

Dear Comrades

Let us thank all Media houses globally and Journalists in Migration Report who have rescued many of us.

As you would agree with me the 18th December each year is the day the UN has set aside for global commemoration of the Migrant Workers' Day (IMD).

Migrant Labour General Workers' Union International (MLGWUI) is one of the global recognised migrant workers unions. Media would agree with me that MLGWUI does commemorate or issues Statements for the International Migrants' Day (IMD) each year since 2013.

On behalf of the MLGWU, I agreed with the theme(s) of IOM and other migratory organisations. The chosen theme of the Migrant Labour General Workers' Union International (MLGWUI) for 2022 International Migrants' Day is **"Promoting Entrepreneurial Skills in Labour Migration: Organising Migrants for Justice Is A Resilience To Meet Post COVID-19 Global Employment Deficit"**

Dear Comrade Leaders, Brother and Sister Migrant Workers, with one solidarity, I request you to stand up to observe one **Minute-Silence** in honour of our departed Brother and Sister Migrant Workers who lost their lives this year 2022 during the cause our labour migration and regional integration! May Their Souls Rest in Peace! Amen!

All work has dignity, and all categories of workers including Migrant Workers deserve to be treated with respect by their employers, hosting States and the communities. Trade unions play a decisive role in improving working conditions of service, safety and wages. But some employers, governments and recruitment agencies systematically abuse the right of Migrant Workers in joining existing unions, or form new ones. MLGWUI works actively to support the rights of Migrant Workers including Refugees to free Collective Bargaining, and to help stop exploitation and abuse when they occur. Migrant Business Entrepreneurs in informal economic sector must be treated as stakeholders by providing them with land space to establish their shops or enterprises.

Trade union rights are human rights so the Migrant Workers must be treated as essential workers and stakeholders.

Migrant Labour General Workers' Union International (MLGWUI) with her education department, Finnish-French Migrant Resource Centre (FFMRC) was legally or incorporated in 2013. MLGWUI is ensuring decent work, social justice, protection, education, cultural linguistic, and occupational safety and health for Migrant Workers, Return Migrants, Returning Migrants, Immigrants in Ghana and Diaspora, Student Volunteers, African Internal Potential Business Entrepreneurs, Refugees, Expatriate; knowing the challenges of their living and working conditions of service such as precarious employment relations, lack of skills training, establishing self-employment, exploitation and abuses, discrimination, racism, lack of employment security and satisfaction, indecent shelter and lack of land space for shops facing them in labour migration and regional integration.

Dear Comrade Leaders, Brother and Sister Migrant Workers. Although the word "**Migrant**" seems to those who do not understand it and even some staff in recognised migratory organisations working for us do not have patience with us, let us continue to respect everybody with our motto: **justice, unity and perseverance** in our labour migration and regional integration. We, Migrant Workers are best and hard workers among categories of workers. We are not lazy to work, hence we take **radical decisions** from our comfort home/families visa-à-vis on labour migration in order to meet the needs of the Members of our Families. Work that citizens of some countries or communities refused to do, we Migrant Workers are always ready to fill the vacuum of that labour shortage in order to improve the socio-economic situation of our host countries or communities. During the COVID-19 pandemic, Migrant Workers were used as front workers locally and internationally.

Why is it important for Migrant Workers to be unionised to defend their human and labour rights in labour market?

Until the adoption of the 1990 UN Convention for Migrant Workers, Migrant Workers were vulnerable to their employers and host countries/communities on precarious conditions of service without one strong solidarity VOICE. Now it is global recognition that only by unionisation of Migrant Workers and integrate them into trade unionism will enable them have **one strong international Voice** for the promotion and the protection of their economic and social interests and rights in labour market and employment relations. Hence the inception or formation of MLGWUI.

On the 18th December, 1990 the United Nations General Assembly adopted a resolution on the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. The UN Convention 1990 encourages a Migrant Worker's right to form or join a trade union of his or her choice for the promotion and the protection of his or her economic and social interests.

On 4 December 2000, the UN General Assembly, taking into account the large and increasing number of Migrants in the world, officially proclaimed **18 December** of every year since then International Migrants Day. The date was chosen because it was on 18 December 1990 that the UN General Assembly adopted a resolution on the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

Each year since 2000, many states, Migrant Workers, migrant trade unions, intergovernmental and non-governmental organisations observe this Day by disseminating information on human rights, sharing experiences, and undertaking action to ensure the protection of Migrants.

In Ghana, article 24 (3) of the 1992 Constitution state "Every Worker has a right to form or join a trade union of his/her choice for the promotion and the protection of his economic and social interests."

If it is not all, at last seventeen (17) of the 2030 Sustainable Development Goals (SDGs) targets can be achieved if labour migration and Migrant Workers are considered with respect, decent work and involving them in local, national and international decision making.

MLGWUI appreciated the International Organisation for Migration and her partners for support especially free voluntary returning of Migrants and assistance.

Trade Unions such as WFTU; Greece, ITUC, UIS, France; PAM/Services Union; Finland, IndustriALL as well as national unions in various countries including Ghana are still integrating Migrant Workers and Refugees into unionism since adoption of UN Convention 1990. I am happy to bring to your attention that Ghana has a National Migration Policy (2016). Therefore it is also important for us, Migrant Workers to commemorate International Migrants' Day each year as you see yourselves part of this Commemoration today.

Membership of MLGWUI is composed of African nationals as well as other nationals in both home and diaspora. MLGWUI opens the door for anybody or a Migrant who may need industrial relations, entrepreneurial and labour migration counselling.

MLGWUI has "Informal Economic Migrant Workers" (i.e. individuals, entrepreneur trainees, traders or micro business entrepreneurs/workers) who have gone through private, public and international entrepreneurial skills training such as one undertaking by the German Sparkassenstiftung DSIK training sessions and "Formal Migrant Workers" (i.e industrial based Migrant Workers working under employers with companies or in large enterprises as Skilled and Unskilled Workers whose skills are demanding public and private enterprise levels).

Services MLGWUI provides for its Members and Potential Migrants:

MLGWUI has since 2013 been ensuring decent work, defending, resolving and educating internal and external/international Migrants in terms of social cases and labour related matters including grievances, unpaid Salary, Wage Theft, Industrial Injury and Workman Compensation, Domestic Violence, Sexual Harassment at workplace, Child Labour and Migration Trafficking in physical and through telephone call contacting both home and diaspora, Helping Return Migrants and Refugees to find Accommodation and Reintegration and welcoming non-members who may need industrial relations, entrepreneurial and Labour Market Advice, Pre-departure and Returning Counselling and Referral among others.

"Immigrant Workers/Foreign in Ghana and Africa being documented or undocumented should NOT entertaining fear any long to join the MLGWUI. Because when it comes to labour or employment related matters, it takes migrant trade unions to address and defend you and NOT your embassies or consular."

Education and Skills Training

In this 2022, the year, under reviewing, MLGWUI and I are very much aware that German Sparkassenstiftung DSIK with its partners have provided Skills Entrepreneurial/Business Coaching Sessions Training with financial support to Ghanaian-African Migrant Workers, Return Migrants, Potential Migrant Business Trainees and Entrepreneurs including I, Justice Baako NTARMAH. Some of us, trainees and beneficiaries have started operating businesses while others who are still waiting for their turn for Loan grants or support, working in partnership with their skilled gain.

MLGWUI and Migrant Workers beneficiaries are grateful to the Managements of GIZ, GGC, German Sparkassenstiftung DSIK its' their partners.

Still on Migrant Workers education and Skills Training, the International Trade Unions Confederation (ITUC, Africa Region), International Trade Unions Confederation (ITUC head office) in collaboration with Trade Union Congress (TUC) Ghana) organised Capacity Building/Training Workshop for Stakeholders and Migrant Workers as part of the National Launching of Recruitment Advisor (MRA) Ghana Initiative from 26th to 27th April, 2022 in Accra, Ghana. "God richly bless you, Dr. Kennedy Atong Achakoma who is an Activist Economist Expert and Labour Migration Governance and the current Head of Education Department, TUC (Ghana) for your able education support to us, Migrant Workers!

MLGWUI was invited by the University of Ghana to participate in the Project Launch and Sensitisation Workshop on Strengthening Migrant Mobilisation and Solidarity-Building under the Migration for Development and Equality (MiDEQ), research project being undertaken by the Migration Advocacy Centre (MAC), in collaboration with the Centre for Migration Studies, University of Ghana and the University of Cape Town, South Africa on Transnational Mobilisation and Political Solidarity that promote access, rights and political participation of Immigrants in Ghana from 14th to 15th December, 2022 at the Yiri Lodge, the University of Ghana, Accra.

Appeal for Funding Support for 2023 Education and Organising Migrant Workers

MLGWUI is still struggles financially but continues finding a way and indirect means to educate Migrant Workers and Internal Potential Migrant Business Entrepreneurs by directing them to organisations and institutions such German Sparkassenstiftung DSIK and Youth Start initiative portal to ensure many African Return Migrant and internal potential Migrant Entrepreneurs are trained with skills so that may love their countries and work in while the Union is advocating the campaign on unionisation, promoting of Safe, Fair and Orderly Labour Migration in accordance with the UN Convention on All Migrant Workers as well as in respect of ILO agenda on human and labour rights in order to reducing Irregular Migration, Exploitation and Abuses of Migrant Workers.

MLGWUI has heard that some Return Migrant Workers are trying to find means to re-migrate due to unemployment challenges in Africa, finance or capital to venture businesses and lack of social support. To enable MLGWUI continues advocacy and education activities, we, Migrant Workers humble appeal to donor agencies and as well as potential partners to MLGWUI to support us, MLGWUI in seeking funding grants.

Research and Ethical Recruitment Agencies Relations:

True and accurate information on ground about the challenges in labour migration and Migrant Workers ordeals could only be found from Migrant Workers themselves. Recently, one potential Migrant was **nicodemusly** deceived by an unethical recruitment agent. MLGWUI cautions Potential Migrants to be careful with agencies.

MLGWUI does NOT prevent Recruitment Agencies activities offering to Potential Migrant Workers in international communities taking into consideration the high rate of unemployment in Africa. However, MLGWUI can only agree with Ethical Recruitment Agencies focusing on Promoting Safe, Fair, Orderly and Ethical manner for Skilled Migrant Workers and Entrepreneurs in ensuring protection of all Migrant Workers rights with Decent Work agenda.

Africa, Asia, Arab among other continents need Fair and Ethic Recruitment in promoting Safe, Fair, Orderly Labour Migration with Employable and Entrepreneurial Skills.

Dear Comrade Leaders, Brother and Sister Migrant Workers, **let us avoid Irregular and Peril Labour Migration.** It is my advice to Skilled Migrant Workers and Migrant Entrepreneurs whose Skills is much demanding in diaspora to patiently seek advice from MLGWUI or from offices of Labour Department to check good Licenced Employment Agencies for Legal Recruitment Channels. Using Safe, Fair and Legal Pathway is Guaranteeing Rights to ensure Less Risk, Vulnerability and Peril or Death.

MLGWUI is reminding all Domestic Migrant Workers especially those in abused countries to keep the slogan: **"My Phone is Freedom"**, in case of reporting Sexual Harassment at workplaces or homes, Exploitation and Abuses.

Protecting Migrant Workers Rights meaning "Putting Migrant Workers First Before Profits." Therefore MLGWUI uses this 2022 International Migrants Day sending strong messages to the Employers and Recruitment Agencies globally especially in Gulf Countries to stop exploiting and abusing Domestic Immigrant Workers and Construction Immigrant Workers.

MLGWUI demands the following in addressing and reducing challenges face Migrant Workers and Returnees:

1. No Employer in Ghana should make an attempt to pay a Skilled or Unskilled Migrant Workers/Immigrant Worker or Potential Migrant in a formal and informal sectors less than the negotiated 2023 National Daily Minimum Wage of Ghc14.88, that is 10% increased concluded by the National Tripartite Committee on the 16th Day of November, 2022 for 2023 year. Any Immigrant or Migrant Worker in Ghana who may find himself/herself victimised of **underpaid** should report to MLGWUI for onwards official complaint to Labour Department for grievance amicable settlements, compensation or award;
2. MLGWUI urges Unemployed Return Migrants who are intended to re-migrate to exercise patience and rather wait for their turn to take part of German Sparkassenstiftung DSIK Business (Entrepreneurial) Coaching Training Sessions as well as government You Start initiative that will enable them become Entrepreneurs;
3. Financial Institutions should consider Loan Grants to Informal Economic Return Migrants Entrepreneurs to run their businesses;
4. The government should consider Return Migrant Workers as well as Student Volunteers as priority on Youth Start Initiative;
5. MLGWUI is humbled, appealing to AU to support MLGWUI and African Migrant Workers as part of an attempt in reducing Irregular Labour Migration;

6. Employers should note that **Migrant Workers remain at present workplace only** when they are well paid, promoted, involved in decision making, appreciated, recognised and rewarded at labour market.
7. No Potential Migrant Worker should pay for a job seeking; the cost of recruitment should be done by employers and recruitment agencies;
8. MLGWUI campaigns on "Protecting Migrant Workers Rights" meaning "Putting Migrant Workers First Before Profits.": strong messages to the Employers and Employment Agencies globally especially in Gulf Countries to stop exploiting and abusing Domestic Immigrant Workers and Construction Workers;
9. Exploited and Abused Domestic Migrant Workers and all type of Immigrant Workers in Diaspora as well as Migrant Workers internally can report their grievances to MLGWUI **on +233 24. 62. 53. 96 .6 +233 541.735.787 migrantlabourworkersunion.int@yahoo.com** so that the MLGWUI can liaise with trade unions in diaspora and/or Labour Department Ghana for settlements;
10. MLGWUI is humbled, but as matter of urgency, appealing to the Ministry of Foreign Affairs and Regional Integration to respond to and act quickly on Immigrant Workers problems immediately she received a telephone call or a report/complaint from group or a person;
11. MLGWUI is humbled, proposing to international communities especially United Nations to adopt a resolution that will enable a Deportee returns with his or her essential belongings or receive that at least two weeks after deportation. Because, Left Essential Belongings and Wage Theft caused psychological trauma problems for many Deportees and Returnees and it also caused some of them to find another means of irregular re-migration to the same county(ies);
12. In respect of Occupational Safety and Health guide, MLGWUI urges both Skilled and Unskilled Migrant Workers or Entrepreneurs not risk their lives in uncontrolled hazardous work because of unemployment and economic challenges or situation;
13. MLGWUI is humbled, asking Professor Agyakum of the Faculty of Linguistic, University of Ghana to come out to educate general public on When and How to use the phrase "I think that" (Medwen Se) that becomes lingua franca when well-known people on radio or in conferences used to say even though they know the discussing issue is obviously done or occurred or one had already did it;
14. Recruitment Agencies must apply New Fair and Ethical Recruitment Due Diligence Toolkits launched to support Business Enterprises in conducting comprehensive due diligence to ensure ethical recruitment and protect for Migrant Worker internally and internationally;
15. MLGWUI is reminding all Domestic Immigrant Workers specially in abused countries to keep their slogan: **"My Phone is Freedom", in case of reporting harassment at workplaces, exploitation and abuses;**
16. MLGWUI appeals to the landowners to help Rent Assistance to Return Migrants and as well as lease parcels of land for Migrant Entrepreneurs shops or enterprises;
17. MLGWUI is pushing African Heads of State and governments to fully implement the Global Compact for Safe, Orderly and Regular Migration (GCM) formally endorsed by the UN General Assembly on 19 December 2018 to ensure adherence to human and labour rights standards with migration governance;
18. Heads of State or governments in Africa, Asia, Arab should open business economic opportunities for German Investments;
19. Governments and Employers must uphold Migrant Workers' rights and access to justice and decent work;
20. World Employers and Heads of State and governments must respect the right of migrant workers and their unions and collective bargaining of Migrant Workers regardless of migration status without fear of reprisal;
21. MLGWUI is humbled, appealing to Migratory organisations and authorities and their staff to respect the Migrants and Refugees they are working for/with them;
22. MLGWUI suggested in 2016 to Ghana government, Arab, Asia, African Heads of State and investors to open (Migrant) Labour Bank to enable Migrant Workers and Return Migrants have access to soft loans. MLGWUI has been repeating each year;
23. MLGWUI is humbled, appealing to the Diaspora Affairs of the Ministry of Foreign Affairs and Regional Integration and Diaspora Affairs in Presidency to fully support and sponsor the organising and education activities of MLGWUI because successive **government interventions have not reflect Migrant Workers/Return Migrants lives on employment relations and social needs:** "We need government`s special clauses in National Migration Policy that must protect Returning Migrants to

- supplement IOM GIZ GGC`s free support." Some known Tourists visiting Ghana keep asking some Return Migrants in Ghana "What is the government support for you after your return from abroad?";
24. MLGWUI is humbled, continuing appeal to the Ministry of Gender, Children and Social Protection to embark on a second exercise to repatriate Economic Street Migrant Beggars from the streets in Ghana;
 25. MLGWUI is humbled, appealing to the Ministry of Interior and Ghana Refugee Board to liaise with NIA and Banks or financial institutions to solve Migrants and Refugees problems to access to financial services with their ID Cards;
 26. Africa, Asia, Arab among other continents need Fair and Ethic Recruitment in promoting Safe, Fair, Orderly Labour Migration with Employable and Entrepreneurial Skills;
 27. Africa, Asia, Arab Employment Recruitment Agencies should open their doors to enable migrant unions to organise their clients/migrant workers to ensure Migrant Workers fair and ethical protection;
 28. MLGWUI urges dear Brother and Sister Migrant Workers as well as potential Migrant Workers to avoid Irregular and Peril Labour Migration;
 29. MLGWUI is humbled, appealing to the media and writers to use the word "**Irregular**" or "**Undocumented**" instead of "*Illegal*" for Migrant/Migration;
 30. MLGWUI is appealing to the general public to patronise and continue buying Migrant Entrepreneurs products;
 31. MLGWUI is humbled, appealing to GIZ GGC with their partners to maintain and continue organising the **MIGRATION SOLUTION 360 FAIR** each year to enable Migrant Entrepreneurs exhibit their products to local and international market; and
 32. MLGWUI is humbled, appealing to any individual or corporate or solidarity migratory or labour organisations to support **MLGWUI`s National Secretariat: "Office Renting Space"** in Accra, Ghana, donation of "**Toyota Hiace Mini Bus**" and "**Developing 2-Website Developing.**"

Today Is My Day! Is Your Day, Our Day. Let us repeat our motto: **Justice, Unity and Perseverance !**

En Avant, La Lutte Perseverance des Travailleurs Migrants Continue!

Comrade Migrants, response "In Solidarity!"

Joyful and Peaceful 2022 International Migrants Day and A Merry Christmas!

Long Live Migrant Labour General Workers Union International (MLGWUI) !
 Long Live Migrant Workers and Migrant Entrepreneurs ! Long Live GIZ,
 Ghanaian-German Centre for Jobs, Migration and Reintegration (GGC) !
 Long Live German Sparkassenstiftung DSIK ! Long Live International Organisation for Migration !
 Long Live Employers! Long Live Labour Department Ghana !
 Long Live Ministries MoLER, MoIt, MoI, MoGCSP, MoFARI! GRD !
 Live Ghana Immigration Service ! (TUC Ghana) ! Long Live Ghana and Africa ! Long Live Media !

KIITOKSIA ! Danke ! MERCI ! THANK YOU ! Medaa Moase !