

INTERNATIONAL MIGRATION PAPERS

81

A study on labour migration data and statistics in East Africa

Joseph M. Shitundu



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INTERNATIONAL MIGRATION PROGRAMME

INTERNATIONAL LABOUR OFFICE GENEVA

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Forewords

This report comprises part of the ILO working paper series *International Migration Papers* that disseminates current research findings on global migration trends and seeks to stimulate dialogue and policy development on issues of regulating labour migration.

The importance and immediacy of better regulating labour migration in Africa motivated the ILO to establish a programmatic *Africa Labour Migration Initiative* in 2002. The evident starting point for this initiative was to expand the knowledge base as a proper foundation for effective technical cooperation and practical activity. As a result, this report comprises one of a special series of 31 regional and national studies from East, West and Maghreb Africa being published in 2006 as International Migration Papers starting with IMP number 74, and/or posted on the Project website¹.

Migration has come to the top of the political and social agenda across all of Africa. In recent years, regional integration initiatives have made considerable progress in development of frameworks, legislation, and mechanisms for increased economic and social integration among concerned states. At the continental level, the African Union and the Economic Commission for Africa have both taken up the challenges of exploring greater labour mobility across the region.

This report is the product of a process initiated by the ILO and supported by the European Commission on the basis of constituent recommendations and requests for engagement. An ILO project “Managing Labour Migration for Integration and Development in the Euromed Region, East Africa and West Africa” was established in 2004, supported by the EC budget line for cooperation with third countries administered by DG Justice, Freedom and Security. Following consultations with ILO constituent governments and social partners in East Africa countries, project activity has been ongoing over the last 18 months. Central aims of this project are:

- to enhance the capacities of ILO tri-partite constituents for managing labour migration as an instrument for development
- to promote social dialogue and to raise awareness among stakeholders regarding regional labour migration issues
- to obtain knowledge and data essential for governments and social partners to effectively set policy and regulate labour migration
- to enhance cooperation between East Africa, West Africa, North Africa and Europe on labour migration.

In East Africa, the Project responded to requests to the ILO for cooperation on labour migration management by East African Partner States at the International Migration Policy Seminar for East Africa and the Horn of Africa in Nairobi in May 2002 and the subsequent IMP Seminar for East Africa and the Horn of Africa in Addis Ababa in June 2003. Specific expectation of ILO cooperation on migration was expressed in terms of the partnership cooperation agreement between the East Africa Community (EAC), comprising Kenya, the United Republic of Tanzania and Uganda, and the ILO.

¹ ILO-EU Project “Managing labour migration for integration and development in Africa” Website:
<http://migration-africa.itcilo.org>

Since labour circulation is recognized as an integral part of the regional integration and development process in the East Africa Community Treaty, the EAC governments and social partners recognized the need to establish, modernize and improve their laws, policies, practices and administrative structures on migration. At the tripartite conference launching the East Africa ILO labour migration project effort in December, 2004, labour ministers from the three countries and the President of the EAC Council of Ministers called for immediate commencement of negotiations for an East Africa Community Protocol on Free Movement of Persons, Labour, Services, Right of Establishment and Residence. The negotiations are currently underway at mid-2006.

This report is one of a complementary series of three research studies on East African countries intended to assist governments and social partners to address the fundamental building blocks of effective policy and practice to regulate labour migration. Understanding that good policy depends on good data, this study assesses the current state of data collection and suggests specific measures to improve and harmonize collection and analysis of statistical data on labour migration and to more effectively use it in policy and administration. A second paper analyses existing national legislation on labour migration – the legal foundation for State action on migration-- and in particular notes the extent of incorporation of relevant international normative standards and potential harmonization with neighbouring countries. A third regional study examines a number of key linkages between migration and development in order to identify what action and what policy tools can contribute to ensuring that migration indeed enhances development.

This report outlines the universal challenges associated with the production of reliable and comprehensive information and statistics on labour migration and reviews existing definitions and the characteristics of the different national information systems in the EAC. The study offers a systematic review of existing data sources, including of information provided by censuses, administrative records and on nationals residing abroad. Based on this review, the study identifies existing information gaps and weaknesses in data on migrant stocks as well as in coordination among data producers and users. With these elements, the study concludes with specific recommendations to improve collection and application of statistical data to management of labour migration in East African countries. The authors suggest lines for a thorough overhaul of the existing information systems and a greater involvement of ILO constituents in the production and validation of data.

As the research emanating from the project shows, there remain a number of obstacles to the effective management of labour migration within or from the EAC. Key challenges concern the availability of accurate data necessary to make informed policy decisions, the need to fully incorporate relevant provisions of international standards in national law, and the establishment or improvement of institutional structures and mechanisms with specific competence and capacity to regulate labour migration. The suggested lines of response presume common interest in optimizing potential development benefits from effective administration of labour migration. We sincerely hope that this report will serve as a building block for our member governments and social partner constituents to address the migration challenges before them. We also hope that dissemination of these research findings will enhance regional policy dialogue and cooperation on labour migration.

We wish to acknowledge the diligent and arduous work of Dr. Joseph M. Shitundu who prepared the report as well as efforts of Ali Likumbage Kilindo to supervise the research.

Appreciation is noted for the cooperation received from concerned governmental offices and agencies in Kenya, Tanzania and Uganda that shared perspective, concerns and data essential to this effort.

Thanks are also due to the ILO East Africa project team based in Arusha, Ali Likumbage Kilindo, Laura Kikuli and Marietta Faransa for their support, editing and coordination efforts, and to the Director of the ILO Area Office in Dar-Es-Salaam, Mohamed Ali Ibrahim, and to Anthony Rutabanzibwa for their editorial review and liaison work with governments and social partners.

Jason Schachter of the ILO Department of Statistics (STAT) reviewed this report to ensure its technical accuracy. Finally, we note the dedicated attention by David Nii Addy, ILO Africa Project Officer, to ensuring that the entire research, writing and review process was carried through to completion, and the final editing and publication support by Céline Peyron.

Geneva, June 2006.

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List of acronyms

BOT	Bank of Tanzania
CBK	Central Bureau of Kenya
CBS	Central Bureau of Statistics
COTU	Central Organization of Trade Unions
EA	East Africa
EAC	East African Community
EPZ	Export Processing Zone
FKE	Federation of Kenya Workers
GDP	Gross Domestic Product
GOK	Government of Kenya
ILM	International Labour Migration
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	International Organization of Migration
KAFEA	Kenya Association of Foreign Employment Agency
MIDTA	Migration for Development of Tanzania
MUB	Manufacturing under Board
NBS	National Bureau of Statistics
NGOs	Non Governmental Organizations
NICs	National Identity Cards
NSSF	National Social Security Fund
POPP	President's Office, Planning and Privatization
RQAN	Return of Qualified African Nationals
SMEs	Small and Medium Enterprises
TIC	Tanzania Investment Centre
UN	United Nations
UNHCR	United nations High Commission for Refugees
ZIPA	Zanzibar Investment Promotion Agency

Executive summary

Introduction

The overall objective of the ILO Project on “Managing labour migration for integration and development in the EruoMed, East Africa and West Africa”, supported by the European Commission, is to enhance government and social partner capacities for managing labour migration as an instrument for development. As part of its activities, the project will elaborate new policy frameworks and mechanisms for the development of comprehensive migration policies as a contribution to the ongoing processes of regional integration. Its capacity building efforts will comprise social dialogue, technical advice and research studies focussing on the issues of migration statistics, policy and legislation, migration and development, and the promotion of core international labour standards.

The Labour Migration Project for Development and Integration in East Africa intends to address, among others, the following challenges and issues: poor linkages between migration and development processes, inadequate administrative and institutional capacity for effective migration policies and migration management, lack of protection of migrant workers, barriers to free movement of labour within the EAC countries, loss of human capital through the emigration of high-skilled workers, and poor quality of migration statistics. This report is concerned with the last aspect of these challenges.

The need to address these challenges is based on the fact that while the issue of international migration has been thrust to the forefront of the international agenda, the need for accurate, timely and comparable data and statistics and analyses on international migration levels, trends and policies has also acquired unprecedented urgency particularly as these are lacking in most cases.

The report, therefore, attempts to provide an overview of international migration statistics for East African countries as a regional integration concern. The report is based on three national studies that were done for Tanzania, Kenya and Uganda².

Main Observations from the study

- *Existing migration data in East African region is not comprehensive and not easily comparable*

Data on labour migration in the three East African countries is not readily available comprehensively. It is also not easy to aggregate them at regional level due to differences in coverage, definitions of variables used and timeframe of collected data. This is largely because various government institutions collect and process specific data and information in accordance with their compartmentalized needs.

- *Institutions dealing with labour migration data lack capacities and resources*

In general the capacities of these institutions are limited by the following main constraints:

- Varying degrees of shortage of staff dealing with international labour migration data;
- Very low budget allocations;

² This synthesized report is based on three national reports: Shitundu, J. (2004) for Tanzania; Achoch, E. (2004) for Kenya; and Ogaram, D. (2004) for Uganda.

- Lack of skills and knowledge on information technology, labour statistic collecting and processing mechanisms and information and new emerging issues on labour migration;
- Lack of cooperation between government institutions/agencies responsible for administering, collection and processing of migration data;
- Lack of common Migration Database;
- Inadequate or completely lack of computer hardware and software for collecting, recording, processing and analyzing migration data/information;
- Lack or shortage of electricity, transportation, and communication tools to control many border points which deal with long distances of border areas;
- Lack of a central demographic and immigration data system for providing relevant information when and where necessary.

There are gaps and weaknesses in existing systems for data collection

- There is a problem of absence of timeliness, accuracy and comparability of labour migration (for both stock and flow data) data/statistics collected from different sources. Flow data is, however, relatively more scarce than stock data because of the difficulty involved in recording it. Moreover, even institutions that deal with similar variables face more or less this problem;
- Estimates of irregular migration statistics are almost non-existent and not comparable. This is partly due to the difficulty in recording such data;
- Information collected by institutions, which is mostly used internally, is not cross-checked by other institutions;
- Information and statistics are not disseminated to other social partners due to low awareness on usage of migration labour information by various stakeholders;
- Bureaucratic practices constrain accessibility of migration data/statistics from relevant institutions;
- There is lack of co-ordination and convenient process that ties components of education to deployment, protection of worker's rights, and managing remittances which are currently dispersed among different Government entities;
- Labour Migration Policy is not explicitly included in the national agendas of all East African countries;
- The current systems and procedures in place in all East African countries do not adequately reflect their conjunction with market realities and conditions and hence fail to capture fully statistics of labour migration.;
- In addition, most migrant workers' terms of employment are, in most cases, kept secret while in some other cases migrants are better paid than local employees. However, migrants are disadvantaged in many ways; they do not belong to Trade Unions, they do not join social security schemes like the National Hospital Insurance Fund (being revised now in the case of Kenya to accommodate foreigners) and the National Social Security Fund or other Pension Schemes.

There is low levels of coordination and usage of data for policy-making

- The data that allow the precise estimation of levels and trends of international population movements and the investigation of their causes and consequences are far from complete in East African countries;

- The monitoring and reporting initiatives of data usage are seriously hindered by inadequate data availability, poor quality, and lack of comparability and hence a general failure to get feedback from data migration users;
- There are few users of migration data/statistics who also do not coordinate or interact;

Key recommendations

- Establish efficiency computerized network systems that will enable various offices and entry points to store, process and share migration data/statistics and communication efficiently;
- Recruit more labour migration staff and appropriately train all staff particularly in computer literacy, labour migration statistics and other current issues on migration;
- Increase government and donor financial allocations to activities related to migration data/statistics;
- Establish and strengthen coordination of public and private institutions dealing with production and sage of migration data/statistics.

1. Introduction

1.1 Background

The phenomenon of migration has been with us since time immemorial. It is understood worldwide that a fundamental characteristic of people is their mobility. However, the right to move was recognized globally only over a half century ago with the adoption of the Universal Declaration of Human Rights. The Declaration states in Article 13 that “Everyone has the right to freedom of movement and residence within the borders of each state” and “Everyone has the right to leave any country, including his own, and to return to his country.”

International migration is a topic that has, in recent years, moved significantly to the forefront of national and international agenda.³ During the launching of the ILO/EAC Labour Migration Project for East Africa in Arusha in December 2004 it was also noted that migration has been making its way steadily towards the top of the agenda.

There are both positive and negative impacts of international labour migration on communities and countries of origin and destination. In particular, orderly international migration can have positive impacts on both the communities and countries of origin and destination.⁴ Migration also has the potential of facilitating the transfer of skills and contributing to cultural enrichment. Today the number of people residing outside their country of birth is at an all-time high of about 175 million, more than double the number a generation ago. The vast majority of migrants are making meaningful contributions to their countries of origin in terms of “brain gains” and remittances. There is growing recognition that migrants send home more money to developing countries than States send as development aid. Furthermore, many migrants are trying to seek decent work in foreign countries given the rising unemployment in their countries of origin. By doing so they are easing the unemployment problem in their countries of origin and improving their welfare through decent employment if they manage to get in countries of destination.

The negative impacts of international migration include the loss of human resources for many countries of origin felt in terms of “brain drain” and the fact that it may give rise to insecurity and political, economic or social tensions in countries of destination. All the three countries of the East African region, Kenya, Uganda and the United Republic of Tanzania (Tanzania Mainland and Zanzibar Isles) face refugee problems resulting from forced or involuntary migration. Tanzania has been receiving refugees from various countries including Somalia, Rwanda, Burundi and the Democratic Republic of Congo. There were more than 500,000 refugees in the country at the end of year 2002.⁵ The refugee problems have raised serious concerns about the insecurity implications of international labour

³ According to United Nations Report (1998) both the Programme of Action of the International Conference on Population and Development (United Nations, 1995, Chapter 1) and Copenhagen Declaration on Social Development and Programme of Action of the World Summit for Social Development (United Nations, 1996, Chapter 1) devote considerable attention to issues related to international migration and both the Commission on Population and Development and the General Assembly discussed international migration as a special issue during their respective sessions in 1997.

⁴ International Conference on Population and Development, 2004.

⁵ UNHCR Report, 2002.

migration in the EA region. Worldwide, there have been increasing security concerns in the aftermath of September 11, Afghanistan, and the invasion of Iraq. There are also concerns about growing trafficking in human beings and the involvement of criminal syndicates in the cross-border movements of people.

As noted above, labour migration can contribute to growth and prosperity of host and source countries through investment and remittances and through their skills, entrepreneurial activities, and support for the democratization and human rights. The ILO has documented for several countries, the fact that many communities have recently improved their infrastructures using large donations from their diaspora communities abroad. On the other hand, however, it is noted that, like all good things, migration also involves some risks. There are, in several countries, serious consequences of the emigration of health and education personnel i.e. doctors, nurses and teachers. Clearly, these people cannot be stopped from leaving, but there must be a way of mitigating if not solving this problem.

There is also evidence of substantial benefits from labour migration that have been yielded by regional integrations. The experiences of regional integration in Europe and in emerging regional economic integration processes in the Americas, the Caribbean and Southern Africa demonstrate that flexible or free movement of labour within areas of economic integration is essential to ensuring progress towards integration as well as accelerating rates of economic development. The potential contribution of labour migration has been recognized in the Mediterranean area and in North, Southern and West Africa.

Given the potential gains from migration, the ILO initiated a comprehensive project; Managing labour migration for development and integration in the EuroMed, West Africa and East Africa. The Project attempts to support regional economic integration and development precisely by putting in place the necessary labour component in context of the East Africa Community (EAC). The ILO and EAC signed a Memorandum of Understanding in 2001 in which both organizations agreed to collaborate in areas which fall under the auspices of the ILO and EAC and labour and employment sector. One of the areas of collaboration identified is facilitation of labour mobility.

The Labour Migration Project for Development and Integration in East Africa intends to address, among others, the following challenges and issues: poor linkages between migration and development processes, inadequate administrative and institutional capacity for effective migration policies and migration management, lack of protection of migrant workers, barriers to free movement of labour within the EAC countries, loss of human capital through the emigration of high-skilled workers, and poor quality of migration statistics. This report is focuses on the last aspect of these challenges.

This focus is important because while the issue of international migration has been thrust to the forefront of the international agenda, the need for accurate, timely and comparable data and statistics and analyses on international migration levels, trends and policies has also acquired unprecedented urgency. This because despite the growing importance of international migration and the concerns it often raises, the statistics needed to characterize migration flows, monitor changes over time and provide Governments with a solid basis for the formulation and implementation of policy are very often lacking.⁶

⁶ United Nations Report, 1998.

The many questions arising from growing concerns about international migration, however, have few clear answers largely because of the lack of accurate and up-to-date information on international migration. This report attempts to address some of these questions by providing an overview of international migration Statistics for East African countries as a regional integration concern.

1.2 Objectives and Components of the Study

Objectives of the study

- Carry out a comprehensive review of the available sources of migration data and statistics in each country;
- Assess the nature, definitions, extent and quality of the available data, including an evaluative inventory of the institutions collecting and using the information;
- Identify the existing information gaps, data weaknesses and institutional constraints for providing a reliable information basis for national or regional policy decisions;
- Recommend policy priorities for the improvement of information systems on labour migration.

Components of Study:

- Identify, review and list all sources of migration statistics in the country with particular emphasis on available administrative records, population censuses, sample surveys and other sources, such as legislation, research reports etc.;
- Assess the definitions and categories of national migration statistics with particular emphasis on general indicators used for exchange with the International Labour Migration Database (such as on migrant population by sex and citizenship; migrant employment by sex and citizenship; migrant employment by economic sector, employment status and professional category; and the number of nationals abroad by sex and host country) and including information on inflows, outflows and return flows of migrants; remittances and estimates of the number of undocumented migrant workers;
- Assess the roles and capacity of national institutions involved in collecting labour migration data to identify the particular data they collect, capacities for collection and analysis, how the data is disseminated and to what extent the data is cross-checked with other national and international data available;
- Identify and evaluate weaknesses and information gaps concerning the existing statistics with particular reference to their reliability, coverage, timeliness, consistency, comparability and accessibility;
- Compile available information about the levels of coordination between data producers and users with particular focus on the capacity of data producing agencies and the methods/extent of data dissemination;
- Identify the main users of migration information and data in the country by specifying the relevant user group (i.e. Government Ministries, policy making bodies, social partners, research institutions, international agencies etc.), the type and purpose of the data demanded, how and the extent to which the data is being utilized and the gaps that have been identified;

- Suggest areas for improvement regarding the production of indicators required by the International Labour Migration Database; the enhancement of linkages between data collection and policymaking; improved coordination of data collection, processing and dissemination; harmonization of definitions and concepts; ways of tackling data gaps through special surveys and other means.

1.3 Scope of the Study

This is a regional study which covers the three East African countries of the United Republic of Tanzania (Tanzania Mainland and Zanzibar), Kenya and Uganda.

1.4 Methodology

The methodology for the study involved a desk review of available primary and secondary data, consultations with representatives of national statistical offices, important Government ministries, social partners including Trade Unions and Employers' Organizations, research institutions, NGOs, migrant associations, relevant regional bodies, international agencies, other key informants, and experts managing migration data.

1.5 Structure of the Report

The report consists of eight Sections. Apart from this Introduction, the second section provides an overview of migration status, patterns and trends in east African region and the third section gives a review of types and sources of international migration statistics in general and specific to each of the East African countries. The fourth section presents the concepts and definitions used for migration statistics while the fifth section deals with the roles, capacities and constraints of institutions involved in the collection of labour migration data. The sixth section identifies the gaps and weaknesses in existing systems for data collection while the seventh section gives analysis of the levels of coordination and usage of migration data for policy making and the last section provides recommendations for improvements.

2. Migration status, patterns and trends

Data on labour migration in the three East African countries is not readily available comprehensively. It is also not easy to aggregate them at regional level due to differences in coverage, definitions of variables used and timeframe of collected data. Nevertheless, rising trends in the flow of labour migrants can be depicted subject to the noted data limitations.

2.1 The Case of Uganda⁷

In Uganda, the data from the population censuses of 1980 and 1990 indicates that international migration registered a very sharp increase. Counting recent international migrants, the 1980 Population Census recorded 21,542 people in the category of immigrants.

⁷ Data in this section is drawn from Ogaram, D. (2004)

⁸ This more than doubled to 49,909 in 1990. The census figure for the last census (2002) is not yet available.

During the period 1972 – 1977, Uganda saw the beginning of the decline of its economy. The declaration of the so-called “economic war” by the military regime, which came in power in 1971, had a serious impact on the economy. The departure of the large number of Asian families who had dominated the industrial and commercial activities and who had supplied most of the professional, technical and skilled manpower, created a big vacuum and the economy began to collapse.

Owing to unstable political conditions and repression, a large number of Ugandan skilled personnel fled the country. A number of Government employees vacated their posts and fled the country for their personal security and safety. Similarly, Ugandans who had studied and qualified abroad chose to remain outside the country. On the other hand non-Ugandans were not attracted into the country to seek employment except a few international experts. At the time of the Liberation war of 1978, there were about 90 United Nations experts and 4 Commonwealth advisers in the country as against to about 2,500 non-Ugandans in the public service in 1970.

In 1987, Uganda initiated the on-going Economic Recovery Program that involved implementation of various economic reforms in order to accelerate the country’s economic growth. In the last decade a significant number of Ugandans has moved out of the country in search of employment. Both skilled and non-skilled persons have moved. Japan and the Middle East have attracted mainly the business skills and lower skilled cadres while America, Canada, and Europe have tended to attract the professional and higher skilled persons. It is estimated that about 50,000 Ugandans are living and working in U.K. There is also a significant deployment within Africa where the highly skilled (doctors and teachers) have been attracted southwards especially South Africa. This trend continues to be the case. It is in line with the globalisation phenomenon whereby the whole globe is becoming one labour market in which labour and capital can move freely and legally across borders.

Two types of migration flows can be identified - “forced” and “voluntary”. Forced migration includes refugees and asylum seekers, whereas voluntary can be classified into two main groups. On the one hand there are the poorer unskilled migrants (*Nkuba Kyeyo*) who tend to be pushed out by the adverse socio-economic conditions in Uganda. On the other hand, there are the highly skilled and educated migrants who usually come in the ranks and files of the urban elite. These migrants are generally pulled out by the greater training, higher salaries, greater job mobility and professional career development opportunities existing in the wealthier countries.

Owing to inadequacies in policies to guide organised labour migration, Ugandans have exploited all possible opportunities to move to foreign countries and many of them have fallen victims of the scrupulous persons who promise to assist the intending migrants only to end up in prisons, deportations and worst enough leading to human smuggling and trafficking.

⁸ “Immigrants” are defined using standard definition used by ILO.

In Uganda the movement of labour within and across continents has been largely without direct government involvement. However, many governments in developing countries have developed policies whose aims are to monitor both the movement of their peoples and the in-flow of remittances from their citizens working in foreign countries. A good number of Ugandans have gone to work in foreign countries without government taking any interest in that area, until recently, when the Central Bank initiated the idea of monitoring the in-flow of foreign exchange being voluntarily remitted by Ugandans working in foreign countries. But to date, no measures have been put in place to monitor the numbers of Ugandans citizens working in foreign countries. Irregular migrants get jobs at a high cost and end up doing jobs not suitable for their qualifications

The nature of migration experienced is informal in that much of it occurs without documentation and consequently is referred to as irregular, undocumented and sometimes-clandestine migration.

Migration has been both ways. Much as Ugandans are striving to move to other countries, other nationals have been entering Uganda seeking employment opportunities. A sample survey from five establishments in Kampala district revealed that there were 34 non-Ugandan workers and the majority was from Kenya.

With the move of the three East African countries towards the Common Market, where all factors of production will be free to move across borders, labour will correspondingly move.

2.2 The Case of Kenya⁹

Compared to countries in Asia, Middle East and Latin America, Kenya has few migrants. However, emigration of its professionals and technicians is of vital concern to national development effort. Emigration of Kenyans in large numbers is a relatively recent phenomenon and has mainly been caused by deterioration in economic performance over the last 25 years. The 1990s registered negative per capita income growth and worsened income distribution, unemployment and intensified globalisation. Political repression, corruption and personal insecurity are contributing factors but only secondary compared to economic issues.

A good proportion of Kenyan labour has migrated to Southern Africa and the Middle East, while others seek opportunities in USA, Canada, UK and other European Countries. Majority of the emigrants, with the exception of those to the Middle East, are professionals, technicians and business persons. Migration has diverse consequences for both migrants and the country. While some migrants may get employment opportunities, better incomes and access to superior health, others end up in low quality jobs even below their academic qualifications. To the country, it is a loss of talent and investment on one hand and on the other, creation of employment opportunities for those left behind. Since it may not be possible to stem emigration of talented and educated Kenyans, it is important that policies be developed to enable the country benefit from the contributions of Kenyans abroad.

Increased liberalization of the Kenyan economy and the emphasis put on the private sector as a leading agent in the country's development process has seen the emergence of Local Private Recruitment Agents. Coupled with this, is the move towards regional integration

⁹ Data in this section is drawn from Achoch, E. (2004)

(with the signing of the East African Community Treaty) which forces the Government to face up to the reality of increased inflows of non-nationals to Kenya and outflows of Kenyans to better economic opportunities in the East African region.

This awareness of an expanding East African regional market for labour will necessitate subsequent need for more forward looking policy guidelines regarding free movement of labour, whether for emigration (Kenyans taking on jobs in the rest of East African Community Market) or immigration (non-Kenyan taking posts in Kenya) in the region.

Although there is no data on the specific skills that have left Kenya, it is known that certain skills have experienced emigration more than others. The Ministry of Health has for instance pointed out that out of the 6,000 doctors trained in Kenya, only 600 are serving the public and state managed Health institutions. The rest are operating their health facilities, while a significant number (about 2000) is estimated to have left the country for greener pastures abroad.

It is also estimated that young Kenyans who have been trained at basic and high school in the country (enrolment from 41,825 students in 1999/2000 rose to 42,508 in 2000/2001 a rise of 1.6%) often emigrate to developed countries in search for better tertiary education opportunities due to scarce training opportunities in the country's Universities and technical colleges (the under-graduates students form 86.7% of total students. Post-graduate students constituted 6.8% in the 2000 /2001 academic year). Declined hope of employment upon completion of training with unemployment at 14.6% (1.8 million unemployed) slow economic growth (at 1.8%), poverty (at 56%) and governance issues has exacerbated the outflow of skilled labour. Economic decline in Kenya has been more acute after the 1980's due to collapse of tourism and textile sub-sectors.

The United States of America (USA) is the main destination of this category of Kenyan labour migrants. In 2001 and 2002 for instance, the USA state department estimated that there were about 7,097 Kenyan students in the country. Many Kenyan students who go for further studies in the USA remain there to work because of the unemployment situation at home and the inferior terms and conditions of work.

The Kenyan Ministry of Labour in collaboration with Central Bureau of Statistics have been undertaking Labour Surveys. However, the surveys do not reflect the extent of skills flight for specific categories.

By 2004 it was estimated that a total of 96,354 Kenyans were living and working abroad in the USA, Canada, UK, Australia, Germany, Sweden and Middle East. Furthermore about 104 Kenyans were serving as volunteers in various foreign countries.¹⁰ This figure excludes Kenyans in African countries. If we add figures of Kenyans working as lecturers, doctors and nurses among others in African countries (especially South Africa, Botswana, Zimbabwe, Malawi and Namibia) and other parts of Europe and the rest of the world, it is clear that the number of Kenyan diasporas is quite substantial. Different sources quote between 500,000 and 1.8 million Kenyan Diasporas living in different parts of the world. However, so far, there has been no study carried out to document the skills and resources of the diasporas.

¹⁰ See Appendix 1

The Kenya Government encourages the return of Kenyans living abroad. For instance, it participated in the joint GOK/IOM programme of Return of Qualified African Nationals (RQAN) sponsored by the International Organization for Migration (IOM) in 1995. The Government had requested for return of 80 highly skilled professionals. 43 highly qualified (about 53% of the target) professionals had by December, 1998 returned to Kenya to work in various sectors¹¹.

The Kenya Government also has put in place a '*Kenyanisation programme*' whose main objective is to replace expatriates by competent Kenyans. To ensure the smooth running of the programme an Inter-Ministerial Entry Work Permits Steering Committee whose secretariat is at the immigration department was established in 1991 comprising of the following Government Ministries: Office of the President, Directorate of Personnel Management; Ministry of Foreign Affairs; Ministry of Tourism; Attorney Generals Chambers; Immigration Department; and Ministry of Labour & Human Resource Department.

Furthermore, the Kenyan Government encourages foreign investment in the country and allows investors to employ expatriates as an instrument of employment promotion, transfer of technology, technical know-how and foreign exchange earnings. Investors in Manufacturing under Bond (MUB) and Export Promotion Programmes are allowed to employ foreigners in critical key positions depending on the capital layout, level of investment, volume turnover and level of sophistication of business on agreement within the investment proposal. In the year 2002 and 2003 there were 25,352 and 10,439 expatriates, respectively, in the country.¹²

Lastly we note that the Immigration Act of Kenya stipulates that only expatriates with skills and knowledge not locally available can be given work permit to work in Kenya. However, there are quite a number of undocumented migrants in the country. These type of migrants are usually not willing to identify themselves with Trade Unions, Social Security Schemes or any other arrangement that would expose them to law. They therefore work incognito and cannot seek legal redress in case of their rights being violated.

2.3 The Case of the United Republic of Tanzania

a) Tanzania Mainland

Subject to data limitation mentioned above, it is estimated that Tanzania has seen a marked rise in the inflow of labour migrants. For instance, about 809 new applications for work permits were recorded in the year 1991. This number rose to 1,700 permits applications during 1995 and then increased about two times in 1999 when a figure of 2,592 new permits applications was recorded. The latest records show that from July 2002 until May 2003, there are about 2,551 applications for work permits class B lodged with the Labour Department.¹³ This figure is in exclusion of permits class B lodged at the Tanzania Investment Centre.¹⁴

¹¹ See Appendix 2

¹² see appendix 3

¹³ see Appendix 4

¹⁴ Since July 2001, applications for class B permits which are investment related are processed through the Tanzania Investment Centre (TIC).

About 2,025 work permits class B (which are normally issued for hired employment) were actually issued for the year 2000. This number increased by 32% in the year 2001 whereby a total of 2,669 permits were issued. In 2002, the number of foreigners issued with class B permit fell to 2,160 representing a decrease of 19% of the total permits issued in the previous year. In total, it is estimated that the 2000-2002 period, Tanzania admitted about 6,854 hired foreign workers in various sectors of the country's economy.¹⁵ This figure could provide an indication of the total number of foreign workers in the country from the fact that work permits are issued for a period of two years and may be extended up to three years period.

The statistics in Appendix 5, however, do not reflect the exact number of foreigners working in Tanzania since quite a big number of foreign workers have exemption for work permits.¹⁶ Most of these foreigners include expatriates in government projects or organs. In addition, self employed foreigners, who are normally awarded a class A permit, are not included in the figures in Appendix 5. This group include investors and business entrepreneurs. The total number of permits issued to self-employed foreigners during the 2000-2002 period is shown in Appendices 6a and 6b.

A total number of 13,869 of foreigners are estimated to have been legally engaged in economic activities in Tanzania during the period 2000-2002. Thus, international labour migration to Tanzania is very insignificant when compared to the country's labour force, which is estimated to be 17,827,578 million people (Integrated Labour Force Survey, 2000/01). Accordingly, the share of migrant labour in the country constitutes only 0.7 per cent of the total labour force, which is comparatively, much lower than the corresponding share in Kenya. Data from Kenya's Ministry of Labour and Human Resource Development indicate that the country issues about 16,000 work permits to foreigners each year. Thus, in general and on the basis of these data, Tanzania's labour migrant population is lower than that of Kenya.¹⁷

Historically, labour migration to Tanzania involved mainly people from neighbouring countries. Recent data, however, show that Tanzania is currently attracting labour immigrants even from countries outside Africa.

The countries of origin of the main groups of foreign nationals holding Class B work permits in year 2000 are India (22%) followed by South Africa (14%), East and Central Africa (as region) 11%, UK (9%) and China (7%). The others are West Europe (6%), Canada (4%), Scandinavia (4%) and America (2%). Furthermore, a total of 1% of immigrants in 2000 came from West Africa (as a region), Germany and East Europe.¹⁸ It is also noted that in comparison with other African countries, South Africa is emerging as a main source of labour immigrants in Tanzania.

¹⁵ See Appendix 5

¹⁶ see Appendices 6a and 6b

¹⁷ Kenya Ministry of Labour and Human Resource Development, 2003.

¹⁸ See appendix 7

Sector-wise, it can be noted that many foreign migrants are employed in the private sector particularly those owned by foreign nationals (or have shares). Within the private sector, foreign nationals are mostly employed in service, trade and education sector.¹⁹

Migrants are also noted to be heavily concentrated in the manufacturing, mining, constructions and tourism sectors. Nonetheless, there has not yet been a systematic assessment of these observations because of data limitation. In addition, this includes data for only one Tripartite Committee sitting on work permits (in this case it has determined only 77 applications).²⁰ This represents a small number of permit applications determined by the Committee. In fact, the Committee sits twice in every month determining almost the same volume of applications.

A different source (in this case the Ministry of Industry and Trade) indicate that there are also non citizen men and women in the country working as volunteers (including United Nations Volunteers), foreign experts and the like. The number of non citizen who are current working in Tanzania from selected nationalities is as follows: India (1079), China (455), South Africa (383), Kenya (339), U.K(234), Pakistani (193), Australia (146), Canada (74), USA (63), Italy (56), France (48), Zimbabwe (46), Japan (42), Germany (38), Netherlands (34), Uganda (26), Ghana (26).²¹

The vast majority of foreign migrants in Tanzania work only in managerial and supervisory jobs. Data from Tanzania Investment Centre (TIC) show that technical fields accounts for less than 20% of the jobs taken up by expatriates who come to Tanzania. For instance, from June 2001 to June 2003, TIC registered a total of 2307 expatriates; 842 of whom were managers and supervisors and only 40 of them were engineers. The others were finance officers (171), technicians (86) and 1861 who were in lower types of jobs.²²

It is also noted that labour migration in Tanzania is mostly on fixed term contract representing some existence of temporary migration. Permanent migration still takes place on a limited scale particularly for Indian immigrants. The 2001 Immigration statistics show that India has the largest share of its people granted Tanzanian citizenship. It is followed by other countries, which are not the contemporary sources of labour migration in Tanzania.²³

Lastly we also note that, there has been recently an increase in irregular movements of labour migration flows in Tanzania. Most of these movements involve people from neighbouring countries, mainly Kenya and Uganda. Thus, undocumented labour immigrants are, as is the case with other East African countries, increasing in Tanzania. Some of these undocumented immigrants are educated Kenyans and Ugandans who are employed (without government documentations) in the education sector particularly in private pre and post primary schools.²⁴ There also undocumented immigrants of Indian origin who are mainly employed in private businesses. In 2000, about 700 Asian immigrants were found to be working

¹⁹ See Appendix 8

²⁰ See Appendix 9a

²¹ The number of working permit by sector granted to non-citizens for the period of January 2001 to mid 2004 is summarised in Appendix 9b.

²² Tanzania Investment Centre, Dar es Salaam, 2003.

²³ See Appendix 10a

²⁴ Private schools led in employing Kenyans and Ugandan, (Ogaram, 2004).

without appropriate permits.²⁵ There were also cases of undocumented expatriates from Pakistan, Italia and France. The other group of undocumented labour immigrants are the Congolese, who most of them are in the informal sector (music, saloon and tailoring).²⁶ In comparison with Kenya, Tanzania's undocumented labour immigrants is insignificant as Kenya is estimated to receive each year between 40,000 and 50,000 irregular immigrants particularly from Gujarati and Pakistan. These include both unskilled or semi skilled labourers.

b) Zanzibar Isles

According to the 2002 census, the population of Zanzibar is 984,625 people with a population growth rate of 3% per annum. Youth in the age group of 15-34 years constitute about 34.7%.

Zanzibar's history of labour migration can be traced back to 1904 and 1906 where plantation owner recruited labourers from mainland. Since then mainlanders have also come voluntarily, settled in appreciable numbers. They were the main cheap source of supply for cultivation of plantation.

Zanzibar has also been sending and receiving labour migrants and this has created big challenge on how Zanzibar, which is an Island economy, should formulate policies on strategic recruitment and utilization of foreign skills. The problem of irregular immigrants and the related potential social problems needs to be looked critically.

In general, Zanzibar has the following types of labour migration: Internal migration which constitutes urbanization and permanent immigration which includes the naturalization of former non-Zanzibaris and their dependents or descendants who may have been born in Zanzibar. Undocumented migrant inflows include unauthorized migrants and refugees from other countries.

The adopted and implemented liberalization policy measures including liberalization of trade, enactment of the Investment Act (1986), approval of the Export processing zone (EPZ) Act (1996) and Zanzibar Free Port Act (1998) has created further room for labour migration to Zanzibar.

However, given the fact that the Revolutionary Government of Zanzibar aims also at increasing employment opportunities for the people of Zanzibar, through investment, it has taken some initiatives in terms of employment of labour migrants. The Labour Act No. 32 of 1997, the Investment Act of 1986 and the recent new Labour Policy regulate on both foreign and local national on issues of investment and employment. Under the former two Acts, an investor is allowed to employ expatriates for four key positions. The Labour Act, however, stipulates further that an investor is allowed to employ more expatriates if he/she fails to recruit local expert.

According to current statistics the number of international migrants to Zanzibar including investors and expatriates is estimated to be 1,088 people for the period 2001 to 2004. Most of

²⁵“Dar Recalls All Work permits”, *The East Africa*, January 22, 2001

²⁶ *ibid.*

the migrant workers are in Urban West Region and North Region in Zanzibar, where many investments are.²⁷ There are currently no exact figures of Zanzibaris who have left the country and are working in foreign countries

3. Types and sources of collected data in comparison with international labour migration database indicators

3.1 Preamble

In the East African countries of Tanzania, Kenya and Uganda, as is the case for other countries, data on the flows and stocks of migrants are collected by different institutions using a wide variety of sources and the nature of these sources varies across countries. The collected data is also used for a range of purposes. In general, each country has its own system of data collection, application, and legislation and policy frameworks concerning labour migration statistics. The purpose of this section is to review the types and sources of migration data and statistics collected in the three East African countries, with special reference to the main indicators used in the International Labour Migration (ILM) Database.²⁸

3.2 A general overview of types and sources of international labour migration data²⁹

As noted above, despite a prevailing view that data on international migration are scarce, statistical sources that can potentially produce information relevant to international migration are quite many and diverse.³⁰

Many existing data collecting systems, however, are set up to answer the demands of different administrative objectives, and therefore, not necessarily valued as sources of information to measure the volume of international migration.

Hence, one of the fundamental challenges for data compilation at international and national levels is the identification of appropriate data sources and timely access to the data.

In general, data sources producing information on international migration can be customarily grouped into the following:

- *Administrative records/registers including population registers and registers of foreigners*

Administrative registers have the potential of producing information on certain groups of persons who can change a country of usual residence and thus qualify as international migrants.

²⁷ See Appendix 10b

²⁸ Appendix 11 presents 13 Tables relevant from the ILM Database

²⁹ Discussion in this section draws much from Bisborrow et al (1997).

³⁰ Migration data that is compiled and ready for use is scarce despite there being numerous institutions collecting them. Potential information sources for each country have been identified in relevant sections of this report.

National population registers, if a country maintains the system, can be a valuable source of data on both inflows and outflows of citizens. However, the identification of international migrants is subject to rules concerning inscription in or deregistration from the register. Moreover, when individuals do not comply strictly with the rules, the true extent of population mobility tends to be understated. Similar biases affect the data derived from registers of foreigners. While registers of foreigners may capture the influx of foreigners granted the permission to reside in a country, the coverage of those living the country is likely to be less complete, because of their reluctance to report the departure.

- *Other Administrative Sources, such as information derived from the issuance of Visas, residence permits, work-permits and exits clearances*

Other administrative sources especially those generated from the operations designed to control international migration, can produce information about specific subsets of international migrants. Thus, the data on work permits issued to foreign nationals can be a proxy for the influx of economically active foreigners. The number of applications for asylum filed by the national authority can be an indirect evidence of the inflow of asylum seekers. Similarly, the number of deportations in a year can refer to a segment of undocumented migrants.

A common drawback of many administrative sources is that, because data are collected to satisfy specific administrative needs, they do not reflect the full volume of migration, and are thus subject to incompleteness.

The adequacy of these data as international migration statistics also depends on the degree of effectiveness with which such administrative procedures are implemented.³¹

- *Border Statistics, derived from the collection of information at ports of entry into and departure from a country*

Border Statistics can be considered the most appropriate for the direct measurement of international migration flows. However, in practice, because the coverage is invariably influenced by the geography of a country, on an island country or country that has a few well-controlled ports of entry and departure is likely to gather useful border statistics. Moreover countries often apply different degrees of control depending upon citizenship of passengers and mode of transport. In general greater control is exercised upon arrivals than upon departures.

- *Household-based or sample surveys/inquiries, including population census and household surveys of different types*³²

Population censuses or households surveys can yield an estimate of international migration stock at a country level, when appropriate questions are included in the census questionnaire.

If a question on place of birth, or nationality, is included in a census, the number of migrants can be estimated as the size of the foreign-born, or foreign population. In contrast with the limited availability of flow statistics, data on migrant stock are available from a large number of countries that conduct a census.

³¹ See Athuskorala, 1993

³² see UN, 1998

A major limitation of census data is that the information can not be updated easily, as a census usually takes place with an interval of ten years in many countries. Policy formulation may require data on changes in variables in shorter intervals. Census data also fail to capture the circulatory nature of international migration such as temporary labour migration.

- *Other: qualitative sources, legislation, research reports, etc.*

In view of these many sources it should be emphasized that there is no single source of data that can reflect the growing complexity of the international population movements. A variety of sources produce different types of migration statistics, with its own strengths and limitations. That is, particular data sources can provide only certain types of migration data.

Furthermore, not all migration statistics are documented by these sources. There is an increasing magnitude of undocumented migration and by its very nature this remains difficult to quantify. The exact dimension of the undocumented migration phenomenon is therefore difficult to define. Different dimension of undocumented migration exist. A relatively new and salient dimension of undocumented migration is that of trafficking.

3.3 Types and sources of international labour migration data in East African countries

The types and sources of international labour migration data in East African countries are presented in the following Table:

Table 1: Summary on the sources and types of migration statistics in East African countries

S/n	Type of Data	Tanzania	Kenya	Uganda	Zanzibar
1.	Inflows of foreign-born	A,B,H	A,B,H	A,B,H	A, B, H.
2.	Inflows of foreign workers	A,H	A,H	A,H	A,H
3	Inflows of Foreign Population	A,B,I	A,B,I	A,B,I	
4.	Stock of foreign workers	E,H	H,E	H,E	E
5.	Stock of foreign population	G	G	G	G
6.	Stock of foreign-born	E			
7.	Stock of Nationals abroad		H		
8.	Students Studying Abroad	H	H	H	
9.	Outflows of Nationals	B	B,H	B	
10.	Outflows of employed nationals		B,H		
11	Naturalisation	H	H	H	
12.	Refugees	H, I	H,I	H,I	

Key note of Sources of Migration statistics:

A= Residence or Work Permit

B= Visas

C= Population Registers

D= Registers of Foreigners

E= Censuses

F= Labour Force Surveys

G= Border Ports of entry points into and out of the country

H= Other Administrative records by respective institutions

I= International Organizations

Information contained in the Table above indicates that some data on international labour migration exist in East African countries. However, in all three countries, Kenya, Uganda and the United Republic of Tanzania (Tanzania Mainland and Zanzibar Isles) data on flows of labour migration is scanty compared to that of stocks.

a) Administrative Records

Table 1 provides a summary of data sources and shows, among others, that “administrative sources” are commonly used as a source of flows and stock data on migration in the three East African countries. Most of such information/data is recorded in work and residence permits, visas, various cards, files, forms and computer files in some few cases. Such record keeping systems makes very difficult to store, transport (eg from border points to head offices) and process.

The Case of Uganda:

The 1995 Constitution of the Republic of Uganda Article 16(3) prescribes the functions of the National Citizenship and Immigration Board. The Immigration Act Cap 63 Laws of Uganda establishes the Immigration Board and empowers the Immigration Department to execute its decisions including registering and issuing National Identity Cards (NICs) to nationals and registering and issuing identity cards to aliens. The Immigration Board is the principle agency of government with the core responsibilities for managing the movement of persons into or out of Uganda. It grants work permits to persons with valid travel documents.

The objective of this Act is to collect, analyse, store, and disseminate on continuous basis reliable information relating to migration, labour, employment and industrial relations in both the formal and informal sectors.

The prerequisite for this is a database identifying nationals and non-nationals. In Uganda there have not been deliberate efforts to carry out comprehensive registration of all Ugandan citizens, including those that live abroad to issue them with a National Identity Card (NIC). What currently obtains is registration of births and deaths, undertaken by the Registration Bureau and the Uganda Bureau of Statistics respectively. Some sporadic registration of citizens takes place at the village level and is done by local councils under little or no guidance from the central government. The registration exercises are partial and tend to concentrate in specific areas, handled by different stakeholders according to their needs. Lack of national register of citizens makes it difficult to effectively establish Uganda citizens, including those alive, dead or born. It is also difficult to monitor irregular immigrants especially those who enter through the mountain terrains and the porous border posts.

The Case of Kenya:

In Kenya, too, many institutions deal variously with different labour migration statistics. These include Ministry of Labour and Human Resource Development (including a National Employment Bureau within the Ministry), Ministry of Justice, Ministry of Regional Cooperation, Ministry of Home Affairs, Ministry of Tourism, Immigration Department and Ministry of Planning and National Development, Central Bureau of Statistics, Central Bank of Kenya, Money Transfer Institutions and Local Private Recruitment agents.

The labour migration data can be derived from official government sources or administrative records. However, these data need to be rightly packaged. What may be required to be done is to develop instruments which should be able to capture key variables of labour inflow like sex, age, country of origin, level of education, type of job offered, competencies, duration of stay etc

The Case of Tanzania Mainland

In Tanzania, for instance, the records provided by the Immigration Department of the Home Affairs, are not update (the latest being that of year 2002). This is due to the fact that the respective system in the Department is not yet fully computerised.

Available data from Immigration Department indicate that in 2002, 161 foreigners, out of which 84 were males and 77 females were granted Tanzania citizenship compared to 102 foreigners who were granted Tanzania citizenship in 2001. This presents increase of 58%.

Of the foreigners who were granted Tanzania citizenship in 2002, Indians recorded the highest number as 67 Indians (38 males and 29 females) were granted Tanzania citizenship (Also, in the year 2001 Indians took the lead with 43 people naturalized).

The second country of origin was Kenya with 19 people granted Tanzania citizenship (12%) of whom 3 were males and 16 females.³³

Other administrative sources in Tanzania include the work permits issued by the Immigration Department after recommendation from Ministry of Labour, Youth Development and Sports. These are mainly for foreign private consultants, volunteers and religious organizations. The work permits for foreign workers who have contracts with the Government of Tanzania are issued the Immigration Department after recommendation by President's Office Public Service Management. In addition work permits for investors are issued by the immigration Department after being recommended by the Tanzania Investment Centre (TIC) which has a section dealing with international labour migration issues.

While information on stock of migrants and inflows of migrants are relatively easy to capture, information on stock and outflows of Tanzanians abroad are not easily captured. Even the number of Tanzanian students studying abroad is grossly underreported.³⁴ This is because the reported figures refer to only scholarships obtained through Government. It is quite difficulty to get information of privately sponsored students or those sponsored by originations which do not channel their scholarship through the Ministry of Science and Technology and Higher Education. The duration to correct such information can take up to three years and resources are not there for such long term initiatives. Furthermore, Tanzania's embassies abroad do not have special officer(s) to deal specifically with students' affairs. There is also sharing of information related to overseas Tanzanian students with other social partners e.g. private agencies and international organizations.

The Case of Zanzibar

In Zanzibar some ministries and departments keep records of immigrants employed in several economic activities. For the case of industries established under normal Tanzania

³³ See Appendix 12

³⁴ See Appendix 15

Industrial Act, the employment of foreign workers is administered through the Ministry of Trade, Industry, Marketing and Tourism to the Commissioner of Labour for the work permit and the department of Immigration for the resident permit.

The industries established under the Zanzibar Investment Promotion Agency (ZIPA) employment of foreign workers is governed by the Zanzibar Investment Act No. 2 1986 which require that the application to be processed through ZIPA to the Commissioner of Labour and Immigration department for the resident permit.

With respect to industries established under the Export Processing Zone (EPZ), employment of foreigners is done through the authority which manages the EPZ.

Finally, employment of immigrants in Small and Medium Enterprises (SMEs) and informal economy depends on how much the owner could justify his or her case and this could be based on the need for workers with specialized skills or involving high technology including managerial skills.

b) Border Points

The border point's controls upon entry to a country normally check that the required papers and permissions for travelling to the country have been obtained. In all East African countries it is noted that almost all checks are often limited to a visual inspection of the travel documents, but it can also be extended to include a registration of the name of the persons' countries of origin, the type and serial number of the relevant visas and permits and the dates of entries.

c) Censuses

Another important source of international labour migration information in East Africa is Census. In general, census data enable comprehensive, albeit infrequent analysis of the stock of immigrants (censuses are generally conducted every 5 to 10 years). The Census can provide such information based on the "questions" that are included in the Census' questionnaire. In Tanzania, for instance, discussion with the officials of the National Bureau of Statistics, which is responsible for managing the Census process and data, together with a look at the questionnaire that was used for the country's census of year 2002 (Population and Housing Census, 2002) revealed the existence of some migration data from the census. The respective questionnaire include questions on the "place of birth", "place of residence", "citizenship", "sex", and "economic activity", employment status" and "occupation". If defined and captured appropriately these variables have a potential of providing important data on stock of migrants in the country. The Census differentiates "Citizens (Inborn and Foreign born)" and "Non-citizens". The respective cross tabulations are with respect to economic status, occupations and sector. It is also possible to estimate from the information how many foreign born migrants have already acquired citizenship (naturalized). These can be used to construct migration indicators that, potentially, are comparable to some of the indicators contained in the List of 13 ILM Tables on migration. At least this may be with respect to Tables 1, 2, 3, 4 and 5 of Appendix 1 of this report. These potentials withstanding, however, there is a general problem of harmonization of definitions according to common indicators.

The Kenyan Ministry of Labour in collaboration with Central Bureau of Statistics undertake Labour Surveys which, however, do not reflect the extent of skills flight for specific categories.

4. Concepts and definitions used for migration statistics

The attempts to characterize the international population mobility have been also hampered by different concepts used to define international migration. The lack of uniformity among countries in defining a migrant has been a key source of inconsistency in international migration statistics. Countries gather data according to their own definitions and hardly make adjustments to make them internationally comparable.

Basic criteria customarily used to identify international migrants are citizenship, residence time or duration of stay, purpose of stay and place of birth.³⁵

Perhaps, the most widely used, yet loosely defined concept is that of residence. Countries may define immigrants as non-residents who enter the country with a view of establishing residence, or emigrants as those currently not residing in a country. However, there has been no legal consensus on the term “residence” among countries. Often, the definition of international migrants has no reference to any minimum period of presence in the country or absence from the country.

Taking into account the “time” aspect of population mobility, a long term migrant is defined as a person who moves to a country other than his or her usual residence for a period of at least a year and short-term migrant as a person who moves for at least 3 months but less than a year.³⁶ To date, only a few countries have implemented strictly these definitions in their reporting.

The ILO offers some definitions of variables that can be used in discussing various sources for statistics migrant workers.³⁷ A caution is provided, however, that these definitions are not the operational definitions and will depend on the particularities of the sources. And that they can only reflect the objectives of the description. These include:

- The inflow of foreign workers to a country can be defined as those foreign citizens who during a particular reference period arrived in the country with the objective to take employment there,
- The outflow of migrant workers from a country can be defined as those citizens of the country who during a particular reference period left the country with the objective to take employment in another country,
- The return flow of migrant workers to a country can be defined as those citizens of the country who during a particular reference period returned to their country after having

³⁵ See Bilsborrow and others, 1997

³⁶ See United Nations, 1998

³⁷ See ILO 1994/95 Study

been economically active in another country, as employed or unemployed, according to the ILO guidelines for the measurement of the economically active population,

- The stock of foreign workers in a country can be defined as those foreign citizens who at a particular date or during a specific reference period would be counted as being economically active in the country, as employed or unemployed, according to the ILO guidelines for the measurement of the economically active population,
- A country's stock of migrant workers abroad can be defined as those citizens of the country who at a particular date during a specific reference period would be counted as economically active in another country, as employed or unemployed, according to the ILO guidelines on the measurement of the economically active population.

This definition is focused on the "citizenship" and do not include the references to a "minimum period of (intended stay" and/or "change in place of residence" which are common in definitions of "international migrants".

5. Roles, capacities and constraints of institutions involved in migration data collection

Various institutions are involved in the collecting of international labour migration in East Africa. The data collected by these institutions are diverse and even difficult to compare in some cases. This is because most of the variables are defined differently and the respective data are collected largely to serve the interests of the respective institutions.

5.1 The Case of Uganda

There are a variety of lead agencies on migration issues in Uganda:

- Uganda Bureau of Statistics (national population census and other survey findings).
- Ministry of Finance, Planning and Economic Development (Government accounts and financial statistics).
- Registrar of Births and Deaths (births and deaths).
- Office of the Administrator General (property and estates).
- Ministry of Works, Transport and Communication (driving permits).
- Electoral Commission (voters' register).
- Ministry of Gender, Labour and Social Development (labour market information).
- Office of the Prime Minister (refugees).
- Ministry of Public Service (pension and job tenure records).
- National Social Security Funds (parastatals, private companies, wages and private sector).
- Ministry of Internal Affairs (passports, immigration and NGOs)
- Office of the President - Security Agencies (security-related data).
- Uganda Revenue Authority (TIN, domestic tax register).
- Ministry of Defence (recruitment).
- Ministry of Local Government - Local Councils (births, deaths and residents).
- Central Bank of Uganda (Remittances)
- Ugandan Investment Authority (Foreign investors and Core Staff members)

The institutions dealing with labour migration statistics in Uganda face the following constraints:

- Data collection on citizens has not been identified as a priority in the past.
- There is lack of a central demographic and immigration data system, which could provide relevant information when and where necessary.
- Various government institutions collect and process specific data and information in accordance with their compartmentalised needs. These include the above mentioned institutions.
- There is duplication, some inconsistency, and incompatibilities in data collected on the same items owing to use of different standards in data collection by the various unsynchronised institutions.
- Immigration Department in the Ministry of Internal Affairs issues visas, visitor's pass and work permits to foreigners but does not have an electronic system to store and monitor the documents and their respective recipients.
- Uganda's borders are not adequately guarded to curtail infiltration of irregular immigrants.
- Owing to civil unrest and political instability in the neighbouring countries there is an influx of illegal refugees mainly from the Democratic Republic of Congo, Rwanda and Sudan.
- Inadequate financial resources for data collection, management, dissemination and feedback.
- The national census data does not provide adequate information that could be used for registration of citizens and aliens.

5.2 The Case of Kenya

Lead Agencies in Migrations issues in Kenya are:

- Central Bureau of Statistics (Household budget survey, Labour Force Survey, Population Census etc) under Ministry of Planning and National Development.
- Ministry of Finance (Government Accounts)
- Immigration Department and Registration of Birth and Death, Passport, work permits.
- Ministry of Finance (driving permits, pension issues)
- Electoral Commission (Voters register)
- Ministry of Labour and Human Resource Development (Labour Market Information)
- Office of the Vice-President and Home Affairs (refugees)
- National Social Security funds
- Kenya Revenue Authority
- Central Bank of Kenya
- Investment Promotion Council/foreign
- Investors and Core-staff members
- Ministry of Local government

Labour migration programmes usually belong to a special Bureau or Agency within the portfolio of Labour Ministries. In Kenya this docket is within the National Employment Bureau within the Ministry of Labour and Human Resource Development. As historically, Labour Ministries rank relatively low in the hierarchy of cabinet agencies, the involvement of the country leadership and other ministries, particularly the Ministry of Regional co-operation and Ministry of Foreign Affairs is of critical importance.

Inter-Agency Approach in Kenya

The management of the migration process must be conceptualised as a total organization or as several organizations in close and continuing interaction. Indeed while an autonomous or independent body may be mandated, all major stakeholders must realize that this does not diminish their role or participation in the process.

It is, thus, emphasized that the continuing concern and active participation of all major stakeholders of the migration programme in Kenya – such as Ministries of Regional Corporation, Foreign Affairs, Home Affairs, Justice, Immigration, Criminal Investigation Department is critical to ensure the successful implementation of a Labour Migration employment programme. This inter-agency approach helps focus diverse Government resources in responding quickly to the needs of migrant workers. It also plugs loopholes that unscrupulous recruiters might plan upon vulnerable applicants.

Traditionally, the Education and Health Ministries are not considered as vital stakeholders of labour migration, but given the nature of demand for Kenyan nurses, teachers and caregivers, they should now be included so as ensure that curriculum development account for demands that exist in the international labour market as well as to see that internal needs are met.

Role of Non-State Actors in Kenya

Given the dynamic nature of International Labour Migration, the private sector represented by Kenya Association of Foreign Employment Agents (KAFEA), the social partners (COTU and FKE) who represent workers and employers respectively is considered to be in a more advantageous position than the Government. This is because the private sector can mobilize their resources more efficiently and expeditiously than the Government. Furthermore, the private sector realizes the need to constantly explore new markets and initiate innovative approaches and services if it is to remain competitive locally and international. The private sector is more capable of addressing the dynamism that this kind of a market demands than Government with its bureaucratic rigidities and constraints.

The Kenya Government acknowledges that the private sector is the engine of growth of the recruitment industry which has been responsible for opening new markets and placing Kenyan workers to foreign employment.

5.3 The Case of Tanzania Mainland

In Tanzania, for instance the following institutions are involved in the collection of migration data:

- National Bureau of Statistics
- Immigration Departments,
- Ministry of Labour, Youth Development and Sports
- Tanzania Investment Centre,
- Ministry Higher Education, Science and Technology
- Ministry of Foreign Affairs and International Relations
- President's Office, Public Service Management.

The Ministry of Home Affairs specifically the Immigration Department collects and uses migration data to know the number of inflows and outflows of migrants (workers, foreign

population, visitors, refugees and Tanzanians) for Tanzania. This information can also be used for security purposes of the country.

The Presidents' Office Public Service Management collects and uses migration data to identify the number of foreign workers who have contract with the Government of Tanzania. On the other hand, the Ministry of Labour, Youth Development and Sports collects and uses migration data to identify the number of foreign persons coming in Tanzania to work as consultants, private workers, religious persons and volunteers (requiring class C permits). The Tanzania Investment Centre collects and uses migration data to establish the number of foreign workers or expatriates (requiring class B permits) and investors (requiring class A permits).

Capacities and resources (staff, budgets) of agencies dealing with migration data

In general the capacities of these institutions are limited by the following main constraints:

- These institutions have varying degrees of staff shortage dealing with international labour migration data. The head office of the Immigration Department in the Ministry of Home Affairs in Tanzania, for instance, has only 5 employees for dealing with the processing information of migration information and data from 48 border points in the whole country. Furthermore, each border point has only one employee dealing with collection of such information.
- Budget allocations for organization concerning with activities of collecting, processing migration labour data are very low
- Respective employees in the institutions lack skills and knowledge on information technology, labour statistic collecting and processing and on information and new emerging issues on labour migration.
- Cooperation between government institutions/ agencies responsible for administering, collection and processing of migration data is low.
- Responsible agencies or institutions do not have common Database, which can be used to store migration data/information
- Inadequate or completely lack of computer hardware and software that can be used to collect, record, process and analyse migration data/information is a common problem to most border points as well as the head office of Immigration Department. The available computers are used only for data entry. In some other institutions (probably with the exception of the NBS) the situation is no better.
- Lack (in some cases shortage) of electricity, transportation, and communication tools makes it difficult to control the border points which deal with long distances of border areas. This situation creates loopholes for increasing irregular (undocumented) migrants.

In general dissemination of information generated by those systems has been often limited or slow.

Role of Private Agencies

There are now few emerging private institutions that are dealing with migration in Tanzania. One of such institutions is BETTA Dar-es-Salaam which started operations in the country in 1998. This is an international non-state organization whose main activity is to place qualified students in universities and colleges overseas. It deals with universities which are BETTA's member institutions. Previously, BETTA had member institutions in USA, Australia and Switzerland. However, currently BETTA Dar-es-Salaam represents only UK based institutions.

BETTA services involve checking on students' qualifications in relation to minimum requirements of the courses they wish to pursue. BETTA does preliminary interviews on behalf of member institutions, checks whether students have the required level of English language as well as check on the student's ability to meet the cost of studying and living overseas. So far BETTA Dar-es-Salaam has placed about 150 students to different universities, an average of 10 students each year. The number is rather small. However, the main obstacle is the huge cost of studies which is well above the ability of most average Tanzanian families. On average one need around British Pound 13,000.00 per annum for tuition, accommodation and living expenses in the UK (Tshs 27 million). Very few families in Tanzania can afford to pay such amounts.

5.4 The Case of Zanzibar

In general it can therefore be said that the management of entry and exit and the corresponding statistics of international labour migration in Zanzibar like in other East African countries is inadequately captured and requires to be addressed.

Several institutions deal with labour migration statistics and issues in Zanzibar:

- The Labour Ministry: Its role is to make sure that labour immigrants are treated well (in terms of law and regulations, taxes, social security) like locals according to the ILO standards No. 97 of 1949 revised No 143 of 1975 and the Tripartite coordination of migration policies. The Ministry also provide work permits to foreign workers on contract.
- Immigration department issues work permits, business licence, and class B residence permits.
- Ministry of Trade, Industry, Marketing and Tourism
- ZIPA
- Authority managing EPZ
- Central Bank (Zanzibar Branch)

6. Gaps and weaknesses in existing data collection systems

The availability of reliable international migration statistics is a crucial obstacle faced by policy makers, managers, academics and all others dealing with migration issues. Furthermore, as international migration has moved to the forefront of the international agenda, the need for timely, accurate and comparable information has increased enormously. Achieving this, however, requires identification and analysis of the gaps and weaknesses that exist in data collection systems.

6.1 The Case of Uganda

The gaps and weaknesses in systems dealing with migration data in Uganda are the same as those in other East African countries. In Uganda, collection of data on international labour migration has never been a priority. Thus, institutions dealing with labour migration are marginalized in terms of staff, equipments like computers as well as in terms of financial resource allocations.

6.2 The Case of Kenya

Kenya is relatively more advanced than other East African Countries in terms of knowledge and awareness of labour migration and that the Government of Kenya has taken initial steps to regulate and manage the process. However, there appears to be large gaps between intent and implementation, for instance:

- Established Government procedures for the review and attestations of foreign employment contracts, implied minimum overseas work standards, registration of private recruitment Agencies and recruitment procedures are insufficient;
- There is need to address migration issues from a holistic standpoint and this requires that all aspects of the migration process be addressed completely and in a well co-ordinated manner. There is need to expose Ministry of Labour officials to international migration market conditions and requirements;
- The need for credible sources of information with regard to international labour migration opportunities and the dissemination of the information to relevant bodies and individuals is immense. There is need for co-ordination and convenient process that ties components of education to deployment, protection of worker's rights, and managing remittances which are currently dispersed among different Government entities, the inclusion of a Labour Migration Policy in the national agenda; the need to strengthen the role and capacity;
- The need to map out an overall emigration plan for the country, make judicious use of limited Government resources and facilitate institutional planning/co-ordination and programme implementations;

In general the current systems and procedures in place in all East African countries do not adequately reflect their conjunction with market realities and conditions and hence fail to capture fully statistics of labour migration.

In addition, most migrant workers' terms of employment are kept secret, in most cases while in certain other cases migrants are better paid than local employees. However, migrants are disadvantaged in many ways; they do not belong to Trade Unions, they do not join social security schemes like the National Hospital Insurance Fund (being revised now in the case of Kenya to accommodate foreigners) and the National Social Security Fund or other Pension Schemes. At the same time some migrant workers receive preferential treatment as compared to citizens in terms of working conditions. All these put a limit on the possibility of capturing comprehensively the related labour migration statistics.

6.3 The Case of Tanzania Mainland

In general, there is a noticeable problem of absence of timeliness, accuracy and comparability of labour migration data/statistics collected from the different sources in Tanzania. Even institutions that deal with similar variables face more or less this problem. This is the case for both stock and flow migration data although flow data is relatively more scarce than stock data. Furthermore, presenting precise and comprehensive data on irregular migration is virtually impossible because of its very nature which makes it difficult to record. Estimates of irregular migration statistics are therefore almost non-existent and not comparable.

Labour migration data is collected mainly through manual processes especially in border points by migration department. The other institutions record migration information that is only relevant to their roles. For example, the President's Office Public Service Management office records only information of foreign workers who have contracts with the government. The Ministry of Labour, Youth Development and Sports keeps record of information on private consultants and volunteers who come to work in Tanzania.

Data collected are in card forms making it difficult to process such data quickly. According to information that was obtained from the Ministry of Home Affairs, the most update report on migration data that they have is for year 2002 only. This means that data reports for years 2003 and 2004 are not available. Other Ministries mentioned as dealing with labour migration in Tanzania have also not produced reports on their labour migration statistics.

Information collected by institutions is not cross-checked by other institutions. Data collected are mostly used internally within respective government institutions. Information and statistics are not disseminated to other social partners due to low awareness on usage of migration labour information by various stakeholders. In addition, information cannot be accessed easily due to bureaucratic practices in institutions that have the respective information.

Furthermore, communications among officers dealing with labour migration issues in different institutions is almost absent. There is no exchange of information and technical advice from each other is very low or nonexistent especially on issues such as the design of registration forms and questionnaires. Thus, it is difficult to ensure that the information and data collected are easy to understand and process. It is also difficult to have control on the collected information (on the collection spot and during processing); on the treatment of errors and inconsistencies in the information provided; on data registration procedures; on the storage of registered data for easy retrieval and further processing; on procedures for sending data from local to central offices; and on type of tabulations and ways to present the resulting statistic.

6.4 The Case of Zanzibar

Institutions dealing with migration data in Zanzibar, too, have similar weaknesses and gaps as those noted for other East African countries. In Zanzibar there is no effective mechanism to capture remittances and to produce comprehensive statistics of international migrants. Capacities of institutions dealing with labour migration data are noted to be low. The institutions are characterized with shortage of qualified staff and lack of equipment especially computers. The institutions too, lack common indicators for migration data.

7. Recommendations for improvement

7.1 General Recommendations

This report provides the status on the production and usage of international labour migration statistics in East African region. It has been shown that labour migration information remains incomplete and often inaccurate in the region. It is patchy and based on limited data records. Like in many developing countries, in East Africa the information is neither

available nor produced on a regular basis. Many of the data provided by different institutions cater for functions and roles of the respective institutions. Furthermore, responsibility for the formulation, implementation and evaluation of migration data is often diffused among Government bodies and few international organizations without coordinating similar initiatives by the private sector. Only Kenya appears to have taken some initiatives to encourage private institutions to manage international labour migration issues and statistics.

Given the potential and increasing roles in socio-economic development of migrants and migration statistics, documentation processing and analysis of labour migration levels, trends and policies remains a major challenge. At the moment, apart from institutional arrangement and coordination problems institutions dealing with labour migration in East African countries face numerous capacity related problems. Addressing these problems is critically important if more and quality labour migration statistics is to be made available on time.

It has been pointed out, for instance, that the manual procedures of government institutions e.g. Department of Immigration and other social partners are cumbersome for genuine and well-meaning visitors while not effectively providing timely, adequate and quality labour migration statistics. All East African countries require efficient immigration systems that can enable various offices and entry –points to share data and communicate efficiently and economically. A computerized network system for Immigration Department is one that will maintain all documents regarding passports, residence and work permits, and visa, in a digital format and provide instant, on-line access to these documents to any officer of the Immigration Department (who is authorised to access them), whether he or she is located at the head office, a regional or districts office or an entry point. Such a system will be able to allow authorities to view customer files, Interpol watch list, compare personal information notices issued or access company and applicant information including processing status of immigration documents such as visas, passport and residence and work permits on line through a web based interface to a centralized database. This will enable quick action to be taken against people staying or working illegally as well as those who are deemed undesirable to the well being of the country or society.

More efforts should also be directed to staff training in various areas such as Computer literacy, migration labour statistics and other current issues on migration. There is an urgent need to recruit more staff dealing with migration labour issues on collecting, processing and data analysis.

The East African governments through their Ministries of Finance and donors should allocate more funds on developing infrastructure for government institutions and social partners dealing with international labour migration. This will facilitate the process of data collection and processing using the modern technology and well-trained staff.

The production of valid and reliable statistics on migrant workers specifically requires planning, coordination of data collection, processing and dissemination. Need to establish coordination of all institutions concerning with collecting and processing of migration data. Given the increasing roles of globalisation and privatisation processes there is need to involve and coordinate private agencies dealing with recruitment of workers including foreign workers and East African nationals who want to work abroad as well as student scholarships.

Furthermore, the efforts towards the process of trying to achieve harmonization of concepts and definitions of variables of migration statistics should be enhanced.

7.2 Specific Recommendations

It has been emphasized in this report that availability of adequate, quality and comparable statistics for international labour migration is critically important in the development of East African region within the context of a liberalized and globalized world economy. Ways should therefore be found to solve the constraints for improving statistics for international labour migration. This includes:

- The need to carry out a survey on employment and earnings in East Africa so as to revive similar activities that were being done previously in these countries.
- The need to raise awareness among the various institutions concerned regarding the specific kinds of data needed to assess and manage labour mobility and the potential roles of each agency on obtaining and making available such data;
- The need to designate the respective national ministries of Labour as *focal points* for the compilation of the data specifically on labour migration and its relationship to labour market factors, in collaboration with national statistical bureaus and other concerned agencies;
- The need to identify common indicators and approaches regarding which data to collect, compile and disseminate;
- The need to urgently address material constraints, particularly the lack of computer;
- The need to conduct labour force and household surveys, and collecting relevant data at points of entry and departure;
- The need to put in place specialized unit on labour in labour Ministries;
- The need to develop, probably with the assistance of ILO, databases of skills of East African nationals abroad. The database can then be availed using virtual technology channels and used for enabling East African countries to benefit from these skills;
- To develop, probably with the help of ILO, a mechanism for tracking remittances in collaboration with Central Banks and Central Bureau of Statistics of East African countries;
- The need for building (for Uganda and the United Republic of Tanzania) inter-agency co-ordination and a sharing of responsibilities between the public and private sector rather than an alienation of each other's potential contributions to the labour migration process.

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Statistical Annexes

Appendix 1: Estimated Number of Kenyans living and working abroad

COUNTRY	NUMBER OF KENYANS
USA, 2001	47,000
Canada, 2001	20,600
UK ,2001	15,000
Australia, 2001	6,900
Germany, 2001	5,200
Sweden, 2001	1,300
Middle East, 2003	354
VSO Volunteers, 2004	104
TOTAL	96,458

Source: Achoch, 2004

Appendix 2: Number of qualified Kenyans Returned to Kenya under the GOK/IOM Programme by 1998.

NO.	SECTORS	NO.OF returnees	PERCENTAGE %
1.	Public Universities	17	40
2.	State corporations	4	9
3.	Private Universities	3	7
4.	Private Sector	18	42
5.	Self Employment	1	2

Source: Ministry of Labour and Human Resource Development Data, 2004.

Appendix 3: Expatriate inflow statistics in Kenya: 2002 - 2003

Class	Number of permits		Remarks
	2002	2003	
A	12,471	5,055	Issued to persons with special skills not available locally
D	482	112	Issued to holders of Kenya dependants offered employment by local firms
E	5,539	1,993	Issued to missionaries
H & I	5,229	2,216	Issued to investors in trade/business and manufacturing sector
J	360	160	Issued to persons wishing to practice certain prescribed professions i.e lawyers & farmers
F	-	103	Issued to farmers
K	-	523	Issued to persons who want to retire in Kenya
L	-	245	
M	-	55	Issued to refugees
Totals	25,352	10,439	

Source: Annual reports of Ministry of Labour & Human Resource Development: Department of Human Resource Management & Employment 2004

Appendix 4: Application for work permits in Tanzania: 1991-2002

Year	Number of applications lodged to the Labour Department
1991	809
1992	1,300
1993	1,400
1994	1700
1995	1,700
1996	1,600
1997	1,044
1998	2,300
1999	2,592
2000	*
2001	*
2002	*
July 2002-May 2003	2,551**

* Data missing;

** Figure does not include applications for work permits for the investors as Since July 2001, these applications are processed through the Tanzania Investment Centre. Source: The Labour Commission, 2003.

Appendix 5: Work Permits (Class B) Granted in Tanzania: 2000-2002

Year	Permits Granted
2000	2,025
2001	2,669
2002	2,160
Total	6,854

Source: Immigration Department, 2003

Appendix 6a: Recent trends on foreign non-hired employees in Tanzania: 2000-2002

Year/Permit	Class A	Certificate of Exemptions	Total
2000	1,064	1,141	2,205
2001	119	1,305	1,424
2002	127	3,259	3,386
Total	1,310	5,705	7,015

Source: Immigration Department, 2003

Appendix 6b: Resident permits Class A, B and Certificate of Exemptions by nationality in Tanzania: 2000

Country/Year	Class A	Class B	Exemptions	Total	%
American	16	48	136	200	5
British	137	190	335	662	16
British Indian	77	2	-	79	2
Canadian	7	83	27	117	3
Chinese	19	150	70	239	6
Congo DR	8	41	18	67	2
East and Central Africa	372	218	112	702	17
East European	11	23	3	37	1
German	14	21	38	73	2
Indian	78	449	54	581	14
Israelis	12	2	49	63	1
Lebanese	20	69	89	178	4
North Africa	13	-	1	14	0
Oman	14	3	2	19	0
Scandinavian	5	79	23	107	3
Somalis	4	4	-	8	0
South Africa	16	284	21	321	8
West Africa	201	13	4	218	5
West European	8	129	53	190	4
Yemen	26	2	-	28	1
Others	6	215	106	327	8
Total	1,064	2,025	1,141	4230	100

Source: Immigration Department, 2003

Appendix 7: Resident permits Class B by nationality, in Tanzania: 2000

Country	Number of permits	Per cent
American	48	2
British	190	9
British Indian	2	-
Canadian	83	4
Chinese	150	7
Congo DR	41	2
East and Central Africa	218	11
East European	23	1
German	21	1
Indian	449	22
Israelis	2	-
Lebanese	69	3
North Africa	-	-
Oman	3	-
Scandinavian	79	4
Somalis	4	-
South Africa	284	14
West Africa	13	1
West European	129	6
Yemen	2	-
Others	215	11
Total	2,025	100

Source: Immigration Department

Appendix 8: The Sectors that are leading in attracting Inflows of non- citizen Workers in Tanzania.

S.No	Sub Sector	Number of permits
1	Trade	715
2	Manufacturing	561
3	Building and Contraction	549
4	Mining and quarry	371
5	Community Services	282
6	Finance and business services	259
7	Tourism	162
8	Transport	156
9	Information Technology	118
10	Electrical and Water	98
11	Agriculture/Fish/Forest	83
12	Media and broadcasting	45
13	Communication	44

Source:Ministry of Labour and Youth Development

Appendix 9a: Permits applications by sector: in Tanzania July-December 2002

Sector	Permits applied in the sector	Distribution according to nationalities
Manufacturing	14	Indian (3), Chinese (8), Pakistan (1) Japanese (1), South African (1)
Mining	13	South African (7), Australian (3) Dutch (1), Canadian (1) Philippine (1)
Construction	8	Indian (5), Chinese (2) South African (1)
Tourism	8	British (4) South African (3), American (1)
Transport and shipping	7	Indian (7)
Health/medical services	4	Kenyan (2), German (1), French (1)
Tailoring	3	Indian (2) Pakistan (1)
Education	1	British
Security and risk services	3	British (1), Kenya (2)
Consultancy	2	Kenyan (1), Zambian (1)
Electrical and chemical	1	Indian
Wholesale distributor	2	Indian
Sales Business machines	2	Indian (1) Kenyan (1)
Technician	2	Indian
Sales of furniture	1	Indian
Jewell-Goldsmith	1	Pakistan
Holding investment company	1	Indian
Floor milling	1	Lebanese
Aluminium works	2	Chinese
Sales-soft drinks	1	Kenyan
Total	77	

Source: Department of Labour, Tripartite committee sitting No 17 of 30 December 2002

Appendix 9b: Leading Sectors in Attracting Inflows of Non-Citizen Workers in Tanzania for the Period January 2001 to Mid 2004.

S/n	Sub-Sector	Number of Permits
1.	Trade	715
2.	Manufacturing	561
3.	Building and Constructions	549
4.	Mining and Quarrying	371
5.	Community Services	282
6.	Finance and Business Services	259
7.	Tourism	162
8.	Transport	156
9.	Information Technology	118
10.	Electricity and Water	98
11.	Agriculture, Fishing and Forestry	83
12.	Media and Broadcasting	45
13.	Communication	44

Source: Ministry of Labour and Youth Development

Appendix 10a: Foreigners granted citizenship by 2001 in Tanzania

Nationality	Number of people	Percentage
Indian	43	42.16
Burundian	20	19.61
Kenyan	16	15.69
Yemenis	8	7.84
British	4	3.92
Pakistan	4	3.92
Russian	2	1.96
Somali	1	0.98
Sudanese	1	0.98
Congolese	1	0.98
Rwandese	1	0.98
Ugandan	1	0.98
Total	102	100

Source: Immigration Department, 2003

Appendix 10b: Zanzibar's Migrant workers in Tourism and their countries of origin, 2002/03-2003/04

S/No.	Country	2002/03			2003/04
		Female	Male	Total	Total
1.	Italy	31	55	86	92
2.	China	3	13	16	24
3.	South Africa	9	27	36	17
4.	India	3	33	36	54
5.	Kenya	8	25	33	33
6.	Uganda	2	5	7	1
7.	United Kingdom	18	21	39	25
8.	Spain	4	15	19	16
9.	Australia	-	-	-	6
10.	United States of America	-	-	-	3
11.	Germany	-	-	-	11
12.	Philippines	-	-	-	4
13.	Sweden	-	-	-	12
14.	Argentina	-	-	-	2
15.	Greece	-	-	-	1
16.	Canada	-	-	-	3
17.	Sri Lanka	-	-	-	3
18.	France	-	-	-	8
19.	Sudan	-	-	-	6
20.	Algeria	-	-	-	1
21.	Egypt	-	-	-	4
22.	Ethiopia	-	-	-	1
23.	Belgium	-	-	-	6
24.	Thailand	-	-	-	2
25.	Fiji	-	-	-	1
26.	Netherlands	-	-	-	1
27.	Mexico	-	-	-	1
28.	Denmark	-	-	-	2
29.	Croatia	-	-	-	1
30.	Bangladesh	-	-	-	1
31.	Madagascar	-	-	-	2
32.	Switzerland	-	-	-	2
33.	Morocco	-	-	-	1
34.	Pakistan	-	-	-	6
35.	Somalia	-	-	-	2
36.	Israel	-	-	-	1
37.	Norway	-	-	-	1
38.	Rwanda	-	-	-	1
39.	Romania	-	-	-	1
40.	Poland	-	-	-	1
41.	Oman	-	-	-	2
42.	Zimbabwe	-	-	-	1
43.	Other Countries	91	102	193	35
	TOTAL	169	296	465	398

Source: Makame (2004)

Appendix 11: List of ILM Tables and Additional Information Relevant to the Study

	STOCKS FIGURES	FLOW FIGURES
I M M I G R A T I O N	Table 1: Population by sex, citizenship	Table 6: Inflows of (im)migrants by sex, citizenship
	Table 2: Employed persons by sex, citizenship	Table 7: Inflows of employed (im)migrants by sex, citizenship, absolute numbers
	Table 3: Employed persons by economic sector, nationals and (im)migrant workers	Table 8: Inflows of employed (im)migrants by economic sector
	Table 4: Employed persons by occupation, nationals and (im)migrant workers	Table 9: Inflows of employed (im)migrants by occupation
	Table 5: Employed persons by employment status, nationals and (im)migrant workers	Table 10: Inflows of employed (im)migrants by employment status
E M M I G R A T I O N	STOCKS	FLows
	Table 11: Nationals abroad by sex, main host country	Table 12: Outflows of nationals by sex and host country.
		Table 13: Outflows of employed nationals by sex and host country.

Note:

- (i) Stock Figures: refer to the number of persons counted as residing in a country at a particular point of time,
- (ii) Flow Figures: refer to the number of persons counted as moving or being authorized to move to or from a country to access employment.

Additional information relevant to the study include:

- (i) Number of students proceeding abroad for higher studies (by sex, field, and country of destination)
- (ii) Estimates of the total number (stock) of undocumented or irregular migrant workers in the country by sex and country of citizenship
- (iii) The national workers who come back to their origin country after having worked abroad: usually called Return flows of migrant workers and their families (possibly by age group, level of education, occupation and by sex)
- (iv) National and/or regional databases and/or observatories available
- (v) Information or databases on transnational communities (Diaspora)
- (vi) Data on annual inflow of remittances by source countries

Appendix 12: Foreigners who were naturalized in Tanzania, 2002

S/n	Former Nationality	Male	Female	Total	%
1.	Indian	38	29	67	41.61
2.	Rwandese	1	2	3	1.86
3.	Yemenese	8	3	11	6.83
4.	Kenyan	3	16	19	11.8
5.	Stateless	3	1	4	2.48
6.	Burundian	12	3	15	9.32
7.	Ugandan	2	1	3	1.86
8.	Seychelloise	-	1	1	0.62
9.	Somalian	5	3	8	4.97
10.	Pakistani	3	10	13	8.07
11.	Dutch	1	-	1	0.62
12.	Cuba	-	2	2	1.24
13.	Ukrainian	-	1	1	0.62
14.	British	3	2	5	3.11
15.	Iranian	1	-	1	0.62
16.	Polish	1	-	1	0.62
17.	Zimbabwean	1	1	2	1.24
18.	Russian	-	1	1	0.62
19.	Chinese	-	1	1	0.62
20.	Congolese	2	-	2	1.24
	TOTAL	84	77	161	100

Source: Citizenship Records, 2002.

Appendix 13: Tanzanians who renounced their citizenship to acquire their present nationality for the year 2002

S/n	Present Nationality	Male	Female	Total	%
1.	Zimbabwe	4	10	14	15.22
2.	Germany	3	10	13	14.13
3.	Norwegian	3	8	11	11.95
4.	Danish	3	18	21	22.83
5.	Zambian	2	3	5	5.44
6.	Kenyan	9	11	20	21.73
7.	Austrian	2	-	2	2.17
8.	Omani	-	1	1	1.09
9.	Swedish	-	2	2	2.17
10.	USA (American)	1	-	1	1.09
11.	British	1	-	1	1.09
12.	Polish	-	1	1	1.09
	TOTAL	28	64	92	100

Source: Records from Immigration Department, 2002

Appendix 14: Acquisition of citizenship by nationals from Tanzania

Country	1997	1998	1999	2000	2001	Total	Av.97-2001
Canada	293	280	318	377	237	1505	301
USA	171	145	238	238	220	1012	202.4
Germany	11	11	17	17	11	67	13.4
Denmark	8	2	21	20	27	78	15.6
U.K	145	265	235	350	370	1365	273
Netherlands	12	10	10	8	0	40	8
Norway	5	10	4	10	4	33	6.6
Sweden	18	25	12	21	40	116	23.2
Australia	15	9	11	3	0	38	7.6
TOTAL	678	757	866	1,044	909	4,254	

Source: www.migrationinformation/features

Appendix 15: Tanzanian Students studying overseas who received scholarships through Government.

Countries	Sex		Total	Field of Study				
	M	F		Business/Arts	Computer	Medicine	Engineering	Science
China	90	10	100	33	28	12	11	16
Poland	10	1	11		1		10	
UK	3	1	4	3		1		
USA	3	3	6	6				
Czech	2	1				3		
Russia	55	3				3	55	
Algeria	33	25	58					
Canada	2		2					
Cuba	11	1	12					
News land	3		3					
Mexico	1		1					

Source Ministry of Science and Higher Technology

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