



REPUBLIC OF GHANA

**MINISTRY OF GENDER,
CHILDREN AND SOCIAL
PROTECTION**

**NATIONAL PLAN OF ACTION
FOR THE ELIMINATION OF HUMAN
TRAFFICKING IN GHANA**

2017-2021



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NATIONAL PLAN OF ACTION FOR THE ELIMINATION OF HUMAN TRAFFICKING IN GHANA

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PREFACE

Globally, UNICEF is committed to the protection of children from violence, exploitation and abuse. One of such abuses is child trafficking, where UNICEF works with governments, civil society and development partners to address the underlying causes that often make children susceptible to being trafficked.

UNICEF Ghana is equally committed to this global agenda and to supporting the Government of Ghana in the protection of children, in all forms as well as in the elimination of human trafficking more widely and in line with the UN's sustainable development goals (SDGs). For over a decade, UNICEF has been providing support to government in these areas; supporting the development and implementation of key national child-related policies, which seek to protect vulnerable children and although gains have been made, challenges persist and the anti-human trafficking response has been insufficient. Most notably in the areas of providing adequate care and shelter to victims and the failure to prosecute trafficking offenders, which, crucially sends a strong message of deterrence to others.

It is therefore the expectation that this National Plan of Action for the elimination of human trafficking in Ghana will, over the next five years address these concerns whilst overall, significantly reducing the scale of trafficking and most importantly addressing the underlying social challenges that often comprise of the push and pull factors that make children especially vulnerable to being trafficked.

UNICEF wishes to express its gratitude to the consultant for the development of the plan and to stakeholders for their specialist inputs. We are also grateful to the Government of Ghana, particularly the Ministry of Gender, Children and Social Protection for their ardent commitment to the protection of children and the elimination of human trafficking in Ghana. We are confident that our collaborative effort will manifest in the successful implementation of this plan.



Susan Namondo Ngongi,
UNICEF Ghana
Country Representative

Accra, June 2017

FOREWORD

Human trafficking and its related crimes constitute some of the gravest human rights violations of our times. It is a crime that causes enormous physical and physiological damage to victims and their families, undermines national cohesion and erodes developmental gains.

Despite the significant efforts made, human trafficking in Ghana still persists and addressing it must be achieved within a collaborative framework amongst the relevant agencies. Part of this framework requires an appropriate understanding of the problem and a clear, coordinated commitment to addressing its root causes.

Thus, the development of this Plan of Action was premised on the active participation and consultation of key stakeholders and it represents a consensus of their views of how to comprehensively combat human trafficking in Ghana. Though trafficking in persons cannot be eliminated within five years, it is our belief that by staying true to the strategies outlined in this plan, we will make significant gains in reducing the incidence of trafficking whilst simultaneously providing enhanced care to victims and sufficient punishment to offenders.

Ghana is committed to a future where the human rights of all our people are upheld and valued equally, and where no individual is a victim of human trafficking. To this end, the Ministry of Gender, Children and Social Protection, with support from UNICEF is pleased to present the ***National Plan of Action for the Elimination of Human Trafficking in Ghana 2017-2021***. The Government of Ghana along with all stakeholders is committed to the successful implementation of this plan.



Hon. Otiko Afisa Djaba,
Minister for Gender, Children
and Social Protection
Accra, June 2017

ACKNOWLEDGEMENTS

The Government of Ghana would like to express its profound appreciation to UNICEF Ghana for their continued support towards our anti-human trafficking response and for facilitating and guiding the whole process of developing the Plan of Action.

We are also most grateful to the Canadian High Commission in Accra and the Government and the people of Canada for their support, contributions, and commitment to combat the issues of abuse, violence and exploitation of children in Ghana

The Government would also like to acknowledge the contribution of the Ministry of Interior- made up of, the Ghana Police Service, Ghana Immigration Service, the Economic and Organized Crime Office, The Ministry of Justice and Attorney General, The Ministry of Local Government and Rural Development, the Ministry of Fisheries and Aquaculture Development, the Commission on Human Rights and Administrative Justice, the National Commission on Civic Education, the International Organization for Migration (IOM), International Labour Organization(ILO) the Government of the United States of America, Free the Slaves, Partners in Community Development, Challenging Heights, Right to Be Free, Don Bosco Child Protection Centre, SEWA Foundation, Friends of the Nation, International Justice Mission(IJM) and International Needs Ghana for the development of this National Plan of Action, as well as the continued support of all partners and stakeholders committed to the elimination of human trafficking in Ghana.

The Minister of Gender, Children and Social Protection. Hon. Otiko Afisah Djaba whose efforts and inspiring drive ensured that the Human Trafficking National Plan of Action was completed on schedule, we are indeed grateful.

Mention is made of the Chief Director, Kwesi Armo-Himbson whose efforts and technical advice ensured that the Secretariat came up with an impeccable documentation for the finalization of the Human Trafficking National Plan of Action.

The team from the Human Trafficking Secretariat- Victoria Natsu and Abena Annobea Asare deserve commendation for their tireless efforts at ensuring that all processes were successfully under taken to achieve these results.

Finally, the Government of Ghana would like to thank the consultant, Dr. Raymond A. Atugba, and his research team led by Laila Ayesha Biyira, of Law and Development Associates, for putting this plan together.

LIST OF ABBREVIATIONS

AG	Attorney General’s Department
CFWP	Child and Family Welfare Policy
CLU	Child Labour Unit
CPC	Child Protection Compact
CSOs	Civil Society Organisations
DSW	Department of Social Welfare
EOCO	Economic and Organised Crime Office
FBOs	Faith Based Organisations
GES	Ghana Education Service
GIS	Ghana Immigration Service
GoG	Government of Ghana
GPS	Ghana Police Service
HTMB	Human Trafficking Management Board
HTS	Human Trafficking Secretariat
ILO	International Labour Organisation
IOM	International Organisation for Migration
MASLOC	Microfinance and Small Loans Centre
M&E	Monitoring and Evaluation
MCTA	Ministry of Chieftaincy and Traditional Affairs
MDAs	Ministries, Departments and Agencies
MoE	Ministry of Education
MELR	Ministry of Employment and Labour Relations
MMDAs	Metropolitan, Municipal and District Assemblies
MoFA	Ministry of Food and Agriculture
MoF	Ministry of Finance
MoFARI	Ministry of Foreign Affairs and Regional Integration
MoGCSP	Ministry of Gender, Children and Social Protection
MoH	Ministry of Health
MINTER	Ministry of Interior
MoJ	Ministry of Justice
MLGRD	Ministry of Local Government and Rural Development
MoRD	Ministry of Railways Development

MoT	Ministry of Tourism
MoTI	Ministry of Trade and Industry
MoU	Memorandum of Understanding
NBSSI	National Board for Small Scale Industries
NCCE	National Commission for Civic Education
NDPC	National Development Planning Commission
NGOs	Non-Governmental Organisations
NHC	National House of Chiefs
NMC	National Media Commission
NPA	National Plan of Action
NS	National Security
SADA	Savannah Accelerated Development Authority
SOPs	Standard Operating Procedures
TIP	Trafficking in Persons
TVPA	Trafficking Victims Protection Act
TWG	Technical Working Group
UNHCR	United Nations High Commission for Refugees
UNICEF	United Nations Children’s Fund
UNODC	United Nations Office on Drugs and Crime
UAE	United Arab Emirates
U.S.	United States
WFCL	Worst Forms of Child Labour

KEY DEFINITIONS

Child: Any person below the age of 18 years (Source: 1992 Constitution, Children’s Act 1998)

Child Labour: Work that deprives children of their childhood, potential, dignity, and that which is harmful to physical and mental development. It refers to work that deprives them of the opportunity to attend school, makes them leave school prematurely, or requires them to attempt to combine school attendance with excessively long and heavy work (Source: ILO).

Child Sex Trafficking: When a child (under 18 years of age) is recruited, enticed, harboured, transported, provided, obtained, patronised, solicited, or maintained to perform a commercial sex act, proving force, fraud, or coercion is not necessary for the offense to be characterised as human trafficking (Source: United States Department of State).

Domestic Servitude: is a special category of labour trafficking, which includes maids, servants, housekeepers, child-care givers, those caring for the elderly, the ill, and the infirm. In many instances, some of these duties may overlap (Source: ILO).

Fosterage: is the practice of providing a nurturing and safe environment for somebody else’s child in your own home where he/she is unable to live with their birth family (Source: Fosterline).

Human Trafficking or Trafficking in Persons: is the recruitment, transportation, transfer, harbouring, trading or receipt of persons for the purpose of exploitation within and across national borders by: use of threats, force or

other forms of coercion, abduction, fraud, deception, the abuse of power or exploitation of vulnerability, or giving or receiving payments and benefits to achieve consent. Exploitation includes at the minimum: induced prostitution and other forms of sexual exploitation; forced labour or services; slavery or practices similar to slavery; servitude or the removal of organs; or the placement for sale, bonded placement, temporary placement, placement as service where exploitation by someone else is the motivating factor (Source: Human Trafficking Act, 2005, Act 694 as amended by Human Trafficking Act, 2009, Act 785)

National Plan of Action: against trafficking in human beings is an essential tool for the sharing of responsibilities and coordination of action of anti-trafficking stakeholders such as governmental bodies, civil society, international organisations, etc. in a holistic approach. It should outline responsibilities and time lines for each activity assigned, contain a budget, and include monitoring and evaluation criteria (Source: International Centre for Migration Policy Development).

Sex Trafficking: is when an adult or child engages in a commercial sex act, such as prostitution, as the result of force, threats of force, fraud, coercion or any combination of such means. Sex trafficking also may occur within debt bondage, as individuals are compelled to continue in prostitution through the use of unlawful “debt,” purportedly incurred through their transportation, recruitment, or even their “sale” – which exploiters insist they must pay off before they can be free (Source: United States Department of State).

Worst Forms of Child Labour: all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, as well as forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;

the use, procurement or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in relevant international treaties; and work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children, such harmful work to be determined by national authorities (Source: ILO C182).



1.0 HUMAN TRAFFICKING

1.1 Introduction

Human trafficking or trafficking in persons (TIP) is modern-day slavery. It is an unpardonable crime and a grave violation of human rights. Though figures vary, it is estimated that every year, millions of men, women and children are trafficked in countries around the world. The demand for cheap labour, sexual services and certain criminal activities are among the root causes of trafficking, while poverty, the absence of economic opportunities, and social attitudes and norms are other contributing factors (Source: UNODC, United States Department of Homeland Security).

Human trafficking affects the physical, psychological and emotional development of victims, hinders a nation's development, undermines human resource development and promotes criminal conduct and corruption (Source: UNODC).

Recognising this, in 2001, the Economic Community of West African States (ECOWAS) put together an initial plan of action to tackle trafficking in persons, which outlines the most urgent actions to be taken by ECOWAS member states between 2002 – 2003, with a special focus on criminal justice responses. Similarly, in 2010, the United Nations (UN) launched its global plan of action to fight human trafficking, urging Governments worldwide to take coordinated and consistent measures to defeat the practice. Additionally, the UN's 2016 Sustainable Development Goals (SDGs), specifically target 8.7, called for nations to, "take immediate and effective measures to eradicate

forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms."

1.2 Overview of Human Trafficking in Ghana

Ghana is no exception to the global challenge of TIP, as it continues to be a source, transit and destination country for human trafficking. The exploitation of Ghanaians, particularly children, within the country is more prevalent than the transnational trafficking. Ghanaian boys and girls are subjected to being trafficked into forced labour, such as in fishing, domestic service, street hawking, begging, portering, artisanal gold mining, quarrying, herding, and agriculture. Ghanaian girls, and to a lesser extent boys, are also subjected to sex trafficking. Sex trafficking exists nation-wide but is most prevalent in the Volta Region and is growing in the oil-producing Western Region (Source: Ghana: Trafficking in Persons Report 2016, United States Department of State).

A baseline study conducted by an NGO, "Free the Slaves" in 20 communities in the Volta and Central Regions in August 2016, indicates that some communities act as both the source and destination for trafficking. Across all 20 communities, 35.2% of households consisted of children who had been subjected to trafficking and exploited primarily in the fishing industry (18%), and domestic servitude (10%), with few reports of early and forced marriage (1%). The

incidence rates across communities varied widely, with some communities indicating that every household reported a past or present incidence of trafficking. In over 20% of the households surveyed, more than one child had been trafficked.

There is also widespread prevalence of *kayayei* (female head porters) in urban areas, migrating from the three regions in Northern Ghana, who remain at risk to sex trafficking and forced labour. Similarly, issues of irregular migration, exploitative and illegal trafficking networks and the exploitation of young Ghanaian men and women in the Gulf States are increasing trends. Ghanaian women and children are recruited and sent to the Middle East, West Africa, and Europe for forced labour and sex trafficking. Licensed and unlicensed recruitment agencies recruit young Ghanaian women for domestic service or hospitality industry jobs in Gulf countries. After their return, many of them report being deceived, overworked, starved, abused, molested, and/or forced into prostitution. Ghanaian men were also recruited under false pretences to go to the Middle East where they were subjected to domestic servitude and forced prostitution (Source: Ghana: Trafficking in Persons Report 2016, United States Department of State).

Women and girls migrating from Vietnam, China, and neighbouring West African countries are subjected to sex trafficking in Ghana. Citizens from West African countries are subjected to forced labour in Ghana in agriculture or domestic service. Ghana is a transit point for West Africans subjected to sex trafficking in Europe, especially in Italy and Germany (Source: Ghana: Trafficking in Persons Report 2016, United States Department of State).

1.3 National Efforts to Fight Human Trafficking

To address the challenges of trafficking, the Government of Ghana (GoG) has taken steps in implementing key policies, legislation, and programmes to address the needs of victims and to punish perpetrators. These measures seek

to address the root causes of trafficking and to provide an inclusive approach for tackling human trafficking in Ghana. One of these initiatives is the enactment of the Human Trafficking Act, 2005 (Act 694), which provides a legal framework for combatting human trafficking by seeking to prevent and suppress trafficking, punish persons complicit and initiate interventions to promote the protection and welfare of victims.

Subsequent to this was the establishment of the Human Trafficking Secretariat (HTS), which is managed by a thirteen-member management board. The overall goal of the Secretariat is to provide sensitisation to the public, to reduce overall instances of trafficking and to create a conducive environment for the acceleration of national development by eliminating TIP, which serves to impede development gains.

Other initiatives include the establishment of the Anti-Human Trafficking Unit (AHTU) of the Ghana Police Service, which conducts investigations into allegations of human trafficking and seeks to prosecute offenders, as well as the establishment of the *Anti-Human Smuggling and Trafficking* in Persons Unit (AHSTIP) of the Ghana Immigration Service; an operational unit set up to investigate and arrest human trafficking and smuggling offenders, while also building the capacity of immigration officials to detect cases of trafficking and smuggling.

More recently, in June 2015, the Government of Ghana and the Government of the United States of America signed the Child Protection Compact (CPC) Partnership; a four-year joint initiative aimed at addressing child trafficking in Ghana by strengthening the government's capacity to identify child trafficking cases, care for and reintegrate victims, effectively investigate and prosecute traffickers, and prevent trafficking from occurring (Source: Westat 2016 Baseline Assessment of the Child Protection Compact Partnership).

Also in 2015, the Human Trafficking Prohibition Regulations were passed as a measure to aid the effective implementation of the Human Trafficking Act. In November 2016, Ghana and La Cote d'Ivoire signed an agreement to establish a formal basis of co-operation between the two countries in the fight against cross-border child trafficking and the worst forms of child labour (WFCL). Whilst Cote d'Ivoire has signed such agreements with other neighbouring countries, it remains the first of its kind for Ghana.

The GoG has enhanced its endeavours to meet the minimum requirements as stipulated in the United States Trafficking Victims Protection Act (TVPA) (2000): Minimum Standards for the Elimination of Trafficking in Persons. Recent measures include: supporting efforts to increase criminal prosecutions, illustrated by two human trafficking convictions at the beginning of 2017; the donation of a number of vehicles to the police Anti-Human Trafficking Unit to provide support and ease some of their logistical challenges, to more effectively aid their work; additionally, as a measure to provide enhanced care and support to victims, an equipped facility has been designated as a victims shelter; furthermore, on-going training is being delivered to state prosecutors and judges on the appropriate implementation of the Anti-Trafficking Act, as well as training courses for investigators and prosecutors on recognising TIP and appropriately handling cases; and for the first time, this year, the Ministry of Finance has provided a budget-line for anti-human trafficking activities, including resourcing the human trafficking fund, to be accessed by eligible victims.

Likewise, there are a number of NGOs and international organisations positively working in the fight against human trafficking. Free the Slaves, Partners in Community Development, International Needs Ghana, Sewa Foundation, International Justice Mission, Challenging Heights, IOM and ILO are just a few of the organisations working in this area, particularly in the prevention, rescue, care, shelter and rehabilitation of victims.

Despite these efforts, TIP still persists and victim rescue and care remain inadequate, whilst perpetrator accountability and convictions remain low. To counter these challenges, in November 2016, the GoG, with the assistance of the United Nations Children's Fund (UNICEF) engaged a national consultant to develop a coordinated and comprehensive National Plan of Action to effectively tackle human trafficking in Ghana.

1.4 Methodology for Developing the National Plan of Action

The development of this plan was based on a number of activities. First, was the review of the existing zero draft NPA, which contained some fundamental information, facts and figures that was useful in laying the foundation for the development of this plan. However, the zero draft remained incomplete and lacked sufficient detail in many areas, including how Ghana will prioritise, coordinate and implement the four "Ps" Prevention, Protection, Prosecution and Partnership. It is these gaps among others that this final NPA has sought to address.

Second, was the undertaking of extensive desk research garnered from the numerous studies conducted and reports written on human trafficking in Ghana over recent years, including a 2016-baseline study funded by the US government, on the Assessment of the Child Protection Compact Partnership (CPC) agreement signed between the Government of Ghana and the United States. Some of the key findings from this study include: weak information sharing among institutions from the national level down to the regional and district levels on human trafficking; poor data collection and dissemination; poor inter-agency and intra-agency coordination, information sharing and reporting mechanisms; inadequate care and shelter provided for rescued victims, particularly, the insufficient number of psychologists and counselors trained in victim trauma. Thus, it was the recommendations from these studies and reports that were judiciously extracted and compiled to provide the baseline that was used to inform the plan's objectives.

Further, a critical element of the desk review involved ensuring the plan was sufficiently aligned to and reflected the objectives and targets of a number of strategic documents such as Ghana's National Child and Family Welfare Policy (CFWP), Ghana's laws on human trafficking, the cooperation agreement signed between Ghana and La Cote d'Ivoire to fight child trafficking, the Child Protection Compact (CPC) agreement and the United States Trafficking Victims Protection Act (TVPA) (2000): Minimum Standards for the Elimination of Trafficking in Persons, amongst others.

Parallel to the desk research was the undertaking of a deeply consultative process, engaging in various bilateral meetings and trainings (trainings provided by IOM and the US Government for Ghana's law enforcement agencies on the screening and identification of trafficked victims) with key stakeholders across the human trafficking chain, to gain a deeper understanding of their challenges and to capture their recommendations for reaching and sustaining targets. In this regard, eliciting stakeholder contributions was essential to ensuring their involvement in the process and to seek their full commitment to implementing the plan once completed.

Some of the key institutions and organisations that were consulted are listed below:

- Ministry of Gender, Children and Social Protection
- Ministry of Employment and Labour Relations
- Ministry of Fisheries and Aquaculture Development
- Department of Social Welfare
- Krachi West District Assembly
- Ghana Police Service
- Ghana Immigration Service
- Human Trafficking Secretariat
- United Nations Children's Fund (UNICEF)

- International Organisation for Migration (IOM)
- United States of America Embassy in Ghana
- United States Department of State, Office to Monitor and Combat Trafficking in Persons
- Free the Slaves
- Partners in Community Development (PACODEP)
- International Needs Ghana (INGH)
- Friends of the Nation (FoN)

In February 2017, the consultant undertook fieldwork to key trafficking locations. The purpose of this exercise was to test and adequately assess the strategies and objectives outlined in this plan. Following the aforesaid, the draft plan was completed and a national stakeholders consultation held in March 2017. The objective of the stakeholders consultation was to present the plan to stakeholders working on the ground in various capacities to combat TIP and to provide care and assistance to victims. In presenting this plan, stakeholders were provided with a key opportunity to provide inputs; sharing their expert knowledge, which also, and critically helped to enforce a sense of national ownership. Most importantly, during this exercise, stakeholders were able to validate the plan. The result, is this National Plan of Action, which has incorporated the comments and amendments suggested by stakeholders during the consultation phase.

1.5 Outline of the National Plan of Action

The GoG recognises that TIP cannot be easily eradicated, and a detailed plan with timelines and defined areas of responsibility are necessary to combat this crime. It is within this context that the NPA has set out strategic outcomes and implementation plans to combat TIP over the next five years.

The key goals of this National Plan of Action are to strengthen Ghana's capabilities along the holistic "4 P's" strategy, in the:

1. Prevention of TIP;
2. Protection of TIP victims;
3. Prosecution of TIP offenders; and
4. Partnerships with stakeholders to combat TIP.

Central to this process is strengthening the identification, screening and enforcement procedures against cases of suspected trafficking. This can be done by using the Standard Operating Procedures (SOPs) developed by IOM, on identification and screening and also by raising the awareness of trafficking indicators and tightening anti-trafficking procedures and data collection methods amongst key law enforcement agencies. Through the setting up of new processes, victims of trafficking would be provided enhanced access to medical assistance and protection measures. The GoG also intends to increase dialogue with foreign governments to strengthen mutual cooperation in enforcement against perpetrators and providing increased care to victims. NGOs will also be engaged as key players in raising the awareness of TIP and delivering assistance to victims. Finally, Ghana hopes to become an active participant in the African regional dialogue on combating TIP to coordinate and strengthen regional responses. Below is a brief synopsis of what each "p" seeks to achieve:

- 1. Prevention:** is the overarching theme that runs throughout the five-year lifespan of the plan. It is believed that by following the appropriate strategies and targeted interventions outlined, the government can effectively and progressively reduce the incidence of TIP. Chief amongst this is to gradually eliminate the push and pull factors, which constitute the root cause of trafficking, including expanding social protection to care for at risk communities. This will also go a long way in preventing the re-trafficking of victims. To compliment these efforts the government will commit to implementing

a coordinated campaign strategy to deepen the awareness and understanding of trafficking, in schools, communities and in families perceived to be at risk.

- 2. Protection:** the plan recognises that providing enhanced care and protection to victims is the combined responsibility of a number of agencies and stakeholders. Victim care is a central theme of the plan and includes the rescue of victims and runs through to providing adequate privacy, security, health and psychosocial support during the investigation, trial and rehabilitation stages.
- 3. Prosecution:** to counter the challenges experienced hitherto relating to the prosecution of traffickers, the plan provides for the prioritisation of trafficking cases by establishing procedures and systems at the Attorney General's Department to expeditiously try such cases. Parallel to this is the continued training of judges and prosecutors to effectively implement the Human Trafficking Act for the effective prosecution of cases.
- 4. Partnership:** is a fundamental principle of the plan, as increased cooperation and coordination amongst key government ministries departments and agencies (MDAs), civil society, NGOs, the private sector, and foreign governments and UN agencies will be central to achieving the plans objectives. Similarly, improved mechanisms for communication, data collection and dissemination will prove crucial in the fight against TIP.

1.6 Goal and Objectives of the National Plan of Action

The immediate and long-term goal of the GoG is to fully commit to implementing this National Plan of Action and in doing so, respond to human trafficking in a manner that is comprehensive, coordinated, effective, timely and consistent with international standards.

The objective is that by committing to the strategies outlined in this plan, by 2021, there will have been significant gains made in reducing the incidence of human trafficking, whilst simultaneously providing increased care to victims and enhanced perpetrator accountability.

The specific objectives outlined in the plan are:

Prevention:

Objective 1: Increase public awareness and facilitate a deeper understanding of human trafficking issues

Objective 2: Develop and implement systematic procedures for proactively identifying persons at risk of being trafficked

Objective 3: Enhance social protection for high-risk communities

Objective 4: Eliminate push and pull factors of trafficking

Objective 5: Enhance identification of human trafficking networks

Objective 6: Prevent the re-trafficking of victims

Protection:

Objective 1: Coordinate inter-agency action to support victims of trafficking through an established referral system

Objective 2: Ensure provision of comprehensive care to victims of trafficking

Objective 3: Develop livelihood opportunities for rescued victims of trafficking

Prosecution:

Objective 1: Provide training to prosecutors and judges on the appropriate implementation of anti-trafficking laws

Objective 2: Ensure Attorney General's Department prosecutors receive robust human trafficking case dockets, review them faster, and monitor the prosecution of human trafficking cases

Objective 3: Review the human trafficking laws to meet new demands

Partnership:

Objective 1: Improve data collection and information sharing amongst key stakeholders

Objective 2: Increase coordination among line ministries for enhanced budgetary prioritisation and monitoring to deliver on the NPA

Objective 3: Increase coordination and joint monitoring between key ministries, departments, agencies, and other stakeholders

Objective 4: Increase cooperation amongst regional and international actors in the fight against cross-border trafficking

Critical to addressing human trafficking in Ghana is the availability and sustainability of a progressively increasing source of funds. This plan has provided the GoG with an indicative budget and the hope is that timely funds will be annually released to the lead Ministry of Gender, Children and Social Protection (MoGCSP) and also to all other implementing MDAs and MMDAs to make effective the coordinated effort to incorporate this five-year plan into their annual work plans.

2.0 Monitoring and Evaluation Framework¹

2.1 Introduction

This section is designed to serve as a guide, in the formulation and execution of a monitoring and evaluation blueprint that will support the implementation and performance measurement of the National Plan of Action for the elimination of human trafficking in Ghana. Its contents consist of a series of recommendations that, when followed, can lead to a highly successful implementation of the plan.

2.2 Monitoring & Evaluation

This monitoring and evaluation (M&E) plan should be initiated by the highest level within the national anti-trafficking response, in this case the lead Ministry of Gender, Children and Social Protection and should ideally be executed immediately after the NPA has been drawn-up and before implementation starts or alongside implementation.

This NPA is a five-year plan, spanning the period between 2017-2021. It is expected that from this plan, the MoGCSP and other collaborating ministries and agencies will develop their annual work plans. It is strongly advised that these annual work plans stay true to the objectives and strategies in the wider five-year plan, although, after the first quarterly monitoring reports, the plan can be revised for possible changes in responsibilities; the activities may also be changed or augmented if necessary.

Each annual work plan should include the following:

1. **Monitoring Meetings:**

Meetings are not only an internal communication tool, but also key opportunities to gather and analyse information for monitoring purposes. In turn, monitoring results will need to be fed into management meetings so that decisions are based on robust evidence. The following meetings are therefore recommended:

- a) **Briefing/inception meetings:** e.g. team meetings before events to plan for the activity, and **debriefings** shortly after the activity takes place should be recorded in writing. A reporting tool could be developed and could be part of the documents submitted for reporting purposes
- a) **Regular team meetings:** are meetings at short intervals (e.g. bi-monthly) with lead members of the NPA implementation team, to review recent actions, outcomes and any key changes in the context. Team meetings should be action-oriented and conclude with agreements on action, recorded as "action points". At each meeting, action points from previous meetings can be reviewed to verify progress.
- a) **Quarterly reviews:** usually review progress towards objectives every three months. In addition to key issues raised at team meetings, they may contain

¹ The framework draws extensively from the International Centre for Policy Migration's Monitoring and Evaluation Handbook 2010.

an evaluative element – i.e. to assess whether the activities over the past quarter were effective and efficient. In this regard, the NPA should be subjected to quarterly reviews to assess progress, targets and challenges; with effective remedial action taken.

2. Annual Progress Review

It is recommended that an Annual Progress Review (APR) be conducted. The purpose of this is to assess progress made against the NPA's outputs, in setting out what the plan sought to achieve and how well it has met its objectives. The report will cover a twelve-month period and will provide a narrative, results-based and financial findings on the progress made in achieving the objectives outlined within the plan. Also note that in the year where there will be a mid-term review, it will not be necessary to conduct an annual review.

3. Mid-term Review

A review is often referred to as an evaluation. However, in the case of this NPA against TIP, a review refers to looking at the overall plan and analysing whether the goals, outputs and planned activities to reach the objectives are still valid. The review is thus, not so much related to the actual overall achievements of the action plan but rather related to ensure a possible adaptation of the plan to newly emerging trends, facts or changes that have occurred in the general framework of the anti-trafficking response. Thus, the purpose of a review is to ultimately enable the national anti-trafficking response to adequately react to and adjust to new developments in trafficking in persons. It is recommended that an external evaluating team conduct a mid-term review at the end of year two, to determine the need for any course-corrective action.

A successful review, must deal with the following issues:

- a) What are the general developments in the area of TIP?
- b) Are the envisioned results in the action plan still relevant when taking into account the general developments in trafficking?
- c) Were all the necessary areas covered within the NPA (prevention, protection and prosecution and partnership)?

Based on what the NPA set out to do, what results have been achieved?

- a) General assessment and description: What results have been attained, what is the impact?
- b) Which outcomes have been achieved and to what extent (against the baselines established)?
- c) Which outputs have been produced and how have they been used to achieve the outcomes and results?

What have been contributing / impeding factors for the implementation of the NPA and the attainment of the results?

- a) What are important lessons learned (content, implementation and implementation structures, resources)?
- b) Should the NPA in its present form be adapted or changed?

Finally, a review report has to be developed with the discussions and conclusions of these issues, disseminated and made publicly available.

4. End of Plan Evaluation

An end of plan evaluation will be crucial in determining the overall success of the NPA. The criteria for assessing the evaluation must include the following pertinent questions:

- a) Relevance: is the NPA relevant (consistent with the national framework and policies, relevant to the beneficiaries etc.)?
- a) Effectiveness: to which extent were the intended outcomes, results and outputs achieved?
- a) Efficiency: were resources cost-effectively put to use while implementing the NPA in relation to the achieved results?

- a) Impact: what has been the impact of the NPA interventions? How would TIP have been impacted without NPA interventions? Were the intended or unintended effects produced directly or in- directly by an intervention?
- a) Sustainability: will the benefits of the achievements of the NPA remain and continue on a long-term basis? How sustainable are the achievements of the NPA?

The results of the evaluation, recommendations and lessons learned will be used to feed into the development of a new plan of action or any other planned action in the area of the anti-trafficking response. It is recommended to have a participatory workshop at the end of the evaluation to share and discuss the findings and to undertake a joint analysis of critical questions.

3.0 GHANA NATIONAL PLAN OF ACTION

FOR THE ELIMINATION OF HUMAN
TRAFFICKING: 2017- 2021



PREVENTION						
Objective 1: Increase public awareness and facilitate a deeper understanding of human trafficking issues						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
<p>1. Establish and implement a coordinated public campaign strategy on human trafficking issues in Ghana, especially in high risk communities, using district level protection committees and other effective agents.</p> <p>2. Provide targeted trainings and sensitisation to stakeholders on all forms of human trafficking: child, sex, cross-border, migrant workers, etc.</p>	<p>1. Coordinate the development of an effective cross-sector communication strategy and engagement plan for effective country understanding of the causes, nature, and consequences of human trafficking, including the matters covered in this NPA.</p>	<p>1. National cross-sector communication strategy established.</p>	MoGCSP	MELR, NCCE, GIS, GPS, DSW, NHC, FBOs, CSOs, NGOs, Community Development	36,352,014	36 months
	<p>2. Develop and implement media tools, using print, broadcast, new media, billboards, dramas, documentaries, films, in English and local dialects, to raise greater awareness of human trafficking and how to respond to it.</p>	<p>1. Targeted increase in and improvement of media tools attained.</p> <p>2. Targeted recipients in high-risk communities reached.</p> <p>3. Targeted increase in human trafficking cases that get reported attained.</p>				
	<p>3. To culminate the awareness campaign, convene a national symposium on the elimination of human trafficking to include all stakeholders.</p>	<p>1. National symposium convened.</p> <p>2. Human trafficking ambassadors concept active.</p>				
	<p>1. Develop training materials and facilitate routine training and sensitisation activities for stakeholders at the national, district, and community levels.</p>	<p>1. Requisite training materials developed.</p> <p>2. Number and quality of training and sensitisation activities facilitated in each district of Ghana increased and improved.</p> <p>3. Number and quality of reader-friendly materials (simplified in local languages and with pictorial illustrations) distributed.</p>	MoGCSP	MELR, DSW, NCCE, NGOs		

Objective 2: Develop and implement systematic procedures for proactively identifying persons at risk of being trafficked						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Develop and establish specific programmes and mechanisms to improve and monitor registration at birth, school enrolment, and school attendance.	1. Link registration of births database to national school attendance database and monitor to provide timely early-warning indicators of possible incidents of trafficking.	1. Database linked and early warning systems implemented. 2. Tracking of absenteeism investigated and appropriate action taken.	MoGCSP, GES	Births and Deaths Registry, MoE (GES), DSW		36 months
	2. Enhance mechanisms for identifying and rescuing potential victims.	1. Establish a victim identification and missing person information hot line as a first point of contact for anonymous tip-offs from community members and families. 2. Effectively market the hotline number to encourage enhanced referrals and deter would-be offenders.	1. National human trafficking hot-line established-efficiently coordinated and linked to Ghana Police Service regional and district offices. 1. National campaign on hotline numbers promoted for increased utilisation and effective response.	MoGCSP, GIS, GPS MoGCSP, GPS		
3. Ensure specialised training on identification and rescue of trafficking victims for all law enforcement, agencies, transport unions, etc.	1. Develop training manuals.	1. Training manuals developed.	MoGCSP	MoI, GPS, GIS, Market Women Representatives, EOCO		
	2. Incorporate training into syllabus at the training schools (e.g. police training schools, teacher training schools).	1. Training manuals incorporated into training schools syllabus. 1. Number of relevant institutions, including law enforcement agencies and transportation unions trained on identification and rescue of trafficked persons increased.				

Objective 3: Enhance social protection for high-risk communities						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Enhance social protection programmes to reach high-risk communities, assisting in lifting them out of poverty.	1. Expand the LEAP programme to include high risk trafficking communities.	1. Number of high-risk families identified and added to the programme and receiving payments.	MoGCSP, DSW	MoH, MoE, GES		60 months
	2. Provide trainings for all social workers at the district level within high-risk communities on how to prevent trafficking through social protection.	1. Quality of the content of training materials improved.	MoGCSP, DSW	CSOs, NGOs		
		2. Targeted number of social workers that are trained attained.				
		3. Enhanced and timely intervention and assistance by social workers.				

Objective 4: Eliminate push and pull factors of trafficking						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Facilitate sustainable economic empowerment opportunities in high-risk communities.	1. Facilitate small loans for individuals to engage in small business activity, farming, and other income generating endeavours.	1. The targeted number of economic empowerment opportunities to be created attained. 2. The number of beneficiaries increased.	MoGCSP, MELR, MLGRD	MASLOC, SADA, NBSSI, MoA MELR, GPS, GIS, CLU, DS, NGOs, CSOs		60 months
	2. Provide enhanced technical and logistical assistance to community members engaged in income generating activities to boost profitability.	1. The number of persons who are economically independent with increased profitability from income generating activities increased.	MoGCSP, MoA, MoFA	Ghana Cocoa Board, Fisheries Commission, NBSSI, MLGRD		
2. Provide targeted interventions in high-risk communities aimed at changing social norms amenable to trafficking.	1. Implement regular community engagements in the form of testimonies from rescued victims and their families; drama and film productions and interventions from traditional and religious leaders.	1. Decrease in the rate of trafficking 2. Increased rate of referrals and increase in numbers of trafficked returnees.	MoGCSP	NCCE, CLU, DSW, Media		60 months
	3. In line with the ministry's social protection strategy, provide increasing levels of oversight to the fosterage and domestic servitude systems, formal and informal.	1. Review and amend the laws on children to ensure maximum protection for children in foster care and domestic servitude. 2. Develop and operationalise a system to register fostered children and persons in domestic servitude, complete with a tracking system, and provide training for the relevant agencies on its use.	1. Targeted number and quality of policies, laws, regulations developed or amended to provide better regulation, oversight and monitoring of the fosterage and domestic servitude systems achieved. 1. Quality of registration and established tracking systems improved. 1. Quality of training manuals improved. 2. Targeted number of foster carers and users of domestic servants registered in the system reached. 3. The number of agencies trained on system usage increased.	MoGCSP and MoJ (AG) MoGCSP		

Objective 4: Eliminate push and pull factors of trafficking						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
4. Implement targeted interventions aimed at children in high-risk communities.	3. Develop foster care and domestic servitude training manuals and train foster carers and users of domestic servants.	1. Quality of training manuals improved. 2. Number of foster carers trained increased.	MoGCSP	DSW		
	1. Use child-appropriate mechanisms and activities to educate children on trafficking and the tactics families and traffickers use- making them easy to exploit.	1. Types of appropriate tools to be developed identified. 2. Tools developed and implemented. 3. Increase in the number of children aware and educated on the realities of trafficking, serving as a deterrent and empowerment, culminating in progressively less children being trafficked over time.	MoGCSP, MoE, GES	NCCE, MoT, DSW, Media		
	2. Provide education, sensitisation and timely interventions in schools in high-risk communities.	1. Increase in the number and quality of sensitisation and awareness activities held. 2. Higher percentage of children in schools and communities reached.				
	3. Form and strengthen school and community based child-rights clubs.	1. Number of child-rights clubs in schools and communities increased.				

Objective 5: Enhance identification of human trafficking networks

Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
<p>1. Enhance intelligence and oversight for businesses and services used by trafficking networks: advertising (print, broadcast, online); transportation providers and travel agencies (road, rail, water and air); financial services; hospitality services; employment and recruitment agencies, etc.</p>	<p>1. Establish a task force to actively identify, register, and monitor the activities of service providers.</p>	<p>1. Task force established.</p>	<p>MoGCSP</p>	<p>MoI, GPS, GIS, MoT, MoFARI.</p>		<p>60 months</p>
	<p>2. Establish trafficking information desks in hot-spot locations such as bus terminals, markets and airports in selected regions, to provide immediate response and intervention in suspected cases.</p>	<p>2. Number of trafficking information centres established and operationalised.</p>				
	<p>3. Develop or review existing legal and operational frameworks in the regulation, monitoring and enforcement of businesses and services conducive to human trafficking.</p>	<p>1. Number of cases reported increased.</p>				
	<p>4. Identify and register boats and their operators along the lakes, harbours, etc.</p>	<p>2. Number of cases resolved increased.</p>				
		<p>1. Number and quality of policies and laws developed or reviewed to regulate and provide oversight to service providers increased/improved.</p>	<p>MOGCSP and MoI (AG)</p>	<p>MoT, MoRD, MoA, MELR, MoT (Ministry of Tourism)</p>		

Objective 6: Prevent the re-trafficking of victims						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Develop and operationalise a case management system for rescued trafficked persons.	1. Conduct follow-up and risk assessments for every trafficked victim to determine safety and likelihood of being re-trafficked; and if there remains a possibility of re-trafficking, the victim must remain within the shelter and protection measures taken.	1. Targeted number and quality of risk assessments conducted attained.	MOGCSP	CSOs, NGOs, GIS, GPS		60 months
		2. Number of cases successfully followed-up on increased.				
	2. Conduct follow-up and risk assessments before the release and reintegration of victims to families.	1. Number of victims successfully reintegrated into safe families increased.	MOGCSP	NGOs		
	3. Facilitate the reintegration of victims into the educational system at the appropriate learning level.	1. Number of victims successfully reintegrated into education system increased.	MOGCSP	GES, MoE		
	4. Develop systematic procedures and liaise with families and stakeholders to follow-up on trafficking cases, 1 year post-reintegration.	1. Quality of systematic follow-up procedures developed improved. 2. Number of victims benefitting from 1-year post-reintegration follow-up increased.	MOGCSP	GES, MoE, MoFARI, MELR, CLU, GIS, GPS, NGOs		
5. Provide community sensitisation and knowledge enhancement to prevent stigmatisation towards rescued and re-integrated victims.	1. A number of community engagement programmes established and implemented with reduced stigmatisation towards rescued and reintegrated victims.	MOGCSP	NCCE, DSW, NGOs, Information Service Department			

PROTECTION						
Objective 1: Coordinate inter-agency action to support victims of trafficking through an established referral system						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Use enhanced SOPs as a platform to coordinate interagency activity.	1. Designate technical experts in sensitively applying the screening and referral form as the first point of reference for referring victims and assessing their needs.	1. Referral form institutionalised across agencies responsible for the rescue and protection of trafficked victims.	MoGCSP	GIS, GPS, MoJ, DSW	15,767,753	12 months
	2. Designate technical experts to participate in the further development and implementation of a systematic referral mechanism and timely interagency response to reports on human trafficking.	1. Further referral mechanisms developed and operationalised.	MoGCSP	IOM, GIS, GPS, MoJ, DSW		
	3. Coordinate interagency operations to rescue victims and arrest traffickers, to include rapid response teams made up of the police (including the marine police, and human trafficking police), national security officers, etc. to patrol, rescue victims and arrest offenders.	1. Improvement in the effectiveness of rapid response teams measured by the number of patrols and percentage of successful interventions made leading to rescues and arrests	MOGCSP			

Objective 2: Ensure provision of comprehensive care to victims of trafficking						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Deploy an elaborate victims protection scheme from rescue till effective reintegration.	1. Developing a training manual on victim care.	1. Training manual developed and operationalised.	MoGCSP	MoJ, GPS, GIS, MoJ, DSW, IOM		60 months
	2. Provide at least two trainings on sensitive approaches towards victims for social workers and law enforcement agencies.	1. At least two targeted trainings delivered to social workers and law enforcement agencies on victim-sensitive approaches				
	3. Identify, recruit and orient at least two psychologists in each administrative region.	1. At least two psychologists in each administrative region, recruited, trained and working	MoGCSP	MoJ, MLGRD, DSW, GPS, GIS, MoE, GES, IOM		
	4. Provide counselling for victims.	1. Number of identified victims receiving counselling services increased.				
	5. Develop child-friendly and victim-sensitive approaches in the interviewing of victims as outlined in the SOPs and develop forms for victim feedback on service received	1. Percentage of victims who express satisfaction with the quality of interviews increased.	MoGCSP	MoJ (AG), MoH		
	6. Provide privacy and other protection for victims and witnesses in the pre-trial, trial and post-trial periods.	1. Percentage of victims who express satisfaction with the level of protection in their privacy increased.	MOGCSP, MoJ (AGs)	DSW, NMC		

<p>2. Increase the number of shelters and rehabilitation centres for victims of trafficking.</p>	<p>1. Provide three shelters for victims of trafficking in three zones for short, medium and long-term stay.</p>	<p>1. Three safe and secure government shelters available in each of the regions within Ghana, with separate facilities for boys, girls, adults and sex trafficked victims, with trained staff providing care on trauma, case management and reintegration to meet minimum international standards.</p>	<p>MoGCSP</p>	<p>DSW</p>		<p>60 months</p>
<p>3. Increase the number of child and adult specialised counsellors offering psychological and emotional support to victims of trafficking.</p>	<p>1. Each district to provide one specialised counsellor to support victims of trafficking for the area.</p>	<p>1. One full-time counsellor trained in adult and child trauma available to assist in each district of the country.</p>	<p>MoGCSP</p>	<p>DSW, MoH, MoLGRD,</p>		
<p>4. Improve access to health facilities for victims.</p>	<p>1. Local health facilities to offer free care for victims of trafficking.</p>	<p>1. Victims in each district provided with free health care and counselling services.</p>	<p>MoH, MoLGRD</p>	<p>MoF</p>		
<p>5. Enhance resources and logistics for those working to protect victims.</p>	<p>1. Increase number of logistics and other resources for use by persons offering services to victims of trafficking.</p>	<p>1. Number of resources and logistics progressively increasing.</p>	<p>MoLGRD, MoGCSP</p>	<p>MoF</p>		

Objective 3: Develop livelihood opportunities for rescued victims of trafficking						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Partner with NGOs who are reintegrating trafficking victims to enhance livelihood.	1. Develop and implement sustainable livelihood and income generating programmes tailored to local market circumstances and the needs of victims, particularly children and their families.	1. Targeted number of profit making income-generating opportunities established for rescued victims.	MoGCSP	CSOs, NGOs, MASLOC		60 months
2. Partner with the private sector, and as part of corporate social responsibility target specific interventions aimed at providing economic empowerment opportunities for rescued victims.	1. Partner the private sector to facilitate small business opportunities for rescued victims.	1. Number of profit making business opportunities for rescued victims facilitated by the private sector increased.	MoGCSP	Private Sector, CSOs		

Objective 3: Develop livelihood opportunities for rescued victims of trafficking						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Partner with NGOs who are reintegrating trafficking victims to enhance livelihood.	1. Develop and implement sustainable livelihood and income generating programmes tailored to local market circumstances and the needs of victims, particularly children and their families.	1. Targeted number of profit making income-generating opportunities established for rescued victims.	MoGCSP	CSOs, NGOs, MASLOC		60 months
2. Partner with the private sector, and as part of corporate social responsibility target specific interventions aimed at providing economic empowerment opportunities for rescued victims.	1. Partner the private sector to facilitate small business opportunities for rescued victims.	1. Number of profit making business opportunities for rescued victims facilitated by the private sector increased.	MoGCSP	Private Sector, CSOs		

PROSECUTION						
Objective 1: Provide training to prosecutors and judges on the appropriate implementation of anti-trafficking laws						
Strategies	Activities	Outcomes/ Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Ensure that all TIP prosecutors and all Circuit and High Court judges have the capacity to appropriately deal with human trafficking cases in the courts of law. 2. Train prosecutors and judges on TIP laws, substantive and procedural, and victim-centred prosecution and decision-making approaches.	1. Prepare training manuals to conduct the trainings.	1. Quality of training manuals improved.	MoGCSP	MoJ, AG	9,503,081	24 months
	1. Targeted number of TIP prosecutors and judges trained and quality of training reached.	MoGCSP	MoJ, AG			

Objective 2: Ensure Attorney General's Department prosecutors receive robust human trafficking case dockets, review them faster, and monitor the prosecution of human trafficking cases.							
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted	
<ol style="list-style-type: none"> Designate a dedicated team within the Attorney General's Department, well resourced, and focused on human trafficking cases, aiming to successfully prosecute all such cases within an average of 12 months. MoJ to dedicate a sustainable budget line for the continued operation of the desk. Targeted and specialised orientation for investigators, particularly in the collection and collation of evidence. Increase quality of investigations into reported human trafficking cases and build robust case dockets that satisfy elements of the crime. Ensure the availability of funds to cater for the cost of procuring witnesses to testifying in court. Chief Justice to issue directive to judges to prioritise human trafficking cases and aim to complete them on average within 12 months. Establish a fast track system for all cases brought to the desk to be concluded within an average of 12 months. Develop an M&E system for the quarterly review and reporting on the effectiveness of the fast track system. 	<ol style="list-style-type: none"> Establish a human trafficking desk in the Director of Public Prosecutions' Office to swiftly handle cases of trafficking. 	<ol style="list-style-type: none"> Desk established with more attention given to a human trafficking cases leading to increased quantity and quality of prosecutions. 	MoGCSP	MoJ (AGs)			
	<ol style="list-style-type: none"> Evidence of resources allocated for the operation of the desk for, at a minimum, the duration of the NPA. 	MoGCSP	MoJ (AGs)				
	<ol style="list-style-type: none"> Number and quality of orientations given to investigators increased/improved. 	MoGCSP	MoJ (AGs)				
	<ol style="list-style-type: none"> Improvements in the quality of case dockets, leading to increased number of arrests, charges and convictions with reduction in prevalence of human trafficking achieved as a result. 	MoGCSP	MoJ (AGs)				
	<ol style="list-style-type: none"> Human trafficking cases disposed of in the courts within an average of 12 months. 	MoGCSP	MoJ (AGs)				
							12 months

Objective 3: Review the human trafficking laws to meet new demands						
Strategies	Activities	Outcomes/ Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Review of human trafficking laws to meet evolving needs.	1. Periodic assessment of the viability of the Human Trafficking Act and Regulations and other human trafficking laws and policies, and their review to address contemporary concerns.	1. Number and quality of policies and laws on human trafficking reviewed and aligned with contemporary needs increased and improved.	MoGCSP	CSOs, MoJ		60 months
	2. Review the effectiveness of the criminal justice system as it relates to human trafficking.	2. Increased number of successful prosecutions attained.				

PARTNERSHIP

Objective 1: Improve data collection and information sharing amongst key stakeholders

Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
<p>1. Develop and implement systematic tools for collecting and reporting data on victim identification, referral, rescues, rehabilitation, investigations, prosecutions, and other indicia in this NPA.</p>	<p>1. Develop and implement a national system and processes for the compilation of data.</p>	<p>1. System and processes developed and implemented.</p>	MoGCSP	DSW, NGOS, GIS, GPS, AG, MELR, CLU,	22,243,804	18 months
	<p>2. Compile a national electronic database, which contains coordinated data from the community, district, regional and national levels on trafficking cases, issues and interventions and provide access to stakeholders.</p>	<p>1. Database compiled with up-to-date statistics, accessible to relevant actors.</p>				
	<p>3. Provide training and on-going technical assistance on how to use the data gathering tools and the information generated to leverage bottlenecks for effective decision-making.</p>	<p>1. Number and quality of training and technical assistance provided and updated periodically.</p>	MoGCSP	MLGRD, DSW		
	<p>4. Designate a NPA focal person who can synchronise and coordinate NPA activities with the CPC.</p>	<p>1. A focal person designated and communicated to stakeholders as the main point of contact and lead coordinator of NPA activities in synchronisation with the CPC.</p>	MoGCSP	DSW, HTMB, CLU		
<p>2. Establish protocols for utilising the information on human trafficking for effective decision-making by stakeholders.</p>	<p>1. Leverage implementation challenges from human trafficking data, compile and disseminate regional and national output data semi-annually through the HTMB, technical working group.</p>	<p>1. Data widely shared and implementation challenges highlighted.</p>	MoGCSP	DSW, Mol, GPS, GIS, AG,	22,243,804	18 months
	<p>2. Enhance downward communication and information sharing from the ministry, to regional and district-level offices on investigations, prosecutions, victims identified, and assistance provided.</p>	<p>1. Enhanced communication and information sharing illustrated by all key stakeholders possessing knowledge of investigations, cases and victim care.</p>	MoGCSP	DSW, Mol, GPS, GIS, AG, MELR, MoLGRD		
	<p>3. Enhance, regular upwards reporting communication and data sharing from the district to regional and national level on preventative measures implemented, victims identified, and assistance provided.</p>	<p>1. Enhanced communication and information sharing illustrated by all key stakeholders having knowledge of investigations, cases and victim care.</p>	MoGCSP	DSW, Mol, GPS, GIS, AG, MELR, MLGRD		
	<p>4. Hold and participate in a high-level national annual forum on human trafficking, providing platforms for information sharing, updates on partnership implementation, and monitoring.</p>	<p>1. High-level stakeholders' annual forum held to assist in monitoring and evaluation efforts.</p>	MoGCSP, Mol	DSW, Mol, GPS, GIS, AG, MELR, MLGRD		

Objective 2: Increase coordination among line ministries for enhanced budgetary prioritisation and monitoring to deliver on the NPA						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
<p>1. Prioritise anti-human trafficking in budget processes and annually increase support for anti-trafficking activities.</p>	<p>1. Government to make specific budget allocations for human trafficking activities.</p>	<p>1. Budget lines existent and expenditure reported on as required, including how much is being spent on human trafficking.</p>	MoF, MoGCSP	Office of the President		12 months
	<p>2. Government to commit to providing its full support and financial commitment to the anti-human trafficking initiatives outlined in this NPA.</p>	<p>1. Increased budgetary allocation to anti human trafficking NPA initiatives.</p>				
	<p>3. Eligible victims able to access financial assistance from the Human Trafficking Fund as prescribed in the Human Trafficking Act and regulations.</p>	<p>1. Human Trafficking Fund resourced and funds annually increased for disbursement to eligible victims.</p>	MoF, MoGCSP	HTMB		
	<p>4. Develop and implement mechanisms for strengthening the operation of the human trafficking fund.</p>	<p>1. Mechanisms to strengthen the operations of the fund developed and in use.</p>				
	<p>5. Continue to provide adequate human, technical and financial resources for anti-human trafficking specialised units and increase their capacity to implement effective strategies for prevention, protection, prosecution and partnership.</p>	<p>1. Number and quality of anti-human trafficking stakeholders undertaking annual training.</p>	MoGCSP	GPS, MoI, MoJ (AGs)		
	<p>6. Ensure funds are released for anti-human trafficking stakeholders (specialist police, caregivers, prosecutors, etc.) to participate in trainings.</p>					

Objective 3: Increase coordination and joint monitoring between key ministries, departments, agencies, and other stakeholders

Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
1. Human trafficking to be mainstreamed throughout national development planning and monitoring processes.	1. Human trafficking issues to be included in Ghana's development plans by the NDPC, with targets, indicators, budgetary allocations, timeframes, and monitoring mechanisms.	1. Human trafficking given priority in the national development planning agenda with all institutions charged to eliminate human trafficking.	NDPC, MoGCSP	HTMB, MELR, DSW, MLGRD		
	2. Human trafficking to be streamlined into annual work plans of MMDAs, ensuring that plans are costed and included in their annual budgets.	1. All MMDAs, particularly those that play key roles in combatting human trafficking, incorporate action plans and budgets into their annual work plans.	NDPC, MoGCSP	All MDAs		
2. Establish a coordinated Technical Working Group (TWG) of all stakeholders to monitor progress in implementing the NPA and address bottlenecks.	1. Establish a TWG from key MDAs and partners at the senior director level to monitor progress in the implementation of the NPA.	1. Number and quality of regular updates provided by the TWG to MoGCSP increased and improved.	MoGCSP	MoI, GIS, GPS, MLGRD, MoFARI		
	2. The TWG to provide regular updates on the implementation of the NPA to MoGCSP and how leveraged bottlenecks have been remediated.	1. Pro-actively seek to associate with like-minded organisations by joining programmes that seek to enhance cooperation in fighting trafficking.	MoGCSP	MELR, MLGRD, MoFARI, MoF, MoI		
3. Develop partnerships with CSOs, technical and financial partners in the field of human trafficking.	1. Pro-actively seek to associate with like-minded organisations by joining programmes that seek to enhance cooperation in fighting trafficking.	1. Greater number of partnerships established to combat trafficking.	MoGCSP	NGOs, HTMB		36 months
	2. Develop a compendium of NGOs that provide assistance for human trafficking victims and assist in facilitating their work.	1. Compendium of NGOs established and regular assistance to victims provided.	MoGCSP, CSOs	NGOs		
	3. Partner with identified NGOs to provide technical support and inputs to the HTMB/TWG on methods to improve government and agency coordination to prevent trafficking, provide care to victims, and increase the arrest and prosecution of traffickers.	1. Enhanced partnership and technical inputs between government and NGOs.	MoGCSP, NGOs,	HTMB, CLU, MoI		
4. Enhance information sharing and joined up activity amongst security agencies.	1. Establish protocols and mechanisms to share information on cross-border activity amongst security agencies.	1. Joined up activity and reporting structures operationalised for enhanced coordination amongst agencies in the fight against related criminal activity.	GIS, GPS	MoFARI, MoI, EOCO, NS		
	2. Anti-Smuggling and Anti-Human Trafficking Units to share information and coordinate more joint activities.	1. Greater coordination and information sharing between the two units.	GPS, GIS	MoI, DSW, MoGCSP		

Objective 4: Increase cooperation amongst regional and international actors in the fight against cross-border trafficking						
Strategies	Activities	Outcomes/Outputs	Lead Agency	Collaboration	Indicative Budget (\$)	Time Allotted
<p>1. Increase level of commitment from countries of origin and destination in their international obligations to protect and facilitate the safe return of victims.</p>	<p>1. Design mechanisms to facilitate and ease the protection and return of victims- where it is in the best interest of the victim to do so, in the best possible condition and within appropriate timeframes.</p>	<p>1. Increased number of returns successfully and safely facilitated.</p>	<p>MoGCSP, MoFARI</p>	<p>MoI, GIS, GPS, DSW, UNHCR</p>		60 months
	<p>2. Implement protocols to ensure countries of origin register the returned victims with the appropriate body and restore the fundamental aspects of his or her identity; name, nationality, etc.</p>	<p>1. Enhanced number of returns with fundamental aspects of identity restored.</p>	<p>MoGCSP, MoFARI</p>	<p>MoI, GIS, GPS, MoGCSP, DSW</p>		
	<p>3. Establish a management system to follow-up on the return, protection, rehabilitation and reintegration of victims.</p>	<p>1. Database for cross-border trafficking victims established and operationalised to follow-up on returns.</p>	<p>MoGCSP, MoFARI</p>	<p>MoI, GIS, GPS, MoGCSP, DSW</p>		
	<p>4. Ensure that origin and destination countries contribute to the associated costs of the protection, return, and reintegration of victims.</p>	<p>1. Reciprocal cost sharing among partner countries established and operationalised.</p>	<p>MoGCSP, MoF</p>	<p>MoFARI, GIS, GPS, MoFARI, DSW</p>		
<p>2. Establish protocols for the sharing of information on human trafficking with regional neighbours and international partners.</p>	<p>1. Compile and share bi-annually with regional and international partners, efforts in preventing trafficking, protecting victims, prosecuting traffickers, and growing partnerships.</p>	<p>1. Protocols for information sharing implemented and operationalised.</p>	<p>MoI, MoFARI</p>	<p>GPS, GIS, MoJ, DSW</p>		60 months
<p>3. Take steps to establish and operationalise international cooperation agreements among neighbouring states and emerging destination countries.</p>	<p>1. Undertake multilateral meetings with Togo, Burkina Faso, North African and UAE states to establish common ground and shared objectives on anti-human trafficking initiatives.</p>	<p>1. Multilateral meetings successfully held and agreements reached to increase international cooperating against trafficking.</p>	<p>MoGCSP, MoFARI</p>	<p>MoI, GPS, GIS, MoJ, MoGCSP</p>		
	<p>2. International monitoring symposiums held with target countries to assess progress in the implementation of anti-human trafficking activities.</p>	<p>1. International symposiums held to monitor the establishing and implementation of multilateral agreements.</p>	<p>MoFARI, MoGCSP</p>	<p>MoJ, GIS, GPS</p>		
	<p>3. At the request of states, extradite traffickers and their accomplices or facilitate the process of their handing over to law enforcement.</p>	<p>1. Enhanced cooperation illustrated by an increasing number of extraditions.</p>	<p>MoGCSP</p>	<p>MoJ, GIS, GPS, DSW</p>		

4.0 BUDGET SUMMARY

Themes	Total Amount	2017	2018	2019	2020	2021
	USD	USD	USD	USD	USD	USD
Prevention	36,352,014	9,120,740	7,042,288	8,953,430	4,389,250	6,846,305
Protection	15,767,753	2,721,270	3,272,628	2,950,591	3,542,418	3,280,846
Prosecution	9,503,081	1,949,334	1,737,638	1,484,251	2,120,191	2,211,668
Partnership	22,243,804	5,565,659	2,599,357	4,669,468	3,069,177	6,340,144
Total	83,866,652	19,357,003	14,651,911	18,057,740	13,121,036	18,678,962

Budget summary by themes

* For information on detailed budget please contact **the Human Trafficking Secretariat**.



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