

PROGRAM TITLE:
PRIORITY IMPLEMENTATION ACTIONS OF THE AU-ILO-IOM-ECA
JOINT PROGRAMME ON LABOUR MIGRATION GOVERNANCE
FOR DEVELOPMENT AND INTEGRATION IN AFRICA (JLMP Priority)
(2018-2021)

Brief Description of the Programme

The AU-ILO-IOM-ECA **Joint Programme on Labour Migration Governance for Development and Integration** (better known as the Joint Labour Migration Programme, or JLMP) in Africa is a long term joint undertaking among the four organizations in coordination with other relevant partners operating in Africa, development cooperation actors, private sector organizations and civil society representatives. It is the instrument dedicated to the implementation of the 5th Key Priority Area of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development which was adopted by the Assembly of Heads of States and Governments (**AU/Assembly/AU/20(XXIV)/Annex 3, January 2015**) in Addis Ababa, Ethiopia. Its strategy focuses on intra-African labour migration and supports achievements of the First 2023 Ten Year Plan of the African Union (AU) Agenda 2063 and of the Sustainable Development Goals (SDGs) recently adopted by the UN. In addition, the JLMP is a critical instrument of implementing the **Migration Policy Framework for Africa (MPFA) and Plan of Action (2018-2030)** adopted by the AU Executive Council on 25-26 January 2018 in Addis Ababa.

The proposed intervention – JLMP Priority Implementation Actions (JLMP Priority) - foresees a series of coordinated and simultaneous interventions implemented across two main thematic domains: governance and operational implementation. The *governance* domain addresses the critical need to develop in concert the four cardinal pillars of labour migration governance: 1) laws and regulative frameworks based on international labour standards, 2) viable and comprehensive policies developed in coherence across various sectors such as overall development, migration, employment and education, 3) strengthening core institutions responsible for labour migration governance such as relevant government Ministries (e.g. Ministries of migration, of labour, education, of justice, foreign affairs etc.), and 4) engaging stakeholders in a whole of society approach, including social or “World of Work” actors (Ministries of labour, and employers and workers’ organizations); migration organizations and associations, cooperation among the main employment and labour market institutions, diaspora associations, academia, media etc. In addition, coherent actions should be pursued at all levels of governance - the national, regional and international levels.

The *operational implementation* component covers key inter-dependent technical operational areas: decent work and social protection for migrant workers and their families with effective application of labour standards and ethical recruitment, addressing the key constraints of skills shortages and increasing recognition of qualifications, and obtaining relevant and comparable labour migration and labour market data and knowledge for governance of labour migration and protection of migrants. Each of these reflects a specific area of standards, policies and technical competences, each addresses distinct institutions and constellations of stakeholders, and each intersects with different international actors and distinct migration, employment and labour market structures.

Several JLMP achievements were previously reached, resulting from ILO’s technical and financial support, and EU funding. The First Labour Migration Statistics Report was produced and published in 2017, and a study was conducted on social security access and portability for migrant workers in Regional Economic Communities (RECs) (2016), which led to the formulation of a two-year social protection project funded by the EU (briefly described on page 15) and

implemented by the ILO. Another study was completed on skills recognition and portability of skills earlier on (2015).

This Three-Year Project, JLMP Priority, is developed in order to ensure a strong take-off for the JLMP. It will seek support from the EU cooperation, and also results from consultations with donors such as Germany, Sweden and Belgium. The JLMP Priority prioritizes four specific objectives closely drawn from the JLMP:

Outcome 1: Enhanced effectiveness and transparency of operations of labour migration stakeholders, such as labour market actors and institutions, migration authorities, in consultation and cooperation with workers and employers' organizations, the private sector, recruitment industry and relevant civil society organizations, in delivering improved labour migration governance services

Outcome 2: Improved policy and regulatory systems on labour migration at Member State and REC levels, taking into account its gender dimension and the relevant international human rights and labour standards.

Outcome 3: Multi-stakeholder policy consultation and practical coordination on labour migration and mobility to provide advisory support to MSs', AU's and RECs' decision makers; and

Outcome 4: AUC strengthened capacity provides for continental and regional operational leadership in labour migration management including spearheading/steering the implementation of the JLMP at all levels

1. INTRODUCTION

1.1 Executive summary of the Action

Name of the applicant (Coordinator)	African Union Commission (AUC)
Additional beneficiary(ies) and affiliated entity(ies)	Member States, Regional Economic Communities (particularly with a focus on EAC, ECOWAS and SADC), and AUC, social partners and diaspora organizations
Title of the action	Priority Implementation Actions of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP Priority)
Location(s) of the action	AUC and RECs (particularly in EAC, ECOWAS and SADC)
Total duration of the action	3 years (July 2018 to June 2021)
Total budget (SEK)	Total budget: 78,970, 850.00 Year 1: 23,027, 458.00 Year 2: 28, 346, 284.00 Year3: 27 597,108.00
Target group(s)	The intermediary target groups are AUC experts, policymakers and managers in relevant RECs and MS' labour administrations responsible for the formulation and implementation of labour migration policies and programmes and strategies, e.g. World of Work actors (Ministries of labour, and employers' and workers' organizations) relevant government Ministries, diaspora associations, migration organizations and associations, women associations, academia, etc.
Final beneficiaries of the initiative	Migrant workers and members of their families, RECs, MS' labour administrations and social partners.
Objectives of the action	<p>The overall objective is to contribute to improved labour migration governance to achieve safe, orderly and regular migration in Africa as committed in relevant frameworks of the African Union (AU) and Regional Economic Communities (RECs), as well as relevant international human rights and labour standards and other cooperation processes</p> <p>Outcome 1: Enhanced effectiveness and transparency of operations of labour migration stakeholders, such as labour market actors and institutions, migration authorities, in consultation and cooperation with workers and employers' organizations, the private sector, recruitment industry and relevant civil society organizations, in delivering improved labour</p>

	<p>migration governance services</p> <p>Outcome 2: Improved policy and regulatory systems on labour migration at Member State and REC levels, taking into account its gender dimension and the relevant international human rights and labour standards.</p> <p>Outcome 3: Multi-stakeholder policy consultation and practical coordination on labour migration and mobility to provide advisory support to MSs', AU's and RECs' decision makers; and</p> <p>Outcome 4: AUC strengthened capacity provides for continental and regional operational leadership in labour migration management including spearheading/steering the implementation of the JLMP at all levels</p>
<p>Expected results</p>	<ol style="list-style-type: none"> 1. Enhanced capacity of Ministries of labour, Ministries of Foreign Affairs, labour market institutions and other relevant Ministries in Member States to implement their roles and responsibilities on labour migration governance. 2. Improved capacity of social partners (workers' and employers' organizations), migration organizations and associations, the recruitment industry, diaspora organizations, women's associations, etc., to engage in advocacy for and protection of the rights of migrant workers, and to participate in the realization and development benefits of safe, orderly and regular labour migration management in countries of destination and origin, as well as at regional levels 3. Improved capacity of the AUC to coordinate and spearhead the implementation of the JLMP 4. Enhanced capacity of RECs (particularly ECOWAS, SADC and EAC) to improve labour migration governance through effective implementation of their relevant policy frameworks and legal instruments;
<p>Main activities</p>	<ol style="list-style-type: none"> 1. Design and implement training and capacity building programmes on labour migration management for labour market institutions in MSs and RECs, including social partners, migration authorities and parliaments and taking into account gender responsive components; 2. Enhance capacity of AUC to coordinate and spearhead the implementation of the JLMP; 3. Support operationalization of the AU Labour Migration Advisory Committee; 4. Improve capacity of the RECs and regional labour market institutions to effectively contribute to labour migration governance in the regions; 5. Provide effective guidance to RECs' Member States (MS) to develop national labour migration policy frameworks; 6. Support AUC in the collection and analysis of labour migration data; and

	7. Support RECs and the AUC on increasing recognition of skills and qualifications across Africa
Contact Information	For implementation and technical matters: Mrs. Mariama Mohamed Cisse, Acting Director of the Department of Social Affairs, AUC (CisseMO@africa-union.org)

2. PROGRAMME PURPOSE: THE POLICY, OVERALL OBJECTIVE and SPECIFIC OBJECTIVES

Overall objective and Outcomes

Overall objective is to contribute to improved labour migration governance to achieve safe, orderly and regular migration in Africa as committed in relevant frameworks of the African Union (AU) and Regional Economic Communities (RECs), as well as relevant international human rights and labour standards and other cooperation processes.

Outcome 1: Enhanced effectiveness and transparency of operations of labour migration stakeholders, such as labour market actors and institutions, migration authorities, in consultation and cooperation with workers and employers' organizations, the private sector, recruitment industry and relevant civil society organizations, in delivering improved labour migration governance services

Outcome 2: Improved policy and regulatory systems on labour migration at Member State and REC levels, taking into account its gender dimension and the relevant international human rights and labour standards.

Outcome 3: Multi-stakeholder policy consultation and practical coordination on labour migration and mobility to provide advisory support to MSs', AU's and RECs' decision makers; and

Outcome 4: AUC strengthened capacity provides for continental and regional operational leadership in labour migration management including spearheading/steering the implementation of the JLMP at all levels.

3. BACKGROUND AND JUSTIFICATION

3.1 Migration trends

The single biggest driver of migration is the search for jobs and better wages: 80 per cent of migrants are migrant workers. The First Labour Migration Statistics Report in Africa¹ (2017) estimates that there are 18,000,000 African migrant workers within the continent. The International Labour Organization (ILO) estimated the number of migrant workers on the continent at 8.4 million in 2010, out of a total of 19.3 million migrants (persons living outside their country of origin) in Africa that year.² In 2010, the World Bank estimated that 77% of African people living in countries other than their birth place were from Sub-Saharan Africa.³ These figures typically omit the millions more Africans involved in short term, seasonal and temporary migration, the hundreds of thousands of cross-border commercial and other mobile workers, as well as refugees and forcibly displaced persons joining the labour market.

As noted in several IOM studies, more than 80% of African migration takes place in Africa, i.e. is mainly intra-regional (mainly within West, East and Southern African regions) and inter-regional (from West Africa to Southern Africa, from East/Horn of Africa to Southern Africa and from Central Africa to Southern Africa and West Africa).⁴ The intra-regional

¹ Labour Migration Statistics Report in Africa (2017), 1st Edition, AU

² ILO, 2010. International Labour Migration A rights-based approach. International Labour Office, Geneva. P. 17

³ Bilateral Migration Matrix, World Bank, 2010

⁴ Revised Migration Policy Framework for Africa, 2017

migration proportion for Africa overall is estimated at 52.6%, comparable to 59% in Europe and 54.7% in Asia. However, Sub-Saharan Africa has a higher intra-regional rate estimated at 65%. This intra-regional mobility (migration within the region) represents more than four out of five migrants in The Economic Community of West African States (ECOWAS). The proportion moving within the same sub-region is close to 80% in West Africa, 65% in Southern Africa, 50% in Central Africa, 47% in East Africa, although only 20% in North Africa.

Where total emigration from Africa has increased substantially in the last decades in absolute terms, but the proportion of emigrants to total population is currently one of the lowest in the world, though with marked variations across countries. However, demographic imbalances between different parts of the world is expected to intensify, most prominently between countries in Africa.⁵

Socio-economic status, poverty, political, security, environmental as well as global structural causes all prompt migration within and from Africa, which will affect the national and regional labour markets. Demand for cross-border mobility will only increase in the future. Thus, effective governance of migration is a critical challenge to overcome by African states.

The shortages challenge

A majority of African countries are challenged by labour and skills shortages present in some sectors, while at the same time battling with unemployment and a growing youth bulk in others. A median age of international migrants in Africa at 29 years compared to a global median age of 39 years, shows this considerable age/youth challenge to address. The obvious challenges this mismatch of supply and demand pose could be addressed through regional skills pooling enabled through labour mobility, which could help ensure that labour is more adequately allocated where it is most productive and needed. The consequences of this mismatch are potentially rather impactful; as a driver for migration, as a source of perceptions of migrants arriving and leaving countries, as a perception of government responses to national and regional challenges, etc. Addressing the challenges with supply and demand are thus essential. Though it is difficult to evaluate the global cost of barriers to skills mobility within Africa, it is estimated that the losses to the global economy due to labour shortages stand at US\$10 trillion by 2030, or 10% of the global GDP⁶, and that a 3% increase in migrant worker stock from developing to high-income countries by 2025 would yield gains to the global economy of US\$356 billion⁷. Employers in developed countries could face a shortage of 16 to 18 million university-educated workers in 2020 while a gap of 23 million university-educated workers is projected in China.⁸ The European Commission has estimated that by 2020, 16 million more jobs in the European Union will require high qualifications.⁹ It is thus not only the African countries that stand to gain from improved migration governance and a better match between supply and demand.

⁵ Ibid

⁶ The Global Workforce Crisis: \$10 Trillion at Risk (Boston, MA: The Boston Consulting Group, 2014, Rainer Stack, Jens Baier, Matthew Marchingo, Shailesh Sharda,

⁷ World Bank, Global Economic Prospects 2006: Economic Implications of Remittances and Migration (Washington, DC, 2005)

⁸ R. Dobbs, et al., The world at work: Jobs, pay and skills for 3.5 billion people, McKinsey Global Institute, June 2012, p. 2.

⁹ European Commission, EUROPE 2020 – A strategy for smart, sustainable and inclusive growth, COM(2010) 2020, 3 March 2010, p. 18

Improved labour migration governance at the REC and Member State level has the potential to yield significant benefits to both origin and destination countries. For instance, labour migration has played an important role in filling labour needs in tourism, mining, commercial distribution, manufacturing, domestic work, agriculture, construction, health, education and other sectors, thus contributing to economic development of many destination countries in Africa. Conversely, the beneficial feed-back effects of labour migration such as indirect job creation through remittances (e.g. the provision of education, health and other social services), knowledge and skills transfer, social security contributions, and labour market reintegration (e.g. micro enterprise development during the return phase) have in some cases made major contributions to economies of origin.

The gender element (Vulnerable female migrants)

46.1 percent of international migrants in Africa are women according to data for 2015.¹⁰ And for the majority of the young African women and girls who migrate, necessity rather than choice is the primary reason to migrate, and they often end up working in traditionally unremunerated female roles within the global economy at their destination. Female migrant workers are thus a very vulnerable group of migrants, also susceptible to working in the informal economy, which renders them even more vulnerable. In the context of the new AU Women and Gender Strategy (2017-2027), the issue of migration appears as a key priority of Pillar 2 on security, dignity and resilience.

It is becoming apparent that as some African countries join the global economy as key suppliers of migrant labour to power export-processing countries, a new trend of contemporary young female migration to low-wage sectors is emerging. Young women in Africa constitute a significant percentage of the economically inactive labour force in the formal sector and school drop-outs. It is this large young African female demographic that streams into the international labour market to meet the global demand for low-skilled and low-wage labour, hence the poignant positioning of female migrant workers as “servants of globalization”.

Linked to the important fact of female migrant workers’ contribution is the need to increase employment opportunities for women through skill enhancement and more opportunities for work in high-income countries. Globally, the proportion of women of all ages among all international migrants fell slightly, from 49.3 per cent in 2000 to 48.4 per cent in 2017. Between 2000 and 2017, the proportion of female migrants in high income countries fell from 49.0 to 47.7 per cent.

It is estimated that more than 90 % of all international migrant workers in the domestic sector, providing elderly- and child care and house cleaning, are women and girls. And yet the domestic sector remains the least regulated and monitored by most states.¹¹ As a result, many young female migrant workers’ rights are abused. By and large, there is not a

¹⁰ United Nations, Department of Economic and Social Affairs, Population Division (2016): International Migration Report 2015.

¹¹ As an example, The Convention on Domestic Workers, put in place to enforce minimum standards for the protection of workers in private spaces has been adopted, but only ratified by only 24 countries globally, including only three African countries, since its entry into force in 2011.

minimum wage, designated working hours nor social security or effective means for remedy for workers in the domestic sector.

Additionally, recent reports offer evidence of the enormous contribution of female migrant workers to their countries of origin. According the IFAD report on remittances, female migrant workers tend to send a higher proportion of their income regularly and consistently home.¹² This despite the fact that women earn less than men and remit approximately the same amount as men.

Another key factor in female international migrant workers' protection is in regard to international liberalization of commercial sex work and sex tourism which has resulted in mass irregular migratory outflows of young women and girls, many of whom are trafficked. Current studies show that more than 90 per cent of the victims of trafficking are young women and girls, who are victims of institutions and networks. This phenomenon is most troubling when considered against new studies showing that 5-10% of the world's kidney transplants come from victims of trafficking. Therefore, protection of women and girls within the global economy must remain paramount.

In view of the above-mentioned realities, it is important to stress that failure to protect the rights of young and female migrants and to expand opportunities for safe and meaningful employment may instead increase their vulnerabilities, widen the gender gap and undermine their empowerment and ability to meaningfully realize their aspirations. And also decrease the possibly positive effects on both countries of Origin and Destination from female migrant workers.

3.2 Global policy dialogue

Global dialogue on migration is currently in an unprecedented momentum. The adopted Sustainable Development Goals (SDGs), the ongoing negotiations for the Global Compact for Safe, Orderly and Regular Migration as well as the Global Compact on Refugees stand as evidence for this. One of the most important global commitments is expressed in the 2030 Agenda for Sustainable Development's Target 10.7 under Sustainable Development Goal (SDG) no. 10, which stipulates: 'Facilitate orderly, safe and responsible migration and mobility of people, including through the implementation of planned and well managed migration policies'. A second key SDG is no. 8. Target 8.8 mentions the need to '*Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.*'

The UN Summit in September 2016 issued the New York Declaration for Refugees and Migrants, in which Governments committed to negotiating the Global Compact on Safe, Orderly and Regular Migration and the Global Compact on Refugees for adoption in 2018. These initiatives represent another step in over a decade of efforts over more than a decade to enhance the effectiveness and shared responsibility of global governance of migration. To achieve these improved conditions, it is essential that the capacity of RECs and MSs must be improved.

¹² IFAD: Sending Money Home: Contributing to the SDGs, One Family at a Time. 2017

The African Union adopted a Common Position on the Global Compact (Kigali, Rwanda, October 2017) which recognizes the JLMP as an essential policy framework to promote safe, orderly and regular migration and calls for support to its implementation. This three-year programme of: *Priority Implementation Actions of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa* (JLMP Priority) is an effort to strengthen the implementation and AUC, REC and MS capacity to achieve the aspirations of improving facilitation, regulation and knowledge on labour migration.

The African Union has in place a Gender Policy, which takes into account the AU Policy on Migration, the African Position on the Family, the African Social Policy Framework, the outcome of the African Development Forum on Gender Empowerment and Ending Violence Against Women and other key AU Decisions, Declarations and instruments having a bearing on the advancement of women and gender equality. The AU has in place an institutional Gender Management Structure, all the way to the RECs level to enforce the gender responsive policies.

The JLMP Priority will leverage the relevant provisions of the AU-EU cooperation frameworks. These frameworks build on technical cooperation areas and actions which cut across the strategic themes and the strategies. The Migration and Mobility Dialogue (MMD) cooperation framework deals with promoting strategies on regular migration and labour market information systems. The MMD is anchored in the EU Common Agenda on Migration and Mobility (CAMM) which integrates challenges related to intra-regional migration in order to promote the role of migration in regional cooperation and development. On a broader perspective, the Valetta Plan of Action (PoA) supports continental, regional and sub-regional frameworks for mobility and migration, such as the Joint Labour Migration Programme adopted at the African Union Summit in January 2015 and other initiatives developed by ECOWAS and IGAD.

CAMM offers sizable opportunities through its knowledge tools, (migration profiles, mapping instruments, studies, statistical reports, impact assessments and fact-finding missions); dialogue tools (migration missions, seminars and conferences) and cooperation tools (capacity-building, cooperation platforms, exchanges of experts, twinning, operational cooperation and targeted projects and programmes).

The existing cooperation frameworks in the EU, OIC and Arab League will be utilized to enhance the implementation of the JLMP Priority.

On legal migration and mobility, the Valetta PoA seeks promoting regular channels of labour migration which is a key area of intervention of the PES and Private Placement Agencies. The Valetta PoA calls to (i) reinforce cooperation and create networks between relevant agencies and institutions in the field of job/employment creation and development with a view to facilitating placements and job opportunities, (ii) Strengthen cooperation on pre-departure measures (e.g. foreign language and vocational training) as well as rights awareness; and (iii) Step up efforts to promote legal migration and mobility within bilateral cooperation frameworks such as Mobility Partnerships and Common Agendas on Migration and Mobility.

3.3 Drivers of migration

The drivers of migration in Africa stem from a complex set of factors that underlie the process. Multiple factors spur migration both within the continent and from the continent to other regions. Lack of socio-economic opportunities, poor governance, patronage and corruption, political instability, conflict, terrorism and civil strife as well as climate change, are major causes of migration for both skilled and low-skilled workers. The real or perceived opportunities for a better life, high income, greater security, better quality of education and health care at the destinations influence decisions to migrate. A number of other issues facilitate the process, or make migration an attractive option: lower costs of migration; improved communication, especially social media and the internet; greater information availability and the need to join relatives. Families and friends are among the factors which compound the drivers of migration.¹³

There are additional reasons specific for labour migration due to investment and trade related labour migration. This factor is expected to be increasingly influential as the intra-African trade and intra-African investment by African private sector is in an increasing trend, triggered by the establishment of industrial parks to attract foreign investment, among other investment policies. However, it is observed that trade and migration policy frameworks do not always consider labour and employment rights of migrant workers, if any, as it is the practice for trade agreements at global level and in other regions such as Europe, Asia and Latin America. Therefore, the establishment of guiding frameworks, legislation and policy on the insertion of labour provisions in these agreements in the African context is particularly needed.

3.4 Types of labour migration: Skilled, semi-skilled and low-skilled workers

Africa is characterised by growing gaps between skills needed by employers and by development imperatives versus the actual numbers and types produced in the region. These parallel acute and growing global shortages of skilled workers; a predicted deficit of 45 million technical- and vocational-skilled in developing countries by 2020 will largely affect Africa. Existing training across the continent often provide inappropriate, obsolete or inadequate skills and qualifications to a small proportion of the available and needed youth. Furthermore, restrictions on mobility and inadequate implementation or non-existence of REC free movement regimes impede linking existing skills to markets and employers. A major issue across Africa and within RECs is non-recognition and non-compatibility of skills, educational and experience qualifications, low labour certification, absence of regional labour competencies standards in specific occupations, and non-involvement of education & vocational training institutions that waste existing potential, reduces productivity and frustrates employers in obtaining the skills they need to do business.

At the same time, informality is the main feature of the labour markets in Africa. An important proportion of the workforce is engaged in the informal economy or in informal employment in the formal sector, with a significant majority of them self-employed and/or operating small and micro enterprises. Their immigration status is most of the time in line

¹³ Revised Migration Policy Framework 2017

with national laws and regulations, as well as within regional provisions of free movement of people.¹⁴

Conversely, the regular labour migration frameworks target skilled workers, highly skilled workers and professionals. However, large movements of lower skilled workers take place and if labour migration governance frameworks are respected, they should be beneficial not only for countries of origin but also for countries of destination (Walmsley, Winters and Ahmed, 2007). For instance, developed countries increasing their skilled and low-skilled labour force by 3% would raise their residents' average welfare by US\$382 per person, most of which (US\$227 or 59%) would come from liberalizing the movement of low-skilled labour. With larger regular migration pathways and improved migration governance, irregular migration is expected to decline and represent improved migration outcomes for lower skilled workers.

Migrant workers often provide indispensable services to the countries where they go, contributing to the wealth of societies and to the sustainability of these countries' welfare and employment systems. Yet, migrant workers are often confronted with severe vulnerabilities, leading to violations of their human and labour rights. These vulnerabilities are often linked to precarious recruitment processes (including passport and contract substitution as well as charging of excessive fees), the absence of adapted assistance and protection mechanisms, the social and cultural isolation they can face at the destination due to language and cultural differences, lack of advance and accurate information on terms and conditions of employment, absence of labour law coverage and/or enforcement in the country of destination, and restrictions on freedom of movement and association, among other things.¹⁵

Addressing the skills gaps, demands and supply in a concerted effort with improving ethical recruitment practices will lead to increased benefits and triple-win for migrants, countries of destination as well as countries of origin.

3.5 Benefits of safe, orderly and regular labour migration management

Well managed labour migration requires adherence to international standards and the fulfilment of migrants' rights based on evidence policy formulation and whole of government approach, and rely on strong partnerships.

Migrants

All recent IOM World Migration Reports (WMR) have noted that current migration patterns will continue in the twenty-first century. This is driven by, *inter alia*, demographic trends marked by negative population replacement rates in the industrialized world, resulting labour market deficits in the North that cannot be met locally, coupled with projections of significant growth in the labour force in developing countries from an estimated 2.4 billion in 2005 to a projected 3.6 billion in 2040 and continued high unemployment in developing

¹⁴ E.g. within the ECOWAS FMM framework

¹⁵ ILO, Migrant Domestic workers, <http://www.ilo.org/global/topics/labour-migration/policy-areas/migrant-domestic-workers/lang--en/index.htm>

countries, perpetuating continuous North–South economic and social disparities.¹⁶ All of this is exacerbated by natural, man-made, as well as slow-onset disasters – most notably those induced by climate change – that are likely to result in additional migration flows. These population movements – still representing only 3 per cent of the world’s population, but, numerically the largest in recorded history – are spurred on by the information, communications and transport revolutions, and can be expected to continue for the foreseeable future.

Migration can generate large benefits for migrants, their families and countries of origin. The wages that migrants earn abroad can be multiplied from what they could earn doing a similar job at home (IOM 2018). The wage differences and relative income gains from migration are largest for lower-skilled workers, whose international movements around the world are the most restricted (Gibson and McKenzie 2011). The increase in migrants’ earnings can also lead to considerable improvements in the welfare and human development of migrant families, either directly if they are with the migrant in the host country, or indirectly through remittances.

Importantly, the beneficial effects of migration for migrants and their families go beyond economic impacts and frequently include improvements in other dimensions of human development such as education and health (UNDP 2009). For example, according to a recent report by the World Bank 2016, “migrants from the poorest countries, on average, experienced a 15-fold increase in income, a doubling of school enrolments, and a 16-fold reduction in the child mortality after moving to a developed country”. Thus, the benefits of safe and regular migration pathways are immense for the migrants, many of which are likely to migrate regardless of the possible pathways.

Countries of Origin

In addition to benefiting individual migrants and their families, there is a large research literature that evidences the wider beneficial effects that emigration can have for migrant’s countries of origin (WB 2017).

Emigration can reduce unemployment and underemployment, contribute to poverty reduction, and – with the appropriate supportive policies foster broader economic and social development in the origin countries in a variety of ways. For example, the remittances sent by migrants back to their countries of origin provide significant financial capital flows and a relatively stable source of income affecting both migrant families and the country. Remittances are generally a less volatile and more reliable income source for foreign currency than other capital flows in many developing countries (WB 2016).

Beyond these economic impacts, emigration can generate beneficial societal consequences for the countries of origin, including poor and fragile states. It is increasingly recognised that migrants can play a significant role in the post-conflict reconstruction and recovery (OECD 2013). Or diaspora organizations and groups can provide knowledge and capital to their communities of origin, and in this way help strengthening the capacity and stability in these countries.

¹⁶ IOM, The World Migration Report 2018

Countries of Destination

Likewise, there is widespread agreement that migration can also generate economic and other benefits for destination countries. The precise nature and size of these benefits at a given time critically depend on the extent to which the skills of the migrants are complimentary to those of domestic workers, as well as on the characteristics of the host economy. In general, immigration adds workers to the economy, thus increasing the gross domestic product (GDP) of the country.

By nature or necessity, migrants are often more likely to be the risk takers, and this quality has led to enormous contributions to many destination countries in areas such as technology, science, the arts and a range of other fields. In addition to enhancing national income and average living standards in destination countries, immigration can have a post effect on labour market by increasing labour supply in sectors and occupations suffering from shortage of workers, as well as helping address mismatches in the job market. These positive labour market effects are not just evident in high-skilled sectors, but can also in particular occur in lower-skilled occupations (Ruhs and Anderson, 2010). Immigration increases both the supply of and demand for labour, which means that labour immigration (including of lower-skilled workers) can generate additional employment opportunities for existing workers. Beyond the labour market and macro economy, the immigration of younger workers can also help with easing pressures on pension systems of high-income countries with rapidly ageing populations. IOM is firmly of the belief that there is need for enhanced capacity on the part of African countries if they are to manage migration in all its complexity, minimize the problems that unmanaged migration creates across borders and regions, and more fully reap its benefits. The various actions that States undertake in an effort to comprehensively manage migration and respond to the challenges and opportunities it presents hinge on capacity, coherence, and cooperation; more work is needed in all these areas. States have the responsibility to develop policies that channel migration into safe, orderly, humane and productive avenues, which benefit the individuals and societies to which they are connected.

IOM continues to promote the view that by its very nature, migration requires sustained international and multi-sector cooperation. Migration requires the engagement of multiple stakeholders – countries of origin, transit and destination of migrants; international and civil society organizations; private sector employers, recruiters and service providers; social partners; migrants themselves and their organizations. It is this belief that laid the ground for the annual Pan African Consultations on Migration (PAFOM) that IOM supports the AUC with, and which in no small measure created the impetus that resulted in the continental free movement protocol deliberations in recent years, resulting in the continental free movement that was passed at the January 2018 AU summit. The AUC/DPA 2016/2017 free movement protocol deliberations has bequeathed Africa with just the foundation that it needs to be able to ensure its citizens can more freely access opportunities that exist on the continent without having to lose their lives making dangerous, perilous journeys both within the continent as well as across deserts and oceans. Initiatives such as the JLMP will contribute significantly to giving effect to the continental free movement protocol.

3.6 Labour Market Information Systems

Labour Market Information Systems are mainly based on statistics obtained from measuring the flow or transactions involving individuals, households and businesses in the labour market. They permit the economy to know the allocated quantity of labour force associated with the production of goods and services (SNA, 2008). Therefore, the information on labour migration brings into play issues of cross-border interaction beyond the national account boundaries.

Functional labour market information systems (LMIS) are pivotal to the effectiveness and efficiency of labour migration management, as it allows for the effective identification of labour market needs (demand and supply), the productive allocation of labour and skills in the country as well as with other countries within the same region or elsewhere. LMIS are helpful for evidence-based labour migration policy formulation and implementation, inter-state cooperation, and the international recruitment industry, as well as international career guidance and human resources management in the private sector.

The AU Labour Market Information Systems Harmonization and Coordination Framework (LMIS-HCF) provides the necessary technical platform to enhance the capacity of MS in labour market information collection, processing and dissemination. The AU LMIS-HCF will be an effective mechanism to identify existing demand and supply for migrant workers and contribute to improving regular and orderly labour migration in the three beneficiary regions. Particularly with the setup of functional LMI coordination unit in select countries, and the conduct and establishment of labour force surveys in collaboration with departments in charge of national official statistics as well as Labour Ministries, the employers' organizations to generate information on skills, technology and working conditions. Inter-state cooperation within the regions through the RECs, the Regional Consultative Processes on Migration (RCPs) and Regional Labour Migration Exchange linked to Labour Market Observatories will facilitate labour mobility to effectively manage labour migration stocks and flows data needed for interregional labour migration policy development. The ILO, ICMPD and IOM are working together on advancing work in this area in the ECOWAS region under the project "Free circulation of persons and Migration in West Africa (FMM)".

IOM and ILO have profound experience in supporting governments developing LMIS. For instance, the ILO has provided technical support in different African countries with focus in implementation of labour force surveys and in line with the international labour statistics standards and the United Nations fundamental principle of official statistics. This work has particularly included the quality dimensions looking at data relevance, accuracy, timeliness, accessibility and usability. Moreover, ILO developed the labour migration module/questionnaire or template to be implemented in labour force surveys as the main tool of data collection to be used in different African countries.

In addition, a number of diagnostic studies on LMIS were conducted by the ILO in Africa on strengthening LMIS at national, sub-regional and continental levels from 2013 to 2018. The main purpose of national diagnostic studies was to diagnose the most critical constraints that countries face to implement comprehensive LMIS. Critical constraints are those whose removal could yield in improving the functioning of labour markets and achieving sustainability of the system itself. Studies were conducted successfully in

Burkina Faso, Cote d'Ivoire, Guinea, Mauritania, Senegal, Togo, etc. As a follow up to these studies, national action plans were developed to implement the LMIS. National and regional capacity building workshops on labour market statistics and analysis were also organized by ILO with special sessions on LMIS and migration statistics. Some examples include:

- Labour Market Statistics and Analysis Academy (LMSA), 24 October – 4 November 2016, Yamoussoukro, Côte d'Ivoire- There were 30 participants from 12 African countries.
- National capacity building workshop on key steps in developing a labour market information system in Democratic Republic of Congo, Kinshasa, February 2016.
- African Regional Meeting of Labour Statisticians, 29 May – 2 June 2017, Dar Es Salaam, Tanzania- There were 40 participants from 34 countries, including representatives from the African Development Bank, COMESA, SADC and UNECA.

Furthermore, the ILO has contributed with technical support to the following LMIS documents:

- In collaboration with the African Union and FHI360, to the report entitled “a roadmap for the development of labour market information systems in Africa”, August 2016.
- “Study on labour market and migration information systems in the ECOWAS region and Mauritania”, 2016. This report was finalised with the financial assistance of the European Union under the project “Support to Free Movement of Persons and Migration in West Africa (FMM West Africa)”.
- “Guidelines for producing labour market indicators from existing data sources in Africa”, to be published by the African Union in 2018.

Similarly, IOM has supported AU Member States in West and North Africa in identification, collection and sharing of labour migration information and its further feed into LMIS to inform labour migration policies with accurate and timely information. IOM helps identifying needs for and gaps in establishment of effective LMIS. The Organization supports governments and related agencies in studying available data sources, their compatibility and further integration into LMIS. IOM and ILO further organize trainings and workshops to increase capacity and create partnerships among relevant stakeholders, develop operational modalities and guidelines on national and regional levels as well as institutional architecture for systematic data collection, establishment and functioning of LMIS. IOM and ILO have also undertaken pilot projects which replicated best practices, operationalized the findings and recommendations of research, tested data sharing mechanisms according to specific needs of individual countries and regions, established elements and entire LMIS on national and regional levels. IOM further works with the International Recruitment Integrity System (IRIS) to ensure ethical recruitment of migrant workers, which further links to the good governance of labour migration and improving conditions for vulnerable labour migrants.

Operating in a competitive, skills-driven global economy, the foreign investment decisions of companies rests largely on the availability of skills and the ability and ease of bringing in new skills in a stable environment. IRIS ensures that the recruitment of migrants with the required skills is done ethically, and to the benefit of investors, companies, countries and migrants. The three RECs could maintain a continuous dialogue with key private-sector stakeholders, employers' and workers' organizations and diaspora associations. There is also relevance for more relationships between the education/TVET systems and the private sector in order to ensure that educational systems develop the right curricula and teach skills in line with labour market needs that encourage a broader range of careers.

The critical success factor of LMIS with focus on migration hinge on good coordination of institutional mechanisms and management of resources as well as good collaboration of the different actors involved in the production of labour market production and analyses leading to the formulation of labour migration policies. Therefore, ILO has put emphasis in the participation of key tripartite players in labour market, namely government departments, workers' and employers' representatives. Thus, an integrated LMIS integrating data elements and analysis with the provision of efficient information delivery and users' support network taking into account the African context of role-players (i.e. different countries) and the existing information (i.e. valid administrative records and surveys) at the national level and regional level is recommended.

3.7 Capacity of labour market institutions

There is a low level of involvement of labour market institutions in labour migration management both at policy and operational levels, with limited technical capacity in the field. Challenges are encountered on implementation of existing legal instruments, policy frameworks and administrative arrangements on labour migration in the three RECs and on labour migration policy formulation in their respective MSs. It is assumed that the interventions under this priority to overcome the challenges will yield positive impacts in terms of lifting the employment and conditions of work standards and tackling the growing gaps between skills needs versus numbers and types produced in Africa.

Labour market institutions are key to promote the nexus between migration and development and protect the rights of migrant workers. They can play roles in two policy areas: (i) protection of migrant workers during recruitment and employment abroad, (negotiation of bilateral and multilateral labour migration agreements, ethical recruitment, regulation and monitoring of the recruitment industry, inspection of employment and working conditions, support services including in destination countries); and (ii) employment promotion including career guidance and support for employers, workers and jobseekers, labour migration information, promotion and development of foreign employment opportunities and markets

This extends to the necessity of the parliaments to undertake legislative reforms for creating legal environments favourable for safe, orderly and regular labour migration management in the continent through the perspective of a rights based approach. These reforms will chiefly concern labour and migration legislation. National legislation and labour codes and social security codes need to be reviewed for harmonization with continental, regional and international standards. In addition, the Labour Courts are crucial

actors of the judicial system having a key role on the protection of the rights of migrant workers.

Social dialogue

The absence of tripartite social dialogue and other dialogue, international cooperation, and intermenstrual coordination on labour migration law, policy and practice across Africa remains a major hindrance to development and implementation of coherent, stakeholder-owned, and therefore effective policy and practice. While tripartite social dialogue mechanisms exist in a number of countries, there are very few national level mechanisms on labour mobility and migration concerns. Only two RECs have mechanisms for tripartite discussion of migration issues. There is no dedicated space at the Africa-wide level for tripartite policy exchange, dialogue, coordination or harmonization on migration and labour and skills mobility.

3.8 Impediments to good governance of labour mobility

International labour mobility is still too often impeded instead of facilitated by the absence or weak implementation of labour migration policies and legal protection frameworks and of free movement protocols' rights and mechanisms. In addition, it can be obstructed by the lack of coherence between labour migration, employment and social protection, trade, migration monitoring, and security policies (the prevalence of rigid border formalities, the abundance of road blocks and security checkpoints on international highways, the malpractice at borders and along transportation routes) and.¹⁷ There is a need for a whole of Government and society approach to ensure effective labour migration governance. And a need to build capacity in governments and other stakeholders to effectively manage migration.

The AU Heads of States and Governments encourage and support RECs and MSs towards promoting free movement of people within regions, and support MSs to engage effectively in bilateral and multilateral negotiations with labour receiving countries with the aim of protecting the rights of African citizens working outside their country of origin¹⁸

The evident tensions between the security concerns addressed by Ministries of Interior/ Home Affairs and the rights-based, labour market and social partnership competencies of the Ministries of Labour represent a major hurdle for governance of labour mobility and labour market integration., especially as Ministries of Interior/ Home Affairs and their security control approaches have assumed pre-eminent responsibilities for migration in many countries. Capacity gaps and poor institutional coordination are central concerns at national level. These are compounded by poor systems of data collection and management,¹⁹ absence of labour migration policy links to fundamental rights at work, economic, labour market and employment factors, difficulties due to lack of capacity of

¹⁷ Factors cited in the Final Communiqué of the *Mini Summit of Heads of State and Government on the creation of a borderless ECOWAS, Abuja, 2000*, and in the *ECOWAS Common Approach on Migration, 2008*.

¹⁸ AU Assembly/AU/Decl.4(XXIX), July 2017, Addis Ababa, Ethiopia

¹⁹ The lack of comparability of national statistics makes it difficult to undertake regional analysis based on national data.

national labour institutions and civil society to provide the necessary services to migrant workers, reach populations, and weak judicial systems²⁰.

An effective engagement of the ministries in charge of labour migration and employment and of the social partners (Employers organizations representing the business community and trade unions), diasporas among others, with the other traditional state institutions engaged on national security issues and border control, could largely contribute to ease the effective implementation of the policy frameworks and legal instruments. It could yield improvements in easing free movement of persons and, in particular of workers.

Non-transparent labour markets, the lack of harmonization of legal frameworks, and the absence of accurate labour information are acute constraints faced in labour migration administration in Africa. Harmonized legal and policy frameworks are indispensable to obtain integrated labour markets based on coordinated labour, social security, and investment codes, and compatible education and skills recognition frameworks.

Weak labour migration governance can also lead to tensions between host communities and migrants, and give rise to xenophobia, discrimination, racism and other related intolerances. Countries need to ensure the provision of pre-departure and post/arrival training and orientation to improve their labour market and social integration and labour protection for both migrant and countries of destinations host communities.

Many African countries have had challenges in managing migration issues owing to poor collection and management of data; lack of accompanying social protection measures; lack of capacity to handle migration as well as limited knowledge about migration-related issues. This has resulted in jeopardized inter-state relations; increased forced labour, irregular migration (human trafficking and migrant smuggling); increased tensions between host and migrant communities; threatened national and regional security.

The integration of migrants into host communities is challenged by fears among urban dwellers that the new population will usurp jobs, lower wages, strain social systems and change national identities and cultural values. Therefore, social partners need to be equipped with the necessary resources to engage in labour migration management, facilitate the social integration of migrants and protection of their rights, including against xenophobia, and harness the development contribution that migrants can make to labour markets in both sending and receiving countries.²¹

Given that the number of migrant workers and their family members is rising, and that this trend is likely to persist, the management of migration is one of the most critical challenges for States this century, and will require well planned migration policies which are developed and implemented through a whole of government approach (including all relevant Ministries (Education, Health, Labour, Social Protection, Foreign Affairs, Development, Migration, Finance and Planning) and social partners, as well as deepened cooperation with destination countries. Managed cross-border labour movements lead to better labour allocation within larger labour markets. RECs constitute a key factor for

²⁰ OECD/SWAC (2009), Regional Challenges of West African Migration, African and European Perspectives, (Ed.) Trémoilières Marie, West African Studies.

²¹ Revised Migration Policy Framework for Africa, 2017

facilitating co-operation in the area of labour mobility at the regional level and for promoting economic development.

Establishing regular, transparent and comprehensive labour migration policies, legislation and structures at the national and regional levels can result in significant benefits for States of origin and destination. Remittances and skills and technology transfers can assist States of origin with overall development objectives. For States of destination, labour migration may satisfy important labour market needs.

3.9 Social Protection

With funds from the European Union, the ILO has recently started the implementation of the component of the JLMP on “Extending social security access and portability to migrant workers and their families through selected RECs in Africa”. This aims to strengthen the capacities of RECs (ECOWAS, EAC and SADC) as well as the AUC to drive the implementation of regional social security frameworks for the extension of social protection to migrant workers and their families.

In ECOWAS, it seeks to improve the implementation of the ECOWAS General Convention on Social Security through support to the establishment of the Committee of Experts for the ECOWAS General Convention, capacity building, dissemination of information, and assess the feasibility to extend social protection migrant workers in the informal economy, and finally to develop and selectively test concrete policy proposals for a progressive extension to all.

In SADC, the project will support the implementation of the social protection related aspects of the SADC Protocol on Employment and Labour, and the SADC Policy Framework on Portability of Social Security benefits through, support to pilot implementation of policy and programmatic options for the three SADC pilot countries within development of suitable administrative arrangements and management systems to support a regional social protection regime, through support to the establishment of an Independent Committee of Experts within the relevant SADC structures; and support the implementation of the SADC policy framework in the three pilot countries.

3.10 Regional Economic Integration

Free movement of persons is a key pillar of economic integration and development in Africa. Free movement ensures availability of skills and labour where needed to spur investment and economic development. It is also the practical means for expanding free trade, as well as commerce of locally produced goods and services. CEMAC (Communauté économique et monétaire de l’Afrique Centrale), ECCAS (Economic Community of Central African States), ECOWAS and EAC (East African Community) have each adopted legal regimes for labour circulation among member countries.

In addition to the provisions on free movement of persons, ECOWAS has adopted a General Convention on Social Security with its administrative Arrangements in 2013²². COMESA (Community of Eastern and Southern Africa) and IGAD (Inter-Governmental

²² Supplementary Act A/SA.5/07/13 relating to the General Convention on Social Security of Member States of ECOWAS, 43rd Ordinary Session of the Authority of Heads of State and Government, Abuja, 17-18 July 2013

Alliance for Development) recently developed agreements on mobility that await adoption and implementation by participating countries. The SADC Protocol on Facilitation of Movement of Persons has faced challenges to ratification. Furthermore, the Employment and Labour Sector of SADC, involving ministries of labour, has adopted successively, an Action Plan on Labour Migration (2016-2019), a Labour Migration Policy Framework (LMPF) (2014) and the Protocol on Employment and Labour which caters for the protection of migrant workers in its Article 19. The SADC Labour Migration Action Plan and the LMPF request member states to develop national labour migration policies by 2019. The ILO and the IOM are collaborating to provide technical assistance to SADC member states in developing national labour migration policies²³.

These Regional Economic Community (REC) legal frameworks are generally consistent with international standards; more than half of all AU member states have ratified at least one of the three core international migrant worker Conventions.

²³ Adoption of the SADC Labour Migration Policy Framework, The Migrating for Work Research Consortium (MiWORC)

4. PRIORITY CHALLENGES AND POLICY RESPONSE

As introduced above, an overarching challenge with labour migration and the free movement of people within and from Africa rests on poor capacity to manage migration. This challenge was also recognized in the revised Migration Policy Framework for Africa (MPFA), where key pillar one of the framework addresses the capacity for migration governance. It was further recognized in the JLMP programme. Lastly, it is in alignment with the basis for the key challenges identified by RECs, AU, African social partners and international organizations in 2013 and presented below.

This JLMP Priority aims to address the challenge by, among several initiatives, setting up a team of experts to develop labour migration trainings. Additionally, efforts will be undertaken to build capacity for labour migration services. The target is for these trainings together to build the capacity on migration governance authorities and ensure the successful implementation of already ratified migration protocols.

The Consultation between stakeholders in 2013 agreed on seven main findings identified as common across all the RECs:

4.1 Paucity of disaggregated data on characteristics and conditions of labour migrants.

- i. Non-existence of relevant data to shape effective policy on labour migration and to reinforce labour institution roles in labour migration governance and administration;
- ii. Inability to obtain valid and reliable data describing labour migration and outcomes, such as stock and net flow data, longitudinal surveys, assessments of impact on destination and origin countries, and intra-regional remittances and their usage;
- iii. Absence of labour market needs assessment and forecasting and absence of vacancy data that would enable setting up shortage lists;
- iv. Non-identification of data *categories* and *indicators* relevant to labour migration
- v. Absence of sharing and coordination of relevant data among concerned institutions. Existing data (for instance, data drawing on administrative records/border control data and household surveys) are not used in an efficient way;
- vi. Non-obtaining of internationally comparable data;
- vii. Absence of capacity, technical competences and equipment for data collection, data measurement and data management; and
- viii. Non-application of relevant data to policy-making, implementation and practice.

4.2. Non-implementation of free circulation regimes where defined; non-definition in certain RECs; generalized absence of coherent national labour migration policies.

- i. Lack of political will to realize and implement existing free circulation regimes;
- ii. Non-ratification of regionally agreed regimes by some REC member States;
- iii. Absence of national implementing legislation;
- iv. Non-existence of requisite labour administration and labour code measures;
- v. Existence of legal, administrative and control measures that objectively impede REC circulation, establishment, access to employment, and business activity;

- vi. Hindrances to adoption and implementation of “regional citizenship” schemes; and
- vii. Lack of information and awareness-raising activities about existing provisions on free circulation and the right for residence and establishment.

4.3. Prevalence of sub-standard, abusive employment relations and conditions of work

- i. Generalized high rates of discrimination excluding migrants from formal employment;
- ii. Concentration of migrant workers in 3-D jobs and/or informal work without protection;
- iii. Absence of labour inspection, or inspection 'neutralized' by immigration enforcement;
- iv. Absence of unions and other mechanisms for self- and collective defence;
- v. Generalized absence of regulation on OSH, working conditions and employment relations protections in general, and to migrants in particular;
- vi. Direct xenophobic violence, attacks and killings of migrants and migrant workers; and
- vii. Accentuated detrimental impact on women of sub-standard employment relations and conditions of work.

4.4. Absence of social protection and social security for many migrants

- i. Non- or restricted access to participate in countries of employment;
- ii. Non-portability of contributions and earned benefits;
- iii. Absence of adoption of international standards & national legislation covering migrants;
- iv. Privatisation of coverage for migrants; conversion to investment-tied social insurance;
- v. Incompatibility between social security regimes among countries within RECs;
- vi. Lack of awareness-raising about benefits of social security for migrants;
- vii. Absence of effective policies and measures linking labour laws and social security; and
- viii. Lack of coordination between social security and migration institutions.

4.5. Growing gaps between skills needs versus numbers and types produced in Africa

- i. Acute global shortages of skilled workers; a predicted deficit of 45 million technical-vocational-skilled in developing countries by 2020 will largely affect Africa;
- ii. Paradox of high vacancy rates for skilled personnel alongside high unemployment rates in African countries;
- iii. Existing training often provides inappropriate, obsolete or inadequate skills and qualifications;

- iv. Restrictions on mobility, circulation impede the linking of existing skills to markets and employers;
- v. Non-recognition of skills, educational and experience qualifications wastes existing potential; and
- vi. Lack of regional TVSD policies and institutions to address the skill mismatches.

4.6. Absence of policy and administrative responsibility, capacity and coordination by labour institutions

- i. Non-involvement of labour/employment-concerned ministries in labour migration policy and administration;
- ii. Non-existence of focal points or units in labour institutions to address labour migration/mobility, ineffective existing focal points, and/or frequently changing focal points;
- iii. Non-engagement of social partner organizations; and
- iv. Absence of capacity and competence in labour institutions and social partners to assume roles and activity.

4.7. Absence of required tripartite social dialogue, cooperation, and coordination on labour migration law, policy & practice across Africa

- i. Non-existence of tripartite consultative forums and processes at national level;
- ii. Non-existent or dysfunctional tripartite consultation and coordination at REC level;
- iii. Non-existence of policy exchange, dialogue, coordination or harmonization across Africa region; and
- iv. Lack of implementation of recommendations following tripartite social dialogue on labour migration.

5. THE POLICY RESPONSE

5.1 The AU-ILO-IOM-ECA Joint Programme on Labour Migration Management for Development and Integration

Against the backdrop of the above situation, in 2015, the AU adopted the Joint Labour Migration Programme (JLMP), which promotes critical areas of facilitating the free movement of workers as a means of advancing regional integration and development. Key activity areas of the JLMP include skills portability and the mutual recognition of qualifications, the development of an African Qualifications Framework, social security access and portability for migrant workers, labour migration statistics, protection of the rights of migrant workers as well as the ratification and effective implementation of UN and ILO labour standards on migrant workers and their family members, institutional capacity

building of labour market institutions²⁴ and labour administrations on labour migration management, improvement of labour market information systems and labour market needs assessments, international cooperation (e.g. bilateral and multilateral labour agreements) within Africa and with other regions of the world, etc.

Agenda 2063 advocates for the facilitation of the free movement of people as part of the continental integration agenda and endorses JLMP among the policy frameworks and strategies aiming to enhance management of labour migration in the continent. AU Heads of States and Governments adopted a continental Protocol on Free Movement of Persons (Assembly/AU/Decl.6 (XXV): Declaration on Migration, Doc. Assembly/AU/18(XXV)) during the January 2018 AU Summit held in Addis Ababa. Free movement is expected to contribute to significant increases in trade and investment among African countries, which would in turn strengthen Africa's position in global trade. The free movement of persons in Africa, effective migration governance and strengthened interstate cooperation on migration will aid Africa's economic and social development and security.

The AU Revised Migration Policy Framework for Africa (MPFA) (2018) dedicates one of its pillars to labour migration management to ensure stronger regional cooperation on migration management. It provides provisions under components on (i) National Labour Migration Policies, Structures and Legislation; (ii) Regional Co-operation and Harmonization of labour Migration Policies; (iii) Labour Movement and Regional Economic Integration; (iii) Brain Drain and (iv) Remittances. And it calls for the speedy implementation of the JLMP.

The MPFA and the JLMP are designed as comprehensive policy frameworks involving various stakeholders in the public and private sectors, as well as international partners and international cooperation. Their implementation level is so far limited, though starting to address critical components of the programme. The component on labour migration data and statistics management aims to obtain gender and age disaggregated data on labour migration and migrant workers, including on economic activity, employment, working conditions (working time, wages and occupational safety and health protection), skills and educational characteristics, social protection (e.g. social security coverage), as well as on country of origin, nationality, migration status, family status, and wages. With the ILO support, the First Labour Migration Statistics Report was produced in 2016, engaging 34 national statistics offices of member states in a participative exercise which guaranteed an effective ownership of both the process and the product. The exercise

²⁴ Labour institutions are comprised of labour market institutions and non-market institutions. For the purpose of this project, we understand labour market institutions as public agencies and institutes that are responsible for transforming policies, laws, and regulations in mechanisms and services (Ministry of Labour), or directly delivering services and using mechanisms (public employment services, vocational training institutes, etc) for ensuring an optimum labour market situation or an enabling environment/outcome for migrant workers (e.g. facilitating skills recognition, labour mobility, jobs and skills matching, providing social protection and benefits, equipping workers with the necessary qualifications in demand in the labour market, improving their working conditions, etc). Given the importance of private employment agencies (PEAs) in the recruitment and placing of migrant workers, this work will also consider the role they play together with public agencies in realizing these objectives.

Labour market institutions include Ministry of Labour (Government Agency in charge of policy and strategic leadership, Labour Inspection Services, Labour Courts, Public Employment Services, Vocational Training Institutes, Labour Market Observatories, Occupational Safety and Health Services/Agencies, Anti-discrimination and Pro-Integration Commissions, Social Security Institutes/Agencies, Pension Funds, Working Conditions Commissions and Collective Bargaining Commissions.

allowed working on harmonization of the concepts, definitions and methodology, leading to the production in 2018 of a second report of much better quality.

Strengthening policies

It is important to strengthen the linkages between employment policies and migration policies. The effectiveness and transparency of the labour market institutions on delivering labour migration services to actors in both the public and private spaces are impaired by their limited knowledge on labour migration. The quasi inexistence of appropriate legal instruments and policy frameworks, their weak technical capacity and the absence of/or dysfunctional inter-state cooperation mechanisms on labour migration and mobility management at RECs and international levels. And further the lack of coordination between stakeholders and relevant ministries on migration-specific matters needs to be addressed through strengthening the capacity for coordination and migration management. Labour migration knowledge management will be a decisive support to the ability of the labour market institutions in delivering labour migration management services.

It is further necessary to involve the institutions dealing with migration, thus also labour migration, more broadly. These include ministries such as Foreign Affairs, social affairs, education and at times migration. These institutions need to align and ensure implementation of policies on migration to ensure the rights and protection of labour migrants.

RECs and MSs will be supported to develop regional and national labour migration policies as key resource for building leadership of labour market institutions at all levels. The project will enhance the engagement, capacity, ownership and coordination capacity by national labour/employment ministries on labour migration. Areas of attention include labour migration data analysis and evidence-based policy development; policy formulation, implementation and evaluation; labour inspection, labour market information, including skills supply and demand forecast.

In terms of operational approach, training and on-site technical assistance and follow-up will be provided either virtually through advisory support services, or through dispatching technical experts to ensure follow-up and implementation of trainings and developed policies and efforts. The intra African cooperation will be completed with cooperation with other regions, where needed. Special attention will be given to ensure inclusion and consideration of gender responsiveness in the Labour Migration Training and Capacity Building Programme development.

Data collection and knowledge management

Within this JLMP Priority (2018-2021), the activities under the labour migration data and statistics component will be supported by the Pan African project on statistics, the ILO Statistics Department and the IOM Global Migration Data Analysis Centre while aiming at a comprehensive implementation of the AU labour Migration Harmonization and Coordination Framework (LMIS-HCF). This will be used by the JLMP Priority as leverage by providing evidence to policy analysis, policy formulation, implementation and monitoring and evaluation. Beyond the labour migration statistics, capacity will be built to conduct skills supply and demand forecast, establishment surveys, etc.

Considering the scarcity of information and data on labour migration in Africa, knowledge management is considered a key driver of change, which can have a large and positive development impact, by informing policy design and legal instruments with evidence on the situation in countries and regions. Well-established and founded knowledge management on labour migration represents a necessary and helpful system to policy and decision-makers, labour market institutions managers, migration institutions, social partners, human resource managers in private companies and private placement agencies. It is essential for the achievement of the general objectives of the JLMP at large.

Skills recognition and assessment

Africa is characterised by a growing mismatch between skills demanded by employers and required for the continent's development, and the actual skills supplied through formal, non-formal or informal pathways in the region. According to the African Union Continental Education Strategy, only 6 percent of learners enrolled in secondary education follow a formal TVET course, which confirms that acute shortage of technical- and vocational-skilled people. In addition, existing training across the continent often provides inappropriate, obsolete or inadequate skills and qualifications. Many young people acquire skills in the informal economy, through informal apprenticeship or other non-formal and informal means, which is of varying quality, and largely unrecognized by formal skills systems or the formal labour market. Furthermore, restrictions on mobility and inadequate implementation or non-existence of REC free movement regimes impede linking existing skills to markets and employers. A major issue across Africa and within RECs is the lack of recognition of skills, and qualifications, between countries, or at regional level regional quality assurance frameworks, or multilateral recognition agreements are either absent or in very early stages of development. Skilled migrants therefore face challenges to work in jobs commensurate to their qualification level and hence waste productive potential. Employers face challenges in tapping the most appropriate and available talent to further their business.

The three RECs are at different levels and possess different experience in developing and implementing mutual recognition arrangement or Regional Qualification Frameworks. On 1 April 2017, the Southern African Development Community (SADC) formally launched the SADC Qualifications Framework, enabling the SADC countries to benchmark their qualifications against the SADCQF. The purpose of the SADCQF is to enable easier movement of students and workers across the SADC region and internationally. The establishment of the SADC Regional Qualifications Framework (RQF) was approved on September 2011 by Ministers responsible for education and training in the Southern African Development Community (SADC). Six SADC member states have agreed to rollout the alignment process, and the outcome of this pilot will guide the roll out of the alignment for the other nine SADC states. Currently, the six pilot countries are conducting an alignment self-assessment to position their countries to align with the SADCQF. This project will advocate for affirmative action in order to ensure equal opportunities and treatment for women migrant workers in skills development systems.

The SADC Secretariat seeks to develop regional guidelines for Recognition of Prior Learning, develop guidelines of equivalencies of artisans and engineering for

industrialization qualifications, develop and finalize National Qualifications Frameworks (NQF) and sub-sectors, provide/produce relevant information including a regional analytical report on RQF implementation, and get technical experts to the SADC Secretariat.

The East African Qualifications Framework for Higher Education (EAQFHE) was approved by the EAC Council of Ministers on 30th April 2015. In March 2016, regulators of veterinary services in the East African Community (EAC) concluded negotiations for a Mutual Recognition Agreement (MRA) to facilitate the movement of veterinary doctors, specialists and other veterinary professionals across the EAC, which contribute significantly to the economy of the region. In addition, architects, accountants and engineers have signed MRAs to allow them to move, work and set up business in any EAC member state. EAC wishes to conclude Mutual Recognition Agreements (MRAs) for more professionals (medical doctors, lawyers, surveyors, etc.).

ECOWAS is the least advanced among the three beneficiary RECs. ECOWAS has adopted a Convention on the Recognition and Equivalence of Degrees, Diplomas, Certificates and other Qualifications in Member States (2003). The ECOWAS secretariat seeks support for the implementation of the Convention.

With the support of the ILO, a study was facilitated in 2015 on skills recognition and portability at the level of the RECs. A roadmap was defined and a few actions undertaken, including capacity-building of selected African countries to select and apply the most suitable methodologies for skills identification and anticipation, using existing experiences of African countries in manpower and human resource planning. This strengthening of systems for skills identification and anticipation will be promoted as part of the strengthening labour market information systems in the countries and regions in order to tackle the challenges of skills shortages and the mismatch between the skills development system outputs and the labour market requirements.

The project will support implementation of Regional Skills Recognition Systems in the three RECs and capacity building on skills identification and anticipation systems and approached with the view of developing regional skills studies in selected economic sectors of interest in the respective REC. International cooperation will be sought with EU member states where relevant. The support will complement the resources allocated by the Pan African Programme on Statistics under the component on labour statistics.

The component on skills recognition and portability aims to reduce skills shortages, promote recognition of harmonized qualifications across Africa, and to strengthen the employability of migrants to prevent brain waste and deskilling, unemployment, and informal employment growth.

With the support of the ILO, a study was facilitated in 2015 on skills recognition and portability at the level of the RECs. A roadmap was defined and a few actions undertaken, such as development of an African methodology on skills supply and demand forecast, using experience of African countries on manpower and human resource planning. This methodology will be promoted in parallel with the conduct and compilation and analysis of establishment and labour force surveys in order to tackle the challenges of skills gaps and of the mismatch between the TVETs system outputs and the labour market requirements.

The project will support implementation of Regional Qualification Frameworks (RQF) in the three RECs and capacity building on skills supply and demand forecast with the view of developing regional skills mapping in selected economic sectors or occupations of interest in the respective REC. International cooperation will be sought with EU specialized institutions and in EU member states. The support will complement the resources allocated by the Pan African Programme on Statistics under the component on labour statistics.

Under the JLPM Priority, stakeholders in Africa will be capacitated on skill needs anticipation and matching, develop a mutual regional skill recognition arrangement, to address the skill dimension, develop and rollout skills and mobility among others to address the skills dimension of labour migration governance. This could involve capacity building for public sector stakeholders on the ILO Fair recruitment guidelines and capacity building on the International Recruitment Integrity System (IRIS) for recruitment agencies, relevant employer and trade associations and other private sector actors, making the link between professional, ethical recruitment services, successful skills identification, appraisal and matching, and better employment outcomes for both migrant workers and employers. This could also link to Global skills partnerships piloting.

Social Protection

The component on social security access and portability for migrant workers aims to protect the rights of migrant workers through extended access and portability regimes compatible international standards and good practice established in all RECs. With the ILO support, a study was conducted in all RECs and a two-year project (2018-2019) developed and funded by the EU, covering ECOWAS, SADC and EAC to support the implementation of their relevant legal instruments and policy frameworks. There is a need to provide capacity building on the importance to extend social protection, particularly to women migrant workers in the Informal economy or in informal employment (e.g. domestic work and other services)

The JLMP Priority (2018-2021) will work in synergy with the actions undertaken on social security access and portability within the ILO support project to AUC, ECOWAS, SADC and EAC on migrant workers social protection.

Operationalizing the AU Labour Migration Advisory Committee (LMAC)

Under the component on National, REC, and Africa-regional mechanisms for tripartite policy consultation and practical coordination on labour migration/mobility, IOM and ILO are supporting the functioning of the AU LMAC, upon request by the assembly of Heads of states and Government to operationalize the LMAC (Assembly/AU/Draft/Decl.4 (XXIX)).

Inter-State Cooperation is needed for policy coordination and harmonization to promote fair intra-regional competition, protection of vulnerable migrant workers, improved documentation on labour migration, information sharing, including on skills surpluses and shortages in the context of projected accelerated industrialization and increased intra African trade. One requirement is the ratification and enforcement of international labour standards to ensure that the three RECs set up a level playing field for all workers and enterprises. This will enhance the role of the private sector as an engine for growth, development and jobs creation.

A Public-Private Partnership (PPP) can be established, in particular to engage private employment agencies (PEAs) and enterprises recruiting directly foreign workers, in order to promote safe, orderly and regular labour migration based on fair and ethical recruitment and aiming at improving the labour market outcomes in terms of skills, national skills-based building, promotion and respect of the rights of migrant workers both in country of origin and of destination, and boosting productivity. In an effort to ensure these ILO's Fair Recruitment Guidelines, Fair Recruitment Initiative, IOMs IRIS25 and UN Guidelines on Business and Human Rights will be used as a basis. This type of PPP can be instrumental if the countries include in foreign direct investment negotiations on labour (work permits for intra-corporate transferees) and employment provisions either through quota systems or preferential rules to ensure skills transfer and replacement.

5.2 Outcomes

To achieve the overall objective, four outcomes will be pursued, namely (1) the enhanced effectiveness and transparency of labour migration stakeholders on delivering labour migration governance services, (2) improvement of policy and regulatory systems on labour migration in Member States and RECs, (3) multi-stakeholder policy consultation and practical coordination on labour migration and mobility to provide advisory support to MS, AU and REC decision makers, and (4) AUC strengthened capacity provides for continental and regional operational leadership in labour migration management including spearheading/steering the implementation of the JLMP at all levels.

These outcomes seeks to strengthen the effective governance and regulation of labour migration and mobility in Africa by seeking increased ratification and domestication of key international standards on labour migration, adoption and implementation of labour migration policy frameworks at national and regional levels, the harmonization of labour codes at regional stage, and building the capacity of labour market institutions, including the social partners, with the view of their effective participation in labour migration governance. Actions will be undertaken towards harmonised policies to foster mobility of skills and better align skills with labour market needs.

The outcomes further aim to promote the establishment of functional regional and continental consultation mechanisms, particularly through social dialogue of the World of Work actors (Ministries of labour, and employers and workers' organizations) relevant government Ministries, diaspora associations, migration organizations and associations, academia, among others, in the 3 RECs and the continental Labour Migration Advisory Committee.

Outcome 1:

Enhanced effectiveness and transparency of operations of labour migration stakeholders, such as labour market actors and institutions, migration authorities, in consultation and cooperation with workers and employers' organizations, the private sector, recruitment

²⁵ IRIS is a social compliance scheme developed by IOM and a consort of stakeholders that is designed to promote ethical international recruitment. It is comprised of an international standard, a voluntary certification scheme for labour recruiters, and a compliance and monitoring mechanism. For businesses and migrant workers, IRIS serves as a due diligence tool for the assessment of labour recruiters.

industry and relevant civil society organizations, in delivering improved labour migration governance services.

Output 1.1: *A Labour Migration Training and capacity building programme for Africa (LMCB in Africa) developed utilizing already existing materials of IOM, ILO and partners and taking into account gender concerns, relevant international human rights and labour standards, environmental and other cross-cutting dimensions; and is available to guide labour migration capacity building efforts in Africa in a coherent and comprehensive manner.*

This output will provide additional support to undertake capacity gap assessment, development of a labour migration capacity building programme and undertaking capacity building workshops. AUC with the support from GIZ will convene the first workshop for experience sharing, develop the capacity building programme strategy and agree on Terms of Reference for the development of the labour migration training and capacity building programme filling existing gaps and corresponding to the current needs. GIZ will provide all logistical support for the first workshop meeting including venue, interpretation, tickets and DSA. ILO and IOM will jointly support AUC in the development of the labour migration training and capacity building programme using international best practices, OSCE/IOM/ILO Labour Migration Handbook, ITC-ILO training programmes including the Labour Migration Academy, other relevant materials of the IOM- Africa Capacity Building Centre (ACBC), RECs and AU Member States. An inventory of the available training materials will be made and those which need update will be identified as well as areas that are not covered by the available training. The capacity building programme will be presented in another meeting of experts for validation. The second workshop will be convened by the AUC with the support from GIZ and the training programme will become official "JLMP Labour Migration Training Manual and Capacity Building Programme". ILO and IOM will support in the development and publication of the relevant capacity building tools.

AUC with financial support from GIZ will lead the development of the capacity building training programme with support from IOM and ILO. Activity 1.1.1 will be implemented by AUC (through funding from AU MS and GIZ) and IOM and ILO (through funding from SIDA). Activities regarding the capacity gap assessment and organization of meetings to review the draft capacity building manual and validation will be implemented by AUC with funding from GIZ and AU MS under the overall JLMP programme. The implementation of activity 1.1.2 will be supported by GIZ and IOM (through funding from SIDA).

Suggested activities

Activity 1.1.1: Support the development of a JLMP labour migration training and capacity building programme which could be delivered through the update and development of training modules, a ToT, an e-learning tool, in partnership with African universities and/or training centres using ILO and IOM labour migration tools, manuals and training programmes as well as international and regional best practices.

Activity 1.1.2: Publish, translate and disseminate the training and capacity building programme. The latter will include an inventory of existing training programs, identified gaps, and the way forward to fill in those gaps and elaboration of the training plan based on existing available training as well as developed the training manuals / modules which are still in need.

Output 1.2: *Increased knowledge and skills among target labour migration stakeholders to deliver fair, effective and transparent and gender responsive labour migration services*

Based on the programme produced in Output 1.1, six capacity building and training workshops/sessions will be undertaken. AUC will be responsible for organising all the training workshops. The cost of 2 training sessions/workshops will be covered by GIZ under the overall JLMP programme, and the remaining 4 training session costs will be implemented by IOM and ILO, who will organize two training workshops each through funding from SIDA. AUC, ILO and IOM will provide all logistical support for organizing the trainings under their responsibility. In addition, IOM and ILO will provide resource persons and training materials.

Suggested activities:

Activity 1.2.1: Roll out the capacity building and training programme and its related tools with the AUC, RECs, selected MS, academics (e.g. through partnerships with the Pan African University of Yaoundé)***

Output 1.3: *Support the AUC and member states in the collection and analysis of labour migration data, including by producing a Labour Migration Statistics Report*

In preparation of the Labour Migration Statistics Report, it was agreed to harmonize the data collection methodology, by adopting a common International Labour Migration Questionnaire (ILMQ) and developing harmonized concepts and definitions on labour migration statistics, standardized tools and modules on labour migration statistics. The ILMQ was circulated to AU member states, and the first meeting to review data was held in April 2018, where it was agreed that there is a need to review the data collection methodology. One of the challenges was that other administrative data sources like IOM's Data Tracking Matrix (DTM), border control information and work permit administration among others were not consulted. AU through MS funding will be spearheading this work. AUC will be responsible for finalising the 2nd report. Activities under this output will also include seconding a consultant at the AUC to assist with data collection (i.e. Administrative data and other complementary sources), Production of a draft report and a workshop to validate the report and final publication of the report.

ILO (through SIDA funding) is responsible for the implementation of activity 1.3.1, 1.3.2, and 1.3.4 and will cover the costs associated with the implementation of these activities. IOM (through SIDA funding) will be responsible of the implementation of 1.3.3. and will provide technical comments/inputs to the reports as well as providing technical support to activity 1.3.1. AUC will provide technical and expertise to the implementation of each activity.

Activities related to organizing technical workshops of NSOs, validation of the report as well as the publication of the report are implemented and organized by AUC, and financially covered under the overall JLMP programme through AU MS funding. IOM and ILO will provide technical and expertise support to the successful implementation of each activity.

Suggested activities:

Activity 1.3.1: Organize two technical and training workshops on the methodology and processes for collecting the labour migration data for the production of the Labour

Migration Statistics Report.

Activity 1.3.2: Support the production of a Labour Migration Statistics Report.

Activity 1.3.3: Piloting collection of new types of data on labour migration, such as administrative data from the government, border control data and private sector counterparts.

Activity 1.3.4: Support AUC MS and RECs on the establishment of the continental labour migration information statistics database.

Output 1. 4: *Labour migration stakeholders in Africa are capacitated to address the skill dimension of labour migration governance, such as piloting skills mobility initiatives helping to reduce skills shortages; increasing recognition of skills and qualifications across Africa, contributing to the strengthened employability of migrants to prevent brain waste, deskilling and unemployment.*

Under this output labour migration, stakeholders in Africa will be capacitated on skill needs anticipation and matching, develop a mutual regional skill recognition arrangement, to address the skill dimension, develop and rollout skills and mobility among others to address the skills dimension of labour migration governance. This could involve capacity building for public sector stakeholders on the ILO Fair recruitment guidelines and capacity building on IRIS for recruitment agencies, relevant employer and trade associations and other private sector actors and trade unions, making the link between professional, ethical and fair recruitment services, successful skills identification, appraisal and matching, and better employment outcomes for both migrant workers and employers. The Global skills partnerships developed by ILO and IOM will also be piloted in two corridors.

ILO (through SIDA funding) will lead the implementation of activity 1.4.1 and 1.4.2 and will cover all costs related to the implementation of these activities. ILO (through SIDA funding) will lead the implementation of 1.4.3 an activity which will be implemented in collaboration with IOM. ILO and IOM will jointly implement activity 1.4.4 with technical expertise from both agencies. IOM will collaborate with ILO and AUC and provide technical and expertise support to the implementation of this output (Activity 1.4.2).

Activities on reports on the leather industry, a policy report on skills portability at regional economic community and continental level, validation of the health worker study and support to the development of a platform for mobility of health workers within Africa are implemented by AUC through funding from AU MS.

Suggested activities:

Activity 1.4.1: Support the development of a regional mutual recognition arrangement in one sector/occupational field in one REC (training, technical working group meetings)

Activity 1.4.2. Provide technical support to the AUC on health workers skills' portability study

Activity 1.4.3: Conduct capacity building on skills needs anticipation and matching for selected AU Member States

Activity 1.4.4: Develop and roll out skills partnerships along specific migration corridors

Output 1.5: *Progress on fostering safe and orderly labour mobility within and from Africa is monitored and evaluated through a regularly convening pan-African labour migration symposium*

This symposium aims to foster intra-regional labour mobility within Africa and to protect the fundamental human, labour, and social rights of workers migrating within and from Africa. To this end it will articulate key considerations for identification of priorities on free movement, conducting negotiations, recruitment of workers, protection of migrant workers' human, labour, and social rights, as well as the implementation of bilateral and multilateral labour mobility and social security arrangements. The main participants of the symposium include RECs, AU MS, AUC, workers and employers' organizations, recruitment industry stakeholders, business and other relevant private sector actors, International Organizations, development partners, academic, research and civil society organization and others.

IOM (through SIDA) fund will lead the implementation of activities under this output and covers all the costs related to the implementation of this output, including participation of at least one representative from ILO and AUC. AUC and ILO will collaborate and provide technical and expertise support to the implementation of this output, including on the design and focus of the Symposium

Suggested activity:

Activity 1.5.1 Facilitate symposium on fostering labour mobility within and from Africa

Outcome 2: Improved policy and regulatory systems on labour migration at Member State and REC levels, taking into account its gender dimension and the relevant international human rights and labour standards.

Output 2.1: *Enhanced gender responsive labour migration policy and regulatory frameworks in MSs and RECs, taking into account relevant international human rights and labour rights and existing general migration and labour migration specific frameworks in Africa and globally including the AU MPFA and the GCM*

This output aims to support the AU MS and RECs to develop their own national and regional labour migration regulatory and policy frameworks taking into consideration relevant international and regional human rights including labour rights and existing general migration and labour migration specific frameworks in Africa and globally, including the AU MPFA, a joint IOM/ILO Guidance note and the Global Compact for Migration. It also supports AU MS and RECs to domesticate regional and international labour migration policy and regulatory frameworks. To achieve this output AUC, IOM and ILO will work together with other international organizations, social and development partners, AU MS, RECs and others. The RECs, in consultation with member states, will select the AU MS from each REC. IOM and ILO will provide support to these selected AU MS in a complementary manner by mobilizing on their specific mandates and expertise.

IOM (through SIDA funding) will lead the implementation of activity, 2.1.3 and 2.1.4 and covers all costs related to the implementation of these activities. ILO will provide technical expertise for these activities.

ILO (through SIDA funding) will lead the implementation of activity 2.1.1, 2.1.5 and 2.1.6 and covers all costs related to the implementation of these activities. IOM will provide technical expertise for these activities.

IOM and ILO will jointly implement activity 2.1.2 by jointly agreeing on a methodology to provide effective consultations and subsequently conducting the consultations in agreed countries.

Suggested activities:

Activity 2.1.1: Conduct and validate the assessment of existing labour legislations (including labour codes) and policies in selected RECs and member states, ensure their relevance to labour migration governance for their coordination and assess their gender responsiveness

Activity 2.1.2: In consultation with the RECs, provide effective guidance to selected member states to domesticate and/or develop regional/national labour migration policy frameworks through the development/revision of gender responsive labour migration policies or the inclusion of labour migration elements in migration and employment policies as relevant, including a guidance note.

Activity 2.1.3: Facilitate Inter-REC experience sharing and capacity building on labour migration policies (Secretariat of EAC, ECOWAS, SADC, COMESA, IGAD, CEN-SAD, ECCAS and UMA)

Activity 2.1.4: Facilitate advocacy and capacity building meeting of Pan African Parliament and Regional Parliaments on labour migration (synergy with 3.1.3)

Activity 2.1.5. Support the AUC in developing and adopting an AU Declaration on the Protection and Promotion of the rights of Migrant Workers

Activity 2.1.6 Promote/support the ratification of relevant international and regional human rights and labour standards and domestication of these standards in national law and policy in selected countries, RECs

Output 2.2: *Active international cooperation to build the necessary cooperation framework on labour migration with non-AU Member states and other regions developed*

The objective of these activities is to build international cooperation frameworks with the Middle East countries and the EU through consultative dialogues and workshops.

IOM (through SIDA funding) will lead the implementation of all activities under this output and covers all costs related to the implementation of the activities. IOM will work in close cooperation and coordination with the AUC and ILO towards the achievement of the output.

Suggested activities:

Activity 2.2.1: Conduct an assessment of Africa – Middle East and Organization of Islamic Cooperation (OIC) labour migration trends, BLAs and challenges, with recommendations for cooperation

Activity 2.2.2; Facilitate Policy Dialogue with Middle East Countries and OIC on labour migration and support the replication of initiatives similar to ones undertaken within the Colombo Process and Abu Dhabi Dialogue.

Activity 2.2.3: Develop a Model Migrant Welfare Programme²⁶ for AU, MSs and RECs

Activity 2.2.4: Organize workshop to review AU-EU policy cooperation on labour migration.

Output 2.3: *Strengthening protection of migrant workers including through international cooperation*

This output seeks to strengthen the protection of migrant workers including through international cooperation.

Activities 2.3.1 and 2.3.2 are jointly implemented by IOM and ILO (through SIDA funding). IOM (through SIDA funding) will lead the implementation of activity 2.3.3 and covers all costs related to the implementation of these activities. AUC, IOM and ILO will collaborate towards the achievement of this output.

Suggested activities:

Activity 2.3.1: Organize consultative and training workshops for Labour Attachés

Activity 2.3.2: Develop a Model bilateral labour agreement with third countries

Activity 2.3.3: Develop generic modules for pre-departure and post-arrival orientation programmes for MSs based on existing models and best practices

Outcome 3: Multi stakeholder policy consultation and practical coordination on labour migration and mobility to provide advisory support to MS, AU and RECs decision makers

Output 3.1: *Roles of the AU Labour Migration Advisory Committee promoted*

This output seeks to promote the role of AU Labour Migration Advisory Committee on labour migration governance across various partners at national, regional and continental levels in Africa. To achieve this objective AUC is supported by IOM (through SIDA funding) to lead on the implementation of activity 3.1.1, 3.1.2, and 3.1.3 and covers all cost related to the implementation of these activities.

Suggested activities:

Activity 3.1.1: Support Observation/Assessment Field visits of the Committee to MS, RECs and relevant AU Organs

²⁶ Migrant Welfare Programmes are mechanisms that enable governments of countries of origin to provide additional welfare benefits and services to their migrant workers at the countries of destination, to ensure protection of migrant workers' rights while maximizing the inflow of remittances. The project will undertake assessment or mapping of state of migrant welfare programmes adopted by African countries, review of international best practices and make recommendation for models of a sustainable Migrant Welfare Systems/Programmes to be adopted by Member States

Activity 3.1.2: Facilitate field visit to other regions (Middle East, America, Europe, OIC Secretariat) to monitor the status of African migrant workers and promote international cooperation

Activity 3.1.3 Support cooperation with Pan African Parliament and ECOSOCC + African Peer Review Mechanism (APRM) (synergy with 2.1.4)

Output 3.2: Leverage the power of the social partners (workers' and employers' organisations) and other relevant civil society stakeholders to enhance the labour migration regulatory and policy systems at regional and national levels

This output seeks to promote the involvement of influential social partners through developing the capacities of social partners through trainings, consultations, communication materials, etc. to enhance the labour migration regulatory and policy systems at regional and national levels. To achieve this ILO (through SIDA funding) will lead the implementation of activity 3.2.1 and 3.2.2 and cover all costs related to the implementation of these activities. Whereas IOM will lead the implementation of activity 3.2.3 and 3.2.4 and cover all costs related to the implementation of these activities. ILO and IOM will provide technical expertise for the activities lead by the other agency.

Suggested activities:

Activity 3.2.1: Develop social partners' capacities to engage in labour migration governance at national, REC and regional level and support advocacy activities by social partners to MS and RECs

Activity 3.2.2: Facilitate regional consultation of trade unions and employers' organizations/private employment agencies to develop/implement regional advocacy platform, networks and roadmap to protect migrant workers

Activity 3.2.3: Produce and disseminate communication materials on promoting balanced messaging on the contribution of migrant workers to development

Activity 3.2.4: Dialogue with employers, recruiters and civil society to promote public-private collaboration on labour migration governance, ethical recruitment on the continent (economic sectors, skills levels, migration corridors); assessments of these areas carried out; recommendations developed

Outcome 4: AUC strengthened capacity provides for continental and regional operational leadership in labour migration management including spearheading / steering the implementation of the JLMP at all levels

Output 4.1: *Strengthened/established AUC's technical and staff capacity to lead the implementation of the JLMP*

This output seeks to build the capacity of the AUC Social Affairs Department through providing staff services in order to transfer IOM's technical expertise for establishing the

project support unit which will be responsible for managing the implementation of the programme, and will be based at the AUC Department of Social Affairs (DSA), in Addis Ababa. Under this output AUC, in close consultation with IOM, will develop ToRs for the staff that will provide services to AUC, chair interview processes and the successful candidates will be hired by IOM. Decisions regarding hiring of new staff or assigning current staff to AUC will be within the discretion of IOM following its regulatory frameworks and applicable legislation. IOM will undertake the purchase of all necessary office equipment.

AUC will be working together with the AUC-PSU and IOM on ensuring that the capacity development occurred within this output is sustainable beyond the end of the JLMP implementation, such as by conducting joint trainings and workshops; elaborating a plan on professional development that foresees inclusion of labour migration knowledge and expertise. IOM will provide all logistical and technical support towards the achievement of this output.

IOM has already started capacitating the AUC DSA through a one-year project funded by GIZ and will continue leading activities under this output (through SIDA funding). AUC through funding from GIZ under the overall JLMP programme, will undertake the implementation of the development of the operational manual of the project, including communication strategy, visibility guidelines and the M&E framework

Suggested activities:

Activity 4.1.1: Recruitment of a coordinator, one labour statistician, one project support officer (M&E, reporting, etc.), one legal advisor, gender employment expert and one secretary for three years at the AUC

Activity 4.1.2: Hire gender employment consultant

Activity 1.4.3: Purchase necessary equipment such as computers and office furniture

Activity 4.1.4: Purchase office supplies and communication equipment

Activity 4.1.5: Support participation of the Project Support staff to international meetings/conferences

Activity 4.1.6: Organize AUC-PSU staff capacity building training

Activity 4.1.7: Support development and implementation of the work plan of the AUC Project Support Unit

Activity 4.1.8: Support meeting of the Steering Committee

Activity 4.1.9: Support the activities of the Technical Committee

Activity 4.1.10: Conduct regular monitoring and annual evaluation of the programme's implementation

Activity 4.1.11: Produce and publish an annual report

Activity 4.1.12: Conduct final independent evaluation of the JLMP3YP

Output 4.2: *Strengthened capacity of the 3 RECs on labour migration management*

IOM (through SIDA funding) is responsible for the implementation of 4.2.1 and 4.2.2 and covers all costs related to the implementation of these activities. ILO will provide technical expertise.

ILO will be responsible for implementing Activity 4.2.3 through SIDA funding.

Suggested activities:

Activity 4.2.1: Conduct Baseline assessment to identify existing needs and priorities of three selected RECs in the area of labour migration management, to identify where existing structures address labour mobility/migration

Activity 4.2.2: Support RECs' Secretariat with one labour migration expert to assist in their roles and responsibilities on labour migration management,

Activity 4.2.3 Support RECs Social dialogue processes on labour migration

Output 4.3: *Promoted visibility of the JLMP through relevant communication initiatives*

AUC through the Directorate of Information and Communication will oversee the implementation of this Output. IOM (through SIDA funding) will provide financial support and will lead the implementation of activity 4.3.1 and cover all costs related to the implementation of this activity. ILO (through SIDA funding) will lead the implementation of activity 4.3.2 and cover all costs related to the implementation of this activity.

AUC through funding from its member states and GIZ will undertake the implementation of activities related to the development of a communication strategy as well as developing a Labour Migration Barometer and covers all costs related to the implementation of these activities.

Suggested activities:

Activity 4.3.1 Support implementation of the Communication Strategy on JLMP Priority implementation and the JLMP implementation as a whole ***

Activity 4.3.2 Support establishment and activities of an AU and REC Network of media professionals on labour migration

Benefits of the project for the RECs, AUC and in some MS;

- The policy frameworks and legal instruments on labour migration and free movement of people will be developed and fully known by their Member States and incorporated into their national systems;
- The labour market institutions in their respective Member States will have the appropriate technical capacity to play their roles on labour migration management, in line with regional, continental and international standards;
- The labour market institutions in the 3 RECs will develop a culture of technical cooperation at bilateral and regional levels;

- The Labour Migration Advisory Committee will be operationalised and will embark on its duties to advise MS on labour migration.
- The tripartite social dialogue and other dialogues among World of Work actors and labour migration governance, relevant government Ministries, diaspora associations, migration organizations and associations, academia, among others on bilateral labour migration agreements and on labour attachés' role on ensuring labour protection and access to justice for migrant workers from relevant RECs and Member States will be improved;
- The labour migration governance among the Inter-Ministerial Coordination will improve;
- Research on labour migration and their linkages to trade, climate change and green jobs creation, female migrant domestic workers in Africa and an Appraisal on gender-sensitiveness on labour migration policies; and a Report on Regularization and family reunification opportunities;
- Through the improvement of regional labour competency frameworks and other means labour certification of migrant workers and skills' recognition will be improved;
- There will be an increased ratification, understanding and implementation of relevant AU, ILO UN and ILO Conventions on labour migration;
- The REC, AUC and some MS will have labour market information systems and a production of a labour market needs assessment on the demand and supply of migrant workers;
- Legislation on Private employment agencies (PEAs) and their monitoring of the RECs, AUC and some MS will be improved;
- Labour migration governance and regulation will be strengthened in Africa by seeking increased ratification and domestication of key international standards on the protection of migrant workers, adoption and implementation of labour migration policy frameworks at national and regional levels;
- The labour migration management system among the RECs, AU MS, and the AUC will be strengthened;
- The capacity of Ministries of labour and other labour market institutions and other relevant Ministries, World of Work actors (Ministries of labour, and employers and workers' organizations) diaspora associations migration organizations and associations, academia, among others, in Member States and RECs will be enhanced to implement their roles and responsibilities on labour migration governance;
- The capacity of migration organizations and associations, social partners (workers and employers' organizations) and diaspora organizations, women's associations, migration organizations and associations, academia, among other, will be improved to engage in advocacy for and protection of the rights of migrant workers, and to participate in the realization of the development benefits of safe,

orderly and regular labour migration management in countries of destination and origin, as well as at regional levels;

- The capacity of the AUC to coordinate and spearhead the implementation of the JLMP and other relevant labour migration frameworks will be strengthened;
- The capacity of RECs (ECOWAS, SADC and EAC) will be enhanced to improve labour migration governance through effective implementation of their relevant policy frameworks and legal instruments; and
- Regional Consultative Processes on Migration (RCPs) will be improved.

6. IMPLEMENTATION AND COORDINATION

The Priority Implementation Actions of the Joint Labour Migration Programme will be implemented by a Consortium of equal Partners, under the lead of the African Union Commission alongside the International Organization for Migration (IOM), the International Labour Organization (ILO), and the UN Economic Commission for Africa (ECA).

IOM and the ILO have already jointly demonstrated effective collaboration in the implementation of several activities globally and in the African region. The Project builds up on previous collaboration of the ILO and the IOM in the area of labour migration governance, such as the production of the Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination; the EU and ECOWAS funded FMM West Africa project (2013-18), which is driven by the ECOWAS Commission and implemented by the IOM, the ICMPD and the ILO. FMM West Africa offers technical assistance and capacity building in data collection, border management, labour migration and counter trafficking in West Africa; as well as the ongoing development of the Joint ILO-IOM project “towards comprehensive global guidance on developing and implementing bilateral labour migration agreements (DBLA): unpacking key obstacles to implementation in the African region. IOM and ILO have supported SADC in the development of a Labour Migration Action Plan among others. Here, below some examples of the two agencies’ joint collaboration:

- ✓ Labour Migration Advisory Committee (AU-LMAC). IOM and ILO have through technical and financial assistance, supported the AUC in the operationalization of the AU-LMAC. The IOM and ILO will continue to support the activities of the committee including organizing meetings and developing working documents.
- ✓ The development of the second Labour Migration Statistics Report: ILO and IOM have through technical assistance supported the “Harmonised Standards and Tools for data Collection on International Labour Migration in Africa” and the International Labour Organization Questionnaires adopted by the AU and used to collect data for the second Labour Migration Statistics Report. IOM has through its country missions supported AU to collecting information on Labour Migration. The AU

Division of Statistics and the IOM Global Migration Data Analysis Centre (GMDAC) are working on collaboration on data on African Migration.

6.1 Relevant mandate and role of each organization

6.1.1 African Union Commission (AUC)

The AUC is the overall ‘lead agency’ for the programme implementation, responsible for providing overall vision and political perspective, for organizing, supervising and reporting on operations, for mobilizing consultation with and participation of the respective Regional Economic Community officials and for facilitating communication and coordination with concerned entities in member country governments.

The AUC brings its comparative advantages on policy dialogue and setting, policy harmonization and coordination, M&E, knowledge management and best practice sharing, advocacy. These competencies are exerted through policy organs such as the AU Summits, the Specialized Technical Committee (STC) on Social Development, Labour and Employment, the STC on Education/TVET, etc. Other organs can be concerned, such as the Pan African Parliament and the African Court of Human Rights. At operational level, three technical departments will intervene to facilitate implementation of activities. The Department of Human Resource, Science and Technology will coordinate the activities on skills recognition and portability. The Department of Economic Affairs will coordinate the activities on labour migration statistics and will participate on database elements.

At international level, the AUC is also engaged in close cooperation and partnerships with key regions of destination of African migrants, such as the EU, the Middle East through the Arab League and the OIC. The AUC has been involved in implementing many of its components, including inter-regional Dialogue on migration, setting up the African Institute for Remittances, the Human Trafficking Initiative, the AU Diaspora Initiative, the Nyerere (enhanced scholarship) Programme, the Pan-African University, and the African Higher Education Harmonisation and Tuning initiative.

The AUC can mobilize the participation of the African Regional Labour Administration Centre (ARLAC), the Centre Regional Africain de l’Administration du Travail (CRADAT) and the Arab Center of Labour Administration and Employment (ACLAE), which are the specialized African training institutions participating in the implementation of the project.

The AUC has a central role in resource mobilization, carrying the credibility, representation and political *concertation* responsibilities for the African continent.

6.1.2 International Organization for Migration (IOM)

Established in 1951, IOM is the UN Migration Agency with a current membership of 169 States (including 53 of the 55 African Union Member States) and further 8 States holding observer status. The Headquarters of the organisation are in Geneva. With the overall objective of “promoting humane and orderly migration for the benefit of all», IOM provides services and advice to governments and migrants. IOM acts with its partners in the international community to: i) assist in meeting the growing operational challenges of migration management; ii) advance understanding of migration issues; iii) encourage

social and economic development through migration; and iv) uphold the human dignity and well-being of migrants. IOM works in the four broad areas of migration management: migration and development, facilitating migration, regulating migration, and addressing forced migration. Crosscutting activities include the promotion of international migration law, policy debate and guidance, protection of migrants' rights, migration health and the gender dimension of migration.

IOM will develop and sign MoU with the ILO for the implementation of those activities that fall under the mandate of the ILO. Once in each quarter IOM will call implementing partners for programme review and planning session (PRPS) with the guidance of programme review and planning tool developed by IOM. In this session the programme implementation team will review the progressing project implementation, discuss challenges of programme implementation and propose remedy solution to overcome the challenges. IOM will submit the minutes of the PRPS session to the donors for their information and action. As per the project implementation agreement signed between IOM and the donor, IOM will coordinate the implementing partners to submit timely and quality narrative and financial reports. IOM will review and consolidate the reports from the implementing partners and submit to the donors. AUC-SDA (JLMP PSU) will be responsible for coordination with external partners.

As the UN agency on migration, IOM will contribute its knowledge and expertise across all areas of migration policy, governance and practical operations. It will also bring to bear its organizational presence and capacity represented in field offices with specialized staff located in nearly all African countries.

The IOM likewise contributes with institutional commitment, technical expertise and technical resources. It also interfaces this programme and its activities with other relevant IOM programmes and projects, particularly those relating to labour migration and to RECs. Notably, it mobilizes contributory support to relevant programme activities by its specialists and its field and project offices located in many concerned countries across Africa.

The IOM is expected to actively support the AUC to engage in resource mobilization for this programme distinctly and specifically, in coordination with the other partner agencies. In doing so, IOM draws on its relations with international and regional institutions and bodies, with concerned governments and their development cooperation agencies, and other concerned entities.

IOM will be providing capacity building and support towards the implementation of the project on the following areas:

1. IOM has developed Best Practices and undertaken migrant pre-departure cultural orientation and language training programmes in AU Member States. IOM recognizes that providing practical information on the country of destination, and assists migrants in developing the skills and attitudes needed to succeed in their new environment. These tailored sessions are designed to assist migrants to develop realistic expectations and prepare them for their initial arrival period, as well as facilitate their integration while helping them to become self-sufficient more quickly.

2. Through technical and financial support IOM has supported the AUC in the negotiation of the AU Protocol on Free Movement of Persons, Right of Residence and Right of Establishment. It will support the implementation of the Protocol once adopted, and in particular for this project the provisions on free movement of workers. IOM jointly commissioned a study on “Costs and Benefits of Free Movement of Persons in Africa” that is used as a tool to promote the Protocol.
3. IOM provides technical Assistance to AU Member States and RECs on Bi-lateral Labour Agreements in RECs (within RECs and between RECs with aim of facilitating South-South labour mobility, through strengthening data collection and management systems (updated labour market information and analysis).
4. IOM has and is currently supporting a number of AU Member States in the development of Labour Migration policies and Migration policies with strong labour migration component. IOM will continue to support policy dialogue and development of Labour Migration policies in Member States and RECs, as examples, IOM has supported Zimbabwe, Namibia, and Kenya among others,
5. IOM will support the establishment of the PSU at the AUC DSA. IOM will service the AUC with temporary assignments of IOM staff as project coordinator at the AUC to oversee the establishment of the PSU.

6.1.3 International Labour Organization (ILO)

The International Labour Organization (ILO) is the largest specialized agency of the United Nations system; it brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. Its mandate comprises drawing up, promoting and supervising *International Labour Standards*; *Employment promotion* including enterprise development, sectoral activity and cooperatives; obtaining *Social Protection* and social security worldwide; and facilitating *Social Dialogue* among government, employers and worker organizations. It provides technical cooperation, advisory services, capacity building and training and operates the International Training Centre (ILO-ITC) in Turin, Italy. Established in 1919 in the Treaty of Versailles, the ILO today comprises 185 Member Countries, including all AU Member States.

The ILO mandate on labour migration and the protection of migrant workers was established in its Constitution of 1919 and elaborated by the 1944 Declaration of Philadelphia, the 1998 ILO Declaration on Fundamental Principles and Rights at Work and the Conclusions of the 2004 International Labour Conference. It pioneered basic Conventions on migrant workers (Conventions 97 and 143) and grounded content of the International Convention on the protection of migrant workers and their families. Its Multilateral Framework on Labour Migration (2006) provides a comprehensive guide for national migration policies. A list of ILO’s rich labour migration policy and legal frameworks, as well as ILO’s labour migration tools is provided in Annex III.

Over the past few years, the ILO has led the process on Labour Migration Policy development in the following countries: South Africa; Egypt; Seychelles; Lesotho. In

addition, in collaboration with the IOM, the ILO has provided technical inputs to the following countries: Nigeria; Zimbabwe; Tanzania; Sierra Leone; Togo; Ghana; Namibia; Botswana; Tunisia; Rwanda. In addition, EAC's and SADCs Labour migration policy framework have been mainly supported by the ILO, and the ILO provided inputs to the AU migration policy framework that now includes a whole section on labour migration.

In terms of legal frameworks, the ILO could mention its technical assistance to Ethiopia to support the Overseas Employment Proclamation adoption in 2016 (including tripartite consultations) contributing to lifting the ban on labour migration, and on formulating a model bilateral labour agreement. At the same time, the ILO has supported a gap analysis of Madagascar policies against the standards of C97 and C143 and is also supporting the negotiation of a bilateral labour agreement between Madagascar and Lebanon. Similarly, the ILO is providing support to Tunisia in the review of legislation governing the regulation of recruitment agencies. The ILO has also commented on several Bilateral Labour Agreements: Mali-Qatar, Lesotho. Lastly, the ILO is working at present in developing a labour migration policy guide that will be published hopefully by the end of this year.

Within the project, ILO contributes specialised knowledge and expertise on labour migration, rights' protection, employment, social security and social dialogue. Specific expertise is provided on strong labour market institutions, labour legislation and administration; vocational and technical training; recognition and portability of qualifications; international labour statistics (including administration of the International Labour Migration best practices data-base); collection, analysis and policy application of labour market data; and labour migration training in partnership with the ILO-ITC in Turin.

ILO brings to bear institutional commitment, technical expertise and technical resources, including its network of specialists in relevant topical areas in its offices throughout the continent. It also interfaces this programme and its activities with other relevant ILO programmes and projects in Africa and elsewhere, particularly those relating to RECs. ILO also facilitates cooperative engagement in the programme of its partner institutions, such as the ILO International Training Center, and encourages the involvement of ILO constituent government ministries and social partner organizations

6.1.4 UN Economic Commission for Africa (ECA)

Established by the Economic and Social Council (ECOSOC) of the United Nations (UN) in 1958 as one of the UN's five regional commissions, ECA's mandate is to promote the economic and social development of its member States, foster intra-regional integration, and promote international cooperation for Africa's development. Made up of 54 Member States, playing a dual role as a regional arm of the UN and as a key component of the African institutional landscape, ECA is well positioned to make unique contributions to address the Continent's development challenges.

ECA's strength derives from its role as the only UN agency mandated to operate at the regional and sub-regional levels to harness resources and bring them to bear on Africa's priorities. To enhance its impact, ECA places a special focus on collecting up to date and original regional statistics in order to ground its policy research and advocacy on clear objective evidence; promoting policy consensus; providing meaningful capacity development; and providing advisory services in key thematic fields.

ECA will contribute with expertise, knowledge and advisory services to the project from its relevant thematic focus areas, particularly regional integration and trade, social development, innovation and technology, gender, and governance.

The ECA also provides institutional commitment, technical expertise and technical resources. It interfaces this programme and its activities with other relevant ECA programmes and activities, particularly those relating to integration and development, related trade issues, technology and training, and governance generally.

6.2 Participation of beneficiaries

One of the major roles of the RECs will be participation in facilitating fertile ground for the smooth implementation of the programme. The RECs will participate through their relevant policy organs (Summit, ministerial conference, regional parliaments, etc) and their tripartite social dialogue body. The Secretariat of the RECs will be enhanced, where necessary, to build their capacity to coordinate the project implementation within their respective region. The Secretariat will establish the list of ongoing international direct and indirect interventions on labour migration management within the region, with the purpose of ensuring policy and programmes coherence and coordination for greater impact.

Non-State Actors at all levels, are expected to be instrumental in getting the political will acted through active and effective advocacy and lobbying activities. They have vetted interests in getting the regional policy and regulatory systems on labour migration fully implemented. Beyond the advocacy and lobbying roles, they will engage in monitoring and oversight responsibility including through field visit.

Representatives of migrant entrepreneurs' groups, migrant worker associations and organizations of other relevant constituents will be incorporated in the training and capacity building activities.

6.3 Project Implementation Strategy

Principles and criteria of focus:

Implementation will be conducted in phased, sequential steps by actions determined within each REC. The implementation is based on the following principles/criteria:

- In-depth implementation in ECOWAS, EAC and SADC. These RECs are well advanced in terms of policy and legal frameworks on labour migration, institutional capacity, in particular through regional policy instruments, social dialogue institutions and other mechanisms. The project will promote a comprehensive approach;
- Selective implementation in the other RECs, with the view of supporting them to reach a level of institutional capacity and policy ground that enable them to upscale the implementation;

- Building coordination, synergy and complementarities with existing and on-going programmes at continental, regional and national levels.
- For the JLMP Priority, only the necessary staff of the AUC-PSU and three RECs (ECOWAS, EAC and SADC) will be placed; and
- The technical committee and AUC-PSU will support the AUC and RECs to mobilize MSs in taking appropriate measures for establishing and enhancing administrative baseline of the project by implementing the related activities.

7. PROJECT GOVERNANCE AND MANAGEMENT STRUCTURES

The project governance is constituted of:

- Programme Steering Committee (PSC)
- Programme Technical Committee (PTC)
- An AUC Programme Support Unit (AUC-PSU)

7.1 Programme Steering Committee (PSC)

At the policy level, a Programme Steering Committee (PSC) provides strategic guidance and ensures the follow up of the implementation of the programme. It will meet twice a year. The PSC ensures that the implementing partners, AUC, IOM, ILO and participating RECs share ownership of the project.

The PSC oversees and validates the overall direction and policy of the programme, and ensures that activities of all components are in line with the AU strategy on migration and REC frameworks and common approaches.

The PSC will discuss and approve annual workplans presented by the technical committee, will approve the transfer of funds to the participating agencies according to the budget, logframe and workplan, and will review and approve all progress reporting of both narrative and financial character.

The PSC is chaired by AU and a representative from IOM and ILO will co-chair on a rotational basis. The PSC includes senior officers from IOM and ILO, Regional Social partners (Business Africa, ITUC-Africa and the Organization of African Trade Union Unity (OATUU)). The Programme Manager (CTA) will act as a secretary to the PSC.

Where appropriate, participation to the PSC meetings will be open to observers (e.g. donors, representatives of AU/REC member States, civil society representatives, research institutions, organizations implementing similar programmes such as GIZ) for specific purposes and upon invitation. The PSC shall meet every 3 months during the three years of the Project.

7.2 Programme Technical Committee

The initial list of members includes the AUC, ILO, IOM. Donors participate in the sessions of the PTC to follow-up and monitor the financial management of allocated resources.

The Programme Technical Committee (PTC) will be responsible for the monitoring and the implementation of the JLMP Priority activities. The PTC is responsible for providing technical expertise and guidance to the AUC-PSU throughout the implementation of project activities as detailed in programme document and logframe. The PTC will also agree on annual workplans, continuous monitoring of the project implementation and of agreeing on ways forward in case of changes in outcomes and outputs. The AUC-PSU will present annual progress, reports, etc. to the PTC. The PTC's suggestions for ways forward must in cases of substantial changes to the objectives and outcomes be presented to and approved by the PSC.

The PTC is accountable to the PSC for the achievements of the objectives and targets of the project.

The PTC meets twice annually.

When appropriate, the PTC can choose to invite observers to its meeting for specific purposes and upon invitation.

The AUC ensures the Secretariat of the Committee.

7.3 AUC Programme Support Unit (AUC-PSU)

An African Union Commission Programme Support Unit (AUC-PSU) will be established to manage the implementation of the programme, and will be based at the AUC-DSA, in Addis Ababa. The AUC-PSU will be coordinated by a project coordinator.

The project coordinator ensures the overall coordination and management, and carries the final responsibility for the implementation of the project. The project coordinator will be responsible to the PTC, and present the progress of the programme to the PTC. The project coordinator also oversees coordination with the participating RECs and MSs. Other staff will consist of one labour statistician, one legal advisor, one project management support officer and one administrative assistant/secretary. The coordinator will have monthly meetings with the coordinators of the different components of the JLMP.

The AUC-PSU is responsible for the day-to-day coordination of the project implementation by the different implementing agencies (IOM, ILO and AUC). AUC-PSU will prepare the draft report in coordination with IOM and ILO, who jointly approve the final report to be submitted to the PSC. Once the PSC approves the report for submission to the donor, IOM as an administrative agent will submit the final endorsed report to the donor.

IOM will support the establishment of the AUC-PSU at the AUC-DSA. IOM will provide the service of transferring IOM's technical expertise with a project coordinator at the AUC to oversee the establishment of the AUC-PSU. AUC will, in close consultation with IOM, develop the ToRs for the staff in the AUC-PSU and facilitate the recruitment process. IOM will be responsible for funding these positions for the 3 years.

AUC will be working together with the PSU and other IOM and ILO staff, on ensuring that the capacity development is sustainable beyond the end of the JLMP Priority

implementation, such as by conducting joint trainings and workshops; elaborating a plan on professional development that foresees inclusion of labour migration knowledge and expertise during the AUC hiring and professional development process etc.

7.4 Regional Economic Communities (RECs)

Each participating REC has a lead migration/free circulation-related and/or labour department involved in the implementation of the project, while other departments may be participating as beneficiary on the interventions. REC statistics departments where they exist are engaged in data development, harmonization and international exchange activities. Also, the department responsible for education and TVET will be engaged. To ensure the operational involvement of the various concerned departments in implementation of relevant activities, it is expected that technical level REC coordinating meetings will be held on a bimonthly basis between the lead unit and other concerned departments within each REC.

The AUC is responsible for ensuring that RECs are informed and actively included in the implementation of activities under the JLMP Priority.

RECs will participate in facilitating fertile ground for the smooth implementation of the programme. RECs will participate through their relevant policy organs (Summit, ministerial conference, regional parliaments, etc.) and their tripartite social dialogue body. The Secretariat of the RECs will benefit, where necessary, from capacity building to coordinate the project implementation within their respective region.

The Secretariat will establish the list of ongoing international direct and indirect interventions on labour migration management within the region, with the purpose of ensuring policy and programmes coherence and coordination for greater impact. Some of RECs' activities during the project implementation include, but are not limited to, the following;

- Actively participate in the coordination JLMP priority through their relevant policy organs (Summit, ministerial conference, regional parliaments, etc) and their tripartite social dialogue body in their respective region;
- REC statistics departments, where they exist, are engaged in data development, harmonization and international exchange activities.
- Actively participate in the labour market information collection, processing and dissemination.
- Maintain a continuous dialogue with key private-sector stakeholders, employers' and workers' organizations for effective regional labour exchange;
- Actively participate in the implementation of RQF in their respective region and capacity building on skills supply and demand forecast with the view of developing regional skills mapping in selected economic sectors or occupations of interest in the respective REC.

8. CROSS CUTTING ISSUES

8.1 Gender

This programme document is based on a sound gender analysis that takes account of the gendered dimensions of migration with a view to contributing to the promotion of gender equality and women's empowerment through fostering gender-sensitive labour migration governance. In this regard, it has taken full account of the reasons which influence migration of both men and women, where and how they migrate, gender-specific risks, vulnerabilities and needs of the various categories of migrant workers. Consequently, the results framework contains gender-specific results statements and indicators. Compliance with the gender commitments in the program and monitoring of progress and reporting on the gender-specific indicators will be overseen by the Gender Management System (GMS) of the African Union which has structures all the way to the RECs level right from Gender Directorate, Departmental/Sector Focal Points, Satellite Gender Focal Points in partner institutions and Gender Taskforces. At the implementing partner level, institutions participating in the JLMP to consider gender in performance management of the programme.

In addition to the AU GMS, IOM and ILO Gender Coordination Units and experts in the regional and country offices will ensure compliance with the gender commitment of the JLMP. Within the framework of its constitutional purposes and functions, IOM has institutionalized and mainstreamed gender into its work through the 1995 IOM Council Resolution N° 932 (LXXI), by adhering to the Inter-Agency Standing Committee's (IASC) policy statement(1999), by updating policy brochure on migrant women and gender to better incorporate broader gender concerns and by designing Gender Equality Policy (November 2015),²⁷ which formalized and codified the Organization's commitment to identifying and addressing the needs of all beneficiaries of IOM projects and services. IOM has established a management structure where gender experts at the HQ, regional and country offices oversee IOM gender policies, and guidelines' operationalization.

The programme takes note of the need for ensuring gender responsiveness in all trainings and studies to be conducted within the framework of this programme and will undertake an appraisal of labour migration policies and frameworks for their gender responsiveness.

The monitoring and evaluation of the programme has considered the inclusion of gender assessments and a gender impact assessment, respectively. Last but not least Women Gender and Development Directorate of the Africa Union Commission will include a Gender Employment officer in the JLPM to ensure the gender dimensions are truly taken into account and to involve women concerned as actively as possible in the project.

²⁷ <https://www.iom.int/sites/default/files/about-iom/gender/C-106-INF-8-Rev.1-IOM-Gender-Equality-Policy-2015-2019.pdf>

8.2 Environment and Climate Change:

The movement of people as a result of changes in the environment is not a new phenomenon. However, it is only in the last 20 years or so that the international community has begun to slowly recognize the wider linkages and implications that a changing climate and environment has on human mobility. To minimize the impact of environment and climate change as well as vice versa it is important to create awareness among the policy makers and wider community on the nexus between migration, environment and climate change and work towards the development of climate change and environment sensitive labour migration laws and policies. This programme, during the implementation period, considers these key issues and support RECs and MS to create awareness among the policy makers and the wider community on the nexus between migration, environment and climate change; develop environment and climate change sensitive labour migration laws and policies; and domesticate some key international laws and standards on migration, environment and climate change.

8.3 Human rights

The African Charter of Human and People's Rights guarantees freedom of entry, residence, non-discrimination, protection, and establishment with related contingent rights. Article 3 and 4 of the Free Movement of Persons Protocol guarantees nationals of other member states entering, residing or established in another member states shall not be discriminated on the basis of race, ethnicity, gender and other elements, as a result of reciprocity or deeper integration and to get protection of the law of the host country. IOM Constitution and certain Council decisions provide the basis for IOM's involvement in promoting the human rights of migrants, and for its protection role, within the parameters identified therein.²⁸ Further IOM MiGOF²⁹ principle stipulates "the obligation to respect, protect and fulfil the rights of individuals is paramount and applies to all individuals within a State's territory, regardless of nationality or migration status and without discrimination, in order to preserve their safety, physical integrity, well-being and dignity". The ILO legal framework provided under the section Impediments to good governance of labour mobility (p.10) gives the main international labour standards covering ILO's work on labour migration and migrant workers. This project recognizes these basic human rights, including the UN Principles on Human Rights and Business, and make sure the implementation of the project is in line with these human rights principles. Further, it will support the RECs and MS to domesticate these human rights principles in their respective labour migration policies and laws.

²⁸ <https://www.iom.int/jahia/webdav/shared/shared/mainsite/microsites/IDM/workshops/human-rights-migration-november-2009/MC-INF-298-The-Human-Rights-of-Migrants-IOM-Policy-and-Activities.pdf>

²⁹ https://www.iom.int/sites/default/files/about-iom/migof_brochure_a4_en.pdf

9. COMMUNICATION AND VISIBILITY

The JLMP visibility strategy will guide the development and use of communication and visibility tools by the project, including the creation of a project website and the elaboration of regular press releases to advertise the major project events and achievements. Other communication tools will be used according to the communication objectives and targets. The targets can be institutional, financial or civic (including CSO and NGOs) of the Member States, RECs and even continental. These tools can be: Newsletters, brochures, leaflets, commemorative plaques, information campaigns, interviews, tv and radio spots, joint field visits, etc.

All printed materials that will be produced will include the AU, ILO, IOM and UNECA logos and that/those of the project donor agency/ies, and will acknowledge that the project is funded by the named donor(s). Public events such as public forums, training activities or press briefings undertaken in the framework of the project will equally acknowledge the donor support.

A Communication Matrix will be developed.

9.1. Intellectual Property Rights

All intellectual property and other proprietary rights including, but not limited to, patents, copyrights, trademarks and ownership of data resulting from the activities of AUC, IOM and ILO JLMP Priority will be vested in the respective UN Organization, including, without any limitation, the rights to use, reproduce, adapt, publish and distribute any item or part thereof. In the event that such intellectual property and other proprietary rights are resulted from the joint activities of IOM and ILO, the organizations jointly share the rights of the produced materials.

IOM will comply with its Data Protection Principles in the event that it collects, receives, uses, transfers or stores any personal data during the JLMP Priority. ILO and AUC must ensure equivalent policies regarding the protection of personal data. The responsibilities for data protection and intellectual property of information, data and materials produced and compiled under the JLMP Priority will continue after the expiration or termination of the JLMP Priority.

IOM will not be liable for any delay in performing or failure to perform any of its obligations if such delay or failure is caused by force majeure, such as civil disorder, military action, natural disaster and other circumstances which are beyond the control of IOM. In such event, IOM will give immediate notice in writing to the donor of the existence of such cause or event and of the likelihood of delay.

10. Budget

Refer to Annex I

11. Monitoring and Evaluation

11.1 Monitoring

The programme will be subject to permanent follow-up and assessment. The PTC will: (i) regularly review outputs as compared with objectives and indicators as set out in the

logical framework; (ii) prepare regular project progress reports; (iii) ensure the observation of the contractual obligations as indicated in the contract, project document, work plan and budget; and (iv) ensure close monitoring of the financial aspects of the project, including monitoring of expenses against agreed budgets, assistance in budget revision and preparation and finalization of financial reports. To allow gender sensitive programme monitoring a *gender indicator*³⁰ will be inserted in the log frame. In each monitoring sessions the project team will collect data to analyse the extent to which the gender aspects of the programme are achieved. In the monitoring report a specific section will be dedicated to analysing the achievement of the programme with respect to the gender responsiveness.

The ILO and IOM Offices in Addis Ababa will provide monitoring support. IOM and ILO Offices will conduct minimum annual monitoring to verify that all activities are implemented as planned and progress towards expected results. The reports of the monitoring missions will be shared with the implementing partners and the project donors among others in order to take into account any recommendations that may result from such missions.

11.2 Evaluation

The AUC Monitoring and Evaluation (M&E) plan is developed for the overall JLMP programme by the AUC-PSU through funding and support from GIZ. The PTC will oversee the implementation of the M&E plan by the AUC-PSU.

Annual monitoring and evaluation will be conducted. The annual monitoring and evaluation will assess the relevance, performance and success of the activities implemented so far and will analyse the progress made towards the achievement of the project's objectives.

After 24 months of project implementation, a comprehensive Mid-Term internal evaluation of the ILO component will be conducted, per minimum requirements established in the ILO Evaluation Policy. The Mid-Term Evaluation will assess the relevance, performance and success of the activities implemented so far on the ILO component and will analyse the progress made towards the achievement of the project's objectives.

On the basis of the results of this assessment, adjustments may be proposed to the project implementation strategy in order to ensure effectiveness of the action. The PSC will analyse the conclusions and recommendations of the annual evaluations and notify the donor of possible adjustments. Significant programmatic or financial deviations of the Joint Programme Document (e.g. budget revisions over 15 %, changes to timeline, etc.) must be discussed with the donor before approval. The PSC in coordination with the donor may then jointly decide on the follow-up action to be taken and any adjustments necessary, including, if indicated, the reorientation of the project.

During the closure phase of the programme, a joint final independent evaluation of the JLMP Priority will be conducted. The final independent evaluation will analyse whether the

³⁰ Gender indicators are established to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings).

programme's objectives have been achieved and objectively assess the success of the action.

In all phases of the programme evaluation, gender sensitive data will be collected and analysed to evaluate how the programme is gender responsive and has achieved expected objectives on gender responsiveness. On the basis of the results of this assessment, adjustments may be proposed by the Steering Committee to the project implementation strategy in order to ensure effectiveness of the action. An assessment of the contributions to the SDGs is expected to be covered in the evaluation.

12. SUSTAINABILITY

12.1 Risks and Assumptions

Risks/potential adverse impact	Level	Risk management/strategy measures
Lack of political will and absence of progress in national adoption and implementation of existing Free Movement Protocols by Member States or in establishing free movement regimes in RECs where not yet in place.	High	Strong advocacy and lobbying activities will be deployed by workers and employers' organizations, including tripartite interventions to key players at national, regional and continental levels Specific measures include constituency training, building public awareness and information activities and elaboration of national policy frameworks.
Lack of confidence from Member States in REC regional regulatory and governance capacities	Medium	The capacity building of the RECs should reinforce MS and REC institutional competence as well as strengthen links between national and regional actors to raise confidence level
Discussion of and advances in implementing free circulation regimes and labour institution governance of labour migration are precluded or undermined by the predominance of the «security agenda.	High	The programme content and form makes the case for implementing free circulation/labour and skills mobility as essential for regional development and integration. It provides labour actors and institutions with the capacity and tools to assume their necessarily large role in migration governance. However, these measures may not necessarily overcome major internal and external interests, pressures and resource allocations that favour the security agenda approach, and benefit from its predominance.
Regional dialogue and other meetings and trainings result in resource-consuming meetings without clear results nor measurable outcomes in policy or practical terms	Medium	Project aims at promoting structured, fact-based, and result-oriented dialogue and cooperation at both policy and technical levels, supported by effective reporting and monitoring systems. Design and implementation of regional dialogue process, trainings and other meetings are based on needs assessment, knowledge building and deliberate leadership to ensure deliberate purpose, focus, preparation,

		participation and content for each event
Insufficient REC Member States' institutional engagement and coordination	High	Project efforts address building national commitments and engagement through dialogue and joint national policy elaboration as well as strong emphasis on training and knowledge sharing with national government and other constituents.
Low absorption capacities of project stakeholders	Medium	REC staff competence and capacity to be upgraded with support from the project
Low interest of REC Member States to request technical assistance other than on security, border management and anti-trafficking.	Medium	The project will raise awareness of the relationship between facilitating circulation of labour and skills, and regional economic development and integration, and will actively engage a wide range of institutional stakeholders in coordination on migration governance
Lack of coherency between national, regional and extra-regional standards, policies and activity interventions	Medium	Dialogue and coordination platforms enhanced or established to ensure law, policy and practice harmonization across RECs as well as with their neighbouring countries and regions.
Lack of coordination among AU REC and international organization interventions	Medium	Inter-agency project design and implementation is seen as key to obtaining synergies among the main international and Africa stakeholder institutions. A project oversight and monitoring body also incorporating participation from key REC practitioners and regional social partner organizations is expected to enhance multi-stakeholder coordination.
Complexity of programme ambitions, its several components and multiple actions lead to management failures and result in inability to deliver on expected activities and outputs.	High	<p>The highly organized, clearly structured programme definition with detailed specification of actions, outputs and measures is the first line of defense for producing on expectations.</p> <p>The project will require and depend on selection of highly qualified management staff with relevant technical knowledge and experience in Africa. Project delivery will also require competent and experienced technical staff for respective regional and REC</p>

		responsibilities.
Lack of sustainability of results	Medium	See below

12.2 Sustainability of the action

Several key elements will contribute to the sustainability of the action. First of all, the JLMP programme has been designed and will be implemented in close collaboration among the AU, ILO, IOM, ECA, and UNDP, and in cooperation with REC stakeholder practitioners. The proposed project governance arrangements ensure involvement of REC and social partner representation. Provision of support for upgrading staffing in the respective REC and regional social partner specialized departments will ensure realization of project activities and expectations, as well as enhance engagement of governments and social partner stakeholders at national level in respective member countries.

At the national level, activities to enhance adoption and implementation of legal instruments will ensure binding commitments to ongoing action and supervision of implementation. Extensive public engagement, knowledge sharing and training will enhance political will and capacity to implement the multiple measures to sustain free movement, and to implement the necessary accompanying measures such as harmonized labour and trade law and social security portability.

Finally, the extended JLMP programme implementation period is an important feature contributing to sustainability of the action's objectives by providing more adequate time to put in place the complex web of inter-related measures and training and knowledge bases, and to institutionalize constituent ownership and support for the consultative and cooperation mechanisms.

Annexes:

Annex I: Overall Programme budget

Annex II: Log frame

Annex III. ILO's Labour Migration Policy and Legal Frameworks and Tools

I. ILO Global Labour Migration Policy frameworks:

- a) The 2017 International Labour Conference's Resolution and Conclusions on Fair and Effective Labour Migration Governance and its follow-up Plan of Action;
- b) ILO's 2016 Guiding principles on the access of refugees and other forcibly displaced persons to the labour market;
- c) ILO's 2016 General Principles and Operational Guidelines for Fair Recruitment;
- d) ILO's 2014 Fair Migration Agenda;
- e) ILO's 2006 Multilateral Framework on Labour Migration;
- f) The 2004 International Labour Conference's Resolution and Conclusions concerning a Fair Deal for Migrant Workers in a Global Economy and its follow-up Plan of Action.

II. International Normative Framework guiding ILO's Labour Migration and Mobility work

- a) Four migrant workers' International Labour Standards (ILS):
 - ✓ Migration for Employment Convention (revised), 1949 (No. 97)³¹;
 - ✓ Migration for Employment Recommendation (revised), 1949 (No. 86);
 - ✓ Migrant Workers (Supplementary Provisions) Convention, 1975 (No.143)³²;
 - ✓ Migrant Workers Recommendation, 1975 (No. 151).
- b) Specific ILS related to migrant workers' social protection:
 - ✓ Maintenance of Social Security Rights Convention, 1982 (No. 157);
 - ✓ Employment Injury Benefits Convention, 1964 (No. 121);
 - ✓ Equality of Treatment (Social Security) Convention, 1962 (No. 118);
 - ✓ Social Security (Minimum Standards) Convention, 1952 (No. 102);
 - ✓ Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19).

³¹ In Africa, ILO's Convention No. 97 has been ratified by Algeria, Burkina Faso, Cameroon, Kenya, Madagascar, Malawi, Mauritius, Nigeria, Tanzania Zanzibar, Zambia.

³² In the African Continent, ILO's Convention No. 143 has been ratified by Benin, Burkina Faso, Cameroon, Guinea, Kenya, Togo, Uganda.

- c) ILS containing specific provisions on migrant workers:
 - ✓ Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)³³;
 - ✓ Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204);
 - ✓ Domestic Workers Convention, 2011 (No. 189);
 - ✓ Domestic Workers Recommendation, 2011 (No. 201);
 - ✓ Private Employment Agencies Convention, 1997 (No. 181);
- d) The eight Fundamental Conventions that apply to all migrant workers irrespective of migration status:
 - ✓ Worst Forms of Child Labour Convention, 1999 (No. 182);
 - ✓ [Minimum Age Convention, 1973 \(No. 138\);](#)
 - ✓ [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\);](#)
 - ✓ [Equal Remuneration Convention, 1951 \(No. 100\).](#)
 - ✓ [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\);](#)
 - ✓ [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\);](#)
 - ✓ [Abolition of Forced Labour Convention, 1957 \(No. 105\);](#)
 - ✓ [Forced Labour Convention, 1930 \(No. 29\);](#)
- e) The four Governance Conventions underlined by the ILO [Declaration on Social Justice for a Fair Globalization](#) and its follow-up:
 - ✓ [Labour Inspection Convention, 1947 \(No. 81\)](#)
 - ✓ [Employment Policy Convention, 1964 \(No. 122\)](#)
 - ✓ [Labour Inspection \(Agriculture\) Convention, 1969 \(No. 129\)](#)
 - ✓ [Tripartite Consultation \(International Labour Standards\) Convention, 1976 \(No. 144\)](#)

III. ILO Labour Migration Tools

- a) [ILO-IOM-OSCE Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination](#)
- b) [ILO Labour migration policy and management: Training materials](#)
- c) [ILO Protection of migrant domestic workers in destination countries. ILO Human Rights Training Manual for Consular Officials and Labour Attaches](#)
- d) [ILO International Labour Standards on migrant workers' rights: Guide for policymakers and practitioners in Asia and the Pacific](#)
- e) [ILO Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers - An Information Guide](#)
- f) [ILO Bilateral Agreements and Memoranda of Understanding on Migration of Low Skilled Workers: A Review](#)

³³ Particularly Sections X. Migrants affected by crisis situations; and XI. Refugees and returnees.

- g) [ILO Migrant access to social protection under bilateral labour agreements. A review of 120 countries and nine bilateral agreements](#)
- h) [ILO General practical guidance on promoting coherence among employment, education/training and labour migration policies](#)
- i) [ILO Recent labour immigration policies in the oil-rich gulf: How effective are they likely to be?](#)
- j) [ILO How to facilitate the recognition of skills of migrant workers: Guide for employment services providers](#)
- k) [ILO Migration for decent work: Trainer's manual for mandatory pre-departure orientation to workers](#)
- l) [ILO Using labour market information - Guide to anticipating and matching skills and jobs, Volume 1](#)
- m) [ILO Strengthening Labour Market Information To Monitor Progress On Decent Work In Africa](#)
- n) [ILO Improving the collection of labour migration statistics to better inform policy making](#)
- o) [ILO The economic contribution of migrant workers to Thailand: Towards policy development](#)
- a) [ILO International Labour Migration Statistics - A guide for policymakers and statistics organizations in the Pacific](#)