WORKSHOP FOR THE DEVELOPMENT OF A TRAINING AND CAPACITY BUILDING PLAN ON THE ROLE OF LABOUR INSTITUTIONS AND MIGRATION AUTHORITIES/AGENCIES ON LABOUR MIGRATION GOVERNANCE (2018-2020)

Casablanca, Morocco, 26-28 September 2018

WORKSHOP SUMMARY REPORT

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SUMMARY

LIST OF ABREVIATIONS

ACBF	:	African Capacity Building Foundation
ARLAC	:	African Regional Labour Administration Centre
AU	:	African Union
AUC	:	African Union Commission
AULOL	:	African Union Liaison Office in Libya
DSA	:	Department of Social Affairs
ECA	:	Economic Commission for Africa
ECOWAS	:	Economic Community for West African States
GFMD	:	Global Forum on Migration and Development
GIZ	:	Deutsche Gesellschaft für Internationale Zusammenarbeit (German Development Cooperation Agency)
ILO	:	International Labour Organization
IOM	:	International organization for Migration
ITCILO	:	International Training Centre of the ILO
JLMP	:	AU-ILO-IOM-ECA Joint Labour Migration Programme for Africa
LMAC	:	Labour Migration Advisory Committee
MS	:	Member States
RECs	:	Regional Economic Communities
SADC	:	Southern African Development Community

CONTEXT AND OBJECTIVES OF THE WORKSHOP

His Majesty King Mohammed VI of Morocco, Leader on the Question of Migration, presented a paper 'For an African Agenda on Migration', at the 30th Ordinary Session of the Conference of Heads of State and Government of the African Union, Addis Ababa, Ethiopia, January 2018. This Agenda reflects the continent's priorities as described in the Migration Policy Framework for Africa (January 2018) and the Protocol on Free Movement of Persons (January 2018). Taking up some of these priorities, the Agenda calls for "Making labour migration a pivotal element of labour, integration and development policies, promoting labour mobility, including circular or temporary mobility". To this end, the Agenda recommends the following:

- Create an environment conducive to migrants' access to the labour market, to socio-economic mobility;
- Promote fair recruitment of migrant workers to ensure decent work, including through alignment or convergence of national laws with international standards and strengthening of labour inspection and access to social security services;
- Establish common principles to govern cooperation in the field of return and reintegration of migrants;
- Integrate and support programs for access to the labour market, vocational training and the creation of income-generating activities, promoting the link between migration and development and decent work.

The objectives of the African Agenda on Migration converge with the objectives and strategies of the AU-ILO-IOM-ECA Joint Labour Migration Program (JLMP), adopted by the Assembly of Heads of State and Government in January 2015. The overall goal of JLMP is to: "Strengthen effective governance and regulation of labour migration and mobility in Africa, in accordance with the law and with the participation of key actors in government, parliaments, social partners and migrants, international organizations, NGOs and organizations of civil society". It pursues the following two specific objectives: (1) Strengthen the effective governance and regulation of labour migration and mobility in Africa, and (2) Support the implementation of labour migration standards and policies.

One of the essential strategies of JLMP is on "Upgrading labour institutions and social partners to enable them to manage the governance, policies and administration of labour migration." Therefore the development and timely implementation of a capacity building and training plan for these key institutions is seen as a key success factor for the JLMP. Furthermore, given the key role of migration authorities/agencies in labour mobility, such capacity building initiatives should provide them with an opportunity to upgrade their working approaches and services, in order to achieve the desired objective.

It is in this context that the AUC engaged in the process of developing a training and capacity building plan for labour institutions and on labour migration governance, with the support of GIZ and the involvement of ILO and IOM. The process has as key objectives to:

- Compile an overview on existing training and capacity building plans/initiatives on labour migration management in various institutions, in particular ILO, IOM, OECD and World Association of Public Employment Services (WAPES);
- Conduct a Capacity Needs Assessment (CNA) through online survey and interviews of selected countries;
- Identify potential capacity building tools and methodology as well as target audience;
- Draft a report of the survey including recommendation for a capacity building strategy and road map.

As the starting point of the process, the workshop for the development of a training and capacity building plan on the role of labour institutions and migration authorities/agencies on labour migration governance (2018-2020) had as key objectives to:

- Agree on the content of a training and capacity building plan for labour market institutions and other key players on managing labour migration. To do so, it will identify modules and elements of modules on labour migration management.
- Agree on training methodologies and approaches according to target groups and objectives.
- Outline a training and capacity building calendar and identify budgeting elements.
- Propose a group of expertise to support the development and implementation of training and capacity building.
- Observing the Labour Migration Management Model by Labour Market Organizations in Morocco

The event was organized by the African Union Commission (AUC) in cooperation with the Morocco Ministry of Employment and Vocational Integration, and with the support of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). The meeting brought together 70 high level delegates from national labour ministries, ministries of Foreign Affairs, Regional Economic Communities (RECs), labour union organizations, regional labour training intuitions in Africa, and international organizations[1].

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[1]The list of participants is available in annex.

The intense three day consultation: reviewed the context of migration in Africa; highlighted the JLMP; identified labour institutions and stakeholders concerned; reviewed current migration training and capacity building activities in Africa; took stock of training and capacity building needs identified by participants; identified the main component areas for a comprehensive training curriculum; considered methodological approaches for the diverse constituencies and thematic topics; and began an inventory of existing places and opportunities for training in institutions, networks and Regional Economic Communities. The conference concluded with an identification of the steps forward in the process of elaborating the Africa-wide capacity building and training programme for labour institutions and social partners on migration and labour mobility.

PROCEEDINGS AND KEY OUTCOMES

I. OPENING SESSION

The host country Morocco Minister of Employment and Vocational Integration, **Mr. Mohammed YAKTI** highlighted the crucial importance of the event with his dynamic opening address. He emphasized that "Migration is a universal phenomenon whose parameters and dimensions are as diverse as they are complex. Migration brings opportunities, it contributes to economic development and cultural enrichment, it shapes identities and should never in any case be perceived as a threat."

Opening speakers also included **Ms Samia Kazi Aoul**, Migration and Social Protection Specialist at ILO (Geneva), **Ms Ana Fonseca**, Director of the IOM office for Morocco in Rabat, and **Ms Wahida Ayari**, Special Representative for Libya and Head of the African Union Liaison Office in Libya (AULOL). Their substantive remarks lauded the initiative of developing a comprehensive training and capacity building programme for African labour institutions with the constituent inputs represented at this event in Casablanca. Each emphasized from their respective organizational perspective that the vision and programme of the AU-ILO-IOM-ECA Joint Labour Migration Programme (JLMP) is the way forward for governing migration for African integration and development.

The opening session was also the opportunity for **Mr. Lotfi Slimane**, co-facilitator of the workshop, to present the objectives and expected results of the workshop, as well as the programme and working approach.

Morocco Minister of Employment and Vocational Integration, Mr. Mohammed YAKTI, interacting with partners from ILO and the Hassan II Foundation

II. LABOUR MIGRATION IN AFRICA – STAKES, OBJECTIVES AND KEY STAKEHOLDERS

II.1. The African migration context

The contextual overview of the African migration reality and dynamics was presented by Mr **Patrick Taran**, president of the Global Migration Policy Associates (GMPA). His presentation and ensuing discussion emphasized that development imperatives, regional integration and needs for labour and skills mobility make migration an urgent challenge across Africa.

More than two thirds of African migration takes place within the Continent, a large part within Regional Economic Communities (RECs). 90% of West African migrants stay within the ECOWAS region. The proportion of migrants staying within their region of origin is 65% in Southern Africa, 50% in Central Africa, 47% in East Africa. While only 20% of migration originating in North Africa stays in that region, the Maghreb is today the destination for many African migrants from other regions. Mobility is essential for African development. The ILO estimated the number of migrant workers on the continent at 10 million in 2013, out of a total of 21 million migrants (persons living outside their country of origin) in Africa that year[2]. Nearly all migration in Africa is labour migration in outcomes. Whether moving as refugees, for family reunion, as students or emigrants, most migrants in Africa become *migrant workers* by definition – persons 'intending to work, currently employed or previously employed in a country other than that of birth or citizenship'.

Mobility within Africa is demand driven by needs of capital and developing markets to have labour and skills where needed to spur investment, industrial development, commerce of made-in-Africa, as well as innovation and productivity. African countries must be part of larger economic spaces, the RECs, to survive in a globalized competitive capitalist market system. RECs provide the necessary larger resource bases, economies of scale, and the talent pools among groups of countries. Free movement of persons is a key pillar of economic integration and development for African RECs. Free movement ensures availability of skills and labour where needed to spur investment and economic development. It is the practical means for expanding commerce of *'made in Africa'* goods and services: cross-border mobility increases intra-African trade enhancing economic growth and employment.

African economies are largely dominated by urban informal economy and agriculture. Many migrants across Africa are self-employed or employed in agriculture and informal activity, while large numbers are found in industry and services. Migrant

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[2]   ILO, 2015. ILO global estimates on migrant workers. International Labour Office, Geneva.

workers are often found in settings characterized by low incomes and wages, lack of social protection, precarious jobs and workplaces, abysmal working conditions, and low skills portfolios. Reports are rampant of labour and human rights abuses, xenophobic attacks and arbitrary expulsions of African migrant workers in Africa.

Resolving all these issues requires the comprehensive, coordinated, region-wide actions of the JLMP to reinforce the competence, capacity and training of labour institutions.

II.2. The Joint Labour Migration Programme for Africa

Mr Oumar Diop, Coordinator of the JLMP at AU Department for Social Affairs reviewed the Joint Labour Migration Programme for Africa (JLMP), highlighting that the workshop was a major step in implementation of the JLMP that was officially adopted by the AU Heads of State Assembly in Addis Ababa in January 2015.

The JLMP is a joint initiative of the African Union, ILO, IOM and the UN Economic Commission for Africa (ECA). It aims at strengthening effective governance and regulation of labour migration and mobility in Africa, under the rule of law and with the involvement of all key stakeholders. In order to achieve this, the Program specifically works towards:
- extending decent work and social protection to migrant workers and their families;
- strengthening regional integration and inclusive development;
- encouraging productivity, productive investment, and business success;
- enabling better social and economic integration of migrants.

The purposes of the JLMP are to:
1. Increase domestication of key international standards on labour migration,
2. Achieve wider elaboration, adoption and implementation of harmonized free circulation regimes and coherent national labour migration policy in the RECs,
3. Enable Labour Institutions to conduct labour migration governance, policy and administration with capacity building and training,
4. Establish mechanisms for tripartite policy consultation and coordination on labour migration issues and facilitate consultation and cooperation with other regions,
5. Support decent work for migrants with effective application of labour standards,
6. Extend social security coverage and portability for migrants,
7. Resolve skills shortages and increase recognition of qualifications throughout Africa,
8. Obtain and disseminate labour migration and labour market knowledge and data.

JLMP stakeholders include the economic actor social partners of Africa, the AU Member States, the Regional Economic Communities, labour institutions, concerned civil society organizations and ultimately migrants and their families and the people of the region.

The key achievements to date include:
- A pilot programme on extending social security to migrant workers in Africa is currently implemented by the ILO with support from the EU through the EU-Africa Migration and Mobility Dialogue (MMD) Support Project,
- The publication of the Africa Labour Migration Statistics Report, with the second edition compendium to be launched in December 2018,
- The on-going development of a project on skills recognition and portability,
- The inaugural meeting of the tripartite Africa Labour Migration Advisory Committee (LMAC) held in Dakar in May, 2018.

II.3   Labour Institutions in Africa – Key Roles on Labour Migration

Mrs Samia Kazi Aoul of ILO highlighted that making migration beneficial requires: protecting migrant workers' rights; skills development and recognition; social protection; data collection; social dialogue. Noting that labour institutions have key governance roles, Mrs Kazi Aoul reviewed the different types of labour institutions, with particular reference to their roles in labour migration in Africa.

Key labour institutions and examples of their roles include:
- The normative system of International Labour Standards –the basis for national legislation and practice-- elaborated, promoted and supervised by the International Labour Organization.
- The economic actors: employers --private and public sector and their organizations, and workers – labour itself -- represented by unions. These social partners engage on employment and economic concerns, policy, legislation, regulation, labour markets, skills training, mobility, etc.
- Ministries of Labour and/or Employment – that set labour and employment standards, codes and legislation; promote VTET (vocational and technical education and training); facilitate social dialogue, oversee the labour market and its actors; set agreements for foreign deployment, etc.
- Labour inspectorates: crucial to monitor and enforce equality of treatment and decent work conditions for migrant workers, in application of international and national labour standards.
- Occupational Safety and Health Services/Agencies.
- Labour and employment-related training institutions, including international training institutions and academies (such as ARLAC, ITC).
- Social Security institutions: establishing national legislation and operational

systems for migrants, implementing ILO Conventions and Recommendations on social security, concluding bilateral and multilateral (REC) agreements on social security inclusion and portability.

- Public Employment Services.
- Labour statistics-concerned institutions within labour ministries and relevant data activity of national statistics institutions, national census, etc.
- Scientific and academic research institutions that address labour, employment, labour markets, related issues of the economy, etc.
- In Africa, REC free movement regimes and their administrative and implementation functions.
- Bilateral labour agreements and MOUs (Memoranda of Understanding between countries on migrant worker deployment and conditionalities for protection and decent work).

The presentation concluded by emphasizing that strong and inclusive labour institutions are needed to ensure migrants are not cheap and unprotected labour. Strengthening labour migration institutions' capacities to provide adequate services for migrant workers will not only impact positively the governance of Labour Migration but will also improve the protection of migrant workers. The ILO and the ITC-ILO fully support the AUC and its constituents to design and implement its capacity building programme on labour migration for Africa.

II.4 Role of Migration Authorities and other Government Institutions in Migration Governance

Mr. Vassiliy Yuzhanin of the Labour Migration section of the IOM presented an overview of the many different government and other institutions concerned with migration and thus labour migration. Highlighting that migration is inevitably a whole of government concern, he enumerated the complex web of institutions involved in migration governance and management.

Ministries of foreign affairs and interior have major roles regarding regulating international movement of people and in overseeing national territory and populations.

The agendas of Ministries of health, social protection, education, finance, economy, transportation, youth, gender, etc. are all impacted by migration, particularly immigration where their activity has to take account of presence, needs, impact and contributions of immigrant and migrant populations. Police and border control institutions have direct involvement in monitoring populations, ensuring law enforcement, and protecting rights of individuals, in the country and at its borders. A growing number of countries have established specific ministries or State Commissions on migration and/or on diaspora or nationals abroad particularly to monitor, support and ensure needs are met and protection of nationals abroad is respected to the extent possible.

Recognizing the essential need for coherence and effectiveness in governance when many ministries and departments are called upon to act, a significant number of countries across Africa and elsewhere have established varying types of inter-ministerial consultative bodies, in some cases with more substantial and operational coordination functions on migration.

Mr. Yuzhanin emphasized that dealing with the complexity of mandates and roles of all these governance actors is a tremendous and daunting challenge in itself. Designing a comprehensive training/capacity building programme on labour migration at a regional level will need to take into account reaching all these actors, which will be complex in itself. IOM stands ready to contribute substantially to this effort.

Overview of participants during plenary sessions

III. NEEDS ASSESSMENT FOR CAPACITY BUILDING AND TRAINING ON LABOUR MIGRATION GOVERNANCE

Participants were allocated to three discussion working groups, each with a balanced mix of participants from the different categories represented. It was observed that the needs assessment areas identified by participants largely coincide with the thematic and operational components of the JLMP.

Key topic	Specific needs
Policy coherence	• Formulation of labour migration policies • Formulation of strategies and action plans • Integration of the informal sector in labour migration policies • Integration/mainstreaming – building linkages between migration, labour, health, social protection, etc.
Legal and regulatory frameworks	• Knowledge of existing legal and regulatory frameworks • Ratification of international laws and implementation • Revision of national legal frameworks; formulation of laws and regulations • Follow up of the implementation of the legal and regulatory framework • Preparation of multilateral and bilateral agreements • Addressing the informal sector • Regulating private recruitment agencies
Institutional coordination	• Knowledge of institutions, roles, processes, challenges and priorities on migration • Frontline actors of migration: roles of local actors/authorities and immigration authorities • Knowledge of regional integration and governance processes and institutions • Approaches for harmonisation and coordination of legal, policy and practical frameworks
Social Dialogue	• Roles, engagement and actions of social partners (employers/their organizations and worker unions) on migration • Social dialogue on migration • Benefits of migration/labour mobility with reference to employers and workers • Contributing to policy formulation and implementation
Data, information and knowledge systems	• Data collection, analysis, dissemination and exploitation • Access to data • Harmonised collection indicators, tools and approaches for comparable and reliable data • Producing data acceptable by international standards, governments and partners • Interoperability of information and database systems

IV. CAPACITY BUILDING ON LABOUR MIGRATION GOVERNANCE: EXISTING INITIATIVES

Ms Miriam Boudraa, Labour Migration Training Coordinator at the ILO International Training Centre (ITC) in Turin, Italy, presented an overview of migration training and capacity building programs, activities and approaches of the ILO International Training Centre. ITC counts on the enormous knowledge and experience of the ILO in Social protection, Social dialogue; Skills; Employment promotion; Labour market policies; Gender, equality and diversity; and Informal Economy. It has in-house expertise on distance education and learning technology applications.

ITC offers open courses at its Turin Centre; tailor-made training activities in the field; online training activities; self-guided courses; development training modules and material; and conducts research applied to learning. Labour migration courses and the Academy have been held in English and French, and regionally specialized courses have also taken place in Arabic, Russian and Spanish languages, some courses are held in regional venues, notably in Africa. The Academies involve 100-120 participants with a flexible learning programme comprising joint core sessions and elective courses; each participant determines their "own learning path." The ITC emphasizes experiential, results-based, learner centred methodologies, in which learning needs are assessed and matched and aligned with principles and guidance intended to turn learning outcomes in practice. Course content includes simulating policy-making environments to solidify knowledge and obtain insights into different stakeholders' concerns and roles. The content is generally organized under three main themes: Fair and Effective Governance of Labour Migration, Protection of Migrant Workers, and Migration and Sustainable Development. ITC ways forward relevant to capacity building in Africa include: e-learning as an effective way of reaching constituents; knowledge production in labour migration; a certification program on labour migration; new institutional partnerships for implementation of training activities; accompanying training centres at regional level; training of trainers (ToT) programmes on migration; reinforcing partnerships with universities; and development of a Master on Labour Migration.

Mr Vassily Yuzhanin of IOM provided a compendium of IOM training activities and the many training materials IOM has developed internationally on migration, with particular reference to tools and training manuals specifically on labour migration, several developed in cooperation with the OSCE (Organization for Security and Cooperation in Europe) and the ILO. Vassily highlighted that 99 percent of IOM staff are in the field, and that 80 percent of IOM projects are capacity building projects. These include not only courses and trainings in place, but also international exchanges of personnel and study tours. He highlighted the OSCE-IOM-ILO

Handbook on *Developing Labour Migration Policies in Countries of Origin and Destination* with two editions, one for the Commonwealth of Independent States CIS Eurasia region and the Mediterranean edition (launched in Rabat in 2007) and the detailed training manuals building on these comprehensive handbooks. It was noted in ensuing discussion that the Mediterranean edition contained much material relevant for the African region as a whole and could serve as the foundation for an up-to-date handbook.

Mrs Catherine Matasha of the IOM Tanzania office in Dar es Salaam complemented the presentation by showing the large list of many specific migration and labour migration training events, seminars, courses and workshops that have been held across the SADC region over the last five years. Some of these have been organized in cooperation with national government institutions at country level, some in cooperation with SADC and/or ILO at sub-regional level. Many have been carried out as part of internationally funded/supported technical cooperation projects on migration management/governance.

Mr. Hicham Ishan, in charge of Professional Integration and Employment of Migrants and Refugees, Ministry of Migration Affairs, outlined the national Moroccan experience. He noted that the establishment of his ministry demonstrates the importance of migration governance for Morocco, while his department is focussed on concerns of training and capacity building as key to insertion and integration of migrant workers into the national workforce and economy. Morocco also established an Inter-ministerial Committee on migration matters under auspices of the Ministry of Foreign Affairs. The government has given particular attention to international governance in the last three years, contributing substantially to elaboration of the UNGA New York Declaration on Refugees and Migrants in 2016, co-hosting the Global Forum on Migration and Development (GFMD) in 2017, and hosting the adoption conference for the Global Compact on Migration in December 2018. Morocco has also asserted leadership on African migration, designating an AU Special Envoy on Migration and recently establishing the African Migration Observatory in Morocco. Morocco is joining ECOWAS, where migration and free circulation are fundamental components of regional integration and development.

Regularisation of African migrants, who arrived in Morocco, has been an important national policy element. 28,000 were regularized in 2014; some 28,000 regulation applications were deposited in 2016-2017. The Moroccan government has taken a comprehensive effective *whole of government* approach with legal measures, policy, administrative structures, institutions, inter-agency cooperation and extensive practical action, in addition to significant international and African regional governance activities.

V. DEVELOPMENT OF THE TRAINING AND CAPACITY BUILDING PLAN FOR LABOUR MIGRATION GOVERNANCE

V.1   General considerations

Mr. Claude Sinzogan, Senior Program Officer at the African Capacity Building Foundation – ACBF, presented the experience and approach of his foundation. ACBF has the status of a specialized African Union capacity building agency and can play a central role in building a labour institution capacity building programme on migration.

According to ACBF, capacity is the ability of people, organizations, and society as a whole to manage their affairs successfully. Capacity development is the process by which people, organizations, and society as a whole unleash, strengthen, create, adapt, and maintain capacity overtime. Regarding the difference between training and capacity building, Mr Sinzogan pointed that capacity development is more than training. It has three dimensions: individual; organisational; and environmental. A key step to consider for developing a capacity building plan is the capacity needs assessment, which can be done through interviews, surveys, SWOT analysis, etc. The development of capacity building programs should be followed by implementation based on agreements with key stakeholders (think tanks and training institutes, as well as beneficiaries), and be supported by an M&E framework/system to monitor implementation and evaluate the results.

Mr. Oumar Diop (AUC-DSA) further elaborated on key methodological concerns for the AU Commission, both for developing and implementing the JLMP training-capacity building programme across Africa.

- The programme must be tailor-made to Africa, to African migration, to African institutions with their realities and challenges. It has to address the capacity to deliver and manage as a regional training programme. The programme cannot be based on modified 'off the shelf' models or experiences developed in the realities, conditions and resources available in other regions. Nonetheless, it shall encourage the use of existing ILO and IOM tool-kits developed for African institutions as a starting point.
- The programme should enhance coordination among the main institutions (AU, ILO, ITC, IOM, including ARLACs and ACBF).
- The programme should consider training of trainers as a key methodology to ensure sustainability of the initiatives.
- The programme should target labour attaches, consular/foreign affairs officials who have responsibilities for nationals abroad, and who advocate and negotiate with host governments regarding full social protection of migrants.

V.2 Key thematic components

A cross-cutting analysis and a discussion of key topics that emerged from the needs analysis by various groups showed a consensus over 12 main thematic components of the forthcoming training and capacity building plan. These are:

1. International and regional standards and their domestication and application (under rule of law);
2. Migration, mobility, migration and development: understanding the context, the notions and the interdependencies;
3. Decent Work;
4. Social Dimension, including legal and social protection, social security, gender, human welfare, integration, etc.;
5. Governance including whole of government, whole of society approaches, normative and institutions architecture, etc.;
6. Administration of (labour) migration: roles and operation of migration and labour institutions, labour inspection, training of institutional personnel, etc.;
7. Coordination, cooperation, communication;
8. Data culture including data collection, analysis, using data tools, data exchange and comparability, dissemination, etc.;
9. Skills and VTET, and recognition of qualifications, training and experience;
10. Practical skills for stakeholders in Advocacy, public administration, labour administration;
11. Social Dialogue;
12. Non-discrimination and equality of treating, including anti-racism/anti-xenophobia policy and practice.

Participants went further to brainstorm on specific areas of interest under certain key component areas, as shown below:

Information systems	• Labour migration data, information and knowledge: quantitative and qualitative data • Collection, analysis and use of data on labour migration and related topics including social protection, education, etc., taking into account all types of data (statistics, practices, etc.); • Setting up databases, using IT • Use of data and knowledge to support policy development • Interfacing with labour market information systems
Migration, mobility and development	• Links between migration and sustainable development • Contribution of diaspora to the development of country of origin and host countries • Labour mobility

Laws and standards	• National and international legal instruments • Norms, including International Labour Standards • African continental and regional instruments.
Decent work	• Application of all international labour standards to migrant workers, including ILO conventions on fundamental rights and principles at work, governance conventions (tripartite governance, social dialogue, labour inspection, etc.), Occupational Safety and Health (OSH) instruments, labour migration conventions and recommendations, etc. • Labour inspection and other means of supervision
Labour governance	• Policies and strategies (formulation, mainstreaming) • Tripartite dialogue and social partner participation in governance including legislation. • Institutions (Ministries; 'labour institutions'; also labour committees in Parliament • Employment, including occupational and VTET training, employment creation, etc. • Social Protection, including social protection floors inclusive of migrants • Implementation, follow up and coordination/communication mechanisms

Skills development and institutional support	• Design and implementation
	  o training (long term and short term),
	  o exchange visits
	  o training tools
	  o training of trainers
	• Internal capacities of labour institutions to conduct skills development and institutional support for own training and for labour force skills and VTET

V.3   Methodologies

Various methodologies were identified by participants, including: In-person participatory training; distance learning; training workshops with collective work exercises and case studies; short term trainings; practical on-site accompaniment; as well as inserting labour migration training modules in the existing training structures addressing labour and employment.

Additional measures include: inventory and sharing of good practices and success stories.

V.4   Target groups

It was recommended that the training and capacity building plan for labour migration governance targets the following categories:

- Concerned Ministries
- Migration observatories
- Juridical instances
- Social partners
- Regional Economic Communities
- Social security institutions
- Labour inspectorates
- Border authorities
- Authorities responsible for migration policies
- Civil society actors
- Regional and local authorities
- Structures responsible for migration of high-skilled/educated persons
- Other concerned actors

Participants identified types and modes of training that would be appropriate for specific target groups, and recommended the following:

Target group	Recommended methodologies

Government institutions (ministries, public employment agencies, National Public Administration Schools)	• Short term training
	  o Seminars and workshops
	  o Online training (if associated with face-to-face training)
	• Long term training – curricula review/development
	• Exchange visits – peer to peer learning
	• Coaching and mentoring
	• Guidelines and manuals
	• Research and knowledge management

Partners (Trade unions, Employers' associations, Private Placement Agencies, CSOs)	• Dialogue platform meetings • Meetings • Training sessions • Public information campaigns
Frontline immigration officers (from Government institutions [Interior, defence, judiciary, health, etc.])	• Meetings • Workshops and seminars • Exchange visits • Standard Operating Procedures trainings
Local authorities (local elected officials and local administrators)	• Short term training • Workshops and seminars • Exchange visits – peer to peer learning • Guidelines and manuals

V.5   Existing training instances

Participants conducted a scoping exercise showing that much training currently takes place across a number of institutional venues and processes addressing civil service generally, ministries, and networks such as regional trade union bodies, as well as specialized training institutions, international bodies and programmes. The scoping suggests that every country in Africa already has places for training into which migration dimensions can be introduced and integrated.

Training instances cited by participants included:

At national level
- Ethiopia: Ministry of Labour already has a training manual on migration co-developed with IOM; established a certificate of occupational competency on migration matters. The University of Addis Ababa also offers courses/programs related to labour migration.
- Ghana: Civil Service in service training schools. Labour market information system user training. Support from ILO & GIZ for training.
- Kenya: University of Nairobi and Kenya School of Government.
- Lesotho: the Lesotho Institute for Public Administration and Management (LIPAM) reaching entire civil service; Labour Migration Desk at the Ministry of Labour; the National Consultative Structure on migration; the National University doing courses and research on migration.
- Morocco: ENA Morocco and Moroccan universities,
- Nigeria: Ministry of Labour training unit, Nigeria National Institute for Labour Studies; migrant resource centres; the Labour Migration Unit in the labour migration is a key focal point for data collection, also for organizing training.
- Senegal: University Cheick Anta Diop (Institut pour la Population, le développement, et la santé de la reproduction) ;
- Sudan: has a General Directorate for Training; Ministry of Labour holds annual staff training programme on all aspects of labour migration agenda; Sudanese have benefited from fellowships at ARLAC, ILO, IOM courses. University of Khartoum also offers migration related courses;
- Uganda : Nakasongola Immigration Academy Uganda;
- Zimbabwe: Training programmes and venues of The Labour Institute in cooperation with ARLAC, and the national Department of Manpower tailoring to the Civil Service with 23 training centres nationwide. IOM materials and courses are also available resources.

At RECs level

- COMESA: Focusing on trade in services, training needs identified by private sector actors. Is training personnel in specialised institutions in MS, developed modules on TIP and smuggling for border and customs personnel. Developing peer to peer training approaches.
- IGAD: Beginning to address training in area of migration. IGAD regional Veterinary Training College could be a model. Regional inter-ministerial coordination committee on migration and IGAD Technical working group on migration are venues for organizing training.

Within regional Institutions (regional training centres and partners)

- ARLAC: 70% of its activity is training, with activities in 23 countries. ARLAC has developed one-week workshops on labour migration; will conduct in 2019 certificate programmes on labour migration, 3-tiers: introduction, advanced, and senior officials' courses. It has residential facility in Zimbabwe. Generally, this also applies to other regional centres for labour administration: ACLAE, located in Tunisia and CRADAT, located in Yaoundé;
- ITUC-Africa provides training to regional network of labour migration specialists in national federations and unions. ITUC is building national platforms of non-State actors and regional on-line platform. It has an African Labour Institute within ITUC-Africa and a Conference Centre in Lomé.
- ACBF has training facility located in Zimbabwe.

Other existing venues mentioned at international level are:

- The International Institute for Humanitarian Law in San Remo, Italy with annual migration law courses and
- The MOSHI training centre in Tanzania.

A view of participants during group discussions

V.6. Expected outcomes from the training/capacity building plan

A key point that emerged from the discussions during the workshop is that, in the long run, the training and capacity building plan should significantly contribute in meeting key expectations related to better labour migration governance.

At policy and juridical level, these expectations include:
1 Put in place integrated national and regional labour migration policies and strategies,
2 Elaborate legal-juridical frameworks in conformity with international standards on (labour) migration, and
3 Elaborate legal-juridical instruments regarding mutual recognition of skills, competences, diplomas and VTET certificates.

At operational and institutional level, key expectations include:
1 Put in place an information system regarding migration and labour markets to facilitate production, utilisation and analysis of migration data to facilitate meeting of employment demand and offer.
2 Reinforce government and social partners' capacities to negotiate bilateral and multilateral accords and to accompany and monitor the situation of migrants under these agreements.
3 Extend social protection to migrants in terms of health coverage as well as access to and portability of social security contributions and benefits.
4 Establish a labour migration observatory for Africa.
5 Identify the different and diverse migratory profiles.
6 Put in place mechanisms for accompaniment of integration and reinsertion of migrants.
7 Involve and encourage civil society roles and engagement in elaborating governance strategies on labour migration.
8 Train those responsible for human resources, whether consular officials abroad, personnel managers, recruitment and placement staff, and recruitment agencies, regarding migration.

Participants during group discussions

V.7. Framework conditions for successful capacity development on Labour Migration Governance

The following set of concluding recommendations were developed towards creating the environment for successful capacity reinforcement in Africa:

1. Migration must be characterised as an opportunity and not a risk.
2. Elaboration of a strategic vision at the level of RECs is necessary; it needs to take account of the different aspects and different needs of the operational stakeholders responsible for labour migration.
3. Greater harmonisation of labour regulations/labour code at the regional/REC level will help labour institution officials to act with greater efficiency and effectiveness.
4. The effective involvement of the authorities responsible can only follow the real engagement of the decision-making authorities at the highest level.
5. Put in place a labour market information system usable at regional level, to provide information on employment offers.
6. The establishment of accreditation of institutions undertaking capacity building actions is a pre-requisite.
7. The actors responsible for carrying out a capacity building plan need to have the requisite expertise. This expertise can be developed by training of trainers.
8. An inventory of the applicable legislation will similarly contribute to success of the various actions on the subject.
9. A real plan of reinforcing capacity will not be effective without full knowledge of the methods and mechanisms of accompanying labour institution professionals.
10. The models of training presented by representatives of international institutions ILO/ITC and IOM can be a reference that, nonetheless, requires adaptation for actions that will subsequently be taken up in the context of a capacity-building programme made in Africa.

A view of participants during group discussions

VI. THE WAY FORWARD

<u>Networking mechanisms for the Training and Capacity Building Plan</u>

Throughout the workshop, it appeared clearly that effective networking approaches will be a key success factor for the implementation of the training and capacity building plan. Additional key measures include: identifying relevant expertise; establishing coordination mechanisms; establishing focal points.

Regarding networking, ACBF has supported entire regional institutions to develop capacity building and their actual work in research, networking, policy development and advocacy. Based on this experience, ACBF can support the implementation of the JLMP training and capacity building plan through:
- Facilitating access to its networks of regional training programs as well as networks of its partners,
- Methodological support to the establishment of the networking mechanism for the implementation of the JLMP training and capacity plan.

<u>Road map for the finalization and implementation of the Capacity Building Plan</u>

Next steps of building the training and capacity-building plan for Labour Institutions and Social Partners on Migration will include:
- Preparing, finalizing and circulating a summary report of the workshop;
- Circulating a Needs Assessment Survey Questionnaire to all institutions represented at the workshop and to other relevant institutions and experts across the continental JLMP constituency;
- Initial drafting of the training/capacity building plan by an international consultant, in consultation with a consortium of expert entities under auspices of AUC-DSA;
- Joint consideration and enrichment of the first draft of the plan by key stakeholders of the JLMP (MS, RECs, social partners, regional labour administration centres, JLMP partners, etc.) by the end of November;
- Validation of the finalized draft by JLMP stakeholders.

VII.   CLOSING CEREMONY

The Workshop concluded with closing remarks by Mr **Karim Lahyani**, Director General of the Morocco Ministry of Employment and Vocational Integration, who lauded the success of the workshop. **Oumar Diop** presented concluding remarks for the African Union Commission, expressing great appreciation to the hosting Ministry under auspices of the Government of Morocco and the strong participation of Moroccan colleagues. Ms **Catherine Matasha**, Project Manager at IOM Tanzania presented complementary concluding remarks on behalf of the International Organization for Migration, highlighting the importance of the workshop and the significant step forward represented by its results. The Director of the ILO Sub-regional Office for the Maghreb, Mr **Mohamed Ali Dayahi**, reminded of the crucial JLMP importance for mobility and development across Africa as context for this successful event.

The Morocco Ministry of Employment and Vocational Integration graciously hosted a dinner following the workshop closing that was highly appreciated by all participants.

The workshop launched a comprehensive effort to meet training and capacity building needs of institutions across Africa to effectively govern migration as a key development factor for the continent. Its outcome sets the stage for an Africa-wide capacity building programme for labour institutions, government agencies, worker unions and employer groups in all sub-regions of Africa.

ANNEX

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