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Building the Evidence Base for Effective Antislavery Governance

Ghana Country Profile

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About this report

This report was prepared by Dr Ana Valverde-Cano (Rights Lab Research Fellow in Antislavery Law and Policy), Dr Katarina Schwarz (Rights Lab Associate Director), and Dr Daniel Ogunniyi (Rights Lab Research Fellow).

The report is based primarily on research conducted from 2020-2021 and may not therefore consider more recent emerging evidence. Updates to the report to reflect new and emerging evidence are ongoing.

The authors welcome enquiries on the report and the project more broadly, which may be directed to Katarina Schwarz at Katarina.Schwarz@nottingham.ac.uk

About the project

The report was produced to support the research project ‘Building the Evidence Base for Effective Antislavery Governance in the UK and the Top 20 UK Source Countries’, funded by the Modern Slavery and Human Rights Policy and Evidence Centre. The research team consisted of Dr Katarina Schwarz (Rights Lab, University of Nottingham), Dr Ana Valverde-Cano (Rights Lab), Dr Daniel Ogunniyi (Rights Lab), Alexandra Williams-Woods (CSIS, University of Liverpool), and Prof Jean Allain (Wilberforce Institute, University of Hull).

The **Rights Lab** is a University of Nottingham “Beacon of Excellence” and home to the world’s largest and leading group of modern slavery researchers. Through its five research programmes, impact team, and INSPIRE project, the Rights Lab is underpinning antislavery with an advanced research agenda, collaborating with civil society, business, and government, and elevating survivor-informed research as a key part of knowledge production to help end slavery.

The **Wilberforce Institute** at the University of Hull aims to advance fundamental knowledge of slavery and emancipation, informing policy, business practice and public debate at local, national and international levels. The Wilberforce Institute brings together experts in humanities, law and social sciences to help tackle this global problem head on.

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1. Overview of antislavery in Ghana

1.1. GSI rankings and government response ratings¹

	Vulnerability		Prevalence			Government response	
	Ranking ²	Score ³	Ranking ⁴	Absolute ⁵	/1000 ⁶	Ranking ⁷	Rating ⁸
2013	80	51.58	18	181,038	7.13	-	-
2014	74	54.4	21	193,100	7.46	83	CCC
2016	66	41.51	113	103,300	3.77	-	CC
2018	64	52.2	66	133,000	4.8	-	CC

Although the nature of modern slavery makes measuring the phenomenon an inherently difficult task, the Walk Free Foundation's Global Slavery Index (GSI) aims to provide the 'best available data and information about the scale and regional distribution of modern slavery'.⁹ This includes **national prevalence estimates** of the number of people experiencing modern slavery in each country, calculated on the basis of a predictive model that accounts for individual and country-level risk factors.

National prevalence estimates are analysed in the context of results of Walk Free's **Vulnerability Model**. This model uses 'statistical testing and processes to identify the factors that explain or predict the prevalence of modern slavery'.¹⁰ The 2018 Vulnerability Model features five factors, made up of 23 distinct variables: governance issues, lack of basic needs, inequality, disenfranchised groups, and effects of conflict.

Walk Free also tracks **government responses** to modern slavery, tracking government efforts across five milestones: (1) survivors of slavery are identified and supported to exit and remain out of slavery; (2) criminal justice mechanisms function effectively to prevent modern slavery; (3) coordination occurs at the national and regional level, and governments are held to account for their response; (4) risk factors such as attitudes, social systems, and institutions that enable modern slavery are addressed; and (5) government and business stop sourcing goods and services produced by forced labour.¹¹

It should be noted that the scope, methodology, and sources underpinning GSI findings has changed over the years. This means that data between different reporting years is not directly comparable.

¹ Walk Free Foundation, 'The Global Slavery Index 2013' (2013), available [here](#); 'The Global Slavery Index 2014' (2014), available [here](#); 'The Global Slavery Index 2016' (2016), available [here](#); 'The Global Slavery Index 2018' (2018), available [here](#)

² Note: a higher ranking (closer to 1) indicates high vulnerability relative to other countries.

³ Note: a higher score indicates increased vulnerability to modern slavery, with a median country score of 47.28 in 2018

⁴ Note: a higher ranking (closer to 1) indicates a high number of people experiencing modern slavery per 1000 in the overall population relative to other countries.

⁵ Note: absolute prevalence measures the estimated number of people experiencing modern slavery in the country.

⁶ Note: prevalence /1000 measures the number of people estimated to experience modern slavery per 1000 people in the overall population.

⁷ Note: a higher ranking (closer to 1) indicates better government responses to modern slavery relative to other countries.

⁸ Note: government response ratings are broken into scoring bands, with an A rating representing the strongest government response to modern slavery (with a score of 70-79.9), followed by BBB (60-69.9), BB (50-59.9), B (40-49.9), CCC (30-39.9), CC (20-29.9), C (10-19.9), and D (<0-9.9).

⁹ Walk Free Foundation, 'Global Findings' (2018), available [here](#).

¹⁰ Walk Free Foundation, 'Methodology: Vulnerability' (2018), available [here](#).

¹¹ Walk Free Foundation, 'Methodology: Government Response' (2018), available [here](#).

1.2. TIP Rankings 2001-2020¹²



The Trafficking in Persons report ranks countries into one of four tiers, as mandated by the Victims of Trafficking and Violence Protection Act 2000 (TVPA). A country's ranking is based on an assessment of the government's efforts to address trafficking in persons, rather than on the extent of trafficking within the country, and considers government action against the TVPA's minimum standards.¹³

Tier 1: Countries whose governments fully meet the TVPA's minimum standards for the elimination of trafficking. To maintain a Tier 1 ranking, the country must continue to make progress in its anti-trafficking efforts each year.

Tier 2: countries whose governments do not fully meet the TVPA's minimum standards but are making significant efforts to bring themselves into compliance with those standards.

Tier 2 Watch List: Countries whose governments do not fully meet the TVPA's minimum standards but are making significant efforts to bring themselves into compliance with those standards, and for which:

- (a) the absolute number of victims of severe forms of trafficking is very significant or is significantly increasing;
- (b) there is a failure to provide evidence of increasing efforts to combat severe forms of trafficking in persons from the previous year, including increased investigations, prosecution, and convictions of trafficking crimes, increased assistance to victims, and decreasing evidence of complicity in severe forms of trafficking by government officials; or
- (c) the determination that a country is making significant efforts to bring itself into compliance with minimum standards was based on commitments by the country to take additional steps over the next year.

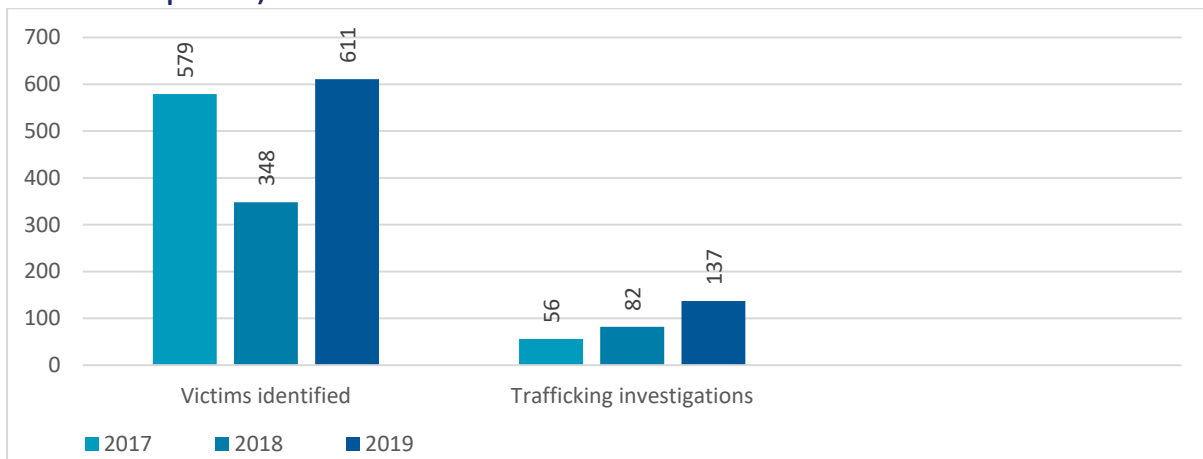
Tier 3: Countries whose governments do not fully meet the TVPA's minimum standards and are not making significant efforts to do so. Countries ranked as Tier 3 may be subjected to restrictions on non-humanitarian, non-trade foreign assistance from the US. Impositions of such restrictions are determined by the President.¹⁴

¹² US Department of State, '2020 Trafficking in Persons Report' (2020), available [here](#); (2019) available [here](#); (2018), available [here](#); (2017), available [here](#); (2016), available [here](#); (2015), available [here](#); (2014), available [here](#); (2013), available [here](#); (2012), available [here](#); (2011), available [here](#); (2010), available [here](#); (2009), available [here](#); (2008), available [here](#); (2007), available [here](#); (2006), available [here](#); (2005), available [here](#); (2004), available [here](#); (2003), available [here](#); (2002), available [here](#); (2001), available [here](#)

¹³ Minimum standards for the elimination of trafficking are found in section 108, Victims of Trafficking and Violence Protection Act 2000 (United States), available [here](#)

¹⁴ See further US Department of State (2020), above n **Error! Bookmark not defined.****Error! Bookmark not defined.**, 40-41.

1.3. Quantitative measures on anti-trafficking governance (TIP Reports)¹⁵



Measure	Year	Qty	
Potential trafficking victims identified	2019	611	[1]
Trafficking investigations conducted	2019	137	[1]
Government's contribution to Human Trafficking Fund	2019	\$176,680	[1]
Potential trafficking victims identified	2018	348	[1]
Trafficking investigations conducted	2018	82	[1]
Trafficking suspects prosecuted	2018	42	[2]
Trafficking suspects convicted	2018	7	[2]
Potential trafficking victims identified	2017	579	[3]
Trafficking suspects prosecuted	2017	56	[2]
Trafficking suspects convicted	2017	6	[2]
Convictions for the worst forms of child labour	2017	14	[4]

¹⁵ Sources:

[1] US Department of State (2020), above n **Error! Bookmark not defined..**

[2] US Department of State (2019), above n **Error! Bookmark not defined..**

[3] US Department of State (2018), above n **Error! Bookmark not defined..**

[4] US Department of Labour, '2018 Findings on the Worst Forms of Child Labor: Ghana' (US Department of State, 2018), available [here](#).

2. Treaty commitments¹⁶

Instrument	Ratification date
1926 Slavery Convention	3 March 1963
1953 Protocol to the Slavery Convention	N/A
1930 Forced Labour Convention	20 May 1957
2014 Protocol to the Forced Labour Convention	N/A
1956 Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery	3 March 1963
1957 Abolition of Forced Labour Convention	15 December 1958
1966 International Covenant on Civil and Political Rights (ICCPR)	7 September 2000
1966 Optional Protocol to the ICCPR	7 September 2000
2005 Council of Europe Convention on Action against Trafficking in Human Beings	N/A
1990 Convention on the Protection of the Rights of All Migrant Workers and Members of their Families	7 September 2000
1998 Rome Statute of the International Criminal Court	20 December 1999
1999 Worst Forms of Child Labour Convention	13 June 2000
2000 Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children	21 August 2012
2000 Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography	N/A
2000 Optional Protocol to the Convention on the Rights of the Child on the Involvement of Children in Armed Conflict	9 December 2014
2011 Domestic Workers Convention	N/A
Key International Commitments	
1948 Universal Declaration of Human Rights	
1985 Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power	
2005 UN Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law	
2015 UN Sustainable Development Goals (5.3, 8.7)	
2017 Call to Action to End Forced Labour, Modern Slavery and Human Trafficking	

¹⁶ UN Treaty ratification info sourced from UN Treaty Collection available [here](#); ILO Convention ratifications available [here](#); Rome Statute ratification status available [here](#). Membership data on the 2017 Call to Action is found at Delta8.7, 'Call to Action' available [here](#)

3. General country context

3.1. Constitutional structure

Ghana is a presidential republic with a mixed legal system based on English common law and customary law.¹⁷ The president and vice president are directly elected by absolute majority popular vote for a 4-year term, and are eligible for a second term.¹⁸ Ghana has a unicameral 275-seat parliament with members directly elected from their constituencies to serve 4-year terms. Ghana's Supreme Court is headed by the Chief Justice, who is appointed by the president in consultation with the Council of State and with Parliamentary approval. The president upon the advice of the Judicial Council as well as the Council of State appoints other justices of the court. Justices can voluntarily retire at age 60, with compulsory retirement set at age 70.¹⁹

Although formal separation of powers exist between tiers of government, the Ghanaian constitution somewhat recognises the supremacy of the presidency over Parliament. For instance, only the president or an authorised minister acting on his behalf is empowered to introduce a bill or amendment that might have fiscal consequences in Parliament. Thus, it has been noted that, 'every legislative initiative, as well as control of the national legislative agenda and timetable, is effectively in the hands of the president'.²⁰

3.2. Political context

Ghana is one of the more stable democracies in the West African region.²¹ Successive elections held in the last 25 years, including the 2016 general elections were generally considered to be free and fair,²² with high voter participation rates.²³ The current president, Nana Akufo-Addo of the New Patriotic Party (NPP) won the 2016 elections defeating incumbent, John Dramani Mahama of the National Democratic Congress (NDC),²⁴ in an election deemed to be inclusive, transparent and credible.²⁵ Relative economic growth in Ghana has limited the potential for instability at a scale experienced in countries like Liberia, Cote D'Ivoire or Nigeria.²⁶ Generally, Ghanaian authorities are taking steps to address corruption by public officials, including by signing into law the Right to Information Bill in May 2019. The legislation aims to improve transparency and accountability across different levels of government.²⁷ Ghana ranked 55 of 167 countries in the 2019 Democracy Index of the Economist Intelligence Unit, which is well above several other African countries.²⁸

Despite progress in many sectors, Ghana still grapples with a number of issues, including arrests of journalists and press censorship. Although the country ranks 30th of 180 countries and 3rd in Africa in the 2020 World Press Freedom Index, it dropped three places

¹⁷ Poku Adusei, 'Towards a Transsystemic Study of the Ghana Legal System' (2017) 6 *Global Journal of Comparative Law* 30, 34; see also Central Intelligence Agency, 'The World FactBook: Ghana', available [here](#). Constitution 1992 available [here](#).

¹⁸ Central Intelligence Agency, above n 17.

¹⁹ Ibid.

²⁰ E. Gyimah-Boadi, H. Kwasi Prempeh, 'Oil, Politics, and Ghana's Democracy' (2012) 23(3) *Journal of Democracy* 103, available [here](#).

²¹ GIPC, 'Political Stability', available [here](#).

²² Guillaume Arditti, 'Ghana's Durable Democracy: The Roots of Its Success' *Foreign Affairs* (6 January 2017), available [here](#).

²³ Cadman Atta Mills, 'Politics, policy, and implementation: The 'Ghanaian Paradox'', *Brookings* (18 July 2018), available [here](#).

²⁴ Central Intelligence Agency, 'The World FactBook: Ghana', above n 18.

²⁵ US Department of State, '2019 Country Reports on Human Rights Practices: Ghana' (2019), available [here](#).

²⁶ Guillaume Arditti, above n 22.

²⁷ US Department of State, above n 25.

²⁸ The Economist Intelligence Unit, 'Democracy Index 2019: A year of democratic setbacks and popular protest' (The Economist Intelligence Unit Limited, 2020).

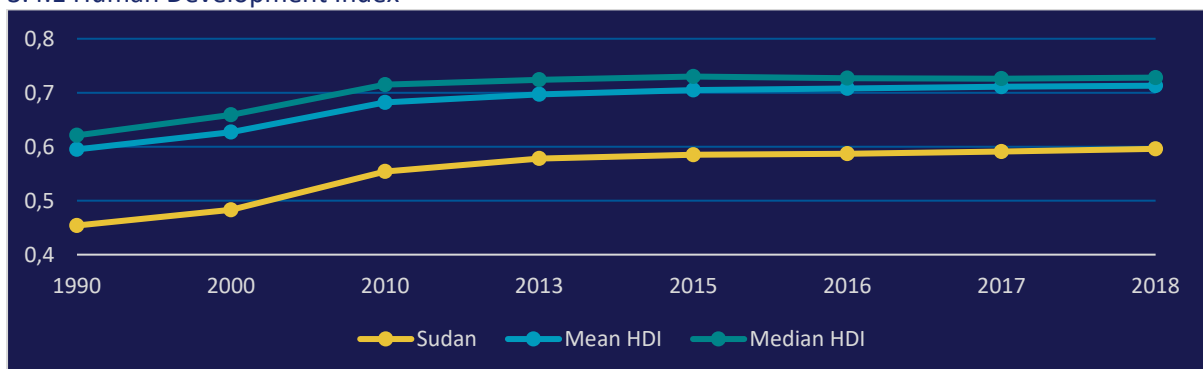
from the previous year, owing to growing violence against journalists.²⁹ Other issues include violence against women and girls and infanticide of children with disabilities.³⁰

3.3. Migration profile

As of mid-2019, Ghana was home to 466,000 international migrants while 970,000 Ghanaian migrants lived abroad.³¹ The majority of international migrants in Ghana come from Togo, Burkina Faso, Nigeria, Benin and Cote d'Ivoire; while the top destination countries for Ghanaians are Nigeria, United States, United Kingdom, Cote d'Ivoire, and Italy.³²

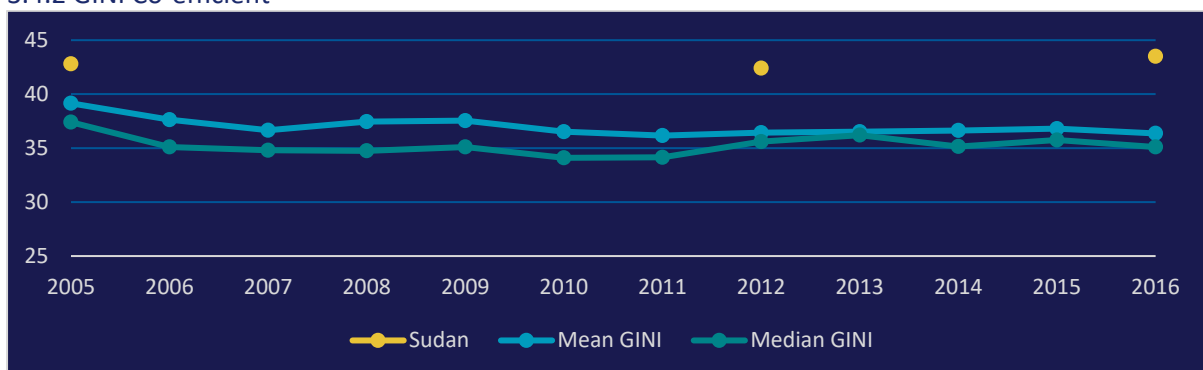
3.4. Development profile

3.4.1 Human Development Index³³



The Human Development Index (HDI) measures average life expectancy, level of education and income for each country in the world. Each country is given a score between 0 and 1 - the closer a country gets to 1, the more developed it is.³⁴ Ghana's scores place the country in the 'low human development' category.

3.4.2 GINI Co-efficient³⁵



Gini index measures the extent to which income distribution or consumption expenditure among individuals or households within an economy deviates from a perfectly equal distribution. A Gini index of 0 represents perfect equality, while an index of 100 implies perfect inequality.³⁶

²⁹ Reporters without Borders, 'Not enough protection for journalists' (2020), available [here](#).

³⁰ US Department of State, above n 25.

³¹ Migration Data Portal, 'Ghana' (2020), available [here](#).

³² United Nations Department of Economic and Social Affairs, 'Migration Profiles: Ghana', available [here](#). For a comprehensive analysis on migration in Ghana, see: IOM, 'Migration in Ghana: A Country Profile 2019' (2020), available [here](#)

³³ UNDP, 'Human Development Indicators - Ghana' (2019), available [here](#).

³⁴ UNDP, 'Human Development Reports', available [here](#).

³⁵ World Bank, 'Gini index (World Bank estimate) - Ghana' (2017), available [here](#).

³⁶ World Bank, 'Metadata Glossary', available [here](#).

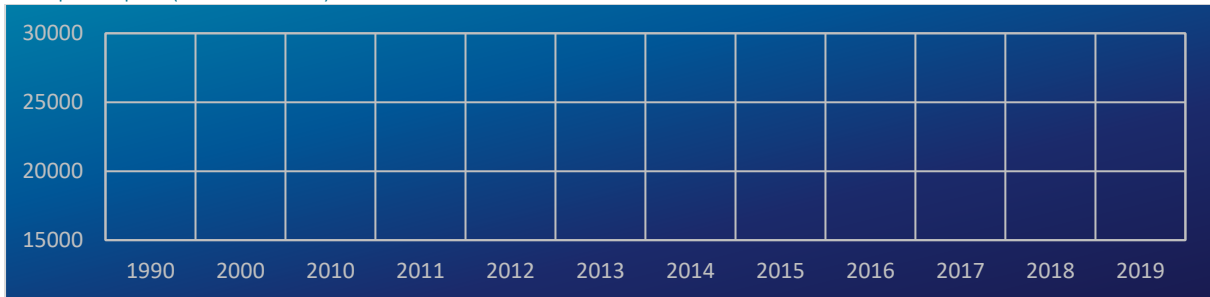
3.4.3. Ghana’s achievement of the Sustainable Development Goals³⁷

Year	Rank	Score
2020	100	65,37
2019	104	63,8
2018	101	62,8
2017	109	59,9
2016	104	51,4

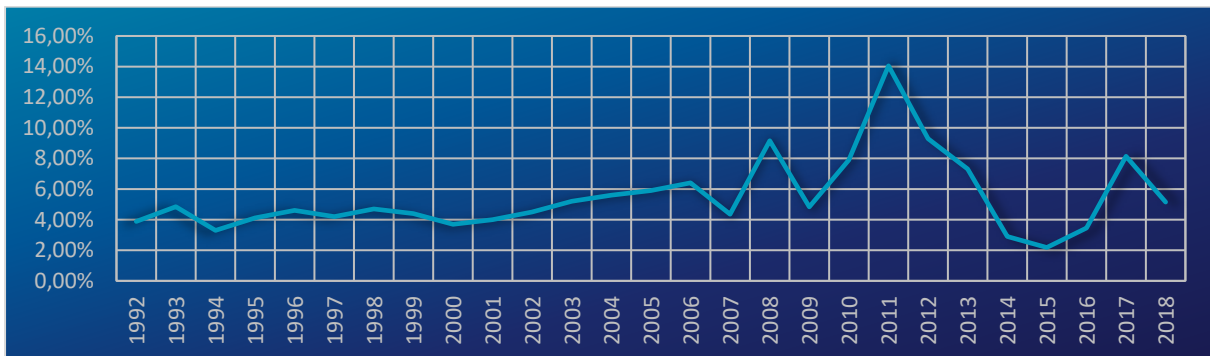
The Sustainable Development Reports assess implementation of, and progress towards, the 2015 UN Sustainable Development Goals. The SDG Index and Dashboards summarise countries’ current performance and trends across the 17 SDGs. All SDGs are weighted equally in the index. Changing indicators, data, and methodology used to determine rankings and scores mean that SDG index results are not comparable over time.³⁸

3.4.4 Ghana’s GDP Rates

GDP per capita (Constant LCU)³⁹



GDP Growth Rate⁴⁰



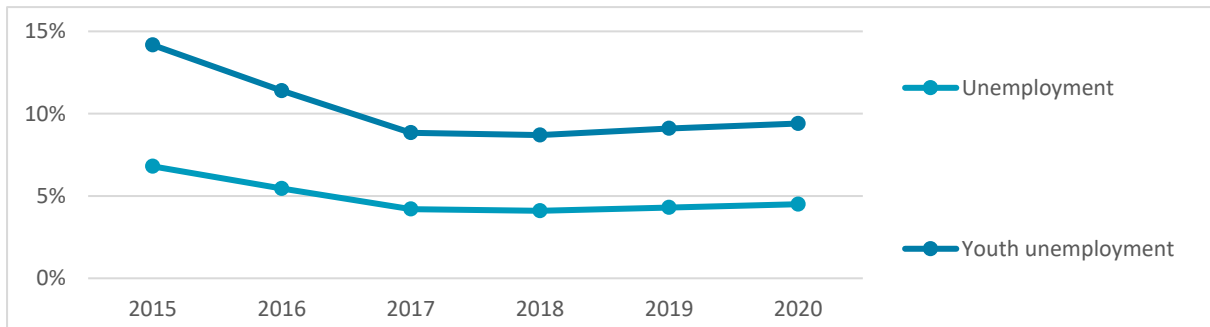
³⁷ Sustainable Development Report (2020), available [here](#).

³⁸ Bertelsmann Stiftung and Sustainable Development Solutions Network, ‘Sustainable Development Report 2019’ (June 2019) 19.

³⁹ World Bank, ‘GDP per capita (constant LCU) – Ghana’, available [here](#).

⁴⁰ World Bank, ‘GDP growth (annual %) - Ghana’, available [here](#)

3.4.5 Other relevant indicators⁴¹



Ghana scores 0.538 in the Gender Inequality Index 2019 (135 out of 189 countries).⁴²

3.5. Ghana's Human Rights Record

Ghanaian authorities are taking steps to reform and/or repeal draconian laws undermining human rights. In 2019, the Right to Information Law was adopted by parliament to further increase accountability of public officials, while the president commuted death sentences and replaced it with life imprisonment.⁴³ However, courts reportedly continue handing down the death sentence.⁴⁴ Other human rights issues in the country include extrajudicial killings by the government or its agents, corruption in nearly all branches of government, censorship of free press and killing of journalists.⁴⁵ Government agents assailed a number of investigative journalists during 2018 following the production of a documentary exposing Ghanaian soccer corruption. Investigative journalists are particularly under threat in Ghana even though arrests of media personnel in general may be less common.⁴⁶ Further, there are reports that police abuse and sometimes beat suspected detainees and other citizens, although the police often denied such allegations and victims were often reluctant to speak out.⁴⁷

3.6. Social support systems

Article 37(6) of the Ghanaian Constitution provides that the government shall 'ensure that contributory schemes are instituted and maintained that will guarantee economic security for self-employed and other citizens of Ghana'. The government further undertakes to 'provide social assistance to the aged such as will enable them to maintain a decent standard of living.' It is however noteworthy that these provisions form part of the directive principles of state policies which do not create binding obligations on the government, but merely reflect aspirational goals. In addition, the National Pensions Act 2008 sets up the country's contributory pensions scheme, which provides pension benefits to ensure retirement income security for workers.⁴⁸

In 2015, the authorities adopted the Ghana National Social Protection Policy to provide an inter-sectoral social protection system, which could enable access to income support while facilitating access to basic services.⁴⁹ A key objective of the policy is provide formal social security for 75% of the working population and 50% of older persons.⁵⁰

⁴¹ World Bank, 'Unemployment, total (% of total labor force) (modeled ILO estimate) - Ghana', available [here](#); World Bank, 'Unemployment, youth total (% of total labor force ages 15-24) (modeled ILO estimate) - Ghana', available [here](#).

⁴² UNDP, 'Gender Inequality Index' (2020), available [here](#).

⁴³ Amnesty International, 'Ghana 2019' (2020), available [here](#).

⁴⁴ Ibid.

⁴⁵ US Department of State, above n 25.

⁴⁶ Reporters without Borders, 'Not enough protection for journalists', above n 2929.

⁴⁷ US Department of State, above n 25.

⁴⁸ Article 2 National Pensions Act 2008, available [here](#).

⁴⁹ Ministry of Gender, Children and Social Protection, 'Ghana National Social Protection Policy' (2015) 16, available [here](#).

⁵⁰ Ibid 17.

4. National modern slavery context

4.1. Modern slavery profile

Modern slavery takes different forms in Ghana, with children and adults exploited in various sectors. A research by the Walk Free Foundation indicates that 4.84 of every 1,000 persons live in modern slavery in Ghana.⁵¹ Traffickers subject Ghanaian children to forced labour in the fishing sector, artisanal gold mining, domestic service, street hawking, herding, begging, quarrying, and agriculture.⁵² Some studies have demonstrated the hazards faced by children in the fishing industry throughout Ghana, with many performing such tasks from very young ages.⁵³ A survey showed that in the Lake Volta region, one in three children was exploited in child labour and one in five children engaged in hazardous forms of child labour.⁵⁴ More than half the children working in the fishing industry in Lake Volta come from other communities and are subjected to various forms of exploitations by fishermen, with limited access to food and clothing.⁵⁵

Ghanaians, especially women and children are trafficked to Europe, the Middle-East, and other countries in West Africa, where they are subjected to forced labour and sexual exploitation.⁵⁶ Ghana serves as a transit point for organised sex trafficking from West African countries to Europe, especially Italy and Germany.⁵⁷

Some parents reportedly sell members of their families to traffickers at very cheap prices, with victims trafficked to other parts of the country where they are exploited in farming, commercial sex, and begging. In some parts of Ghana, victims may also be subjected to slavery under religious and traditional practices known as *trokosi* or 'slave of the gods'.⁵⁸ In this context, victims, typically virgin girls may become lifelong slaves as a way of atoning for the transgressions of their relatives. Victims serve in shrines where they are sexually abused and work in forced labour.⁵⁹

4.2. Causes and drivers of modern slavery and transnational trafficking

Overall, poverty, lack of employment opportunities as well as lack of education are key factors inducing modern slavery in Ghana.⁶⁰ Specific determinants of human trafficking and modern slavery in Ghana include the culturally entrenched practice of parents sending their children to live with extended family members, with the latter undertaking to fund the child's education.⁶¹ Although the arrangement is intended to ease the burdens on impoverished parents and create future opportunities for the child, in reality, children living with relatives are often subjected to forced labour or domestic servitude and usually unable to attend school.⁶² Further, given widespread poverty, many Ghanaians often seek opportunities in other parts of the country, which makes them vulnerable to exploitation. In particular, economic migration from the north to the southern region of the country has created increased exposure to exploitation.⁶³

⁵¹ Walk Free Foundation, 'Country Data: Ghana' (2018), available [here](#).

⁵² US Department of State, '2020 Trafficking in Persons Report', above n 12, 225.

⁵³ International Justice Mission, 'Child Trafficking into Forced Labor on Lake Volta, Ghana: A Mixed-Methods Assessment' (IJM, 2018) 14, available [here](#).

⁵⁴ Ibid.

⁵⁵ US Department of State (2020), above n 12, 225.

⁵⁶ Ibid.

⁵⁷ Ibid 226.

⁵⁸ Gerald Dapaah Gyamfi, 'International responses to human trafficking: The Ghanaian experience' (2016) 7(7) *International Journal of Peace and Development Studies* 67.

⁵⁹ Ibid.

⁶⁰ Christina Wenngren, 'Causes of Child Trafficking: A case study of Ghana', 39-41, available [here](#).

⁶¹ Giselle Balfour et al, 'A Qualitative Analysis of the Intervention Experiences of Human Trafficking Survivors and At-risk Women in Ghana' (2020) *Journal of Human Trafficking* 1 ff.

⁶² Ibid.

⁶³ Ibid.

Further, a 2013 study noted that the stigmatisation of sex work in Ghanaian society can also be named as a driver of sex trafficking, as the victims are less likely to self-identify to law enforcement in order to avoid public shame and mistreatment

4.3. Particularly vulnerable groups

Ghanaians, especially children are vulnerable to exploitation in the fishing industry in the Volta lake region.⁶⁴ Fishing work is highly gendered in nature, with men and boys working on both water and shore, while the processing and marketing of fish is the task of women and girls.⁶⁵ Young Ghanaian boys sometimes drown when diving to disentangle nets, while girls face hazards from serious burns, cuts from fish cleaning, and inhalation of smoke.⁶⁶

Nigerian women and girls are susceptible to sexual exploitation in Ghana. With promises of employment opportunities, many of these individuals are usually forced into commercial sex and coerced to repay their traffickers monies incurred for transportation and lodging.⁶⁷ Ghanaian women and children are also trafficked to Europe, the Middle East, and other parts of West Africa, where they are exploited in forced labour and commercial sex.⁶⁸

⁶⁴ Emma Seyram Hamenoo and Cynthia Akorfa Sottie, 'Stories from Lake Volta: The lived experiences of trafficked children in Ghana' (2015) 40 *Child Abuse & Neglect* 104.

⁶⁵ International Justice Mission, above n 53.

⁶⁶ *Ibid.*

⁶⁷ US Department of State (2020), above n 12, 226.

⁶⁸ *Ibid* 225.

5. Antislavery governance frameworks

5.1. Legislative measures

5.1.1. Constitution 1992⁶⁹

The Ghanaian constitution contains a general prohibition of slavery, servitude and forced labour in article 16. The article however sets out a range of exceptions to forced labour, including labour imposed by a court following a sentence, labour required from members of the armed forces, and in case of conscientious objections, labour required in lieu of military service. Labour required during a national emergency and labour reasonably required as part of normal communal or other civic obligations are not included in the scope of prohibited activities.

5.1.2. Human Trafficking Act 2005 (amended 2009)⁷⁰

Human trafficking is defined in Article 1:

Article 1- Meaning of trafficking

1. (1) Human trafficking means the recruitment, transportation, transfer, harbouring, trading or receipt of persons within and across national borders by
 - (a) the use of threats, force or other forms of coercion, abduction, fraud, deception, the abuse of power or exploitation of vulnerability, or
 - (b) giving or receiving payments and benefits to achieve consent.
- 2) Exploitation shall 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.
- 3) Placement for sale, bonded placement, temporary placement, placement as service where exploitation by someone else is the motivating factor shall also constitute trafficking.
- 4) Where children are trafficked, the consent of the child, parents or guardian of the child cannot be used as a defence in prosecution under this Act, regardless of whether or not there is evidence of abuse of power, fraud or deception on the part of the trafficker or whether the vulnerability of the child was taken advantage of

Article 2 of the Act criminalises human trafficking and makes it punishable with imprisonment of not less than five years.

- (1) A person shall not traffic another person within the meaning of section 1 or act as an intermediary for the trafficking of a person.
- (2) A person who contravenes subsection (1) commits an offence and is liable on summary conviction to imprisonment for a term of not less than five years.
- (3) For purposes of this section, an intermediary is someone who participates in or is concerned with any aspect of trafficking under this Act who may or may not be known to the family of the trafficked person.
- (4) To be concerned with an aspect of trafficking in this Act means
 - (a) to send to, take to, consent to the taking to or to receive at any place any person for the purposes of trafficking, or
 - (b) to enter into an agreement whether written or oral, to subject any party to the agreement or subject any other person to trafficking.

⁶⁹ Constitution available [here](#)

⁷⁰ Human Trafficking Act 2005 available [here](#)

The definition of trafficking in the statute is largely consistent with the definition found in article 3 of the Palermo Protocol. The use of trafficked persons is prohibited under Article 4 and it is punished with a term of imprisonment of not less than five years.

5.1.3. Criminal Code 1960⁷¹

Sections 314 and 314A criminalise slave-dealing and customary servitude or forced labour respectively:

Section 314- **Slave-Dealing.**

(1) Whoever—

(a) deals or trades in, buys, sells, barter, transfers, or takes any slave; or

(b) deals or trades in, buys, sells, barter, transfers, or takes any person in order that that person may be held or treated as a slave; or

(c) places or receives any person in servitude as a pledge or security for debt, whether then due and owing or to be incurred or contingent, whether under the name of a pawn or by whatever other name that person may be called; or

(d) conveys any person, or induces any person to come, to Ghana in order that such person may be dealt or traded in, bought, sold, bartered, or become a slave, or be placed in servitude as a pledge or security for debt; or

(e) conveys or sends any person, or induces any person to go out of Ghana in order that that person may be dealt or traded in, bought, sold, bartered, transferred, or become a slave, or be placed in servitude as a pledge or security for debt; or

(f) enters into any contract or agreement with or without consideration for doing any of the acts or accomplishing any of the aforementioned purposes; or

(g) by any species of coercion or restraint otherwise than in accordance with the Labour Decree, compels or attempts to compel the service of any person, shall be guilty of second degree felony.

(2) This section does not apply to any such coercion as may lawfully be exercised by virtue of contracts of service between free persons, or by virtue of the rights of parents and other rights, not being contrary to law, arising out of the family relations customarily used and observed in Ghana.

Section 314A- Prohibition of Customary Servitude.

(1) Whoever—

(a) sends to or receives at any place any person; or

(b) participates in or is concerned in any ritual or customary activity in respect of any person with the purpose of subjecting that person to any form of ritual or customary servitude or any form of forced labour related to a customary ritual commits an offence and shall be liable on conviction to imprisonment for a term not less than three years.

(2) In this section "to be concerned in" means—

(a) to send to, take to, consent to the taking to or receive at any place any person for the performance of the customary ritual; or

(b) to enter into any agreement whether written or oral to subject any of the parties to the agreement or any other person to the performance of the customary ritual; or

(c) to be present at any activity connected with or related to the performance of the customary ritual.

⁷¹ Criminal Code available [here](#)

Section 108 of the statute criminalises the prostitution of children below the age of 16, and makes offenders guilty of misdemeanour. Section 274 of the legislation further criminalises living on the earnings of prostitution, making offenders guilty of misdemeanour.

5.1.4. Labour Act 2003⁷²

The Act prohibits forced labour, noting in article 116(2) that 'it is an offence for an employer to exact or cause to be exacted, or permit to be exacted, for his or her benefit forced labour from any worker'. Article 116(3) states that 'any employer convicted of an offence under subsection (2) is liable to a fine not exceeding 250 penalty units'. The penalty for engaging in forced labour less stringent and may be insufficient to deter relevant practices.

5.1.5. Children's Act 1998⁷³

The legislation explicitly prohibits all forms of exploitative labour.⁷⁴ Article 87(2) further states that any work depriving children of their health, education or development constitutes exploitative labour. Article 91 sets the minimum age for engaging in potentially hazardous work as 18 years, and further identifies hazardous work to include mining or quarrying, going to sea, work in places where machines are used.

5.2. Prosecution

Ghanaian authorities reported conducting 137 human trafficking investigations in 2019, unlike 82 investigations conducted the previous year.⁷⁵ The Ghana Police Service (GPS) Anti-Human Trafficking Unit noted that of the 137 investigations, 92 showed evidence of trafficking crimes, compared to 67 in 2018.⁷⁶ Sixty-four of the cases related to labour trafficking, which involved 243 potential victims, mostly young boys from other countries and 28 were sex trafficking investigations, mainly involving transnational trafficking of Nigerian women and girls.⁷⁷ The Ghana Immigration Service (GIS) further reported conducting 42 trafficking investigations in 2019 and 14 in 2018. Some 35 related to labour trafficking of 244 potential victims, mostly Ghanaian women, while seven related to sex trafficking of 36 women and girls primarily from Nigeria.⁷⁸ The Ghana Police Service Anti-Human Trafficking Unit further reported investigating 117 human trafficking cases in 2017, while the Ghana Immigration Service separately investigated 22 suspected trafficking cases the same year.⁷⁹

During 2018, the government reportedly prosecuted 42 suspected traffickers, of which seven were convicted.⁸⁰ In 2017, 56 suspected traffickers were prosecuted and six convicted. Of the 42 suspects prosecuted in 2018, 30 were charged with labour trafficking and 12 for sex trafficking.⁸¹ Further, the authorities secured at least 14 convictions for offenses related to the worst forms of child labour during 2017.⁸²

The US State Department's '2020 Trafficking in Persons Report' highlighted that investigations and prosecutions related to trafficking were hindered due to the lack of resources for law enforcement.⁸³ The Ghanaian government has also been criticised for its

⁷² Labour Act 2003 available [here](#)

⁷³ Children's Act 1998 available [here](#)

⁷⁴ Article 12 Children's Act 1998.

⁷⁵ US Department of State, '2020 Trafficking in Persons Report', above n **Error! Bookmark not defined.**, 223.

⁷⁶ Ibid.

⁷⁷ Ibid.

⁷⁸ Ibid.

⁷⁹ US Department of State, '2019 Trafficking in Persons Report', above n **Error! Bookmark not defined.**, 209.

⁸⁰ Ibid.

⁸¹ Ibid.

⁸² US Department of Labour, '2018 Findings on the Worst Forms of Child Labor: Ghana' (US Department of State, 2018), available [here](#).

⁸³ US Department of State (2020), above n 12, 223.

inadequate response to resolve and prosecute cases in which officials are said to be complicit, particularly in the assistance of trafficking.⁸⁴

5.3. National policies and plans

5.3.1. National Plan of Action for the Elimination of Human Trafficking in Ghana (2017-2021)⁸⁵

The action plan aims to achieve a specific set of goals, including prevention of human trafficking, victim protection, prosecution of offenders, as well as improved coordination and partnerships between stakeholders. Strengthening the process of victim identification and enforcement procedures are key aspects of the plan. In addition, authorities aim to provide increased assistance to victims, in particular by providing enhanced access to medical assistance and other protection measures. The government also intends to increase dialogue with foreign governments to strengthen coordination in areas of prosecution and providing increased care to victims. The action plan further aims to improve data collection, improve interagency coordination, create post-trafficking income opportunities to victims, and provide training to relevant responders.

5.3.2. National Plan of Action Phase II on the Elimination of the Worst Forms of Child Labour (2017–2021)⁸⁶

The action plan mainly seeks to reduce the worst forms of child labour to below 10% by 2021, including in the fishing industry and mining where several children are exploited. To achieve this, the action plan aims to create public awareness and advocacy while improving institutional capacities at different levels of government and within CSOs. It also aims to achieve gender equality and poverty reduction while assisting affected families and children. The action plan further seeks to operationalise the Hazardous Child Labour Activity Frameworks (HAF) and implement standard procedures and protocols for dealing with cases of child abuse and exploitation.

5.3.3. Hazardous Child Labour Activity Frameworks (HAF)⁸⁷

The Child Labour Unit (CLU) of the Labour Department, Ministry of Employment and Social Welfare, introduced the framework with the objective of developing age-appropriate and contextually relevant hazardous child labour programme to drive research, intervention, monitoring and enforcement. The framework identifies a list of potentially hazardous work and specifies conditions under which children may participate in relevant activities. Identified hazardous occupational sectors include fishing in open waters, fish processing and sale, mining and quarrying, crop agriculture, livestock keeping, domestic work and street hawking.

5.4. National institutions and inter-departmental coordination

The 2005 Human Trafficking Act established a Human Trafficking Management Board to address trafficking related issues and make recommendations for the adoption of anti-trafficking action plans and report on implementation progress to the Minister to the Economic Community of West African States. The Management Board is further tasked with providing assistance to effectively investigate and prosecute trafficking crimes while identifying strategies for preventing and combatting the crime.⁸⁸ The Management Board is composed of the chairperson, the minister responsible for women and children's affairs, representative of the Attorney General and representative of the following ministries: interior, health, education, and ministry of local government. Other members include a representative of the Labour department, Ghana Journalists Association, the Police

⁸⁴ Ibid.

⁸⁵ National Plan of Action for the Elimination of Human Trafficking in Ghana (2017-2021) available [here](#).

⁸⁶ National Plan of Action Phase II on the Elimination of the Worst Forms of Child Labour (2017–2021) available [here](#).

⁸⁷ Hazardous Child Labour Activity Frameworks (HAF) available [here](#).

⁸⁸ Article 28 and 30 Human Trafficking Act 2005.

Service, Immigration Service, Customs, and Office of the National Security Coordinator.⁸⁹ Activities of the Board are managed by the Human Trafficking Secretariat, established by article 32(1) of the Human Trafficking Act. The Human Trafficking Secretariat itself is led by the Ministry of Gender, Children and Social Protection.⁹⁰

The Labour Department within the Ministry of Employment and Social Welfare has also established a Child Labour Unit (CLU), which administers issues related to child labour in the country. In particular, CLU's National Steering Committee on Child Labour coordinates government's efforts to eliminate the worst forms of child labour and monitors the implementation of the National Plan of Action Phase II on the Elimination of the Worst Forms of Child Labour.⁹¹ Further, Ghana Police Service has a dedicated Anti-Human Trafficking Unit (AHTU) established in 2008.⁹² AHTU collaborates with stakeholders, including the Ministry of Women and Children's Affairs, Department of Social Welfare, Attorney General's Office, Ghana Immigration Service and NGOs to create awareness and sensitisation programmes to address human trafficking in Ghana.⁹³ Overall, there is need for stronger coordination among relevant agencies. NGOs particularly indicated the need for increased collaboration between prosecutors and police to improve law enforcement processes.⁹⁴

5.5. Victim support and assistance frameworks

Article 18 of the 2005 Human Trafficking Act states that government shall provide rescued victims of human trafficking with employable skills and employment opportunities, including start-up capital and other financial assistance. The Act establishes in article 20 a Human Trafficking Fund to provide material support and skills training of relevant victims. It also aims to re-integrate victims with their families while assisting with the rehabilitation process.⁹⁵ The government provided one million cedis (\$176,680) to the Human Trafficking Fund in 2019, although the fund was not fully expended.⁹⁶

The government reportedly identified 611 potential trafficking victims in 2019, compared with 348 identified during 2018,⁹⁷ and 579 potential victims identified in 2017.⁹⁸ Ghana Police Service identified a number of children from West African countries and provided them with short-term social care in a government shelter.⁹⁹ The 2020 TIP Report indicates that the Ghanaian government increased its support for services and spent 219,580 cedis (\$38,800) to support 63 trafficking victims, including provision of food, shelter, medical treatment, and psychosocial care. Ghanaian, Congolese, Nigerian, and Vietnamese victims of sex trafficking also received care in the shelter.¹⁰⁰ However, the same report stated that the services offered by the government for male and child victims of trafficking were limited.¹⁰¹

5.6. Training and capacity-building for responders

Ghanaian authorities organised training programmes for various anti-trafficking officials and convened stakeholder meetings at different levels of government during 2019.¹⁰² The government further provided introductory anti-trafficking trainings to 217 recruits of the Ghana Immigration Service, and 300 newly recruited staff of the Ghana Police Service.¹⁰³

⁸⁹ Article 29 *ibid.*

⁹⁰ Ministry of Gender, Children and Social Protection, 'Human Trafficking Secretariat', available [here](#).

⁹¹ US Department of Labour, above n 82.

⁹² Ghana Police Service, 'Anti-Human Trafficking Unit', available [here](#).

⁹³ *Ibid.*

⁹⁴ US Department of State (2020), above n 12, 224.

⁹⁵ Article 20 and 22 Human Trafficking Act.

⁹⁶ US Department of State (2020), above n 12, 225.

⁹⁷ *Ibid* 224.

⁹⁸ US Department of State (2018), above n 12, 199.

⁹⁹ US Department of State (2020), above n 12, 224.

¹⁰⁰ *Ibid.*

¹⁰¹ *Ibid.*

¹⁰² US Department of State (2020), above n 12, 225.

¹⁰³ *Ibid* 224.

Training programmes were also organised for 180 police officers (compared to 118 officers in 2018). In partnership with NGOs and international donors, the government provided in-kind support to training programmes organised for nearly 200 judges, investigators, and social welfare and labour personnel.¹⁰⁴ Personnel of the Human Trafficking Secretariat and individuals working at newly built shelters also received anti-trafficking training in 2019.¹⁰⁵

Further, Ghanaian authorities organised capacity building programmes on victim identification, interview, and rescue to personnel of security agencies and social workers.¹⁰⁶ In addition, during 2017, 64 immigration officials and members of the police force received child labour training as part of a human trafficking training programme.¹⁰⁷

5.7. Public awareness raising

During 2018, the government reportedly disseminated 1,000 copies of the anti-trafficking action plan, 4,000 flyers and 2,000 posters to raise awareness of human trafficking across the country.¹⁰⁸ Further, during 2017 the Central Regional Police Command organised awareness raising programmes in the Cape Coast region to sensitise school children about the risks of child trafficking.¹⁰⁹

5.8. Efforts to address vulnerabilities and drivers

Given the prevalence of child trafficking and labour exploitation in the fishing industry in Ghana, the government has adopted a number of action plans and policy programmes specifically targeting this problem. To discourage the practice, the National Plan of Action Phase II on the Elimination of the Worst Forms of Child Labour aims to provide supplies to needy students as well as school uniforms to increase school attendance.¹¹⁰ The action plan further aims to create apprenticeship opportunities for older children. The government also operates the Free Compulsory Universal Basic Education (FCUBE) Policy, which could create free educational opportunities for children from poorer families.

In 2015, the authorities adopted the Ghana National Social Protection Policy to 'deliver a well-coordinated, inter-sectoral social protection system enabling people to live in dignity through income support, livelihoods empowerment and improved access to systems of basic services'.¹¹¹ A key target in the policy is the eradication of extreme poverty by 2030 and reduction of poverty in all its dimensions by at least 50% by 2030, while creating employment opportunities.¹¹² If well implemented these policy programmes could reduce vulnerabilities to human trafficking and modern slavery, which are often induced by poverty and lack of opportunities.

5.9. Frameworks for international coordination

Ghana has a bilateral multi-year agreement with the US government within the framework of the Child Protection Compact Agreement (CPC). Under the agreement, the US provides \$5 million to support with efforts to reduce child trafficking and provide increased protection for Ghanaian children.¹¹³ In 2016, Ghanaian authorities signed a labour recruitment agreement with Jordan, and signed a cooperation agreement with other ECOWAS countries to combat child trafficking and the worst forms of child labour in the

¹⁰⁴ Ibid.

¹⁰⁵ Ibid.

¹⁰⁶ Human Rights Council, 'National report submitted in accordance with paragraph 5 of the annex to Human Rights Council resolution 16/21' (A/HRC/WG.6/28/GHA/1, 25 August 2017) 8, available [here](#).

¹⁰⁷ US Department of Labour, above n 82.

¹⁰⁸ Ibid.

¹⁰⁹ Ibid.

¹¹⁰ Ministry of Employment and Labour Relations et al, 'National Plan of Action Phase II on the Elimination of the Worst Forms of Child Labour (2017–2021)', available [here](#).

¹¹¹ Ministry of Gender, Children and Social Protection, 'Ghana National Social Protection Policy', above n 49 16.

¹¹² Ibid 16, 17.

¹¹³ Human Rights Council, above n 106, 8.

cocoa sector.¹¹⁴ A Bi-Lateral Agreement to Combat Cross-Border Trafficking has also been signed by the First Ladies of Côte d'Ivoire and Ghana. The agreement, *inter alia*, seeks to combat transnational trafficking between the two countries while advocating for sub-regional cooperation with other First Ladies to address trafficking and issues related to the worst forms of child labour.¹¹⁵ Further, at the regional level, ECOWAS countries adopted the Regional Action Plan for the Elimination of Child Labour, especially the worst forms, to protect children from works that may harm their physical, social or psychological well-being. The Regional Action Plan further aims to provide a coordinated platform for carrying out child labour intervention at the regional level.¹¹⁶

Law enforcement agents in Ghana collaborated with the Nigerian Ministry of Foreign Affairs ministry and the National Agency for the Prohibition of Trafficking in Persons to obtain identity and travel documents and facilitated repatriation of Nigerian citizens. Ghanaian authorities cooperated with two gulf countries to facilitate the repatriation of six Ghanaian trafficking victims.¹¹⁷

¹¹⁴ US Department of State, '2018 Trafficking in Persons Report', above n **Error! Bookmark not defined.**, 201.

¹¹⁵ US Department of Labour, '2018 Findings on the Worst Forms of Child Labor: Ghana', above n **Error! Bookmark not defined.**

¹¹⁶ ILO, 'ECOWAS Regional Action Plan for the Elimination of Child Labour, especially the worst forms', available [here](#).

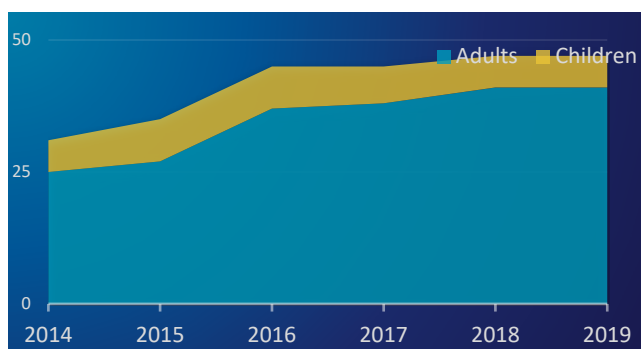
¹¹⁷ US Department of State, above n 12, 210.

6. Experiences of modern slavery of Ghanaian nationals in the UK

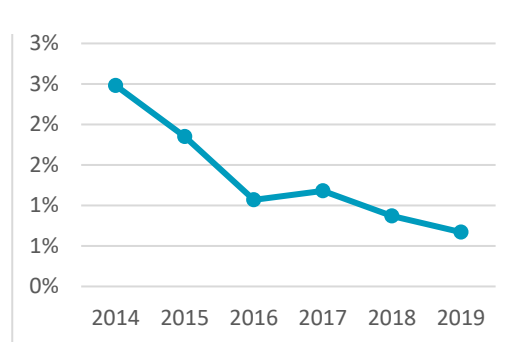
6.1. Ghanaian nationals in the UK National Referral Mechanism

Ghanaian nationals have consistently been in the top twenty nationalities represented in National Referral Mechanism referrals. The number of Ghanaian nationals referred into the NRM has varied from 28 potential victims referred in 2013, up to 47 referrals in 2018 and 2019. Adults have always made up the majority of Ghanaian nationals referred into the NRM, with between 6 (2014, 2018 and 2019) and 9 (2013) Ghanaian nationals referred who were minors at the time of their exploitation from 2013-2019. The proportion of Ghanaian nationals referred, as a proportion of all referrals, has steadily decreased since 2013.¹¹⁸

Number of Ghanaian nationals referred into the NRM by age at time of exploitation

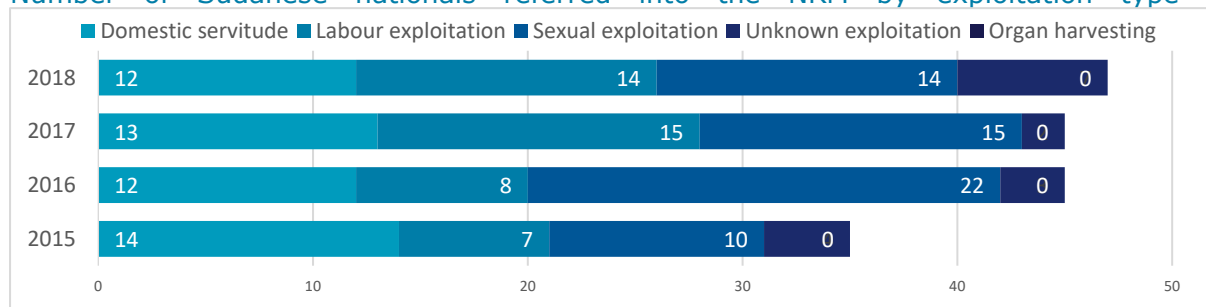


Proportion of potential victims referred into the NRM that are Ghanaian nationals



Ghanaian nationals referred into the NRM typically experience sexual exploitation, with high proportion of Ghanaian potential victims recorded as having experienced domestic servitude, and labour exploitation. While gender data was not disaggregated by nationality from 2015-2019, NRM reports included such data in the 2013 and 2014 reports. In 2013 and 2014, the majority of Ghanaian nationals referred into the UK NRM were female (67% and 74% respectively)—consistent with the trend of victims of sexual exploitation being majority male.

Number of Sudanese nationals referred into the NRM by exploitation type¹¹⁹



¹¹⁸ Home Office, 'National Referral Mechanism Statistics UK: End of Year Summary 2019: Data tables' 2nd edn available [here](#); National Crime Agency, 'National Referral Mechanism Statistics – End of Year Summary 2018' (2019) available [here](#); National Crime Agency, 'National Referral Mechanism Statistics – End of Year Summary 2017' (2018) available [here](#); National Crime Agency, 'National Referral Mechanism Statistics – End of Year Summary 2016' (2017) available [here](#); National Crime Agency, 'National Referral Mechanism Statistics – End of Year Summary 2015' (2016) available [here](#); National Crime Agency, 'National Referral Mechanism Statistics – End of Year Summary 2014' (2015) available [here](#); National Crime Agency, 'United Kingdom Human Trafficking Centre: National Referral Mechanism Statistics 2013' (2014) available [here](#).

¹¹⁹ Ibid. Note that exploitation type data is not disaggregated by nationality in the 2013, 2014, or 2019 data and these years are therefore excluded.

6.2. Typical journeys from Ghana to the UK for trafficking victims

As indicated by the United Nations Office on Drugs and Crime (UNODC), for irregular migrants from Ghana, the use of visas (whether legitimate or illegitimate) to fly into the UK is the most common method of reaching their destination, this then leads them to being able to overstay these visas and avoid detection.¹²⁰ Libya and Niger have also been identified as key transit points for those travelling from West Africa and through North Africa to eventually reach Europe through the Central Mediterranean route.¹²¹ However, this travel route is more precarious due to there being more steps, with those being smuggled often lacking the money to pay for the entire journey, which in turn leaves them open to exploitation, especially from traffickers.¹²²

6.3. Experiences of exploitation and working conditions

A 2008 study researching the racism experienced by Ghanaian migrants in London found they tend to experience poor working conditions, including low salaries.¹²³ As described in another 2010 study exploring Ghanaian workers' conditions in London, the transition from Ghana to London often led to 'downward mobility and de-skilling'.¹²⁴ These statistics also fall in line with that Ghanaian nationals in the UK, among the rest of the UK's Black population, are overrepresented in low-paid employment.¹²⁵

In one specific case of exploitation, a couple living in the UK falsely promised an education to a young girl from Ghana, going to the extent of falsifying a birth certificate with a different name so that she could be claimed as their daughter to meet the requirements to receive a visa.¹²⁶ With the consent of her biological mother, the girl travelled to the UK, only to discover that she would not be receiving the education promised to her, instead being forced to work for the couple in their house, without pay.¹²⁷

6.4. Consequent effects of trafficking on survivors

There is lack of research on the specific effects of trafficking on Ghanaian national survivors, however, a 2018 study cites that generally survivors experience 'anxiety, depression, alienation, disorientation, aggression, suicide ideation, attention deficit, and posttraumatic stress disorder'.¹²⁸

6.5. Particular needs, requirements, and considerations for support and engagement of Ghanaian national survivors in the UK

The 2008 study focused on Ghanaian migrants in London provides broad solutions to aiding these migrants, recommending that anti-racism must be incorporated in policy agendas, and that these anti-racist efforts include economic justice.¹²⁹ The study also suggests that

¹²⁰ UNODC, 'Transnational Organised Crime in West Africa: A Threat Assessment' (2013) 25, available [here](#).

¹²¹ UNODC, 'Global Study on Smuggling of Migrants' (2018) 83-84, available [here](#).

¹²² Ibid, 87.

¹²³ Joanna Herbert, Jon May, Jane Wills, Kavita Datta, Yara Evans and Cathy McIlwaine, 'Multicultural Living?: Experiences of Everyday Racism Among Ghanaian Migrants in London', (2008) 15(2) *European Urban and Regional Studies* 106.

¹²⁴ Ellie Vasta and Leander Kandilige, 'London the Leveller': Ghanaian Work Strategies and Community Solidarity', (2010) 36(4), *Journal of Ethnic and Migration Studies*, 586.

¹²⁵ Ibid.

¹²⁶ Gary Craig, *Child Slavery Now: A Contemporary Reader* (Policy Press 2010) 148.

¹²⁷ Ibid.

¹²⁸ David Okech, Nathan Hansen, Waylon Howard, John K. Anarfi and Abigail C. Burns, 'Social Support, Dysfunctional Coping, and Community Reintegration as Predictors of PTSD Among Human Trafficking Survivors', (2018) 44(3) *Behavioural Medicine* 209.

¹²⁹ Joanna Herbert, above note 123, 113.

institutions and mechanisms designed to report mistreatment and discrimination in the workplace should be improved and enforced.¹³⁰

¹³⁰ Ibid.

7. The impact of COVID-19

7.1. Government's Response to COVID-19

The Ghanaian government is taking steps to mitigate the spread and impact of the coronavirus pandemic in the country. With rising numbers of infections globally, on 15 March, the government imposed a ban on public gatherings, including closure of schools, universities, churches, and mosques.¹³¹ Closure of all borders was further declared on 21 March 2020, as well as a 14-day quarantine and testing period for returning Ghanaians and residents.¹³² On 27 March, a lockdown was imposed on the Greater Accra Metropolitan Area and the Greater Kumasi Metropolitan Area.¹³³ In a speech delivered on 5 April, the president noted the establishment of a National Trust Fund to complement government's efforts to fight the pandemic and support vulnerable individuals.¹³⁴ The government further adopted the Coronavirus Alleviation Programme (CAP), to help protect families, minimise job losses and support Small and Medium-sized Enterprises (SMEs). Under the program, the National Disaster Management Organisation and the Ministries of Gender, Children and Social Protection and Local Government and Rural Development, working with faith-based organisations, have started providing food for up to 400,000 individuals and homes in areas affected by government restrictions, including Accra and Kumasi.¹³⁵ In addition, the government committed to providing free water supply during April, May, and June.¹³⁶ The president also announced an insurance package, including an insured sum of GH¢350,000 for all frontline health workers, and a daily allowance of GH¢150 to contact tracers. Further, the government exempted health workers from paying taxes on their emoluments for the months of April, May, and June, while they also receive an additional allowance of 50% of their basic salary for the three month period.¹³⁷

Regarding the economic aspects of the pandemic, in collaboration with the National Board for Small Scale Industries, Business & Trade Associations and selected Banks, the government offered to provide a soft loan totalling GH¢600 million to support SMEs, with a two-year repayment period.¹³⁸ In another speech delivered on 26 July, the president announced plans of setting up a National Unemployment Insurance Scheme, to provide temporary income support to workers that lose their jobs during the pandemic; and also planned to establish a GH¢2 billion Guarantee Scheme to enable businesses access credit more easily, in order to continue their operations and retain employees.¹³⁹ It is noteworthy that, as of 31 May 2020, the president announced plans for a phased reopening of the country, including immediate reopening of churches and mosques to allow 25% of members and maximum of 100 persons, with a mandatory one metre social distancing rule kept between congregants.¹⁴⁰

¹³¹ The Presidency, Republic of Ghana, 'President Akufo-Addo Addresses Nation On Measures Taken By Gov't To Combat The Coronavirus Pandemic', (15 March 2020), available [here](#).

¹³² Marian Asantewah Nkansah, 'Ghana's multifarious response to COVID-19: Through a citizen's lens' (2020), available [here](#).

¹³³ Ibid.

¹³⁴ The Presidency, Republic of Ghana, 'Address To The Nation By President Akufo-Addo On Updates To Ghana's Enhanced Response To The Coronavirus Pandemic' (5 April 2020), available [here](#).

¹³⁵ The Presidency, Republic of Ghana, 'Address To The Nation By President Akufo-Addo On Updates To Ghana's Enhanced Response To The Coronavirus Pandemic' (5 April 2020), available [here](#).

¹³⁶ Ibid.

¹³⁷ Ibid.

¹³⁸ Ibid.

¹³⁹ The Presidency, Republic of Ghana, 'Update No 14: Measures Taken To Combat Spread Of Coronavirus', (26 July 2020), available [here](#).

¹⁴⁰ The Presidency, Republic of Ghana, 'Update No.10: Measures Taken To Combat Spread Of Coronavirus', (31 May 2020), available [here](#).

7.2. Impact of COVID-19 on Ghanaian workers and vulnerable population

The coronavirus is having a severe impact on the Ghanaian economy and lives of ordinary citizens. A fall in global prices of crude oil and cocoa, two main sources of foreign earnings, is affecting the national economy and having indirect impacts on the population.¹⁴¹ Ghana's minister of finance has reflected this in the 2020 economic growth forecast, downgrading it from an initial projection of 6.8 to 1.5%, the country's lowest growth rate in nearly 40 years.¹⁴² Closure of borders, global cancellation of flights and the ban on public gatherings are also affecting businesses in the airline, hotel and tourism sectors.¹⁴³ Although the Ghanaian government is providing palliatives to reduce the impact of the pandemic, these measures largely benefit individuals employed in the formal sector, and to a lesser extent informal sector employees.¹⁴⁴ In addition, there is evidence that the pandemic is likely to affect female-owned businesses negatively compared to male, as a result of pre-existing gender gaps and the role of women in household work.¹⁴⁵ The pandemic and restrictions that followed are also having varying impacts in marketplaces across Ghana. A study has specifically noted that the 'socio-economic impacts of the COVID-19 pandemic in marketplaces were evident in the increased food prices, the police brutality meted out to some traders, the economic hardships associated with the lockdown directive, and the aggressive relocations and decongestion exercises to enforce social distancing among traders.'¹⁴⁶

Further, the coronavirus is negatively affecting the lives of migrants, including internal migrants and individuals from other West African countries, especially with the closure of international borders.¹⁴⁷ These migrants are usually low-skilled and lack social protection, which makes them extremely vulnerable to exploitation and brings their livelihoods under threat. Also, individuals reliant on cross-border trade may be at risk of exploitation and abuse by people smugglers, as they seek help to circumvent border restrictions.¹⁴⁸ Considering the risks faced by migrants, IOM has noted that 'the most vulnerable, including survivors of trafficking and unaccompanied and separated children (UASC), require increased social protection and access to basic services from the state, including shelter, food programs, access to education and health, during and after COVID-19'.¹⁴⁹

¹⁴¹ Ghanaian News, 'The Economic Impact Of Coronavirus on Ghana's Economy' Ghanaian News (7 June 2020), available [here](#).

¹⁴² Michael Danquah and Simone Schotte, 'COVID-19 and the socioeconomic impact in Africa: The case of Ghana' (United Nations University World Institute for Development Economics Research, 2020) 3, available [here](#).

¹⁴³ Ghanaian News, 'The Economic Impact of Coronavirus on Ghana's Economy' above n 141.

¹⁴⁴ Elvis K. Avenyo, 'COVID-19, Lockdowns, and Africa's Informal Sector: Lessons from Ghana' (UNI-MERIT Working paper series) 6, available [here](#).

¹⁴⁵ Ibid, 14, 15.

¹⁴⁶ Ghana Lewis Abedi Asante and Richael Odarko Mills, 'Exploring the Socio Economic Impact of COVID-19 Pandemic in Marketplaces in Urban', (2020) *Africa Spectrum* 5.

¹⁴⁷ IOM 'The Socio-Economic Impact of Covid-19 on Migrants in Ghana' (2020), available [here](#).

¹⁴⁸ Ibid.

¹⁴⁹ Ibid.