



**FOSTERING
LABOUR
MOBILITY
2018**

**SYMPOSIUM
REPORT**



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Acronyms

AEC	African Economic Community	GCM	Global Compact on Migration
AMU	Arab Maghreb Union	GDP	Gross Domestic Product
	The Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence, and Right of Establishment	GFMD	Global Forum on Migration and Development
AU FMP		GMG	Global Migration Group
		ICMPD	International Centre for Migration Policy Development
AU	African Union	IDP	Internally Displaced Person
AUC	African Union Commission	IGAD	Intergovernmental Authority for Development
BLA	Bilateral Labour Agreement	ILO	International Labour Organization
CEN-SAD	The Community of Sahel-Saharan States	IOE	International Organization of Employers
CFTA	Continental Free Trade Area Agreement	IOM	International Organization for Migration
CJEU	Court of Justice of the European Union	JLMP	Joint Labour Migration Programme
CMP	Common Market Protocol	LHD	Labour Mobility and Human Development
CoD	Country of Destination	MIDWA	Migration Dialogue for West Africa
COMESA	Common Market for Eastern and Southern Africa	MPFA	Migration Policy Framework for Africa
CoO	Country of Origin	NCM	National Coordination Mechanism
CSO	Civil Society Organization	ODL	Occupation Demand List
DMM	Department of Migration Management	OSBP	One Stop Border Post
	Protocol on the Establishment of the East African Community Common Market	REC	Regional Economic Community
EAC CMP		SADC	Southern African Development Community
EAC	East African Community	SDC	Swiss Agency for Development and Cooperation
		SDGs	Sustainable Development Goals
ECA	Economic Commission for Africa		Swedish International Development Cooperation Agency
ECCAS	Economic Community of Central African States	SIDA	
ECOWAS	Economic Community of West African States	SMEs	Small and Medium-sized Enterprises
EU	European Union	UAE	United Arab Emirates
FBO	Faith Based Organisation	UNECA	United Nations Economic Commission for Africa
GCC	Gulf Cooperation Council	UNHCR	United Nations High Commissioner for Refugees

Introduction

The “Symposium on Fostering Labour Mobility within and from Africa” was organised by the International Organization for Migration (IOM) in Nairobi from 10 – 12 July, 2018, with generous support from the Swedish International Development Cooperation Agency (SIDA), Kingdom of the Netherlands, the European Union (EU), and the International Organization for Migration Development Fund (IDF). The three-day symposium was the first continental-level effort to implement the African Union Commission (AUC)-led Joint Labour Migration Programme for Africa (JLMP) which was adopted by the Heads of African Union (AU) Member States in 2015.

The objective of the symposium was to increase dialogue to foster inter and intra-regional labour mobility within Africa in accordance with international norms and standards, and to protect the fundamental human, labour, and social rights of workers migrating within and from the continent. This was achieved through exchange of good practices and constructive dialogue on (i) information-sharing among the AUC, African Regional Economic Communities (RECs), and AU Member States; (ii) inter-REC coordination for the implementation of The Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence, and Right of Establishment (AU FMP); and (iii) building the capacity of government stakeholders to put in place effective mechanisms to ensure that the fundamental human, labour, and social rights of migrant workers are upheld in all stages of the migration process.

The symposium brought together 172 participants from AU, EU, and Gulf Cooperation Council (GCC) Member States, international and civil society organizations as well as development partners to deliberate upon issues of critical importance relating to labour mobility in the continent including the benefits and costs of free movement of people, the implementation of the AU Free Movement Protocol (AU FMP), inter and intra-REC coordination on issues of labour mobility, and increasing social protection and access to social security for migrant workers, among others.

Part A of the symposium focused on discussions to promote inter and intra-regional labour mobility within Africa and saw participation from the Ministries of Labour of AU Member States and representatives of African RECs. Other key stakeholders include representative trade unions and employers’ associations, civil society organisations, non-governmental organisations, academic and research institutions, international and regional organisations, development partners, and international financial institutions.

Part B of the symposium focused on protecting the fundamental human, labour, and social rights of migrant workers migrating within and from the continent. Part B saw participation from the Ministries of Labour and Ministries of Foreign Affairs of EAC, ECOWAS, and IGAD Member States as well as the same ministries of selected EU and GCC Member States along with other key stakeholders from the first day and a half.

The main outcome of the symposium is the Roadmap for Fostering Safe and Orderly Labour Mobility within and from Africa (Annexure I), which lays down eight key objectives and corresponding activities to be carried out in the five-year period between mid-2018 and mid-2023. These objectives are in line with the goals set forth under the Sustainable Development Goals (SDGs) 8 and 10, the Global Compact for Migration (GCM), the Revised Migration Policy Framework for Africa (Revised MPFA), and IOM’s continental strategy on labour migration.

During the symposium, IOM, on behalf of AUC and the International Labour Organization (ILO), signed a USD 9 million grant for the implementation of the first phase of the JLMP. A side-event led by the Abu Dhabi Dialogue (ADD) Secretariat, involving the AUC, RECs, ILO, and selected AU Member States was also held.

Background

On 29 January, 2018, the African Union (AU), in its 30th Summit in Addis Ababa, Ethiopia, endorsed the idea of free movement of people on the continent.¹ This landmark development was the culmination of over 25 years of concerted efforts by the AUC, RECs, AU Member States, international and civil society organisations, development partners, and numerous other stakeholders. However, a lot more has to be done to achieve the goal of ensuring that African citizens can move, reside, and work freely with adequate social protection on the continent. Globalisation, poverty, insecurity, environmental, and other socioeconomic factors are contributing to ever-increasing migration within and out of Africa, making it even more challenging to ensure such protection.²

Migrant workers mobility is recognised as a right in the African Union Constitutive Act of 2000. The right to free movement of people is also recognised as a fundamental part of integration at the continental and regional levels. Given how critical increasing cross-border labour and skills mobility is for the development of the continent as well as for regional integration, labour migration and ensuring the social protection of migrant workers has become ever-more urgent for effective governance across Africa. Mindful of this context, the AU FMP seeks to facilitate the implementation of the Treaty Establishing the African Economic Community by providing for the progressive implementation of free movement of persons, right of residence, and right of establishment in Africa, thereby fostering labour mobility on the continent.

Contrary to popular perception, an estimated 52.6% of the migrants relocate within the African continent itself.³ Compared to the scale of this movement, a lot more has to be done to harness the potential benefits of this mobility and regulate it to ensure better protection for migrant workers. The few instruments that do exist, such as the ECOWAS General Convention on Social Security, need substantial support for effective implementation.

As African economies are largely dominated by the urban informal economy and agriculture, migrant workers on the continent are often found in settings characterised by low incomes and wages, lack of social protection, precarious jobs and workplaces, abysmal working conditions, and scarcity of avenues to develop their skills. Many migrants are self-employed or employed in agriculture and informal activities, while significant numbers may also be found in industry and services.⁴ Reports of labour and other rights abuses of migrant workers, incidences of xenophobic attacks on migrants, and arbitrary expulsions in these and other sectors highlight the challenges of realising decent work, equality of treatment, and protection of human rights according to the standards that many African States have ratified.⁵

Besides moving within the continent in search of better employment opportunities, a significant number of migrants, especially from East and West Africa, look toward the European Union (EU) and the Gulf Cooperation Council (GCC) Member States, given the geographical proximity of these regions and hope of better economic prospects. Bilateral labour agreements (BLAs) between the AU Member States as countries of origin (CoOs) and EU/GCC Member States as countries of destination (CoDs) are the primary instruments through which such labour mobility arrangements are effected. However, recent research shows that there are substantive alignment gaps between existing BLAs on the African continent and international standards, especially with respect to the adequacy of social protection available to migrant workers.⁶ This makes better management of migration both within and from Africa critical to the development of the continent.

¹ Abebe, Tsion Tadesse, A New Dawn for African Migrants, ISS Today, 30 January, 2018, available at <https://issafrica.org/iss-today/a-new-dawn-for-african-migrants>.

² JLMP, 2016, p. 8.

³ JLMP, p. 9.

⁴ JLMP, p. 10.

⁵ Ibid. To date, African Member States have ratified the following ILO Conventions on migrant workers and the UN Convention: C. 97: Algeria, Burkina Faso, Cameroon, Kenya, Madagascar, Malawi, Mauritius, Nigeria, Tanzania, Zanzibar, and Zambia.

C. 143: Benin, Burkina Faso, Cameroon, Guinea, Kenya, Togo, and Uganda.

UN 1990 Convention: Algeria, Burkina Faso, Cape Verde, Congo, Egypt, Ghana, Guinea, Lesotho, Libya, Madagascar, Mali, Mauritania, Morocco, Mozambique, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, and Uganda.

⁶ Adapted from Segatti, Aurelia, Regional Guidelines for the Development of Bilateral Labour Agreements in the Southern African Development Community, International Organization for Migration, 2017, p. xi.

To enhance migration management on the continent, the Revised MPFA was endorsed by the AU Member States and Regional Economic Communities (RECs) in 2016. This formative document recognises that the establishment of regular, transparent, comprehensive, gender, and human rights-responsive labour migration policies, legislation, and structures at the national and regional levels can result in significant benefits for countries of origin and destination.⁷ In this regard, it is imperative to strengthen labour migration governance through social dialogue in the formulation and implementation of evidence-based, gender, and human rights-sensitive labour migration policies.

The objectives of the Revised MPFA also align with the SDGs set by the United Nations. SDG 8 aims to promote inclusive and sustainable economic growth, full and productive employment, and decent work for all. It further stipulates in Target 8.8 the protection of labour rights and promotion of safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. SDG 10 urges countries to reduce inequality within and among countries by facilitating orderly, safe, regular, and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

For countries of origin, for instance, remittances, skills and technology transfers can support overall development objectives. For countries of destination, labour migration can satisfy important labour market needs. Labour migration policies and legislation that incorporate appropriate labour standards benefit migrant workers and members of their families, and can have a positive impact on society.⁸

The Revised MPFA also emphasises the importance of coordinated action in the implementation of the AUC-led JLMP, in collaboration with IOM, International Labour Organisation (ILO), United Nations Economic Commission for Africa (UNECA), and United Nations Development Programme (UNDP), adopted in 2015. The JLMP aims at facilitating the free movement of migrant workers in critical areas as a means of advancing regional integration and development.⁹ Most Sub-Saharan African countries face labour and skills shortages in specific sectors, while at the same time battling with unemployment and a growing youth bulge. The JLMP was adopted with the rationale that regional skills pooling enabled through mobility can help to address this challenge and incentivise workers to move where they are most productive and needed. For Africa's large and growing youthful population to be a driver for the structural transformation of Africa and constitute a demographic dividend, they need to be presented with the right opportunities and capacitated to work in the sectors where labour force shortages are prevalent.

Bearing in mind the realities of labour migration and the priorities and strategies laid down in the Revised MPFA, the JLMP, and the AU FMP, IOM and the AUC identified two key areas in which concrete steps could be taken to ensure safe and orderly labour migration within and from Africa. These were i) increasing coordination among the RECs of Africa for the implementation of the AU FMP¹⁰ to facilitate safe and orderly labour mobility in Africa; and ii) building the capacity of the governments in East and West Africa to develop and implement bilateral and multilateral labour mobility and social security arrangements, especially with EU and GCC Member State partners, in order to provide more adequate protection to migrant workers. To this end, the symposium focused on increasing dialogue, cooperation, and coordination among relevant stakeholders on free movement, recruitment of workers, protection of migrant workers' human, labour, and social rights,¹¹ as well as implementation of bilateral and multilateral labour mobility and social security arrangements.¹²

⁷ See Revised MPFA.

⁸ See Revised MPFA.

⁹ See JLMP Programme Brief, 2016.

¹⁰ Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence, and Establishment, adopted on 29 January, 2018 at the AU Summit in Addis Ababa, Ethiopia (AU FMP).

¹¹ Relevant ILO Conventions pertaining to protection of the labour rights of migrant workers include the Migration for Employment Convention (Revised), 1949 (No. 97); the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); the Migration for Employment Recommendation (Revised), 1949 (No. 86); the Migrant Workers Recommendation, 1975 (No. 151); and the UN 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

¹² There are also a number of ILO Conventions designed to coordinate different national social security schemes and to safeguard migrant workers' social security rights by promoting equal treatment between nationals and non-nationals and maintenance of social security rights acquired and in course of acquisition. These conventions include the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19); the Equality of Treatment (Social Security) Convention, 1962 (No. 118); the Maintenance of Social Security Rights Convention, 1982 (No. 157); and the Maintenance of Social Security Rights Recommendation, 1983 (No. 167).

Opening Ceremony

The opening ceremony of the symposium took place on 10 July 2018. It was attended by several high-level dignitaries and senior officials including Hon. Amb. Ukur Yattani, Cabinet Secretary of the Ministry of Labour and Social Protection, Government of Kenya, Amb. Stefano-Antonio Dejak, Head of EU Delegation to Kenya, and Mr. Torbjorn Petterson, Ambassador of Sweden to Ethiopia and Djibouti, among others. The opening ceremony was moderated by Mr. Bernardo Mariano, IOM's Senior Regional Advisor for Sub-Saharan Africa. In his remarks, Mr. Mariano highlighted the importance of a holistic approach towards migration which requires a multi-pronged strategy. He emphasised on having in place effective labour migration policies, labour market and migration regimes, as well as harmonised data collection and management systems.

The welcome remarks were delivered by Ms. Renate Held, Director of IOM's Department of Migration Management (DMM). Ms. Held stated that migration is one of the most basic human endeavors, and when it is well-managed, it benefits both CoOs and CoDs. A labour market and migration regime which strives towards ethical recruitment and protecting the human rights of migrant workers directly reduces unemployment and increases the standard of living in countries of origin (CoOs). It also increases cultural exchange between CoOs and countries of destination (CoDs). For CoDs, labour migration fills a void left by an ageing population and shrinking labour force, which is a challenge currently being faced by most of the developed countries. This allows CoDs to increase their tax base and revenue to support pensions and social security schemes as well as other services provided by the government. In conclusion, Ms. Held reaffirmed IOM's commitment toward supporting and enhancing labour migration governance in Africa.

The opening remarks were delivered on behalf of H.E. Amira El Fadil, Commissioner for Social Affairs, AUC by Mr. Henry Wamwai. In his remarks, Mr. Wamwai lauded the bold steps taken by the AU and its Member States to improve the overall wellbeing of the people of the continent and promote regional integration and inclusive growth. He further highlighted two key achievements in this regard, namely, the publication of the first edition of the Labour Migration Statistics Report in March 2017 and the publication of the EU-funded study on access and portability of social security regimes in EAC, ECOWAS, and SADC. In conclusion, he reinforced AUC's commitment toward working with IOM to translate the initiatives proposed during the symposium into concrete actions that contribute to the welfare of migrant workers in the continent.

Following the opening remarks, Mr. Wellington Shibebe delivered the remarks on behalf of Ms. Cynthia Samuel-Olonjuwon, ILO's Assistant Director General & Regional Director for Africa, on ILO's support to labour migration in the continent. In his speech, Mr. Shibebe noted that labour migration was chosen as one of the four key priority areas of the AUC's Ouagadougou + 10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development.¹³ He further observed that lack of appropriate governance and/or adoption of international labour standards in migration policy create human and labour rights concerns and diminish opportunities for development of migrants. In this regard, he highlighted ILO's role in adopting standards, tools, and guidance frameworks that seek to address the modern challenges of labour migration governance at national, regional, and global levels. These frameworks also inform the design and implementation of labour migration policies in countries as well as RECs. He concluded by reaffirming ILO's commitment toward continued engagement with AU and IOM for achieving fair and effective labour mobility governance.

In his remarks, Ms. Odile Robert, Deputy Head, Global Programme on Migration and Development, Swiss Agency for Development and Cooperation (SDC) focused on the support of the Swiss government to migration governance and socio-economic development in Africa. She emphasized the importance of effective migration governance policies in developing the potential of migrants. She further pointed out that Switzerland is engaged in promoting coherent migration and development governance at the national, regional, and global levels in Africa. In East Africa, it is partnering with IGAD on building regional and national capacities for improved migration governance, which has led to the establishment of National Coordination Mechanisms (NCMs) in all IGAD Member States. In West Africa, SDC is partnering with the governments of Nigeria, Burkina Faso, and Benin to consolidate the migration coordination architecture in their respective countries.

¹³ https://au.int/sites/default/files/pages/32899-file-assembly_au_20_xxiv_e.pdf

In his speech, Amb. Stefano-Antonio Dejak, Head of EU Delegation to Kenya focused on EU's efforts in supporting Africa in achieving its full potential for free movement of people within the continent. He stated that the EU's top priorities are saving lives, protecting the human rights of all migrants, and maximizing the positive impact of migration on development, all of which are in line with the SDGs, the European Agenda on Migration and the Revised MPFA. He further noted that migration is one of the key areas of cooperation agreed upon at the 5th African Union European Union Summit in Abidjan in 2017, where Heads of State and governments committed to "deepen cooperation and dialogue on migration and mobility." On labour mobility, the Abidjan Declaration emphasized that "more needs to be done to further develop pathways for regular migration opportunities, including labour migration through the joint labour migration program and the mobility of entrepreneurs, students, and researchers. He further stated that the adoption of the African Continental Free Trade Area Agreement (CFTA) and the signing of the AU FMP at the AU Summit are clear indicators of Africa's commitment toward liberalization. Amb. Dejak concluded by pledging EU's continued support and assistance toward providing concrete solutions to these issues through projects in selected countries, in cooperation with the AU, RECs, and partners like ILO and IOM.

Mr. Torbjorn Petterson, Ambassador of Sweden to Ethiopia and Djibouti, delivered the address on behalf of SIDA which continues to provide generous support for regional integration in Africa. He noted that migration is an important area in many of Sweden's bilateral development cooperation strategies in Africa. Sweden is currently working with 17 countries on bilateral and regional programmes, and in most of these, migration is increasingly becoming an area of cooperation. He highlighted that Sweden plans to support the AU in its effort to seize opportunities related to migration management, particularly youth migration. He further elaborated on the reasons for Sweden's support to the symposium which include its interest (i) creating an opportunity to share information among AU Member States and RECs on their needs, interests, and priorities in terms of promoting safe and orderly labour mobility in Africa; (ii) paving way for better coordination between AU and the RECs in fostering safe and orderly labour mobility, and provision for more adequate social security coverage for migrant workers in Africa; and (iii) facilitating the development of a roadmap for fostering safe and orderly labour mobility within and from the continent. He concluded by declaring Sweden's generous commitment of USD 9 million to support the initial phase of the three-year JLMP.

The keynote address for Part A of the symposium was delivered by Hon. Amb. Ukur Yattani, Cabinet Secretary of the Ministry of Labour and Social Protection, Government of Kenya who touched upon several aspects relating to labour migration including push factors that spur migration, its benefits to a host country, the Revised MPFA, as well as the importance of regional integration in fostering labour mobility within the continent. He affirmed that labour migration is indeed a natural consequence of globalization; it enlarges people's choices by increasing their opportunities for education, income, and employment. He emphasised on international migration as one of the key factors to be considered in strategic human resource development. He also noted that since the number of migrants in Africa is rising and this trend is likely to increase in the foreseeable future, managing migration is an urgent and critical challenge for all countries in the continent.

JLMP Signing Ceremony

As a conclusion to the opening ceremony, Amb. Torbjorn Petterson, Ambassador of Sweden to Ethiopia and Djibouti, and Ms. Maureen Achieng, Representative to AUC, IGAD, & UNECA and Head of Mission, IOM Ethiopia, signed a USD 9 million Swedish grant for the implementation of the first phase of the JLMP.¹⁴ Ms. Achieng thanked the Swedish government for their generous support, and other JLMP implementing partners who are providing complimentary support, for endorsing and trusting IOM as the lead agency to sign the grant on their behalf. She stated that the Swedish funding will prove to be critical in achieving four key objectives under the JLMP, namely (i) adoption of labour migration policies across the African continent; (ii) enhancement of skills development and portability; (iii) streamlining labour migration data; and (iv) capacity development for labour market institutions and other labour migration stakeholders.

In an apt conclusion to the opening ceremony, she pledged IOM's continued commitment to demonstrating good leadership during the course of the three-year programme by reiterating that effective migration policy and governance can be achieved only through constructive collaboration with all relevant stakeholders.

¹⁴ The grant agreement was signed by IOM, as the lead agency for receipt of the grant, on behalf of AUC and ILO, the two co-implementing partners of the JLMP.

Part A: Implementation of the AU Free Movement Protocol to Foster Safe and Orderly Labour Mobility in Africa

SESSION I: SETTING THE STAGE:

OVERARCHING FRAMEWORK FOR MIGRATION IN AFRICA

Moderated by: Jo Rispoli, Senior Regional Specialist on Labour Mobility and Human Development for East and Horn of Africa, IOM

Presentation on the Revised Migration Policy Framework for Africa and Implementation Plan by Peter Mudungwe, Migration Advisor, Department of Social Affairs, AUC

Key highlights of the presentation:

1. In 2016, the AU-MPFA was evaluated to i) analyse the extent to which it had provided guidance in management of migration to AUC Member States and RECs; ii) take stock of the change in the context of migration on the continent; iii) determine the need to revise the framework; and iv) provide the basis for a continental plan of action on migration.
2. The evaluation established that i) the AU-MPFA was outdated and needed revision; ii) there was lack of awareness about the framework among Member States, RECs, and other important stakeholders; iii) Member States and RECs lacked the capacity to implement the framework; and iv) for better implementation, it was important to continuously monitor and evaluate the framework every five years.
3. After wide consultation with Member States, RECs, and other stakeholders, the AU-MPFA was revised in 2016 and now provides Member States and RECs with policy guidelines and principles to assist them in formulating their own national and regional migration policies as per their priorities and available resources.¹⁵
4. Under the thematic area of labour migration, the Revised AU MPFA gives priority to the following activities laid down in the JLMP, (i) operationalisation of the AU Labour Migration Advisory Committee; (ii) development of a training and capacity building programme on labour migration management for labour market institutions and social partners; (iii) resolution of skills and education shortage and mismatch through increased recognition of harmonised qualifications across the continent; and (iv) production of the labour migration statistics report.
5. The AUC seeks to integrate the AU-MPFA into national and regional development policies by i) raising awareness among Member States, RECS, and stakeholders; and ii) assessing the capacity building needs of Member States RECs to manage migration.

Presentation on the African Union Free Movement Protocol and its Implementation Roadmap by Henry Wamwai, Representative of the AUC

Key highlights of the presentation:

1. The recently adopted AU FMP calls for the implementation of free movement in the continent in three phases, namely (i) Phase 1: Right of Entry; (ii) Phase 2: Right of Residence; and (iii) Phase 3: Right of Establishment.
2. Article 10 of the protocol stipulates the issuance of the African Passport by AU Member States to its citizens.
3. Implementation of the protocol and large-scale issuance of the African passport are among the 13 flagship projects of the AU under Agenda 2063.
4. The protocol has been signed by 33 of the 54-member states and requires at least 15 ratifications for it to come into force.

Joint Presentation on the Benefits and Costs of Free Movement of Persons in Africa by Maureen Achieng, Representative to AUC, IGAD, & UNECA and Head of Mission, IOM Ethiopia and Amb. Morten Aasland, Ambassador for Migration Affairs, Norwegian Embassy in Addis Ababa

¹⁵ The revised framework was adopted at the 30th Summit of the AU in January 2018.

Key highlights of the presentation:

1. 75% of countries in the top 20 most visa-open countries in Africa are located in West and East Africa. Only one country featuring in this list is located in North Africa and none in Central Africa.¹⁶
2. Benefits of free movement to the continent include i) boosting of intra-African trade, commerce, and tourism; ii) facilitation of intra-Africa labour mobility, knowledge, and skills transfer, iii) promotion of the Pan-African identity and social integration; and iv) improvement of trans-border infrastructure and shared development.
3. Commonly cited challenges to the free movement regime include i) fear of social dumping; (ii) strain on health and other public sector services; iii) increased threat to national security; and iv) high cost of implementation.
4. Recommendations for making free movement a reality in Africa:
 - a. Capacity enhancement of national registries, smarter border management, strengthened domestic law enforcement capabilities, enlarged and upgraded public health sector to meet the demand for health services.
 - b. Broader policy coherence at continental level through mainstreaming free movement objectives into all relevant governance actions.
 - c. Progressive/phased approach for increased flexibility.

Ambassador Morten Aasland added that since 2016, Norway has provided financial support for the development of the continental protocol on free movement, and is a part of the high-level panel on migration in Africa. He pledged that Norway would continue to provide support to combat irregular migration and trafficking in the continent, and promote safe, orderly, and regular migration using existing partnerships such as the Joint Valletta Action Plan through the EU Trust Fund.

Presentation on Research Findings on Implementation of the AU Free Movement Protocol to Foster Safe and Orderly Labour Mobility in Africa by Marius Olivier, Director, Institute for Social Law and Policy (ISLP)

Key highlights of the presentation:

1. The fundamental principles supporting the AU FMP can be found in Article 43 of the Abuja Treaty Establishing the African Economic Community (AEC), 1991 and Article 12 of the African Charter of People and Human Rights, 1981¹⁷. While some progress has been made in realizing the objective of free movement of people in the continent, there are still significant challenges involving discriminatory or restrictive immigration laws as well as cumbersome visa restrictions.
2. Progressive implementation of the protocol is stipulated in the protocol, which calls for a gradual process to incrementally achieve i) free movement of persons¹⁸; ii) right of residence¹⁹; and iii) right of establishment^{20,21}
 - a. The RECs that have adopted the AU FMP, as well as those that are in the process of doing so should, are required to use the 2018 Free Movement Protocol as a minimum basis to test their own provisions. However, Member States and RECs have the freedom to adopt more favourable mechanisms.
 - b. The Protocol allows for workers to be accompanied by a spouse and dependents.
3. By 2020, initiatives under the Protocol are envisioned to have i) identified priority skills; ii) selected categories of workers; iii) enabled sharing of relevant information; and iv) put in place a transparent and accountable labour recruitment and admission system.
4. Certain supportive arrangements towards the realization of the objectives of the protocol include i) review and adjustment of immigration, labour, and social security laws; ii) harmonisation of Member States' laws and policies with the protocol; iii) mutual recognition of qualifications; iv) portability of social security benefits (Article 19 of the protocol); v) acquisition and protection of property in the host Member States; and vi) transfer of earnings and savings (remittances).

¹⁶ West Africa: Burkina Faso, Cape Verde, Gambia, Guinea Bissau, Mali, Togo
East Africa: Burundi, Comoros, Djibouti, Kenya, Rwanda, Seychelles, Somali, Tanzania, Uganda
Southern Africa: Madagascar, Mauritius, Mozambique, Zambia North Africa: Mauritania

¹⁷ It was formally adopted in March 2018, signed by ²⁷ African Member States.

¹⁸ Free Movement of Persons: "The right of a national of a Member State to enter and move freely in another Member State in accordance with the laws of the host Member State."

¹⁹ The Right of Residence: "The right of a national of one Member State to reside and seek employment in another Member State other than their Member State of origin, in accordance with the national laws of the host Member State"

²⁰ The Right of Establishment: "The Right of a national of a Member State to take up and pursue economic activities specified in Article 17 (2), in the territory of another Member State"

²¹ For numbers (ii) and (iii) the AU Assembly is supposed to set timelines to be formally introduced.

5. Overall recommendations towards the success of establishing a free movement regime in the continent:
 - a. Support RECs and Member States to appreciate and properly implement Africa's regional integration agenda, by giving effect to the AU FMP and its draft implementation roadmap.
 - b. Build on and integrate the development benefits of continent-wide free movement in national planning policies and state practice, while simultaneously addressing key challenges that may arise.
 - c. Ensure the harmonisation of RECs protocols on free movement with the AU FMP, and address differences that may exist amongst the free movement regimes of affected RECs.
 - d. Introduce a phased approach towards gradual or accelerated implementation of the AU FMP in accordance with the progressive realization principle embedded in Article 5.
 - e. Assess, adjust, and harmonise legal frameworks, policy regimes, and administrative practices in Member States.
 - f. Introduce key supportive arrangements, specifically with reference to mutual recognition of qualifications, portability of social security benefits, protection of property acquisition, and the facilitation of remittances.
 - g. Invest in needed cross-border cooperation and coordination to support the implementation of the protocol and its draft implementation roadmap in relation to i) border management systems; ii) data compilation and sharing; iii) harmonisation and coordination of laws, policies, systems, and activities in the RECs context.

Plenary Discussion: Key outcomes

1. For countries without migration policies, there is need to create national coordination mechanisms, which bring together all relevant government ministries and agencies. Countries with existing migration policies should focus on establishing and strengthening their NCMs.
2. African countries need to be encouraged and supported to ratify the AU FMP, in addition to being sensitized to the challenges relating to the implementation of the protocol.
3. There is urgent need to carry out skills-mapping and establish/strengthen labour market information systems in the continent.
4. The protocol will enter into force once 15 Member States have officially ratified it. Ratification is critical since it provides Member States with the legal mandate to domesticate the provisions of the protocol into their legal and policy framework.
5. The AU FMP makes it clear that mutual recognition of qualifications should be addressed both continental and RECs-levels.
6. Some of the key factors that are necessary for the successful implementation of the protocol include i) ownership by Member States and RECs; ii) political will for implementation; iii) sensitization and awareness-raising about the protocol at the grassroots level; iv) addressing insecurity as it has a direct impact on curbing the freedom of movement; and v) mutual recognition of qualifications.

SESSION II: LOCATING LABOUR MOBILITY WITHIN THE DIALOGUE ON FREE MOVEMENT

Moderator: Franz Celestin, Deputy Chief of Mission, IOM Nigeria and Senior Regional Programme Manager, Support to Free Movement of Persons and Migration in West Africa (FMM West Africa) Project

Presentation on Research Findings on Statistical Trends in Labour Mobility Trends within Africa by Parul Mehra, Legal Consultant on Labour Mobility and Human Development, IOM

Key Research Findings:

1. There are 24.7 million migrants within Africa, 80% of them being labour migrants.
2. Out of the total number of international migrants in Africa, 53.4% migrate within the continent.²²
3. International migration is undoubtedly increasing in the continent. Between 2000-2010, the international migration rate in Africa was 1.4%. The figures rose to 5.3% between 2010-2017.
4. Current migration patterns are reinforced by historical migration patterns in the absence of well-established labour market information systems. Conventional countries of destination for migrants in the continent continue to remain popular destinations despite drastic fall in the demand of labour in the latter. However, the existence of regional free movement regimes is leading

²² These figures do not capture irregular migration and migration in the informal sector.

to diversions from this trend as migrant workers are exposed to new employment opportunities within the region.

5. About 90% of international migrants in North Africa leave the continent for economic reasons, while the corresponding figure for sub-Saharan Africa is less than 35%.
6. Male migrants significantly out-number female migrants in the continent. Only 46.8% of migrant workers in Africa are female. Diversifying opportunities available to migrant women in CoDs will go a long way in empowering women.
7. Data on migration in general and labour migration in particular is often missing, outdated, inconsistent, and/or lacks the standardization of important parameters. Such incomplete data makes it difficult to measure migration flows accurately and thereby hinders evidence-based policy-making on migration management.
8. Some statistical data-related recommendations:
 - a. Data Collection: There is need for i) regular census surveys which include well crafted migration-related questions; ii) regular household surveys to collect critical data on socio-economic conditions that lead to labour migration; and iii) collection of data on cross-border labour migration in the informal sector so as to capture irregular flows.
 - b. Data Disaggregation: There is need for i) use of uniform geographical parameters for demarcation of sub-regions within Africa for ease of comparison across statistical studies, i.e. a choice has to be made between politico-geographical (Eight RECs) versus strictly geographical (East, West, North, South and Central) demarcation; ii) strict demarcation of forced and voluntary migration; and iii) more comprehensive labour migration data disaggregated by age, gender, level of education, and skills levels.
 - c. Data Harmonisation: There is need for i) uniform definitions and standards of classification of key concepts in migration across the continent to make the data collected comparable across studies and regions; ii) use of various available tools such as the Global Migration Group (GMG) handbook on the production and use of migration data is recommended.
 - d. Data Use: There is need to i) present the data collected in an easily comprehensible manner; ii) use the data collected to develop and regularly update comprehensive migration profiles at country and REC-levels, which can be used as the foundation for evidence-based policy-making; and iii) encourage high-quality research on labour migration issues.

Presentation on Developing Capacities on Labour Mobility in Africa – Lessons Learnt from the Last Five Years by Ida Daalgard Steffensen, Programme Officer, Labour Mobility and Human Development, IOM

Key Research Findings:

1. The study looked at 52 different labour migration projects implemented between 2012 and 2017 that focused on i) enhanced governance – coherence of policies and the frameworks for labour migration; ii) empowering the migrants through direct cooperation, e.g. skills building etc.; and iii) increasing coherence between development and labour migration.
2. Some success stories:
 - a. A project between the government of Mauritius and Italy helped locals enhance their skills through exchange programmes in Italy. The recipients of the training returned to Mauritius and obtained seed funding to start various businesses, increasing local employment opportunities.
 - b. In Kenya, a project supported by the IOM sought to develop a plan to regulate labour migration to the GCC countries by identifying barriers and building support and capacity for ethical recruitment within the industry. Recruitment agencies were made aware of the benefits of ethical recruitment on one hand, while migrants were informed about their rights when they work abroad on the other. The project has supported mandatory licensing of private recruitment agencies in Kenya and mandatory pre-departure orientation for Kenyan workers migrating to the GCC countries for employment.
3. Key Lessons Learnt: Cooperation, partnerships, coordination, as well as capacity building are essential to support Member States and RECs to better facilitate and manage labour migration in the continent.

Presentation on ILO's Contribution to the Implementation of the JLMP by Gloria Moreno-Fontes, Regional Labour Migration Specialist, ILO

ILO has worked on building the capacity of RECs by supporting several rounds of tripartite dialogue on issues relating to labour mobility and social protection. The organization has also supported the AUC, in collaboration with IOM, to release the first edition of the Labour Migration Statistics in Africa Report.

ILO has been supporting several activities and projects to foster safe and orderly labour migration in the continent, including i) strengthening labour market information systems to build the capacity of African countries to identify the demand and supply for migrant workers in a timely and accurate manner; ii) providing technical support to AU for the development of a regional skills recognition and portability framework; and iii) providing support to several Member States including South Africa, Egypt, Seychelles, and Lesotho to develop their own labour migration policy frameworks.

Some of the key challenges faced in promoting safe and orderly labour mobility in the continent include i) limited political will to ratify and effectively implement the ILO Migrant Workers Convention; ii) lack of coherence between employment and migration policies; iii) lack of comprehensive labour migration strategies and policy frameworks; and iv) slow implementation of the mechanisms developed by the RECs to put the AU FMP into effect.

Panel Discussion on the Joint Labour Migration Programme (JLMP) for Africa

Panelists:

- 1. Oumar Diop, JLMP Project Coordinator, Department of Social Affairs, AUC
- 2. Gloria Moreno-Fontes, Regional Labour Migration Specialist, ILO
- 3. Marina Manke, Head, Labour Mobility and Human Development Division, IOM

The panel discussion allowed participants in the plenary to pose questions to specific panelists or jointly to the entire panel. The panelists then responded to each of the questions in detail.

Question 1: To what extent does your organization's comparative advantage help advance the objectives of the JLMP and improve its overall impact?

AUC: AUC has worked with IOM, ILO and other agencies to implement the JLMP. It has been responsible for defining continental policies and policy frameworks on labour migration, bringing on board partners to support the implementation of the JLMP, acting as an interface with the RECs as well as assisting Member States to strengthen their labour market information systems.

IOM: With a dense and expansive network of country offices and regional missions as well as designated specialists, IOM has presence in over 400 locations and in 150 countries in the world. IOM is now embracing its new role in the GCM, specifically in relation to building partnerships with governments. It has extensive experience and expertise in the thematic area of migration in general, and labour migration in particular which it will bring to the JLMP. It has also embraced partnerships with the private sector for the purpose of identifying new economic opportunities for migrant workers and for carrying out skills assessments to identify needs and existing gaps.

ILO: ILO took the lead coordination role in the formulation of the JLMP by bringing several other organizations to the table. ILO has been working on the issues relating to labour migration since its establishment and has built its technical expertise on several thematic areas including social protection, international labour standards, labour market institutions, public employment services, and labour market observatories among others. ILO's commitment toward the protection of migrant workers is embedded in its constitution. The organization focuses on coherence between labour migration policies and employment policies and promotes a standards-based approach to the protection of migrant workers.

Question 2: What has been the level of success in the domestication of national labour standards for the protection of migrant workers within the context of the JLMP?

AUC: The domestication of national labour standards and laws is the primary responsibility of Member States. AUC has been supporting and will continue to support Member States and RECs in drafting their national and regional policies for labour migration. The Pan-African Parliament will play a leading role in spearheading efforts toward domesticating the legal frameworks at country-level.

IOM: The Southern African region has made huge advancements in terms of national policy development with support from IOM and other agencies. IOM is working tirelessly to support the rest of the regions in the continent to replicate the progress made in Southern Africa through its respective regional and country missions.

ILO: Substantial progress has been made in the recent years in the domestication of national labour standards for the protection of migrant workers. However, a lot still needs to be done ensure effective implementation of the standards. ILO has been working with Member States, RECs, and the AUC to accelerate the process domestication.

Question 3: Who is responsible for the safety of migrant workers in Africa?

The governments of Member States have the primary responsibility to ensure the safety of migrant workers they host. Member States need to have national consultative frameworks that bring together the relevant ministries for protection and safeguarding of the rights of migrant workers.

Question 4: What is the role of recruitment agencies under the JLMP?

The JLMP takes into consideration the role of recruitment agencies as intermediaries between migrant workers and prospective employers. The programme proposes targeted interventions and activities aimed at reforming and improving the operations capacity of recruitment agencies to ensure that the rights of migrant workers are respected in recruitment.

Question 5: Why is it that despite an increase in the number of female migrant workers, their percentage in comparison to men remains low? Contrary to this trend, why are the number of female migrant workers substantially higher in East Africa?

Even though the number of migrant women in Africa is increasing, the rate of migration among men remains substantially higher than that among women. This explains why the percentage of female migrant workers remains low. It will take a while to bridge this gap and as an accelerator, more opportunities need to be created for female migrant workers.

The number of female migrant workers originating from EAC and IGAD Member States is much higher as a result of the high demand for female domestic workers in the GCC Member States, which is fulfilled by female migrant workers from the region. A large number of women migrate from the East African region to the GCC region to work as domestic workers as a result of the proximity of the two regions.

SESSION III:

TAKING STOCK OF EFFORTS TOWARDS FREE MOVEMENT
IN AFRICA AND ITS IMPACT ON LABOUR MOBILITY

Moderator: Frantz Celestin, Deputy Chief of Mission and Senior Regional Programme Manager, IOM

Presentation on the Lessons Learned from the Implementation of the EAC Common Market Protocol by Hon. Bazivamo Christophe, Deputy Secretary-General, EAC Secretariat

Key highlights of the presentation:

1. The Protocol on the Establishment of the East African Community Common Market (EAC CMP) is an instrument that brings together six Partner States²³ to achieve economic development within the community. It provides for the free movement of goods, persons, services, labour, and capital, as well as the right of establishment and residence.
2. The EAC CMP is business driven and people centered - it has the following four pillars i) customs union; ii) common market; iii) monetary union; and iv) political federation.
3. Currently, a single customs territory is being established along with the setting up of One Stop Border Posts (OSBPs) to ease free movement of people and goods.
4. Achievements of the CMP include i) harmonisation of travel documents among Partner States; ii) issuance of the International East African e-Passport; iii) establishment of OSBPs and a single customs territory; iv) harmonisation of labour policies, laws, and programmes among Partner States; v) signing of Mutual Recognition Agreements (MRAs)²⁴; and vi) establishment of a single tourism visa²⁵.
5. Challenges cited: i) delayed harmonisation of national laws which delays the implementation of the EAC CMP; ii) reluctance on part of some Partner States to implement the rights of establishment and residence; and iii) lack of awareness about the provisions of the protocol by all stakeholders.
6. Way Forward: i) implementation of the EAC Regional Strategic Framework on e-Immigration; ii) establishment of a regional framework for coordination of access to social security for migrant workers; and iii) involvement and sensitization of political leaders, private sector, and civil society in disseminating information on the benefits of the regional integration agenda.

Lessons Learned from Implementation of the ECOWAS Free Movement Protocol by Dr. Anthony Elumelu, Head of Division, Free Movement and Migration, ECOWAS Commission

Key highlights of the presentation:

1. Key Achievements:
 - a. ECOWAS has engaged in sensitization workshops on the Protocol in its Member States.
 - b. The community uses a biometric card for the purposes of security and to counter the challenges associated with data collection and tracking.
 - c. ECOWAS Secretariat has reviewed the labour and employment policies of Member States.
 - d. Migration Dialogue for West Africa has been set up as a forum to address critical migration concerns that cannot be addressed at national level.
2. Challenges faced:
 - a. Discretionary rights for Member States are not defined clearly in the protocol.
 - b. Important concepts like "public order", "public health", and "public security" are not defined clearly in the protocol.
 - c. There is lack of domestication of the protocol at Member State-level and lack of awareness about the protocol among ECOWAS citizens.
 - d. National and regional structures for social dialogue require strengthening.

²³ Kenya, Uganda, Rwanda, South Sudan, Burundi and the United Republic of Tanzania.

²⁴ MRAs have been signed for Accountants, Architects, Engineers, and Veterinarians. Negotiations of MRA for Land Surveyors and Advocates have been concluded and are awaiting signing by the relevant authorities.

²⁵ So far three Member States, namely Rwanda, Uganda and Kenya are in the process of implementing it.

Presentation on the Lessons Learned from Development of the IGAD Free Movement Protocol by Lucy Daxbacher, Project Officer, Free Movement Protocol, IGAD Secretariat

Key highlights of the presentation:

1. IGAD region faces large-scale mixed migration flows with large influx of refugee, IDP, and migrant population, which makes migration governance a challenge. The REC is in the process of drafting its free movement protocol.
2. The 1986 agreement that established IGAD calls upon Member States to establish a regime of free movement of persons, goods, services, and capital.
3. The IGAD migration governance agenda developed over the course of the last ten years aims to establish i) robust migration governance architecture; ii) regional migration consultative processes for IGAD; and most recently iii) the regional migration fund.

Challenges faced:

1. Reluctance on part of member states to allow unrestricted entry on account of the political and security concerns that characterise the region.
2. Limited immigration capacity among Member States to manage safe, regular, and beneficial migration, coupled with widespread reluctance toward recognition of travel documents issued by certain states.
3. Way Forward: The Protocol must support Member States in accessing markets to increase intra and inter-regional trade through the development of cross-border trading corridors. Further, it must ensure that the text of the final negotiated protocol is contextualized to the unique political and social conditions prevalent among IGAD Member States. Lastly, efforts must also be made to consolidate the IGAD Migration Governance Architecture toward making it more effective in addressing migration-related challenges.

Plenary Discussion

Key outcomes:

1. Raising awareness about the free movement protocols is important ensure community ownership of project, which is critical for effective implementation.
2. It is important to have a business driven and people centered approach on free movement for the purpose of sustainability. The key lesson learnt in implementing the EAC CMP is that it is necessary to have consensus among Partner States at every step of implementation to ensure the success of the intervention.
3. IGAD and EAC must strengthen dialogue and exchange of good practices and experiences at REC-level since there are substantial overlaps in membership between the two RECs. The two RECs are also similarly characterized by qualified and experienced labour, substantial trade through the coastline, and volatile security conditions in certain areas.
4. It is important to first and foremost understand migration and labour mobility as a social phenomenon before shifting focus to the legal aspects. In this context, efforts to involve community elders as well as with Faith Based Organizations (FBO) will encourage sharing and documentation of good practices. It will also lead to a shift in the discourse around migration related opportunities and challenges from the realm of security to development.

SESSION IV: ENSURING THE LABOUR AND SOCIAL PROTECTION OF MIGRANT WORKERS IN AFRICA

Moderator: Gloria Moreno-Fontes, Regional Labour Migration Specialist, ILO

Presentation on the Draft Roadmap for Safe and Orderly Labour Mobility in Africa by Parul Mehra, Legal Consultant on Labour Mobility and Human Development, IOM

1. The roadmap aims at increasing coordination among AUC, RECs, AU Members States and the key implementing partners of the JLMP (IOM, ILO, UNDP, and UNECA) to promote safe and orderly labour mobility within Africa.
2. It is a consolidation of the labour mobility specific provisions of the Revised MPFA, the JLMP, and the AU-FMP.
3. It focuses on continental, regional, and country-level efforts over the course of the five-year period between mid-2018 and mid-2023.
4. Recommendations from the group work exercise and the symposium discussions will be incorporated into the draft roadmap, which will then be shared with all participants and other important stakeholders for a final round of comments.
5. Once finalized, the roadmap will act as a coordinating mechanism for labour mobility-related interventions at continental, regional, and country-levels.

Presentation on Research Findings on the Social Protection Aspects of Fostering Safe and Orderly Labour Mobility within Africa by Marius Olivier, Director, Institute for Social Law and Policy (ISLP)

Key Research Findings:

1. The African continent still faces major challenges in relation to both contributory arrangements and non-contributory social security arrangements.
2. One of the key challenges of the contributory scheme is low coverage. This is because contributory schemes cover workers in the formal sector while excluding workers employed in the informal sector, which employs a large majority of workers in the continent.
3. Key challenges faced by non-contributory arrangements include i) low coverage - only 9.5% of vulnerable populations in Africa receive non-contributory cash benefits, despite the considerable expansion in these programmes,²⁶ ii) lack of significant impact despite the existence of a large variety of programmes in several countries due to absence of a sizeable non-contributory social assistance system; iii) incompatibility of social security schemes of CoOs and CoDs; iv) lack of awareness and cooperation between relevant cross-border institutions; and v) lack of access or very limited access to social security schemes in CoOs.
4. Lack of portability of social security arrangements impedes labour migration and causes substantial loss and reduction in benefits. It also discourages migrants from returning to their CoOs or relocating to a third country due to fear of loss of benefits.
5. Multilateral arrangements have been adopted by RECs, informed by considerations of regional integration and free movement principles.
6. Some of the challenges that arise in the extension of social protection arrangements to migrant workers include (i) slow progress in implementation of existing schemes; (ii) non-consensus on the scope of protection to be extended to migrant workers; and (iii) insufficient technical and financial capacities.

²⁶ World Social Protection Report of the ILO

Key Recommendations:

1. There is need to address political and administrative hurdles, while simultaneously emphasizing on and supporting the signing, ratification, and domestication of AU, RECs and international instruments on extension of social protection to migrant workers.
2. It is important to consider the unilateral introduction of social security coverage and modalities by CoOs, as well as cross-border cooperation between social security institutions, for portability purposes.
3. There is need to adopt a varied range of mutually-supporting measures to ensure access to and coverage in terms of social security benefits, and ensuring that they are portable and provided for in bilateral and multilateral labour mobility arrangements.

Presentation on the Social Protection for Migrant Workers' Project in Africa by Andrew Allieu, Chief Technical Advisor, ILO

Overview:

ILO implements the Migrant Workers' Project in Africa in collaboration with AUC. The principal targets of this project are the three RECs - EAC, ECOWAS, and SADC, policy makers and social security administrators. The objective of the project is to extend decent work and social protection to migrant workers and their families by strengthening the capacity of RECs to provide and drive the implementation of regional frameworks, and extend social protection to migrant workers and their families.

Key highlights of the presentation:

1. Protecting migrant workers falls within ILO's broader outlook and commitment on social protection for all, in line with SDG 1.3.
2. The project has four key result areas which build on existing frameworks:
 - a. In the ECOWAS sub-region, the project aims to improve the implementation of the ECOWAS General Convention on Social Security.
 - b. In the EAC sub-region, the project aims to enhance the capacity of the EAC to advance regional coordination and social protection frameworks as per the EAC CMP.
 - c. In the SADC sub-region, the project aims to strengthen SADCs capacity and policy instruments on social security and the portability of rights.
 - d. In relation to the AUC, the project aims to improve the capacity of the AUC, RECs, and other social partners to effectively coordinate and contribute to regional and sub-regional social protection programmes for migrant workers, particularly in the informal sector.
3. Key Achievements:
 - a. In the ECOWAS sub-region, a committee of experts has been established to provide technical advice for the implementation of the ECOWAS General Convention on Social Security.
 - b. In the EAC sub-region, agreement has been reached on the roadmap for the coordination of social security in the region and toward finalization of the council directive, which is the multi-lateral instrument for portability of social security regime in the region.
 - c. In the SADC sub-region, the project and its implementation plan were endorsed by the ministers of labour and employment of SADC Member States. The ministers also proposed the pilot sectors and countries, and commissioned three studies to inform the portability framework for SADC. Agreement has also been reached to commission a broader study that will look at payment mechanisms within the SADC region.

Plenary Discussion: Key outcomes

1. Participants proposed that the research is urgently required in the following areas relating to labour migration in the continent:
 - a. Demand and supply of labour in the continent, disaggregated by skills-levels, gender, age and other relevant markers.
 - b. Comparison of the growth of population versus the growth of economic indicators like the Gross Domestic Product (GDP).
 - c. The current status of freedom of movement within Africa
 - d. The role of CSOs in promoting the agenda of free movement in the continent.

2. More emphasis should be placed on coherence between employment and migration policies.
3. Regional processes should be pursued as stepping stones to actualize free movement throughout the continent.
4. High rates of quotas imposed on foreign laborers make it difficult and discourage them from seeking jobs.
5. Key concerns include (i) lack of strategies to take care of migrant workers who are less qualified, and work in sectors that are characterized by the absence of labour union associations; and (ii) low implementation of the existing treaties or international instruments.
6. On the adoption of instruments: Recently, some momentum has been gained toward the ratification of certain ILO Conventions. Almost all African countries have ratified the International Covenant on Economic, Social and Cultural Rights, 1966.
7. About the Roadmap: While the Member States are the key implementers of all the interventions listed out in the Roadmap, a lot needs to be done to harmonise the existing standards and ensure coordination at Member State and RECs-levels. This should be a top-down approach guided by the AUC and RECs.

Presentation on Research Findings on Understanding and Enhancing Intra-Regional Labour Mobility in Africa by Jackie Pimer, Legal Consultant on Trade, Investment, and Regional Integration, Arcadia Advocates

The study relates to supporting labour mobility in the EAC through recommendations on the operationalization of the EAC CMP's provisions on the free movement of persons and labour.

Key Eesearch Findings:

Country	Findings on existence of policies	Application for Work Permits and Resident Permits for Migrant workers	Migrant worker practices: Entry & Exit and acquisition of work permits
Burundi	Has a National Migration Policy; the Labour Code Act implements labour and migration related issues	The fees vary for Work Permits; the duration is two-years	Information unavailable
Kenya	Has no labour policy; has a draft National Migration Policy and there are plans for the development for a labour migration specific policy.	Work Permits and Resident Permits are free for East Africans.	No Visa required for entry for East Africans. An Entry Pass is given. No Visa fee required. One can use their ID, EAC Passport or machine-readable ID
Rwanda	Has the following: A National Migration Policy and Strategy, 2011; A Draft Labour Mobility Policy; and A Revised Labour Law that addresses current labour mobility issues. The country conducts labour force surveys which inform their migration policy and legislations. One of the relevant legislations is the ODL which takes a stock of the skills gaps.	Work Permit and Resident Permit is free. A person on the Occupation Demand List (ODL) list gets a three-year permit. Persons in other professional categories get a two-year permit.	No Visa required for entry for East Africans. An Entry Pass is given. No Visa fee required. One can use their ID, EAC Passport and machine-readable ID
Tanzania	Has no labour migration policy. National laws and the unemployment policy inform the country's migration practices.	The fees vary for Work Permits; the duration is two-years	No Visa required. No fees paid
Uganda	Beyond the scope of the study	Work Permits and Resident Permits are free for East Africans.	No Visa Required for entry for East Africans. An Entry Pass is given. No Visa fee required. One can use their ID, EAC Passport and machine-readable ID.
South Sudan	Beyond the scope of the study	The fees vary for Work Permits; the duration is two-years	Need a Visa for Entry. East Africans pay US\$50 for entry.

Discussion and Consolidation of Recommendations into a Roadmap for Safe and Orderly Labour Mobility within and from Africa

facilitated by Marius Olivier and Parul Mehra, IOM Consultants

In this session, participants were divided into six groups. Each group was tasked with providing recommendations, comments, amendments, and suggestions to the draft Roadmap for Fostering Safe and Orderly Labour Mobility within and from Africa. Following the group work exercise, one team leader from every group spelt out the key recommendations of the group on the assigned objective and answered questions posed by the plenary. All recommendations have been incorporated in the final roadmap for fostering safe and orderly labour mobility within and from Africa, which is attached as Annexure to this report.

Concluding Remarks for Part A

Moderator: Jeff Labovitz, Regional Director for East and Horn of Africa, IOM

The summary of conclusions and recommendations for Part A of the symposium was delivered by Oumar Diop, Senior Policy Officer for Labour and Employment, Department of Social Affairs, AUC. Mr. Diop provided a session-wise overview of the discussions that took place in Part A of the symposium. Key points from each of the sessions have been summarized as follows:

SESSION I: SETTING THE STAGE: OVERARCHING FRAMEWORK FOR MIGRATION IN AFRICA

1. There is urgent need for domestication of the AU MPFA and its action plan by aligning the regional and national migration policies with the framework.
2. Raising awareness about the framework and its action plan among all stakeholders is important to enhance ownership of the initiatives taken under the aegis of framework.
3. Research studies need to be undertaken to provide baseline information on worker mobility as the foundation for evidence-based policy-making.
4. Effectively information-sharing on labour mobility in the continent is critical to improve cooperation and coordination.

SESSION II: LOCATING LABOUR MOBILITY WITHIN THE DIALOGUE ON FREE MOVEMENT

1. There is need for clearly defined priorities and implementation of international standards that govern migration.
2. Capacity building is required in CoOs as well as CoDs and must involve both state and non-state actors such as social partners and associations of employers and employees.
3. Assessment, adjustment, and harmonisation of legal frameworks and policies on free movement of people and social protection are the need of the hour.
4. Mutual skills recognition and portability, as well as harmonisation of educational and vocational training increase the welfare of migrant workers by giving them access to increased opportunities and better wages.
5. Collaboration and partnership between the implementing partners of the JLMP, i.e. the AUC, ILO, IOM, UNDP, and UNECA need to be strengthened.

SESSION III: TAKING STOCK OF EFFORTS TOWARDS FREE MOVEMENT IN AFRICA AND ITS IMPACT ON LABOUR MOBILITY

1. Harmonisation of labour and social security laws as well as the coordination of labour policies is fundamental.
2. Development and implementation of regional labour migration policies at the level of RECs is important.
3. Knowledge sharing and documentation of good practices at the continental, REC, and country-level needs to be prioritized.

The closing remarks for Part A of the symposium were delivered by Mr. Richard Danziger, IOM's Regional Director for West Africa. In his remarks, Mr. Danziger emphasized that the movement of labour is an individual strategy for improvement of personal life, which has the enormous potential to contribute to human, economic, and social development. Therefore it requires proper management at the national, regional, and global levels. The roadmap discussed in the previous session is of critical importance to the continent and has the potential to contribute toward achieving the objectives of Agenda 2063. He further observed that over the last few years, migration has been referred to as "illicit" and portrayed as having negative consequences. He challenged all the delegates to change this rhetoric, and relocate the debate/discussion toward the positive face of migration and its contribution to development. In this context, he underscored the importance of the GCM as a critical tool to support the work on migration and help change the rhetoric. In conclusion, he thanked all present for their active participation to the discussions at the symposium and urged everyone present to do their level best to ensure that the initiatives agreed upon during the symposium are taken forward at the continental, REC, and country-levels.

Part B: Supporting African Government to Develop and Implement Bilateral and Multilateral Labour Mobility and Social Security Arrangements

SESSION V:

ENSURING THE PREPARATION AND PROTECTION OF MIGRANT WORKERS THROUGH BILATERAL AND MULTILATERAL LABOUR MOBILITY AND SOCIAL SECURITY ARRANGEMENTS

Moderated by Maureen Achieng, Representative to AUC, IGAD, & UNECA and Head of Mission, IOM Ethiopia

Jeff Labovitz, IOM's Regional Director for East and Horn of Africa, delivered the opening remarks for Part B of the symposium. In his remarks, Mr. Labovitz pointed out that it would be highly beneficial for countries in Africa to reach mutual agreements to foster free movement and promote social protection of labour. He further observed that there is urgent need for clear and actionable frameworks to develop and implement bilateral and multi-lateral labour mobility arrangements and ensure access to and portability of social security. He concluded by emphasizing on the importance of the recommendations of the symposium in informing the next steps for decision making by respective Member States.

The keynote address for Part B of the symposium was delivered on behalf of Amb. Dr. Monica Juma, Cabinet Secretary, Ministry of Foreign Affairs and International Trade, Government of Kenya (MFA Kenya) by Mr. Washington Oloo, Head of Diaspora Affairs, MFA Kenya. In his address, Mr. Oloo observed that well-managed migration is a catalyst for development in any country. The Government of Kenya is putting in place measures that will ensure that Kenyan migrant workers, who form the bulk of the Kenyan diaspora, are fully engaged in national development. The Kenya Vision 2030 recognizes diaspora contribution as a critical component for the growth of Kenya's economy and also toward the achievement of its overarching vision of a globally competitive and prosperous Kenya by the year 2030. Remittances from the Diaspora topped Ksh 200 billion as of 2017, accounting for over 3% of the GDP of the country. In addition, diaspora diplomacy is one of the principle pillars of Kenya's foreign policy.

Mr. Oloo took cognizance of the fact that mobility of African migrants is driven by search for employment or economic inequalities in the CoOs. Hence, to ensure equitable opportunity for development, it is important for all stakeholders to have access to the benefits that labour mobility has to offer. The role of the government is to regulate labour mobility to ensure better protection of migrant workers. The Government of Kenya has taken measures to review its foreign employment administration and labour migration management mechanisms to ensure that it observes the correct protocols in recruitment in order to safeguard the welfare of Kenyan migrant workers.

He further noted that effective labor migration strategies will go a long way in ensuring that the interests of citizens are protected. To this end, Kenya has established the NCM on Migration. An effective labour mobility framework should be part of the overall development strategy of the AU Member States. Creating bilateral and multilateral labour migration frameworks will be essential to protect human rights of migrants and their families. Ethical and transparent recruitment practices should therefore be incorporated. He concluded by stating that there is an urgent need to establish mechanisms to monitor and prosecute predatory recruitment as well as have in place proper and fair policies on recruitment and protection of the rights of African migrant workers.

Presentation and Discussion on the Background Paper and Roadmap for the Development and Implementation of Bilateral and Multilateral Labour Mobility and Social Security Arrangements by African Governments by Marius Olivier, Director, Institute for Social Law and Policy (ISLP)

Key highlights of the presentation:

1. Several studies have concluded that BLAs entered into by African governments largely fall short of the international standards set by ILO and other relevant bodies. The studies have also concluded that the developmental impact of these agreements is weak because they are heavily skewed against the migrant workers in relation to providing adequate wages and social protection.
2. Two important factors that prevent African governments from negotiating BLAs with better working conditions and adequate protection for migrant workers are (i) unequal bargaining power and (ii) need for increased capacity to negotiate and implement such agreements.
3. From the CoDs perspective, often immigration laws and policies take precedence over social security.
4. Other factors include incompatibility of social security systems across countries which make it difficult to implement portability of social security schemes for migrants. Countries need to address this challenge by determining the applicable legal system for social security schemes for migrant workers to ensure equality of treatment, aggregation for the insurance periods, and sharing of liability.
5. African governments must also draw lessons from some well-functioning international examples of multilateral social security agreements in the European Union and Latin America. For instance, Europe has a fairly detailed and highly complex framework of social security that requires third country nationals to be covered.

Key Recommendations for African governments:

1. Set minimum standards for protection before entering into negotiations for BLAs.
2. Identify minimum conditions for protection required under the system of the destination country.
3. Negotiate on any inconsistencies between the two.
4. Develop mechanisms to monitor the implementation of BLAs.
5. Develop cross-border cooperation through an incremental approach, by first determining the schemes available, benefits to be provided, categories of persons to be covered, countries to be included and the social security principles to be covered. These agreements should be flexible enough to be able to build on incremental principles.

Plenary Discussion: Key Outcomes

1. **The Free Movement Protocol:** The AU FMP provides for a framework for labour mobility and upon its entry into force, citizens of working age will have the right to seek and accept employment without discrimination. To fully operationalize labour mobility, the protocol provides for Member States to enter into agreements for mutual recognition of qualifications, bilaterally and/or multilaterally. The Protocol further encourages conventional countries of destination to initiate bilateral, regional, and continental arrangements to facilitate portability of social security benefits for nationals of other AU Member States.
2. **The experience of the Arab Maghreb Union (AMU) on establishing links between African countries:** The AMU has put in place institutions that safeguard the rights of employment and ownership thereby promoting labour mobility within the Maghreb Union. The institutional safeguards also include provisions on social security. These experiences around bilateral social security agreements are valuable for the rest of AU Member States and should be shared and replicated across the continent.
3. **Social Security coverage in Europe:** EU's social security system is the most comprehensive system in the world. It covers even the self-employed citizens. Through extended arrangements for third country nationals, EU has introduced mechanisms to extend the same protection to Africans working within the Union, subject to certain conditions. There is also a separate arrangement for highly skilled migrant workers from outside of the EU. For instance, the single permit directive adopted by the EU in 2011 indicates that so long as one has gained lawful employment in the EU, one has, with some narrow exceptions, full social security coverage.
4. **Retirement benefit rights for migrant workers:** There is an essential principle in international law that provides for equal treatment and protection for migrant workers. Bilateral agreements must put this principle into effect by putting in place systems that allow for portability of social security benefits. CoDs can also unilaterally extend protection to migrant workers through their own legal and policy systems.
5. **Ruling of the Court of Justice of the European Court (CJEU) on labour migration within Europe:** The CJEU has ruled that as long as an individual satisfies the migration criteria for movement to one EU Member State, he/she is entitled to social security benefits in any of the EU Member States that the individual may subsequently move to. This ruling applies to European as well as to third country nationals.

SESSION VI:

PANEL DISCUSSION ON THE DEVELOPMENT AND IMPLEMENTATION OF BILATERAL AND MULTILATERAL LABOUR MOBILITY AND SOCIAL SECURITY ARRANGEMENTS

Moderated by Marina Manke, Head of Labour Mobility and Human Development (LHD) Division, Department of Migration Management, IOM

Panelists:

- Hon. Vitoria Dias Diogo, Minister of Labour, Employment, and Social Security, Government of Mozambique
- Oumar Diop, JLMP Project Coordinator, Department of Social Affairs, AUC
- Dempa Diop, Director of Employment, Ministry of Employment, Professional Insertion, and Intensification of the Workforce, Government of Senegal
- Hon. Mohamed Yatim, Minister of Employment and Vocational training, Government of Morocco
- Jacqueline Mugo, Representative, International Organisation of Employers (IOE), and President, Business Africa
- Harry Miskin, Ministry of Human Resources and Emiratisation (Abu Dhabi Dialogue Permanent Secretariat), Government of UAE
- Joel Odigie, Coordinator, Human & Trade Union Rights, International Trade Union Confederation (ITUC)

Each panelist was requested to make targeted interventions on how best African governments can be supported for the development

and implementation of bilateral and multilateral labour mobility and social security arrangements. This was followed by a plenary discussion where the floor was left open for participants to pose questions to the panelists. A summary of the intervention made by each panelist is provided below, followed by a synopsis of the key outcomes of the plenary discussion.

Hon. Vitoria Dias Diogo, Minister of Labour, Employment, and Social Security, Government of Mozambique

1. The issue of labour migration and domestication of relevant international conventions and protocols is high on Mozambique's agenda. The country is now sensitizing its citizenry on the importance of adopting and ratifying the AU FMP. Ratification and domestication of the protocol are important to ensure its implementation.
2. Mozambique's constitution does not differentiate between local and migrant workers. In Mozambican territory, a migrant worker has the same rights as a local worker and is able to access the same level of social protection.
3. One of the pillars of the employment policy being adopted by the is social protection, both for local and migrant workers. Ensuring the welfare of migrant workers is high on the list of priorities for the government of Mozambique since out of the 300,000 new jobs created in the country, almost 40,000 are taken up by migrant workers, especially those originating other SADC countries.
4. Mozambique has entered into several BLAs and social security arrangements with a number of other AU Member States as well as CoDs outside the continent. There are several labour mobility arrangements in place with South Africa since it is a popular CoD for Mozambican migrant workers, especially in the mining industry. Another agreement that is currently being negotiated with South Africa seeks to protect the rights of farm workers. Mozambique has also signed an agreement for the portability of social security benefits with Portugal and is in the process of negotiating bilateral labour agreements with Qatar and Saudi Arabia.

Oumar Diop, JLMP Project Coordinator, Department of Social Affairs, AUC

1. Most RECs already have a framework for bilateral collaboration on labour mobility and social security arrangements that needs to be validated to enable implementation.
2. When negotiating bilateral and multi-lateral agreements, a subject that needs urgent attention at continental, regional, and country-levels is the impact of climate change on migration.
3. Huge gaps exist in the capacity of African governments to negotiate and implement bilateral and multilateral labour mobility and social security arrangements that adequately safeguard the rights of their migrant workers. More attention and resources need to be diverted toward capacity building.

Dempa Diop, Director of Employment, Ministry of Employment, Professional Insertion, and Intensification of the Workforce, Government of Senegal

1. Senegal has ratified 37 conventions on the protection of rights of workers including migrant workers. Out of these, 32 are currently being applied to the domestic legal framework.
2. Senegal has nine schemes that guarantee minimum social security benefits for migrant workers, and another scheme that seeks to guarantee minimum protection to the unemployed.
3. Senegal has entered into BLAs with France, Qatar, and Spain. It has also entered into social security arrangements with Cameroon, France, Gabon, Mali, and Mauritania for the protection of migrant workers.
4. The country followed a systematic process of planning and negotiation before entering into these agreements which included four key steps - i) expression of need through a presidential directive; ii) setting up of a national ad-hoc committee that consists of all the stakeholders, including the civil society, that prepares the first draft of the agreements; (iii) the ministers of labour and foreign affairs then join the committee to review the first draft; and (iv) lastly, the committee negotiates with the designated focal points of the other country signing the agreement and handles communication exchanges and diplomatic movements toward validation of the convention documents. Once validated, the Minister of Foreign Affairs signs the agreement on behalf of Senegal.
5. Common challenges include i) lack of reciprocity - the other country signing the agreement remains disinterested in sending their nationals to Senegal to work; ii) negotiations are time consuming and can drag beyond the preordained timelines; and iii) often, qualified individuals migrate to other countries for better employment opportunities making use of the opportunities created by these agreements, leading to brain drain.
6. France is a model CoD in the context of BLAs. A Senegalese working in France enjoys social security as well as family benefits,

which can be transferred back to Senegal if the individual decides to return. Once the individual returns to Senegal, she/he can also enjoy certain retirement benefits.

7. The French Office for Migration in Senegal provides financial and administrative support to Senegalese migrants in France who are willing to return to Senegal to enable them to invest their knowledge and skills in their country of origin.

Hon. Mohamed Yatim, Minister of Employment and Vocational training, Government of Morocco

1. In December 2018, Morocco will be hosting the Intergovernmental Conference to Adopt the Global Compact for Safe, Orderly and Regular Migration.
2. Morocco has entered into several labour mobility and social security arrangements with various AU, EU, and GCC Member States.
3. An assessment of these arrangements makes it clear that that some of these legal instruments are obsolete and need to be adjusted to be adequately responsive to the dynamic context of labour migration in Africa.
4. Morocco has made the following recommendations to the African Union:
 - Create an African Observatory for migration whose function would be to develop mechanisms for observation and exchange of information among African countries in favor of migration.
 - Create a post for a Special Envoy for Migration who will oversee the work of the observatory among other functions.
5. Recommendations for better management of mobility agreements:
 - The migration policy at national and regional levels should take a coherent approach, based on cooperation between the CoOs, CoDs and transit countries.
 - Need for continuous promotion of international dialogue, bilateral, and tripartite agreements to develop a strategy for labour mobility within and from the continent.
 - Create a mechanism that co-finances projects that returnees want to start in their country of origin
 - Enhance the skills and capacity of migrants in CoDs to propel them to act as the harbingers of development in their own CoOs.

Jacqueline Mugo, Representative, International Organisation of Employers (IOE), and President, Business Africa

1. The IOE has been actively engaged in a number of intergovernmental and multi-stakeholder initiatives to foster safe and orderly labour mobility in the continent. It is coordinating a network of employer organisations and companies across the world called “The Business Mechanism” which was created to bring the voice of business to the table in intergovernmental discussions on migration. The mechanism has provided advice and input to the GFMD, based on the unparalleled experience of its members.
2. Global skills mobility is integral to business and economic growth. It is estimated that labour migration increased the global GDP by about 4% or USD 3.2 billion. A survey done by the Council for Global Immigration found that 74% of corporate respondents reported that access to global skills is critical to their business objectives. However, many demographic shifts have created large skills gaps throughout the world, which have in turn stunted business opportunities and economic growth. By 2020, it is estimated that about 38-40 million skilled workers will be in short supply. Increasing mobility has the potential to fill hiring needs and facilitate business growth in countries facing such demographic challenges.
3. Labour mobility agreements should also address the shortages and growing need for low-skilled and semi-skilled labour for seasonal needs.
4. Increased coordination among stakeholders: employers, immigration departments, and governments at national, regional, and local levels, can contribute toward connecting businesses to migrant talent.
5. Policies should avoid rigid qualifications requirements and skills definitions.
6. Regional integration hubs could be one stop shops for both employers and migrants seeking employment opportunities, providing consolidated information and linking employers to potential employees.
7. Business Africa advocates for a conducive business environment that facilitates sustainable enterprises, investments, and employment for social economic development in Africa through its network of national employers and business organisations.

8. Business Africa, in partnership with the IOE, hosted a conference in Kampala in April 2018 that focused on regional integration and labour migration. The following were some of the key takeaways from the conference:
 - a. Compatibility and convertibility of national currencies, coherence in tax policies, and reduction in barriers to labour mobility would help improve regional businesses and the capacity of Africa to do more.
 - b. Regional integration is instrumental to driving the development of a region.
 - c. Frameworks must be put in place for the movement of workers. Apart from the removal of formal barriers, there is need for flexible and timely policies to accommodate new and longstanding business models as well as predictable and transparent policies so that employers can effectively manage compliance.
 - d. The current high cost of work and residency permits is a barrier for development, especially for Small and Medium-sized Enterprises (SMEs), which are critical for development at grassroots level.

Harry Miskin, Ministry of Human Resources and Emiratisation (Abu Dhabi Dialogue Permanent Secretariat), Government of UAE

- a. Labour mobility and social security mechanisms are not only complimentary but also collectively crucial for raising standards of migration governance, ensuring that migrants enjoy better protection, and thereby benefit from their decision to migrate.
- b. Although migration to the GCC Member States from Africa remains in its infancy, all indicators suggest that it will increase significantly over the next few years.
- c. While the development dividends can be substantial for countries of labour origin, and for the migrants themselves, the context is different from other parts of the world. First, the scale of migration to GCC countries is much larger. In the UAE, migrant workers account for approximately 90% of the population, making it the fifth largest migrant destination in the world. Secondly, the demand for lower skilled labour still remains significant albeit the fact that it results in a range of issues such as limited information, lack of oversight over the recruitment process, and unchecked mobility in the labour markets in the CoDs.
- d. Remittances from the Gulf amount to approximately US\$90 billion every year.
- e. The Abu Dhabi Dialogue is a programmatic approach that enables partner countries to pilot new migration governance frameworks, insights from which benefit all Member States. It has made significant progress in introducing governance structures that benefit migrants as well as CoOs and CoDs.
- f. The UAE remains committed to supporting multilateral efforts on labour migration as it opens up bilateral negotiations with several African countries.

Joel Odigie, Coordinator, Human & Trade Union Rights, International Trade Union Confederation (ITUC)

- a. If social security continues to be privatized in Africa, then citizens and migrants will continue to be excluded.
- b. It is important to develop an agreement that will end illicit financial flows from Africa so that these resources can instead be invested into the social security systems in the continent.
- c. With regard to minimum wage, the African Union should set 2019 as the Year of Minimum Wage and Development so as to focus on tackling poverty effectively.
- d. For every African government that has bilateral agreements with GCC Member States, it behooves that they ratify enabling conventions that protect their migrant workers.
- e. The Abu Dhabi dialogue process should incorporate the voice of Africans.

Plenary Discussion

Key Outcomes

1. Youth Mobility: Young people, whether highly educated or not, should be allowed to compete in countries beyond their own. Efforts are needed from ILO, AU, EU, as well as other donors for the creation of decent employment opportunities for the youth.
2. GCC Member States and Dispute Resolution: Majority of the GCC Member States appreciate the importance of access to just and equitable dispute resolution mechanisms for migrant workers present within their territories.
3. Case of Mozambique: The country has opened its social security systems to accommodate self-employed workers, including foreign migrants, most of whom are in the informal sector. Its regulations ensure that private recruitment agencies can post workers only in those countries that have diplomatic relations with Mozambique, to ensure the protection of fundamental rights of its citizens. This is an example from within the continent that must be replicated in other countries.
4. Case of Kenya on BLAs and Migrant Protection: Kenya has three labour attaches in its consulates to deal with issues related to migrant workers in various countries. It has established a framework to vet and accredit private employment agencies. It has further developed a pre-departure training curriculum for migrant workers to ensure they are aware of their rights in CoDs.
5. Child Labour and Migration: Countries should develop and execute plans of action to fight against child labour to end the exploitation of children, a problem closely to the phenomenon of labour migration.

SESSION VII:

SUGGESTIONS TO THE DRAFT ROADMAP FOR FOSTERING SAFE AND ORDERLY LABOUR MOBILITY WITHIN AND FROM AFRICA

Moderated by: Jo Rispoli, Senior Regional Specialist on Labour Mobility and Human Development for East and Horn of Africa, IOM

Participants were divided into five groups. Each group was tasked with providing recommendations, comments, amendments, and suggestions to the draft Roadmap for Fostering Safe and Orderly Labour Mobility within and from Africa. Following the group work exercise, the team leader from every group spelt out the key recommendations of the group on the assigned objective and answered questions posed by the plenary. All recommendations have been incorporated in the final roadmap for fostering safe and orderly labour mobility within and from Africa which is attached as Annexure to this report.

Concluding Remarks Part B

The concluding remarks for Part B of the symposium were delivered by Ms. Carmela Godeau, IOM's Regional Director for the Middle East and North Africa. At the outset, Ms. Godeau pointed out that 17 per cent of the 150 million migrant workers in the world live and work in the Middle East and North African region. While majority of these are from Asia, there are increasing numbers of young African migrants travelling to work in the Gulf.

Africa has one of the world's youngest populations, with a median age of 19.5 as compared to 29.6 globally. If engaged constructively, this is a potential boon for the continent, also known widely as the demographic dividend. For example, the World Bank estimates that Africa could benefit from 11 to 15 per cent GDP growth created by this demographic dividend between 2011 and 2030. In 2017, the AU adopted the agenda of 'Harnessing the Demographic Dividend through Investments in Youth' to drive development. A key aspect of harnessing the potential of youth is to ensure they are productive by providing them with access to labour markets where they can make the most of their skills and talents. Therefore it is imperative to facilitate safe and regular means for youth to access employment abroad as an avenue to provide for themselves and their families.

International cooperation is fundamental to labour mobility. Maximizing the potential of migrant workers requires dialogue and cooperation between sending and receiving countries. On the one hand, this cooperation is key to ensure that there is proper matching of workers' skills to labour market needs; while on the other hand, it protects the rights of migrant workers. Therefore, international cooperation is necessary to facilitate merit-based international recruitment systems. Cooperation also allows states to monitor and regulate the entire recruitment processes, closing loopholes for unscrupulous intermediaries, and facilitates the recognition of qualifications that allow workers to reach their full potential. It also ensures that workers know their rights and responsibilities before they leave their CoOs.

IOM has been working with its partners to develop the International Recruitment Integrity System (IRIS) as a tool to support the work of states and employers. It is currently working with ILO to conduct a study on how best to leverage technology towards ensuring a more transparent, efficient, and effective recruitment process.

Through the generous support of the Swiss and UAE governments, IOM is also implementing a comprehensive programme under the auspices of the Abu Dhabi Dialogue that supports CoOs and CoDs in harmonising their pre-employment, pre-departure, and post-arrival orientation programmes to ensure that migrant workers receive accurate information and consistent messaging across the entire migratory process. She concluded by highlighting the growing recognition on the need for such cooperation at regional and global levels in order to meet the challenges of an increasingly interconnected world.

ANNEXURE I: OUTCOME DOCUMENT

**ROADMAP FOR FOSTERING SAFE AND
ORDERLY LABOUR MOBILITY WITHIN
AND FROM AFRICA (2018 - 2023)**

ROADMAP FOR FOSTERING SAFE AND ORDERLY LABOUR MOBILITY WITHIN AND FROM AFRICA (2018 - 2023)

OVERALL OBJECTIVES

- 1) To contribute to improving the capacity and coordination among the AUC, RECs and AU Member States to implement the components of the Revised Migration Policy Framework for Africa (Revised MPFA), AU Free Movement Protocol (AU FMP), and Joint Labour Migration Programme (JLMP) to facilitate safe and orderly labour mobility within Africa
- 2) To inform and support the development and implementation of bilateral and multilateral labour mobility arrangements in order to facilitate safe and orderly labour mobility within and from Africa

Objective 1

To provide technical assistance to strengthen the capacity of labour market institutions on labour migration, and establish or reinforce existing labour market information systems within Africa to identify labour market needs for migrant workers

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
i) Develop training and capacity building programme for labour market institutions and social partners on labour market information systems	AUC-DSA	IOM, ILO, UNECA, RECs, Member States	2019	High	Availability of more comprehensive and up-to-date information on demand and supply of labour in different countries and regions of Africa for all stakeholders, including the private sector, governments, and migrant workers	Availability of training programmes and curricula for developing the capacity of relevant stakeholders on labour market information systems
ii) Take stock of the existing labour market information systems in Africa	AUC-DSA	AFRISTAT, ILO, IOM	2019	High		
iii) Conduct training of trainers on labour market information systems	AUC - DSA	IOM, ILO, UNECA, RECs, Member States	2019	High		
iv) Undertake periodic comprehensive labour market surveys at country- and RECs-levels to identify shortages and surpluses of skills in different Member States and RECs	IOM	AUC-DSA, RECs, Member States	2019	High	Improved labour migration management capacity of labour market institutions and social partners based on comprehensive and up-to-date information Effective labour market policy-making sensitive to the changes in demand and supply of labour in different regions and countries	Availability of labour market surveys for all RECs and a majority of AU Member States
v) Undertake efforts to resolve skills shortages and skills-education mismatches while increasing recognition of harmonised academic and professional qualifications across Africa	AUC-HRST	IOM, ILO, UNESCO, RECs, African and Malagasy Council for Higher Education (AMCHE), Member States	2022	High		

Outcome

Demand-driven labour migration that ensures enhanced social protection for migrant workers

Targeted bilateral and multilateral labour mobility arrangements that increase the chances of migrant workers finding gainful employment on the basis of their existing skill-sets

Objective 2

To increase, enhance, and harmonise collection, analysis, organisation, dissemination, and utilisation of labour migration data to encourage quantitative and qualitative research on labour migration issues and evidence-based labour migration policy-making

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
i) Identify and evaluate existing capacity and training needs of Member States and RECs in the area of labour migration data collection and management	AUC– DEA	ILO, IOM	2019	High	Availability of comprehensive, up-to-date, well organised, easily understandable, and comparable statistical data on labour migration trends within Africa that acts as the basis for all labour mobility-related interventions	Evaluation report documenting gaps in the area of migration data collection and management among Member States/RECs Number of RECs and Member States trained in collection and organization of labour migration statistics African Working Group on Migration is functional
ii) Set up an African Working Group on Labour Migration Statistics under the aegis of Strategy for the Harmonization of Statistics in Africa (SHaSA)	Member States, AUC– DSA	RECs, Member States, ILO, IOM	2019	High	Active research in the field of labour mobility in Africa, which generates innovative solutions to address current and future challenges	Availability of comprehensive statistical reports on labour migration A set of recommendations for harmonising the collection of labour migration data, and consolidation of national migration data at regional and continental levels
iii) Conduct workshops to harmonise the collection of migration data, including definitions of migration variables, across countries and regions, and consolidate national migration data at regional and continental levels	AUC– DEA	AUC– DSA, IOM, ILO, UNECA, RECs, Member States	2020	High	Technical cooperation between the RECs, Member States, social partners, and private sector agencies to address current and future challenges relating to labour mobility	Harmonised data collection tools on international labour migration in place
iv) Harmonise standards and tools for data collection on international labour migration in Africa	AUC–HRST	ILO, IOM, UNECA, RECs, Member States	2020	High	Mainstreaming of labour migration in the overall policy agenda at Member State, REC, and continental levels	Publication of Labour Migration Statistics Reports
v) Compile labour migration statistics and produce statistical reports with data disaggregated by gender, age, skill-set and other relevant categories	ILO	AUC– DSA, IOM, UNECA, RECs, Member States	2018 Yearly	High		Number of RECs and Member States with labour migration policies and policy frameworks in place
vii) Implement a comprehensive research/study programme on labour migration	AUC - DSA	AUC – DEA, IOM, ILO, UNECA, RECs, Member States	2021	Low		

Outcome

Evidence-based labour migration interventions and policy-making at all levels and by all stakeholders

Objective 3

To enhance inter-state, intra and inter-regional cooperation for implementation of the JLMP

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
i) Promote the mainstreaming of labour migration agenda within the overall dialogue on migration at national, regional and continental level	IOM	AUC-DSA, RECs, Member states	2019	High	Diversion of more resources towards addressing labour migration challenges and harnessing opportunities	Labour migration issues receive enhanced attention in the media and are addressed in national and regional migration profiles.
ii) Establish and support regional mechanisms on tripartite policy consultation and coordination on labour migration issues, and facilitate consultation and technical cooperation with other regions	AUC- DSA	IOM, RECs, Member States, ITUC-Africa, Business Africa	2021	High	Increased regional consultation on labour migration policy-related challenges and opportunities	Recommendations based on the discussions in the tripartite consultation process
iii) Establish and strengthen Regional Consultative Processes (RCPs) on labour migration	AU - DSA	IOM, ILO, RECs, Member States, labour practitioners	2021	Medium	Harmonised labour migration-related policies at regional and continental levels	Robust RCPs of migration in existence
iv) Operationalise the AU Labour Migration Advisory Committee	AUC- DSA	IOM, ILO, UNECA, RECs, Member States	2019	Medium	Robust mechanisms established for coordinating, monitoring and evaluating labour migration-related policy interventions	Set of recommendations from the lessons learnt from the implementation of the JLMP made available
v) Support the elaboration, adoption, and implementation of coherent labour migration policies in the RECs	IOM	AUC – DSA, RECs, Member States	2021	High	Increased knowledge for implementation of future continental-level labour migration programmes on the basis of the lessons learned from the JLMP evaluation	
vii) Set up a plan for monitoring and evaluating the implementation and effectiveness of the JLMP	AUC - DSA	IOM, ILO, UNECA, RECs, Member States	2019	High		

Outcome

Effective governance and regulation of labour and migration in Africa

Objective 4

To extend social security to migrant workers through access and portability regimes compatible with international standards and good practice

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
i) Support the overall strengthening of social security and welfare institutions in Member States	AUC-DSA/ RECs	ILO, IOM	2018 onwards	High	Robust social security systems in Member States that benefit national as well as migrant workers	Categorised social security benefits available in Member States
ii) Strengthen the capacity of RECs on harmonisation of immigration, labour, and social security laws in Member States	AUC-DSA/ RECs	ILO, UNECA, Member States and other important stakeholders	2019	High	Increased momentum towards harmonisation of immigration, labour and social security laws at regional and continental levels Increased regional cooperation for harmonising social security schemes among Member States	Adopted regional policies on harmonisation of social security benefits Contributions by non-nationals to the social security schemes in host nations
iii) Take stock of and classify at continental level, the available social security benefits: Pension, unemployment benefits, health or medical benefits, etc. in every Member State	AUC-DSA/ RECs, Member States	ILO and other important stakeholders	2019	High	Scheme established at continental level to facilitate portability of social security benefits among Member States	Migrant workers have access to social security benefits on moving to a third country or back to their own country
iv) Identify differences in existing social security regimes in Member States and challenges that may arise in their harmonization	ILO	AUC-DSA, RECs, Member States and other important stakeholders	2019	High	Decent work conditions and social protection for migrant workers promoted through adoption of relevant international conventions and standards Obstacles to safe and orderly labour migration reduced by ensuring that migrant workers do not lose access to social security benefits when they move from one Member State to another	Number of measures taken to extend social security benefits to women migrant workers including domestic workers and caregivers
v) Conduct workshops to discuss the harmonisation of categories of social security benefits available in every Member State at national, REC and continental levels	AUC-DSA/ RECs	ILO, UNECA, Member States and other important stakeholders	2019	Medium	The needs of women migrant workers are met in the move towards extending social security benefits to migrant workers	
vi) Promote the mainstreaming of gender issues within the agenda of extending social security benefits to migrant workers	AUC- DSA, RECs	ILO, IOM, Member States and other important stakeholders	2018	High		
viii) Create portability regimes through revision of national legal frameworks and regional social security agreements to make social security benefits available to migrant workers	AUC-DSA	Member States ILO, IOM, UNECA, RECs	2020	High		
x) Establish social security schemes to which non-nationals working in host Member States may contribute on the basis of the principle of equality with nationals of host Member States	AUC-DSA	ILO, UNECA, RECs, Member States	2021	Medium		
xi) Adopt social security measures that prevent abuse and exploitation of social security benefits by non-nationals working in host Member States in accordance with relevant international conventions and standards	Member States	RECs, AUC-DSA	2020	Medium		
xii) Establish mechanisms for migrant workers from other Member States to access their social security benefits upon return to their own countries and in other Member States	Member States	ILO, RECs, Member States	2021	Low		

Outcome

Decent work conditions and social protection for migrant workers and their families through effective labour and social protection mechanisms Realisation of Article 19 of the AU FMP

Objective 5

To strengthen the implementation of the provisions of the AU FMP and its roadmap, with special focus on components that foster safe and orderly labour mobility within the continent

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
i) Support the RECs in adoption of the Revised AU MPFA and its action plan	AUC-DSA,	IOM and other major stakeholders	2020	High	Existing differences among the free movement regimes of RECs, and also with the AU FMP, are addressed	Robust RCPs for harmonisation of RECs' protocols on free movement, including with the AU FMP
ii) Establish/strengthen RCPs for harmonisation of RECs' protocols on free movement, including with the AU FMP	RECs	AUC-DSA, IOM, ILO, UNECA, RECs, Member States	2021	Medium	Assistance is provided to Member States possessing membership in two or more RECs to reconcile inconsistencies in the respective free movement protocols and chart out a way forward	Availability of concrete recommendations on reconciliation of inconsistencies in the RECs' protocols targeted towards Member States possessing membership in two or more RECs
iii) Advocate for removal of hurdles to cross-border provisions for consular support and labour migration services	AUC-DSA	RECs, African Member States, ILO, social partners, and other stakeholders	2019	High	Positive perception of the AU FMP leading to increased commitment among all stakeholders to support implementation of the protocol and its roadmap	Increased political commitment towards implementation of the protocol and its roadmap
iv) Create and adopt a plan for addressing the challenges associated with the implementation of the AU FMP and the Revised AU MPFA arising from overlapping membership of RECs while taking into account existing comparative literature	AUC-DSA	IOM, ILO, UNECA, RECs, Member States	2021	High	Positive perception of migrant workers leading to increased political will to protect their well-being	Reduction in instances of xenophobic attacks on migrant workers
v) Conduct sensitisation and awareness-raising workshops for all stakeholders about the development benefits of implementation of the AU FMP while simultaneously addressing xenophobia and concerns related to security, protectionism, strain on available resources and employment opportunities	AUC-DSA	IOM, ILO, CIDO, faith based organisations, private sector agencies, trade unions and workers organizations	2019	High		Increased implementation and enforcement of laws protecting migrant workers
v) Promote tripartism and social dialogue among relevant stakeholders and institutions	AUC-DSA	IOM, ILO, UNECA, RECs, Member States	2018	High		

Outcomes

Increased opportunities for migrant workers in Africa

Reduction of barriers for regular migration within the continent stemming the flow of irregular labour migration

Decrease in irregular labour migration within the continent

Objective 6

Strengthen capacity of Member States and Regional Economic Communities (RECs) to develop and implement bilateral and multilateral labour mobility arrangements

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
<p>i) Provide technical advice and training to Member State institutions and officials in a range of key areas, including –</p> <p>a) Share experience regarding labour mobility regimes for migrant workers in comparative systems;</p> <p>b) Provide guidance relating relevant to international and regional instruments and their implications;</p> <p>c) Identify required adjustments in immigration, labour, and social security system design, policy, law and practice;</p> <p>d) Share information regarding appropriate institutional frameworks as well as inter-institutional and cross-border cooperation;</p> <p>e) Provide training on negotiation and conclusion of bilateral and multilateral labour agreements; and</p> <p>f) Provide guidance concerning the adoption of unilateral measures aimed at migrant workers' human rights, including labour rights protection</p>	IOM, ILO	AUC-DSA, RECs, Development partners, social security experts/expert institutions	2020	High	<p>Trained and capacitated cadre of officials of African Member States equipped to undertake necessary reforms and to conclude and implement dedicated bilateral and multilateral labour mobility arrangements</p> <p>Bilateral and multilateral labour mobility arrangements aligned with international, in particular, ILO standards and guidelines</p> <p>Lessons learnt from countries with experience incorporated into bilateral and multilateral labour mobility arrangements</p> <p>Tailor-made and flexible bilateral and multilateral labour mobility arrangements concluded and implemented</p> <p>Streamlined labour migration frameworks adopted and implemented</p> <p>Institutional mechanisms to guide and support bilateral and multilateral labour mobility arrangements established</p> <p>Bilateral and multilateral labour mobility arrangements, which extend necessary human and labour rights to migrant workers adopted and implemented</p> <p>Bilateral and multilateral labour mobility arrangements reflect African perspectives on required standards</p> <p>A reformed legal and policy framework and adjusted administrative practice pertaining to the protection of migrant workers introduced in countries of destination</p>	<p>Curricula developed and capacity-building and training offered to affected government and other institutional role-players</p> <p>ILO model agreements and provisions incorporated in bilateral and multilateral labour mobility arrangements</p> <p>Information-sharing seminars and cross-country study tours undertaken to learn from the experience of other countries</p> <p>Flexibility modalities for progressive expansion of the scope of bilateral and multilateral labour mobility arrangements developed and considered</p> <p>Circular and other modalities of labour migration agreed between countries</p> <p>A range of country-of-origin unilateral protective measure developed and evaluated</p> <p>Proposals for institutional, inter-institutional and cross-border institutional mechanisms developed and consulted</p> <p>Labour protective provisions introduced into bilateral and multilateral labour mobility arrangements</p> <p>Standards and guidelines in respect of bilateral and multilateral labour mobility arrangements developed by the AUC, RECs, consistent with international standards</p>
<p>ii) Introduce legal and policy system reform –</p> <p>a) Remove legal hurdles to human and labour rights protection,</p> <p>b) Adjust legal and policy provisions with regional frameworks</p>	Member States	AUC-DSA, ILO, RECs, development partners, social security experts	2019	High		<p>Analysis of challenges and hindrances experienced by migrant workers in countries of destination undertaken and considered</p>

<p>iii) Account for and incorporate international standards instruments including human rights instruments –</p> <p>a) Ratify, use, and rely on ILO and UN Conventions, as well as AU and RECs instruments for concluding, implementing, monitoring and reviewing bilateral and multilateral labour mobility agreements;</p> <p>b) Make specific use of the ILO Migration for Employment Recommendation (Revised), 1949 (No. 86) and the Model Agreement (which is presented in the Annex of the Recommendation) to achieve the objective in (i) above</p>	ILO	AUC-DSA, RECs, MS, IOM, UNDP	2019	High		
<p>iv) Enhance South-South and North-South learning and comparative experiences –</p> <p>a) Learn from experiences in other RECs, Member States and other developing countries, as well as EU and GCC agreements with African Member States, regarding the adoption, implementation, review, and monitoring of labour mobility instruments</p>	AUC-DSA	RECs, Member States, ILO, IOM, EU, development partners, stakeholders, experts and expert institutions	2019	Medium		
<p>viii) Invest in institutional mechanisms and arrangements –</p> <p>a) Establish appropriate institutional, inter-institutional, and cross-border institutional mechanisms and arrangements to support and facilitate labour mobility agreements</p>	AUC-DSA	RECs, Member States, ISSA, current joint structures, EU and EU Member States, ILO, social partners, and other stakeholders	2019	High		
<p>ix) Ensure migrant workers support –</p> <p>a) Include in labour mobility agreements, needed forms of human rights, labour rights, and social security support and protection for African migrant workers in destination countries</p>	Receiving Member States	AUC-DSA, ILO, diaspora organisations, RECs, social partners and other stakeholders	2020	High		

Outcome

African governments equipped to conclude and implement bilateral and multilateral labour mobility in accordance with international and continental standards and comparative best practices

Legal systems, policy frameworks, and administrative practice of countries of destination and origin reformed to reflect extended human and labour rights

Objective 7

Develop, adopt, and implement dedicated bilateral and multilateral labour mobility arrangements within and from Africa

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
<p>i) Provide technical and capacity-building advice for the development, adoption, and implementation of dedicated bilateral and multilateral agreements and related measures through dialogue with the EU, within the framework of the Africa-EU Partnership on Migration, Mobility and Employment (MME) and the Joint Africa-EU Strategy (JAES)</p> <p>a) Advocate and arrange for improved EU-third country labour law arrangements for African migrant workers, involving both Member State and RECs levels;</p> <p>b) Advocate for enhanced EU investment in bilateral and multilateral labour agreements, in support of African systems, intra-African labour mobility and employment promotion in Africa;</p> <p>c) Advocate for implementation of existing Association Agreements (for instance, with Maghreb countries) and possible conclusion of Association Agreements with other African countries and RECs</p>	ILO, IOM	EU, European Member States, JAES, RECs, AU Member States, AUC-DPA, social partners and other stakeholders	2023	High	<p>Inter-continental Africa-EU consultative frameworks utilised to extend higher levels of protection to African migrant workers</p> <p>AU-EU Member States' circular labour agreements concluded</p> <p>Labour exchange opportunities with EU countries of destination explored</p>	<p>Proposals for enhanced protection of African migrant workers in the EU developed, debated and adopted by Africa-European consultative structures</p> <p>Labour exporting models considered and consulted on by AU and EU Member States</p> <p>Increased labour exchange between Africa and other EU countries</p>
<p>ii) Facilitate labour exchange –</p> <p>a) Develop dedicated migration and other labour exchange opportunities not only within Africa, but also with other European countries of destination</p>	AU Member States	EU Member States, ILO, IOM, social partners, stakeholders, public and private recruitment agencies	2022	Medium		

Outcome

Enhanced protection of African migrant workers in Europe as reflected in bilateral and multilateral arrangements and in national legal systems and policy frameworks

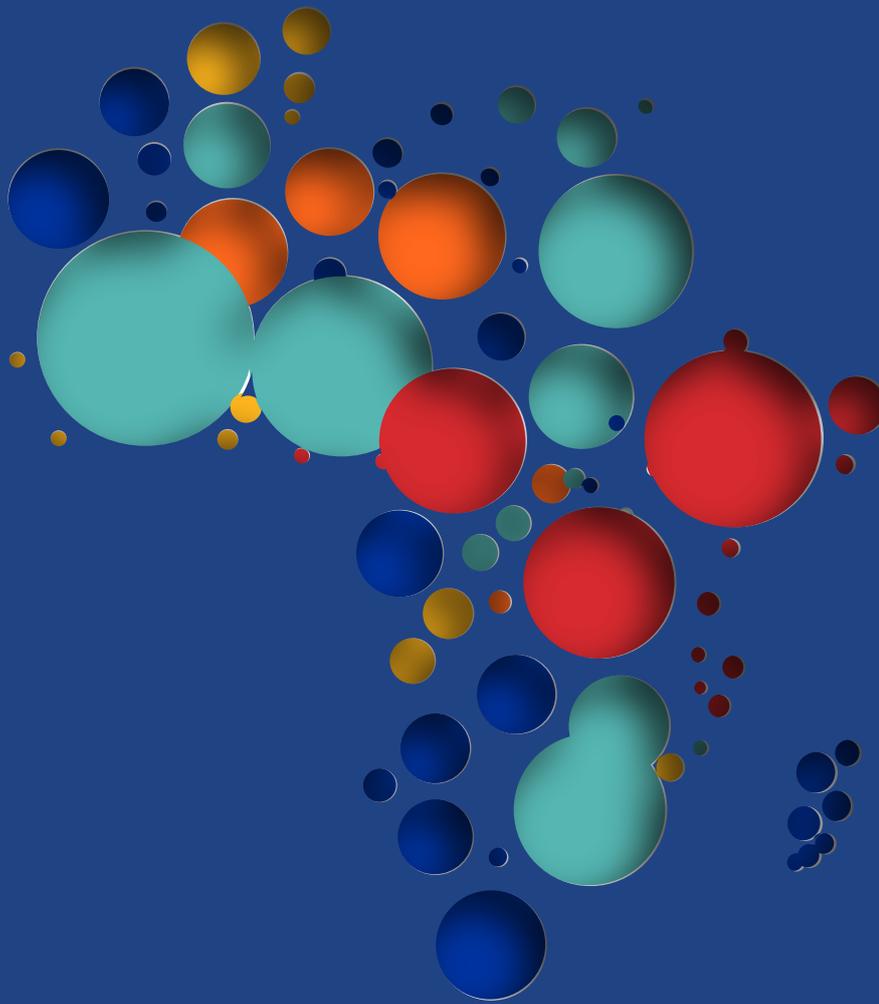
Objective 8

Develop, adopt, and implement dedicated bilateral and multilateral labour mobility arrangements with destination countries

Priority Strategies	Lead Coordination Role	Supporting Role	Time Frame	Priority Level	Outputs	Indicators
i) Promote protective model employment contracts and bilateral agreements – a) Encourage Member States to develop BLAs b) Review and strengthen terms of model employment contracts and existing bilateral agreements (including bilateral labour agreements) to ensure enhanced labour rights and social security protection	Member States, RECs, AUC	AU, ILO, IOM, social partners, cross-border supervisory and institutions	2019	High	Bilateral and multilateral labour mobility arrangements reflect improved human and labour rights protection, including access to social security for African migrant workers Improved protection of African migrant workers supported by revised employment contracts and bilateral arrangements	Analysis of the human and labour law protection available to African migrant workers is undertaken in destination countries and considered Model employment contract and bilateral arrangements reviewed Trade unions and employers/ employers' organisations involved in consultations to support and improve the protection available to African migrant workers
ii) Support social partner and private sector involvement – a) Support the involvement of social partners and private sector agencies, globally, continentally, and nationally, for the labour rights and related forms of protection of African migrant workers in destination countries	AUC-DSA, RECs, social partners	ILO, IOM	2018	High	African migrant workers are members of trade unions and employers/employers' organisations are committed to their improved protection African migrant workers generally including irregular migrant workers enjoy better protection in labour law	Consultative processes utilised to consider proposals for enhanced protection of African migrant workers, including irregular migrant workers
iii) Utilise regional and inter-regional processes for social dialogue – a) Develop and utilise continental and inter-continental processes, structures, and mechanisms to strengthen the protection of African migrant workers in destination countries b) Advocate for appropriate responses to deal with the condition of irregular/ undocumented African migrant workers in countries of destination (e.g., regularisation programmes including flexi-permits introduced by certain countries for irregular migrants) c) Ensure coordination and communication between social partners	AUC	AUC, RECs, ILO, IOM, social partners and relevant regions/ institutions	2019	High	African common position on improved protection for African migrant workers adopted and positively impacting on the position of migrant workers	Proposals for enhanced protection of African migrant workers developed and considered by mandated African consultative structures
iv) Promote common African policy responses – a) Implement existing policy frameworks b) Formulate new policy responses where gaps have been identified and involve multilateral stakeholders and development partners to improve the human and labour rights protection of African migrant workers in destination countries	AUC	RECs, African States, ILO, IOM, development partners, social partners and other stakeholders	2019	High		

Outcome

The protection of African migrant workers including their human and social rights as well as labour rights, is ensured in countries of destination



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