



2019 RECRUITMENT COSTS PILOT SURVEY REPORT-GHANA

Measuring SDG Indicator (10.7.1)



GHANA STATISTICAL SERVICE
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PREFACE AND ACKNOWLEDGEMENT

In 2019, the Ghana Statistical Service conducted the Recruitment Cost Pilot Survey (RCPS) in four administrative districts, namely, Mampong Municipal, Asante Akim North in the Ashanti Region, and Berekum and Techiman in the Bono and Bono East regions, respectively. The study was mainly designed to pilot an ILO recommended survey methodology to collect data on recruitment costs and monthly earnings of migrant workers from purposely selected districts, in a bid to calculate the SDG indicator 10.7.1(Recruitment Cost Indicator). This report, therefore, presents the survey results, as it examines the recruitment costs, monthly earnings, and Recruitment Cost Indicator (RCI) of migrant workers taking into account their socio-demographic characteristics such as age, occupation, the industry of work, educational attainment, skills, and sex.

The results of this pilot study show that the survey methodology adopted for this study is suitable for estimating the RCI as required for measuring the SDG indicator 10.7.1. The study shows that the RCI levels, derived from average recruitment costs and monthly earnings for migrant workers, could plausibly be a function of skill level, country of destination, or educational level of the migrant worker. This is because lower levels of RCI could be associated with highly-skilled workers, highly educated migrant workers, and developed countries due largely to commensurate high monthly earnings, a result that resonates with our a-priori expectation.

The Ghana Statistical Service (GSS) implemented the study in collaboration with the International Labour Organization (ILO) with funding from the European Union (EU) and GIZ, as well as technical assistance and cooperation from the ILO, GIZ, WB, and the EU for the successful implementation of the survey. The GSS, therefore, acknowledges the various stakeholder and individual contributions that led to the successful completion of the survey. Special thanks go to Maria Galotti (Chief Technical Advisor, REFRAME-MIGRANT, ILO, Geneva), Rafael Diez de Medina (Director of Statistics, ILO, Geneva), Mustafa Hakki Ozel (ILO/STATISTICS, ILO, Geneva), Jean-Marie Hakizimana (Regional Labour Statistician, RO-Africa, ILO), Farhad Mehran (Sampling Consultant), and Ganesh Seshan (World Bank), Dr. Akua Ofori Asumadu (ILO Project Manager, Ghana) and Dino Corell (ILO Country Office, Abuja, Nigeria) for their individual roles in this study.

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PROF. SAMUEL K. ANNIM
(GOVERNMENT STATISTICIAN & PROJECT DIRECTOR)

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LIST OF ACRONYMS

CAPI	Computer Assisted Personal Interviewing
EAs	Enumeration Areas
ECOWAS	Economic Community of West African States
EU	European Union
GSS	Ghana Statistical Service
ILO	International Labour Organization
JHS	Junior High School
KNOMAD	Global Knowledge Partnership on Migration and Development
NSOs	National Statistical Offices
PHC	Population and Housing Census
RCPS	Recruitment Costs Pilot Survey
SDGs	Sustainable Development Goals
UK	United Kingdom
USA	United States of America
WB	World Bank

EXECUTIVE SUMMARY

Background

The Recruitment Cost Indicator (RCI) is defined as the “Recruitment costs borne by a migrant employee as a proportion of monthly income earned in the country of destination”. In 2019, the GSS initiated a pilot survey to examine RCI in selected districts in the country purposely with the methodology and survey instruments for measuring the SDG indicator 10.7.1. The findings of the study will provide the basis to understand the methodology that should be deployed to implement a nationwide study of RCI, and data to measure labor migration and recruitment costs for migrant workers, as well as inform recommendations on the regulation of migration costs in law and policy, in order to reduce the vulnerability of migrants and increase the benefits of international labor migration for all involved. The survey was conducted by the Ghana Statistical Service (GSS) in collaboration with the International Labour Organization (ILO) with financial support from the European Union (EU) and GIZ.

Socio-demographic distribution of households in districts

The survey covered a total of 1,098 people from four (4) selected districts comprising of 570 females (51.9%), and 528 male (48.1%). About one-third (33.2%) of the respondents are within the youthful (15-34 years), and the lowest proportion of respondents (4.1%) are in the 60-64 year group. Also, about half (45.5%) of the household population 12 years and older were married, almost thirty percent never married, and less than five percent each, divorced (4.0 percent), and separated (4.4 percent). About 69.8 percent of the respondents, 3-years and above have attended school, and the proportion is higher for males (72.5 percent) than female (67.3 percent).

Economic activities of migrant workers

On the average, more than one-third of migrant workers went abroad with regular immigration without a work visa (37.4 %), with 35.3 percent going abroad through regular immigration with a work visa, whereas almost one-quarter went through unapproved channels or entry ports. Also, more than half of the migrant workers had knowledge of their first job either through friends previously worked or currently working abroad (29.6 percent) or family member or relatives previously worked or currently working abroad (21.9 percent), with the less than one percent through newspapers (0.7 percent). Most of the jobs were obtained either through friends (26.6%), family members or relatives (24.7%), or private firms abroad by registration (13.2%).

The majority of the migrants are engaged in elementary occupations¹ (38.6%), service and sales workers (26.3%). Female migrants (43.7%) are more than twice likely to be engaged in

¹ Elementary Occupations classified to ISCO-08 skill level 1(low-skilled) jobs include: Cleaners and Helpers, Agricultural, Forestry and Fishery Labourers, Food Preparation Assistants, Street and Related Sales and Services, Refuse Workers and Other Elementary Workers. For more information, see International Standard Classification of Occupations: ISCO-08/International Labour Office-Geneva: ILO, 2012.

service and sales workers than male migrants (19.7%). Concerning the industry of working migrants, more than half of the migrants are engaged in other service activities (18.5%), followed by construction (16.4%), manufacturing (10.9%), and accommodation and food service activities (9.9%). Male migrants (12.7%) are slightly more than twice compared to their female counterparts (5.9%) in the manufacturing industry.

Recruitment cost and average monthly earnings of migrants

Typically, migrants from developing countries usually incur high costs on compliance with laws and regulations of origin and destination countries such as obtaining work permits or medical check-ups. They also incur costs on fees paid to recruitment agents, also costs on internal and international transportation. The study reveals that, generally, highly skilled migrant workers are likely to pay more recruitment costs than low skilled workers. Also, on average female migrant skilled workers pay more recruitment costs than their male counterparts, but the reverse is true for unskilled migrant workers.

It costs, on average, GH¢7,699 [US\$ 1,370]² to be recruited to work abroad, with highly skilled migrant workers, on average, paying more (GH¢9,413) than their lowly-skilled counterparts (GH¢7,407). Among the high skill occupation, the highest recruitment cost is paid by the Professional and Technicians (GH¢10,128) and Associate Professionals workers (GH¢10,004). Among unskilled migrant workers, those in Elementary occupations incur the highest recruitment cost of GH¢8,248.40, with the males paying more (GH¢8,401) than their female counterparts.

Concerning monthly payments, migrant workers earn, on average, GH¢3,798 [US\$ 676] abroad, with the male (GH¢3,848) migrant workers earning slightly higher than the female (GH¢3,665) counterpart. Average earnings for occupation in the high-skilled (GH¢6,643) is two-thirds that of Low- skilled migrant workers (GH¢3,484). High skilled male migrant workers (GH¢5,750) earn slightly higher than their female (GH¢5,330) counterparts. In the high skilled category, other occupations earn, on average, the highest (GH¢16,431) monthly pay than any occupation category, while migrant workers engaged as craft, and related workers, on average, earn the least (GH¢2,825).

Recruitment Cost Indicator (RCI)

The study reveals that concerning, RCI which measures how long it takes a migrant worker to recover the recruitment cost, it takes on average a shorter time for males to earn income that could cover the recruitment cost than females. The RCI also suggests that it takes a shorter period for skilled migrant workers to earn enough in a shorter period to cover their recruitment costs than unskilled workers.

The RCI for migrant workers within the major occupation and broad skill level is higher in low-skilled (2.1) compared to high skilled (1.7) jobs. Concerning RCI for migrant workers by their educational level, the RCI is highest among migrant workers with post

² GH¢/US\$ Exchange Rate used was 5.6203 as at May, 2020 Source: Bank of Ghana.

middle/secondary certificate (5.7), but low for Ph.D. and master degree holders (0.4). Regarding, countries of destination, the RCI is higher for migrants to the Middle East and Gulf Cooperation Council Countries (3.0) and low for those who traveled to countries in ECOWAS sub-region (0.7).

Migrant workers with no recruitment cost

Out of the 433 sampled migrant workers who responded to the survey, 41 of them constituting 9.47 percent paid no recruitment cost. The majority of them are either engaged as elementary occupation workers (53.7 %) or service and sales workers (19.5 %), with craft and related trades (2.4 %) being the least. The main destination of the migrants who did not incur any cost is Europe (53.7%), followed by Other African Countries (17.1%).

CHAPTER ONE

INTRODUCTION

1.1 Background

Migration has become a global phenomenon with significant implications on the labour market at national, regional, and global levels. Given the importance of labour migration both for sending and receiving countries, migration issues have found expression in the Sustainable Development Goals (SDGs). Goal 10 of the SDGs aims to “reduce inequality within and among countries”. Specifically, target 10.7 entrusts governments to “facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies” (ILO, 2019).

The International Labour Organization (ILO) based on available figures in 2017, estimates that there were 164 million migrant workers worldwide. Overall, migrants of working age (15 years and older) constitute 4.2 percent of the global population, while migrant workers constitute 4.7 percent of all workers. In destination countries, the higher share of migrant workers among the global workforce compared to the global population of working age is due to the higher labour force participation rate of migrant workers of 70 percent compared to non-migrants of 61.6 percent (ILO, 2018).

The high economic and social costs incurred by migrants are as severe impediments to realizing sustainable development outcomes from international migration. A critical role of migration policies is to reduce the financial costs of recruitment incurred by migrant workers. The high cost of recruitment paid by workers, particularly for low-skilled jobs, can be attributed to a convoluted and opaque process in recruiting foreign labour. The presence of layers of recruitment agencies and sub-agents providing job matching services, demand multiple requirements and fees to obtain clearances for foreign employment abroad. Illegal visa trading and excess demand for foreign low-skilled and elementary jobs by workers coalesce into a potentially exploitative setting where recruitment costs and fees are borne primarily by workers (See Guidelines for statistics for SDG 10.7.1).

As custodians of SDG indicator 10.7.1, expressed as “Recruitment costs borne by an employee as a proportion of monthly income earned in a country of destination”, the World Bank’s Global Knowledge Partnership on Migration and Development (KNOMAD) and ILO have developed a set of guidelines for the measurement of the indicator aimed at gathering support for its adoption as a tier 1 indicator. The guidelines include details on objectives and uses, concepts and definitions, data collection methods and program, indicators and suggestions for survey and sampling strategies, and questionnaires to be used as well as data dissemination.

Consequently, Ghana took the lead as the first country in Africa to pilot the methodology and survey instruments on measuring the SDG indicator 10.7.1 using the guidelines designed by the ILO and the World Bank to gather data on recruitment costs. In collaboration with the ILO, the Ghana Statistical Service (GSS), as an implementing organization, received funding

from the European Union (EU) and GIZ to conduct the Recruitment Cost Pilot Survey (RCPS) in December, 2019.

This report on the pilot survey would inform the conduct of a nationwide survey to have a better estimate to measure the recruitment costs of migrant workers abroad, as the methodology for conducting such a survey is tested during this pilot. It will also serve as a learning curve for other countries to help improve the measurement of the indicator.

1.2 Objectives of the Survey

The main objective of the RCPS was to undertake a pilot survey that seeks to examine the suitability of a methodology that seeks to produce indicators to measure SDG indicator 10.7.1. Specifically:

- ✓ Test the methodology and instruments developed by ILO and World Bank for the conduct of a survey that measures SDG indicator 10.7.1.
- ✓ Undertake a pilot survey to measure RCI derived from the recruitment costs and monthly earnings of migrant workers who travel abroad in search of job.
- ✓ Estimate the RCI for the specific pilot districts
- ✓ Produce a report on the survey findings

1.3 Survey Methodology

Questionnaires

The short version of a structured questionnaire developed by Global Partnership on Migration and Development (KNOMAD) - World Bank and the ILO was adapted for the RCPS survey. The questionnaire used for the RCPS was developed through extensive consultations with migration and statistical experts as well as with NSOs from across the world and designed specifically to collect official representative statistics on SDG 10.7.1. Prior to administering the questionnaire, a listing exercise was carried out to screen households with return and current international migrants. The questionnaire was administered to all households identified to have migrant workers and collected basic information on socio-demographic characteristics, after which specific questions on recruitment costs and monthly earnings abroad were collected from eligible migrant workers.

Coverage

The RCPS was conducted in two (now three³) administrative regions – Ashanti and Brong Ahafo (now split into Bono and Bono East) regions and covered over 400 households selected in 20 clusters in four districts based on the 2010 PHC sampling frame. Twenty (20) households were sampled from each cluster for the interview. Two districts were selected from each region, and these are Mampong Municipal and Asante Akim North District in Ashanti region, as well as Berekum Municipal and Techiman Municipal from the Bono and Ahafo regions. The selection of these districts was purposive and informed by the high

³ Six additional regions were created after the fieldwork thus, increasing the number of administrative regions from 10 to 16. The existing 10 regions were used for the sampling of the districts.

proportion of the migrant population from these regions in previous surveys on migration (GSS, 2013).

Survey Sample

The RCPS sampling methodology was designed to provide district-level representative indicators, including the SDG indicator 10.7.1. A two-stage sampling methodology was adopted. The first stage involved the selection of clusters, while the second stage was the selection of households from a compiled household list. At the first stage, representative samples of 20 Enumeration Areas (EAs) were randomly selected from each of the four (4) districts. The first stage involved the selection of sample points (clusters) consisting of EAs.

Subsequently, an entire household listing exercise in each of the selected EAs across the districts was done to provide a sampling frame for the selection of households in the second stage for the survey by systematic sampling methodology, in which each household has the same selection probability. This selection process produced a total of 400 households for the entire survey. However, after the full listing of households, some EAs had less than the 20 required. A procedure was adopted to boost the sample size to obtain a reasonable estimate of the results, including interviewing households in neighboring EAs and interviewing more households in the EAs that had more than the 20 identified.

Table 1.1: Sample allocation by district

District	2010 total number of EAs	Number of EAs selected	2010 total number of households	Expected number of households	Number of households interviewed
Mampong Municipal	164	5	19,203	100	119
Asante Akim North District	114	5	15,480	100	111
Berekum Municipal	169	5	31,129	100	123
Techiman Municipal	225	5	34,137	100	80
Total	672	20	99,949	400	433

1.4 Training, Fieldwork, Data Processing, Quality Control, and Data analysis

Training of Field Staff

The training of field staff was carried out at one central location and lasted for two (2) days. In all, 16 field officers were trained and put into four teams to undertake the fieldwork after the training. The training includes presentations, discussions of the questionnaire, and mock interviews. Subject-specific experts were engaged to teach participants on their subject areas as they relate to the survey in order to ensure effective training. An operational manual and the guidelines developed by the World Bank and ILO for SDG indicator 10.7.1 were used extensively alongside with the questionnaire to guide the training.



Photo 1: Group photo of participants during the two-day training period

Fieldwork and Data Collection

Twelve days (12) were used for field data collection from 22nd January to 2nd February 2020, during which each team was assigned 5 clusters. The fieldwork was structured to include a full listing of households and interviews of the selected households. Each team was made up of a supervisor, three interviewers, and a driver. The supervisor carried out administrative duties on community entry, led in the listing of structures, and edited all completed questionnaires for completeness and consistency. The field supervisor was also responsible for the day-to-day management of the team and acted as the liaison officer between the team and the survey secretariat. The face-to-face interview was used for the data collection using Computer Assisted Personal Interviewing (CAPI) system.

The survey collected information on topics on various aspects such as household demographics in the districts, demographic characteristics of migrant workers, migrant status, recruitment cost, and monthly earnings of migrants.

1.5 Quality Control, Data Processing, Analysis and Report Writing

Field supervision was carried-out throughout the period that the teams were in the field. Supervisors met together with interviewers after each day's fieldwork to check for completeness and consistency. In some cases, supervisors revisited some selected households for re-interview on some selected questions to ensure interviewers were asking the questions as structured in the questionnaire and also getting the right responses.

The data entry application was developed in CSPro version 6 and uploaded onto the electronic tablets. Data were transmitted to the headquarters after review by the field supervisor, where further editing and cleaning was carried out while the fieldwork was on-going. Data for each cluster were collected and edited before concatenating all the data. After data editing and cleaning, the tables were prepared based on a pre-designed tabulation plan. Both STATA and Microsoft Excel were used to produce the tables as well as the organization and computation of additional indicators required.

1.6 Concepts and Definitions

Household

A household is defined as “one person or a group of persons who live together, share the same house-keeping arrangements, and recognize one person as the head of household”. It is important to remember that members of the household are not necessarily related (either by blood or marriage) because non-relatives such as house helps may form part of a household. Typically, a household may consist of a man, his wife, children, distant relatives, or a housekeeper living with them.

Recruitment Cost Indicator

Recruitment costs refer to “any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection” (ILO, 2016,p.28).

The formula for calculating Recruitment Cost Indicator (RCI), which is the proportion of recruitment costs in the monthly employment earnings, is:

$$RCI = f \left(\frac{C_k}{E_k} \right)$$

Where

f may take on various functions forms: mean, median and 4th quintile

C_k is the recruitment costs paid by individual migrant worker k ;

E_k is the monthly earnings of the same migrant worker k ;

Return migrants

The ILO (2018, p.8), defines return migrants as ‘all current residents of the country who were previously international migrant workers in another country or countries’

International migrant workers

The term ‘international migrant worker’ is to be understood to mean someone who leaves his/her country of usual residence with stated intention to work in another country, as a wage/salary earner. Thus the concept does not include those who leave their area of residence to work in another area in the same country, or those who can commute for work across an international border, on a daily or weekly basis without changing the country of usual residence.

The reference period of 3 years

Recruitment costs may change over time and may be affected by a variety of factors, including the policy environment. It may be useful to document costs incurred over a longer period of time but for the purposes of SDG 10.7.1, concerns over recall accuracy dictate that the focus of the data collection effort should be on recent migration episodes. The survey used the recommended 3 years as a reference period in identifying the target group of international migrant worker (ILO and KNOMAD, 2019).

Earnings

The concept of earnings, as applied in wages statistics, relates to remuneration in cash and in-kind paid to employees. It is usually paid at regular intervals, for time worked or work done together with remuneration for time not worked, such as annual vacation, other paid leave or holidays. Earnings exclude employer’s contributions in respect of their employees paid to social security and pension schemes and also benefits received by employees under these schemes. Earnings also exclude severance and termination pay. The earnings also relate to employee gross remuneration (the total earnings before any deductions are made by the

employer in respect of taxes, contributions of employees to social security and pension schemes, life insurance premiums, union dues, and other obligations of the employees).

CHAPTER TWO

SOCIO-DEMOGRAPHIC CHARACTERISTICS OF HOUSEHOLD MEMBERS AND MIGRANTS

This chapter presents the essential socio-demographic characteristics of the households to which the migrants belong. While returned migrants are a part of the household, current migrants, refer to the household to which the migrants belonged before migrating. The chapter presents the population distribution and age structure, as well as marital status, school attendance, and level of education of the respondents. It also discusses the demographic characteristics of migrants. The objective is to analyze the age distribution, relationship, and marital status of the migrants.

2.1 Sex distribution of household members

Figure 2.1 presents information on the respondent's sex distribution by the district of residence. In Berekum and Asante-Akim North districts, the female proportions (57.36%; 52.94%) are higher than males (52.94%; 47.06%). However, for Techiman and Mampong municipals, the males dominate the sex distribution of the respondents.

Figure 2.1 Sex distributions by district (%)

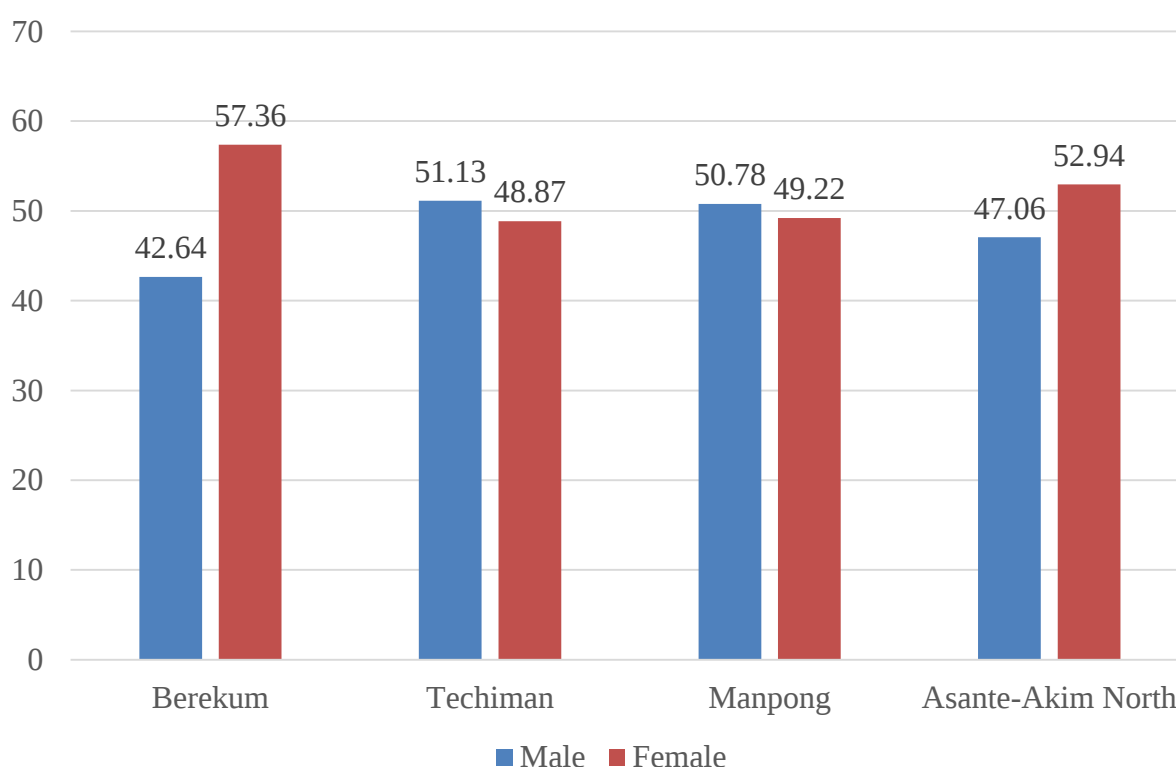


Table 2.3 indicates that about one-third (33.2%) of the sampled respondents for the survey are within the youthful age bracket (15-34), and within this youth group, the proportion of females (33.4%) is slightly higher than males (33.0%). The pattern is reflected among the age

group (25-34) with females (21.3%) compared to their male (19.5%) counterparts. The sample distribution shows that the age-group (30-34) has the highest percentage (12.2%), while the lowest are respondents within the 60-64 year group with 4.1 percent.

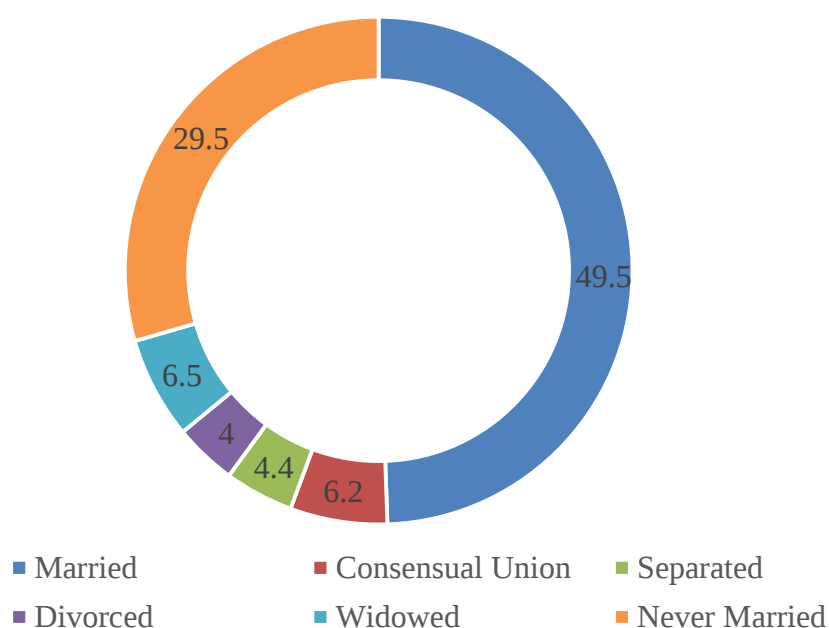
Table 2.1: Population distribution by age-group and sex

Age-group	Male	Female	Total
0-4	7.6	5.6	6.6
5-9	7.8	5.3	6.5
10-14	5.1	7.5	6.4
15-19	7.2	6.7	6.9
20-24	6.3	5.4	5.8
25-29	7.6	8.8	8.2
30-34	11.9	12.5	12.2
35-39	9.5	10.2	9.8
40-44	6.4	5.6	6.0
45-49	5.9	6.0	5.9
50-54	6.8	9.1	8.0
55-59	6.8	4.4	5.6
60-64	4.2	4.0	4.1
65+	7.0	8.9	8.0
Total (%)	100.0	100.0	100.0
Total (N)	528	570	1,098

2.2 Marital status of household members

From Figure 2.2, about half (49.5%) of the household 12 years and older were married, and almost 30 percent had never been married. About six percent of them were in consensual union and less than five percent were either divorced (4.0%) or separated (4.4%).

Figure 2.2: Respondents 12 years and older by marital status (%)



Across the districts, the proportion of the married constitutes the majority for each of the sexes. Asante Akim North (61.0%) and Techiman Municipal (56.1%) recorded very high proportions of the married. Techiman (34.6%) and Mampong (37.0%) Municipals recorded

relatively high proportions who had never been married. With the exception of the Mampong Municipal, in all other districts, there is a relatively higher proportion of males than females who had never been married.

Table 2.2: Respondents 12 years and older by district, sex, and marital status

District / Sex	Married	Consensual Union	Separated	Divorced	Widowed	Never Married	Total
Both sexes							
Berekum Municipal	43.6	11.4	2.8	8.5	5.2	28.4	100.0
Techiman Municipal	56.1	1.4	2.3	2.8	2.8	34.6	100.0
Mampong Municipal	39.2	7.3	6.2	2.9	7.3	37.0	100.0
Asante Akim North	61.0	4.4	5.7	2.2	10.1	16.7	100.0
All districts	49.5	6.2	4.4	4.0	6.5	29.5	100.0
Male							
Berekum Municipal	49.4	14.1	0.0	5.9	0.0	30.6	100.0
Techiman Municipal	55.5	0.0	1.8	1.8	0.0	40.9	100.0
Mampong Municipal	38.5	7.4	5.9	1.5	4.4	42.2	100.0
Asante Akim North	67.9	2.8	5.7	1.9	2.8	18.9	100.0
All districts	52.1	5.7	3.7	2.5	2.1	33.9	100.0
Female							
Berekum Municipal	39.7	9.5	4.8	10.3	8.7	27.0	100.0
Techiman Municipal	56.7	2.9	2.9	3.8	5.8	27.9	100.0
Mampong Municipal	39.9	7.2	6.5	4.3	10.1	31.9	100.0
Asante Akim North	54.9	5.7	5.7	2.5	16.4	14.8	100.0
All districts	47.1	10.4	25.5	5.3			100.0

2.3 School attendance of household members

Table 2.3 presents information on the school attendance for age 3-years and older by district and sex. Almost seven out of ten (69.8 %) of respondents aged 3-years and older never attended school, with a sex disaggregating of this category indicating that there are a higher proportion of males (72.5%) than female (67.3%). The pattern of high distribution of those who attended school in the past is reflected in all districts, with Asante Akim North recording the highest proportion (79.8%).

Less than one-quarter (23.1%) of the respondents aged 3-years and older were currently attending school (males (23.8 %); females (22.4 %)). Table 2.3 further shows that 10.2 percent of the female respondents, 3-years and older have never attended school, and this proportion is more than twice the proportion for male counterparts (3.8 %). Generally, the proportion of female respondents 3-years and older who have ever attended school (attended in the past plus attending) is lower compared with their male counterparts. The districts with relatively high proportions of the population who had never attended school include Techiman Municipality (10.7%) and Berekum Municipality (10.0 %).

Table 2.3: Population 3 years and older by district, school attendance and sex

District	Male	Female	Both Sexes
Numbers			
Berekum Municipal	107	142	249
Techiman Municipal	126	126	252
Mampong Municipal	154	154	308
Asante Akim North	118	135	253
All districts	505	557	1062
Never attended (%)			
Berekum Municipal	3.7	14.8	10.0
Techiman Municipal	8.7	12.7	10.7
Mampong Municipal	0.7	5.8	3.3
Asante Akim North	2.5	8.2	5.5
All districts	3.8	10.2	7.2
Attending now (%)			
Berekum Municipal	37.4	23.2	29.3
Techiman Municipal	16.7	27.0	21.8
Mampong Municipal	26.6	14.1	26.0
Asante Akim North	15.3	22.4	14.6
All districts	23.8	22.4	23.1
Attended in the past (%)			
Berekum Municipal	58.9	61.7	60.6
Techiman Municipal	74.6	60.3	67.5
Mampong Municipal	72.7	68.8	70.8
Asante Akim North	82.2	77.8	79.8
All districts	72.5	67.3	69.8

2.4 Age distribution of migrants

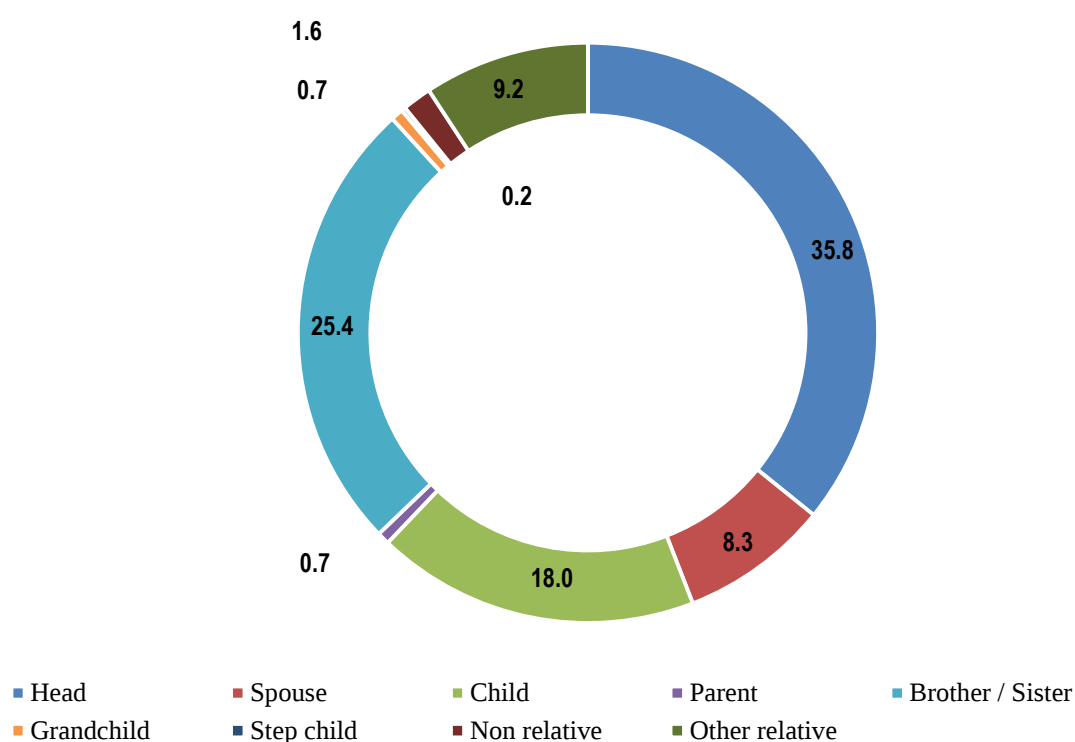
Table 2.4 shows that out of the total 433 migrants recorded, more than half (52.4%) are below 40 years. The proportion of females (54.6%) in this age bracket is higher than that of males (51.6%). Concerning the age groupings, those in the 30-34 year age group constitute the highest proportion (19.2%) followed by those aged 35-39 years (16.2%). This age grouping of migrants has a policy implication since the youth fall within this age bracket. The proportion of male migrants rises and peaks at age 30-34 years (19.1%) and declines with increasing age. This pattern is also reflected among the female population but with the 50-54 year group having a relatively much higher proportion.

Table 2.4: Age distribution of migrant workers by sex (%)

Age group	Male	Female	Both sexes
15-19	0.3	2.5	0.9
20-24	3.2	5.9	3.9
25-29	11.5	14.3	12.2
30-34	19.1	19.3	19.2
35-39	17.5	12.6	16.2
40-44	10.5	9.2	10.2
45-49	10.2	6.7	9.2
50-54	10.5	13.4	11.3
55-59	8.3	4.2	7.2
60-64	2.9	5.0	3.5
65+	6.1	6.7	6.2
Total	100.0	100.0	100.0
Number	314	119	433

2.5 Relationship of migrants to head of household

The relationship of migrant workers to the head of the household was established to determine the connection that they have with their home country. Figure 2.3 illustrates the relationship status of migrant workers. The findings reveal that some heads of the eligible households were returned migrants constituting a higher proportion of more than one-third (35.8%) of the migrants. This is followed by siblings (brother or sister) with 25.4 percent and children of the head of the household (18.0%).

Figure 2.3 Migrants relationship to head of household

The proportion of male migrant workers who were heads of the household at the time of the survey is higher for males (37.6 %) than the female (31.1%). About two-fifths of the male migrant workers were by relationship, brothers (24.5%) or sons (16.2%) to the head of the household, whereas about half of the female migrant workers were either sisters (27.7%) or daughters (22.7 %) to the head of the household (Table 2.5).

Table 2.5: Relationship to head of household status of migrant workers by sex

Relationship	Number			Percent (%)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Head	118	37	155	37.6	31.1	35.8
Spouse	27	9	36	8.6	7.6	8.3
Child	51	27	78	16.2	22.7	18.0
Parent	2	1	3	0.6	0.8	0.7
Brother/Sister	77	33	110	24.5	27.7	25.4
Grandchild	2	1	3	0.6	0.8	0.7
Step child	1	0	1	0.3	0.0	0.2
Non relative	4	3	7	1.3	2.5	1.6
Other relatives	32	8	40	10.2	6.7	9.2
Overall	314	119	433	100.0	100.0	100.0

2.6 Marital status of migrant workers

Table 2.6 shows the marital status of migrant workers aged 15-years and older. Nearly three out of every four migrant workers (72.6%) had either married, ever been married or in a consensual union. More than half (55.7%) of the migrants were married, and this was higher among males (59.9%) compared to females (44.5%). More than one-quarter (27.5%) of the migrants had never been married (males are 26.4%; females are 30.3%).

Table 2.6: Marital status of migrant workers 15 years and older by sex

Marital Status	Number			Percent		
	Male	Female	Total	Male	Female	Total
Consensual union	21	5	26	6.69	4.2	6.0
Divorced	12	7	19	3.82	5.9	4.4
Married	188	53	241	59.9	44.5	55.7
Never married	83	36	119	26.4	30.3	27.5
Separated	8	7	15	2.55	5.9	3.5
Widowed	2	11	13	0.64	9.2	3.0
Total	314	119	433	100.0	100.0	100.0

CHAPTER THREE

KEY FINDINGS

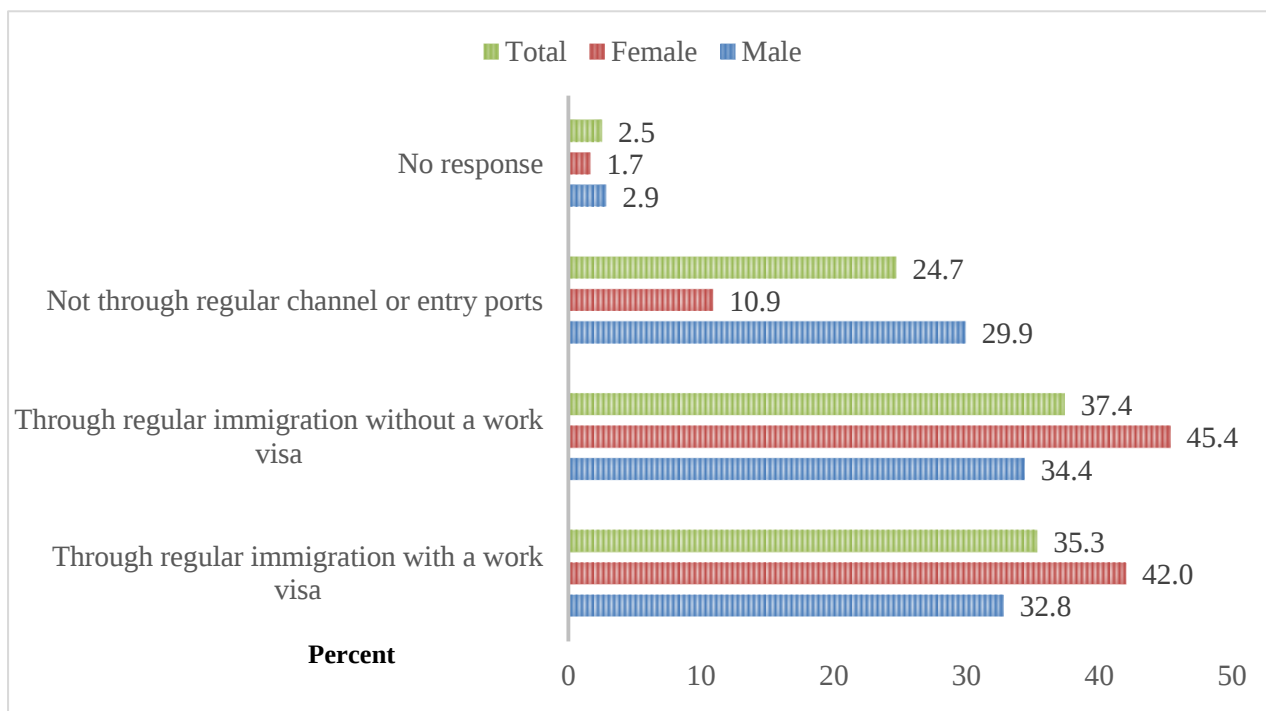
This chapter presents information on modes through which migrant workers travel abroad, knowledge of first job abroad, the method by which they secured jobs abroad. It also discusses the recruitment costs and earnings of migrant workers abroad in terms of occupation, industry, educational level, and Country of destination.

3.1 Mode of entry to Country abroad by migrant workers

Figure 3.1 shows the mode of entry to the last Country abroad by the migrant. On average, 72.7 percent of the sampled migrant went through approved immigration methods. However, more than one-third (37.4%) of the migrants entered the country of destination without a work visa. On the contrary, almost one-quarter (24.7%) of the migrants went through unapproved means or entry ports.

In terms of sex, similar patterns are observed with the male and female migrant population, though with slight differences. Less than one-third (32.8%) of the male migrants entered their Country of residence through regular immigration with a work visa, and slightly more than one-third (34.4%) also entered through regular immigration but without a work visa. Also, about three out of every ten (29.9%) male migrants went through unapproved means or entry ports. Relatively, a higher proportion of female migrants (87.4%) went through regular immigration procedures. Also, a very low proportion (10.9%) of female migrants compared to their male counterparts went through unapproved ways or entry ports (Figure 3.1).

Figure 3.1 Mode of entry to Country abroad by migrant workers



3.2 Knowledge of first job search abroad by migrant workers

Table 3.1 indicates the distribution of the migrants' knowledge of the first search job abroad. Nearly three out of every ten (29.6%) migrants indicated they learned about their first job either through friends who either had previously worked or are currently working abroad. A little over one-fifth (21.9%) were also informed by their relatives who previously worked or are currently working abroad. Nonetheless, 15.5 percent of the migrants learn about their first job through non-relative individual intermediaries.

Whereas females rely more on relatives, males consult friends more to learn about their first job. About one-third (32.5%) of male migrants, obtained knowledge of their first job abroad through friends who had either worked previously or currently working abroad. On the other hand, 31.9 percent of the females gained knowledge of their first job abroad through relatives who previously worked or currently working abroad. Female migrants (20.2%) are more likely than their male counterparts (13.7%) to rely on non-relative individual intermediaries to get knowledge about their first job.

Table 3.1: Knowledge of first job abroad by migrant workers by sex

Knowledge of First Job search abroad	Number			Percent (%)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Through relatives who have previously worked abroad or currently working abroad	57	38	95	18.2	31.9	21.9
Through relatives who have not worked abroad	12	3	15	3.8	2.5	3.5
Through friends who have previously worked or currently working abroad	102	26	128	32.5	21.8	29.6
Through friends who have not worked abroad	18	9	27	5.7	7.6	6.2
Through newspapers	3	0	3	1.0	0.0	0.7
Through a non-relative individual intermediary	43	24	67	13.7	20.2	15.5
Through social media (Facebook, etc.)	1	3	4	0.3	2.5	0.9
Through websites	10	1	11	3.2	0.8	2.5
Other	68	15	83	21.7	12.6	19.2
Total	314	119	433	100.0	100.0	100.0

3.3 Methods of obtaining job abroad

Regarding the methods by which migrant workers obtained jobs abroad (Table 3.2); about half of the migrants obtained jobs either through friends (26.6%) or relatives (24.7%). A relatively high proportion (13.2%) of the migrants also reported using private firms abroad through registration. Among the female migrant workers, family relatives (37.8%) have been instrumental in their acquisition of jobs abroad. On the other hand, male migrant workers mostly depended on friends (31.5%) to acquire jobs abroad. A relatively high proportion of 16.8 percent and 11.8 percent of female and male migrant workers, respectively, relied on private firms abroad to acquire jobs by registration. Acquisition of jobs directly from an employer from a government (either Ghana or abroad) or through individual recruiters/brokers were not common (Table 3.2).

Table 3.2: Methods by which migrant workers obtained job abroad by sex

Methods of obtaining job abroad	Number			Percent (%)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Direct from an employer abroad	25	7	32	8.0	5.9	7.4
Job transfer	2	2	4	0.6	1.7	0.9
Registered and got the job from a government in Ghana	4	1	5	1.3	0.8	1.2
Registered and got the job from a government abroad	7	1	8	2.2	0.8	1.8
Registered and got the job from a private firm in Ghana	25	6	31	8.0	5.0	7.2
Registered and got the job from a private firm abroad	37	20	57	11.8	16.8	13.2
Through individual recruiter/broker	25	12	37	8.0	10.1	8.5
Through family members/ relatives	62	45	107	19.7	37.8	24.7
Through friends	99	16	115	31.5	13.4	26.6
Other	28	9	37	8.9	7.6	8.5
Total	314	119	433	100.0	100.0	100.0

3.4 Major occupation and industry of migrant workers

Occupation refers to the type of work a person is engaged in at the establishment where the person works. The majority of the migrants are engaged in Elementary occupations (38.6%), service and sales workers (26.3%). Female migrants (43.7%) are more than twice likely to be engaged in service and sales workers than male migrants (19.7%). On the other hand, the proportion of male migrants (39.2%) is slightly higher than female migrants (37.0%) in Elementary occupations (Table 3.3).

Table 3.3: Major occupation of migrant workers 15 years and older by sex

Major Occupation	Number			Percent		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Managers	3	2	5	1.0	1.7	1.2
Professionals	27	14	41	8.6	11.8	9.5
Technicians and associate Professionals	14	0	14	4.5	0.0	3.2
Other occupations	3	0	3	1.0	0.0	0.7
Clerical support workers	4	3	7	1.3	2.5	1.6
Service and sales workers	62	52	114	19.7	43.7	26.3
Skilled agricultural, forestry and fishery workers	10	0	10	3.2	0.0	2.3
Craft and related trades workers	35	4	39	11.1	3.4	9.0
Plant and machine operators, and assemblers	33	0	33	10.5	0.0	7.6
Elementary occupations	123	44	167	39.2	37.0	38.6
Total	314	119	433	100.0	100.0	100.0

In terms of the industry of occupation of migrants, more than half of the migrants are engaged in other service activities (18.5%), followed by Construction (16.4%), Manufacturing (10.9%) and Accommodation and food service activities (9.9%). Male

migrants (12.7%) are slightly more than twice compared to their female counterparts (5.9%) in the Manufacturing industry. In the case of the Construction industry, there were no females as male migrants constitute a little over one-fifth (22.6%). Also, the proportion of female migrants (26.1%) in other service activities is higher than male migrants (15.6%) as shown in Table 3.4.

Table 3.4: Major industry of migrants 15 years and older by sex

Major Industry	Number			Percent		
	Male	Female	Total	Male	Female	Both Sexes
Agriculture, forestry, and fishing	16	1	17	5.1	0.8	3.9
Mining and quarrying	1	0	1	0.3	0.0	0.2
Manufacturing	40	7	47	12.7	5.9	10.9
Water supply; sewerage, waste management, and remediation activities	1	0	1	0.3	0.0	0.2
Construction	71	0	71	22.6	0.0	16.4
Wholesale and retail; repair of motor vehicles and motorcycles	28	9	37	8.9	7.6	8.5
Transportation and storage	25	2	27	8.0	1.7	6.2
Accommodation and food service activities	25	18	43	8.0	15.1	9.9
Financial and insurance activities	6	1	7	1.9	0.8	1.6
Real estate activities	3	0	3	1.0	0.0	0.7
Professional, scientific and technical activities	1	1	2	0.3	0.8	0.5
Administrative and support service activities	6	4	10	1.9	3.4	2.3
Public administration and defence; compulsory social security	2	2	4	0.6	1.7	0.9
Education	12	5	17	3.8	4.2	3.9
Human health and social work activities	16	9	25	5.1	7.6	5.8
Arts, entertainment and recreation	7	1	8	2.2	0.8	1.8
Other service activities	49	31	80	15.6	26.1	18.5
Activities of households as employers	5	28	33	1.6	23.5	7.6
Total	314	119	433	100.0	100.0	100.0

3.5 Recruitment Costs, Monthly Earnings and Recruitment Cost Indicator (RCI)

3.5.1 Recruitment costs and monthly earnings for occupations

Migrants from developing countries like Ghana usually incur high costs before becoming immigrants in the recipient countries. Recruitment cost, which is one of the significant costs incurred by migrants, can be categorized into three: costs incurred to comply with laws and regulations of origin and destination countries such as obtaining work permits or medical check-ups; costs incurred on fees paid to recruitment agents and; costs incurred on internal and international transportation.

Table 3.5 shows the recruitment costs of migrant workers 15 years and older by skills (major occupations) and sex. The migrant workers are grouped into highly-skilled and low-skilled categories. High skill jobs include professionals and associate professionals classified in the International Standard Classification of Occupations (ISCO) skill levels 4 and 3 as well as many jobs classified in major group 1 "Managers". On the other hand, low skill jobs include jobs classified under skill levels 2 and 1 (*ISCO-08/International Labour Office-Geneva: ILO, 2012*).

Table 3.5 presents the average recruitment costs and monthly earnings of migrant workers 15 years and older by the broad skill level in terms of occupation. Generally, it costs, on average, GHC7,698 to be recruited abroad from Ghana. The table indicates that highly skilled migrant workers, on average, pay higher recruitment costs (GHC9,413) than their lowly-skilled counterparts (GHC7,407). The table further reveals that among the high skill occupation, the Professional as well as Technicians and Associate Professionals workers, on average, pay the highest recruitment cost of GHC10,128.99 and GHC10,004.42 respectively. Similarly, among unskilled migrant workers, those engaged in Elementary occupations incur the highest recruitment cost of GHC8,248.40, with the males paying more (GHC8,401) than their female counterparts. Among the unskilled working category, recruitment cost for the clerical support workers (of GHC7,607) is second highest. Generally, highly skilled migrant workers are likely to pay more recruitment costs than low skilled workers. Also, on average female migrant skilled workers pay more recruitment costs than their male counterparts, but the reverse is true for unskilled migrant workers.

Overall, migrant workers from Ghana earn, on average, GHC3,798 abroad, with the male (GHC3,848) migrant workers earning slightly higher than the female (GHC3,665) counterpart. Occupation in the high-skilled category, earn far more than other migrant workers. Low- skilled migrant workers earn (GHC3,484) close to two-thirds the monthly earnings of their high skilled (GHC5,643) migrant workers. High skilled male migrant workers (GHC5,750) earn more than their female counterparts (GHC5,330). In the high skilled category, other occupations earn, on average, the highest (GHC16,431) monthly pay. Similar to the high skilled migrant workers, male unskilled migrant workers earn (GHC3,514) slightly higher than their female (GHC3,406) counterparts. Among the unskilled migrant workers, craft, and related workers, on average, earn the least (GHC2,825) pay.

Table 3.5: Average recruitment costs and monthly earnings of migrant workers 15 years and older by major occupation, broad skill level, and sex

Major occupation/broad skill level	Average Recruitment Costs(GHC)			Average Monthly Earnings(GHC)		
	Male	Female	Total	Male	Female	Total
Total	7,676	7,760	7,699	3,848	3,665	3,798
High Skill	8,622	11,735	9,413	5,750	5,330	5,643
Managers	6,472	7,202	6,764	2,836	7,595	4,740
Professionals	8,960	12,383	10,129	4,449	5,007	4,640
Technicians and associate professionals	10,004		10,004	6,593		6,593
Other occupations	1,274		1,274	16,431		16,431
Low Skill	7,509	7,142	7,407	3,514	3,406	3,484
Clerical support workers	7,519	7,723	7,607	2,504	7,257	4,541
Service and sales workers	7,821	6,972	7,434	4,204	3,907	4,068
Skilled agricultural, forestry and fish	4,291		4,291	4,537		4,537
Craft and related trades workers	5,348	1,453	4,948	2,900	2,163	2,825
Plant and machine operators, and assemblers	6,861		6,861	3,772		3,772
Elementary occupations	8,402	7,820	8,248	3,220	2,665	3,074

3.5.2 Recruitment costs and monthly earnings in industries

Recruitment costs and monthly earnings of migrant workers 15 years and older by major industry and sex of migrants are presented in Table 3.6, indicating the variations in the

recruitment costs and average monthly earnings among major industries. The average recruitment costs paid by migrant workers show that those who worked in four activities, finance and insurance activities (GH¢10,538) incur the highest cost of recruitment, followed by Human health and social work activities (GH¢9,881). Migrant workers in the mining and quarrying sector incur the least (GH¢1,444) recruitment costs (Table 3.6).

The average earnings by migrant workers categorized in the industry of work is presented in Table 3.6. A migrant worker in the real estate sector is on average, the highest-paid (GH¢7,725) worker abroad from Ghana, followed by workers in the arts, entertainment and recreation industry (GH¢ 7,662).

Table 3.6: Average recruitment costs and monthly earnings of migrant workers 15 years and older by major industry and sex

Major Industry	Average Recruitment Costs(GH¢)			Average Monthly Earnings(GH¢)		
	Male	Female	Total	Male	Female	Total
Total	7,676	7,760	7,699	3,848	3,665	3,798
Agriculture, forestry and fishing	4,396	12,831	4,892	3,466		3,263
Mining and quarrying	1,444		1,444	317		317
Manufacturing	10,076	4,987	9,318	4,417	2,373	4,112
Water supply; sewerage, waste management	8,631		8,631	3,064		3,064
Construction	7,137		7,137	2,710		2,710
Wholesale and retail trade; repair of motor vehicles and motorcycles	7,954	7,120	7,751	4,138	4,794	4,298
Transportation and storage	6,748	6,084	6,698	3,931	4,684	3,987
Accommodation and food service activities	5,860	5,926	5,887	3,162	2,916	3,059
Financial and insurance activities	12,260	207	10,538	5,591	9,353	6,128
Real estate activities	7,866		7,866	7,725		7,725
Professional, scientific and technical activities	11,000	600	5,800	7,745	3,500	5,623
Administrative and support service activities	9,797	9,266	9,584	3,939	6,249	4,863
Public administration and defence; compulsory social security	10,265	8,682	9,474	1,515	7,770	4,642
Education	6,190	8,233	6,791	2,855	3,011	2,901
Human health and social work activities	6,593	15,726	9,881	4,729	7,664	5,786
Arts, entertainment and recreation	7,974	2,760	7,322	8,186	4,000	7,662
Other service activities	8,482	6,908	7,872	4,158	3,130	3,760
Activities of households as employers	8,671	8,496	8,523	5,036	2,715	3,067

3.5.3 Recruitment costs and monthly earnings base workers categorized by educational level

The recruitment costs and average monthly earnings of migrant workers 15 years and older by educational level and sex of workers are presented in Table 3.7. The results indicate that there is no clear pattern in recruitment cost and educational level of the migrant workers, concerning the plausible relationship between the level of education and the recruitment cost for migrant workers. For instance, while migrants with Post middle/secondary Dip, and those who have only attained primary school education level of education, pay on average GH¢15,332 and GH¢5,409 respectively as recruitment costs, their compatriots with Ph.D. and Bachelor's degree pay GH¢1,667 and GH¢10,886 respectively. Similar inconsistent patterns exist across the different educational levels and their associated recruitment costs.

Nonetheless, there are some patterns concerning the educational level and average monthly earnings, with migrant workers with higher educational level earning on average relatively more. The data suggests that migrant workers having at least a degree earn on average between GH¢4,382 and GH¢9,665 Ghana cedis, while those with lower educational level earn, on average, between GH¢1,221 and GH¢5,205 Ghana cedis per month.

Table 3.7: Average recruitment costs and monthly earnings of migrant workers 15 years and older by educational level and sex

Educational Level	Average Recruitment Costs(GH¢)			Average Monthly Earnings(GH¢)		
	Male	Female	Total	Male	Female	Total
Total	7,676	7,760	7,699	3,848	3,665	3,798
Primary	6,582	3,453	5,409	2,166	3,661	2,727
JSS/JHS	6,392	6,343	6,380	3,106	2,222	2,897
Middle	7,498	4,043	6,618	3,948	3,068	3,724
SSS/SHS	8,431	11,870	9,095	3,839	3,470	3,768
Secondary	8,779	11,726	9,530	5,148	5,371	5,205
Voc./tech./commercial	5,083	5,457	5,233	1,923	2,378	2,105
Post middle/secondary Cert.	5,600	9,614	6,938	786	2,092	1,221
Post middle/secondary Dip.	12,366	16,815	15,332	267	5,849	3,988
Tertiary - HND	5,574	6,511	5,775	5,447	3,618	5,055
Tertiary - Bachelor's Degree	11,742	9,500	10,886	4,498	4,195	4,382
Tertiary – Master's Degree	5,725	207	3,885	9,821	9,353	9,665
Tertiary - PhD	2,330	370	1,677	3,415	8,490	5,106
Other	4,290	4,989	4,590	2,417	4,705	3,398

3.5.4 Recruitment costs, monthly earnings based on migrants' country of destination

The average recruitment costs and monthly earnings of migrant workers 15 years and older by, country of destination is presented in Tables 3.8 and 3.9. Recruitment cost with particular reference to the country of destination shows that costs paid by migrant workers for recruitment is higher for the Oceania region (GH¢12,150), and America (GH¢11,192), Asia (GH¢9,993), and Europe (GH¢8,382). However, the recruitment cost for ECOWAS countries is the least (GH¢950). The pattern is similar when examining recruitment costs for countries based on the skill level of migrant workers. However, Table 3.9 confirms that the levels of recruitment costs in the various countries could plausibly be associated with the skill level of migrant workers, with high skilled migrants paying relatively more than the unskilled.

Incidentally, the pattern in the recruitment costs by country of destination mimics the average monthly earnings by migrant workers and this plausibly justifies the reasons why migrant workers are prepared to work in some countries though these countries are associated with high recruitment costs. For instance, migrant workers earn on average more in Oceania (GH¢5,829), America (GH¢4,813), and Europe (GH¢4,491) than those in ECOWAS (GH¢1,383) and other African countries (GH¢3,845). Apart from highly skilled migrant workers in Oceania (GH¢2,834) whose, average monthly pay does not commensurate their recruitment costs, those in America (GH¢5,155), Asia (GH¢6,163) and Europe (GH¢6,794) relatively earn higher pay than the unskilled migrant workers.

Table 3.8: Average recruitment costs and monthly earnings of migrant workers 15 - years and older by Country of destination and sex

Country of destination	Average Recruitment Costs(GHC)			Average Monthly Earnings(GHC)		
	Male	Female	Both Sexes	Male	Female	Both Sexes
Overall	7,676	7,760	7,699	3,848	3,665	3,798
ECOWAS Countries	903	1,064	950	1,225	1,759	1,383
Other African Countries	7,630	6,336	7,484	3,991	2,691	3,845
Europe	8,037	9,433	8,382	4,434	4,663	4,491
Middle East/Gulf Cooperation Council Countries	5,493	11,429	8,312	2,719	2,792	2,754
Asia	10,920	6,517	9,993	4,153	2,199	3,742
America	13,568	7,496	11,192	5,046	4,451	4,813
Oceania	-	12,150	12,150	-	5,829	5,829

Table 3.9: Average recruitment cost and monthly earnings of migrant workers 15 years and older by the Country of destination and broad skill level

Country of destination	Average Recruitment Costs(GHC)			Average Monthly Earnings(GHC)		
	High Skill	Low Skill	Total	High Skill	Low Skill	Total
Overall	9,413	7,407	7,699	5,643	3,484	3,798
ECOWAS Countries	622	993	950	1,049	1,426	1,383
Other African Countries	5,645	7,607	7,484	5,947	3,705	3,845
Europe	9,728	8,063	8,382	6,794	3,946	4,491
The Middle East /Gulf Cooperation Council Countries	.	8,312	8,312		2,754	2,754
Asia	9,607	10,218	9,993	6,163	2,329	3,742
America	14,440	10,508	11,192	5,155	4,741	4,813
Oceania	18,300	6,000	12,150	2,834	8,824	5,829

3.6 Recruitment Cost Indicator (RCI)

A key indicator that measures the recruitment cost of migrants is the Recruitment Cost Indicator (RCI), which is defined as the number of months it would take for a migrant worker to offset the recruitment cost incurred as a result of migrating to another country to work.

3.6.1 Recruitment Cost Indicator (RCI) and Occupation

Table 3.10 shows that relative to the cost of recruitment, it takes on average a shorter time for males to earn income that could cover the recruitment cost than females. The RCI also suggests that it takes a shorter period for skilled migrant workers to earn enough in a shorter period to cover their recruitment costs than unskilled workers. This lower RCI for skilled migrant workers could be because, relative to recruitment cost, these workers earn far more than lowly skilled migrant workers. Regarding lowly skilled migrant workers, however, on average, there is no difference between the RCI of male and female migrant workers.

Table 3.10: Recruitment cost indicator of migrant workers 15 years and older by occupation and sex

Major Occupation / broad skill level	Recruitment Cost Indicator(RCI)		
	Male	Female	Both Sexes
Overall	2.0	2.1	2.0
High Skill	1.5	2.2	1.7
Managers	2.3	0.9	1.4
Professionals	2.0	2.5	2.2
Technicians and Associate Professionals	1.5	0.0	1.5
Other occupations	0.1	0.0	0.1
Low Skill	2.1	2.1	2.1
Clerical Support Services	3.0	1.1	1.7
Service and Sales Workers	1.9	1.8	1.8
Skilled Agricultural, Forestry, and Fishery workers	0.9	0.0	0.9
Craft and Related Trades Workers	1.8	0.7	1.8
Plant and Machine Operators, Assemblers	1.8	0.0	1.8
Elementary Occupations	2.6	2.9	2.7

3.6.2 Recruitment Cost Indicator and Industry

Examining the RCI by industry reveals that the RCI is highest for migrant workers engaged by Water supply, sewerage, waste management, and activities of households as employers (2.8) and lowest for those engaged by the Arts, Entertainment, and Recreation, as well as the 1.0 for the Real Estate (Table 3.11).

Table 3.11: Recruitment Cost Indicator of migrant workers 15 years and older by industry and sex

Major Industry	Recruitment Cost Indicator (RCI)		
	Male	Female	Both sexes
Agriculture, forestry and fishing	1.3		1.5
Mining and quarrying	4.5		4.5
Manufacturing	2.3	2.1	2.3
Water supply; sewerage, waste management	2.8		2.8
Construction	2.6		2.6
Wholesale and retail trade; repair of motor vehicle	1.9	1.5	1.8
Transportation and storage	1.7	1.3	1.7
Accommodation and food service activities	1.9	2.0	1.9
Financial and insurance activities	2.2	0.0	1.7
Real estate activities	1.0		1.0
Professional, scientific and technical activities	1.4	0.2	1.0
Administrative and support service activities	2.5	1.5	2.0
Public administration and defence; compulsory social security	6.8	1.1	2.0
Education	2.2	2.7	2.3
Human health and social work activities	1.4	2.1	1.7
Arts, entertainment and recreation	1.0	0.7	1.0
Other service activities	2.0	2.2	2.1
Activities of households as employers	1.7	3.1	2.8
Total	2.0	2.1	2.0

3.6.3 Recruitment Cost Indicator (RCI) and Educational level

The data indicates that the recruitment cost indicator for migrant workers with Post Middle/Secondary Certificate (5.7), and Post Middle/Secondary Diploma (3.8) is high concerning migrants with these levels of education. The RCI for migrant workers with Ph.D.

(0.3) and Master Degree (0.4) remains the lowest. The RCI for male migrant workers with Primary, Middle, Vocational/Technical, Commercial, Post Middle/Secondary Certificate, as well as those with Bachelor, Master's Degree, and Ph.D. levels of education is higher than their female counterparts. On the other hand, female migrant workers with JSS/JHS, Secondary, and Higher National Diploma have a higher RCI than their male counterparts (Table 3.12). These variations are a factor of the relativities in the recruitment cost and average monthly earnings with the specific educational level of the migrant worker.

Table 3.12 Recruitment Cost Indicator (RCI) of migrant workers 15 years and older by educational level and sex

Educational Level	Recruitment Cost Indicator (RCI)		
	Male	Female	Both Sexes
Primary	3.0	0.9	2.0
JSS/JHS	2.1	2.9	2.2
Middle	1.9	1.3	1.8
SSS/SHS	2.2	3.4	2.4
Secondary	1.7	2.2	1.8
Voc./Tech./Commercial	2.6	2.3	2.5
Post Middle/Secondary Cert.	7.1	4.6	5.7
Post Middle/Secondary Dip.	46.2	2.9	3.8
Tertiary - HND	1.0	1.8	1.1
Tertiary – Bachelor's Degree	2.6	2.3	2.5
Tertiary – Master's Degree	0.6	0.0	0.4
Tertiary - PhD	0.7	0.0	0.3
Other	1.8	1.1	1.4
Total	2.0	2.1	2.0

3.6.4 Recruitment Cost Indicator (RCI) and Country of destination

The RCI for migrant workers to the Middle East (3.0) remains the highest, followed by migrant workers to Asia (2.7), America (2.3), and Oceania (2.1). Migrant workers to ECOWAS countries have the lowest RCI of 0.7 since they have the lowest average cost of recruitment. The RCI for the low skill migrant workers is relatively higher than that of high skill migrant workers for ECOWAS countries (0.7 and 0.6 respectively). Nonetheless, countries in Asia, RCI for the low and high skilled migrant workers are 4.4 and 1.6, respectively, indicating the extensive variation in average monthly earnings between high skill and unskilled workers in these countries. Similarly, there is a vast difference in RCI for high skill migrant workers (6.5) and low skill migrant workers (0.7) in the Oceania region (Table 3.13).

Table 3.13: Recruitment cost indicator of migrant workers 15 years and older by country of destination, broad skill level, and sex

Country of destination	Recruitment Cost Indicator (RCI)				
	Male	Female	High Skill	Low Skill	Total
ECOWAS countries	0.7	0.6	0.6	0.7	0.7
Other African Countries	1.9	2.4	0.9	2.1	1.9
Europe	1.8	2.0	1.4	2.0	1.9
Middle East/Gulf Cooperation Council countries	2.0	4.1		3.0	3.0
Asia	2.6	3.0	1.6	4.4	2.7
America	2.7	1.7	2.8	2.2	2.3
Oceania		2.1	6.5	0.7	2.1
Total	2.0	2.1	1.7	2.1	2.0

3.7 Migrant workers with no recruitment cost

3.7.1 Migrant workers with no recruitment cost by occupation

Information provided in Table 3.14 shows that a great majority of the migrant workers who indicated not to have incurred any recruitment cost are either engaged as elementary occupation workers (53.7%) or Service and sales workers (19.5%) and Craft and related trades (2.4%). The proportion of male migrant workers in Elementary occupation (54.5%) who did not pay for recruitment cost is relatively higher compared to their female counterparts (50.0%). On the other hand, the proportion of female Professionals (12.5%) and Service and sales workers (37.5%) who did not pay for recruitment costs are much higher than their male (15.2%) counterparts.

Table 3.14: Percentage of migrant workers with no recruitment costs by major occupation and sex

Major Occupation	Percent (%)		Total
	Male	Female	
Professionals	3.0	12.5	4.9
Technicians and associate professionals	9.1	0.0	7.3
Service and sales workers	15.2	37.5	19.5
Craft and related traders	3.0	0.0	2.4
Plant and machine operators, assemblers	12.1	0.0	9.8
Elementary occupation	54.5	50.0	53.7
Other occupations			
Total	100.0	100.0	100.0

3.7.2 Migrant workers with no recruitment cost by educational level

Table 3.15 shows that a majority of migrant workers with no recruitment cost have Junior Secondary education (39.0%) and Senior Secondary education (24.4%). Generally, the proportion of males who did not pay for recruitment cost is higher than that of females across educational levels except for Primary and Bachelor's Degree, where the proportion of female migrants with no recruitment cost is relatively higher than males.

Table 3.15: Percentage of migrant workers with no Recruitment Costs by educational level and sex

Educational Level	Percent (%)		Total
	Male	Female	
Primary	3.0	25.0	7.3
JSS/JHS	39.4	37.5	39.0
Middle	3.0	0.0	2.4
SSS/SHS	27.3	12.5	24.4
Secondary	6.1	0.0	4.9
Post middle/secondary certificate	3.0	0.0	2.4
Higher National Diploma	15.2	12.5	14.6
Bachelor Degree	3.0	12.5	4.9
Total	100.0	100.0	100.0

3.7.3 Migrant workers with no recruitment cost by country of destination

Table 3.16 presents information on migrant workers with no recruitment cost by sex and their place of destination. The main destination of the migrants who did not incur any cost is in Europe (53.7%), followed by Other African Countries (17.1%), with a majority of these

workers been males. In the exception of the 9.8 percent of migrant workers who did not pay recruitment costs before working in America, males dominate the proportion of those who did not pay recruitment costs before working abroad.

Table 3.16: Percentage of migrant workers with no recruitment costs by country of destination and sex

Country of destination (Corridor)	Percent (%)		Total
	Male	Female	
ECOWAS Countries	8.8	14.3	9.8
Other African Countries	20.6	0.0	17.1
Europe	55.9	42.9	53.7
Middle East Countries	8.8	0.0	7.3
Asian Countries	2.9	0.0	2.4
America	2.9	42.9	9.8
Oceania	0.0	0.0	0.0
Total	100.0	100.0	100.0

CHAPTER FOUR

CONCLUSION AND RECOMMENDATIONS

4.1 Conclusion

This chapter presents a summary of the key findings and conclusions emanating from the data analysis of the Recruitment Cost Pilot Survey (RCPS) conducted in four districts in Ashanti and Brong Ahafo (now Bono and Bono East) regions in Ghana. The main objective for producing this report is to pilot a methodology that enables an examination of the average recruitment cost and monthly earnings per migrant worker abroad with the view of calculating RCI for measuring the SDG indicator 10.7.1.

The study reveals that the preferred mode through which migrants travel/enter abroad in search of jobs was by regular immigration without a work visa (37.4%); this is followed by regular immigration with a work visa (35.3%), with almost one-quarter (24.7%) going through unapproved means. Nearly three out of every ten (29.6%) migrants indicated they learned about their first job either through friends who had previously worked or currently working abroad, while a little over one-fifth (21.9%) were informed by their family members or relatives who had previously worked or currently working abroad.

Out of the 433 migrant households interviewed in the four districts, 392 paid recruitment costs in one form or the other, and this constitutes 90.5 percent of the total households covered. On average, it costs **GHC7,699 [USD 1,370]** to be recruited abroad from Ghana, with highly skilled migrant workers (GHC9,413), paying more than their lowly-skilled counterparts (GHC7,407). Among the high skill occupation, the Professional as well as Technician and Associate Professional workers, on average, pay the highest recruitment costs of GHC10,128.99 and GHC10,004.42, respectively. Migrant workers working in finance and insurance activities pay the highest (GHC10,538) followed by human health and social work activities (GHC9,881). Migrant workers in the mining and quarrying sector incur the least (GHC1,441) recruitment costs.

On the average, migrant workers earn **GHC3,798 [USD 676]** monthly abroad, with the male (GHC3,848) migrant workers earning slightly higher than the female (GHC3,665) counterpart. High-skilled migrant workers (GHC5,643) earn far more than Low-skilled migrant workers (GHC3,484). High skilled male migrant workers (GHC5,750) also earn more than their female (GHC5,330) compatriots. In the high skilled category, other occupations earn, on average, the highest (GHC16,431) monthly pay. Generally, male migrant workers earn far more than their female counterparts. Among the unskilled migrant workers, craft, and related workers, on average, earn the least (GHC2,825).

The study further shows that the overall RCI is 2.0, and it is higher among migrant workers with post middle/secondary certificate (5.7) and lower with Ph.D. and master degree holders with 0.4 each. For countries of destination, the data reveals that the indicator is higher in the Middle East and Gulf Cooperation Council Countries (3.0) and lower in ECOWAS Countries with 0.7. While high monthly earnings plausibly drive low RCI in developed countries, in low income or less developed countries, low recruitment costs could be the key driver, and

this perfectly resonates with the study a-prior expectation. We, therefore, conclude that the survey methodology, as proposed by ILO and the World Bank for estimating RCI and thereby measuring the SDG indicator 10.7.1, is appropriate.

4.2 Recommendations

- ✓ The three years reference period preceding the date of the survey should be revised especially when conducting the survey in the country of origin.
- ✓ It is recommended that the survey be conducted during festive seasons when most migrants have returned to their countries of origin to have better estimates.
- ✓ Different sample approaches should be adopted to get a large sample size since one approach may not work given the elusive nature of the target population.

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APPENDICES

Appendix 1: Participants in the Recruitment Cost Pilot Survey

Project Implementation Team			
Prof. Samuel K. Annim		Government Statistician/Project Director	
Mr. Johnson O. Kagya		Trainer/Monitor	
Mr. Asuo Afram		Trainer/Monitor	
Mr. Godwin Odei Gyebi		Trainer/Monitor	
Mr. Anthony Oduro-Denkyirah		Project Coordinator	
Mr. David Maxwell Bessah		Trainer/Monitor	
Mrs. Jacqueline Anum		Data Processing/Monitor	
Dr. Emmanuel D. Sasu		Trainer/Monitor	
Dr Lucy T. Afriyie		Sampling Statistician	
Mr.Isaac Nyarko		Cartographer	
Mr. Samuel Essiamah		Project Accountant	
Mrs. Abigail Sodzi		Project Secretary	
Supervisors			
Peter Otchere	Michael O. Ayete	George Asante	James Opoku
Field Interviewers			
Wendy Ampah	Bernice K Kabu	Mawuli Kpodo	Evelyn Baah
Christabel Zetto	Ebenezer Attoh	Ronald Tagoe	Barima K. Yeboah
Prince Glover-Quartey	Samuel Ofori	Priscilla Naa Armartey	Jonas A. Harrison
Drivers			
William Terizina	Steven Otoo	Justice Afedzie	Michael Addokwei
Data Processing Team			
Ernest Enyan	Kwamina Leo Arkafra	Josephine Baako-Amponsah	
Reviewers/Editors		Report Writers	
Prof. Samuel K. Annim	Anthony Oduro-Denkyirah	Josephine Baako-Amponsah	
Mrs. Araba Forson	Mr. Asuo Afram	Richard Sasu	
Mrs. Abena Osei-Akoto	Mr. Godwin Odei Gyebi	Michael O. Acheampong	
Mr. Owusu Kagya	David M. Bessah	Dr. Lucy T. Afriyie	
	Anthony Krakah		
Support Staff			
Felix Adjei	John Amedzro	Simon T. Onilimor	
Kweku Adom	Vivian Asantey(Mrs)	Selaseh Pashur Akaho	



International
Labour
Organization

Measuring Recruitment Costs of Migrant Workers (SDG indicator 10.7.1)

30th December, 2019

IDENTIFICATION PANEL							
REGION NAME: _____				SUPERVISOR NAME: _____			
REGION CODE:				SUPERVISOR CODE:			
DISTRICT NAME: _____				ENUMERATOR NAME: _____			
DISTRICT CODE:				ENUMERATOR CODE:			
DISTRICT TYPE:		SUB METRO					
EA CODE:							
EA NAME: _____							
INTERVIEW START DATE:		DD MM YYYY					
INTERVIEW END DATE:							
INTERVIEW START TIME:							
INTERVIEW END TIME							
SECTION A: HOUSEHOLD ROSTER							
ID	A1	A2	A3	A4			A5
	NAME OF HOUSEHOLD MEMBER	What is the Sex of [Name]?	What is the relationship of [Name] to head of household?	What is [Name]'s date of birth? [DAY/MONTH/YEAR]			How old is [Name]? [AGE IN COMPLETED YEARS]
		Male 1 Female 2	REFER TO CODES BELOW	DD MM YYYY			
1							
2							
3							
4							
5							
6							
7							
8							

RELATIONSHIP CODE [A3]

Head.....	1	Brother/Sister.....	7
.....			
Spouse (Wife/Husband).....	2	Step child.....	8
Child (Son/Daughter).....	3	Foster child.....	9
Parent/Parent-In-Law.....	4	Other relative.....	10
Son/Daughter-In-Law.....	5	Non-relative.....	11
Grandchild.....	6	Other.....	12
.....			

MARITAL STATUS CODE [A5]

Married.....	1
Consensual Union.....	2
Separated.....	3
Divorced.....	4
Widowed.....	5
Never married.....	6

LEVEL OF EDUCATION CODE [A10]

Nursery.....	1	Post middle/secondary Cert.	9
Kindergarten.....	2	Post middle/secondary Dip.	10
Primary.....	3	Tertiary – HND.....	11
JSS/JHS.....	4	Tertiary - Bachelor's Degree.....	12
Middle.....	5	Tertiary - Post graduate Cert./Dip.	13
SSS/SHS.....	6	Tertiary - Master's Degree.....	14
Secondary.....	7	Tertiary – PhD.....	15
Voc./tech./commercial	8	Other	16

NATIONALITY CODE [A7]

Ghanaian by birth.....	1	Burkinabe	7
Ghanaian by dual nationality.....	2	Other West African	8
Ghanaian by naturalization...	3	Other African	9
Togolese.....	4	European	10
Ivorian.....	5	Asian	11
Nigerian.....	6	American	12

SECTION A: HOUSEHOLD ROSTER (CONTINUED)

ID	A6	A7	A8a	A8b	A9	A10	A11
	What is [Name]'s current marital status? [FOR MEMBERS 12 YRS AND OLDER]	What is [Name]'s nationality?	What is [Name]'s country of birth?	If D8a=2 Specify country outside Ghana?	Has [Name] ever attended school? [FOR HHOLD MEMBERS 3 YRS AND OLDER]	What is [Name]'s highest level of education attained? [FOR MEMBERS 3 YRS AND OLDER]	What is [Name]'s highest grade completed? [FOR HHOLD MEMBERS 3 YRS AND OLDER]
	[REFER TO CODES BELOW]	[REFER TO CODES BELOW]	Ghana 1 GO TO A9 Outside Ghana 2		Never 1 GO TO B1 Now 2 Past 3	[REFER TO CODES BELOW]	
1							
2							

SECTION B: DEMOGRAPHIC CHARACTERISTICS OF RETURNED/CURRENT MIGRANTS		
B 1	Name of current/returned migrant	_____
B 2	What is the Sex of [Name]?	Male ☐ Female ☐
B 3	What is the relationship of [Name] to head of household?	
B 4	What is [Name]'s date of birth?	Day Month Year
B 5	How old is [Name]? (AGE IN COMPLETED YRS)	
B 6	What is [Name]'s current marital status? [REFER TO CODE BELOW]	
B 7	What is [Name]'s nationality? [REFER TO CODE BELOW]	
B 8	What is [Name]'s country of birth	Ghana ☐ Country outside Ghana ☐ Specify _____
B9	Has [Name] ever attended school?	Never.....1 ☐ Now.....2 Past.....3
B10	What is [Name]'s highest level of education attained? [REFER TO CODE BELOW]	
B11	What is [Name]'s highest grade completed?	

RELATIONSHIP CODE [B3]

Head.....	1	Brother/Sister.....
Spouse (Wife/Husband).....	2	Step child.....
Child (Son/Daughter).....	3	Foster child.....
Parent/Parent-In-Law.....	4	Other relative.....
Son/Daughter-In-Law.....	5	Non-relative.....
Grandchild.....	6	Other.....

MARITAL STATUS CODE [B6]

Married.....	1
Consensual Union.....	2
Separated.....	3
Divorced.....	4
Widowed.....	5
Never married.....	6

HIGHEST EDUCATION LEVEL CODE [B10]

Nursery.....	1	Post middle/secondary Cert.	9
Kindergarten.....	2	Post middle/secondary Dip.	10

Primary.....	3	Tertiary – HND.....	11
JSS/JHS.....	4	Tertiary - Bachelor's Degree.....	12
Middle.....	5	Tertiary - Post graduate Cert./Dip	13
SSS/SHS.....	6	Tertiary - Master's Degree.....	14
Secondary.....	7	Tertiary – PhD.....	15
Voc./tech./commercial	8	Other	16

NATIONALITY CODE [B7]

Ghanaian by birth.....	1	Burkinabe.....	7
Ghanaian by dual nationality.....	2	Other West African...	8
Ghanaian by naturalization.....	3	Other African.....	9
Togolese.....	4	European.....	10
Ivorian.....	5	Asian.....	11
Nigerian.....	6	American.....	12

ONLY FOR PERSONS AGED 15 YEARS AND ABOVE AND ARE RETURNED/CURRENT MIGRANTS

C1	Has [Name] ever travelled abroad, even if for a short period?	Yes ☐ 01 No ☐ 02	→ END/ NEXT PERSON
C1a	MIGRATION STATUS	Returned migrant ☐ 01 Current migrant ☐ 02	
C2a	In the last 3 years, did you [did NAME] move abroad to live and work for a wage or salary?	Yes ☐ 01 No ☐ 02	Go to C3
C2b	Did you return from abroad where you lived and worked for a wage or salary in the last 3 years?	Yes ☐ 01 No ☐ 02	NEXT PERSON
C3	When did you [NAME] first start working or looking for work ABROAD for a wage or salary (please provide month and year)?	a. MONTH b. YE AR	
C4	TALKING ABOUT [NAME]'s FIRST JOB ABROAD FOR A WAGE OR SALARY: In which country did you [NAME] obtain and start doing this job?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
C5	What was the last foreign country you [NAME] worked in, or are you [is NAME] currently working in? (last country abroad)	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
C6	Did you [did NAME] work abroad before migrating to [last country abroad]?	Yes ☐ 01 No ☐ 02	
C7	How many different jobs or employers did you [did NAME] have in [last country abroad]? Number of jobs in last country abroad	Number of jobs in last country abroad	
The following questions are about the first job in the last country of destination			
INTERVIEWER READ:			
Now, think about the first job you [NAME] had/have in [last country abroad]			
C8a	What kind of work did you [did NAME] usually do for your [NAME's] first job in [last country abroad]?	_____	
C8b	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])	_____	
C8c		_____	
C9a	What is the main activity of the business or place of work for your [NAME's] first job in [last country abroad]?	_____	
	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	MAIN ACTIVITY	

C9b			
		GOODS OR SERVICES	
C9c		ISIC CODE:	
C10	How did you [did NAME] obtain your [her/his] first job in [last country abroad]?		
	Job transfer	01 ☐	
	Registered and got the job from a government agency, here in my country	02 ☐	
	Registered and got the job from a government agency abroad	03 ☐	
	Registered and got the job from a private recruitment agency here	04 ☐	
	Registered and got the job from a private recruitment agency abroad	05 ☐	
	Direct from an employer abroad	06 ☐	
	Through Individual recruiter/broker	07 ☐	
	Through family members/ relatives	08 ☐	
	Through friends	09 ☐	
	Other (specify):	10 ☐	
C11	How did you [did NAME] learn about the first job abroad?		
	Through friends: who have not worked abroad	01 ☐	
	Through friends: previously worked or currently working abroad	02 ☐	
	Through family members/relatives: who have not worked abroad	03 ☐	
	Through family members/relatives: previously worked/currently working abroad	04 ☐	
	Through non-relative individual intermediary	05 ☐	
	Through newspapers	06 ☐	
	Through websites	07 ☐	
	Through social media (Facebook, etc.)	08 ☐	
	Other (specify):	09 ☐	
C12	How did you [did NAME] enter [last country abroad] for your first job?		
	Through regular immigration with a work visa	01 ☐	
	Through regular immigration without a work visa (e.g. travel/tourist visa)	02 ☐	
	Not through regular channel/entry ports	03 ☐	
	No response	04 ☐	
Recruitment costs question: Note to interviewer – please state that the amount paid for obtaining the overseas job may cover: 1) Documentation such as passport, visa, medical exam/tests, pre-departure training, skills assessment, insurance fees, contract approval fees, travel/security clearance; 2) Fees paid to recruiter/broker or recruitment/manpower agency; 3) Travel costs including accommodation; 4) Other formal/informal payments such as payment to friends/relatives who helped find the job, other informal payments or fees and interest on money borrowed. [Interviewer: use currency code list provided] 1. Ghana Cedi 2. US Dollar 3. Euro 4. British Pound 5. CFA 6. Japanese Yen 7. Chinese Yuan 8. South African Rand 9. Korean Won 10. Other (Specify)			
C13	In total, how much did you [did NAME] pay to get your first job in [last country abroad]?	ITEM	AMOUNT
	Please include the sum of all deductions taken from your wage or salary to obtain this first job.	Document	
		Fees paid to agency	
		Travel Cost	
		Other payment	
		TOTAL	

C14	Thinking of your [NAME's] first month of wage or salary earned in your [her/his] first job in [<i>last country abroad</i>], how much did you [she/he] earn in total, including the monthly equivalent of in-kind payments and any bonuses? <u>ENUMERATOR, READ:</u> Please add back the monthly equivalent of deductions paid for getting your [NAME's] first job, if any.	_____ AMOUNT CURRENCY CODE <table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>				
C15	When were you [was NAME] paid this wage or salary (month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW b. _____ YEAR (YYYY)				
C16	How many months did you [did NAME], or will you [NAME] have to work to recover the costs of getting this job?	_____ MONTHS <table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>				

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