

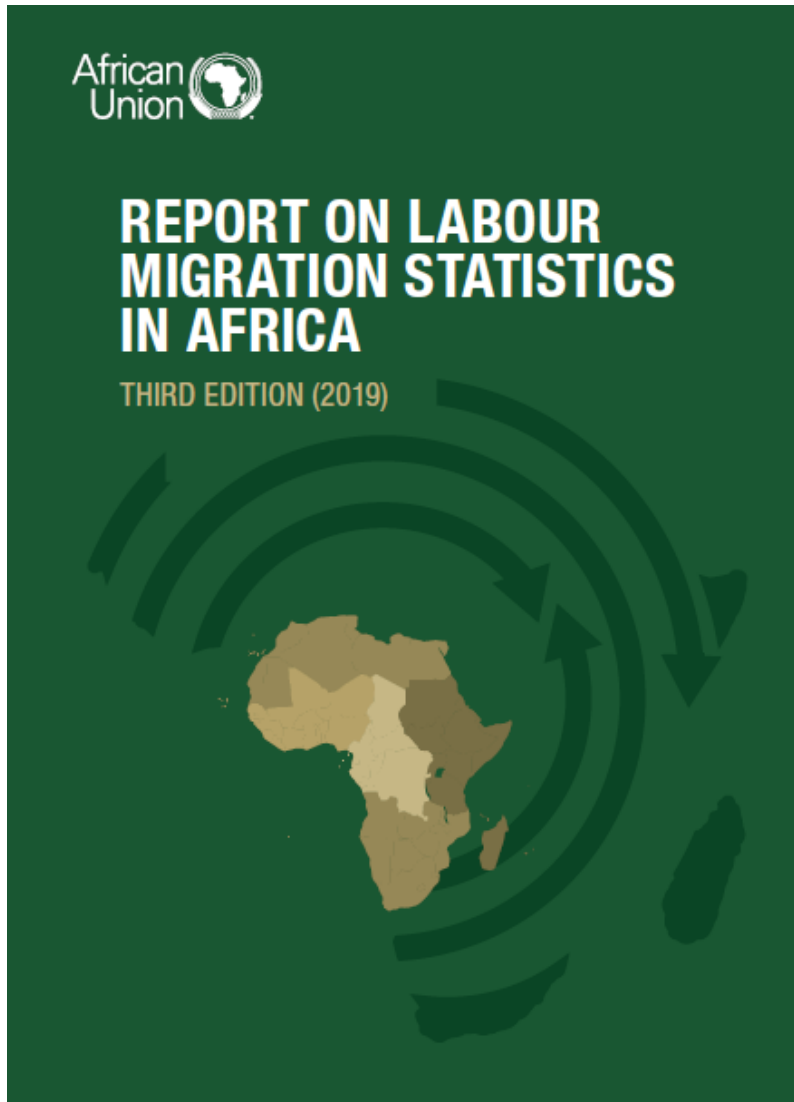


Global and continental policy frameworks on regular labor migration in Africa

ILO

Labour migration in Africa

- is largely intra-regional (80%)
- characterized by the **migration of low-skilled workers**
- Consolidation of **significant South-South migration corridors** to neighbouring labour markets in the search for a job and better wages.
- Demand in **economic sectors** such as agriculture, fishing, mining and construction as well as services such as domestic work, health care, cleaning, restaurants and hotels, and retail trade are significant drivers within the continent
- **Growing inter-regional corridors** to the Middle East and Gulf Cooperation Council (GCC) countries, as well as more traditional flows to Europe and North America are noteworthy. -Growing numbers of African workers migrating to the Gulf

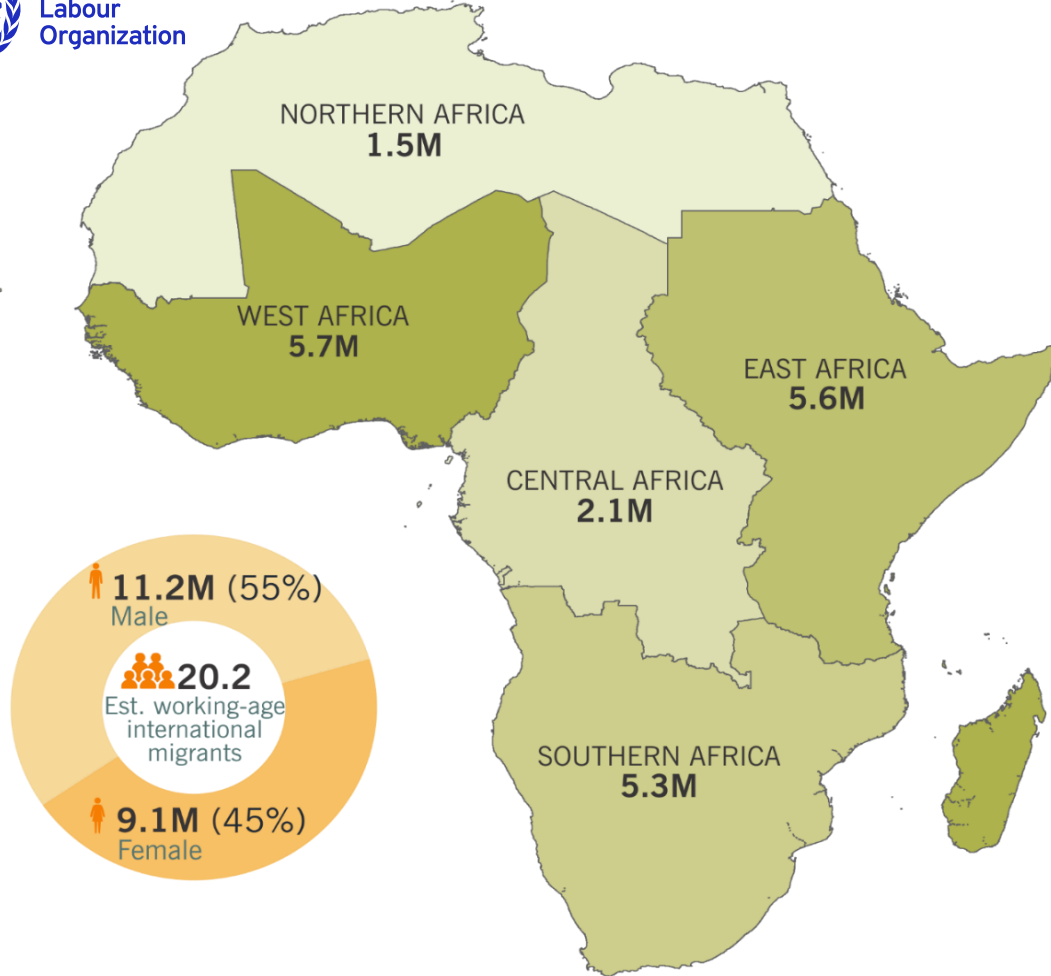


Trends

International migration within Africa increased from 17.2 million in 2010 to 26.3 million in 2019 women have accounted for around 45 per cent throughout the period

The share of migrants in the total population was 2 per cent Working-age international migrants in Africa increased from 13.2 million in 2010 to 20.2 million in 2019;

Migrant workers are estimated to be around 14.5 million in 2019, with an average annual growth rate of 4.8 per cent and a migrant labour force participation rate of 72 per cent



Distribution of international migrant workers in Africa across geographical subregions, 2019 (millions)

- Only stock of migrant workers is reported
- In 2019, East Africa, West Africa and Southern Africa together hosted more than 80 per cent of the migrant workers in Africa

Labour migration governance and the need for normative framework to protect migrant workers

- ▶ Migrant workers at risk of **exploitation** in the **recruitment** process
 - E.g. Debt bondage, payment of high fees, contract substitution
- Non-citizens of the country in which they work and rarely benefit from full **equal treatment** in employment and access to **social rights**
- Frequently work in low-skilled precarious employment sectors in **which are excluded from national labour law**
 - E.g. Agriculture, domestic work, construction
- Women migrant workers susceptible to multiple discrimination
- Low-skilled workers are at greater risk of abusive recruitment practices and have limited bargaining powers
- Migrant workers **more** at risk if in an irregular situation
 - E.g. often undertake hazardous journeys to their destination



What policy frameworks govern labour migration in African continent ?

- *The 2030 Agenda for Sustainable Development:*
- *SDG target 8.8 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*
- *SDG target 10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies*
- *23 objectives of the Global Compact for Safe, Orderly and Regular Migration (GCM) – the*

What policy frameworks on labour migration in African continent ?

Continental

- Joint Labour Migration Programme (JLMP) – 2015 adopted by AU Heads of State and Government
- Revised Migration Policy Framework for Africa and Action Plan (2018-2030) - a chapter on Labour Migration
- The AU protocol on Free Movement of persons

- African common position on the Global compact (adopted Jan. 18)



RECs level

- Free movement of persons and protocols
- Regional strategies and policies (on labour migration, social protection, skills development)
- Guidelines on BLAs

AU-ILO-IOM-UNECA Joint Labour Migration Programme (JLMP)

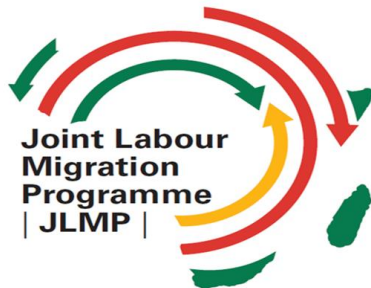
- **Objective:** Strengthen effective governance and regulation of labour migration and mobility in Africa, under the rule of law and with the involvement of key stakeholders across government, legislatures, social partners and migrants, international organizations, NGOs and civil society organizations=>
- To achieve SAFE, ORDERLY & REGULAR MIGRATION

Strategic Objective 1: Strengthen effective governance & regulation of labour migration & mobility in Africa.

Strategic Objective 2: Migrant workers (formal & informal) enjoy safe & secure working environments, access to social protection & mutual recognition of skills & qualifications.

Strategic Objective 3: Improve availability & increase utilization of labour migration data & statistics by all for evidenced based decision-making, policy planning, formulation & application.

Strategic Objective 4: Strengthen governance & accountability of the JLMP.



Protection of migrant workers : BLAs guide and Declaration for the protection of MW

Social dialogue through the operationalisation of Labour Migration Advisory Committee (AU-LMAC): EAC, ECCAS, COMESA, IGAD, UMA;

Capacity building and development of training modules/learning tools on labour migration targeting African stakeholders (social partners, labour attachés, labour inspectors..9

Labour migration statistics . 3rd edition launched and

LM regulatory framework: Assessment of existing labour regulations & policies in RECs and MS as relevant to labour migration governance

Skills recognition & qualification: capacity building and knowledge development (Skills mobility & partnership in the leather sector)

ILO's frameworks on labour migration

International Labour Standards

- C97 – Migration for Employment (1949) and R86
- C143 – Migrant Workers (Supplementary Provisions) (1975) and R151
- C157 – Maintenance of Social Security Rights (1982)
- C181 – Private Employment Agencies (1997)
- C189 – Domestic Workers (2011)

Protection of MW

- Fair Recruitment Principles and Operational Guidelines
- Definition on Recruitment Fees and Related Costs
- BLAs
- Effective social dialogue

Decent work opportunities

- Social protection
- Skills development /recognition
- Green jobs and just transition
- Guidelines concerning statistics on international labour migration adopted by the 20th ICLS

ILO's support

- Support to the African Union: [AUMPF](#), [Common position on GCM](#), [JLMP](#), [LMAC](#), [Statistics](#), [Skills etc.](#)
- Support to Regional Economic Communities (RECs)
 - ECOWAS (Policy dev., Statistics, Skills recognition), SADC (), EAC (support to EAC migration policy) + support on SP 4 MWs
 - North Africa: labour migration governance and migrant workers' rights protection - Italian project (Morocco, Tunisia, Mauritania & Libya) – Fair project (Tunisia), Labour migration policy (Egypt)
 - AGRIDOM project
- [Horn of Africa](#)
 - Ethiopia: Protection of migrant domestic workers, support to return and reintegration and root causes of migration
 - IGAD: Support to free movement, skills recognition, labour market integration, labour migration policies
- [Indian Ocean](#): BLAs, fair recruitment (Madagascar/Lebanon) - labour migration policies, Madagascar & Seychelles
- [Southern Africa](#): support to policy development (e.g. Lesotho, South Africa etc.)

• Effective Labour migration governance in Africa

Developing national labour migration policies, strategies and legislations

- Labour migration policies
- Ratification and domestication of International and Labour standards – changes of législation

Bilateral labour agreements, social security agreements, and Trade Union-to-Trade Union agreements

- AU BLA Guidelines, IGAD BLA, UN guide on right based BLAs ...
- Development of bilateral or multilateral social security agreements

- What are the major thematic issues on governance of labour migration in Africa

Skills development, training and recognition

- Up-to-date labour market needs information for adequate jobs matching at all skill levels;
- AU Migration Policy Framework recommends the development National Qualification Frameworks to facilitate the portability of qualifications and the development of a Continental Qualifications Framework;
- Promotion of skills portability at regional economic community and continental level.

Social protection for migrant workers

- ILO technical cooperation to support AU and three RECS (ECOWAS, EAC and SADC) on the extension of social protection to migrant workers and their families

• What are the major thematic issues on governance of labour migration in Africa

Labour migration statistics

- Accurate statistics on international migrant workers are critical for the effective design, implementation, monitoring and evaluation of labour migration gender-responsive policies
- AU Migration Policy call to improve quality of data on migration statistics
 - AU and ILO collaboration on several edition of the report on Labour Migration Statistics in Africa - ILO regional and global estimates on migrant workers
 - Support to NSOs to collect and analyse statistics on migration and labour migration

Fair recruitment

- Promote ratification of relevant international instruments
- Improve regulations on public and private recruitment agencies
- Strengthen the enforcement of fair and ethical recruitment and decent work norms and policies

- What are the major thematic issues on governance of labour migration in Africa

Return and reintegration

Social dialogue

► **Thank you**

