

# REGIONAL TRIPARTITE CONFERENCE ON LABOUR MIGRATION IN ECCAS AND COMESA

## REPORT



Speke Resort Munyonyo  
Kampala, Uganda  
16-18 April 2024

# MEETING REPORT

## REGIONAL TRIPARTITE CONFERENCE ON LABOUR MIGRATION IN ECCAS AND COMESA



The Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP), implemented by the African Union (AU), the International Labour Organization (ILO), and the International Organization for Migration (IOM), is structured to provide support / closely work with Regional Economic Communities (RECs), Member States, and other relevant actors in labour migration with the aim of enhancing labour migration governance across the African continent.

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Our Objective: Contribute to improved labour migration governance to achieve safe, orderly, and regular, migration in Africa as committed in relevant frameworks of the African Union (AU) and Regional Economic Communities (RECs), as well as relevant international human rights, labour standards and other cooperation processes.

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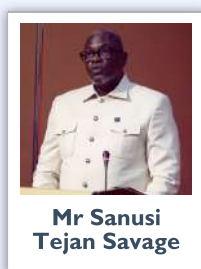
## I. Background

The regional tripartite consultative meeting on labour migration was organized within the framework of the Joint Labour Migration Programme (JLMP) to contribute to building high-level and technical dialogue among AUC, COMESA, ECCAS and social partners on labour migration.

The conference, a significant step within the framework of the Joint Labour Migration Programme (JLMP), aimed to assess the current labour migration governance situation, recent trends, and persistent gaps in migrant workers' protection. It provided a platform for identifying good practices, lessons learned, possible areas for further research, and opportunities for further regional collaboration. This endeavour, which aimed to pave the way for strengthened collaboration between AUC, RECs, and the JLMP, was a testament to the crucial role of each stakeholder in addressing the challenges of labour migration governance in the region.

Sixty-eight experts (17 F, 51M) attended the conference, each of whom played a crucial role in the discussions and outcomes. The list of participants included in the annex is a testament to the collective effort and commitment to addressing the challenges of labour migration governance in the region.

## 2. Opening Remarks

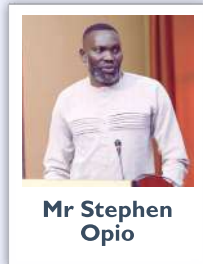


IOM Remarks by IOM Uganda  
Chief of Mission, Mr Sanusi Tejan Savage

Mr Sanusi, in his key message, underscored the pressing need for effective labour migration policies in Africa due to a significant increase in international labour migration, rising from 9.5 million in 2010 to 14.5 million in 2019. This growth highlights the imperative to align policies with job demand and emphasizes the importance of collaborative efforts between the International Organization for Migration (IOM), Member States, Regional Economic Communities (RECs), and social partners to enhance global labour migration governance. According to him, the lack of recognition and compatibility of skills and qualifications across borders remains a

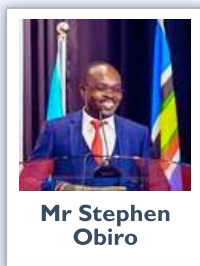


a critical challenge, hindering productivity and effective governance of labour mobility. However, there is a growing trend of implementing skills mobility partnerships (SMPs) to address labour supply-demand mismatches, promoting inclusive pathways for migrants, and fostering regional cooperation.



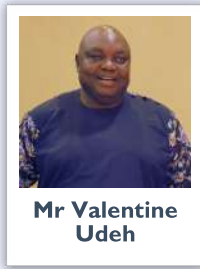
## ILO Remarks by Mr Stephen Opio, Head of Office, ILO Uganda

The ILO representative, Mr Stephen Opio, stated that the conference highlighted a collective commitment to actionable steps regarding labour migration, encompassing various dimensions such as bilateral labour agreements, fair recruitment practices, the gender dimension of labour migration, social protection extension for migrant workers, skills development, and recognition, and strengthening intra-regional and inter-regional dialogue and cooperation. He emphasized the importance of collecting and analyzing quality, up-to-date data on labour migration. He advocated for a holistic approach to address the complexities of labour mobility in Africa, considering factors like unemployment, underemployment, and informality.



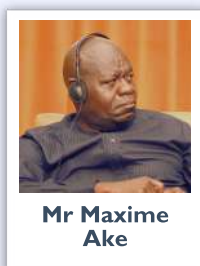
## Remarks by Mr Stephen Obiro, Head of Advocacy, Business Africa

Mr Obiro stated that migration in Africa is mainly driven by job-seeking, underscoring the importance of skills development in managing labour migration. He underlined that skills development needs to align with the demand of industries in Africa and abroad. He mentioned that tripartite consultations and coordination play a key role in fostering regional and continental integration. He also stressed that the movement of goods, capital, and services must be accompanied by the movement of people calling for more ratification and implementation of the continental and regional free movement protocols.



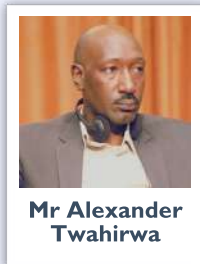
## Remarks by Mr Valentine Udeh, Deputy Secretary General, Organisation of African Trade Union Unity (OATUU)

Mr Udeh highlighted the significance of labour migration governance in Africa, emphasizing the need for effective policies and frameworks to address the rising trend of migration within and outside the continent. He commended the collaborative efforts among AUC, Regional Economic Communities (RECs), social partners, and development partners such as the International Labour Organization and the International Organization for Migration in labour migration governance. He highlighted the need to address key challenges such as skills mismatches, the gender dimension of labour migration, social protection for migrant workers, as well as data and statistics for evidence-based policy development. He invited Member States to ratify and implement existing protocols and conventions to facilitate the free movement of persons and goods to foster sustainable development and regional integration in Africa.



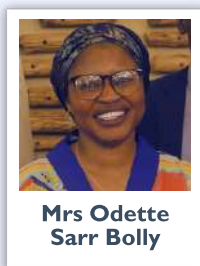
## Remarks by Mr Maxime Ake, Economic Community of Central African States (ECCAS) Commission

Mr Ake highlighted that coordination between Member States and regions remains one of the challenges in labour migration governance. Hence, the meeting presented a good coordination mechanism to discuss and assess the situation. He reiterated some of the challenges migrant workers face, such as abuse of rights and limited access to basic services and protection mechanisms, could only be addressed through coordination. Furthermore, he stressed the importance of tripartite consultations and stakeholder engagement in extending social protection to migrant workers as well as effective labour migration governance.



## Remarks by Mr Alexander Twahirwa, Programme Officer, the Common Market for Eastern and Southern Africa (COMESA)

Mr. Alexander expressed COMESA's commitment to facilitate regional integration. Echoing the sentiments of speakers, he underscored the significance of labour migration governance in Africa while emphasizing the need for effective policies and frameworks to address the rising trend of migration within and outside the continent. He underscores the collaborative efforts and involvement of various stakeholders, including trade unions, Regional Economic Communities, and international organizations like the ILO and IOM to bolster migration governance. Additionally, he emphasizes the necessity to ratify and implement existing protocols and conventions to facilitate the free movement of persons and goods, ultimately fostering sustainable development and regional integration in Africa.

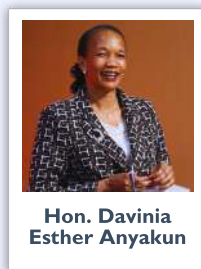


## Remarks by Mrs Odette Sarr Bolly, JLMP Programme Coordinator, African Union Commission

Mrs. Bolly recalled that labour migration and regional economic integration are among the key priorities of the African Union, with emphasis on policy and institutional coherence for better coordination and efficiency. She underscored the pivotal role of well-managed labour migration in driving regional development and integration in Africa. Recognizing the importance of regional integration and the free movement of workers, the conference was organized within the framework of the Joint Labour Migration Programme (JLMP), advocating for safe working environments, social protection, and mutual recognition of skills and qualifications. Despite the high volume of intra-African migration, migrant workers still face vulnerabilities such as exploitation and lack of social protection, highlighting the need for a holistic approach that prioritizes the rights and needs of migrants.

She also emphasized the importance of cooperation among countries of origin, transit, and destination, as well as with stakeholders like civil society and international

organizations, to develop comprehensive and coordinated approaches to labour migration governance based on international principles and standards. This approach will ensure decent work, fair recruitment practices, inclusive growth, and sustainable development while fostering social dialogue and policy coherence at national, regional, and global levels. Additionally, the Joint Labour Migration Programme seeks to expand its reach and deepen its interventions through pilot approaches, with a focus on collaboration and synergies with similar initiatives for improved labour migration governance.



Remarks by Hon. Davinia Esther Anyakun,  
Minister of State for Gender, Labour & Social  
Development (Labour, Employment & Industrial  
Relations), Government of Uganda

Hon. Anyakun welcomed all guests and thanked the partners for organizing the conference. She highlighted that the conference is important to address two main objectives: discussing mutual strategies for holistic, harmonized, and sustainable intervention on labour migration, including achieving mutual recognition of skills and qualifications in COMESA and ECCAS, and addressing challenges related to the adoption and implementation of free movement protocols in these sub-regions. Uganda's recent efforts, such as signing the protocol of free movement and transhumance of persons in the IGAD region, demonstrate a commitment to facilitating the movement of migrant workers within Africa. With the signing of bilateral labour agreements, including a recent one with Qatar, Uganda seeks to ensure safe labour migration for its workers abroad, particularly focusing on expanding beyond domestic workers to skilled workers. Considering its youthful population, Uganda is implementing programs to skill youth and encourage entrepreneurship to address unemployment, viewing labour migration as a temporary measure to alleviate youth unemployment.

The Minister added that the workshop serves as a platform for knowledge-sharing among member countries to develop partnerships for labour migration and enhance the potential of migrant workers in both origin and destination countries. The Minister emphasized a holistic approach to discussing labour migration matters and ensuring the safety of migrants, particularly female workers, expressing gratitude to the African Union Commission for facilitating this regional tripartite conference.

## 3. Presentations

### 3.1 Presentation on the Concept Note of the Conference – Ms. Adaeze Molokwu, AUC

Ms. Molokwu presented the concept note of the meeting. The expected outcomes of the meeting include stock-taking of the current labour migration governance situation, recent trends, and persistent gaps in migrant workers' protection, identification of good practices and lessons learned and possible areas for further research as well as opportunities for further regional collaboration, which will pave the way for strengthened collaboration between AUC, RECs, Member States and the JLMP.

### 3.2 Presentation on the on the JLMP – Mrs. Odette Sarr Bolly

Odette provided an overview of JLMP, its mandates, projects (JLMP Priority, Lead, and Action), key achievements, and synergy with other programs and opportunities. She highlighted that JLMP has four pillars as follows, with capacity building as a cross-cutting theme.

**Pillar One:** Support selected MSs and RECs on labour migration governance and regulation for women and men migrant workers in Africa.

**Pillar Two:** Women and men migrant workers in both the formal and informal sectors enjoy safe and secure working environments, access to social protection, and mutual recognition of skills and educational levels.

**Pillar Three:** Increased utilization of labour migration disaggregated data and statistics by Member States (MSs) and Regional Economic Communities (RECs) for evidence-based decision-making, policy planning, formulation, and application.

**Pillar Four:** Strengthened coordination and implementation of labour migration priorities and the governance and accountability of the JLMP, with capacity development as a cross-cutting approach.



## 4. Panel Discussions



## 4.1 Panel Discussion on Governance: Overview of Labor Migration Governance at the Continental and Regional Levels: From Policy to Action

During the discussion, it was mentioned that labour migration is a pivotal focus in many African Union policies and legislative frameworks, including the Migration Policy Framework for Africa (MPFA). Governance challenges in labour migration and the African Union's efforts to address these obstacles were also discussed. Among the challenges cited were limited ratification of the free movement protocols, lack of harmonized data collection, and lack of coordination on labour migration governance. COMESA encouraged its Member States to ratify its Protocol on Free Movement and Protocol on Gradual Relaxation and Eventual Elimination of Visa. Furthermore, COMESA has already started discussions to have a regional migration policy to guide its Member States in drafting their national migration policies. They have also established a monitoring committee to oversee the ratification and implementation of these protocols as well as discuss progress and challenges. ECCAS highlighted that the free movement of goods, services, and people is among the priorities for the region, despite slow ratification by Member States.

The discussion reiterated the key role social partners play in addressing gaps in governance and non-coherent policies through social dialogue and tripartite. Social partners can provide platforms to directly engage migrant workers in policy discussions, narrowing the mismatch between skills supply and labour demand, supporting data collection and analysis, and sharing. They can also produce a conducive environment for business formalization and address the needs of migrant workers in both formal and informal sectors. Finally, they can be key players in addressing adverse drivers of migration, advocacy, identification of opportunities, and return and reintegration services.

During the discussion, participants agreed on the need to translate decisions into actions, promote freedom of association and bargaining, address visa entry challenges in different member states, advocate for political will to implement instruments and protocols, strengthen data sharing, derive pan-African solutions for African problems, promote sustainable dialogues between Member States to enhance collaboration and use of technology.

## 4.2 Panel Discussion on Promising Practices on Strengthening Labour Migration Policies and Practices

Member States and organizations shared promising practices and experiences in labour migration governance. Drafting a gender-responsive labour migration policy and engaging employers and workers in the process, recognition, and facilitation of remittances for development, signing of BLAs, working towards addressing trafficking and smuggling of persons, pre-departure training for migrant workers, setting up of national coordination mechanisms on migration, addressing issues of stranded migrants in the GCC, study on the status of labour migration governance and strengthening migration data related activities were mentioned by Member States as good practices.

Saving lives, driving solutions for displacement and facilitating regular pathways, promoting of free movement of goods, services, and people, ensuring the protection of rights of workers and their families, easy facilitation of visas, working towards ensuring decent work, increased youth engagement in livelihoods, migration policy development, bilateral agreements, skills mobility partnerships, and tripartism, comprehensive information orientation programs for migrant workers, private sector engagement, regional consultative process to discuss migration issues, facilitation of fair and ethical recruitment, data collection and usage, return and reintegration of migrant workers, enhanced involvement of the diaspora for development activities, were mentioned as priorities.

## 4.3 Panel Discussion on Strengthening Government-Social Partner's Engagement in ECCAS and COMESA

The panelists comprised COMESA, ECCAS and representatives of ITUC Africa and Business Africa. The following were the key points discussed:

-COMESA works closely with social partners through focal points but also engages non-state actors in its Regional Consultative Process, known as MIDCOM. ECCAS also agreed on the need for stronger involvement of social partners as they work closely with migrant workers.

-Member States mentioned that social dialogue is paramount in the development of national policies and social partners need to be included in negotiating BLAs.

-There is a need to establish a digital platform for social partners and strengthen partnerships for advocacy.



-Social partners play a key role in representing the voices of migrant workers and providing access to basic services and information.

-It was recommended to strengthen the associations of Africans in the GCC as well as ensure sustainable funding for social dialogues at the national and regional levels.

-It was agreed that there is a need for strengthened engagement between governments and social partners.

-It was recommended that monitoring and evaluation of existing cooperation mechanisms between RECs, Member States, and social partners be conducted to inform future engagements.

#### 4.4 Panel Discussion on Strengthening National Coordination Mechanisms

The panelists noted that the cross-cutting nature of migration requires the involvement of multiple stakeholders to maximize its benefits, promote international standards, discuss, and work towards priorities, formulate a national labour migration policy, and effectively implement legal instruments, protocols, and guidelines on labour migration. Better engagement and coordination of stakeholders ensures social protection, integration of data systems, and coherence in service provision.

Kenya's one-stop migration center was mentioned as a great example resulting from an effective national coordination mechanism. Zimbabwe and Botswana shared experiences of facilitation of informal cross-border trade. AUC recommended that the free movement protocol addresses concerns of security and legal identity.



## **5. Presentations and Discussions**



## 5.1 Strategies for Addressing Gender Dimensions in Labour Migration in ECCAS/COMESA

In her presentation, Ms. Barbara Banda from the National Association of Businesswomen addressed issues of gender inequalities in labour migration management and strategies to tackle the gaps. She highlighted the following challenges for cross-border women traders: inadequate gender-friendly services at border crossing points, challenges in access to information, vulnerability to exploitation and abuse, gender-based wage gaps, and occupational segregation.

To address these challenges, she recommended investment in sex-disaggregated data to inform programming and planning, and adoption of different normative frameworks which promote the rights of workers. Mrs. Banda also called for the implementation of impactful actions and considerations of the needs of men, women, boys, and girls. She also highlighted the evident need to challenge norms and cultures that hinder gender empowerment along with ensuring the participation of men in gender equality interventions.

## 5.2 Improving Employability of African Migrant Workers in the Digital Age (Business Africa, OATUU, and ITUC)

It was highlighted that the main challenge in improving employability in Africa was the incompatibility of qualifications and training standards. In addition, training was mostly supply-oriented and not responsive to the demands of the labour market. Panelists made the following recommendations:

- promotion of mutual recognition of skills between African Member States
- standardization of training and qualifications systems
- tripartite participation in curriculum design and training
- Leveraging the use of technology to enhance skills and experience, labour market assessments, and promotion of lifelong learning and skills development agreements.

Issues of brain drain, digitalization, and skills mobility partnerships within Africa were also discussed.

### 5.3 Strengthening Cooperation on Labour Migration Statistics

Mr. Brian Okengo, the JLMP Statistics Officer, presented key trends of African migration. He mentioned that international migration within Africa increased from 17.2 million in 2010 to 26.3 million in 2019, and women accounted for around 45 percent throughout the period. In 2019, East Africa, West Africa, and Southern Africa together hosted more than 80 percent of the migrant workers in Africa.

The main challenges discussed in labour migration data were limited human capacity, insufficient financial resources, incompatible and interoperable systems, limited coverage, and low quality of data produced. Improved coordination, the establishment of LMIS, the development of guidelines, and the harmonization of concepts were mentioned as opportunities.

He further highlighted expansion and harmonization of administrative data sources, building statistical capacities, and encouraging data intermediaries need to be prioritized. Other recommendations made include effective coordination and collaboration in producing labour migration statistics, establishing legal, institutional, and partnership frameworks, developing a national archiving and dissemination system, adopting harmonized, digitized, and integrated data collection instruments, and facilitating data sharing were among the recommendations to enhance labour migration data for evidence-based policy development.

### 5.4 Skills Mobility Partnership

Mr Edwin Righa, the JLMP Coordinator - IOM, stated that Skills Mobility Partnerships (SMPs) were agreements between States that facilitated the movement of workers and leveraged the skills and qualifications of migrant workers to address labour market needs, promote economic growth, and foster international cooperation.

Components of SMPs include formalized state cooperation, multi-stakeholder involvement, training and skills recognition, and migration mobility. When properly executed SMPs can assist destination nations in addressing skill deficiencies and meeting labor market demands, enhancing the skill sets of migrants, thereby boosting their career prospects, and importantly, fostering the development of countries of origin through remittances, capacity building, and the transfer of skills. Long-term and mid-term planning, multi-stakeholder approach and policy coherence, data for evidence-based policy, local development, and job creation, skills classification, and recognition at the national level and beyond, addressing the social aspects of



employment and mobility, incorporating migration considerations, cost reduction and sharing are among the elements that would make countries of origin, countries of destinations and the migrants themselves to benefit from the process.

Language barriers between Member States and regions need to be addressed through BLAs and MOUs. Sharing experiences and learning from best practices need to be encouraged as well. Co-investing in training and education infrastructures and curriculum and addressing disparities in skills training methodologies across the regions and Member States were among the recommendations.

## 5.5 Discussion on Mutual Skills Recognition

Mr. Stephen Niyonzima, the Principal Labour and Employment Officer at the East African Community (EAC), shared the region's experience in developing its Mutual Recognition Arrangements (MRA) in line with the Common Market Protocol's vision of promoting equal market access to professionals in all Partner States. The MRA provides for mutual recognition of academic and professional qualifications to facilitate the free movement of labour and services in the region. Currently, EAC has made progress with mutual recognition of four professionals: accountancy, Architecture, Engineering, and Veterinary Medicine.

As an update, EAC MRAs were approved by legislative drafters in 2022 and await the Council's adoption. They aim to operationalize the existing MRAs and give room for negotiating future ones. The speaker, however, highlighted challenges, including delays in negotiating MRAs and varying levels of removal of restrictions on the movement of professionals among Partner States.

Participants discussed that common market protocol and the establishment of regulatory agencies are essential elements in mutual skills recognition. International organizations play a key role in supporting continental and regional frameworks, supporting civil society partnerships, development of infrastructure, and validation of informal/formal learning through national qualification of certification. Social dialogue and the involvement of social partners present a great opportunity.

Participants highlighted that the main priorities are building stakeholders' capacity, establishing TWGs, developing guidelines, improving cooperation frameworks, and monitoring progress. They also discussed that lobbying for political will is necessary to bring harmonization and agreement between RECs and member states.



Establishment of a technical working group to oversee progress, discuss priorities, and address challenges and capacity building for all involved actors including social partners, comparing qualification frameworks across the regions and the continent, and address differences in the training and classifications of qualifications, promoting social dialogue and include civil society partnerships, employees, and students in the design of vocational training and policy discussions, conducting labour market assessments, and advocacy were among the recommendations. It was also agreed there is a need to re-focus on high-level skills as well as consideration of recognition of soft skills.

## 5.6 Discussion on Extension of Social Protection for Migrant Workers in ECCAS and COMESA

Panelists for this session were ECCAS, COMESA, IOM and ILO and the following were the key points discussed:

- Social protection coverage for migrant workers is related to coverage of social protection to the local population.
- A study was conducted in ECCAS to assess the situation, map good practices, identify challenges, and propose a roadmap to guide subsequent actions.
- Portability of social benefits is an important consideration in promoting protocols for the free movement of people. COMESA has been working on capacity building for MSs and its workers.
- COMESA has developed a Social Charter that promotes social development to enhance the well-being of people in the COMESA region. It was agreed to work towards harmonization of social protection mechanisms.
- Social protection coverage and access to basic services for migrant workers are very limited. While RECs establish common frameworks on social protection, Member States are responsible for the recognition and provision of these rights.
- Establishing and strengthening migrant welfare programs can address gaps in the social protection of migrant workers. IOM has compiled a compendium of good practices and capacity-building modules on migrant welfare systems.
- Member States were encouraged to strengthen their systems and institutions and to work with their peers to harmonize social protection mechanisms. RECs were encouraged to develop agreements and frameworks in line with the AUC Guidelines and cooperation mechanisms to support Member States. It was also recommended

that JLMP works with Member States and RECs to influence social protection policies by drawing from evidence and providing support using the developed capacity-building manuals.

-IOM/ILO agreed to continue providing thematic support on social protection to Member States. Social partners are also expected to sensitize the migrant workers to understand their rights and the availability of protection mechanisms to improve the accessibility of social protection services.

-Overall, it was agreed to act collectively and be aware that destination countries also benefit from migrant workers. Providing capacity building for all involved actors will enable the effective implementation of existing tools and instruments for social protection.

## 5.7 Presentation on the African Continental Qualification Framework (ACQF)

Mr. Nicholas Ouma, the Senior Youth Advisor at the African Union Commission, stated that the ACQF was developed from 2019-2022 and was validated in July 2023. It is a meta-qualifications framework underpinned by AU policies and strategies and seeks to create a more integrated and efficient education and employment landscape in Africa by enhancing comparability, quality, and transparency in recognition of skills and qualifications. The project's focus includes referencing national qualifications frameworks, development of qualifications profiles and capacity building of Member States, including support to national policy documents and guidelines.

The importance of the involvement of social partners in skills development and employability, as well as advancing the objectives of ACQF, was underscored. Other recommendations put forward by discussants include strengthened partnerships at various levels and agreements based on sector profiles, advocacy and communication, networking and outreach among qualification authorities, recognition of national qualifications and referencing, use of technology, monitoring, and evaluation.

## 6. Key Recommendations



## 6.1 Strategic Recommendations One - Strengthened effective governance and regulation of labour migration

1. Increase *ratification of free movement* of people along with free movement of goods and services.
2. Encourage the *adoption of regional and continental frameworks* to enable MSs to review their migration policies and laws according to these instruments. This will enable MSs to have coherent and gender-responsive policies.
3. Strengthen inter-REC collaboration and coordination between COMESA/EAC/SADC and ECOWAS/COMESA/ECCAS.
4. Encourage *inter-state and regional collaboration* through BLAs/ MOUs.
5. Emphasize *action-oriented interventions* based on effective implementation of existing policies and tools that are already in place in addition to ratification of new instruments.
6. Encourage stakeholders' involvement in the labour migration governance and policy process and create consultation platforms to promote a whole-of-society and whole-of-government approach.
7. Establish a technical working group to oversee progress, discuss priorities, address challenges, and build capacity for all involved actors, including social partners.
8. RECs to develop agreements and *frameworks in line with the AUC Guidelines* and cooperation mechanisms.

## 6.2 Strategic Recommendations Two- Social protection of migrant workers and mutual recognition of skills

1. Establish an African migration group in the GCC to better coordinate in ensuring the protection of the rights of migrant workers in the region.
2. Member states should take responsibility for strengthening their systems and institutions and working with other member states to harmonize social protection mechanisms.
3. Prioritize facilitation of regular pathways, skills mobility partnerships, social protection as well as comprehensive information orientation programs for migrant workers.



4. Consider the protection of the rights of migrant workers engaged in the informal economy.
5. Invest in skills training of migrant workers and ensuring access to basic services.
6. Promote skills recognition between regions through standardization of training systems and improving qualities of skills training provisions.
7. Enhance mutual qualification frameworks regionally and continental.
8. Collect inputs and ensure participation of tripartite engagement in curriculum design and training provision.
9. Leverage the use of technology to enhance skills and expertise, provide free and compulsory education for everyone, and encourage lifelong learning.
10. Promote harmonization of qualification frameworks through advocacy and awareness raising.
11. Compare qualification frameworks across regions and continents and address differences in qualification training and classifications.
12. Encourage collective bargaining, increased employability, and formalization of migrant workers in the informal sector.
13. IOM/ILO to continue providing thematic support on social protection institutions to Member States

### 6.3 Strategic Recommendations Three- Data, Evidence, Statistics, Monitoring and Evaluation

1. Conduct Monitoring and evaluation of policies and practices to inform future programming.
2. Establish mechanisms for continuous dialogue, cooperation, and sharing of data on labour migration.
3. Invest in evidence and data/gender-disaggregated data to inform programming planning and implementation.
4. Build partnerships and synergies, and harmonization on data collection, sharing, and dissemination through enhanced use of technology.
5. Include labour migration indicators in surveys.
6. Conduct labour market assessments to effectively identify skills/ based on skills demand and supply analysis in the economies of the regions and member states.
7. LMP to work with MSs and RECs to influence social protection policies based on evidence.

## 6.4 Strategic Recommendations Four- Communication, Advocacy, and Capacity Building

1. Develop communication materials that recognize the development potential of labour migration and its positive contribution.
2. Create platforms for social partners and encourage the digitalization of campaigns towards the establishment of such platforms.
3. Demystify old narratives on migration and use the National Coordination Mechanisms as an entry platform to foster a common understanding of migration issues.
4. Provide capacity building to the multiple stakeholders involved in migration governance and follow up through monitoring and evaluation of implementations.
5. Facilitate experience sharing and promote peer-to-peer learning between member states.
6. Advocate for flexibility of visa regimes and admission requirements.
7. Social partners to sensitize the migrant workers to understand their rights and the availability of protection mechanisms to improve the accessibility of social protection services.
8. Provide capacity building, conduct advocacy, and communication on the continental/regional qualification frameworks.
9. Ministries of Labour to ensure outreach and network with qualification and accreditation entities in Member States.
10. JLMP to provide support to RECs/Member States using the capacity building manuals which have been developed.

## 6.5 Other cross-cutting Recommendations (Gender, Social Dialogue and Partnerships)

1. Facilitate periodic dialogue and capacity building on labour migration governance, including with key stakeholders and social partners, as labour migration is evolving and very dynamic.
2. Encourage the participation of migrant workers in the labour migration process.
3. Address the needs of migrant workers in both formal and informal sectors and ensure access to basic social services as well as effective return and reintegration of returnees.
4. Ensure labour migration policies are gender sensitive and are based on evidence and data.
5. Facilitate dialogues with stakeholders to understand the nature of migration and ensure decent work.
6. Support regional consultative processes including the participation of the private sector.
7. Ensure there is funding and allocated resources for gender-related interventions.
8. Consider the needs of men and boys/ children as well. Encourage men to participate in gender-related programs and initiatives.
9. Address norms and cultures that hinder gender equality and women empowerment.
10. Promote social dialogue and include civil society partnerships, employees, and students in the design of vocational training and policy discussions.
11. Enhance partnerships with international organizations.



# 7. Action Points





Three practical next steps for COMESA/ECCAS to strengthen Labour Migration Governance

### 7.1 ECCAS on Labour Migration Governance

1. Joint advocacy for ratification of important instruments and guidelines on labour migration.
2. Establishment of a technical working group on labour migration.
3. Making visa applications and requirements easy and accessible.

### 7.2 ECCAS on Social Protection

1. Strengthening the capacity of RECs.
2. Experience sharing and benchmarking with other advanced governments.
3. Signing of social security agreements to aid portability of rights and benefits of migrant workers.

### 7.3 COMESA on Labour Migration Governance

1. Strengthen the tripartite task force at regional and national levels.
2. Conduct situational analysis to develop strategies to improve labour migration governance.
3. Develop a framework for advocacy for ratification of the COMESA Free Movement Protocol.

### 7.4 COMESA on Social Protection

1. Conduct situation/gaps analysis at the regional and national level, like what ECCAS has done.
2. Develop and review social protection frameworks at national and regional levels.
3. Promote bilateral and multilateral agreements within the region.

### 7.5 Workshop Evaluation

Questionnaires were issued to participants before and after the workshop. 34 people responded to the pre-evaluation questionnaire and 21 people responded to the post-evaluation questionnaire.

On the level of information shared with participants before the workshop, 56% said it was 'quite adequate', 32% said it was 'Adequate', and 12% said it was 'Inadequate'.

To what extent did the meeting meet the participants' expectations? 71% said their expectation was "adequately met, " while 29% responded that their expectation was 'met. '

To the question, 'To what extent did the facilitators incorporate strategies that promote collaboration, experience flow, and cross-learning among participants?' 57% of participants said, 'Very Satisfactorily' while 43% said 'Satisfactorily'.

### Participants made several recommendations for future meetings as follows:

- Organize a conference in which international stakeholders participate.
- There should be regular country-specific presentations to monitor progress on prior recommendations that were made in previous meetings.
- There is a need to organize social partners coming from all the countries that are invited.
- More tripartite representation at country level
- Having an information management system that incorporates statistics on labour migration and enhances our lobby agenda for Malawi to have a National Qualifications Framework
- Organize meetings in countries that are implementing recommendations from these conferences.
- Free movement protocol so that we are not inconvenienced.
- ILO Conventions - this should be a carrot approach and an incentive for progressive Member States
- Try to stick to a schedule.
- Organize a city tour for participants on the last day.
- It will be good to decompress sessions and activities that are too close together in three days.
- Take stock of the level of implementation of the agreed outcomes
- Tripartite engagements
- More breakout sessions to discuss and bring forward different perspectives on tackling labour and migration in Africa.
- Allocate more days for adequate discussions.
- Create tripartite technical working groups and benchmarks.
- There is a need to share challenges faced or limitations to arrive at solutions.
- The organizers should improve their ways of communication with Member States
- Improve tripartite; focus on national actions, target to achieve champion countries.

## LIST OF PARTICIPANTS

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1	Burundi	Diomedé	Niyonsaba	Directeur Des Normes Et législation Du Travail-Ministère De La Fonction Publique Du Travail Et De L'emploi-	Male
2	Burundi	Jean Marie	Ndi	Président Confédération Des Syndicats Autonomes Du Cameroun (Csac)- Cameroun	Male
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12	Gabon	Maxime	Ake	Migration Expert-ECCAS	Male



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25	Rwanda	Karangwa	Jackson	Rwanda Government Representative	Male
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28	United Republic of Tanzania	Hery Hebert	Mkunda  28	Secretary General - Trade Union Congress of Tanzania	Male

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66	AUC	Emily	Adaeze Molokwu	JLMP Programme Officer	Female
67	AUC	Innocent	Vuga	JLMP Communication and Knowledge Management Officer	Male
68	AUC	Haileleul	Shemels Gebretsadik	National Programme Officer	Male
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