







Labour Migration
Governance
for Development
and Integration
in Africa (JLMP)
BOLD! Transformative!
Comprehensive!

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



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

### Content

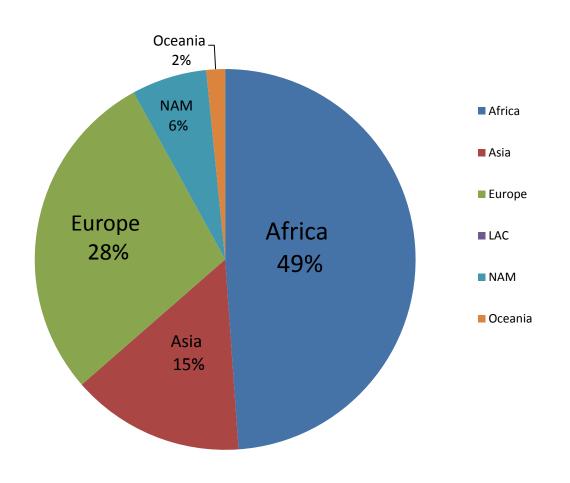
- Background/Context
  - Figures and Features of Labour Migration in Africa
  - Opportunities and Challenges
  - Continental Policy Responses
- What is different? The added Value?
- Joint Labour Migration Programme (JLMP) -Unpacked
- JLMP
- Next Steps ...

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

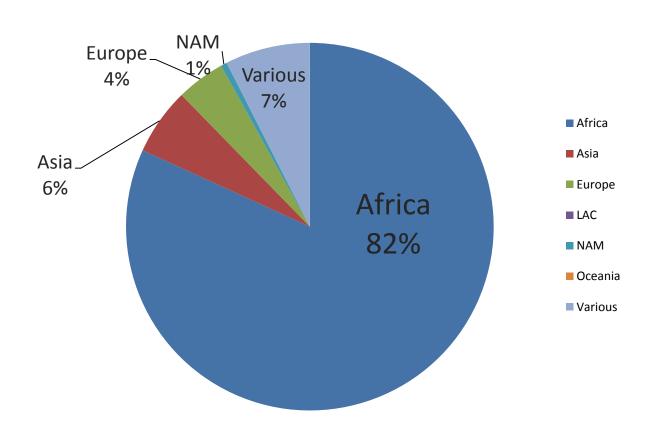
| 2013      | Origin                       |        |      |        |      |     |         |         |       |                     |
|-----------|------------------------------|--------|------|--------|------|-----|---------|---------|-------|---------------------|
|           |                     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

Source: UNDESA (2013)

### African migrant populations by major areas of destination, 2013



### Migrants in Africa by major areas of origin, 2013



### Investment Migrant Workers Development Remittances Decent Work Equity Portability of Social Security Benefits

Portability of Social Security Benefits

Kills Enhancement Harmonized Labour Migration Policy
ree Movement Fundamental Rights Non-discrimination

Labour Market Information System Inter-regional
Poverty Alleviation Equality of Treatment Cooperation
Joint Labour Migration Programme

Economic Integration Human Rights Social Dialog Labour Migration Governance

### Labour Migration Governal Social Remittances Economic Recruitment Development

Recruitment Developmen
Management System
Social Protection
Training Employment Creation

Free Circulation Regional Integral
Tripartite Policy Dialogu
Skills Mobilit
Labour Standards

## Estimates and Features of Labour Migration in Africa

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

## Some Gender Concerns/Risks



Portability of Social Security Benefits

Joint Labour Migration Programme

## Key Drivers

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

## Recognition of Skills Formation before Burkers consequent Portability of Social Security Benefits Fee Measured readmentable Labour Mayeston Policy Fee Measured readmentable Labour Mayeston Policy Labour Market Information System their-regional Labour Market Information System their-regional Joint Labour Migration Programme

### Opportunities \_\_\_\_\_\_

- abour Migration Governance
  cocal Remittances Communication
  social Remittances Communication
  Social Protection
  Training Employment Creation
  Free Circulation Regimes
  Frequent Industry Configure
  Skills Mobility
  Labour Strenders
  Statis Social
- Identification of migration as a key development concern by HOSG – 24<sup>th</sup> / 25<sup>th</sup> AU Assembly (2015)
- Enhanced focus on regional integration agenda at sub regional and regional levels(AU Agenda 2063)
- Regional economic development depends on circulation of people, along with services and technology
- Africa's youthful population within the context of a global ageing population
- Recognition that effective labour migration governance is the sustainable means for reducing smuggling and trafficking in persons
- Increasing recognition and documentation of the developmental dividends/benefits of labour migration for migrants as well as sending and receiving countries
- 2030 Sustainable Development Goals -Includes several targets related to migrant workers and migration
  - 10.7 Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies
  - 8.8 protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants,
  - o 10.c By 2030, reduce to less than 3 per cent the transaction costs of migrant remittances

## Migration – Benefit to Workers

### For migrant workers

- Decent Work opportunities
- Self Actualisation
- Professional Fulfilment

### Migrant Workers' Family (Those Left Behind)

- Contributes directly to household income and assets of those left behind
- Fosters human capital development through enhanced education opportunities
- Improves healthcare access
- Incentivizes the creation of SMEs by contributing to enterpreneurship and enterprise development
- Enhances family resilience to socio-economic shocks

### Potential benefits are adversely affected by

- poor protection of migrant workers
- high recruitment costs
- high costs of remittance transfers

### Portability of Social Security Benefits

loint Labour Migration Programme

### Opportunities ... recognition and documentation of the developmental benefits

- Skilled migrants are key development agents
- They are brain banks a source of knowledge and technology transfers
- For destination countries:
  - Foster innovation and enterprise growth
  - Meet specific skills gaps in the labour market
  - Develop and sustain traditional and emerging sectors agriculture, petroleum, health, education, commerce, etc.

### o For countries of origin:

- Brain Gain
- Transfer/Sharing of skills, knowledge and experience acquired
- Diaspora knowledge networks
- Remittances not just the dollars
  - Social remittances PDVs like education, gender equality,
  - Financial inflows (WB) 2013 ~ USD60.6 Billion

### Portability of Social Security Benefits

Free Movement Fundamental Rights Nim-decrimination
Labour Market Information System Inter-regional

Joint Labour Migration Programme

## Labour Migration Governance Social Protection Towns Employment Creation Free Circulation Regimes Tragement Policy Substitute Skills Mobility

## Remittance inflows per Region

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

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

## Net FDI inflow per region

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

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

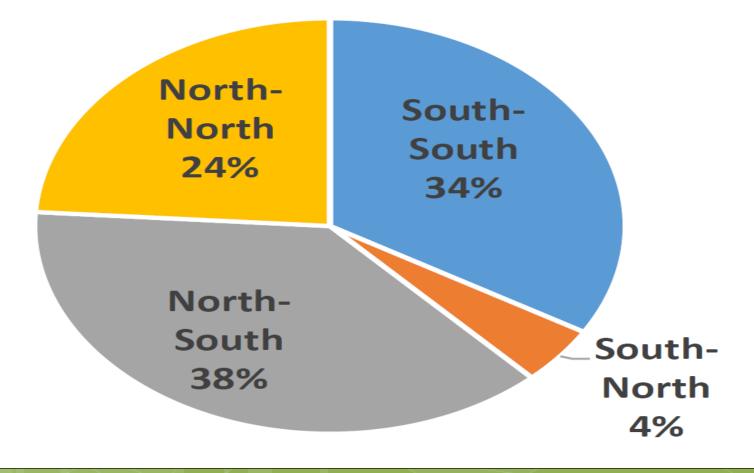
# Net ODA & OA inflow per

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

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

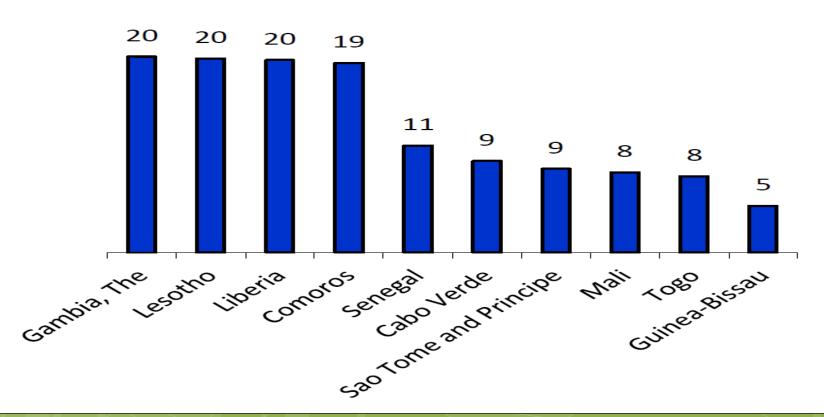
### Significant South-South Remittance flows ...

Remittances (% share)



### Remittances ...GDP ...

(Percent of GDP, 2013)



### Portability of Social Security Benefits The Committee of the Property of the Policy Free Mannet Harmonized Labour High State State

oint Labour Migration Programme

## Social Perotection Social Protection Training Employment Creation Training Employment Creation

Skills Mobility Lebour Standards Skills Education Match Social Cohesion

## Challenges

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

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Joint Labour Migration Programme
Economie Integration Ferman Right's Social Dialogue

Labour Migration Governance
Social Remittances Production
Training Engloyment Creation
Free Circulation Regimes

### Free Circulation Regional Integral Engine Integral Engine Policy Dialog Skills Mobili Labour Standard Skills Education Maint Social Cohesion

## Continental Policy Frameworks

- African Charter on Human and Peoples' Rights, 1981
- Abuja Treaty on African Economic Community (AEC) 1991
- 2006 **AU Migration Policy Framework** a chapter on Labour Migration
- AU Social Policy Framework of 2008 recommends regional integration and collaboration of social security schemes to ensure benefits of labour circulation
- AU Plan of Action on Boosting Intra African Trade (2012) recognizes the key role of free movement of people and labour migration regulation
- Youth and Women Employment Pact adopted by 9th Ordinary Session of the AU Labour and Social Affairs Commission (April 2013), that adopted the including "Promotion of regional and sub-regional labour mobility". The Pact calls for an AU and RECs Labour Migration Plan
- AUC Strategic Plan 2014-2017 with the strategy to "Promote Labour Migration"
- AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development endorsed by the 24<sup>th</sup> Ordinary Session of the AU Assembly Labour Migration for regional integration is a key priority area of action (January 2015)
- 25<sup>th</sup> **AU Assembly Declaration on Migration** (June 2015)

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# Continental Policy Instruments on Labour Migration

- 2006 AU Migration Policy Framework:
  - Calls for a rights-based approach to labour migration based on ILO Conventions No 97 and 143 as well as International Convention on the Rights of All Migrant Workers and Members of their Families
- 2013 AU LSAC:
  - RECs should consider the issue of regional labour migration as an important factor in sustainable development
- 2015 AU Summits (January and June 2015) adopted/endorsed
  - AU Declaration and Plan of Action on Employment Creation, Poverty Eradication and Inclusive Development
  - AUC/ILO/IOM/ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP)
  - AU Declaration on Migration (June 2015)

## What is Different?

- Programme developed by Africa for Africa focused on supporting effective implementation of adopted policies to foster rights based labour migration governance as key to development and regional integration
- Demonstrates AU commitment to effectively govern migration for development and reduce irregular migration. Hence avoiding unnecessary deaths and devastation of Africa's human resource
- Africa's inclusive, comprehensive and sustainable response for optimizing the development benefits of migration; particularly for young women and men
- First occasion when a formal Summit of Heads of State and Government anywhere has adopted a comprehensive programme on labour migration governance
- Engages all the 8 Regional Economic Communities (RECs)
- Strategic partnership of the three 'major' international entities most concerned (ILO, IOM and UN Economic Commission for Africa) to support the AU, RECs and member States

"Labour Migration Governance
Social Remittances Economic
Recruitment Development
Management System
Social Protection
Tradatas Employment Creation
Free Circulation Regimes
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### What is Different?

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

## Labour Migration Governance for Development and Integration

Joint Labour Migration Programme Economic Integration Human Rights Social Dialogue Labour Migration Governance Social Remittances Commit Recruitment Development

Portability of Social Security Benefits
Skills Enhancement Harmonized Labour Migration Policy
free Novement Fundamental Rights Non-discrimination
Labour Market Information System Inter-regional

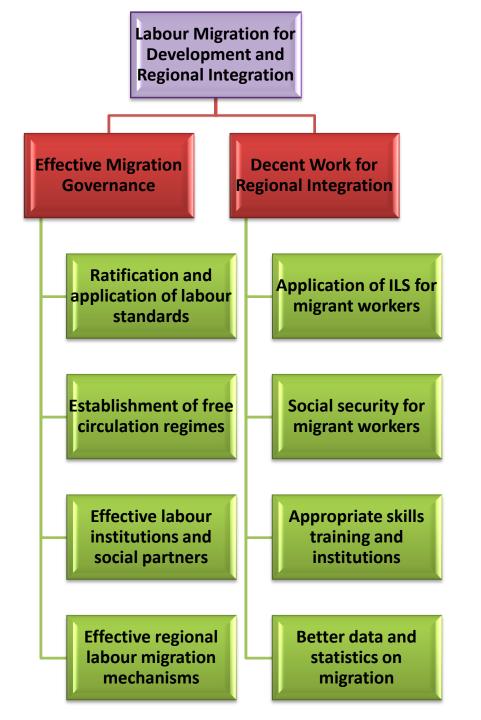
Management System
Social Protection
Training Employment Creation
Free Circulation Regimes

Tripartite Policy Dialo Skills Mobil Labour Standar Skills - Educatio Match Social

Overall Objective:

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

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



### Portability of Social Security Benefits Harmonized Labour Migration Policy Free Novement Fundamental I Right a Microproportion Labour Market Information System Interruginal Labour Market Information System Interruginal

Joint Labour Migration Programme

Labour Migration Governance Social Remittances Economic Recruttment Devolopment Management System

Skills Mobilit Labour Standards 2003 - Education Social Cohesion

# Labour Migration Governance for Development and Integration (JLMP Unpacked)

- Specific Objective 1: Strengthen effective governance of labour migration arrangements in Africa:
  - Increased ratification and domestication of key international standards on labour migration (Conventions 97, 143, 189, 87, 96, 100, 111, UN Convention-MW etc)
  - Free circulation regimes and coherent labour migration policies elaborated, adopted and implemented in the RECs (Regional Economic Communities)
  - Labour institutions and social partners develop and better implement labour migration governance, governance, policy and administrative responsibilities
  - Effective regional mechanisms established for tripartite policy consultation and coordination on labour migration issues, including with other regions

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Portability of Social Security Benefits

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Social Protection
Training Employment Creat
Free Circulation Rogim

Skills Mobili Labour Standard

# Labour Migration Governance for Development and Integration (JLMP Unpacked)

## Specific Objective (component 2): Decent Work for Development and Regional Integration

- Decent work promoted for migrants workers with the effective application of labour standards in recruitment and treatment
- 2. Social Security extended to migrants through access and portability regimes compatible with international standards and good practice.
- 3. Harmonised policies to **foster mobility of skills and better align skills with labour market needs** are adopted and implemented in Africa.
- 4. Enhanced collection, exchange and utilization of gender and age disaggregated data on migrants' economic activity, employment, skills, education, working conditions, and social protection.

Joint Labour Migration Programme

Labour Migration Bulb July Labour Migration Governance

Social Protection
Training Employment Creation
Free Circulation Regimes

### Skills Mobili Lebour Standards Skills - Education States Social Cohesion

### **JLMP Unpacked**

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

### Remittances December Harter Consequence Remittances December Harter Consequence Portability of Social Security Benefits Leavest Harmanized Labour Migration Policy Market Information System later-regional

Joint Labour Migration Programs
Labour Migration Books Date
Labour Migration Governance

## Labour Migration Bovernance Social Remitances Comming Remitance Development Training Employment Creation Free Circulation Regimes Flogicum Integration Training Employment Creation Free Circulation Regimes Flogicum Integration Training Employed Indiges Skills Mobility Labour Stronderds

## Labour Migration Governance for Development and Integration

- Strengthened capacity of labour institutions in AUC, RECs and selected national governments on labour migration
  - Strengthened labour migration governance capacities of labour/employment institutions
  - Fostered engagement of Employers', Workers' and Migrant Workers' organizations
  - Labour migration governance training mainstreamed in selected national and regional organizations
- Effective regional mechanisms established for tripartite policy consultation and coordination (including with other regions)
  - Inclusive AU consultative mechanism on labour migration established
  - REC tripartite mechanisms on labour migration established/strengthened
  - Facilitate strategic cooperation on labour migration with other regions eg, European Union, Arab States

oint Labour Migration Programme

### **JLMP - Unpacked**

### Decent Work for Development and Integration

- Decent work promoted for migrants workers with the effective application of labour standards in recruitment and treatment
  - Enhanced access to fair recruitment practices
  - Adoption and application of International Labour Standards promoted
  - Labour market instituitions supported to protect MW
  - Development and implementation of national action plans against racism, xenophobia, and discrimination facilitated
- Extend Social Security to migrants through access and portability regimes
  - Harmonized social security access in RECs building on good practices
  - Gender sensitive policies on social protection developed
  - Portability of social security benefits facilitated ((Conventions) 102 & 118)

### Portability of Social Security Benefits

Joint Labour Migration Programme

### **JLMP Unpacked**

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

Portability of Social Security Benefits

oint Labour Migration Programme

## Journey to Deliver So Far ...

- <u>Inclusive Programme Development Beneficiary Ownership a</u> Stakeholder Engagement
  - **December 2013** 1st Africa Union Technical Meeting on Labour Migration with RECs, Business and Workers Organisations (Addis)
  - February 2014 Draft Joint Programme Developed based on the Conclusions of 1st Technical Meeting
  - April 2014 Joint draft programme reviewed and modified by an expert working group (representing RECs, Business, Workers Organisations and CSO)
  - April 2014 Endorsed by Ministers during the Extraordinary Session of the AU Labour and Social Affairs Commission (LSAC) in Windhoek, Namibia
  - September to December 2014 Stakeholder Consultations to establish a coalition of strategic partners (eg Khartoum)
  - <u>January 2015</u> Joint Programme adopted by Heads of States during the 24th Session of African Union Assembly in Addis Ababa, Ethiopia
  - 23-26 March 2015 Meeting of all RECs, Social Partners and Civil Society Organisations, Implementation Modality Agreed with all RECs and Social Partners – Kigali
  - April 2015 High Level JLMP Dialogue for ITUC, OATUU, Business Africa and IOE

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Portability of Social Security Benefits
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Joint Labour Migration Programme

### Labour Migration Governance Social Remittances Economic Recruitment Development Management System

Social Protection
Training Employment Creation
Free Circulation Regimes
Boggood Integration

### Skills Mobili Labour Standard Social Cohesion

# JLMP on the Move .... with Seed Funding

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

oint Labour Migration Programme

## JLMP on the Move ... with Seed Funding

- Labour Migration Statistics Baseline Data collection and country peer review and validation completed (November 2013)
- Background Study of access to Social Security for Migrant Workers, including portability regimes based on regional and global best practices (on going)
- Think Piece on innovative Social Protection arrangements for migrant workers (on going)
- "Skills recognition for better labour mobility in Africa Initiative" background study based on national, regional and global practices (on going)
- Continental review of the free movement regimes commissioned as the basis for developing the Africa Protocol on Free Movement of Persons (on going)

### **NEXT STEPS..**

Portability of Social Security Benefits
Suite Endurement Harmonized Labour Migration Policy
Free Movement Fundamental Rights Non-descriptions on

Joint Labour Migration Programs

Social Protection
Training Employment Creation
Free Circulation Regimes
Hopperature Policy Dislogue
Skills Mobility
Labour Standards

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

## AUC/ILO/IOM/ECA JLMP

### **Labour Migration Statistics**

| No Focal Points  | Focal Points/ at workshop  |   |  |  |
|--|--|---|--|--|
| <ul> <li>Algeria</li> <li>Cape Verde</li> <li>CAR</li> <li>Djibouti</li> <li>Equatorial guinea</li> <li>Eritrea</li> <li>Madagascar</li> <li>Mauritania</li> <li>Rwanda</li> <li>Saharawi Arab democratic republic</li> <li>Swaziland</li> </ul> | <ul> <li>Angola</li> <li>Benin</li> <li>Botswana</li> <li>Burkina Faso</li> <li>Burundi</li> <li>Cameroon</li> <li>Chad</li> <li>Comoros</li> <li>Congo-Brazzaville</li> <li>DRC</li> <li>Cote d'Ivoire</li> <li>Egypt</li> <li>Ethiopia</li> <li>Gabon</li> <li>The Gambia</li> <li>Ghana</li> <li>Guinea</li> <li>Guinea Bissau</li> <li>Kenya</li> <li>Lesotho</li> <li>Liberia</li> <li>Libya</li> </ul> | <ul> <li>Malawi</li> <li>Mali</li> <li>Mauritius</li> <li>Mozambique</li> <li>Namibia</li> <li>Niger</li> <li>Nigeria</li> <li>Sao Tome e Principe</li> <li>Senegal</li> <li>Seychelles</li> <li>Sierra Leone</li> <li>Somalia</li> <li>South Africa</li> <li>South Sudan</li> <li>Sudan</li> <li>Tanzania</li> <li>Togo</li> <li>Tunisia</li> <li>Uganda</li> <li>Zambia</li> <li>Zimbabwe</li> <li>Morocco</li> </ul> |  |  |

## FINAL WORDS ...

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

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

## Thank You on behalf of the JLMP Team!

Social Equality Welfare

Recognition of Skills

Investment Migrant Workers Development Remittances Decent Work Equity

### Portability of Social Security Benefits

Skills Enhancement Harmonized Labour Migration Policy Free Movement Fundamental Rights Non-discrimination

Labour Market Information System Inter-regional Poverty Alleviation Equality of Treatment Cooperation

### Joint Labour Migration Programme Economic Integration Human Rights Social Dialogue

Labour Migration Data

### Jobs Labour Migration Governance

Social Remittances Recruitment Development Management System

### Social Protection

Training Employment Creation

### Free Circulation Regimes

Regional Integration Tripartite Policy Dialogue

### Skills Mobility Labour Standards

Skills - Education Match Social Cohesion lata

