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**ECOWAS GENDER AND  
MIGRATION FRAMEWORK  
AND PLAN OF ACTION  
2015-2020**

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## **Content**

1. Introduction
2. Gender and Migration
3. African Regional Situation on Gender and Migration
4. Pattern and Categories of Migration in West Africa
5. Concerns and Needs of Female Migrants
6. Ongoing Efforts by different Governments, NGOS/Women's Organisations and United Nations Agencies on Gender and Migration.
7. Gaps in existing efforts on the response to Gender and Migration
8. Priority Issues on Gender and Migration
9. Main Goal and Objectives of the Gender and Migration Plan of Action
10. Monitoring and Evaluation
11. Matrix

## **I. Introduction**

1.1 Migration generally refers to the movement of persons, which can be internal (within a country) or international (outside one's country). The movements may be voluntary or forced depending on the prevailing circumstances and motivation of the migrants. It may also be temporary or permanent. This phenomenon is global and has occurred throughout history. For instance, there were different European waves of migration to newly settled lands such as America, New Zealand, Australia, South Africa, etc. In the West African region the migration phenomenon has historically manifested itself as an important feature of the socio-cultural, economic and political lives of the people. Currently, while the socio-cultural, economic and political features remain pertinent, the migratory flows and processes are more complex and diverse with multifaceted consequences on the migrants themselves and the countries of origin, transit and destination.

1.2 Migration impacts on the countries of origin, transit and destination. There is a consensus that there are close inter-linking factors between migration and development. When these factors are properly identified and managed, the challenges of migration can be transformed into opportunities for development through which process the impact could be beneficial to the countries of origin, transit and destination as well as the migrants themselves. Perhaps the best known aspect of the migration and development is remittances - the money that migrant workers send back to their families or use to invest in small businesses. For government, remittances are also an important source of foreign exchange. For some developing countries, in the last decade, remittances have emerged as the second largest source of external funding, which sometimes exceed the volume of official aid and foreign direct investment flows.

1.3 Remittances also serve to build bridges within families and communities of long distance links of solidarity and obligations that connect male and female migrants with their relatives and friends at home. Another link between migration

and development is that it facilitates the transfer of ideas, skills, innovations, culture that go a long way in changing ways of thinking and relationships.<sup>1</sup>

1.4 A thorny issue also in migration and development for the developing countries is the brain-drain phenomenon – a situation whereby the much needed skills at home/developing countries are being attracted to the developed countries.

1.5 The Migration process involves complex humanitarian and human rights concerns, the economics of labour, demand and supply, national and international legal issues and varied policies and management practices. The general situation and its complexity may be sufficiently disruptive to constitute a formidable challenge to the development process.

## **2. Gender and Migration**

2.1 To most people, the term “migrant” conjures images of men, while the phrase, “migrants and their families” introduces women and children into the picture. Migration is in fact highly gendered. For instance, the seemingly gender neutral phenomena associated with migration, such as exit, entry and experiences in countries of destination are in fact gendered and have different implications for women and men. The migration of women into foreign countries was initially for the purpose of joining their husbands. However a new trend of today’s global migration flows is the increasing rate of migrant women with independent economic interests seeking to elevate their social and economic conditions.

2.2 One of the most significant trends in the process today has been the entry of women into areas that had previously been male dominated.<sup>2</sup> Women were known to migrate with family members but are increasingly moving on their own, often in the quest for trade and employment (formal/informal; skill/low skill labour); but an

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<sup>1</sup> Bachelet , M “Gender and Migration: Care Workers at the Interface of Migration and Development”. UN Women Executive Director’s Speech delivered during the Fourth United Nations Conference on the Least Developed Countries (LDC-IV), Istanbul, 11<sup>th</sup> May, 2011

<sup>2</sup>Susan Forbes Martin, Women and Migration, report prepared for the United Nations Division for the Advancement of Women - DAW’s consultative meeting on ‘Migration and Mobility and How this Movement Affects Women’ Malmo, Sweden 2-4 December 2003 (Quoting Zlotnick ,2003)

equally large population are forced to migrate due to conflicts, persecution, divorce, discrimination, economic factors or natural disasters.

2.3 Globalization and labour market dynamics have increased both opportunities and pressures for women to migrate. Migration has potentials for enhancing women's earning opportunities, autonomy and empowerment, and thereby contribute to gender equality, but it also exposes women to severe violations of their human rights. At every stage of the migration process, women migrant workers, especially those in irregular situations, are vulnerable to harassment, intimidation or threats to themselves and their families, economic and sexual exploitation, racial discrimination and xenophobia, poor working conditions, increased health risks, trafficking, forced labour and other forms of abuse, debt bondage, involuntary servitude and situations of captivity<sup>3</sup>.

2.4 Current statistics show that almost half of all migrants globally are female and studies document that women are active participants in migration, both within and between countries <sup>4</sup>. Most women migrants are now migrating in search of work on a temporary or long term basis. They are being recruited into a growing number of woman-specific jobs in the formal and informal sectors, especially in the hospitality and domestic care industry. Challenges to protecting migrant women's wellbeing and optimizing the development benefits of migration, however, persist. Many women are indeed involved in domestic care work which has acquired a trans-national dimension. This raises the issues of legal and social protection for these women.

### **3. African Regional Situation on Gender and Migration**

3.1 Africa has a fair share of the recent migration explosion accounting for 10%<sup>5</sup> of its population in the Diaspora and high level of remittances which make up significant percentages of the Gross National Product for many sub-Saharan

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<sup>3</sup> Florence Nightingale, Nigeria: An Assessment Of The International Labour Migration Situation; The case of female labour migrants Gender Promotion Programme, International Labour Office Geneva, GENPROM Working Paper No. 7, Series on Women and Migration,

<sup>4</sup> International Organization On Migration (IOM): World Migration Report. Geneva, 2010

<sup>5</sup> Ricca, S: International Migration in Africa "Legal and Administration Aspects", ILO, Geneva, 1989.

countries. Poverty, lack of education and employment opportunities, inadequate access to relevant information on migration and lack of government policies on migration amplify the vulnerability of women and girls.

3.2 While it is acknowledged that migration has always been a cultural way of life for most African societies, it is generally agreed that currently, the major causes of migration may be attributed to a complex web of numerous “pull” and “push” socioeconomic, political and environmental factors prevailing in the countries of origin, countries of transit and countries of destination. A peculiarity of the pattern of migration is that countries may not necessarily fall into only one of the above characteristic domain. In some cases, one country may simultaneously classify as having the characteristic domain of being one of origin, transit and destination.

3.3 Though precise statistics are difficult to obtain, tentative studies on the subject indicate a steady increase in female migrants from Africa at a rate that is faster than the global average and by 2005, 47% of the 17 million immigrants in Africa were women, with the greatest increases being among migrants in East and West Africa.<sup>6</sup> While most West African female migrants circulate within the region, they are also moving to America and Europe. During the past decades, there has been sustained increase in inter-State dialogue and cooperation initiatives in the sphere of migration in West Africa. ECOWAS Member states have become aware that globalization has triggered profound changes in the movement of populations, including their own populations, and that this has created fresh problems which they have to address. Member States are not only concerned with the growing trends of human trafficking, which violate international standards in an increasingly flagrant manner; they are also preoccupied with the magnitude of irregular migrations as well as by the promotion of regular migrations. As a matter of fact, most ECOWAS countries are both sources and destinations of migrants. In principle, ECOWAS member states have expressed the willingness to establish global and concerted principles to maximize the benefits of legal and orderly migration. The objective of these initiatives was to get the States to work together, in the context of partnership

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<sup>6</sup> UNFPA, State of World Population 2006, A passage to Hope; Women and International Migration.

between origin, transit and destination countries without compromising, or better still to retain, the principle of national sovereignty. The ECOWAS Protocol on Free Movement is a facilitator of intra-regional mobility, while the ECOWAS Common Approach proffers solutions to migration challenges.

#### **4.1 Patterns and Categories of Migration in West Africa**

4.1.1 In spite of the specific geographic, cultural and political advantages offered by particular countries, the pattern and organization of migration is remarkably consistent within the region. The different categories of migrants within the sub-region require different approaches to address the challenges they face in the migration process. On the one hand, are the long term migrants who wish to settle permanently in a different country or region from their origin. Also, there are the migrant workers/job seekers who wish to spend a few years to secure better opportunities (employment, social status, more skills/education etc.) before returning to their homeland and the mobile populations who move frequently between countries in the sub-region in search of economic opportunities, these include cross border traders and job seekers.

4.1.2 Another growing migratory trend in West Africa is the movement of vulnerable children attending religious based schools within the region under the guise of acquiring religious knowledge, but who eventually end up as street children. Also, there is internal and cross-border trafficking in persons, particularly women and children, for purposes which include forced prostitution, forced labour, slavery and other forms of exploitation. There is also genuine cross-border movement for higher education purposes.

4.1.3 As a result of political and social instability, limited opportunities for educational advancement and employment as well as the harsh consequences of poverty, there is a massive migration of young people from rural and urban communities in West Africa in search of better living conditions in the cities and countries of the western world. These young people get carried away by the *myth* of

a better life outside their local communities and beyond the shores of their countries and therefore entrust their lives to strangers or acquaintances (including friends and relations) in the hope of securing an easy passage to the land of their dreams. Many of these young men and women are ill-informed of the legitimate processes of migration; many are ill-equipped educationally to understand the intricacies and complexities of migration or the contractual obligations between them and their so-called 'couriers' who often turn out to be traffickers; many choose to accept the offers of traffickers rather than continue to live in desperation and poverty. Others are simply engaged on a temporary migratory course to secure money for an immediate need after which they would return to their home communities. These migrants are all vulnerable to the baits of traffickers and, in fact, fall under the category of involuntary migrants.

## **4.2 Country Perspectives on Migration within the West African Region**

4.2.1 Countries in the West African region share common characteristics which underscore the rather high rate of migration from the region, including:

- Widespread poverty,
- Under-development, low agricultural productivity and low per capita income,
- Limited opportunities for employment,
- Limited developmental interventions to improve upon the economic situation,
- Low literacy rate (particularly for girls and women), and
- Internal and external conflict situations.

## **4.3 West African Regional Frameworks and Responses to Migration**

### **4.3.1 ECOWAS Treaty**

The ECOWAS Treaty adopted in Lagos in 1975 guarantees for citizens of the signatory countries freedom of movement and residence and establishment within the Community. The Treaty exempts the citizens from visa requirements, and

enshrines their right to employment and to undertake commercial and industrial activities in the countries of the Community. Articles 2(2d) and 27 (1, 2) of the Treaty recognize the need to facilitate, and indeed encourage, international migrations in the region. Migration is thus regarded as beneficial, as it allows for the optimal utilization of labour force at intra-regional level . The ECOWAS Agreement on the Free Movement of Persons between Member States (1979); and the Protocol on the Free Movement of Persons; the Right of Residence and Establishment .

These agreements provide quite extensive rights for migrants. For example, citizens of ECOWAS Member states are guaranteed the same treatment in respect of cultural, religious, economic, professional and social activities within the Community. Enshrined also in these agreements is the principle of equality in matters of employment, which implies equal treatment under social and labour legislations, and the same rights regarding investments, assets possession, acquisition and transfer, and the exercise of professional and liberal activities.

#### **4.3.2 The ECOWAS Common Approach on Migration**

The ECOWAS Common Approach on Migration, which was adopted by ECOWAS Heads of State and Government in 2008, provides the framework for addressing migration and development issues in West Africa on the basis of six main axis, namely promoting free movement within the ECOWAS zone; promoting the management of regular migration; policy harmonization; controlling irregular migration and human trafficking; promoting the rights of migrants, asylum seekers and refugees; and actions to take into account the gender and migration dimension.

The ECOWAS Gender and Migration Framework and Plan of Action is a complement to the ECOWAS Common Approach on Migration.

#### **4.3.3 UEMOA Treaty**

Article 91 of the Treaty of the West African Economic and Monetary Union (UEMOA), adopted in 1994, seeks to promote the principle of free movement of persons, services and capital. It guarantees the right of movement and residence in the territories of the States of the Union and provides for equality in the search for and exercise of employment outside the public service. It also provides for the abolition of all forms of discrimination based on nationality.

It is difficult to assess the extent to which these treaties have impacted on migratory flows in the region.

## **5. Concerns and Needs of Female Migrants**

5.1 The concerns and needs of female migrants vary from person to person, depending largely on the kind of migration being undertaken, whether voluntary or through trafficking. In most cases, women migrants are trafficked and the decision to migrate is taken by others (relations, friends, husbands, and/or parents). Women also need alternative means to help them in making safe migration choices; they need increased training and improvement of skills and knowledge to afford them better opportunities both at home and in their host countries; and they need proper education and orientation on issues relating to migration. Governmental support and protection are necessary for migrants, particularly females, to ensure that they are not abused or exploited and that their earnings in host countries are safeguarded and properly harnessed for their personal and societal development.

## **6. Ongoing Efforts by different Government, Non-Governmental Organisations / Women's Organizations and UN Agencies on Gender and Migration.**

6.1 Over the years, the governments of the sub region have made significant efforts at the regional and national levels towards the elimination or reduction of the scourge of human trafficking. The UN Convention on transnational and organized

crime and its supporting Protocol on human trafficking have been ratified by many countries in the region and domesticated by some. In addition, the ECOWAS Initial Plan of Action on Human Trafficking was adopted by West African Ministers in 2001. ECOWAS Heads of State and Government have also adopted the Common Approach on Migration in 2008.

6.2 Drawing on international human rights standards, UNIFEM (now UN Women) has continuously promoted efforts to facilitate safe migration, eliminate human trafficking and help make migration an empowering experience for women in other parts of the world. Working in Bangladesh, Cambodia, Indonesia, Jordan, Lao PDR, Nepal, the Philippines and Thailand, UNIFEM engages in promoting enabling policies and institutional and socio-economic environments that ensure women's equal opportunities and access to resources and benefits throughout the migration process.

6.3 The African Union (AU) in collaboration with International Organisation for Migration (IOM) and other international agencies drafted a comprehensive strategic framework for a policy on migration in Africa which was adopted by the summit of Heads of State in 2005. The framework recognizes, among other things, that one of the principal migration concerns in the region is the increasing number of migrant women in today's migration landscape. It states that the increasing feminization of migration has to be addressed with specific policies, as the vulnerability of migrant women to exploitation are underscored by the frequently abusive conditions under which they work, especially in the context of domestic service and sex industries, in which migrant trafficking is heavily implicated .<sup>7</sup>

6.4 During its annual meeting in 2004, the International Labour Organisation (ILO) presented the issue of migration and its impact on the labour situation as a top priority issue on its agenda. Their report "Towards a fair deal for Migrant Workers in the global economy"<sup>8</sup> states that women, especially female domestic workers, belong

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<sup>7</sup> African Union: Draft African Common Position on Migration and Development, Experts' Meeting on Migration and Development, 3-5 April, 2006, Algiers, Algeria

<sup>8</sup> International Labour Office Geneva: "Towards a fair deal for MIGRANT WORKERS in the global economy", International Labour Conference 2004

to the most vulnerable group of migrant workers, along with trafficked persons and migrant workers in irregular situations, majority of whom are women. Since then, the ILO has adopted a multilateral framework on labour migration, which is part of an international plan of action for migrant workers. The framework is part of an ILO plan of action which aims at better managing labour migration so that it contributes positively to the growth and development of both sending and receiving countries, as well as to the wellbeing of the migrants themselves.

6.5 Over the last decade, many NGOs and women's organizations have put in a lot of efforts to prevent trafficking in women, eliminate prostitution as well as provide rehabilitation and support services to victims, in areas such as education, health awareness, etc. Various national and regional NGOs are playing an important role in addressing the issue of trafficking. Also there are international who have played an important role in addressing the issue through different collaborative processes.

## **7. Gaps in existing efforts on the response to Gender and Migration**

7.1 Much of these efforts ignore the causal factors of irregular migration such as poverty, governance issues, lack of educational and employment opportunities, gender discrimination, conflicts, under development etc. Responses also tend to be developed without much participation or consultation with the women and youth who constitute the major vulnerable groups to unemployment, poverty, migration human trafficking and forced labour.

7.2 The focus of these interventions has also been narrowed in terms of perceiving migration as an issue existing independently of other global activities such as trade, and thereby ignoring the present inequalities and discriminations which prove to exacerbate the problem.

7.3 There is a general dearth of data/statistics and policy statements on migration patterns, trends and flows within the sub-region, which makes projection of the

problems and possible solutions thereof flawed thereby rendering effective planning difficult.

#### **8. Priority Issues on Gender and Migration:**

1. Cross border trading and migrant workers contributing to wealth creation and poverty reduction - Challenges, Constraints and Opportunities.
2. Human trafficking .
3. Women as victims of involuntary migration occasioned by conflict.
4. Tourism (Including Sexual Tourism) and International Labour Migration.
5. Domestic Workers.

#### **9. Main Goal and Objectives of the Gender and Migration Plan of Action:**

9.1 The main goal of this Plan of Action is to encourage regular and safe migration process for men and women in order to enable them to contribute more effectively to the socio-economic development of the ECOWAS Region.

#### **9.2 Objectives of the Gender and Migration Plan of Action**

1. To make available relevant data on Gender and Migration in ECOWAS Region.
2. To enlighten, sensitize and communicate with the citizens of West Africa on issues concerning Gender and Migration.
3. To train and enhance the capacity of state and non-state actors and the ECOWAS Commission on the challenges of gender, migration and development.
4. To put in place mechanism to discourage the irregular migration of young women and men from ECOWAS Region to other parts of the world.
5. To ensure that women and children in the sub-region are safe from human trafficking.
6. To put in place mechanisms that will eliminate absolute poverty in the region, thereby creating an enabling environment for youth to develop their full potentials.

7. To put in place mechanisms to address the corruption issues, eliminate harassment and constraints of women in cross-border trading.
8. To put in place mechanisms to address the needs of women migrants in conflict situations (refugees and internally displaced persons).
9. To put in place a Monitoring and Evaluation System that ensures an effective and efficient management and implementation of the plan of action.

## **10. Monitoring and Evaluation:**

### **10.1 Overview**

10.1.1 The overall goal of the Monitoring and Evaluation for this Plan of Action is to facilitate the tracking of progress and effectiveness of the plan, as well as identify implementation challenges associated with it.

10.1.2 The main organisations involved in the Monitoring and Evaluation are ECOWAS Commission, Member States, Development Partners, Civil Society and Non-governmental organisations.

10.1.3 The responsibility for coordinating this Monitoring and Evaluation Framework Plan of Action lies with the ECOWAS Commission and Member States.

10.1.4 The implementation of this M&E framework will take due cognizance of the existing M&E system of the ECOWAS Commission.

### **10.2 Co-ordination**

Information flow is necessary for effective monitoring at all levels and this will require effective and efficient coordination among all key stakeholders.

### **10.3 Evidence-based M&E**

10.3.1 Essentially, evidence-based M&E ensures holistic approach to M&E that monitors input, processes, outputs and outcomes of programmes/projects. The indicators are disaggregated at various levels for proper tracking of plan results. During implementation, data, reports and surveys will form the bases for developing additional indicators for the plan.

10.3.2 The ECOWAS Commission will collaborate with the Member States in the collection and collation of data from relevant institutions for the purpose of planning and review. The current feedback system will be strengthened to make information available to all end users.

#### **10.4 Participatory M&E**

In the implementation of the Plan of Action, a participatory M&E mechanism is used by deploying all the knowledge and resources of a wide range of stakeholders including the ECOWAS Commission, Member States, Private sector and Civil Society Organisations. Regular reports will be prepared and disseminated to member countries. The reports generated will summarize the movement of significant indicators during the plan implementation period.



## **11. MATRIX OF PLAN OF ACTION**

The main goal of this Plan of Action is to make the migration process safe, legal and an empowering process for men and women in order to enable them to contribute more effectively to the socio-economic development of the ECOWAS Region.

Objective 1 : To make available relevant data, appropriate policies and programs on Gender and Migration in ECOWAS Region

Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
Availability of Data on Gender and Migration in ECOWAS Region	Carry out studies on the links between Gender and Migration in ECOWAS Region	Number of studies done, assessments conducted, and surveys carried out	Increase by 20% the Number of Studies done, assessments conducted and surveys carried out	Existence of study, assessment and survey reports.	2015-2020	Member States, ECOWAS Development Partners, Research Centres and Agencies
	Analyse the contribution of women and men migrants : the differences? The synergies?	Existence of data on contribution of women and men migrants	Increase in availability of data on contribution of women and men migrants	Availability of data base		
	Revise and Harmonise legal texts and Instruments on gender and migration	Availability of document on regional priorities in migration policies that take into account gender-based peculiarities and the special concerns of migrant women .	At least one well researched document should be available on gender and migration at the regional level and at each Member state	Availability of gender-sensitive data base		
	Ratification and Domestication of					

	International and Regional gender-sensitive instruments on gender and migration					
Objective 2: To enlighten, sensitize and communicate with the citizens of West Africa on issues concerning Gender and Migration						
Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
A citizenry that is well enlightened and sensitized on Gender and Migration	Inform and sensitize the citizenry on migration issues to facilitate effective and legal mobility of women and men	Number of information and awareness building programmes held.	20% increase in the number of information and awareness building programmes held.	Organisational reports, newspaper and Television reports	2015-2020	ECOWAS  Member States
	Organization of regional and national information and awareness raising caravan on the processes of regular and irregular migration and the challenges they pose for men and women	Number of regional and national information and awareness raising caravans organized annually	At least two regional and national information and awareness raising caravans organized annually at the regional level and in each Member state	Organisational reports, newspaper and Television reports		
	Sensitize governments at different levels -	Extent of the knowledge of	Increased workshops and	Workshops and Seminar Reports		

	(national, state, local) and ECOWAS officers on the need to integrate gender perspectives in migration programmes and policies	ECOWAS and state officers on gender issues in migration programmes and policies	seminars for ECOWAS and state officers on gender sensitive migration programmes and policies			
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Objective 3: To train and enhance the capacity of state and non-state actors and the ECOWAS Commission on the challenges of gender, migration and development.						
Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
Enhanced capacity of state and non-state actors on gender, migration and development	Train state actors on the stakes and challenges of a gender and migration perspective for development of the region	Number of training programs undertaken for state actors on gender, migration and development	Increased Capacity building for state actors on gender, migration and development	Report of training programmes	2015-2020	Member States, Civil Society Organisations ECOWAS Donor Partners
	Train non-state players on the stakes and challenges of a gender and migration perspective for development of the region	Number of training programs undertaken for non-state actors on gender, migration and development	Increased Capacity building for non-state actors on gender, migration and development	Report of training programmes		
	Put in place mechanisms to encourage legal migration through fellowships, short term trainings, bilateral agreements, etc. for youth with relevant qualifications	Number of programmes put in place to encourage legal migration	Encouragement of legal migration for those who wish to and meet the necessary criteria	Organisational reports		
		Number of	Increase in the			

	Encourage Memorandum of Understanding between countries of origin and destination in the employment of low skilled workers,	Memorandum of Understanding (MOU) between countries of origin and destination concerning the employment of low skilled workers	number of MOU	Government and organizational reports		
	Involvement of relevant ministries and embassies on the recruitment and protection of migrant domestic workers.	Guidelines, policies and regulations on the recruitment and protection of domestic workers (who must meet the minimum legal age for employmen)	Enunciation of clear guidelines, policies and regulations on domestic work	Government and organizational reports		
Objective 4: To put in place mechanism to reverse the irregular migration of young women and men from ECOWAS Region to other parts of the world.						
Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
Irregular migration of young women and men from	Enlightenment and Communication Campaigns on the problems associated with	Number of enlightenment and communication campaigns undertaken	At least two major campaigns should be undertaken annually in each Member state.	Organizational Reports of the Campaigns. Media Reports	2015-2020	Member States ECOWAS Civil Society

ECOWAS Region is minimized	irregular migration					Organizations  Donor Partners
	Production of documentaries on irregular migrants and their challenges and hazards faced during the irregular migration process	Number of documentaries produced at local, national and regional levels	25% increase in the production of documentaries.	Organizational Reports  Media Reports		
	Train, enlighten and build awareness on irregular migration issues	Number of training and awareness programs undertaken at the local, national and regional levels	Increase in the number of training and awareness programs undertaken at local, national and regional levels	Number of participants trained.  Organizational Reports		
	Proper documentation of all unaccompanied minor (children) crossing borders especially by land and sea.	Number of trainings and awareness programs undertaken at the local, national and regional levels on minors crossing borders	Increase in the proper documentation of all unaccompanied minors crossing the borders	Government and organizational reports.		



Objective 5: To ensure that women and children in the sub-region are safe from human trafficking .

Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
Women and Children in the region are protected from human trafficking.	Train, enlighten and build awareness on human trafficking issues (among all categories of the population including police, judiciary, media and medical authorities). Pay special emphasis on the exploitation of women and girls in the irregular migration process	Number of training and awareness programs undertaken at the local, national and regional levels	Increase in the number of training and awareness programs undertaken at local, national and regional levels	Number of participants trained.  Organizational Reports	2015-2020	Member States  ECOWAS  Civil Society Organisations
	Mainstreaming of human trafficking awareness into primary and secondary schools curriculum.	Number of curriculum in primary and secondary schools having human trafficking awareness	At least 80% of primary schools and secondary schools curriculum in Member States should have a section on human trafficking awareness	Reports from Ministries of Education		

	Enact, implement and enforce effective laws against human trafficking	Adequate laws are put in place at the national levels on human trafficking	Each Member state to have adequate laws, that are implemented and enforced	Government agencies report		
	Investigate and prosecute all those involved in trafficking in persons	Number of individual and group perpetrators apprehended and successfully prosecuted and convicted.	Increase in apprehension of Perpetrators and dismantling of networks involved in human trafficking	Police and Court Records  Media Reports		
	Removal, rehabilitation and effective reintegration of victims especially trafficked women and children	Number of children and young women effectively rehabilitated and reintegrated	Increased rehabilitation and reintegration of victims of human trafficking.  Number of shelters built for victims.	Government Agencies Report  Media Report		

Objective 6: To put in place mechanisms that will eliminate absolute poverty in the region, thereby creating an enabling environment for youth to develop their full potentials.

Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
Reduction in Absolute poverty especially amongst youth in the region	Provision of equal opportunities for all young people in the region to attain their full potential	Reduction of social inequality at the Member States Level	All youths have access to basic education, health and nutrition	Literacy level amongst youth  Health and Nutrition Indicators	2015 -2020	Member States
	Establishment of relevant vocational training and apprenticeship centres	Increase in the number of vocational training and apprenticeship centres	At least 20% increase in the number of vocational training and apprenticeship centres	Number of young entrepreneurs		
	Creation of jobs and promotion of entrepreneurship	Number of jobs created annually in each Member State economy	At least 30% increase in the number of jobs created annually in each Member State	Number of young people in gainful employment		

	Put in place effective and efficient Social Protection and Social Security Systems	Percentage of the population covered by Social Protection and Social Security systems	At least 20% increase in those living above poverty level	Increase in Number of people living above poverty level		
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Objective 7: To put in place mechanisms to address the challenges and constraints of women in cross-border trading.						
Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
Mechanisms to address the challenges of women in cross-border trading are put in place.	Strengthen collaboration and sharing of information between administrative structures involved in cross border trade	Number of meetings organized for collaboration and sharing of information	At least 2 meetings a year	Minutes of meeting held	2015-2020	Member States ECOWAS
	Strengthen the mechanisms for combatting corruption, sexual harassment and other human rights violations at the borders	Reduction of cases of corruption and sexual harassment of women traders	At least 30% reduction of cases of corruption	Periodic surveys of cross border women traders		
	Sensitization of border management agencies on women cross border traders and their rights	Number of border officials from management agencies sensitized	At least 100 persons sensitized	ECOWAS and member states reports		
	Effective integration of women trade stakeholders in the trade facilitation observatory	Gender mainstreamed into the ECOWAS trade facilitation observatory	at least 30% of the trade facilitation observatory should include women	Composition of each trade facilitation observatory		

	Advocacy for building and maintenance of gender sensitive road infrastructure	Number of gender sensitive roads built and maintained	Increase in number of gender sensitive roads built and maintained	National and regional reports		
	Advocacy for Building and maintenance of toilets, water and sanitation facilities at border posts	Number of toilets, water and sanitation facilities built and maintained at border posts	Increase in the number of toilets, water and sanitation facilities built and maintained at border posts	National and regional reports		
	Strengthen cross-border cooperation through  1. Bilateral agreements  2. encouraging the use of joint border facilities at contiguous borders for example – hospitals, schools, markets, border facilities.	Number of bilateral agreements signed.  Number of countries using joint border facilities at contiguous borders	Increase in the number of bilateral agreements  Increase in number of countries using joint border facilities at contiguous borders	National and regional reports		

Objective 8: To put in place mechanisms to address the needs of women migrants in conflict situations (refugees and internally displaced persons).						
Expected Outputs	Main Activities	Indicators	Target	Means of Verification	Time Frame	Responsible Agency
Improvement in the promotion and protection of women's and girls' rights during conflict situations	Training and Sensitization on the increased risk of Sexual Abuse and Exploitation that women and girls face during conflict situations	Number of peace support officers and other service personnel trained on sexual abuse and exploitation of women and girls	All peace support officers and other service personnel to be trained on sexual abuse and exploitation of women and girls during conflict situations	Periodic Assessment of Knowledge of Peace Support officers and other service personnel on Sexual Abuse and Exploitation	2015-2020	Member States ECOWAS Development Partner
	Sanction and prosecute perpetrators of sexual abuse and exploitation	Number of Perpetrators sanctioned and prosecuted	All perpetrators should be sanctioned and most should be prosecuted	Camp Reports		
Ensure Women and Children's access to health services, water, hygiene	Provide potable water, good sanitation and health facilities in camps	Enhanced Health Status for all Camps residents	All camps should have basic health care service with referral to higher health facilities for those who need it	Camp Visits and Assessments		

<p>and adequate nutrition when in refugee or internally displaced camps</p>	<p>Provide nutrition and appropriate health services for pregnant women and children</p>	<p>Lack of Malnutrition amongst children.  Good health and delivery for pregnant women</p>	<p>Adequate nutrition in line with national and local standard and the status (i.e pregnant, children) of the residents should be ensure in all camps</p>	<p>Survey of camp residents</p>		
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Objective 9: To put in place a Monitoring and Evaluation System that ensures an effective and efficient management and implementation of the plan of action.

<b>Expected Outputs</b>	<b>Main Activities</b>	<b>Indicators</b>	<b>Targets</b>	<b>Means of verification</b>	<b>Time frame</b>	<b>Responsible Agency</b>
The implementation of the Plan of Action is on track	Carry out regular field monitoring missions to Member states	Number of monitoring missions carried out	At least 15 field Monitoring missions carried out	Mission reports		
		Number of monitoring reports produced	At least 15 Monitoring Reports produced	Monitoring reports		
	set up implementation unit in each Member state to facilitate data collection	Number of Member states with management units	15 management units set up	Reports of the units		
		- Number of management units regularly furnishing the ECOWAS Commission with viable data	at least 15 reports per year	Reports of the units		
The challenges facing the	- Carry out annual	- Number of quality	15 annual	Country and		

implementation of the Plan of Action are identified and recommendations for improving on its implementation are regularly made	review of the implementation of the Plan of Action	annual reports produced	reports per year	ECOWAS Reports		
	Carry out a mid-term review of the Plan of Action	Existence of mid-term review report	One mid-term review report	Mid-term review report		
	- Carry out the terminal evaluation of the Plan of Action	- Availability of terminal evaluation report	One terminal evaluation report	Terminal evaluation report		