits for destination countries and migrant workers themselves. Most of the world's international migrants estimated at 214 million in 2010 by the UN Population Division, with women comprising about 50 percent are migrant workers (those persons who migrate for employment) and their families. In 2010, the ILO estimated migrant workers to a number of ca. 106 million, who together with families comprise about 90 per cent of all international migrants. Thus, international migration is primarily a decent work and labour market issue .In countries of origin, positive contributions of labour migration are reflected in high remittance flows, and transfer of technology and critical skills and investments through return migration and Diasporas. Migrant workers also contribute to the growth of economies of destination or host countries. Indeed, in the labour market, they normally complement rather than substitute national workers, and specialize in labour market activities that would not exist on the same scale without their presence. Migrant workers pay taxes, contribute to the social security scheme of the country and are active consumers in the same way as host country nationals. Hence they are strong contributors to the economic and social development and growth of both their home and destination countries.

At the same time, a number of negative impacts can also be observed:

- malpractices by private recruitment agencies involving high fees and misleading information,
- abuse and exploitation of migrant workers in host countries,
- loss of critical skills in developing countries and deskilling of migrant workers in destination countries,
- growth of irregular migration, including its worst manifestations of trafficking and smuggling,
- and discrimination and poor integration of migrants in host countries.

Moreover, destination countries frequently rely on control-oriented approaches which fail to address the real issues. These negative impacts have been exacerbated by the global financial and economic crisis.

In times of economic insecurity and political instability, migrant workers and their families can easily become scapegoats for problems faced by host countries, often giving rise to xenophobic sentiments and discrimination towards them. This poses formidable challenges

for preventing their marginalization and facilitating their integration, maintaining social cohesion and public

order, and also for good governance .In countries of origin, the impact of the economic crisis for instance has mostly been reflected in reduced remittances from migrant workers, some increase in the flows of returnees and less new migration opportunities .Economic and social reintegration of large numbers of return migrants continues to be an important challenge faced by origin countries. Thus, the challenge for policy makers is how to regulate and govern migration in a manner that leads to a "win-win" situation for all the actors concerned – countries of origin and destination and migrant workers themselves. In this context, the ILO, based on its constitutional mandate to advance social justice and decent work, its formulation of International Labour Standards to protect all persons in their working environment, including migrant workers, and its long-standing experience in the field of employment and social dialogue between governments, employers' and worker's organizations (tripartism) can assist countries in regulating labour Migration effectively to promote its positive impacts while also minimizing its negative effects. The ILO "Resolution on a fair deal concerning migrant workers in a global economy", adopted at the 92nd Session of the International Labour Conference in 2004, called upon the ILO and its constituents to carry out a lLO Plan of Action for Migrant Workers to address these challenges.

The centre piece of this Action Plan – the ILO Multilateral Framework on Labour Migration states the following: Nonbinding principles and guidelines for a rights-based approach to labour migration approved by the Governing Body in March 2006 – provides a consolidated guide and comprehensive tool kit for all countries to develop and improve their national labour migration policies and programmes. Other important components of the Plan of Action include capacity building, awareness raising and provision of technical assistance to ILO Member States, as well as strengthening social dialogue in this field.

4. The International Labour Organisation (ILO) and Labour Migration

Across the world, millions of people are on the move - doing jobs ranging from menial labour, such as harvesting, to computer programming. Combined, their numbers would equal the fifth most populous country on the planet. The number of migrants crossing borders in search of employment and human security is expected to increase rapidly in the coming decades due to the failure of globalization to provide jobs and economic opportunities. The ILO sees today's global challenge as forging the policies and the resources to better manage labour migration so that it contributes positively to the growth and development of both home and host societies, as well as to the well being of the migrants themselves. In 2004, the International Labour Conference of the ILO adopted a Multilateral Framework on Labour Migration which is part of a plan of action for migrant workers.

Also the ILO is the only United Nations agency with a constitutional mandate to protect migrant workers, and this mandate has been re-affirmed by the 1944 Declaration of Philadelphia and the 1998 ILO Declaration on Fundamental Principles and Rights at Work. It has been dealing with labour migration issues since its inception in 1919. It has pioneered international Conventions to guide migration policy and protection of migrant workers. All

major sectors of the ILO - standards, employment, social protection and social dialogue - work on labour migration within its overarching framework of "decent work for all". ILO adopts a rights-based approach to labour migration and promotes tripartite participation (governments, employers and workers) in migration policy agreed by ILO constituents.

4.1. ILO PLAN OF ACTION FOR MIGRANT WORKERS

The overall goal of the Plan of Action (2004) is to promote labour migration policies and practices that serve to maximize benefits from labour migration and minimize its adverse effects for both source and destination countries and for migrant workers themselves. The Plan recognized the cross-cutting nature of labour migration and adopted an integrated approach covering labour standards, employment, social protection and social dialogue. The centrepiece of the Plan of Action has been the development of a rights-based Multilateral Framework on Labour Migration. The Framework:

- addresses the major issues faced by migration policy makers at national, regional and international levels,

- Is a comprehensive collection of principles, guidelines and best practices on labour migration policy, derived from relevant international instruments and a global review of labour migration policies and practices of ILO constituents,

- addresses the important themes of decent work for all, governance of migration, protection of migrant workers, promoting migration and development linkages, and expanding international cooperation,

- is a nonbinding framework which clearly recognizes the sovereign right of all nations to determine their own migration policies,

- accepts the crucial role of social partners, social dialogue and tripartism in labour migration policy as well as advocates gender-sensitive migration policies that address the special problems faced by women migrant workers.

5. Theoretical Overview of Labour Migration in Ghana

Ghanaian migration has increasingly become extra-regional, since the decline of Nigeria as a major destination for Ghanaian migrants in the 1980s. Although the majority of Ghanaian emigrants (71%) still stay within West Africa, a growing proportion is migrating to a diverse range of countries outside the region (DRC, 2007). According to 2008 Ministry of Foreign Affairs estimates, Ghanaian migrants can be found in more than 33 countries around the world. After West African countries, the most important countries of destination for Ghanaian emigrants are the United States (7.3%) and the United Kingdom (5.9%) (DRC, 2007). Estimates of the Ghanaian emigrant population range from 1.5 million (Twum Baah, 2005) to 3 million (Black et al., 2003).

Since the 1990s, skilled migration from Ghana, especially to developed countries in the North, has been accelerating. Ghana has the highest emigration rates for the highly skilled employees (46%) in Western Africa (OECD, 2005; Docquier and Marfouk, 2005). The medical professions are particularly affected by emigration. It is estimated that more than 56 percent of doctors and 24 per cent of nurses trained in Ghana are working abroad (Clemens and Pettersson, 2006). The overall skill level of Ghanaian emigrants is relatively high. According to some estimates, 33.8 per cent of emigrants from Ghana living in Organization for Economic Cooperation and Development (OECD) countries possessed medium skills, while 27.6 per cent had high skills (EU, 2006). Only 3 per cent of Ghanaian emigrants had no skills.

Many Ghanaians acquire their skills at foreign universities. The latest available figures suggest that almost 8 per cent of Ghanaian university students studied abroad in 2006. Although this marks a decrease from 2004, when 11.8 per cent of Ghanaian students studied abroad, the proportion of Ghanaians enrolled in foreign universities is still substantial (UNESCO, 2008). Public scholarship programmes may unintentionally encourage this trend by providing support only to students and academic staff that study abroad.

While many Ghanaians leave for more far-reaching destinations, many of them also return either temporarily or permanently to Ghana. The proportion of Ghanaians among persons who arrived in Ghana from 2000 to 2007 steadily increased from 18.6 per cent to 34.6 per cent. Of the 1,090,972 Ghanaians who left Ghana from 2000 to 2007, only 153,632 did not return within that period.

Departure statistics show that the majority of resident Ghanaians leave for commercial activities, followed by spouses and child dependents (Quartey, 2006).

An important result of growing emigration is the dramatic increase in official remittance flows. The Bank of Ghana estimates that remittances to Ghana increased from USD 476 million in 1999 to USD 1.5 billion in 2005. This trend has been affected by the economic downturn in the developed world. The Bank of Ghana reports a 7.3 per cent decrease in remittances in the first quarter of 2009 compared to the same period in 2008 (USD 1.9 billion).

In relation to economically motivated migration, forced migration from Ghana is insignificant and has been declining over the past decade. The number of Ghanaian asylum seekers and recognized refugees under the United Nations High Commissioner for Refugees' (UNHCR) protection has decreased from 15,879 in 2003 to only 6,717 in 2007 (UNHCR, 2008).

Although emigration has been increasing at a faster rate than immigration since 1990, Ghana continues to be an important country of destination. According to recent census-based estimates, the migrant population, i.e. foreign-born population, still constitutes 7.6 per cent of Ghana's total population in 2005. Net migration rate (per thousand persons) for 2000-2005 was positive at 0.1 compared to the -0.6 recorded in the previous five-year period (UNPD, 2008).

5.1. *Immigration to Ghana*

The majority of immigrants to Ghana come from Africa. In 2000, 58.9 per cent of non-Ghanaian residents were nationals from Economic Community of West African States (ECOWAS) countries, while 23 percent of immigrants came from African countries outside ECOWAS. According to border statistics from the Ghana Immigration Services, Europeans constituted the largest group of non-African arrivals (15.3%), followed by North Americans (9.7%), from 2000 to 2007 (GIS, 2008).

Students make up a significant proportion of the immigrants to Ghana. In 2007, 8.5 per cent of resident permits were granted to students. Students represented a particularly large proportion among permit holders from ECOWAS countries, almost 25 per cent. The foreign student population at the University of Ghana rose steadily from 1.5 per cent in 2001-02 to 3.8 per cent in 2006-07.

While the overall immigrant population has remained relatively stable over the last two decades, the number of asylum seekers and refugees has dramatically increased, from 11,721 in 2001 to 34,950 in 2007. In 2007, Ghana hosted the largest refugee population in the West African sub-region. In 2008, the figure reduced to about 18,206. Representing 77.3 per cent of the total refugee population in Ghana, Liberians accounted for much of the increase in the number of refugees in Ghana. According to UNHCR (2008), 40 per cent of the refugees from Liberia and Togo were minors (persons under 18 years old). In 2008, Ghana received fewer asylum seeker and refugees (18,206), but the. During the 2011 crisis in Libya, Ghana saw almost 19,000 single, unemployed men return home (52% to one region). Averagely, Ghana remains host to the fourth-largest population of asylum seekers and refugees in the sub region.

5.2. *Socio-economic context of migration*

As more young people enter Ghana's labour market than ever before, the pressure to migrate may increase unless employment opportunities for young labour market entrants improve. Ghana's labour force is expected to grow faster than its population over the next decade. While Ghana's annual population growth rate – one of the lowest in the sub-region – is projected to remain at 2.2 per cent, its labour force is estimated to increase yearly by 2.9 per cent for the next 15 years (GSS, 2005b). Although the economy has grown steadily over the past few years, from 5.2 per cent in 2003 to 6.3 per cent in 2007, labour-intensive sectors such as manufacturing have been growing more slowly and are therefore unable to absorb the expanding labour force. According to 2000 census data, unemployment especially affects the young and those with no schooling (49%).

The domestic labour force in Ghana is not only growing but also becoming more educated. The net enrolment ratio in primary school has increased steadily from 86.4 per cent in 2003/04 to 90.8 per cent in 2006/07, indicating that more young people (below 14 years old) remain in school rather than seek employment. At the other end of the educational spectrum, more and more workers are enrolled in graduate and postgraduate programmes, especially at private universities. The Gross Enrolment Ratio in tertiary education increased from 3 per cent in 2004 to 5 per cent in 2005 (UNESCO, 2007). In light of these trends, skilled emigration is likely to remain an important policy concern, unless work conditions and employment opportunities for the highly skilled improve.

Lack of career development and poor working conditions seem to be important motivations for the highly skilled to migrate, especially for those in the medical professions. A study on the migration intentions of health workers, for example, showed that the opportunity for further training figure quite prominently in their reasons to migrate (Agyei and Quartey, 2008). Although reliable data on its actual impact is still lacking, highly skilled emigration is likely to have exacerbated already existing labour shortages in critical sectors such as health and education. Over 60 per cent of faculty positions at polytechnics and 40 per cent of those in public universities are vacant. In 2000, it was estimated that only 49 per cent of the needed workforce in the health sector was available and this situation is unlikely to have changed greatly over the years (Nyonator et al., 2004). Hospitals and other institutions of higher learning are struggling hard to retain staff, partly due to emigration.

5.3. *Policy framework governing migration*

Although Ghana does not have an explicit migration policy, it has introduced several initiatives to deal with specific migration issues. For example, the Growth and Poverty Reduction Strategy Paper II (GPRS II) identifies the Ghanaian Diaspora as a potential source of funding. Ghana's missions abroad have been tasked to devise strategies to mobilize the Ghanaian Diaspora and their resources for national development. A number of concrete measures have also been introduced to facilitate the return of the Diaspora, such as a Representation of Peoples Amendment Law and relevant provisions concerning dual citizenship, which allow Ghanaians abroad to hold dual nationality and vote in general elections in Ghana.

Nevertheless, these initiatives often remain uncoordinated. They are sponsored by various donors and implemented by different ministries. This can result in duplication and incoherence in the government's approach to migration. The recent creation of a National Migration Bureau (NMB) inter-ministerial team/steering committee, later renamed Migration Unit (MU), under the auspices of the Ministry of Interior is an important step towards addressing these issues.

An important task of the inter-ministerial MU team is to formulate a comprehensive national migration policy, so that the fragmented legal framework governing migration could be streamlined. A fully fledged national migration policy would also facilitate ongoing efforts to mainstream migration into development plans.

The prospective MU will be supported by technical committees on Migration and Economic Development; Labour and Irregular Migration; and Migration Policy, Information, and

Research. The preparation and updating of Migration Profiles will be the responsibility of the last thematic group. By regularly updating the Migration Profiles, an inter-ministerial body such as the MU can encourage wider information-sharing on migration within the government.

5.4. *Data gaps*

In order to facilitate updates to the Migration Profile, the timeliness, processing, and analysis of migration data need to be improved. Most migration data is census data that is usually collected every ten years and therefore often outdated. While GIS collects a wealth of administrative data on entries, departures, and registration, the lack of data disaggregated by sex, age, and other relevant characteristics makes meaningful analysis difficult. The government also has no accurate data on Ghanaians abroad and irregular migration. Household survey data is a valuable source of migration information but often remains underutilized. For example, in West Africa, Ghana's 2005 Living Standard Measurement Survey is considered as one of the best examples of a general household survey that features migration and remittance questions (IOM, 2008a). However, the survey still awaits full analysis. Future Migration Profiles could make better use of the data provided by national household survey.

6. The Situation and Challenges of Labour Migration in Ghana

Migration to and from Ghana has closely followed the trend in economic performance and, to some extent, internal political instabilities of the past. In the colonial and early years of independence, when Ghana was considered as a relatively prosperous country, it was a country of immigration, attracting immigrants from neighbouring ECOWAS states. With the decline in the economy, many Ghanaians emigrated to look for better opportunities abroad. Currently, Ghana is described as an emigration country as more Ghanaians than non-Ghanaians leave than enter the country. Ghanaians also migrate to more diverse sets of destinations than ever before.

The emigration of Ghanaians has intensified over the past decades, especially to developed countries in the North. A significant proportion of the Ghanaian South-North migration is highly skilled. Forty-six per cent of tertiary educated Ghanaians immigrate, mostly to the US and Europe (Docquier and Marfouk, 2005). Although reliable data on its actual impact is still lacking, highly skilled emigration is likely to have exacerbated already-existing labour shortages in critical sectors such as health and education. Over 60 per cent of faculty positions in polytechnics and 40 per cent of those in public universities are vacant (Manuh et al., 2005). In 2000, it was already estimated that only 49 per cent of the needed workforce in the health sector was available. This situation is unlikely to have changed greatly since then (Nyonator et al., 2004). Hospitals and other institutions of higher learning are struggling hard to retain staff, partly due to emigration. Given the high levels of unemployment, some critiques may support the high rate of emigration to create avenues for the many young Ghanaians seeking for employment. The point is that some skill workers are not easily replaceable. For instance a medical doctor who has acquired some number of

years of experience cannot be immediately replaced by a fresh graduate from the medical school in the event that the doctor vacates his post to travel abroad. There is also loss of revenue to the government if these skilled labour end up leaving the country.

Because of its skilled nature, South-North migration receives a great deal of policy attention. It is important to bear in mind, however, that more Ghanaians leave for African countries than for OECD countries. Seventy-one per cent of all Ghanaian migrants abroad stay in the West African region (DRC, 2007). The composition and contribution to the development of Ghana is poorly understood due to lack of data in the host countries in the West African region. South-South migration also dominates immigration to Ghana. Approximately, 3.9 per cent of the total population is non-Ghanaian citizens, 82 per cent of whom are from Africa (GSS, 2002). Although non-Ghanaian immigrants from other parts of Africa make up a substantial and growing proportion of the Ghanaian population, their impact on the Ghanaian society and economy is not known due to lack Reliable data on emigration and immigration this also explains the fact that Ghana does not have an explicit migration policy.

6.1. Experiences of migrant workers

In a recent research undertake by Public Services International (PSI) and the National Working Group on Migration, the following were some of the outcomes based on interviews with some migrant workers in the Northern part of Ghana.

It was realized that the main problem of migrant worker centred on the issue of reintegration into the system of work. With particular reference to the health sector, it was observed that most of the migrant nurses[1] had challenges reintegrating into their various health profession. Key among challenges encountered was the failure of Ghanaian system to recognize their practical experiences in nursing from abroad since these practices cannot be measured. Even for those with recognized certificates from abroad go through similar challenges. These challenges are convene to their counterpart abroad to discourage them from returning home to offer their services. A Nurse who shared her experience had the following to say:

"When I was leaving this country, I was a general nurse. When I travel abroad, I obtained a certificate *in Midwifery.* Upon my return, my certificate from abroad even though was accepted, I was made to undertake a refresher in *Midwifery* before getting integrated into the system. I had to bear all the expenses in taking this course which took me some months to complete. This was the only way I could proof my practical experience."

It was also observed that most of these nurses preferred destinations such as the UK, USA and Canada. These countries offer them better opportunities to easily upgrade and practice the profession.

Issues with recruitment agents also came out strangely. These are individual agents who deal directly with these nurses by offering juicy contracts to attract them to travel abroad to work.

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[1] These are Ghanaian trained nurses have after travelling abroad for work have returned to Ghana.

Another issue that came up was working conditions for nurses in Ghana compared with their counterparts abroad. Most of these nurses work in health facilities with limited logistics and other resources to aid in their work.

It was generally observed that most nurses where ready to offer their services in the country given that all the bottlenecks that affect their work delivery are addressed.

7. Addressing the Situation and Challenges of Labour Migration in Ghana

One of the main data gaps which are a big challenge is the absence of accurate statistics on the number of Ghanaians living outside the country. In addition, some of the immigrants and emigrants enter or leave the country through unauthorized routes. Since Ghana's borders are not effectively patrolled, it becomes difficult to obtain information on some movements. In view of this, many immigrants are staying in the country without permission and they are therefore not reflected in the GIS database. For instance, some nationals of ECOWAS member states enter the country as short-term emigrants but often stay beyond the mandatory 90 days. Existing data from GIS does not permit a meaningful analysis due to the fact that the characteristics of immigrants and emigrants are not provided. The check of disaggregated labour market information and other social statistics Reliable data on emigration and immigration is important to support ongoing policy initiatives. Although Ghana does not have an explicit migration policy, it has introduced a set of initiatives to deal with specific migration issues.

Also, there should be effective collaboration between MDAs and research institutions such as Institute of Statistical, Social and Economic Research (ISSER) and the Centre for Migration Studies to harmonize migration data collection or database.

By way of addressing these challenges, Ghana can adopt the following measures:

- As a country, there is the need for a migration policy that gives clear an explicit direction on how the various issues affecting migration can be addressed. Currently several initiatives to deal with specific migration issues are scattered in different government documents such as the Growth and Poverty Reduction Strategy Paper II (GPRS II) without any proper coordination,

- The state needs to collaborate with other research institutions to have an up-to-dated reliable data on migration,

- Collaborate effectively with neighbouring countries to strengthen the securities at the border to control emigrants and immigrants who use unauthorized roots,

- On the rights and working conditions of migrant workers, it is important for the state as well as other stakeholders (CSOs, employers, trade unions etc) to collaborate and address the seemingly challenging issues at the work-place.

8. Recommendations regarding Migration Management in Ghana

Migration can positively affect economic development if properly managed. It is therefore necessary that the appropriate policy environment is created to maximize the benefits and minimize the risks of migration. Properly managed migration should aid persons who have been forcibly displaced, prevent the exploitation of migrants, restrict illegal movements, and maintain mutually beneficial ties between those who have left and those who remained behind. To this end, managing migration in Ghana will involve obtaining a more precise reading of the actual number of Ghanaian migrants overseas.

The elements of migration management are complex and involve short, medium, and long-term measures. The government's policy towards retaining doctors by providing them with incentives to stay is commendable and such incentives could be extended to other professions that are short in supply and critical for national development. To put it in a positive light, Ghana has to learn to convert itself to a workplace which is interesting, challenging and worthy to live.

Thus, a starting point for the country is to ensure an integrated and holistic approach for the development and implementation of migration management policy, involving major partners to engage in this migration policy arena, especially government, private sector, civil society, and trade unions at the country level. Those future policies should refer to the ILO guidelines on labour migration.

It is also vital to promote and strengthen the impact of migration both for countries of origin and transit, by making sure that migration policies are part of comprehensive global policies and strategies. Donors and development organizations must work in a coordinated manner to support migration policies and related activities. Currently, these activities lack coordination, resulting in the duplication of efforts.

In order to benefit from remittances, skills transfer and investment opportunities, it is necessary to create and maintain links between migrants and their countries of origin, and to tap into their potential by encouraging them to contribute human and financial capital to the development of their home communities. Migrants could make best use of economic opportunities at home if internal mobility is facilitated by both the source and host countries and communities. The outward transfer of remittances through MTOs such as Western Union and Money gram is currently restricted. This poses a serious limitation for diaspora members who wish to invest in Ghana.

More importantly, a database on migration information should be created. Such database will incorporate research into the reasons why people move or do not move to assist in designing effective migration policies.

9. Conclusion

There are almost 200 million migrants in the world today. The majority of people leaving their home countries are migrating for work and almost of half of them are women. The contribution of these migrant workers to the world economy is undeniable, yet much works in some of the worst conditions, with no access to social protection and denied their labour rights. A tripartite structural approach comprising of the key stakeholders on labour migration which are the governments, employers organizations workers organizations NGO's and other concerned foundations and organizations should link with government agencies directly concerned with employment and labour market issues in the awareness creation on the need to ratify the ILO Convention 143 on migration in Ghana.

Also, there is a need for a comprehensive migration policy to coordinate the various actors in the migration process. Such a policy should be informed by careful and comprehensive data collection. There is also the need for organization, board or office which deals with complaints of the migrant workers.

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