



# AUC/ILO/IOM/ECA Joint Labour Migration Programme

## Labour Migration Governance for Development and Integration in Africa (JLMP)

**BOLD!** Transformative!  
Comprehensive!



13<sup>th</sup> Africa Regional Meeting, 30<sup>th</sup> November – 3<sup>rd</sup> December 2015  
Addis Ababa



# Content

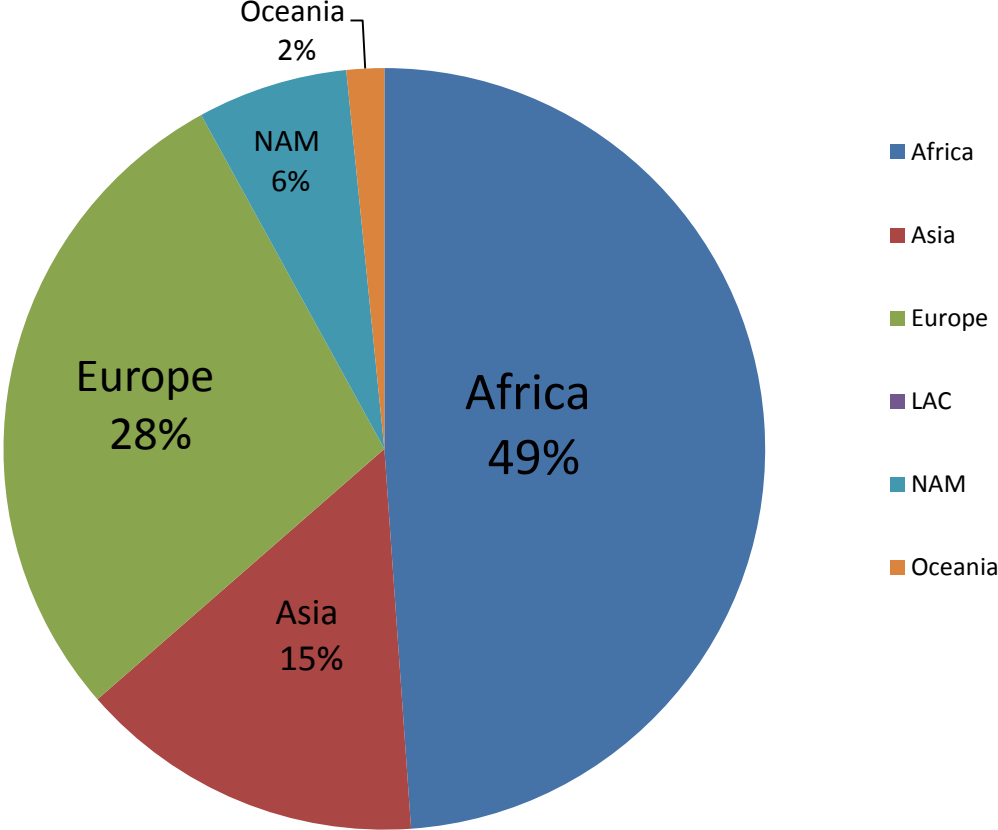
- Background/Context
  - Figures and Features of Labour Migration in Africa
  - Opportunities and Challenges
  - Continental Policy Responses
- What is different? The added Value ?
- Joint Labour Migration Programme (JLMP) - Unpacked
- JLMP
- Next Steps ...

# International migrant populations by major area of origin and destination, 2013 (in millions)

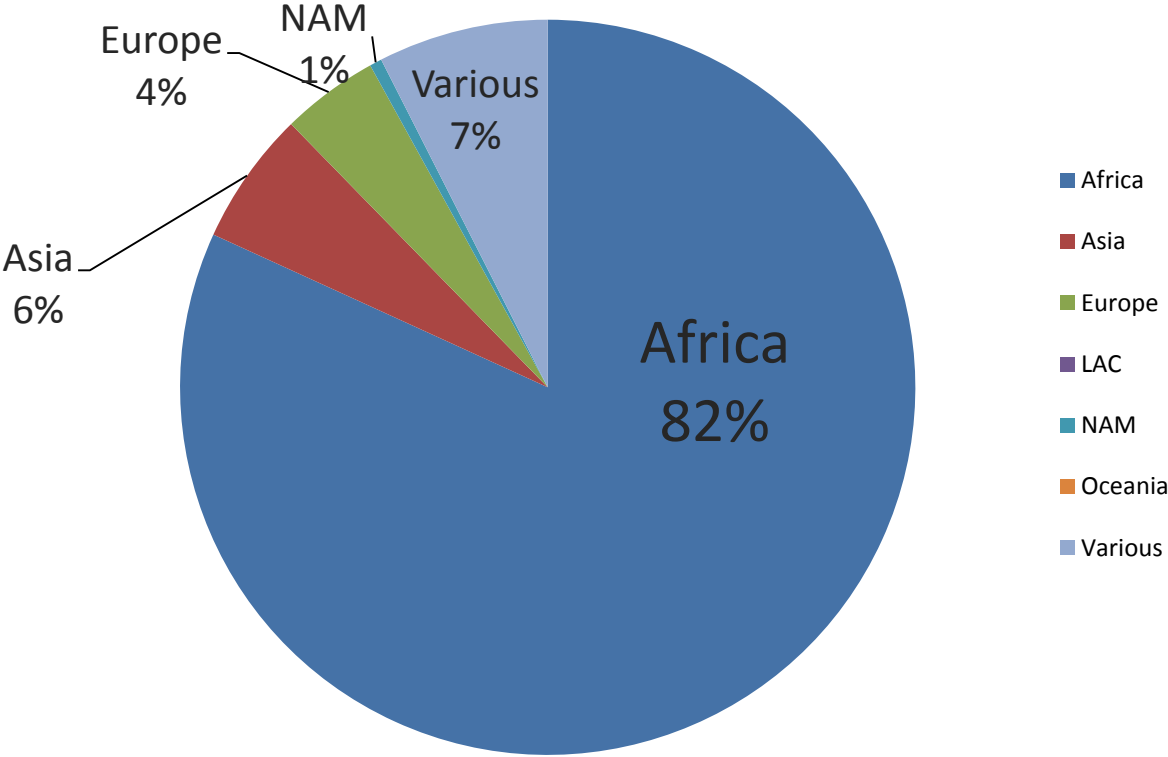
2013	Origin									Retention by destination (%)
	Africa	Asia	Europe	LAC	NAM	Oceania	Various	TOTAL		
Destination	Africa	15.3	1.1	0.8	0.0	0.1	0.0	1.4	18.7	82
	Asia	4.6	53.8	7.6	0.7	0.6	0.1	3.4	70.8	76
	Europe	8.9	18.6	37.8	4.5	0.9	0.3	1.3	72.4	52
	LAC	0.0	0.3	1.2	5.4	1.3	0.0	0.2	8.5	64
	NAM	2.0	15.7	7.9	25.9	1.2	0.3	0.0	53.1	2
	Oceania	0.5	2.9	3.1	0.1	0.2	1.1	0.1	7.9	14
	TOTAL	31.3	92.4	58.4	36.7	4.3	1.8	6.4	231.5	
	Retention by destination (%)	49	58	65	15	28	58			

Source: UNDESA (2013)

# African migrant populations by major areas of destination, 2013



# Migrants in Africa by major areas of origin, 2013





# Estimates and Features of Labour Migration in Africa

- Most international migration today is related to seeking employment. About 90% of all international migrants are workers and their families
- In 2013, it was estimated that:
  - There were 18.6 million migrants in Africa in 2013 (< **3 million non-Africans**)
  - 31.3 million African people are living in countries other than their birth place Half of African migrants stay in Africa (15.3 million)
  - **46%** of all African migrants are **women**, who are increasingly migrant workers
  - **Median age** of migrants in Africa is the lowest (**30 years**)
  - Africa hosts the highest proportion of young persons among all international migrants (30%)
- **2011 estimates show that**
  - 65% of Sub Saharan Africa migrants remain in SSA
  - 80% in West Africa
  - 60% in Southern Africa
  - 50% in East Africa
  - 20% or less in Central Africa and North Africa

# Some Gender Concerns/Risks

## RISKS

GENDER BASED  
VIOLENCE



GENDER BASED  
DISCRIMINATION  
IN THE LABOUR  
MARKET

EASY PREY  
FOR  
TRAFFICKERS



'DEPENDANT' STATUS OF  
FEMALE MIGRANT WORKERS  
LEAVE THEM VULNERABLE TO  
JOB INSECURITY AND IN AN  
UNEQUAL STATUS  
WITHIN THEIR  
RELATIONSHIP  
WITH THE  
EMPLOYED MALE  
PARTNER



SOCIAL PROTECTION  
RIGHTS OF  
UNDOCUMENTED  
FEMALE MIGRANT  
WORKERS NOT  
INCLUDED IN POLICY  
PLANNING

REPRODUCTIVE HEALTH  
PROBLEMS DUE TO  
LESS OR NO ACCESS TO  
SOCIAL AND HEALTH  
PROGRAMMES IN HOST  
COUNTRY

# Key Drivers

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







# Migration – Benefit to Workers

- **For migrant workers**
  - Decent Work opportunities
  - Self Actualisation
  - Professional Fulfilment
- **Migrant Workers' Family (Those Left Behind)**
  - Contributes directly to household income and assets of those left behind
  - Fosters human capital development through enhanced education opportunities
  - Improves healthcare access
  - Incentivizes the creation of SMEs by contributing to entrepreneurship and enterprise development
  - Enhances family resilience to socio-economic shocks
- **Potential benefits are adversely affected by**
  - poor protection of migrant workers
  - high recruitment costs
  - high costs of remittance transfers



# Remittance inflows per Region



<i>Region<sup>2</sup></i>	<i>Remittances Inflows, 2013 (Current US\$)</i>	<i>Share (World)</i>
<i>Latin &amp; Caribbean</i>	61,255,571,848	11.11%
<i>South Asia</i>	111,161,324,809	20.17%
<i>Europe &amp; Central Asia</i>	159,521,419,531	28.94%
<i>East Asia &amp; Pacific</i>	127,603,014,878	23.15%
<i>North America</i>	9,073,415,567	1.65%
<i>Middle East</i>	21,964,558,719	3.99%
<i>Africa</i>	60,574,812,145	10.99%
<i>Total (World)</i>	551,154,117,498	100.00%

**Source of Data:** World Bank. (2014). World Development Indicators.



# Net FDI inflow per region

<i>Region</i>	<i>FDI Net Inflows, 2013 (Current US\$)</i>	<i>Share (World)</i>
<i>Latin &amp; Caribbean</i>	217,611,145,708	13.11%
<i>South Asia</i>	32,366,503,665	1.95%
<i>Europe &amp; Central Asia</i>	383,223,846,115	23.09%
<i>East Asia &amp; Pacific</i>	622,545,791,462	37.50%
<i>North America</i>	303,503,273,072	18.28%
<i>Middle East</i>	43,915,754,979	2.65%
<i>Africa</i>	56,789,352,054	3.42%
<i>Total (World)</i>	1,659,955,667,055	100.00%

**Source of Data:** World Bank. (2014). World Development Indicators.

# Net ODA & OA inflow per region

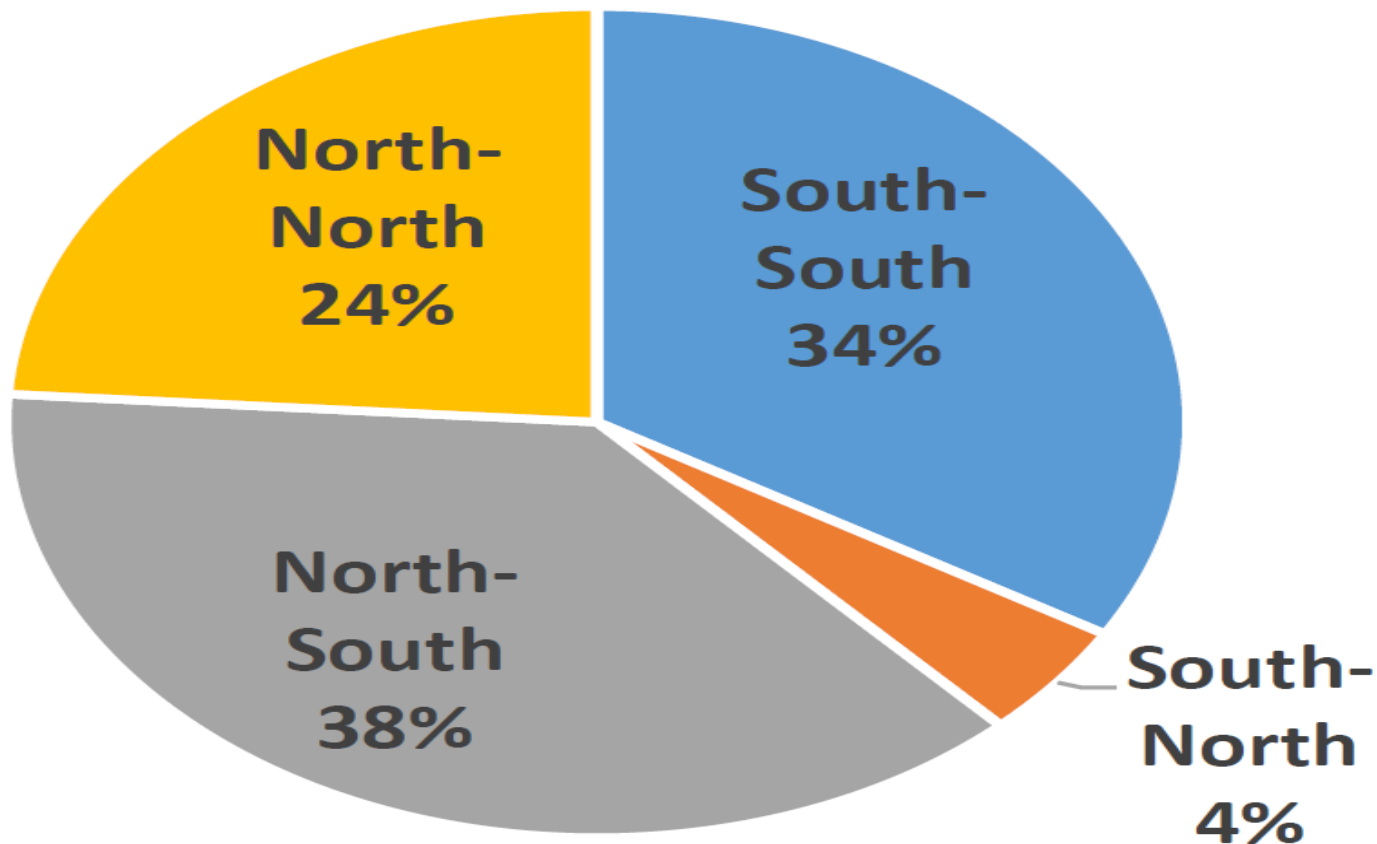


<i>Region</i>	<i>Net ODA &amp; OA, 2012 (Current US\$)</i>	<i>Share (World)</i>
<i>Latin &amp; Caribbean</i>	7,783,470,000	8.34%
<i>South Asia</i>	14,040,320,000	15.05%
<i>Europe &amp; Central Asia</i>	9,403,460,000	10.08%
<i>East Asia &amp; Pacific</i>	8,098,260,000	8.68%
<i>North America</i>	0	0.00%
<i>Middle East</i>	7,959,190,000	8.53%
<i>Africa</i>	46,005,960,000	49.31%
<i>Total (World)</i>	93,290,660,000	100.00%

**Source of Data:** World Bank. (2014). World Development Indicators.

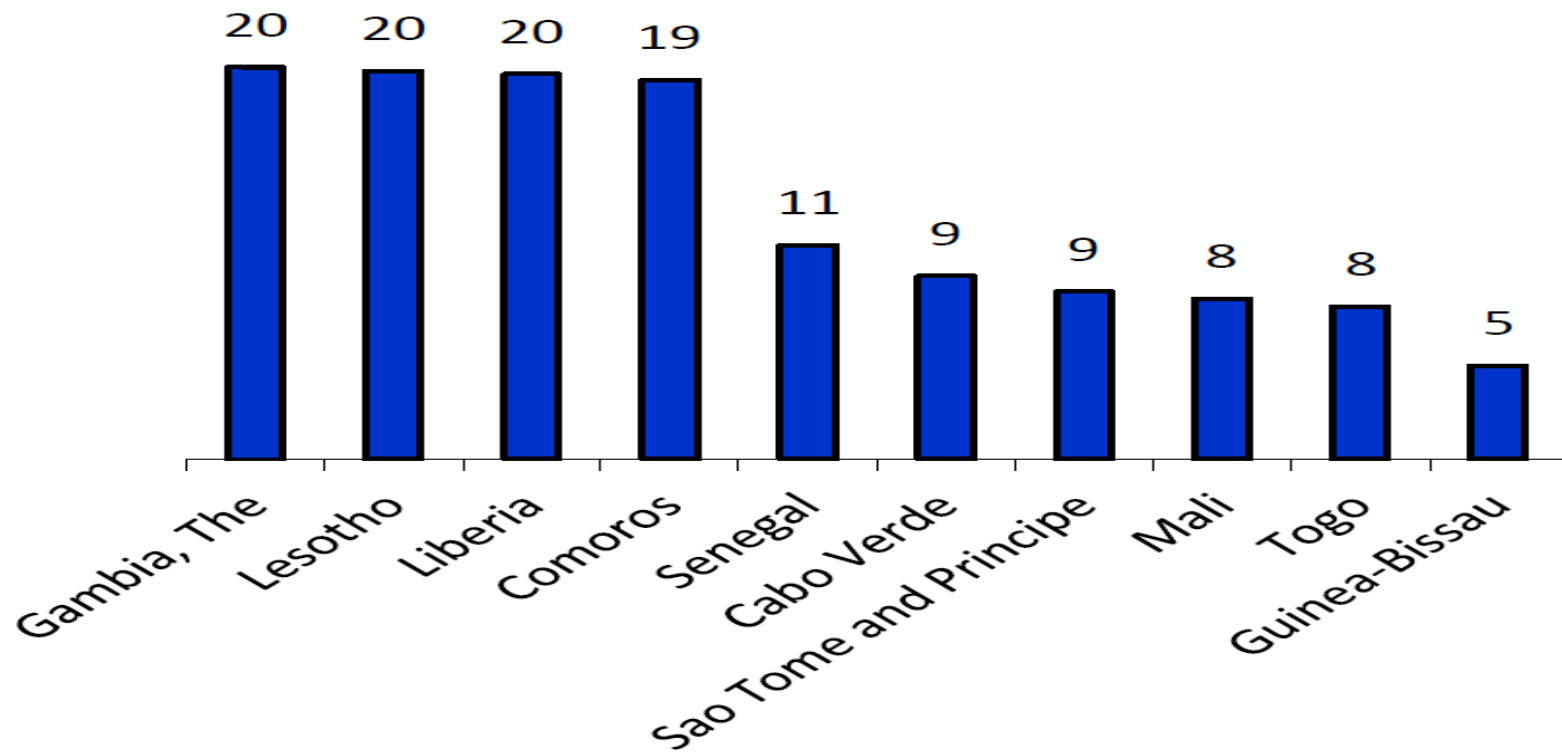
## Significant South-South Remittance flows ...

Remittances (% share)



# Remittances ...GDP ...

(Percent of GDP, 2013)







# Challenges

- **Security agenda often limits the broader understanding of labour migration as a fundamental issue for development, regional integration, labour market and human rights**
- **Inadequate reliable, accurate and comprehensive data on labour migration**
- **Absence of/lethargic implementation of free movement protocol rights and mechanisms developed by RECs**
- **Limited political will, capacity gaps and poor institutional coordination at all levels**
- **Lack of comprehensive labour migration strategies ... which are better aligned with employment and national development policy frameworks - some countries are moving in this direction**
- **Ineffective talent management strategies – hence emigration of skilled Africans contributing to total ‘brain drain’ and ‘brain waste’**
- **Inadequacies concerning the recognition of qualifications and competencies across borders**
- **Lack of or inadequate protection for migrant workers and their families from exploitation and hostility**
- **Limited or non-access to and portability of social security benefits**



# Continental Policy Instruments on Labour Migration

- **2006 AU Migration Policy Framework:**

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

- **2013 AU LSAC:**

RECs should consider the issue of regional labour migration as an important factor in sustainable development

- **2015 AU Summits (January and June 2015) adopted/endorsed**

- **AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development**

- **AUC/ILO/IOM/ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP)**

- **AU Declaration on Migration (June 2015)**





# What is Different?

- **Longer term support optic** (10 years) which is broken into chunks of **medium term programmes** (4 years)
- The Joint Initiative implements the 2015 AU Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development priority on Labour Migration in an integrated, comprehensive and coherent manner
- Focuses on **transformational engagement** with AUC, RECs and selected member States
- **Delivers tangible and sustainable results anchored in institutions**
- Excellent modality for a **speedy results-based** implementation of the Valetta Plan of Action on legal migration and mobility



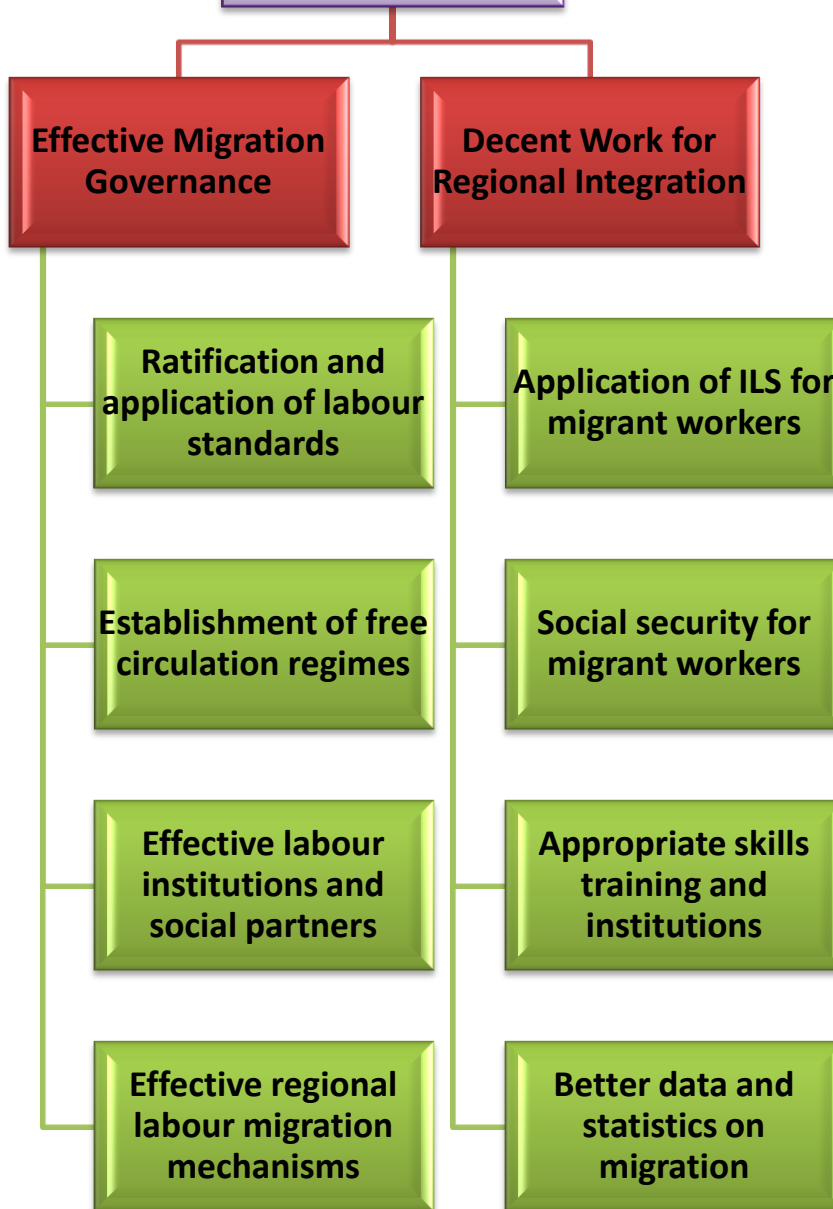
# Labour Migration Governance for Development and Integration

- Overall Objective:

Strengthen the effective governance and regulation of labour migration and mobility in Africa to foster development and regional integration, under the rule of law with the involvement of key stakeholders:

- All relevant govt ministries/departments (Labour, Employment, Interior, Education, MFAs, etc)
- Private Employers, Workers' Organisations,
- Migrants/Diaspora

# Labour Migration for Development and Regional Integration











# JLMP Unpacked

- **Strengthen the effective governance and regulation of labour migration and mobility in Africa**
- **Ratification and domestication of key international standards on labour migration**
  - Technical advisory services support ratification of key standards
  - Enhanced capacity for ratification and implementation
  - Ratified instruments provide foundation for migration policy frameworks
- **Wider implementation of labour migration regimes**
  - Supported implementation AU Policy provisions on Labour Migration (LM)
  - Fostered adoption or implementation of regional free movement regimes in selected RECs
  - Facilitated development/adoption of labour migration policy frameworks in selected countries
  - Migration mainstreamed into employment, labour market and training strategies/policies
  - Harmonization of labour codes facilitated in RECs







# JLMP Unpacked

- **Resolution of skills shortages and increased recognition of harmonized qualifications across Africa**
  - Skills recognition arrangements established building on existing initiatives such as the African Higher Education Harmonization Initiative and lessons learnt from the progress in some RECs
  - Harmonize qualifications and training standards fostered
  - Dialogue, exchange and cooperation among training institutions and actors within and among RECs facilitated
- **Enhanced collection of gender and age disaggregated data on migrants' economic activity, employment, skills, education, working conditions, social protection**
  - Baseline assessment, co-ordination, analysis and dissemination of existing data collection
  - Harmonized definitions and concepts to make for global comparison
  - Established mechanism to facilitate data sharing and coordination
  - Interface data with labour market information and labour migration databases
  - Comprehensive biennial Labour Migration Statistics in Africa Reports published and used for policy intervention and monitoring



# JLMP on the Move ... with Seed Funding

- Establishment of the **1<sup>st</sup> tripartite continental Labour Migration Body** - AU Labour Migration Advisory Committee (AU-LMAC) endorsed by 1<sup>st</sup> AU STC on Social Development, Labour and Employment ( March – June 2015)
- **Capacity building of tripartite constituents** on labour migration
  - AUC, RECs, Social Partners participate in Labour Migration Academy (May 2015)
  - IGAD RCP on Labour Migration, Kampala, Uganda (May 2015)
  - ITUC – Africa training for Labour Migration Focal Persons (July 2015)
- **Labour Migration mainstreamed** into Migration Policy Framework
  - Policy input into the 25<sup>th</sup> Assembly leading to the AU Declaration on Migration (June 2015)
  - Joint Annual Forum for Intra-Regional Consultations of Africa Regional Frameworks on Migration (Sept 2015)









# NEXT STEPS ...

- **November 2015** – Labour Migration Governance Capacity Needs Assessment of key institutions initiated
- **1st December 2015** – Special Session on JLMP at 13th Africa Regional Meeting (Addis)
- **December 2015** – First Technical Meeting on Engagement of Labour Market Institutions in Labour Migration Governance
- **December 2015** - Publication of 1st Africa regional syntheses report on labour migration data
- **2016** – Global Labour Migration Academy in Africa
- **1st Quarter 2016** - **Project team recruited and accelerated implementation of programme**
- **November 2015** – **Agreement with core development partner(s) to fund JLMP resource gap finalized**
- **December 2015** – **Official Launch of the Joint Labour Migration Programme with the Donor(s)**



# AUC/ILO/IOM/ECA JLMP

## Labour Migration Statistics

No Focal Points	Focal Points/ at workshop	
<ul style="list-style-type: none"><li>• Algeria</li><li>• Cape Verde</li><li>• CAR</li><li>• Djibouti</li><li>• Equatorial guinea</li><li>• Eritrea</li><li>• Madagascar</li><li>• Mauritania</li><li>• Rwanda</li><li>• Saharawi Arab democratic republic</li><li>• Swaziland</li></ul>	<ul style="list-style-type: none"><li>• Angola</li><li>• Benin</li><li>• Botswana</li><li>• Burkina Faso</li><li>• Burundi</li><li>• Cameroon</li><li>• Chad</li><li>• Comoros</li><li>• Congo-Brazzaville</li><li>• DRC</li><li>• Cote d'Ivoire</li><li>• Egypt</li><li>• Ethiopia</li><li>• Gabon</li><li>• The Gambia</li><li>• Ghana</li><li>• Guinea</li><li>• Guinea Bissau</li><li>• Kenya</li><li>• Lesotho</li><li>• Liberia</li><li>• Libya</li></ul>	<ul style="list-style-type: none"><li>• Malawi</li><li>• Mali</li><li>• Mauritius</li><li>• Mozambique</li><li>• Namibia</li><li>• Niger</li><li>• Nigeria</li><li>• Sao Tome e Principe</li><li>• Senegal</li><li>• Seychelles</li><li>• Sierra Leone</li><li>• Somalia</li><li>• South Africa</li><li>• South Sudan</li><li>• Sudan</li><li>• Tanzania</li><li>• Togo</li><li>• Tunisia</li><li>• Uganda</li><li>• Zambia</li><li>• Zimbabwe</li><li>• Morocco</li></ul>

## FINAL WORDS ...

**“We would therefore like to invite our partners to support and provide concrete financial commitments to the AU Joint Labour Migration Programme”**

- Madam Nkosaza Dlamini- Zuma, 11<sup>th</sup> November 2015, Valletta, Malta

Thank You on behalf of the  
JLMP Team!

Social  
 Equality Welfare  
 Recognition of Skills  
 Investment Migrant Workers  
 Remittances Decent Work Equity  
 Sustainable Development  
**Portability of Social Security Benefits**  
 Skills Enhancement Harmonized Labour Migration Policy  
 Free Movement Fundamental Rights Non-discrimination  
**Labour Market Information System** Inter-regional  
 Poverty Alleviation Equality of Treatment Cooperation  
**Joint Labour Migration Programme**  
 Economic Integration Human Rights Social Dialogue  
 Labour Migration Data Jobs  
**Labour Migration Governance**  
 Social Remittances Economic  
 Recruitment Development  
 Management System  
**Social Protection**  
 Training Employment Creation  
**Free Circulation Regimes**  
 Regional Integration  
 Tripartite Policy Dialogue  
**Skills Mobility**  
**Labour Standards**  
 Skills - Education  
 Match Social  
 Cohesion  
 Data

*Inclusive  
Development*