



REPUBLIC OF GHANA

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

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

2022 – 2026

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

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

2022 – 2026

TABLE OF CONTENT

CONTENT	PAGE
TABLE OF CONTENT	II
PREFACE	III
FOREWORD	IV
ACKNOWLEDGEMENTS	V
LIST OF ACRONYMS	VII
GLOSSARY	IX
Background	1
Human Trafficking in Ghana	2
Efforts in Combatting Human Trafficking in Ghana	4
The 2022-2026 National Plan of Action	5
Developing the 2022-2026 National Plan of Action	5
Outline of the 2022-2026 National Plan of Action	7
Objectives of the 2022-2026 National Plan of Action	8
2022-2026 NPA Objectives	9
NPA FOR ELIMINATION OF HUMAN TRAFFICKING IN GHANA	11
ANNUALISED NPA FOR ELIMINATION OF HUMAN TRAFFICKING IN GHANA	26
Improving Monitoring and Evaluation of Anti-Trafficking Interventions in Ghana	44
Bi-Annual and Annual Implementation Review	44
Mid-Term Implementation Assessment.....	44
End-Line Evaluation.....	44
MEDIUM TERM M&E FRAMEWORK FOR 2022-2026 NPA TO FOR THE ELIMINATION OF HUMAN TRAFFICKING IN GHANA	46
ANNUALISED M&E FRAMEWORK FOR 2022-2026 NPA TO FOR THE ELIMINATION OF HUMAN TRAFFICKING IN GHANA	52
Implementing the 2022-2026 NPA: Budget Summary	73
ANNEXURES: HUMAN TRAFFICKING ACTIVITY REPORTING TEMPLATES	75
ANNEX 1: VICTIM PROTECTION, CARE AND REFFERRALS	75
ANNEX 2: REPORTING TEMPLATE FOR SECURITY AGENCIES.....	77
ANNEX 3: PREVENTION ACTIVITIES AND PARTNERSHIP TEMPLATE	81
ANNEX 4: PROSECUTION – ATTORNEY GENERALS DEPARTMENT.....	84

PREFACE

Child trafficking is the recruitment and/or transfer, harbouring or receipt of children for the purposes of exploitation. It is often accompanied by abuse and maltreatment. The children involved endure many horrors and the impact on their lives, even after rescue, is permanent and devastating. Child trafficking violates their rights and denies children the ability to reach their full potential.

Ghana is a source, transit, and destination country for men, women, and children subjected to forced labour and sex trafficking. Trafficking is prevalent in the Volta region and is also growing in the oil-producing Western Region. Ghanaian girls and young women from the rural Northern regions move to urban centres as far south as Accra to seek work.

UNICEF commends the Government of Ghana for developing the National Plan of Action for the Elimination of Human Trafficking in Ghana (2022-2026). The goal is to consolidate efforts in effectively combatting trafficking and reducing all its forms through preventive interventions, victim protection, offender prosecution and enhanced partnerships and coordination. Prevention includes the implementation of a cross-sector communication strategy to sensitize communities and all stakeholders. In addition, the strong Monitoring, Evaluation and Research framework will facilitate the measurement of efforts and progress made.

UNICEF will continue cooperating with the government of Ghana and partners to strengthen laws, policies, plans and systems, to prevent and respond to child trafficking. Together, we will increase capacity to address the underlying causes of trafficking, to prosecute the perpetrators, and to provide services to rescued victims. Support to children includes social welfare and protection services, health care, psychosocial support and reintegration or reuniting with family and community. UNICEF believes that families are the best place for a child to grow and develop. Efforts to strengthen families and tackle poverty will help address the underlying social challenges that make children especially vulnerable to being trafficked.

UNICEF congratulates the Ministry of Gender, Children and Social Protection, the Ministry of Employment and Labour Relations, Immigration Service, Police Service, the Judiciary, and other partners for their relentless efforts. We also thank the Government of Norway for the support in addressing human trafficking in Ghana. With this National Plan of Action comes renewed resolve from all stakeholders to make further progress. As part of the United Nations Country Team in Ghana, UNICEF reiterates its commitment to the protection of children and the elimination of human trafficking. Together, we never give up.

Anne-Claire Dufay
UNICEF Representative, Ghana

Accra, March 2022

FOREWORD

In 2005, Ghana passed the Human Trafficking Act, 2005, Act 694 and its related Legislative Instruments (L.I 2219) in 2015 to prohibit, criminalise and punish offences of human trafficking and all forms of exploitation. The laws also sought to prevent, protect and rehabilitate victims of human trafficking including children found in any form of exploitation.

The Government of Ghana has made many strides in the fight against human trafficking and continues to significantly work to reduce the menace of human trafficking to the barest minimum.

Despite the numerous efforts made, human trafficking continues to affect individuals, society, nations and the global front. Tackling the root causes, the push and the pull factors require a holistic approach and partnership among key stakeholders.

The 2022 – 2026 National Plan of Action for the Elimination of Human Trafficking in Ghana is a comprehensive Plan of Action which focuses on Prevention, Protection and Prosecution while partnering with stakeholders to reduce the menace of human trafficking in Ghana.

The NPA is a five (5) year strategic plan which serves as an interface and a guideline for all stakeholders working in the field of human trafficking. The implementation of the NPA involves direct and indirect actions aimed at eliminating human trafficking, child labour, irregular migration and other related activities at the community, district, regional and national levels. It also serves as targeted global and national policy in the fight against human trafficking.

Ghana is fully committed to combating human trafficking in all its forms and ensuring the rights of individuals are upheld. The Ministry of Gender, Children and Social Protection presents the New National Plan of Action for the Elimination of Human Trafficking in Ghana to all partners and key players in the field.

As stakeholders, we are working together to end human trafficking in Ghana and beyond.

Signed this day on March 2022.

By 

Hon. Cecilia Abena Dapaah

**Hon. Minister for Sanitation and Water Resources/
Caretaker Minister, Ministry of Gender, Children
and Social Protection (MOGCSP)**

ACKNOWLEDGEMENTS

The Ministry of Gender, Children and Social Protection (MOGCSP) on behalf of the Government of Ghana thanks all partners and key stakeholders working in the area of combating human trafficking for their numerous supports in diverse areas towards the elimination of all forms of human trafficking.

The Ministry wishes to express its sincere gratitude to UNICEF Ghana and the entire team for their continuous support towards the fight against human trafficking and child protection in general. We are also grateful for their technical assistance in facilitating the process of developing the 2022 – 2026 National Plan of Action (NPA).

Special appreciation is given to the Chief Director, Dr. Afisah Zakariah under whose leadership this document was developed and whose technical advice led to the finalization of the National Plan of Action (NPA) in a timely manner to achieve its intended purpose.

The entire Human Trafficking Secretariat (HTS) staff is recognized for their support and inputs especially Ms. Abena Annobea Asare, Head of the HTS for leading the process and ensuring all needed steps are taken to achieve these results.

We acknowledge the inputs of the Human Trafficking Management Board (HTMB) and their tireless push to ensure the NPA is comprehensive enough to meet the various criteria nationally and globally.

The Ministry also acknowledges the contribution of the Ministry of the Interior {the Ghana Police Service - Anti Human Trafficking Unit (AHTU) and the Ghana Immigration Service Anti – Human Smuggling and Trafficking in Persons Unit (AHSTIP)}, the Economic and Organized Crime Office – Anti Human Trafficking Unit, the Anti-Human Trafficking office in the Ministry of Justice and Attorney General's Department, the Judicial Service, the Ministry of Local Government and Rural Development, the Ministry of Fisheries and Aquaculture Development, Metropolitan, Municipal and District Assemblies, Departments and Agencies, the Department of Social Welfare, Our Development Partners especially the International Organization for Migration (IOM), European Union (EU), Expertise France, our partners in Non-Governmental Organizations (NGOs) and Civil Society Organizations (CSOs), towards 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 Consultant, Mr. Emmanuel Wireko Antwi-Boasiako and team are also credited for the comprehensive and detailed work produced. We are grateful for your time, knowledge, competence, and skill to ensure this document was produced in a simplified manner.

Special appreciation goes to the Technical Working Group for spearheading the process through their guidance and ensuring that all key areas are covered. Our gratitude also goes to the team that proofread the document, Barima Akwasi Amankwaah and Mrs. Theresah Owusu- Ako.

Finally, to all key partners and stakeholders who contributed to the study and the input into the NPA, we are most grateful to you.

LIST OF ACRONYMS

AG-Dept	-	Attorney-General's Department
AHSTIP	-	Anti-Human Smuggling and Trafficking in Person
AHTU	-	Anti-Human Trafficking Unit
BAC	-	Business Advisory Centre
CCPCs	-	Community Child Protection Committees
CHRAJ	-	Commission on Human Rights and Administrative Justice
CLU	-	Child Labour Unit
COCOBOD	-	Ghana Cocoa Board
CPC	-	Child Protection Compact
CRC	-	Convention on the Rights of the Child
CSOs	-	Civil Society Organisations
DCPCs	-	District Child Protection Committees
DSWCD	-	Department of Social Welfare and Community Development
EOCO	-	Economic and Organised Crime Unit
FBOs	-	Faith-Based Organisations
FTS	-	Free the Slaves
GACL	-	Ghana Airport Company Limited
GNCRC	-	Ghana NGO Coalition on the Rights of the Child
GEA	-	Ghana Enterprises Agency
GES	-	Ghana Education Service
GIS	-	Ghana Immigration Service
GNHR	-	Ghana National Household Registry
GPS	-	Ghana Police Service
GPS	-	Ghana Prisons Service
GSFP	-	Ghana School Feeding Program
GSS	-	Ghana Statistical Service
GTA	-	Ghana Tourism Authority
HT	-	Human Trafficking
HTF	-	Human Trafficking Fund
HTMB	-	Human Trafficking Management Board
HTS	-	Human Trafficking Secretariat
ILO	-	International Labour Organisation
Interpol	-	International Criminal Police Organisation
IOM	-	International Organisation for Migration
LEAP	-	Livelihood Empowerment Against Poverty
LEAs	-	Law Enforcement Agencies
MASLOC	-	Microfinance and Small Loans Centre
MDAs	-	Ministries, Departments and Agencies
MELR	-	Ministry of Employment and Labour Relations
MLGDRD	-	Ministry of Local Government, Decentralisation and Rural Development
MMDAs	-	Metropolitan, Municipal and District Assemblies
MoF	-	Ministry of Finance

MOFAD	-	Ministry of Fisheries and Aquaculture Development
MOFARI	-	Ministry of Foreign Affairs and Regional Integration
MOGCSP	-	Ministry of Gender, Children and Social Protection
MoH	-	Ministry of Health
MoI	-	Ministry of Interior
MoJ	-	Ministry of Justice
MoT	-	Ministry of Tourism
NCA	-	National Communication Authority
NCCE	-	National Commission for Civic Education
NEIP	-	National Entrepreneurship and Innovation Program
NPA	-	National Plan of Action
NPOs	-	Non-Profit Organisations
OECD-DAC	-	Organisation of Economic Co-operation and Development – Development Assistance Criteria
RCC	-	Regional Coordinating Council
REP	-	Rural Enterprises Programme
RSW	-	Regional Social Welfare
SDG	-	Sustainable Development Goals
SOP	-	Standard Operating Procedure
TIP	-	Trafficking in Persons
TVPA	-	Trafficking Victims Protection Act
TWC	-	Technical Working Committee
TWG	-	Technical Working Group
UN	-	United Nations
UNHR	-	United Nations Human Rights
UNODC	-	United Nations Office on Drugs and Crime
USAID	-	United States Agency for International Development
VoTs	-	Victims of Trafficking
WFCL	-	Worst Forms of Child Labour

GLOSSARY

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

Child Labour: The term "child labour" is often defined as work that deprives children of their childhood, potential and dignity, harmful to physical and mental development; work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work. Applicability of the term depends on child's age, the type and hours of work performed, the conditions under which it is performed and the objectives pursued by individual countries.

Source: ILO, What is Child Labour, <https://www.ilo.org/ipecc/facts/lang--en/index.htm>

Debt Bondage: is the status or condition arising from a pledge by a debtor of his personal services or of those of a person under his control as security for a debt, if the value of those services as reasonably assessed is not applied towards the liquidation of the debt or the length and nature of those services are not respectively limited and defined;

Source: Article 1(a), Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1957; Office of the High Commissioner, UNHR

Serfdom: The condition or status of a tenant who is by law, custom or agreement bound to live and labour on land belonging to another person and to render some determinate service to such other person, whether for reward or not, and is not free to change his status;

Source: Article 1(b), Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1957; Office of the High Commissioner, UNHR

UN TIP Protocol: The Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (one of the three Palermo Protocols), supplements the United Nations Convention against Transnational Organized Crime. The purposes of this Protocol are:

(a) To prevent and combat trafficking in persons, paying particular attention to women and children;

(b) To protect and assist the victims of such trafficking with full respect for their human rights; and

(c) To promote cooperation among States Parties in order to meet those objectives

Source: UNODC (2004), UN Convention against Transnational Organised Crime and the Protocols Thereto

Forced Labour: The term forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

However, the convention makes the following exceptions on forced labour;

(a) any work or service exacted in virtue of compulsory military service laws for work of a purely military character;

(b) any work or service which forms part of the normal civic obligations of the citizens of a fully self-governing country;

(c) any work or service exacted from any person as a consequence of a conviction in a court of law, provided that the said work or service is carried out under the supervision and control of a public authority and that the said person is not hired to or placed at the disposal of private individuals, companies or associations;

(d) any work or service exacted in cases of emergency, that is to say, in the event of war or of a calamity or threatened calamity, such as fire, flood, famine, earthquake, violent epidemic or epizootic diseases, invasion by animal, insect or vegetable pests, and in general any circumstance that would endanger the existence or the well-being of the whole or part of the population;

(e) minor communal services of a kind which, being performed by the members of the community in the direct interest of the said community, can therefore be considered as normal civic obligations incumbent upon the members of the community, provided that the members of the community or their direct representatives shall have the right to be consulted in regard to the need for such services.

Source: Article 2; Forced Labour Convention, 1930 (No. 29)

Trafficking for Domestic Servitude:

Trafficking for domestic servitude covers a range of situations, all of which share certain features: subjugation, intimidation and an obligation to provide work for a private individual, excessively low or no salary, few or no days off, psychological and/or physical violence, limited or restricted freedom of movement, denial of a minimum level of privacy and healthcare. Living in the household of the employer, the domestic worker may constantly be required to be available to work day and night, often in living conditions that are unacceptable and subject to abuse, humiliation, discriminatory behaviour and punishment.

Source: Organisation for Security and Co-operation in Europe 2014), A Handbook on How to Prevent Human Trafficking for Domestic Servitude in Diplomatic Households and Protect Private Domestic Workers.

Human Trafficking or Trafficking in Persons:

The recruitment, transportation, transfer, harbouring, trading or receipt of persons within or across national borders by the 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. (Source: Human Trafficking Act, 2005, Act 694)

Exploitation: Includes at the minimum, induced prostitution and other forms of sexual exploitation, forced labour or services, salary or practices similar to slavery, servitude or the removal of organs. (Source: Human Trafficking Act, 2005, Act 694)

Trafficking shall also include 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)

National Plan of Action for Combatting Human Trafficking: A Framework produced from extensive stakeholder consultation and collaboration, embodying the recommended interventions that provides the best possible approach to combatting trafficking in Ghana, outlines stakeholders with important implementing and coordinating roles and highlighting the importance of coordinated response to combatting human trafficking in Ghana.

Sex Trafficking: The term “sex trafficking” means the recruitment, harbouring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act

Source: Victims of Trafficking and Violence Protection Act of 2000

Worst Forms of Child Labour: The term the Worst Forms of Child Labour comprises:

(a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;

(b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;

(c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs

as defined in the relevant international treaties;

(d) 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.

Source (Article 3, WFCL Convention, 1999 (No.182)

Re-Trafficking: Re-trafficking shall mean a situation in which a person has been trafficked on one occasion as set forth in the definition provided in the United Nations Palermo Protocol; has then exited that trafficking situation by any means; and has then later re-entered another trafficking situation, again as stated in the United Nations definition

Source: IOM (2010), The Causes and Consequences of Evidence from the IOM Human Trafficking Database

4Ps Paradigm: This refers to the integrated, multi-pronged approach to combatting human trafficking. The 4Ps are Prevention, Protection, Prosecution and Partnership

The prevention approach promotes education about trafficking for vulnerable populations, for employers whose business practices may facilitate or constitute trafficking, and for first responders in a position to identify and help rescue or support trafficking victims, such as social workers, health care, professionals, police, and humanitarian aid staff. Prevention interventions include economic and other activities that create an environment in which TIP cannot prosper. These programs address the conditions that allow trafficking to flourish, such as lack of viable economic or educational opportunities, gender and ethnic

discrimination, corruption, and weak governance and rule of law. The prevention approach promotes a growing awareness of trafficking in both the formal and informal labour markets and an increased need for transparency and monitoring in product supply chains.

Protection of trafficked persons is the cornerstone of a victim-centred approach. A trafficked person is entitled to certain rights, including shelter, security, access to a broad range of services and, where appropriate, immigration relief. Protection programs focus on the identification of trafficked persons and the development of national and regional referral mechanisms that ensure survivors are provided shelter, food, counselling, legal assistance, as well as repatriation or reintegration services

Prosecution comprises the work of the police, prosecutors, judges, and court officials to identify, investigate, prosecute, and convict traffickers

Partnership refers to a coordinated effort across a broad range of stakeholders in combatting human trafficking

Source: USAID (2012), Counter-trafficking in Persons Policy

Background

Human trafficking (HT) remains a huge global challenge. The Human Trafficking Law (Trafficking in Persons) defines HT as the recruitment, transportation, transfer, harbouring, trading or receipt of persons within or across national borders by the use of threat, 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. The Act also describes exploitation to include at the minimum, induced prostitution and other forms of sexual exploitation, forced labour or services, salary or practices similar to slavery, servitude or the removal of organs.

Several international conventions have been instituted in response to human trafficking and this includes the Worst Forms of Child Labour Convention, 1999 (No. 182). Article 1, "Clause a" of the convention stipulates that, "all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict." These acts are to be criminalised, per the provisions of the Convention. Article 32 of the UN Convention on the Rights of the Child (CRC) also highlights the importance of protecting children from economic exploitation"

In making recommendations for the protection of Victims of Trafficking, the UN Protocol (Palermo Protocol) expects

each state party to consider implementing measures to provide for the physical, psychological and social recovery of victims of trafficking in persons, including, in appropriate cases, in cooperation with non-governmental organizations, including civil society and other relevant organizations, the provision of appropriate housing, counselling and information, particularly with regards to their legal rights, in a language that the victims of trafficking in persons can understand; Also included in the provisions are medical, psychological and material assistance, and employment, educational and training opportunities.

In preventing the (re)trafficking of trafficking in persons (TIP), the UN Protocol also expects states parties to establish comprehensive policies, programmes and other measures to prevent and combat trafficking in persons, and to protect victims of trafficking in persons, especially women and children, from revictimization. The protocol also enjoins state parties to undertake measures such as research, information and mass media campaigns and social and economic initiatives to prevent and combat trafficking in persons, collaborating with non-governmental organizations, other relevant organizations and other elements of civil society through policy formulation, programme implementation, among others.

The Sustainable Development Goals (SDG) also enjoins countries to implement interventions in combatting human trafficking. Target 5.2 of the SDGs makes a call on countries to

“eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation”. Target 8.7 recommends that countries “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”. SDG Target 16.2 also calls for an end to abuse, exploitation, trafficking and all forms of violence against and torture of children.

Globally, the two most identified forms of human trafficking are sexual exploitation and forced labour. According to the 2020 Global Report on Trafficking in Persons, 50 percent of all human trafficking cases were sexual exploitation and 38 percent were identified to be forced labour. Recent data also reveal debt bondage and organ removal on a minor side

It has also been established that people are trafficked primarily due to economic reasons. According to the 2020 Global report on TIP, more than half of trafficked cases were due to economic reasons. Dysfunctional families (which can also be as a result of poverty) also caused 20 percent of all trafficked cases across the world. The last ten years have witnessed an increase in the proportion of trafficked girls and boys, as compared to women and men. In West Africa, most Victims of Trafficking (VoTs) are girls and boys, and are mostly trafficked for forced labour.

Human Trafficking in Ghana

Ghana defines human trafficking in a much similar manner as the United Nations Convention Against Transnational Organized Crime and the Protocols Thereto (UN Protocol). Ghana's Human Trafficking Act defines HT as the recruitment, transportation, transfer, harbouring, trading or receipt of persons within or across national borders by the 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. The Act also describes exploitation to include at the minimum, induced prostitution and other forms of sexual exploitation, forced labour or services, salary or practices similar to slavery, servitude or the removal of organs.

Ghana is a source, transit, and destination country for men, women, and children subjected to forced labour and sex trafficking. Sex trafficking is prevalent in the Volta region and is also growing in the oil-producing Western Region. Ghanaian girls and young women from the rural Northern regions move to urban centres as far south as Accra to seek work as porters and are at risk of sex trafficking and forced labour.

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 agencies recruit young Ghanaian women for domestic service, forced prostitution or hospitality industry jobs in Gulf countries. After their return,

many of them reported 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 labourers. In recent years, a few Ghanaian men and women were identified as victims of forced labour in the United States of America. Women and girls voluntarily 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 Italy and Germany.

Many Ghanaians are exploited in neighbouring African countries as well as in Europe. However, internal trafficking of children in Ghana is one of the biggest challenges in combatting human trafficking in Ghana. Exploitation of children thrives in various sectors of the economy, including agriculture, industry, mining¹. In Ghana, there are about 133,000 victims of modern slavery² and over 20,000 in the fishing sector on the Lake Volta³. In addition to fishing, other avenues

where trafficked children work include street hawking. There are suggestions that children beg on the streets as a result of being forced to do so. Children may be forced to beg by their families or by a third party who has access to the child through trafficking. The fishing industry receives many trafficked children, driven by poverty in source communities. An assessment of child trafficking into forced labour on Lake Volta in 2013 and recounted in International Justice Mission's 2016 report, indicated that 57.6 percent of children working on southern Lake Volta were trafficked into forced labour. About one in five children observed or interviewed while working on Lake Volta were six years old or younger while girls who leave their communities to work on the Lake are normally younger than boys. Three out of four of these children were 12 years old or younger. In communities where the children were trafficked from (source communities), it was indicated that between 20 to 50% of children leave the community specifically to work in the Lake Volta's fishing industry. Poverty as a driver also makes receiving communities, particularly the fishers see accepting children and working with them as a favour done their parents, by relieving them of a burden they find difficult to carry while offering the

¹ Afram, A. and Braimah, J. (2020), Child Labour, Trafficking and Modern-Day Slavery in Ghana, in Frimpong-Manso, K. and Imoro, I. Z., (eds) The State of Child Protection in Ghana, Participatory Development Associates, Buck Press Limited, Accra, available at https://www.pdaghana.com/index.php/pda-reportsz/item/download/112_8481b4e22ff50e352a7492b26c69a60d.html

² Walk Free Foundation, The Global Slavery Index, 2018, available at <https://downloads.globalslaveryindex.org/eph>

[emerald/GSI-2018_FNL_190828_CO_DIGITAL_P-1644967054.pdf](https://www.pdaghana.com/index.php/pda-reportsz/item/download/112_8481b4e22ff50e352a7492b26c69a60d.html)

³ Afram, A. and Braimah, J. (2020), Child Labour, Trafficking and Modern-Day Slavery in Ghana, in Frimpong-Manso, K. and Imoro, I. Z., (eds) The State of Child Protection in Ghana, Participatory Development Associates, Buck Press Limited, Accra, available at https://www.pdaghana.com/index.php/pda-reportsz/item/download/112_8481b4e22ff50e352a7492b26c69a60d.html

children an opportunity to work for money and contribute to their household's income. Children are also preferred because they provide cheap labour for a fishing industry that is becoming increasingly unprofitable. It is therefore, less surprising that the fishing industry is also the sector with the slowest progress made in ending such abuses against children.

Efforts in Combatting Human Trafficking in Ghana

Ghana was ranked as Tier 2 Watchlist in 2017, just as 2015 and 2016. However, the country has been ranked a Tier 2 for the past three years. Although the country does not meet minimum standards for the elimination of trafficking, this improvement in ranking represents tangible progress in combating HT. The country is deemed to be making significant efforts to do so. In 2017, the government provided protection services to more children child VoTs, raised awareness, developed agreements with other country governments to prevent cross-border sex and labour trafficking of Ghanaian citizens, and collaborated with international organisations to develop and implement identification and referral procedures and a national action plan.

However, within the 2017 TIP reporting year, the government did not convict any trafficker and did not provide sufficient resources for investigation and prosecution which resulted in inadequate evidence collection and hindered prosecution efforts. Protection services for VoTs were also limited and data collection to monitor,

analyse and report on anti-trafficking efforts remained a challenge. The development and possible implementation of the National Plan of Action for the Elimination of Human Trafficking in Ghana (NPA) facilitated the granting of a waiver, per the United States Trafficking Victims Protection Act (TVPA) and prevented the country from being downgraded to Tier 3 in 2017.

In 2018 however, due to increasing efforts, Ghana was upgraded to Tier 2. This was due to validating and implementing the NPA, expending funds allocated for the NPA, prosecuting and convicting traffickers, increasing interagency cooperation and adopting systematic procedures for identification and referral of VoTs for services, and creating public awareness on human trafficking.

Government was maintained on Tier 2 ranking in 2019 after demonstrating overall increasing efforts compared to 2018. Efforts included increasing resources dedicated to implementation of NPA, sentencing more convicted traffickers to significant prison terms, improving inter-agency and civil society cooperation to identify and remove VoTs, increased anti-trafficking public awareness activities and adopting systematic trafficking data collection procedures. However, the inadequacy of operational resources, limited technical capacity for effective investigation, the absence of government-supported shelter space for adult and child trafficking victims, and the shortage of state attorneys hindered prosecutions.

In 2020, the government showed more commitment in identifying more potential victims of trafficking and providing comprehensive services for victims in a newly established government shelter for adult female trafficking victims. The government also investigated and prosecuted more trafficking cases and sentenced more convicted traffickers to significant prison terms; continued to implement standard operating procedures (SOPs) (developed through IOM's project as part of CPC Agreement) for identification and referral of trafficking victims in some regions; and continued cooperative efforts among police, social welfare, and civil society actors to identify and remove children from trafficking situations. The government also increased its support for implementing Ghana's anti-trafficking national action plan, training for officials and traditional leaders, and conducting public awareness activities. Ghana was thus, retained at Tier 2 ranking. However, while there were inadequate resources for anti-trafficking law enforcement and social welfare personnel which continued to undermine investigations and prosecutions, the funds allocated to the Human Trafficking Fund (HTF) was not expended. As a result, protection services for adult male and child victims were inadequate. Steps were also not taken to improve the protection of Ghanaian migrant workers abroad, particularly in the Gulf. A running theme in various TIP reports has been the interference which hinders prosecution and conviction, thereby frustrating efforts of law enforcement agencies.

The 2022-2026 National Plan of Action

The National Plan of Action (NPA) for the Elimination 2022-2026 succeeds the 2017-2021 NPA which has guided the implementation of anti-trafficking interventions for the past five years. Just like the 2017-2021 NPA, this NPA leverages on the 4P's paradigm for combating trafficking; Prevention, Protection, Prosecution and Partnership. The new NPA however, adds interventions for monitoring, evaluation and research, to strengthen the monitoring and measurement of implementation progress, in addition to strengthening the capacity of the Human Trafficking Management Board, the Human Trafficking Secretariat, and the Technical Working Group/Committee to play their respective role in effectively coordinating and supporting the implementation of the new NPA.

Developing the 2022-2026 National Plan of Action

The 2017-2021 NPA has served as the national framework guiding the implementation of anti-trafficking interventions for the past five years. As the final year for implementing the NPA was coming to an end, it was relevant to review progress and develop a new NPA for the next medium term. This underpinned subsequent activities which resulted in a validated 2022-2026 NPA for the elimination of human trafficking in Ghana.

An agreed roadmap provided a strategic guide towards the implementation of all activities and processes culminating in the development of this NPA. The roadmap

was developed based on consultations with the Ministry of Gender, Children and Social Protection, as well as key stakeholders during a meeting to launch the processes for developing the NPA.

The NPA development was preceded by key activities, including the establishment of a Technical Working Committee (TWC) with a responsibility of overseeing the review of the old NPA and development of the new NPA. Following the validation of the roadmap, an inception report was developed. This report included review of relevant literature and planning for field work. Data collection tools were developed, regions, districts and respondents were sampled. In line with the agreed roadmap, this inception report and plan for conducting the field assessment were presented to the TWC. Inputs and recommendations from the TWC resulted in confirmation of sampled regions, districts and respondents.

The field work which was conducted in August and September 2021, ensured that important stakeholders, including victims of trafficking and their families also participated in the assessment of the NPA and made recommendations for the new NPA. Among other objectives of the field work, the implementation progress of the 2017-2021 NPA was assessed, including relevance of current anti-trafficking interventions for continued efforts and issues of coordination, coherence, impact and sustainability. A field report was developed, preceding a full 2017-2021 NPA Assessment Report. During the field assessment, 13 focus group

discussions and 29 key informant interviews covered 17 national and 41 sub-national stakeholders from 34 government and non-governmental organisations/institutions. Based on these reports and recommendations from stakeholders as well as findings from relevant literature, a new NPA was drafted in consultation with the Human Trafficking Secretariat.

Regional stakeholder consultative meetings with participation from district and regional stakeholders were then organised. These consultative meetings brought together stakeholders to further discuss trafficking issues, comment on the assessment report, revise the draft NPA and validate it. The extensive and expansive stakeholder engagement in the assessment and development of this new NPA was also done to foster a greater sense of national ownership and shared responsibility for implementation.

Key stakeholders that participated in the revision and validation of the new NPA included the following;

- Ministry of Gender, Children and Social Protection
- Ministry of Employment and Labour Relations
- Ministry of Justice and Attorney General's Department
- Ministry of Fisheries and Aquaculture Development
- Ghana Police Service
- Ghana Immigration Service

- Economic and Organised Crime Office
- Central, Bono, Northern, Volta and Oti Regional Department of Social Welfare Offices
- Krachi East, Ho, North Tongu, Obuasi East, Obuasi, Atwima Mponua, Dormaa West, Ekumfi, Gomaa West, Gushegu District Assemblies
- United Nations Children's Fund
- International Organisation for Migration
- Non-Governmental Organisations
- Non-Profit Organisations
- Faith Based Organisations and other Civil Society Organisations

This new NPA is therefore, a result of great collaboration and broad participation, ensuring that interventions do not only cover the 4P paradigm, but also cuts across all implementation levels; national, regional, district, and community.

The NPA was developed to have both a broader version focusing on objective and strategies with corresponding outcomes, while the annualised version focuses on strategies and activities with corresponding outputs. A plan for monitoring and evaluation has also been developed for these two versions to provide a granular guide to measuring implementation progress and assessing outputs and results.

Outline of the 2022-2026 National Plan of Action

Combating trafficking is multi-faceted and interventions can be grouped into four inter-related and mutually reinforcing paradigms, referred to as the 4P's for anti-trafficking interventions. The NPA has been developed in line with these 4P's, outlining interventions that can be implemented to prevent the occurrence of trafficking, protect rescued victims who have been trafficked, prosecute perpetrators and ensure stakeholder partnership in implementing interventions to eliminate trafficking.

Key interventions in Prevention include the implementation of a cross-sector communication strategy through which information, education and communication materials will be revised and, or developed to be child and disability-friendly. Sensitisation and engagement activities will be implemented at institutional, national, regional, district and community levels. It is expected that the communication strategy will improve results of community sensitisation, enhance knowledge of community members, and all stakeholders in identifying the various approaches with which trafficking occurs, identify at-risk households and taking the necessary steps to prevent trafficking from occurring.

Victim care will continue to be central to fighting trafficking and it is the key activity for Protection. Stakeholders will continue to rescue trafficked victims and provide them with comprehensive,

trauma-informed care using case management approaches, by screening, and provision of comprehensive services for which they have been referred. Training on victim care will be implemented for relevant stakeholders, including the department of social welfare, law enforcement agencies, staff of government and private shelters (including residential homes that act as shelters for rescued victims) among others.

Prosecution is a very important intervention in combating trafficking and represents one of the potent focal areas for reducing and eliminating trafficking. It is also central to how the country is rated in its anti-trafficking efforts. The consensus is that, as the government and stakeholders work together to prosecute offenders and secure convictions, other perpetrators will be discouraged from committing these crimes. To this end, the NPA recommends improved collaboration between law enforcement agencies, the judicial service and social welfare in preparation of good dockets for prosecution. Focal persons at the Attorney-General's department and identification of dedicated courts in various districts and regions in addition to continued capacity building will reduce time spent in prosecution and enhance the attainment of favourable prosecution outcomes.

To foster a collaborative and coordinate approach to combating trafficking, create synergies, avoid duplication of efforts and ensure coherence in activity implementation, Partnership is critical. Through partnership, the sum of efforts will result

in greater gains and reduce the inefficiencies that may characterise the siloed implementation of interventions. Led by the Human Trafficking Secretariat of the Ministry, government institutions including Law Enforcement Agencies and Not-for-Profit organisations, foreign governments and development partners will work together to efficiently implement anti-trafficking interventions, leverage on consultative platforms and avenues to exchange ideas, report on various interventions and contribute to a nationwide anti-trafficking campaign and drive.

Objectives of the 2022-2026 National Plan of Action

The NPA has the goal of consolidating efforts of government and partners in effectively combatting trafficking and reducing all of its forms through preventive interventions, victim protection, offender prosecution and enhanced partnership through improved coordination and collaboration, in line with national aspirations which is also grounded in regional and international conventions, agreements and protocols.

Just as the interventions, the NPA's objectives and strategies have also been aligned to the 4P's. The NPA has 12 objectives; three for Prevention, Protection and Partnership; two for Prosecution and an objective for Monitoring, Evaluation and Research.

These objectives have been outlined as follows;

2022-2026 NPA Objectives

The 4P's	NPA Objectives
Prevention	Objective 1: Improve Advocacy and Facilitate a deeper understanding of human trafficking issues
	Objective 2: Develop, implement and coordinate systematic programmes, projects and procedures that enhance prevention efforts
	Objective 3: Develop and implement capacity building strategy that enhances awareness in issues of trafficking and addresses gaps in identifying people at risk
Protection	Objective 1: Ensure provision of comprehensive care to victims of trafficking
	Objective 2: Enhanced Family Strengthening Interventions for Rescued Victims and their Families
	Objective 3: Enhance capacities of social workers, caregivers in shelters and selected residential homes in the provision of comprehensive care to victims of trafficking
Prosecution	Objective 1: Improve the Effectiveness of Prosecution Efforts for Trafficking
	Objective 2: Strengthen Legal and Regulatory Framework for Combating Human Trafficking
Partnership	Objective 1: Enhance Resource Mobilisation for Implementing the NPA
	Objective 2: Enhance the Effective Implementation of the NPA through Strengthened Stakeholder Partnership
	Objective 3: Increase cooperation amongst regional and international actors in the fight against cross-border trafficking
Monitoring, Evaluation and Research	Objective 1: Establish a Robust Monitoring System for Trafficking in Ghana

THE 2022 – 2026 NATIONAL PLAN OF ACTION FOR THE ELIMINATION OF HUMAN TRAFFICKING IN GHANA

NPA FOR ELIMINATION OF HUMAN TRAFFICKING IN GHANA

PREVENTION					
Strategies	Activities	Outcomes	Implementing Institutions		Indicative Budget USD
			Lead	Collaborators	
Objective 1 Improve Advocacy and Facilitate a deeper understanding of human trafficking issues					
1.1 Coordinate the effective implementation of the cross-sector communication strategy and plan on Human Trafficking	1.1.1 Sensitise stakeholders (social workers, law enforcement agencies, community level structures and other stakeholders) on the Cross-Sector Communication Strategy	Improved awareness of human trafficking issues amongst stakeholders and the general population, including vulnerable people and communities at-risk	MOGCSP	MELR, LEAs, NCCE, CSOs, NPOs, FBOs, Media, CHRAJ, MMDAs, DCPCs, CCPCs, etc.	12,982,000
	1.1.2 Review, Revise/Develop, distribute and implement media tools (print, broadcast, new media, etc, including child and disability-friendly IE&C Materials) for sensitisation and communication purposes				
	1.1.3 Implement human trafficking-related sensitisation and awareness raising campaigns at national and sub-national levels, using the communication strategy				
	1.1.4 Commemorate World Day Against Human Trafficking				
Objective 2: Develop, implement and coordinate systematic programmes, projects and procedures that enhance prevention efforts					
2.1 Enhance mechanisms for identifying and rescuing potential victims.	2.1.1 Identify high-risk and emerging hotspots for human trafficking through information systems and databases for targeted prevention interventions	At-risk victims of trafficking identified and rescued	MOGCSP, MOFAD	Birth and Death Registry, MoE, GNHR, RCCs/RSW, MMDAs/DSWCD	5,067,000
	2.1.2 Promote the usage of toll-free national, regional and district hotlines during sensitisation and engagement avenues to facilitate			MELR-CLU, NCCE, LEAs, CSOs, NPOs, FBOs, Media, DCPCs, CCPCs. etc.	

PREVENTION					
Strategies	Activities	Outcomes	Implementing Institutions		Indicative Budget USD
			Lead	Collaborators	
	identification of potential VoTs and rescue of VoTs				
	2.1.3 Collaborate with Telecommunication Companies to create awareness on Human Trafficking using caller ringtones or messages			NCA, Telecommunication Companies, LEAs	
	2.1.4 Establish trafficking information desks in key locations such as bus terminals, markets, borders and airports using existing structures			Transport Unions, MOI, LEAs, DSWCD	
	2.1.5 Collaborate with stakeholders to monitor activities of service providers and businesses			MOT, MELR, GTA, CLU	
	2.1.6 Register all boats and their operators along waterbodies in key hotspots (as well as identified island communities) as a step to preventing the use of children in fishing		MOGCSP, MOFAD/Fisheries Commission	CSOs, NPOs, GNCFC, LEAs, DSWCD, DCPCs, CCPCs, Community Structures	
	2.1.7 Strengthen border security to intercept people being trafficked and prevent irregular migration			LEAs, CSOs, NPOs, Navy, Army, DSWCD	
	2.1.8 Coordinate interagency operations to identify, rescue victims and arrest traffickers		MOGCSP, MOI	GACL, Airline Companies	
			MOGCSP		
2.2 Enhance social protection and economic empowerment	2.2.1 Advocate the continued expansion of beneficiaries under the Ghana Productive Safety Net Project and other economic empowerment opportunities to	Reduced vulnerability of identified at-risk people to trafficking	MOGCSP, MLGDRD	GNHR, MASLOC, NEIP, GEA, COCOBOD, MoH, GES, GSFP, CSOs, NPOs, MMDAs	3,505,000

PREVENTION					
Strategies	Activities	Outcomes	Implementing Institutions		Indicative Budget USD
			Lead	Collaborators	
opportunities in high-risk communities	target vulnerable families in identified high-risk communities			DSWCD, Private Sector Industries	
	2.2.2 Support the implementation of positive parenting interventions for families at risk of trafficking		MOGCSP		
	2.2.3 Advocate the continued expansion of School Feeding programme to identified high-risk communities		MOGCSP, SFP		
	2.2.4 Advocate the provision of incentives to facilitate enrolment of vulnerable children into TVET education		MOGCSP, MoE/GES	MMDAs, DSWCD, CSOs, NPOs	
	2.2.5 Identify key stakeholders and collaborate in the provision of educational support materials (school uniforms, stationery etc) to vulnerable children in high-risk communities		MOGCSP	GES, Private Sector Industries, NPOs,	
Objective 3: Develop and implement capacity building strategy that enhances awareness in issues of trafficking and addresses gaps in identifying people at risk					
3.1 Continue to provide targeted trainings and sensitisation to stakeholders on all forms of human	3.1.1 Organise periodic national, regional and district level engagement meetings and symposiums on issues and emerging trends in human trafficking and irregular migration	Improved knowledge and understanding on human trafficking and irregular migration.	MOGCSP	MELR, NPOs, CSOs, RCCs/RSW, MMDAs/DSWCD	370,000

PREVENTION					
Strategies	Activities	Outcomes	Implementing Institutions		Indicative Budget USD
			Lead	Collaborators	
trafficking and migration.	3.1.2 Develop, revise and improve training, engagement and communication materials on human trafficking to capture emerging trends and modus operandi of traffickers				
3.2 Ensure specialised training on identification and rescue of trafficking victims for all law enforcement, transport agencies, transport unions, etc.	3.2.1 Train law enforcement agencies and other stakeholders in best practices for victim identification and rescue using the SOP for Combating Human Trafficking	Improved capacity of law enforcement agencies and stakeholders for victim identification and rescue.	MOGCSP	LEAs, Judiciary, NPOs, CSOs	3,070,000
	3.2.2 Train social workers, in best practices of victim identification and rescue using the SOP for Combating Human Trafficking		MOGCSSP	DSW, MMDAs, CSOs, NPOs	
	3.2.3 Train district and community child protection committee members in effective sensitisation and engagement approaches		MOGCSP	MMDAs	
	3.2.4 Conduct training and engagement activities with transportation unions and other related trade unions likely to come into contact with trafficked persons, on victim identification and avenues for reporting.		MOGCSP, CSOs, NPOs	Transport Unions, Market Sellers Associations	

PROTECTION					
Strategies	Activities	Outcomes	Implementing Institutions		Indicative Budget (USD)
			Lead	Collaborators	
Objective 1: Ensure provision of comprehensive care to victims of trafficking					
1.1 Enhance the operationalisation of a comprehensive protection and rehabilitation system for VoTs, including the use of case management systems	1.1.1 Establish, resource and operationalise government shelters in all regions	Comprehensive, trauma-informed care provided to rescued Victims of Trafficking	MOGCSP MLGDRD	GHS, CSOs, NPOs, RCCs, DSW, FBOs, MMDAs/DSWCD, Community Structures	44,413,500
	1.1.2 Provide comprehensive, trauma-informed care to rescued VoTs				
	1.1.3 Support and foster collaboration with key stakeholders in monitoring VoTs in private and public shelters and foster care placements				
	1.1.4 Utilise an effective case management approach in caring for and reintegrating rescued VoTs (including family tracing and assessments, referrals, reintegration and post-reintegration monitoring)				
	1.1.5 Institute mechanisms to obtain feedback from families and VoTs on rescue and reintegration			NPOs, CSOs, MMDAs/DSWCDs, BAC, REPs	
	1.1.6 Provide Counselling and Guidance for VoTs on choices, including livelihood opportunities			LEAs	
	1.1.7 Establish regional screening centers (and holding) to facilitate screening of intercepted VoTs			LEAs, GES, CSOs, NPOs, MMDAs/DSWCD	
	1.1.8 Establish Specialised support centers for return migrants				

PROTECTION					
Strategies	Activities	Outcomes	Implementing Institutions		Indicative Budget (USD)
			Lead	Collaborators	
	1.1.9 Recruit clinical psychologists and social workers for law enforcement agencies		MOGCSP, MOI	LEAs	
	1.1.10 Support foster parents/carers recruitment and training drive to provide family-based care alternatives for rescued VoTs		MOGCSP	RCCs, MMDAs/DSWCD, DCPCs, CCPCs	
Objective 2: Enhanced Family Strengthening Interventions for Rescued Victims and their Families					
2.1 Enhance social protection and family strengthening interventions and opportunities for reintegrated VoTs and their families	2.1.1 Advocate the Continued expansion of School Feeding programme for rescued and reintegrated VoTs	Reduced vulnerability of VoTs and families to re-trafficking	MOGCSP, GSFP	Development Partners, GES, DSWCD, MMDAs	3,505,000
	2.1.2 Advocate the continued expansion of beneficiaries under the Ghana Productive Safety Net Project and other economic empowerment opportunities to target rescued victims and families		MOGCSP, MLGDRD	GNHR, GEA, MASLOC, NEIP, GEA, COCOBOD, GSFP, CSOs, NPOs, MMDAs, DSWCD, Private Sector Industries	
	2.1.3 Advocate the provision of incentives to facilitate enrolment of rescued victims into TVET education		MOGCSP, MOE/GES	MMDAs, DSWCD, CSOs, NPOs	
	2.1.4 Identify key stakeholders and collaborate in the provision of educational support materials (school uniforms, stationery etc) to rescued victims.		MOGCSP	GES, Private Sector Industries, NPOs,	
	2.1.5 Support the implementation of positive parenting interventions for families of VoTs		MOGCSP	MMDAs, CSOs, NPOs, FBOs, Traditional Authorities	

PROTECTION					
Strategies	Activities	Outcomes	Implementing Institutions		Indicative Budget (USD)
			Lead	Collaborators	
Objective 3: Enhance capacities of social workers, caregivers in shelters and selected residential homes in the provision of comprehensive care to victims of trafficking					
3.1 Strengthen the provision of routine capacity strengthening interventions for stakeholders in comprehensive trauma-informed victim care	3.1.1 Revise, and or use developed Standard Operating Procedures and other training manuals on victim care to conduct training interventions	Improved capacity of social workers and caregivers in to provide comprehensive, trauma-informed care to VoTs.	MOGCSP	GHS, GPS, GIS, CSOs, NPOs, MMDAs/DSWCD, Public and Private Shelters	1,052,500
	3.1.2 Train staff of government and private shelters in the provision of comprehensive, trauma-informed, victim-centered care to rescued VoTs				
	3.1.3 Train staff of DSWCD and other cadres (psychologists) in provision of comprehensive trauma-informed, victim-centered care to rescued VoTs				
	3.1.4 Train relevant government staff in the usage of case management systems for victim care (including the use of screening, assessment and referral tools)				
	3.1.5 Train stakeholders on Enhanced Referral Systems using the Inter-Sectoral Standard Operating Procedure for Casework and Management in Child Protection				

PROSECUTION					
Strategies	Activities	Outcomes	Implementing Agencies		Indicative Budget (USD)
			Lead	Collaborators	
Objective 1: Improve the Effectiveness of Prosecution Efforts for Trafficking					
1.1 Ensure that all law enforcement agencies including Circuit and High Court judges have the capacity to appropriately deal with human trafficking cases in the courts of law.	1.1.1 Establish units and desk offices in all law enforcement offices (Police, Immigration, EOCO, National Investigation Bureau)	Improved human trafficking prosecutorial capacity of law enforcement agencies, including judges	MOI, MOGCSP	LEAs	1,543,000
	1.1.2 Train law enforcement agencies, prosecutors and judges on TIP laws, and victim-centred prosecution and decision-making approaches.				
	1.1.3 Develop training manuals for law enforcement and judiciary		MOGCSP	LEAs, Judicial Service, Ghana Armed Force, CSOs, NPOs	
	1.1.4 Support the incorporation of developed training manual into training school curricula for law enforcement agencies (GPS, GIS, etc) and the judiciary through advocacy				
	1.1.5 Conduct pre-service training of law enforcement officers on issues of human trafficking using the incorporated training manual				
	1.1.6 Conduct regular in-service training of law enforcement officers on issues of internal and cross-border trafficking				

PROSECUTION					
Strategies	Activities	Outcomes	Implementing Agencies		Indicative Budget (USD)
			Lead	Collaborators	
	1.1.7 Collaborate with the Prisons Service, including After Care Social Workers to gather intelligence in identifying trafficking networks		MOGCSP	Ghana Prisons Service, LEAs, DSW, NPOs	
1.2 Establish systems to facilitate Expedited Prosecution of trafficking cases	1.2.1 Advocate more lawyers/state attorneys as Human Trafficking desk officers in the A-G's Dept for expedited handling of trafficking cases	Reduced turnaround time for prosecution of trafficking-related cases	MOGCSP	MOJ, AG-Dept, Judicial Service, LEAs, CSOs, NPOs, DSWCD	600,000
	1.2.2 Support the strengthening of collaboration between law enforcement agencies, A-G Dept and Social Welfare and other stakeholders for intelligence gathering and the preparation of prosecutable? dockets for prosecution				
	1.2.3 Advocate dedicated courts to expedite prosecution of human trafficking cases			LEAs, CSOs, NPOs, DSWCD	
	1.2.4 Provide adequate protection and other support for witnesses during prosecution				
Objective 2: Strengthen Legal and Regulatory Framework for Combating Human Trafficking					
2.1 Review of human trafficking laws, regulations and policies to meet evolving needs.	2.1.1 Conduct a review of Human Trafficking Law and Regulations (including district level by-laws), and other relevant policies and guidelines	A robust legal and regulatory framework for fighting all forms of trafficking	MOGCSP	MOJ, MOI, LEAs, CSOs, MMDAs	60,000

PARTNERSHIP					
Strategies	Activities	Outcomes	Implementing Agencies		Indicative Budget (USD)
			Lead	Collaborators	
Objective 1: Enhance Resource Mobilisation for Implementing the NPA					
1.1 Develop and Coordinate the effective implementation of a Resource Mobilisation Strategy for the NPA	1.1.1 Develop a resource mobilisation strategy for the NPA	Increased resources for implementing the NPA	MOGCSP, MOF	HTMB, LEAs, Donor Partners, RCC, CSOs, NPOs, Finance Institutions, Private Sector MMDAs, FBOs	332,000
	1.1.2 Collaborate with law enforcement agencies to access seized/frozen funds of traffickers				
	1.1.3 Organise Revenue Mobilisation Activities to implement the NPA, including donor conferences/summits				
	1.1.4 Collaborate with relevant government institutions and advocate increased budgetary allocations and timely disbursements to implement the NPA				
	1.1.5 Foster collaborative partnerships with private sector and businesses, to raise funds for targeted anti-trafficking interventions				
	1.1.6 Administer the Human Trafficking fund based on the guidelines as indicated in LI 2219				
Objective 2: Enhance the Effective Implementation of the NPA through Strengthened Stakeholder Partnership					
2.1 Strengthen the functions of the Human Trafficking Management Board (HTMB) and the Technical Working Group (TWG) to monitor	2.1.1 Train the Human Trafficking Management Board and the Technical Working Group to support the implementation of the NPA	Enhanced capacity of the HTMB and TWG to support and contribute to the implementation of the NPA	MOGCSP	HTMB, TWG, CSOs	345,000

PARTNERSHIP					
Strategies	Activities	Outcomes	Implementing Agencies		Indicative Budget (USD)
			Lead	Collaborators	
progress in implementing the NPA and address bottlenecks.	2.1.2 Organise Periodic Technical Working Group Meetings				
	2.1.3 Conduct periodic monitoring visits to implementing partners and intervention areas				
2.2 Increase coordination between key ministries, departments, agencies, and other stakeholders	2.2.1 Update the list of NPOs and other stakeholder/service providers implementing Anti-Human Trafficking Interventions	Enhanced scaling of anti-trafficking interventions	MOGCSP, MELR, MLGDRD, NDPC	MOFAD, LEAs, NPOs, MMDAs/DSWCD	160,000
	2.2.2 Collaborate with stakeholders to ensure alignment of workplans individual organisations/institutions to the NPA				
	2.2.3 Map geographical locations of interventions to guide the location of future trafficking interventions				
	2.2.4 Utilise the information management system to obtain data on key performance indicators for trafficking from all stakeholders				
	2.2.5 Support the incorporation of trafficking interventions in development plans of Metropolitan, Municipal and District Assemblies.				

PARTNERSHIP					
Strategies	Activities	Outcomes	Implementing Agencies		Indicative Budget (USD)
			Lead	Collaborators	
	2.2.6 Collaborate with relevant Ministries, Departments and Agencies to incorporate trafficking interventions into their medium-term plans				
	2.2.7 Collaborate with the National Development Planning Commission to prioritise Human Trafficking related issues in the country's short, medium and long-term development framework				
	2.2.8 Implement joint programs and activities with stakeholders				
Objective 3: Increase cooperation amongst regional and international actors in the fight against cross-border trafficking					
3. 1 Increase level of commitment from countries of origin and destination in their international obligations to protect and facilitate the safe return of victims.	3.1.1 Strengthen international cooperation agreements among neighbouring states and emerging destination countries.	Stronger collaborations in multi-country response to cross-border trafficking	MOGCSP, MOFARI	MOJ, LEAs, Embassies and High Commissions, Interpol, CSOs, Development Partners	395,000
	3.1.2 Organise periodic meetings to share cross-border trafficking information with relevant stakeholders				
	3.1.3 Revise guidelines for registration and repatriation of identified and or rescued Ghanaians and foreign nationals				

MONITORING AND RESEARCH					
Strategies	Activities	Outcomes	Implementing Agencies		Indicative Budget (USD)
			Lead	Collaborators	
Objective 1: Establish a Robust Monitoring System for Trafficking in Ghana					
1.1 Build the Capacity of Human Trafficking Secretariat to coordinate the implementation of anti-trafficking interventions through a robust monitoring system	1.1.1 Conduct a monitoring needs assessment of the Human Trafficking Secretariat	Improved capacity of the Human Trafficking Secretariat to coordinate implementation of the NPA	MOGCSP	CSOs, NPOs, MMDAs	103,650
	1.1.2 Develop a Capacity Building Strategy for HTS to Monitor Anti-Human Trafficking activities				
	1.1.3 Implement the Capacity Building Strategy for HTS				
	1.1.4 Prepare and Disseminate Periodic Reports on National Response to Trafficking				
1.2 Develop and implement systems for collecting, analysing, reporting and disseminating data on trafficking	1.2.1 Develop a National Monitoring Manual to Combating Human Trafficking (including indicators and data tools)	An effective monitoring system for managing the implementation of the NPA	MOGCSP	HTMB, MELR, MLGRD, CSOs, NPOs, LEAs, MMDAs/DSWCD	1,309,000
	1.2.2 Conduct a requirement gathering and institute a robust information management system for trafficking-related data				
	1.2.3 Build Capacity of Stakeholders and provide ongoing technical assistance in Monitoring for Trafficking (understanding indicators, usage of data tools and information management system for reporting)				

MONITORING AND RESEARCH					
Strategies	Activities	Outcomes	Implementing Agencies		Indicative Budget (USD)
			Lead	Collaborators	
	1.2.4 Institute semi-annual and annual national, regional and district reflection meetings on trafficking				
1.3 Develop mechanisms for evaluating the effectiveness of implementing the NPA	1.3.1 Conduct a National Study on Prevalence of trafficking in Ghana	Learning-influenced adaptations during the implementation of the NPA	MOGCSP	MELR, MLGDRD, LEAs, GSS, CSOs, NPOs, Academia, Center for Migration Studies, MMDAs	400,000
	1.3.2 Commission special studies on different issues in human trafficking				
	1.3.3 Conduct mid-term assessment of the implementation of the NPA				
	1.3.4 Conduct end of term assessment of the implementation of the NPA				

PREVENTION							Indicative Budget (USD)
Activities	Outputs	Implementation Timeline	Implementing Institutions				
			Lead	Collaborators			
2.1.2 Promote the usage of toll-free national, regional and district hotlines during sensitisation and engagement avenues to facilitate identification of potential VoTs and rescue of VoTs	National, regional and district anti-trafficking reporting hotlines promoted				MELR-CLU, NCCE, GIS, GPS, CSOs, NPOs, FBOs, Media, DCPCs, CCPCs, etc.		
2.1.3 Collaborate with Telecommunication Companies to create awareness on Human Trafficking using caller ringtones or messages	Human Trafficking-related caller ringtones/messages instituted by Telecommunication Companies				NCA, Telecommunication Companies, LEAs		
2.1.4 Establish trafficking information desks in key locations such as bus terminals, markets, borders and airports using existing structures	Trafficking information desks established in key locations				Transport Unions, MOI, LEAs, National Security, GACL, DSWCD		
2.1.5 Collaborate with stakeholders to monitor activities of service providers and businesses	Monitoring of service providers and businesses conducted				MOT, MELR, GTA, CLU, RCCs, DSWCD		
2.1.6 Register all boats and their operators along waterbodies in key hotspots (as well as identified island communities) as a step to preventing the use of children in fishing	Island communities identified; boats and their operators registered				MOGCSP, MOFAD/Fisheries Commission		
2.1.7 Strengthen border security to intercept people being trafficked and prevent irregular migration	Border security strengthened				MOGCSP, MOI		
					LEAs, CSOs, NPOs, Navy, Army, DSWCD GACL, Airline Companies		

PREVENTION									
Activities	Outputs	Implementation Timeline				Implementing Institutions		Indicative Budget (USD)	
						Lead	Collaborators		
2.1.8 Coordinate interagency operations to identify, rescue victims and arrest traffickers	Effective inter-agency operations for rescuing victims and arresting traffickers implemented								
Strategy 2.2 Enhance social protection and economic empowerment opportunities in high- risk communities									
2.2.1 Advocate the continued expansion of beneficiaries under the Ghana Productive Safety Net Project and other economic empowerment opportunities to target vulnerable families in identified high-risk communities	Vulnerable families in high-risk communities enrolled onto various interventions as part of the GPSNP and other economic empowerment opportunities					MOGCSP, MLGDRD	GNHR, MASLOC, NEIP, GEA, COCOBOD, MoH, GES, GSFP, CSOs, NPOs, MMDAs, DSWCD, Private Sector Industries	3,505,000	
2.2.2 Support the implementation of positive parenting interventions for families at risk of trafficking	Implementation of positive parenting interventions for families at risk of trafficking.					MOGCSP			
2.2.3 Advocate the continued expansion of School Feeding programme to identified high-risk communities	More at-risk children in high-risk communities enrolled onto School Feeding Programme					MOGCSP, GSFP			
2.2.4 Advocate the provision of incentives to facilitate enrolment of vulnerable children into TVET education	At-risk children in high risk communities enrolled into TVET education					MOGCSP, MoE/GES	MMDAs, DSWCD, CSOs, NPOs		
2.2.5 Identify key stakeholders and collaborate in the provision of educational support materials (school uniforms, stationery etc) to vulnerable children in high-risk communities	Targeted children in high-risk communities provided with educational materials (school uniforms, stationery, etc)					MOGCSP	GES, Private Sector Industries, NPOs,		

PREVENTION						
Activities	Outputs	Implementation Timeline	Implementing Institutions		Indicative Budget (USD)	
			Lead	Collaborators		
Objective 3: Develop and implement capacity building strategy that enhances awareness in issues of trafficking and addresses gaps in identifying people at risk						
Strategy 3.1 Continue to provide targeted trainings and sensitisation to stakeholders on all forms of human trafficking and migration.						
3.1.1 Organise periodic national, regional and district level engagement meetings and symposiums on issues and emerging trends in human trafficking and irregular migration	National and Regional engagement meetings/symposiums on human trafficking and irregular migration organised				MOGCSP	MELR, LEAs, NPOs, CSOs, RCCs/RSW, MMDAs/DSWCD
3.1.2 Develop, revise and improve training, engagement and communication materials on human trafficking to capture emerging trends and modus operandi of traffickers	Training, engagement and communication materials on issues of human trafficking developed and, or revised					370,000
Strategy 3.2 Ensure specialised training on identification and rescue of trafficking victims for all law enforcement, agencies, transport unions, etc.						
3.2.1 Train law enforcement agencies and other stakeholders in best practices for victim identification and rescue using the SOP for Combating Human Trafficking	Law enforcement and other stakeholders trained in best practices for victim identification and rescue				MOGCSP	LEAs, Judiciary, NPOs, CSOs
3.2.2 Train social workers, in best practices of victim identification and rescue using the SOP for Combating Human Trafficking	Social workers trained in best practices for victim identification and rescue				MOGCSP	DSW, MMDAs, CSOs, NPOs
3.2.3 Train district and community child protection committee members in effective sensitisation and engagement approaches	District and Community Child Protection Committee members trained in effective sensitisation and engagement approaches				MOGCSP	MMDAs
					3,070,000	

PREVENTION						
Activities	Outputs	Implementation Timeline	Implementing Institutions		Indicative Budget (USD)	
			Lead	Collaborators		
3.2.4 Conduct training and engagement activities with transportation unions and other relevant unions likely to come into contact with trafficked persons, on victim identification and avenues for reporting.	Training/engagement activities on victim identification and reporting avenues organised with transportation and other relevant unions.		MOGCSP, CSOs, NPOs	Transport Unions, Market Sellers Associations		
3.2.5 Hold stakeholder consultative meetings on new trends in human trafficking and new approaches to preventing vulnerable people from being trafficked	Stakeholder Consultative meetings on human trafficking trends organised		MOGCSP	MELR, LEAs, CSOs, NPOs, FBOs, GACL, Airline Companies, NPOs, MMDAs/DSWCD		

PROTECTION							
Activities	Outputs	Implementation Timelines	Implementing Institutions		Indicative Budget (USD)		
			Lead	Collaborators			
Objective 1: Ensure provision of comprehensive care to victims of trafficking							
Strategy 1.1 Enhance the operationalisation of a comprehensive protection and rehabilitation system for VoTs, including the use of case management systems							
1.1.1 Establish, resource and operationalise government shelters in all regions	Government shelters established and functional in each region					MOGCSP MLGDRD	GHS, CSOs, NPOs, RCCs, DSW, FBOs, MMDAs/DSWCD, Community Structures 44,413,500
1.1.2 Provide comprehensive, trauma-informed care to rescued VoTs	Comprehensive, trauma-informed care to rescued VoTs provided						
1.1.3 Support and foster collaboration with key stakeholders in monitoring government and private shelters and foster care placements	Government and Private shelters and foster carers monitored to ensure provision of comprehensive-trauma informed care to VoTs						
1.1.4 Utilise an effective case management approach in caring for and reintegrating rescued VoTs (including family tracing and assessments, referrals, reintegration and post-reintegration monitoring)	Effective case management approach focusing on all steps of the case management system is used to provide care for VoTs						
1.1.5 Institute mechanisms to obtain feedback from families and VoTs on rescue and reintegration	Feedback generated from families, caregivers and VoTs on rescue and reintegration processes.						
1.1.6 Provide Counselling and Guidance for VoTs and families on choices, including livelihood opportunities	Counselling and Guidance on livelihood opportunities provided to eligible rescued VoTs						NPOs, CSOs, MMDAs/DSWCDs, BAC, REPs

PROTECTION									
Activities	Outputs	Implementation Timelines				Implementing Institutions		Indicative Budget (USD)	
						Lead	Collaborators		
1.1.7 Establish Holding Centers to facilitate screening of intercepted VoTs	Holding centres for law enforcement officers established					MOGCSP, MOI	LEAs	3,505,000	
1.1.8 Establish Specialised support centers for return migrants VoTs.	Specialised support centres for return migrant VoTs established					MOGCSP, MOI	LEAs, GES, CSOs, NPOs, MMDAs/ DSWCD		
1.1.9 Recruit clinical psychologists and social workers for law enforcement agencies	Clinical psychologists and social workers recruited for law enforcement agencies					MOGCSP, MOI	LEAs		
1.1.10 Support foster parents/carers recruitment and training drive to provide family-based care alternatives for rescued VoTs	Foster parents/carers recruited and trained					MOGCSP	RCCs, MMDAs/DSWCD, DCPCs, CCPCs		
Objective 2: Enhanced Family Strengthening Interventions for Rescued Victims and their Families									
Strategy 2.1 Enhance social protection and family strengthening interventions and opportunities for reintegrated VoTs and their families									
2.1.1 Advocate the Continued expansion of School Feeding programme for rescued and reintegrated VoTs	Advocacy meetings and activities for expansion of school feeding programme implemented					MOGCSP, GSFP	Development Partners, GES, MMDA, DSWCD	3,505,000	
2.1.2 Advocate the continued expansion of beneficiaries under the Ghana Productive Safety Net Project and other economic empowerment opportunities to target rescued victims and families	Advocacy meetings and activities for expansion of beneficiaries under Ghana Productive Safety Net Project and other economic empowerment opportunities implemented school feeding programme implemented					MOGCSP, MLGDRD	GNHR, GEA, MASLOC, NEIP, GEA, COCOBOD, GSFP, CSOs, NPOs, MMDAs, DSWCD, Private Sector Industries		
2.1.3 Advocate the provision of incentives to facilitate enrolment of rescued victims into TVET education	Advocacy meetings and activities for provision of incentives for TVET education implemented					MOGCSP, MoE/GES	MMDAs, DSWCD, CSOs, NPOs		

PROTECTION							
Activities	Outputs	Implementation Timelines	Implementing Institutions		Lead	Collaborators	Indicative Budget (USD)
2.1.4 Identify key stakeholders and collaborate in the provision of educational support materials (school uniforms, stationery etc) to rescued victims.	Stakeholders identified for collaboration in the provision of educational amenities for reintegrated victims of trafficking				MOGCSP	GES, Private Sector Industries, NPOs,	
2.1.5 Support the implementation of positive parenting interventions for families of VoTs	Positive parenting interventions implemented				MOGCSP	MMDAs, CSOs, NPOs, FBOs, Traditional Authorities	
Objective 3: Enhance capacities of social workers, caregivers in shelters and selected residential homes in the provision of comprehensive care to victims of trafficking							
Strategy 3.1 Strengthen the provision of routine capacity strengthening interventions for stakeholders in comprehensive trauma-informed victim care							
3.1.1 Revise, and or use developed Standard Operating Procedures and other training manuals on victim care to conduct training interventions	SOPs and other training manuals revised, or used to conduct training interventions						
3.1.2 Train staff of government and private shelters in the provision of comprehensive, trauma-informed, victim-centered care to rescued VoTs	Staff of government and private shelters trained in provision of comprehensive, trauma-informed, victim-centered care to rescued VoTs				MOGCSP	LEAs, CSOs, NPOs, MMDAs/DSWCD, Public and Private Shelters	1,052,500
3.1.3 Train staff of DSWCD and other cadres (psychologists) in provision of comprehensive trauma-informed, victim-centered care to rescued VoTs	Staff of DSWCD and other cadres (psychologists) trained in provision of comprehensive, trauma-informed, victim-centered care to rescued VoTs						

PROTECTION							
Activities	Outputs	Implementation Timelines				Implementing Institutions	
						Lead	Collaborators
3.1.4 Train relevant government staff in the usage of case management systems for victim care (including the use of screening, assessment and referral tools)	Relevant government staff trained in the usage of case management systems and tools for victim care (including the use of screening, assessment and referral tools)						
3.1.5 Train stakeholders on Enhanced Referral Systems using the Inter-Sectoral Standard Operating Procedure for Casework and Management in Child Protection	Stakeholders trained on enhanced referral systems using the Inter-Sectoral Standard Operating Procedure for Casework and Management in Child Protection						
							Indicative Budget (USD)

PROSECUTION							
Activities	Outputs	Implementation Timeline	Implementing Agencies		Lead	Collaborators	Indicative Budget (USD)
1.1.6 Conduct regular in-service training of law enforcement officers on issues of internal and cross-border trafficking	In-service training of law enforcement officers on issues of human trafficking conducted						
1.1.7 Collaborate with the Prisons Service, including After Care Social Workers to gather intelligence in identifying trafficking networks	Collaboration activities implemented				MOGCSP	Ghana Prisons Service, LEAs, DSW, NPOs	
Strategy 1.2 Establish systems to facilitate Expedited Prosecution of trafficking cases							
1.2.1 Recruit more lawyers/state attorneys as Human Trafficking desk officers in the A-G's Dept for expedited handling of trafficking cases	Additional Human Trafficking desk officers recruited to the A-G's Dept						
1.2.2 Support the strengthening of collaboration between law enforcement agencies, A-G Dept and Social Welfare and other stakeholders for intelligence gathering and the preparation of good dockets for prosecution	More robust dockets prepared for trafficking-related prosecution						
1.2.3 Advocate dedicated courts to expedite prosecution of human trafficking cases	Dedicated courts for human trafficking identified						
					MOGCSP	MOJ, AG-Dept, Judicial Service, LEAs, CSOs, NPOs, DSWCD	600,000

PROSECUTION							
Activities	Outputs	Implementation Timeline	Implementing Agencies		Lead	Collaborators	Indicative Budget (USD)
1.2.4 Provide adequate protection and other support for witnesses during prosecution	Witnesses for trafficking-related prosecution provided with adequate protection during prosecution.					LEAs, CSOs, NPOs, DSWCD,	
Objective 2: Strengthen Legal and Regulatory Framework for Combating Human Trafficking							
Strategy 2.1 Review of human trafficking laws, regulations and policies to meet evolving needs.							
2.1.1 Conduct a review of Human Trafficking Law and Regulations (including district level by-laws), and other relevant policies and guidelines	Human trafficking legal and policy framework revised.				MOGCSP	MOJ, MOI, LEAs, CSOs, NPOs, MMDAs	60,000

PARTNERSHIP							
Activities	Outputs	Implementation Timeline	Implementing Agencies		Indicative Budget (USD)		
			Lead	Collaborators			
Objective 2: Enhance the Effective Implementation of the NPA through Strengthened Stakeholder Partnership							
Strategy 2.1 Strengthen the functions of the Human Trafficking Management Board and the Technical Working Group (TWG) to monitor progress in implementing the NPA and address bottlenecks.							
2.1.1 Train the Human Trafficking Management Board and the Technical Working Group to support the implementation of the NPA	Human Trafficking Management Board and Technical Working Group trained to support implementation of the NPA						
2.1.2 Organise Periodic Technical Working Group Meetings	Periodic Technical Working Group Meetings organised				MOGCSP	HTMB, TWG, CSOs	345,000
2.1.3 Conduct periodic monitoring visits to implementing partners and intervention areas	Periodic monitoring visits to implementing partners and intervention areas conducted						
Strategy 2.2 Increase coordination between key ministries, departments, agencies, and other stakeholders							
2.2.1 Update the list of NPOs and other stakeholder/service providers implementing Anti-Human Trafficking Interventions	List of NPOs and other stakeholder/service providers implementing Anti-Human Trafficking Interventions updated						
2.2.2 Collaborate with stakeholders to ensure alignment of workplans individual organisations/ institutions to the NPA	Individual workplans of stakeholders aligned to NPA					MOGCSP, MELR, MLGDRD, NDPC	160,000
2.2.3 Map geographical locations of interventions to guide the location of future trafficking interventions	Geographical locations of interventions mapped						

PARTNERSHIP							
Activities	Outputs	Implementation Timeline				Implementing Agencies	
						Lead	Collaborators
2.2.4 Utilise the information management system to obtain data on key performance indicators for trafficking from all stakeholders	Data on key performance indicators of anti-trafficking interventions available						
2.2.5 Support the incorporation of trafficking interventions in development plans of Metropolitan, Municipal and District Assemblies.	Trafficking interventions incorporated into development plans of Metropolitan, Municipal and District Assemblies						
2.2.6 Collaborate with relevant Ministries, Departments and Agencies to incorporate trafficking interventions into their medium-term plans	Trafficking interventions incorporated into development plans of relevant Ministries, Departments and Agencies.						
2.2.7 Collaborate with the National Development Planning Commission to prioritise Human Trafficking related issues in the country's short, medium and long-term development framework	Trafficking related issues prioritised in the country's short, medium and long-term development framework						
2.2.8 Implement joint programs and activities with stakeholders	Joint programs and activities implemented with stakeholders					MOGCSP, MELR, MOFAD	Law Enforcement Agencies, NPOs, MMDAs Development Partners
							Indicative Budget (USD)

PARTNERSHIP						
Activities	Outputs	Implementation Timeline	Implementing Agencies		Indicative Budget (USD)	
			Lead	Collaborators		
Objective 3: Increase cooperation amongst regional and international actors in the fight against cross-border trafficking						
Strategy 3. 1 Increase level of commitment from countries of origin and destination in their international obligations to protect and facilitate the safe return of victims.						
3.1.1 Strengthen international cooperation agreements among neighbouring states and emerging destination countries.	International and Cooperation agreements between Ghana and neighbouring states and destination countries strengthened				MOJ, Law Enforcement Agencies, Embassies and High Commissions, Interpol, CSOs, Development Partners	395,000
3.1.2 Organise periodic meetings to share cross-border trafficking information with relevant stakeholders	Periodic meetings to share cross-border trafficking information with relevant stakeholders conducted				MOGCSP, MOFARI	
3.1.3 Revise/ guidelines for registration and repatriation of identified and or rescued Ghanaians and foreign nationals	Guidelines for registration and repatriation of identified and or rescued Ghanaian/foreign nationals revised/ developed					

Improving Monitoring and Evaluation of Anti-Trafficking Interventions in Ghana

In addition to the 4P's, this NPA has a broader and an annualised M&E framework. This framework outlines indicators for tracking outputs and outcomes, as well as means of verifying these outputs.

The NPA also has a section on Monitoring, Evaluation and Research which recommends the implementation of periodic monitoring activities, capacity development for the Human Trafficking Secretariat to effectively coordinate measurement of the NPA's implementation progress as well as the institution of a robust monitoring system for anti-trafficking interventions in Ghana through the institutionalisation of nationally-agreed key performance indicators, development of a monitoring and evaluation manuals for tracking these indicators, revision and development of data collection tools and indicator reference sheets among others.

Bi-Annual and Annual Implementation Review: Among other interventions, the NPA recommends the bi-annual and annual organisation of reflection meetings at all levels, to take stock of activity implementation, identify challenges and bottlenecks and fashion strategies to improve implementation approaches.

Mid-Term Implementation Assessment: It is important to assess implementation of the NPA through a mid-term review. This enables the Ministry to obtain a detailed and broader perspective of implementation challenges, emerging best practices and early indications of implementation successes. It also provides the Ministry with timely

corrective measures, alter implementation approach, identify emerging issues (including awareness, capacity and issues of collaboration) and adopt solutions to solve identified issues in a timely manner.

End-Line Evaluation: At the end of implementation timeline, the NPA must be evaluated to determine the extent to which implementation achieved set objectives. In addition to criteria to be agreed by stakeholders, the OECD-DAC⁴ six-point evaluation criteria could be relevant. The six-point evaluation criteria have been described briefly below;

CRITERIA	DEFINITION
Relevance	How the interventions contained in the NPA reflected the aspiration of the country, and what stakeholders believe are the best interventions needed to combat human trafficking.
Coherence	The compatibility of the NPA with other sectors and national NPAs on child protection. Internal and external coherence could compare the synergies between the NPA and other sector NPAs. Internal coherence will also look at synergies between government and partner efforts in fighting trafficking, highlighting possible duplication of efforts

⁴ Organisation for Economic Co-Operation and Development's Development Assistance Committee

	and enhancing implementation efficiency. External coherence could analyse the synergies between the NPA and international protocols as well as global framework for action in the elimination of trafficking.
Effectiveness	The extent to which objectives of the NPA were achieved, including strategies and key activities.
Efficiency	How the implementation approach led to the attainment of NPA's objectives or how they inhibited the achievement of these objectives. The cost-effectiveness of the approach will also be analysed, with focus on resources expended and results achieved.
Impact	How the implementation of interventions in the NPA contributed to observable higher order results; outcomes and long term positive or negative, intended or unintended changes. At this level, significant and transformative effects are sought after. For example, how has

	interventions reduced the vulnerabilities of families and households to trafficking, thereby reducing trafficking incidence? How has enhanced collaboration in prosecution improved conviction rates and to what extent has this also reduced the activities of traffickers?
Sustainability	The extent to which medium to long-term changes realised from interventions can last beyond the life of the NPA and how these changes are likely or unlikely to continue. Sustainability also assesses the institutional structures that can fuel the continued implementation of anti-trafficking interventions to prolong the transformative changes that are being realised, the resilience families have gained to eliminate vulnerabilities to trafficking, among others.

MEDIUM TERM M&E FRAMEWORK FOR 2022-2026 NPA TO FOR THE ELIMINATION OF HUMAN TRAFFICKING IN GHANA

PREVENTION			
Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Objective 1: Improve Advocacy and Facilitate a deeper understanding of human trafficking issues			
Strategy 1.1: Coordinate the effective implementation of the cross-sector communication strategy and plan on Human Trafficking			
Improved awareness of human trafficking issues amongst stakeholders and the general population, including vulnerable people and communities at-risk	- Proportion of stakeholders (social workers, law enforcement agencies, etc) - Percentage of targeted at-risk communities sensitised on human trafficking - Proportion of sampled population indicating improved awareness on human trafficking - Proportion of awareness creation interventions implemented using the communication strategy	- Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/ DSWCD
Objective 2: Develop, implement and coordinate systematic programmes, projects and procedures that enhance prevention efforts			
Strategy 2.1 Enhance mechanisms for identifying and rescuing potential victims.			
At-risk victims of trafficking identified and rescued	- Number of at-risk victims identified and rescued - Proportion of potential victims that were rescued compared to identified VoTs in communities - Proportion of cases that were reported through each of the reporting avenues. - Number of cases reported through hotlines that were attended to - Proportion of VoTs and irregular migrants intercepted at the borders	- Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/ DSWCD
Strategy 2.2 Enhance social protection and economic empowerment opportunities in high- risk communities			
Reduced vulnerability of identified at-risk people to trafficking	- Proportion of at-risk people benefitting from economic strengthening initiatives who are economically stable - Percentage increase in number of schools in identified HT risk districts enrolled onto the School Feeding Program - Proportion of identified vulnerable children who are benefitting from school feeding - Proportion of identified vulnerable children who have been placed in school and provided with educational materials - Proportion of identified vulnerable households benefitting from various government social protection programs (LEAP, LIPW, PI).	- Quarterly Trafficking Report - Annual Reports - Mid-Term Evaluation - End-Line Evaluation	MOGCSP LEAs CSOs NPOs MMDAs/DSWCD

PREVENTION			
Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Objective 3: Develop and implement capacity building strategy that enhances awareness in issues of trafficking and addresses gaps in identifying people at risk			
Strategy 3.1 Continue to provide targeted trainings and sensitisation to stakeholders on all forms of human trafficking and migration.			
Improved knowledge and understanding on human trafficking and irregular migration.	Proportion of government staff with knowledge and awareness of issues and emerging trends in human trafficking and irregular migration	- Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/DSWCD
Strategy 3.2 Ensure specialised training on identification and rescue of trafficking victims for all law enforcement, agencies, transport unions, etc.			
Improved capacity of law enforcement agencies and stakeholders for victim identification and rescue.	Proportion of transport unions engaged on victim identification and reporting avenues - Proportion of DCPCs and CCPCs trained in best practices for victim identification and rescue - Proportion of transport unions engaged on victim identification and reporting avenues - Proportion of law enforcement agencies trained in best practices for victim identification and rescue - Proportion of social service workers trained in best practices for victim identification and rescue	- Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/ DSWCD

PROTECTION			
Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Objective 1: Ensure provision of comprehensive care to victims of trafficking			
Strategy 1.1: Enhance the operationalisation of a comprehensive protection and rehabilitation system for VoTs, including the use of case management systems			
Comprehensive, trauma-informed care provided to rescued Victims of Trafficking	- Proportion regions with established and functional government shelters - Proportion of regions with functional shelters - Proportion of government and private shelters and foster carers monitored - Number of VoTs placed in foster care - Number of reintegrated families who indicated satisfaction with reintegration process and outcomes - Proportion of return migrants supported to make alternative livelihood choices	- Quarterly Trafficking Report - Reintegration Feedback Reports - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/ DSWCD
Objective 2: Enhanced Family Strengthening Interventions for Rescued Victims and their Families			
Strategy 2.1 Enhance social protection and family strengthening interventions and opportunities for reintegrated VoTs and their families			
Reduced vulnerability of VoTs and families to re-trafficking	- Proportion of VoTs and families/household benefitting from economic strengthening initiatives who are economically stable - Number of rescued victims and families enrolled onto LEAP - Number of rescued victims and families enrolled onto Labour Intensive Public Works Program (LIPW) - Number of rescued victims and families enrolled onto Productive Inclusion Activities - Number of non-government and private sector industries/organisations facilitating economic empowerment opportunities for rescued victims and families - Number of rescued victims and families benefitting from economic empowerment opportunities facilitated by non-government and private sector industries/organisations - Proportion of school-enrolled rescued/ reintegrated VoTs benefitting from the school feeding programme	- Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/ DSWCD

PROTECTION			
Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
	- Proportion of VoTs who have been placed in school and provided with educational amenities - Number of rescued/reintegrated victims enrolled for TVET education - Proportion of families of VoTs provided with positive parenting training who report practising positive parenting.		
Objective 3: Enhance capacities of social workers, caregivers in shelters and selected residential homes in the provision of comprehensive care to victims of trafficking			
3.1 Strengthen the provision of routine capacity strengthening interventions for stakeholders in comprehensive trauma-informed victim care			
Improved capacity of social workers and caregivers in to provide comprehensive, trauma-informed care to VoTs.	- Proportion of social workers with strengthened capacity to provide comprehensive trauma-informed care - Proportion of other caregivers (in shelters, residential homes, etc.) with strengthened capacity to provide comprehensive, trauma-informed care. - Proportion of government staff trained in the use of case management systems for victim care - Proportion of stakeholders trained on enhanced referral systems using the Inter-Sectoral Standard Operating Procedure for Casework and Management in Child Protection	- Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/ DSWCD

PROSECUTION			
Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Objective 1: Improve the Effectiveness of Prosecution Efforts for Trafficking			
Strategy 1.1 Ensure that all law enforcement agencies including Circuit and High Court judges have the capacity to appropriately deal with human trafficking cases in the courts of law.			
Improved human trafficking prosecutorial capacity of law enforcement agencies, including judges	• Proportion of convictions obtained from prosecuted cases • Proportion of regional law enforcement offices with units and desk offices for AHTU, AHSTIP and AHTU-EOCO • Proportion of law enforcement agencies, prosecutors and judges trained on TIP laws and victim-centred prosecution. • Number of law enforcement training schools with trafficking incorporated manuals. • Proportion of law enforcement officers provided pre-service training in human trafficking • Proportion of law enforcement officers provided in-service training in human trafficking • Number of trafficking networks identified	• Quarterly Trafficking Report • Annual Reports • Mid-Term Assessment	MOGCSP Law Enforcement Agencies
Strategy 1.2 Establish systems to facilitate Expedited Prosecution of trafficking cases			
Reduced turnaround time for prosecution of trafficking-related cases	• Number of prosecutions made • Number of convictions obtained • Proportion of regions with special courts	• Quarterly Trafficking Report • Annual Reports • Mid-Term Assessment	MOGCSP Law Enforcement Agencies CSOs NPOs MMDAs/ DSWCD
Objective 2: Strengthen Legal and Regulatory Framework for Combating Human Trafficking			
Strategy 2.1 Review of human trafficking laws, regulations and policies to meet evolving needs.			
A robust legal and regulatory framework for fighting all forms of trafficking	• Proportion of legal and policy frameworks revised reviewed	• Project Report • Annual Reports • Mid-Term Assessment	MOGCSP Law Enforcement Agencies CSOs NPOs

PARTNERSHIP			
Outcomes	Indicators	Means of Verification	Data Collection and Analysis Responsibility
Objective 1: Enhance Resource Mobilisation for Implementing the NPA			
1.1 Develop and Coordinate the effective implementation of a Resource Mobilisation Strategy for the NPA			
Increased resources for implementing the NPA	- Number of institutions with increased budgetary allocations (year on year) - Percentage change in allocations to institutions (AHTU-GPS, HTS, HTF, AHSTIP-GIS, AHTU-EOCO, etc)	- Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP LEAs CSOs MMDAs/ DSWCD
Objective 2: Enhance the Effective Implementation of the NPA through Strengthened Stakeholder Partnership			
Strategy 2.1 Strengthen the functions of the Human Trafficking Management Board (HTMB) and the Technical Working Group (TWG) to monitor progress in implementing the NPA and address bottlenecks.			
Enhanced capacity of the HTMB and TWG to support and contribute to the implementation of the NPA	Proportion of HTMB and TWG members actively participating and providing support for the implementation of the NPA.	- TWG Reports - Quarterly Trafficking Report - Annual Reports - Mid-Term Assessment	MOGCSP
Strategy 2.2 Increase coordination between key ministries, departments, agencies, and other stakeholders			
Enhanced scaling of anti-trafficking interventions	- Proportion of regions with anti-trafficking interventions in all district plans - Proportion of MDAs with anti-trafficking interventions in the development plans - Proportion of MMDAs with anti-trafficking interventions in the development plans	- MMDA Medium and Annual Plans - MDA Medium and Annual Plans - Annual Report - Mid-Term Assessment	MOGCSP LEAs CSOs NPOs MMDAs/ DSWCD
Objective 3: Increase cooperation amongst regional and international actors in the fight against cross-border trafficking			
Strategy 3.1 Increase level of commitment from countries of origin and destination in their international obligations to protect and facilitate the safe return of victims.			
Stronger collaborations in multi-country response to cross-border trafficking	Proportion of neighbouring states actively participating in trafficking-related discussions	- Quarterly Report - Annual Report - Mid-Term Assessment	MOGCSP LEAs MOFARl

ANNUALISED M&E FRAMEWORK FOR 2022-2026 NPA TO FOR THE ELIMINATION OF HUMAN TRAFFICKING IN GHANA

PREVENTION							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools		
Objective 1 Improve Advocacy and Facilitate a deeper understanding of human trafficking issues							
Strategy 1.1: Coordinate the effective implementation of the cross-sector communication strategy and plan on Human Trafficking							
1.1.1 Sensitise stakeholders (social workers, LEAs, community level structures and other stakeholders) on the Cross-Sector Communication Strategy	Stakeholders trained on the Cross-Sector Communication Strategy	Number of stakeholders trained on the Cross-Sector Communication Strategy	800	- Quarterly Reports - Annual Reports	Participant Registers	- HTS - CSOs - NPOs	To assess improved knowledge of the number of stakeholders who benefitted from training.
1.1.2 Review, Revise/Develop, distribute and implement media tools (print, broadcast, new media, etc, including child and disability-friendly IE&C Materials) for sensitisation and communication purposes	Media Tools and IE&C Materials reviewed/developed and distributed	- Number of Tools, IE&C materials reviewed and, or developed - Number printed for distribution - Number of people reached through radio, TV, social media etc.... - Number of tools, IE&C materials distributed	1,000 pieces for each district	- Quarterly Reports - Samples of new materials - Social media analytics	Reporting Tools	- HTS - CSOs - NPOs	Determine availability of IE&C tools and other materials for advocacy, communication, and awareness creation
1.1.3 Implement trafficking-related sensitisation and awareness raising campaigns at national and sub-national levels, using the communication strategy	Sensitisation and Awareness raising campaigns implemented	- Number of awareness raising campaigns organised - Number of communities reached with campaigns - Number of people reached through awareness campaigns	20 awareness raising activities through TV and radio per year 1000 communities per year	- Monitoring Reports - Quarterly Reports - Annual Reports	Reporting Tools	- HTS - DSWCD - CSOs - NPOs - NCCE - CHRAJ - MMDAs	Determine people reached through awareness raising campaigns

PREVENTION						
Activities	Outputs	Indicators	Target	Means of Verification		Data Uses
				Data Source	Data Collection Tools	
1.1.4 Commemorate World Day against Human Trafficking	World Day against Human Trafficking commemorated	Number of World Day against Human Trafficking commemorated	5	- Activity Reports - Annual Reports	- Participants Register - Reporting Tools	- HTS - CSOs - NPOs - LEAs - MMDAs To document activities implemented as part of World Day against trafficking.
Objective 2: Develop, implement and coordinate systematic programmes, projects and procedures that enhance prevention efforts						
Strategy 2.1: Enhance mechanisms for identifying and rescuing potential victims.						
2.1.1 Identify high-risk and emerging hotspots for human trafficking through information systems and databases for targeted prevention interventions	High-risk and emerging hotspots identified	Number of high-risk and emerging hotspots for human trafficking identified	None	- Quarterly Reports - Annual Reports	- Assessment Checklists - Reporting Tools	- HTS - CSOs - NPOs - MMDAs Provide data on high-risk and emerging hotspots for improved programming.
2.1.2 Promote the usage of toll-free national, regional and district hotlines during sensitisation and engagement avenues to facilitate identification of potential VoTs and rescue of VoTs	National, regional and district anti-trafficking reporting hotlines promoted	Number of trafficking cases reported through toll-free hotlines	None	- Quarterly Reports - Annual Reports	Call logs	- HTS - CLU - MMDAs - CSOs - NPOs Determine contribution of hotline system for prevention, victim identification and rescue.
2.1.3 Collaborate with Telecommunication Companies to create awareness on Human Trafficking using caller ringtones or messages	Human Trafficking-related caller ringtones/messages instituted by Telecommunication Companies	Number of telecommunication companies with Human trafficking-related caller ringtones or messages	3	- Quarterly Reports - Annual Reports	Analytics from Telcos	- HTS - Telcos Identify the contribution of Telcos to the fight against human trafficking

PREVENTION							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis
				Data Source	Data Collection Tools		
2.1.4 Establish trafficking information desks in key locations such as bus terminals, markets, borders and airports using existing structures	Trafficking information desks established in key locations	Number of established information desks in key locations	20	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - LEAs - DSWCD Determine the number of trafficking information desks available
2.1.5 Collaborate with stakeholders to monitor activities of service providers and businesses	Monitoring of service providers and businesses conducted	- Number of service providers and businesses monitored - Number of joint monitoring conducted	2 joint monitoring activities per year	- Monitoring Reports - Quarterly Reports - Annual Reports	Monitoring Checklists	- Quarterly - Annually	- HTS - CLU - NPOs - CSOs - DSWCD Determine standard-compliant service providers and businesses
2.1.6 Register all boats and their operators along waterbodies in key hotspots (as well as identified island communities) as a step to preventing the use of children in fishing	Boats and their operators registered in key fishing communities	Number of boats registered	None	- Quarterly Reports - Annual Reports	Registration Tools	- Quarterly - Annually	- HTS - MOFAD/F C - CSOs - NPOs - DSWCD - LEAs Use data on registered boats to monitor use of children in fishing
2.1.7 Strengthen border security to intercept people being trafficked and prevent irregular migration	Border security strengthened	- Number of borders and unapproved routes under surveillance - Number of law enforcement officers deployed to ports - Logistics procured to facilitate border patrols	10 main borders and unapproved routes	- Quarterly Reports - Annual Reports - Surveillance Reports	- Surveillance Tools - Inventory of Procured Logistics for border, and port patrols	- Quarterly - Annually	- HTS - GIS - GPS - EOCO To ascertain country's efforts in intercepting trafficked victims and preventing irregular migration

PREVENTION								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
2.1.8 Coordinate interagency operations to identify, rescue victims and arrest traffickers	Effective inter-agency operations for rescuing victims and arresting traffickers implemented	Number of executed inter-agency rescue operations	200 rescue operations per year; 4 in 50 districts	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - GIS - GPS - EOCO - NPOs - DSWCD - Ghana Army	Determine effectiveness of inter-agency anti-trafficking operations.
Strategy 2.2: Enhance social protection and economic empowerment opportunities in high- risk communities								
2.2.1 Advocate the continued expansion of beneficiaries under the Ghana Productive Safety Net Project and other economic empowerment opportunities to target vulnerable families in identified HT high-risk communities	Vulnerable families in high-risk communities enrolled onto various interventions as part of the GPSNP and other economic empowerment opportunities	- Number of vulnerable families enrolled onto LEAP - Number of vulnerable families enrolled onto Labour Intensive Public Works Program (LIPW) - Number of vulnerable families enrolled onto Productive Inclusion Activities - Number of identified vulnerable families benefitting from economic empowerment opportunities facilitated by non-government and private sector industries/organisations	None	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- MOGCSP - MLGDRD - HTS - LEAP - Secretaria † - GNHR - GSFP - DSWCD - CSOs - NPOs	Determine vulnerable families benefitting from various social protection and economic empowerment interventions
2.2.2 Support the implementation of positive parenting interventions for	Implementation of positive parenting interventions for families at risk of trafficking.	Number of families at risk of trafficking benefitting from positive parenting interventions	6000 parents/caregivers per year (120	- Quarterly Reports - Annual Reports	- Participant Register - Pre and Post Test Tools	- Quarterly - Annually	- HTS - DSWCD - CSOs - NPOs	Determine families at risk of trafficking and benefiting

PREVENTION								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
families at risk of trafficking			per district; 50 districts)					from parenting interventions
2.2.3 Advocate the continued expansion of School Feeding programme to identified high-risk communities	More at-risk children in high-risk communities enrolled onto School Feeding Programme	- Number of at-risk children in schools enrolled onto school feeding programme - Number of schools enrolled on SFP	None	- SFP Reports - Quarterly Reports - Annual Reports	SFP Reporting Tools	- Quarterly - Annually	- GNSFP Secretaria† - HTS	Provision of nutritional support to vulnerable children who are schooling
2.2.4 Advocate the provision of incentives to facilitate enrolment of vulnerable children into TVET education	At-risk children in high risk communities enrolled into TVET education	Number of at-risk children in high risk communities enrolled into TVET education	None	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- GES - MMDAs - HTS	Determine at-risk children benefitting from TVET
2.2.5 Identify key stakeholders and collaborate in the provision of educational support materials (school uniforms, stationery etc) to vulnerable children in high-risk communities	Targeted children in high-risk communities provided with educational materials (school uniforms, stationery, etc)	Number of children in high-risk communities provided with educational materials	None	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - NPOs - CSOs	Determine at-risk children benefitting from provision of educational materials
Objective 3: Develop and implement capacity building strategy that enhances awareness in issues of trafficking and addresses gaps in identifying people at risk								
Strategy 3.1 Continue to provide targeted trainings and sensitisation to stakeholders on all forms of human trafficking and migration.								
3.1.1 Organise periodic national and regional level engagement meetings and symposiums on issues and emerging trends in human trafficking and irregular migration	National and Regional engagement meetings/symposiums on human trafficking and irregular migration organised	Number of organised National and Regional engagement meetings/symposiums on human trafficking and irregular migration	1 National and 16 Regional meetings per year	- Activity Reports - Quarterly Reports - Annual Reports	Participant Registers	Annually	- HTS - CSOs - NPOs - RCCs/RSW - DSWCD	Determine stakeholders who are shaping discussions on trafficking and irregular migration

PREVENTION						
Activities	Outputs	Indicators	Target	Means of Verification		Data Uses
				Data Source	Data Collection Tools	
3.1.2 Develop, revise and improve training, engagement and communication materials on human trafficking to capture emerging trends and modus operandi of traffickers	Training, engagement and communication materials on issues of human trafficking developed and, or revised	Number of training, engagement and communication materials developed	None	- Quarterly Reports - Annual Reports	- Reporting Tools - Samples of materials	- HTS - NPOs - CSOs - DSWCD - LEAs Availability of training, engagement and communication materials
Strategy 3.2 Ensure specialised training on identification and rescue of trafficking victims for all law enforcement, agencies, transport unions, etc.						
3.2.1 Train LEAs and other stakeholders in best practices for victim identification and rescue using the SOP for Combating Human Trafficking	Law enforcement and other stakeholders trained in best practices for victim identification and rescue	Number of Law enforcement and other stakeholders trained in best practices for victim identification and rescue	350 per year	- Quarterly Reports - Annual Reports	- Participant Register - Pre and Post Test Tools	- HTS - CSOs - NPOs - GPS - EOCO - GIS To assess improved knowledge of the number of staff who benefitted from training.
3.2.2 Train social workers, in best practices of victim identification and rescue using the SOP for Combating Human Trafficking	Social workers trained in best practices for victim identification and rescue	Number of Social workers trained in best practices for victim identification and rescue	150 per year	- Quarterly Reports - Annual Reports	- Participant Register - Pre and Post Test Tools	- HTS - CSOs - NPOs To assess improved knowledge of the number of staff who benefitted from training.
3.2.3 Train district and community child protection committee members in effective sensitisation and engagement approaches	District and Community Child Protection Committee members trained in effective sensitisation and engagement approaches	Number of District and Community Child Protection Committee members trained in effective sensitisation and engagement approaches	50 DCPCs 50 CCPC Members per district per year	- Quarterly Reports - Annual Reports	- Participant Register - Pre and Post Test Tools	- HTS - CSOs - NPOs - MMDAs To assess improved knowledge of the number of staff who benefitted from training.

PREVENTION						
Activities	Outputs	Indicators	Target	Means of Verification		Data Uses
				Data Source	Data Collection Tools	
3.2.4 Conduct training and engagement activities with transportation unions and other relevant unions likely to come into contact with trafficked persons, on victim identification and avenues for reporting.	Training/engagement activities on victim identification and reporting avenues organised with transportation and other relevant unions.	Number of Training/engagement activities on victim identification and reporting avenues organised with transportation and other relevant unions	None	- Quarterly Reports - Annual Reports	- Participant Register - Pre and Post Test Tools	- HTS - CSOs - NPOs To assess improved knowledge of the number of staff who benefitted from training.
3.2.5 Hold stakeholder consultative meetings on new trends in human trafficking and new approaches to preventing vulnerable people from being trafficked	Stakeholder Consultative meetings on human trafficking trends organised	Number of Consultative meetings on human trafficking organised	1 National and 16 Regional; concurrently with Prevention Activity 3.1.1.	- Quarterly Reports - Annual Reports	Participant Register	- HTS - CSOs - NPOs - DSW To determine the number of stakeholders who are aware of trafficking trends

PROTECTION								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
Objective 1: Ensure provision of comprehensive care to victims of trafficking								
Strategy 1.1 Enhance the operationalisation of a comprehensive protection and rehabilitation system for VoTs, including the use of case management systems								
1.1.1 Establish, resource and operationalise government shelters in all regions	Government shelters established and functional	- Number of established government shelters - Number of functional government shelters	15	- Contract Documents - Monitoring Reports	- Monitoring Checklist - Reporting Template	Annually	- HTS - DSWCD - Shelter Staff - MMDAs	Availability of adequate shelter
1.1.2 Provide comprehensive, trauma-informed care to rescued VoTs	Comprehensive, trauma-informed care to rescued VoTs provided	- Number of VoTs rescued - Number of VoTs provided with comprehensive trauma-informed care	1200 per year	Shelter Quarterly Reports	Shelter Reporting Template	- Monthly - Quarterly	- HTS - DSWCD - Shelter Staff	Type of care provided to VoTs
1.1.3 Support and foster collaboration with key stakeholders in monitoring government and private shelters and foster care placements	Government, Private shelters and foster carers monitored to ensure provision of comprehensive-trauma informed care to VoT	- Number of government shelters monitored - Number of private shelters monitored - Number of foster carers monitored	All gov't shelters; selected private shelters	Monitoring Reports	Monitoring Checklist	Quarterly	- HTS - CSOs - NPOs - DSW - RCCs/RSW - DSWCD	Ensure compliance and best practices in provision of care to VoTs
1.1.4 Utilise an effective case management approach in caring for rescued VoTs (including family tracing and assessments, referrals, reintegration and post-reintegration monitoring)	Effective case management approach focusing on all steps of the case management system is used to provide care for VoTs	- Number of VoTs screened - Number of VoTs referred for services - Number of family tracings conducted - Number of reintegration completed - Number of follow-up visits conducted	1200 per year Family tracing for 600 rescued victims	Shelter Reporting Template	- Case Files - Screening Forms - Referral Forms - Social Enquiry Forms - Follow-Up Forms - Reunification Certificates	Quarterly	- HTS - DSWCD - Shelter Staff	Ensure compliance and best practices in provision of care to VoTs

PROTECTION							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis
				Data Source	Data Collection Tools		
1.1.5 Institute mechanisms to obtain feedback from families and VoTs on rescue and reintegration and reintegration processes.	Feedback generated from families, caregivers and VoTs on rescue and reintegration processes.	Number of reintegrated VoTs and families who have provided feedback	100 Sampled VoTs	Case Closure Reports	Feedback Forms	Quarterly	- HTS - DSWCD - CSOs - NPOs - Community Structures Provide data to assess and improve on case management and provision of care
1.1.6 Provide Counselling and Guidance for VoTs on choices, including livelihood opportunities	Counselling and Guidance on livelihood opportunities provided to eligible rescued VoTs	Number of rescued VoTs (including return migrant VoTs) who have been provided counselling and guidance	100 per year	- Activity Report - Quarterly Reports	Activity Participant Register	Quarterly	- HTS - NPOs - CSOs - DSWCD - GEA Provide data on VoTs who are being supported through guidance and counselling.
1.1.7 Establish Holding Centers to facilitate screening of intercepted VoTs	Holding centres for law enforcement officers established	Number of holding centres established	3 per life of NPA	- Quarterly Reports - Annual Reports	- Contract Documents - Monitoring Checklist	- Quarterly - Annually	- LEAs - HTS - DSWCD Determine the adequacy of holding centres across the country
1.1.8 Establish Specialised support centers for return migrants VoTs.	Specialised support centres for return migrant VoTs established	Number of support centres established	3 per life of NPA	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - LEAs - NPOs - CSOs - DSWCD To know the number of support centres established
1.1.9 Recruit clinical psychologists and social workers for LEAs	Clinical psychologists and social workers recruited for LEAs	- Number of law enforcement agency offices with clinical psychologists and social workers - Number of social workers and psychologists recruited and utilised for TIPS activities in the LEAs	None	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - LEAs Availability of psychologists and social workers for LEAs

PROTECTION								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
1.1.10 Support foster parents/carers recruitment and training drive to provide family-based care alternatives for rescued VoTs	Foster parents/carers recruited and trained	Number of certified foster parents/carers	None	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - FCSU - RSW - DSWCD	To document the use of alternative family-based care in response to trafficking
Objective 2: Enhanced Family Strengthening Interventions for Rescued Victims and their Families								
Strategy 2.1 Enhance social protection and family strengthening interventions and opportunities for reintegrated VoTs and their families								
2.1.1 Advocate the Continued expansion of School Feeding programme for rescued and reintegrated VoTs and their families	Advocacy meetings and activities for expansion of school feeding programme implemented	Number of advocacy meetings and activities implemented	None	- SFP Reports - Quarterly Reports - Annual Reports	SFP Reporting Tools	- Quarterly - Annually	- GNSFP Secretariat - HTS - DSWCD	Provision of nutritional support to vulnerable children who are schooling
2.1.2 Advocate the continued expansion of beneficiaries under the Ghana Productive Safety Net Project (GPSNP) and other economic empowerment opportunities to target rescued victims and families	Advocacy meetings and activities for expansion of beneficiaries under GPSNP and other economic empowerment opportunities implemented school feeding programme implemented	Number of advocacy meetings and activities implemented	None	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- MOGCSP - MLGDRD - HTS - LEAP Secretariat - GNHR - GSFP - DSWCD - CSOs - NPOs	Availability, and beneficiaries of available economic strengthening opportunities
2.1.3 Advocate the provision of incentives to facilitate enrolment of rescued victims into TVET education	Advocacy meetings and activities for provision of incentives for TVET	Number of advocacy meetings and activities implemented	1 per year	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- MoE/GES - MOGCSP - HTS - CSOs - NPOs	Determine beneficiary rescued victims and families for various social protection and

PROTECTION							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis
				Data Source	Data Collection Tools		
	education implemented						economic empowerment interventions
2.1.4 Identify key stakeholders and collaborate in the provision of educational support materials (school uniforms, stationery etc) to rescued victims.	Stakeholders identified for collaboration in the provision of educational amenities for rescued victims	Number of stakeholders identified for collaboration	None			•	• MOGCSP • MoE/GES • MMDAs • DSWCD • CSOs • NPOs
2.1.5 Support the implementation of positive parenting interventions for families of VoTs	Positive parenting interventions implemented	- Number of parenting interventions implemented - Number of families of VoTs benefitting from parenting interventions	6000 per year; 120 per district, 50 districts	- Quarterly Reports - Annual Reports	- Participant Register - Pre and Post Test Tools	• Quarterly • Annually	• HTS • DSWCD • CSOs • NPOs
Objective 3: Enhance capacities of social workers, caregivers in shelters and selected residential homes in the provision of comprehensive care to victims of trafficking							
Strategy 3.1 Strengthen the provision of routine capacity strengthening interventions for stakeholders in comprehensive trauma-informed victim care							
3.1.1 Revise, and or use developed Standard Operating Procedures and other training manuals on victim care to conduct training interventions	SOPs and other training manuals revised, or used to conduct training interventions	- Number of training manuals revised - Number of training manuals used	1	- Quarterly Reports - Annual Reports	Reporting Tools	• Quarterly • Annually	• HTS • NPOs • CSOs • DSWCD
3.1.2 Train staff of government and private shelters in the provision of comprehensive, trauma-informed,	Staff of government and private shelters trained in provision of comprehensive, trauma-informed,	Number of staff of government and private shelters trained in provision of comprehensive, trauma-informed care	50 per year	- Quarterly Reports - Annual Reports	- Participant Registers - Pre and Post Test Tools - Evaluation Tools	• Quarterly • Annually	• HTS • CSOs • NPOs • GHS • GPS • DSW
							To assess improved knowledge of the number of staff who

PROTECTION							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis
				Data Source	Data Collection Tools		
victim-centred care to rescued VoTs	care to rescued VoTs			Training Evaluation Reports			benefitted from training.
3.1.3 Train staff of DSWCD and other cadres (psychologists) in provision of comprehensive trauma-informed, victim-centered care to rescued VoTs	Staff of DSWCD and other cadres (psychologists) trained in provision of comprehensive, trauma-informed, care to rescued VoTs	Number of DSW staff and other cadres trained in provision of comprehensive, trauma-informed care	150 per year				
3.1.4 Train relevant government staff in the usage of case management systems for victim care (including the use of screening, assessment and referral tools)	Relevant government staff trained in case management systems and tools for victim care (including the use of screening and other tools)	Number of government staff trained in case management systems and tools for victim care	200 per year	- Quarterly Reports - Annual Reports - Training Evaluation Reports	- Participant Registers - Pre and Post Test Tools - Evaluation Tools	- Quarterly - Annually	- HTS - DSW - CSOs - NPOs - GHS - GPS - DSWCD To assess improved knowledge of the number of staff who benefitted from training.
3.1.5 Train stakeholders on Enhanced Referral Systems using the Inter-Sectoral Standard Operating Procedure (ISSOP) for Casework and Management in Child Protection	Stakeholders trained on enhanced referral systems using the ISSOP for Casework and Management in Child Protection	Number of stakeholders trained in enhanced referrals using the ISSOP	200 per year	- Quarterly Reports - Annual Reports - Training Evaluation Reports	- Participant Registers - Pre and Post Test Tools - Evaluation Tools	- Quarterly - Annually	- HTS - DSW - CSOs - NPOs - GPS - GHS - DSWCD To assess improved knowledge of the number of staff who benefitted from training.

PROSECUTION								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
Objective 1: Improve the Effectiveness of Prosecution Efforts for Trafficking								
Strategy 1.1 Ensure that all LEAs including Circuit and High Court judges have the capacity to appropriately deal with human trafficking cases in the courts of law								
1.1.1 Establish units and desk offices in all law enforcement offices (Police, Immigration, EOCO, National Investigation Bureau)	Units and desk offices in all law enforcement offices established across the country	- Number of units in all law enforcement offices established across the country (create two separate indicators for units and desk offices) - Number of desk offices in all law enforcement offices established across the country	16 Regional Offices and 50 district offices	- Monitoring Reports from LEAs - Quarterly Reports - Annual Reports	- Monitoring Checklist - Reporting Tools	- Quarterly - Annually	- HTS - LEAs	To determine availability of units and desk offices to facilitate anti-trafficking efforts across the country, and for programming and advocacy
1.1.2 Train LEAs, prosecutors and judges on TIP laws, and victim-centred prosecution and decision-making approaches.	LEAs, prosecutors and judges trained on TIP laws, and victim-laws, and victim-centred prosecution and decision-making approaches.	- Number of LEAs trained on TIP laws, and victim-centred prosecution and decision-making approaches. - Number of judges trained on TIP laws, and victim-centred prosecution and decision-making approaches.	200 per year	- Quarterly Reports - Annual Reports - Training Evaluation Reports	- Participant Registers - Pre and Post Test Tools - Evaluation Tools	- Quarterly - Annually	- HTS - GIS - GPS - EOCO - A-G Dept - CSOs - NPOs	To know law enforcement officers, judges and prosecutors equipped with improved prosecution and decision-making approaches.
1.1.3 Develop training manuals for law enforcement and judiciary	Training manuals for law enforcement and judiciary developed	- Number of training manuals for law enforcement developed - Number of training manuals for judiciary developed	2	- Quarterly Reports - Annual Reports - Manual Development Report	Participant Register??	Annually	- HTS - LEAs	Determine training manuals to be incorporated into training school curricula

PROSECUTION							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis
				Data Source	Data Collection Tools		
1.1.4 Support incorporation of developed training manual into training school curricula for LEAs and the judiciary through advocacy	Advocacy-oriented engagements and discussions on incorporation of developed training manuals into training school curricula organised	Number of advocacy-oriented engagements organised	1 per year	- Quarterly Reports - Annual Reports - Activity Report	Participant Register	- Quarterly - Annually	- HTS - LEAs - Judicial Service Documentation of efforts to incorporate manuals into school curricula
1.1.5 Conduct pre-service training of law enforcement officers on issues of human trafficking using the incorporated training manual	Pre-service training of law enforcement officers on issues of human trafficking conducted	Number of law enforcement officers given pre-service training on issues of human trafficking	8000	- Quarterly Reports - Annual Reports - Training Evaluation Reports	- Participant Registers - Pre and Post Test Tools - Evaluation Tools	Annually	- HTS - GIS - GPS - EOCO - A-G Dept - CSOs - NPOs To assess improved knowledge of the number of staff who benefitted from training.
1.1.6 Conduct in-service training of law enforcement officers on issues of internal and cross-border trafficking	In-service training of law enforcement officers on issues of human trafficking conducted	Number of law enforcement officers given in-service training on issues of human trafficking	200 per year	- Quarterly Reports - Annual Reports - Training Evaluation Reports	- Participant Registers - Pre and Post Test Tools - Evaluation Tools	- Quarterly - Annually	- HTS - GIS - GPS - EOCO - A-G Dept - CSOs - NPOs To assess improved knowledge of the number of staff who benefitted from training.
1.1.7 Collaborate with the Prisons Service, including After Care Social Workers to gather intelligence in identifying trafficking networks	Collaboration activities implemented	Number of engagement meetings held with Prisons Service	1 per year	- Quarterly Reports - Annual Reports	- Meeting Register - Reporting Tools	- Quarterly - Annually	- HTS - Prisons Service - DSW To indicate strengthened multi-stakeholder collaboration for improved anti-trafficking outcomes

PROSECUTION								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
Strategy 1.2 Establish systems to facilitate Expedited Prosecution of trafficking cases								
1.2.1 Recruit more lawyers/state attorneys as Human Trafficking desk officers in the A-G's Dept for expedited handling of trafficking cases	Additional Human Trafficking desk officers recruited to the A-G's Dept	Number of additional human trafficking desk officers recruited to the A-G's Dept	13	- Quarterly Reports - Annual Reports	Recruitment Reporting Tools	- Quarterly - Annually	- HTS - A-G's Dept	Determine Availability of more staff dedicated to trafficking cases in A-G's Dep't
1.2.2 Support the collaboration between LEAs and A-G Dept in preparation of good dockets for prosecution	More robust dockets prepared for trafficking-related prosecution	Number of robust dockets prepared for trafficking-related prosecution	None	- Quarterly Reports - Annual Reports	- Docket Evaluation Checklist - Dockets	- Quarterly - Annually	- HTS - A-G's Dept - LEAs - DSWCD	To determine contribution of robust dockets to successful prosecution of trafficking cases.
1.2.3 Advocate dedicated courts to expedite prosecution of human trafficking cases	Dedicated courts for human trafficking identified	- Number of Advocacy meetings organised - Number of dedicated courts for trafficking cases	1 advocacy meeting per year	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - A-G's Dept - Judicial Service	To determine the number of special courts established for human trafficking
1.2.4 Provide adequate protection and other support for witnesses during prosecution	Witnesses for trafficking-related prosecution provided with adequate protection during prosecution.	Number of witnesses provided with adequate protection during trafficking-related prosecution.	120 per year	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - DSW - LEAs	To ascertain VoTs given adequate protection during prosecution

PROSECUTION								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
Objective 2: Strengthen Legal and Regulatory Framework for Combating Human Trafficking								
Strategy 2.1 Review of human trafficking laws, regulations and policies to meet evolving needs.								
2.1.1 Conduct a review of Human Trafficking Law and Regulations, and other relevant policies and guidelines	Human trafficking legal and policy framework revised.	Number of engagement meetings organised as part of legal and policy framework review	3	- Quarterly Reports - Annual Reports	- Meeting Register - Reporting Tools	- Quarterly - Annually	- HTS - LEAs - Judicial Service - NPOs	Document approaches used to review HT laws, related regulations and policies and in the production of policy briefs

PARTNERSHIP								
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Collection and Analysis	Data Uses
				Data Source	Data Collection Tools			
Objective 1: Enhance Resource Mobilisation for Implementing the NPA								
Strategy 1.1 Develop and Coordinate the effective implementation of a Resource Mobilisation Strategy for the NPA								
1.1.1 Develop a resource mobilisation strategy for the NPA	A resource mobilisation strategy for the NPA developed	Number of resource mobilisation strategies developed	1	- Monitoring Reports - Quarterly Reports - Annual Reports	- Monitoring Checklist - Reporting Tools	- Quarterly - Annually	- HTS - MMDAs - CSOs - NPOs - LEAs	Availability of guidelines for resource mobilisation/ fund raising
1.1.2 Collaborate with LEAs to access seized/frozen funds of traffickers	Seized/frozen assets of traffickers liquefied and added to the Human Trafficking Fund	Number of times assets of traffickers were added to the Human Trafficking Fund	None	Annual Reports	Financial Reporting Tools	Annually	- HTS - LEAs - Judiciary	Contribution of liquefied assets of perpetrators that contributed to fighting trafficking.
1.1.3 Organise Revenue Mobilisation Activities to implement the NPA, including donor conferences/summits	Revenue Mobilisation Activities organised	Number of revenue mobilisation activities (including meetings with donors and potential donors) organised	1 per year	Annual Reports	Meeting Attendance Tools	Annually	- HTS - CSOs - NPOs - MMDAs, DSWCD	Determine efforts made in engaging donors to support NPA implementation
1.1.4 Collaborate with relevant government institutions and Advocate increased budgetary allocations and timely disbursement to implement the NPA	Collaboration/ Advocacy meetings with relevant government institutions organised	Number of funding-related advocacy meetings organised	1 per year	- Quarterly Reports - Annual Reports	Meeting Reporting Tools	- Quarterly - Annually	- HTS - MoF - LEAs - CSOs - NPOs - MMDAs	Document engagement efforts with key government stakeholders in increasing budgetary allocations
1.1.5 Foster collaborative partnerships with private sector and businesses, to raise	Collaborative partnerships with private sector and businesses established.	Number of collaborative partnerships with private sector and businesses established	1 per year	Annual Reports	Meeting Reporting Tools	Annually	HTS	Document engagement efforts with the private sector for funds to implement NPA.

PARTNERSHIP							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Uses
				Data Source	Data Collection Tools		
funds for targeted anti-trafficking interventions							
1.1.6 Administer the Human Trafficking fund based on the LI 2219 guidelines	Human Trafficking Fund administered based on guidelines	- Number of beneficiaries that were supported through the HTF - Number of activities that were implemented with funding from the HTF	None	- Quarterly Reports - Annual Reports	Reporting Tools	- Quarterly - Annually	- HTS - Internal Audit To document the usage of the Human Trafficking Fund
Objective 2: Enhance the Effective Implementation of the NPA through Strengthened Stakeholder Partnership							
Strategy 2.1 Strengthen the functions of the Human Trafficking Management Board and the Technical Working Group (TWG) to monitor progress in implementing the NPA and address bottlenecks.							
2.1.1 Train the Human Trafficking Management Board and the Technical Working Group to support the implementation of the NPA	Human Trafficking Management Board and Technical Working Group trained to support implementation of the NPA	- Number of training activities organised for the HTMB - Number of training activities organised for the TWG - Number of HTMB members participating in trainings - Number of TWG members participating in trainings	1 training 25 members	- Quarterly Reports - Annual Reports	- Participant Registers - Pre and Post Test Tools - Evaluation Tools	- Quarterly - Annually	HTS To document training of the HTMB and TWG members (and assess improved knowledge and capacity of TWG members.) to Outcomes
2.1.2 Organise Periodic Technical Working Group Meetings	Periodic Technical Working Group Meetings organised	- Number of periodic technical working group meetings organised - Number of TWG members participating in meetings	4 per year	- Quarterly Reports - Annual Reports	Participant Registers	- Quarterly - Annually	HTS To document meeting participation.

PARTNERSHIP							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Uses
				Data Source	Data Collection Tools		
2.1.3 Conduct periodic monitoring visits to implementing partners and intervention areas	Periodic monitoring visits to implementing partners and intervention areas conducted	Number of periodic monitoring visits conducted	2 per year	- Quarterly Reports - Monitoring Reports - Annual Reports	Monitoring Checklists	- Quarterly - Annually	HTS To document monitoring activities
Strategy 2.2 Increase coordination between key ministries, departments, agencies, and other stakeholders							
2.2.1 Update the list of NPOs and other stakeholder/service providers implementing Anti-Human Trafficking Interventions	List of NPOs and other stakeholder/service providers implementing Anti-Human Trafficking Interventions updated	- Number of NPOs and other service providers implementing HT interventions - Number of new NPOs and service providers implementing Anti-HT interventions	None	- Quarterly Reports - Annual Reports	- Social Service Directory - Activity Checklists and Tools	- Quarterly - Annually	- HTS - CSOs - NPOs - DSWCD To map NPOs and service providers implementing anti-trafficking interventions
2.2.2 Collaborate with stakeholders to ensure alignment of workplans individual organisations/ institutions to the NPA	Individual workplans of stakeholders aligned to NPA	Number of stakeholders with aligned workplans	At least 50 MMDAs and all NPOs	Annual Reports	Monitoring Checklists	Annually	- HTS - MOFAD - LEAs - NPOs - MMDAs/DSWCD - RCC To determine coherence and synergies in interventions
2.2.3 Map geographical locations of interventions to guide the location of future trafficking interventions	Geographical locations of interventions mapped	- Number of anti-trafficking initiatives and projects - Number of districts with anti-trafficking interventions	At least 50 districts	Annual Reports	Monitoring Checklists	Annually	- HTS - CSOs - NPOs - DSWCD To determine the locations of anti-trafficking interventions to guide future programming
2.2.4 Utilise the information management system to obtain data on key performance indicators	Data on key performance indicators of anti-trafficking interventions available	Number of key performance indicators with tracking data	None	- Quarterly Reports - Annual Reports	- Information Management Systems - Reporting Templates	- Quarterly - Annually	- HTS - LEAs - CSOs - NPOs - DSWCD To measure anti-trafficking implementation progress

PARTNERSHIP							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Uses
				Data Source	Data Collection Tools		
for trafficking from all stakeholders							
2.2.5 Support the incorporation of trafficking interventions in medium-term and annual development plans of Metropolitan, Municipal and District Assemblies (MMDAs).	Trafficking interventions incorporated into development plans of Metropolitan, Municipal and District Assemblies	- Number of MMDAs with anti-trafficking interventions incorporated into medium-term development plans - Number of MMDAs with anti-trafficking interventions incorporated into annual plans	At least 50 districts	Annual Reports	Monitoring Checklists	Annually	- HTS - CSOs - NPOs - RCCs - MMDAs / OHLGS To document efforts being made to scale-up anti-trafficking interventions nationwide
2.2.6 Collaborate with relevant Ministries, Departments and Agencies (MDAs) to incorporate trafficking interventions into their medium-term and annual plans	Trafficking interventions incorporated into development plans of relevant Ministries, Departments and Agencies.	Number of relevant MDAs with anti-trafficking interventions incorporated into development and annual plans	None	Annual Reports	Monitoring Checklists	Annually	- HTS - CSOs - MDAs To document efforts being made to scale-up anti-trafficking interventions nationwide
2.2.7 Collaborate with the National Development Planning Commission to prioritise Human Trafficking related issues in the country's short, medium and long-term development framework	Trafficking related issues prioritised in the country's short, medium and long-term development framework	Number of trafficking-related priorities and strategies in Ghana's development framework	None	- Quarterly Reports - Annual Reports	Participant Registers	- Quarterly - Annually	- MOGCSP/ HTS - NDPC To document the priorities given to trafficking related issues in the country's development framework
2.2.8 Implement joint programs and activities with stakeholders	Joint programs and activities implemented with stakeholders	Number of joint programs and activities implemented with stakeholders	None	- Quarterly Reports - Annual Reports	- Participant Registers - Reporting Tools	- Quarterly - Annually	- HTS - CLU - CSOs - NPOs To document joint programs among stakeholders

PARTNERSHIP							
Activities	Outputs	Indicators	Target	Means of Verification		Data Collection Frequency	Data Uses
				Data Source	Data Collection Tools		
						• DSWCD • LEAs • DPs	
Objective 3: Increase cooperation amongst regional and international actors in the fight against cross-border trafficking							
3. 1 Increase level of commitment from countries of origin and destination in their international obligations to protect and facilitate the safe return of victims.							
3.1.1 Strengthen international cooperation agreements among neighbouring states and emerging destination countries.	International and Cooperation agreements between Ghana and neighbouring states and destination countries strengthened	• Number of cooperation meetings organised • Number of cooperation agreements signed	1 meeting per year	• Annual Reports	• Meeting Register • Reporting Tools	• Annually	• MOGCSP/ HTS • MOFARI • DPs • CSOs To document efforts made to strengthen existing systems to combat cross-border trafficking
3.1.2 Organise periodic meetings to share cross-border trafficking information with relevant stakeholders	Periodic meetings to share cross-border trafficking information with relevant stakeholders conducted	• Number of periodic meetings to share cross-border trafficking information with relevant stakeholders conducted	1 per year	• Quarterly Report • Annual Reports	• Meeting Register • Reporting Tools	• Quarterly • Annually	• MOGCSP/ HTS • MOFARI • LEAs • DPs • CSOs To document efforts made to strengthen existing systems to combat cross-border trafficking
3.1.3 Revise guidelines for registration and repatriation of identified and or rescued Ghanaian and foreign nationals	Guidelines for registration and repatriation of identified and or rescued Ghanaian and foreign nationals revised	• Number of registration or repatriation guidelines revised.	1	• Annual Reports	• Reporting Tools	• Annually	• MOGCSP/ HTS • MOFARI • LEAs To document efforts made to strengthen existing systems to combat cross-border trafficking

Implementing the 2022-2026 NPA: Budget Summary

BREAKDOWN BY 4PS	COSTS IN US\$					
	2022	2023	2024	2025	2026	TOTAL
PREVENTION	7,665,500	5,362,000	3,978,000	3,978,000	4,010,500	24,994,000
PROTECTION	8,454,700	9,388,200	10,258,700	10,638,700	10,230,700	48,971,000
PROSECUTION	478,600	478,600	478,600	478,600	478,600	478,600
PARTNERSHIP	300,000	158,000	128,000	128,000	128,000	842,000
M&E	646,650	325,500	328,500	243,500	268,500	1,812,650
TOTAL	17,655,450	15,897,300	15,346,800	15,331,800	14,981,300	79,212,650

BREAKDOWN BY 4PS	COSTS IN GHS					
	2022	2023	2024	2025	2026	TOTAL
PREVENTION	49,231,674	34,437,445	25,548,705	25,548,705	25,757,436	160,523,965
PROTECTION	54,300,311	60,295,715	65,886,501	68,327,051	65,706,671	314,516,248
PROSECUTION	3,073,809	3,073,809	3,073,809	3,073,809	3,073,809	3,073,809
PARTNERSHIP	2,633,225	1,657,005	1,207,430	1,207,430	1,207,430	7,912,520
M&E	4,153,110	2,090,524	2,109,791	1,563,879	1,724,441	11,641,745
TOTAL	113,392,128	102,100,409	98,564,823	98,468,486	96,217,399	508,743,245

BREAKDOWN BY PRIORITY											
	2022		2023		2024		2025		2026		TOTAL
PREVENTION	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS
Objective 1	23,002,184	3,581,500	21,261,686	3,310,500	13,037,675	2,030,000	13,037,675	2,030,000	13,037,675	2,030,000	83,376,895
Objective 2	21,810,810	3,396,000	8,757,079	1,363,500	8,092,350	1,260,000	8,092,350	1,260,000	8,301,081	1,292,500	55,053,670
Objective 3	4,418,680	688,000	4,418,680	688,000	4,418,680	688,000	4,418,680	688,000	4,418,680	688,000	22,093,400
TOTAL	49,231,674	7,665,500	34,437,445	5,362,000	25,548,705	3,978,000	25,548,705	3,978,000	25,757,436	4,010,500	160,523,965
											24,994,000
PROTECTION	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS
Objective 1	48,481,526	7,548,700	54,300,311	8,454,700	60,067,716	9,352,700	62,508,266	9,732,700	59,887,886	9,324,700	285,245,704
Objective 2	4,502,173	701,000	4,502,173	701,000	4,502,173	701,000	4,502,173	701,000	4,502,173	701,000	22,510,863
Objective 3	1,316,613	205,000	1,493,231	232,500	1,316,613	205,000	1,316,613	205,000	1,316,613	205,000	6,759,681
TOTAL	54,300,311	8,454,700	60,295,715	9,388,200	65,886,501	10,258,700	68,327,051	10,638,700	65,706,671	10,230,700	314,516,248
											48,971,000
PROSECUTION	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS
Objective 1	2,816,909	438,600	3,555,496	553,600	3,748,171	583,600	1,821,421	283,600	1,821,421	283,600	13,763,418
Objective 2	256,900	40,000	64,225	10,000	64,225	10,000	-	-	-	-	385,350
TOTAL	3,073,809	478,600	3,619,721	563,600	3,812,396	593,600	1,821,421	283,600	1,821,421	283,600	14,148,768
											2,203,000
PARTNERSHIP	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS
Objective 1	590,870	92,000	385,350	60,000	385,350	60,000	385,350	60,000	385,350	60,000	2,132,270
Objective 2	1,624,893	253,000	404,618	63,000	404,618	63,000	404,618	63,000	404,618	63,000	3,243,363
Objective 3	417,463	65,000	867,038	135,000	417,463	65,000	417,463	65,000	417,463	65,000	2,536,888
TOTAL	2,633,225	410,000	1,657,005	258,000	1,207,430	188,000	1,207,430	188,000	1,207,430	188,000	7,912,520
											1,232,000
TOTAL for 4Ps	109,239,018	17,008,800	100,009,886	15,571,800	96,455,032	15,018,300	96,904,607	15,088,300	94,492,958	14,712,800	497,101,500
											77,400,000
MONITORING AND RESEARCH											
	2022		2023		2024		2025		2026		TOTAL
	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS
Objective 1	4,153,110	646,650	2,090,524	325,500	2,109,791	328,500	1,563,879	243,500	1,724,441	268,500	11,641,745
											1,812,650
GRAND TOTAL FOR NPA											
	2022		2023		2024		2025		2026		TOTAL
	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS	USD	GHS
	113,392,128	17,655,450	102,100,409	15,897,300	98,564,823	15,346,800	98,468,486	15,331,800	96,217,399	14,981,300	508,743,245
											79,212,650

ANNEXURES: HUMAN TRAFFICKING ACTIVITY REPORTING TEMPLATES

ANNEX 1: VICTIM PROTECTION, CARE AND REFERRALS

REPORTING TEMPLATE: YEAR DATE

REPORTING ORGANIZATION

NAME OF REGION DISTRICT

NAME OF OFFICER

EMAIL AND TEL. NO.

STATISTICS

Total no. of victims cared for in the reporting period	Victims Types and sex						Nationality					
	Data disaggregated						Ghanaians			Other Nationals		
Total for the period	Children			Adult			Children			Adult		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F
Type of Exploitation	Labour exploitation						Sex exploitation					
	Children			Adult			Children			Adult		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F

PROTECTION AND SUMMARY SHEET FOR VICTIM SUPPORT

Year:	If you have a shelter kindly indicate the shelter capacity		Cases Received. Please indicate total cases received		Referred from which agencies/ or to which agency		Reintegration		Nationality of victims		Type of exploitation			Referrals which facilities		To care	Remarks and referral agency
	Total	No. of victims the shelter can take =	Total =		Kindly write the No. and the name of agency		Total				sex	Labour	others	Total referred =			
	M	F	M	F	Gov't	NGOs	M	F	GH	FN				M	F		
Total victims left from last year																	
Total number of victims left for																	

ANNEX 2: REPORTING TEMPLATE FOR SECURITY AGENCIES

GHANA POLICE SERVICE/ GHANA IMMIGRATION SERVICE / CUSTOMS /BNI / EOCO/ NATIONAL SECURITY/ OTHERS

REPORTING TEMPLATE: YEAR DATE

REPORTING ORGANIZATION

NAME OF REGION DISTRICT

NAME OF OFFICER

EMAIL AND TEL. NO.

STATISTICS – LAW ENFORCEMENT

Year	Total No. of Cases received / reported	Total number of cases investigated	Total number of cases prosecuted in court	Total No. of Victims Rescued /received	Total No. of Perpetrators Arrested	Total no of dockets referred to AG's	Total No. of Cases pending	Total No. of Convictions gained	Total No. of perpetrators convicted	Type of exploitation Cases And please in each case specify the number of victims involved		
										Total for labour	Total for sex	Other forms

INVESTIGATIONS

LABOUR TRAFFICKING/ EXPLOITATION

How many forced labour cases were investigated	How many individuals are involved	By Region	Total victims rescued/ received				Nationality				Remarks
			Total	Child	Adult		Ghanaians	Child	Adult	Foreigners	
				M	F	M	M	F	M	F	
<u>TOTAL</u>											

INVESTIGATIONS

SEX TRAFFICKING/ EXPLOITATION

How many forced labour cases were investigated?	How many individuals are involved?	By Region	Total victims rescued/ received				Nationality				Remarks
			Total	child	adult		Ghanaians	Child	adult	Foreigners	
				M	F	M	M	F	M	F	
<u>TOTAL</u>											

PROSECUTION

LABOUR TRAFFICKING / EXPLOITATION

How many forced labour cases were prosecuted	How many from previous years	How many suspects were arrested	By Region	How many defendants were involved in each case?	Nationality of defendants		of the		Which laws and sections were used to prosecute the suspects?	Which government agency prosecuted the cases	Indicate how many cases are still in court
					Ghanaians	Other nationals			PLEASE LIST		
				Total	M	F	M	F			
<u>TOTAL</u>											

PROSECUTION

LABOUR TRAFFICKING / EXPLOITATION

How many forced labour cases were prosecuted	How many from previous years	How many suspects were arrested	By Region	How many defendants were involved in each case?	Nationality of defendants		of the		Which laws and sections were used to prosecute the suspects?	Which government agency prosecuted the cases	Indicate how many cases are still in court
					Ghanaians	Other nationals			PLEASE LIST		
				Total	M	F	M	F			
<u>TOTAL</u>											

CONVICTIONS

LABOUR TRAFFICKING/ EXPLOITATION

How many cases of forced labour were convicted	By Region	How many individual defendants were convicted				Nationality of the defendants				Which laws and sections were used to convict the trafficker?	The length of jail time and or fines given to offenders under the HT Act	Convictions gained with other laws
						Ghanaians		Other nationals				
						M	F	M	F			
		Total	M	F								
<u>TOTAL</u>												

CONVICTIONS

SEX TRAFFICKING / EXPLOITATION

How many cases of sex trafficking were convicted?	By Region	How many individual defendants were convicted?			Nationality of the defendants				Which laws and sections were used to convict the trafficker?	The length of jail time and or fines given Using HT Act	Convictions gained with other laws
					Ghanaians		Other Nationals				
					M	F	M	F			
		Total	M	F							
<u>TOTAL</u>											

ANNEX 3: PREVENTION ACTIVITIES AND PARTNERSHIP TEMPLATE

REPORTING TEMPLATE: YEAR DATE

REPORTING ORGANIZATION

NAME OF REGION DISTRICT

NAME OF OFFICER

EMAIL AND TEL. NO.

1. CAPACITY BUILDING AND TRAINING PROGRAMS

(This includes training organized by your institution or those you participated/ collaborated or funded)

No.	Project name (if applicable)	Name And Title Of the Program	Topics Treated	☒ Date ☒ Venue ☒ District ☒ Region Program Was Organized	For Which Targeted Groups/ Audience	Total No. Of Participants			Funders/ Donors	Collaborators
						Total	Male	Female		
1										
2										
3										
4										

2. AWARENESS RAISING CAMPAIGNS AND SENSITIZATION, COMMUNITY DIALOGUES, COMMUNITY ENGAGEMENTS

No.	Activity	Name and title of Activity / program Undertaken	Program Details		Region And District	Target audience	No Of Participants			Funders/ Donors	Collaborators
			Venue	Date			Total	Male	Female		
1	Sensitization and awareness raising programs										
2	Community engagements and community Dialogues										
3	Media engagements Type of media / details										

3. AWARENESS RAISING CAMPAIGNS – INFORMATION, EDUCATION AND COMMUNICATION MATERIALS (I E&C)

No.	Activity	Name/ Title of Campaigns	Material Type E.g. Training tools, Flyers, T shirts, etc		Targeted Audience/ No of Participants			Funders/ Donors	Collaborators
			Total Qty	List type	Total	Male	Female		
1	Developed I,E&C materials, Documentaries, jingles and music								
2	TIP related developed documents and materials								
3	Any media publications Book publication (kindly attach copy if any)								

4. DONATIONS AND GIFTS TO OR FROM INSTITUTIONS

No.	Donations given or receipt of any items for HT activities	Item description	type/	From	To	Region/ office	Quantity/ No.	purpose	Remarks
1									
2									

ANNEX 4: PROSECUTION – ATTORNEY GENERALS DEPARTMENT

REPORTING TEMPLATE: YEAR DATE

REPORTING ORGANIZATION

NAME OF REGION DISTRICT

NAME OF OFFICER

EMAIL AND TEL. NO.

STATISTICS

Year	Total no of dockets received Kindly indicate the institution received from	Total number of cases prosecuted	Total No. of Victims involved	Total No. of Perpetrators involved	Total No. of Cases pending	Total No. of Convictions gained	Total No. of perpetrators convicted	Type of exploitation Cases And please in each case specify the number of victims involved		
								Total for labour	Total for sex	Other forms

STATISTICS FOR THE VICTIMS INVOLVED

Total no. of victims involved during the reporting period	Victims Types and sex Data disaggregated										Nationality					
											Ghanaians					
											Other Nationals					
Total for the period	Children				Adult			Children		Adults		Children		Adult		
	Total	M	F		Total	M	F	Total	M	F		Total	M	F		
Type of Exploitation	Labour exploitation										Sex exploitation					
	Children				Adult			Children		Adults		Children		Adult		
	Total	M	F		Total	M	F	Total	M	F		Total	M	F		

PROSECUTION

SEX/ LABOUR TRAFFICKING/ EXPLOITATION

How many forced labour cases were prosecuted	How many from previous years	How many suspects were arrested	By Region	How many defendants were involved in each case?	Nationality of the defendants				Which laws and sections were used to prosecute the suspects?	Which government agency prosecuted the cases?	Indicate how many cases are still in court
					Ghanaians		Other nationals				
					Total	M	F	M			
<u>TOTAL</u>											

PROSECUTION

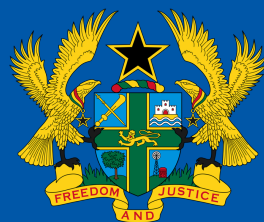
OTHER FORMS OF EXPLOITATION

How many cases were prosecuted	How many suspects were arrested	By Region	How many defendants were involved in each case?	Nationality of the defendants		Nationality	Which laws and sections were used to prosecute the suspects?	Which government agency prosecuted the cases	Indicate how many cases were initiated last year
			Total	M	F	M	F		
		Accra							
TOTAL									

CONVICTIONS

SEX/ LABOUR TRAFFICKING/ EXPLOITATION

How many cases of forced labour were convicted	By Region	How individual defendants were convicted	Nationality of the defendants				Which laws and sections were used to convict the trafficker?	The length of jail time and or fines given to offenders under the HT Act	Convictions gained with other laws
			Ghanaians		Other Nationals				
			M	F	M	F			
		Total	M	F					
<u>TOTAL</u>									



REPUBLIC OF GHANA

HUMAN TRAFFICKING SECRETARIAT (HTS)

WORKING TOGETHER
TO END HUMAN TRAFFICKING