A joint new BOLD initiative

Labour Migration Governance for Development and Integration in Africa

AU-ILO-IOM-ECA

In collaboration with RECs
CONTENT

• Background/Context
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  • Opportunities and Challenges
• Continental Policy Responses
• AU led Comprehensive Programmatic Response - Joint Initiative
  • Areas of Focus
  • Journey to deliver ...
• What relevance for the Horn of Africa
# International migrant populations by major area of origin and destination, 2013 (millions)

<table>
<thead>
<tr>
<th>Destination</th>
<th>Africa</th>
<th>Asia</th>
<th>Europe</th>
<th>LAC</th>
<th>NAM</th>
<th>Oceania</th>
<th>Various</th>
<th>TOTAL</th>
<th>Retention by destination (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
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<td>1.1</td>
<td>0.8</td>
<td>0.0</td>
<td>0.1</td>
<td>0.0</td>
<td>1.4</td>
<td>18.7</td>
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<tr>
<td>Asia</td>
<td>4.6</td>
<td>53.8</td>
<td>7.6</td>
<td>0.7</td>
<td>0.6</td>
<td>0.1</td>
<td>3.4</td>
<td>70.8</td>
<td>76</td>
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<td>Europe</td>
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<td>37.8</td>
<td>4.5</td>
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<td>1.2</td>
<td>5.4</td>
<td>1.3</td>
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<td>0.2</td>
<td>8.5</td>
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<tr>
<td>NAM</td>
<td>2.0</td>
<td>15.7</td>
<td>7.9</td>
<td>25.9</td>
<td>1.2</td>
<td>0.3</td>
<td>0.0</td>
<td>53.1</td>
<td>2</td>
</tr>
<tr>
<td>Oceania</td>
<td>0.5</td>
<td>2.9</td>
<td>3.1</td>
<td>0.1</td>
<td>0.2</td>
<td>1.1</td>
<td>0.1</td>
<td>7.9</td>
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</tr>
<tr>
<td>TOTAL</td>
<td>31.3</td>
<td>92.4</td>
<td>58.4</td>
<td>36.7</td>
<td>4.3</td>
<td>1.8</td>
<td>6.4</td>
<td>231.5</td>
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</table>

Retention by destination (%)

<table>
<thead>
<tr>
<th>Retention by destination (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>49</td>
</tr>
</tbody>
</table>
Migration Highlights...

Migration is global

A majority of international migrants in the world in 2013 originated in the South (71%)

South – South migration (36%)
South – North migration (35%)
North – North (23%)
North – South (6%)

South-South and South-North migration reached similar levels, with both increasing from about 60 million in 2000 to about 82 million in 2013
Estimates and Features of Labour Migration in Africa

• Most international migration today is related to seeking employment. More than 90 per cent of all international migrants are workers and their families.

• It is estimated that:
  • one in eight migrants are between the ages of 15 and 24
  • There were 18.6 million migrants in Africa in 2013
  • 31.3 million African people living in countries other than their birth place
  • 48% of all international migrants are women, who are increasingly migrating for work
Figures and Features of Labour Migration in Africa

- African migration is inter (51) and intra-regional: 49%
- Sub Saharan Africa higher at 65% (2011)
  - 71 - 80% in West Africa,
  - 66% in Southern Africa,
  - 52% in East Africa
  - 23% in Central Africa
  - 6% in North Africa.
Drivers...

- Demographic pressures -- ageing and increasing deficits in labour forces -- Africa confronts a growing, educated youthful population
- Jobless growth and a dearth of decent work opportunities
- Growing inequalities between and within countries (rising exclusion)
- Fragility of States – breakdown of effective governance
- Globalized access to information
- Global skills shortage – which is set to worsen
  - 2006 – 4.3 million shortage of health workers (WHO) and will reach 12.9 million in 2035
  - MGI study calculated that by 2020, global shortages of high skilled professionals will reach “38 million to 40 million fewer workers with tertiary education (college or postgraduate degrees) than employers will need”
Opportunities ...

• Recognition that effective labour migration governance is one of the sustainable means for reducing trafficking in persons

• Resurgence of an endogenous and pan-African development paradigm (AU Agenda 2063, CAPP 2015)

• Enhanced focus on regional integration agenda at sub regional and regional levels
  • Regional economic development depends on circulation of people & capital, goods, services and technology:

• Africa’s youthful population within the context of a global ageing

• Increasing recognition and documentation of the developmental dividends/benefits of labour migration for sending and receiving countries
Opportunities ...

- Increasing recognition/documentation of the developmental benefits ...

- Host Countries:
  - Renders traditional sectors like agriculture and domestic services viable
  - Develops and sustains sectors like mining, petroleum, health, education, commerce, etc
  - Meet specific skills gaps in managerial, technical, ICT, industrial
  - Fosters enterprise growth

- Countries of Origin:
  - Transfer of skills acquired by return migrants
  - Remittances
    - Social remittances education, gender equality,
    - Financial inflows (US$ billions) 2013 - top 10 – Nigeria (21) and Egypt (17)*

Context FDI - 57 (USD billion) ODA – 46 (USD Billion)
Opportunities

• For the Migrant
  • Decent Work
  • Self Actualisation
  • Professional Fulfilment
  • Etc ...
Challenges ...

- Inadequate reliable, accurate and comprehensive data on labour migration. Existing data is primarily 'movement' data, at best providing some indication of stocks and flows, while there is little or no data on migrants' skills and employment profiles, labour market participation, conditions of work, or social protection coverage.
- Absence of/lethargic implementation of free movement protocol rights and mechanisms developed by RECs
- Limited political will, capacity gaps and poor institutional coordination are central concerns at national level
- Weakness of pertinent labour market institutions
- Lack of comprehensive national labour migration strategic and policy frameworks - Some countries are moving in this direction
Challenges ...

• Ineffective talent management strategies - hence emigration of skilled Africans contributing to total 'loss of talent'
• Inadequacies concerning the recognition of qualifications and competencies across borders
• Lack of or inadequate protection for migrant workers and their families from exploitation and hostility
• Limited or non-access to and portability of social security benefits
• Security agenda often limits the broader understanding of labour migration as a fundamental issue for development, regional integration and the labour market
Continental Policy Instruments on Labour Migration

- **2004 AU Plan of Action on Employment Promotion & Poverty Alleviation**
- **2006 AU Migration Policy Framework** - a chapter on Labour Migration
- **AU Social Policy Framework** of 2008 - recommends regional integration and collaboration of social security schemes to ensure benefits of labour circulation
- **9th Ordinary Session of the AU Labour and Social Affairs Commission** (April 2013), that adopted the Youth and Women Employment Pact including “Promotion of regional and sub-regional labour mobility”. The Pact calls for an **AU and RECs Labour Migration Plan**
- **AUC Strategic Plan 2014-2017** with the strategy to “Promote labour migration.”
- The **Ouagadougou + 10 Declaration and Plan of Action** endorsed by the Special Session of the AU Labour and Social Affairs Commission in April 2014 - Labour Migration for regional integration is a priority
Continental Policy Instruments on Labour Migration ... 

• 2006 AU Migration Policy Framework:
  • Calls for a rights-based approach to labour migration based on ILO Conventions No 97 and 143 as well as International Convention on the Rights of All Migrant Workers and Members of their Families

• 2013 AU LSAC:
  • RECs should consider the issue of regional labour migration as an important factor in sustainable development.
Objective:

strengthen the effective governance and regulation of labour migration and mobility in Africa,
under the rule of law

with the involvement of key stakeholders
- all relevant ministries (MOL, MFA, MOI)
- Employers, Private Sector, Trade Unions
- Migrants/Diaspora
Joint Programme Support ... Labour Migration Governance

Initial four year programme within a ten-year vision

will contribute to obtaining the development potential of labour and skills mobility in Africa by supporting effective governance of labour migration and protection of migrants

- Implement the AU Migration Policy Framework and AUC Strategic Plan 2014-2017
- Aligned with Ouagadougou + 10 plan of action on Labour Migration
Joint Programme Support ... Labour Migration Governance

- **Strengthen effective governance of labour migration in Africa:**
  - Increase *domestication of key international standards* on labour migration
  - Achieve wider elaboration, adoption and implementation of harmonized *free circulation* regimes and coherent national *labour migration policy* in the RECs
  - Enable *labour institutions and social partners* in RECs and national governments to facilitate labour migration governance, policy and administrative responsibilities
  - Establish regional mechanisms for *tripartite policy consultation and coordination* on labour migration issues, and consultation and technical cooperation with other regions
Joint Programme Support ... Labour Migration Governance

• Support implementation of labour migration standards and policy:
  • Enhance **collection of** gender and age disaggregated **data** on migrants’ economic activity, employment, skills, education, working conditions, and social protection situations.
  • Initiate/support efforts to **resolve skills shortages** and skill–education mismatches while increasing recognition of harmonized qualifications across Africa.
  • Obtain **Decent Work** for migrants with effective application of labour standards to migrant workers.
  • Extend **Social Security** to migrants through access and portability regimes compatible with international standards and good practice.
AREAS of ACTION:

Collection of gender and age disaggregated data on migrants’ economic activity, employment, skills, education, working conditions, social protection

- Baseline assessment, co-ordination, analysis and dissemination of existing data collection
- Harmonize definitions and concepts to make for global comparison
- Establish mechanism to facilitate data sharing and coordination
- Interface data with labour market information and labour migration databases
- Publish biennial Labour Migration in Africa Report
AREAS of ACTION:

Wider implementation of labour migration regimes

- Implementation of the AU Migration Policy Framework provisions on Labour Migration
- Adoption or implementation of regional regimes in selected RECs
- Development/ adoption of labour migration policy frameworks in selected countries
AREAS of ACTION:

Resolution of skills shortages and increased recognition of harmonized qualifications across Africa

- Review existing initiatives such as the African Higher Education Harmonization Initiative and lessons learnt from the progress in some RECs such as ECOWAS
- Foster commitments to harmonize qualifications and training standards
- Address the skills - labour market needs disconnection
- Define processes and responsibilities for determining harmonized/compatible educational and qualifications standards
- Facilitate dialogue, exchange and cooperation among training institutions and actors within and among RECs
AREAS of ACTION:

Strengthened capacity of labour institutions in AUC, RECs and national governments on labour migration

- Strengthen labour migration governance capacities of labour/employment institutions
- Foster engagement of Business, Workers and social partner organizations
- Mainstream labour migration governance training in selected national and regional institutions (TOT)
- Train key officials
AREAS of ACTION:

Regional tripartite policy coordination; & Cooperation with other regions

- Facilitate the establishment of an inclusive AU consultative mechanism on labour migration
- Support REC tripartite mechanisms on labour migration
- Facilitate exchange & cooperation with other regions eg Arab States
AREAS of ACTION:

Extend Social Security to migrants through access and portability regimes

- Harmonization of social security access in RECs
- Develop gender sensitive policies on social protection
- Facilitate the portability of social security benefits (Conventions 102 and 118)
Journey to Deliver Results ...

- July/August 2013 – Started with an idea of transformation
- December 2013 – 1st Africa Union Technical Meeting on Labour Migration (Addis)
- February 2014 - Draft Joint Programme Developed based on the Conclusions of 1st Technical Meeting
- April 2014 – Joint Programme endorsed by Extraordinary Session of the Labour and Social Affairs Commission (LSAC) in Windhoek, Namibia
- September to December 2014 Stakeholder Consultations – Coalition of the Willing
- Development Partners’ Meeting – January/February 2015
- Phased implementation
Thank You!