

AFRICAN UNION

الاتحاد الأفريقي



UNION AFRICAINE

UNIÃO AFRICANA

Addis Ababa, ETHIOPIA P. O. Box 3243 Telephone: (251 11) 5 517700 Fax : (251 11) 5 517844
website : www.africa-union.org

**WORKSHOP FOR DEVELOPMENT OF A CAPACITY BUILDING PLAN ON
LABOUR INSTITUTIONS' ROLE ON IMPROVING LABOUR MIGRATION
GOVERNANCE AND ADMINISTRATION**

26-28 SEPTEMBER 2018 CASABLANCA, MOROCCO

CONCEPT NOTE

1. Introduction

Commitment and Vision of His Majesty Mohammed VI King of Morocco, Leader on the Question of Migration: 'For an African Agenda on Migration':

His Majesty King Mohammed VI of Morocco, Leader on the Question of Migration, presented a paper 'For an African Agenda on Migration', at the 30th Ordinary Session of the Conference of Heads of State and Government of the African Union, Addis Ababa, Ethiopia, January 2018. This Agenda has been adopted. It reflects the continent's priorities as described in the Migration Policy Framework for Africa (January 2018) and the Protocol on Free Movement of Persons (January 2018).

Taking up some of these priorities, the Agenda calls for:

'Making labor migration a pivotal element of labor, integration and development policies, promoting labor mobility, including circular or temporary mobility'.

To this end, the Agenda recommends the following:

- Create an environment conducive to migrants' access to the labor market, to socio-economic mobility
- Promote fair recruitment of migrant workers to ensure decent work, including through alignment or convergence of national laws with international standards and strengthening of labor inspection and access to social security services
- Establish common principles to govern cooperation in the field of return and reintegration of migrants
- Integration and support programs for access to the labor market, vocational training and the creation of income-generating activities, promoting the link between migration and development and decent work.

The AU-ILO-IOM-ECA Joint Program on Labor Migration Governance for Development and Integration in Africa (JLMP):

The objectives of the African Agenda on Migration converge with the objectives and strategies of the AU-ILO-IOM-ECA Joint Labour Migration Program (JLMP), adopted by the Assembly of Heads of State and Government in January 2015.

The overall goal of JLMP is to:

'Strengthen effective governance and regulation of labor migration and mobility in Africa, in accordance with the law and with the participation of key actors in government, parliaments, social partners and migrants, international organizations, NGOs and organizations of civil society

It pursues the following two specific objectives:

1. Strengthen the effective governance and regulation of labor migration and mobility in Africa,
2. Support the implementation of labor migration standards and policies.

One of the essential strategies is on:

'Upgrading labor institutions and social partners to enable them to manage the governance, policies and administration of labor migration.'

The workshop for the development of capacity building plan is therefore regarded as a key success factor in the implementation of the JLMP.

The program is implemented according to a sequential approach that makes training and capacity building a prerequisite activity to equip key actors with the technical skills to ensure the proper implementation of the other components at the national, regional and continental levels. The training and capacity building component will include the development of a training plan as well as facilitating exchange of practical experience of implementing coherent labour migration governance and its content.

The empowerment of labor migration / freedom of movement personnel in the respective REC secretariats is a key element of the project. This is strategically necessary to ensure the skills, know-how, ownership and ongoing monitoring by the entities that must assume ongoing supervisory and promotional responsibilities to ensure that good governance of labor migration is achieved.

2. Development of a Capacity Building Plan on Labour Institutions' Role in Improving Labor Migration Governance and Administration

2.1 Approach

Define an integrated training plan:

According to the principle of coherence, synergy and complementarity in the implementation of the different components of the JLMP, the capacity building program integrates the existing needs at the level of each component. For example, it considers the capacity building needs for the collection and management of labor migration statistics as well as those related to migrant workers' access to social security and the portability of acquired rights, and the recognition / portability of qualifications.

Strategy and target groups:

To promote and strengthen the governance of labor migration, the JLMP's strategy is based on two axes that are linked to conditions of effectiveness and performance:

- Roles and expanded activities of labor and employment ministries in labor migration governance, with focal points or units established in labor institutions;
- Increased involvement of social partner organizations in labor migration and capacity building and training of labor institutions.

In implementing its strategies, the JLMP targets the following groups:

- Structures and Commissions of the Regional Economic Community (REC)
- National institutions responsible for labor migration
- Social partners: employers and workers' organizations (trade unions) - The organizations of migrants and civil society concerned.

For the purposes of developing the capacity building and training plan for labor migration administration, the following targets are added to those described above:

- Consular professionals in the embassies
- Labour attachés / advisers in embassies
- Human Resources Managers in private companies
- Private Employment Agencies
- The network of National Schools of Administration (Benin, Niger, Senegal, Ivory Coast, DRC, Tunisia)

Existing training programs:

The activity will leverage existing training programs implemented by international partners such as ILO and IOM. These programs have components tailored to specific target groups such as those described above.

Leverage the experience of African countries:

Another methodological axis is the exploitation and enhancement of the experience developed by labor market institutions in Africa on managing labor migration. This concerns countries like Tunisia, Ethiopia, Morocco, Nigeria, South Africa, Kenya, Senegal and Uganda. They will present on the gaps, solutions and systems put in place and lessons for the development of a training and capacity building plan.

An observation visit of the Moroccan model of labor migration management by the labor market institutions will be organized for the participants in the workshop

In parallel to this workshop, JLMP is conducting a baseline survey across each REC to identify activities, commitments and / or gaps in the governance and administration of labor migration by national labor institutions, including ministries of labor, departments and services involved in employment, labor and related issues, and prioritizing the needs for advisory services and training.

3. Objectives:

The workshop has the following objectives:

- Agree on the content of a training and capacity building plan for labor market institutions and other key players on managing labor migration. To do so, it will identify modules and elements of modules on labor migration management.
- Agree on training methodologies and approaches according to target groups and objectives.
- Outline a training and capacity building calendar and identify budgeting elements.
- Propose a group of expertise to support the development and implementation of training and capacity building.
- Observing the Labor Migration Management Model by Labor Market Organizations in Morocco

4. Expected results:

- Training and Capacity building plan defined with content, training methodologies and approaches.
- Outline of calendar of training and capacity building.
- Formation of an Intra-African expertise group.
- Compendium of systems and tools constituting the labor migration management system by labor market institutions in Morocco

5. Participants :

Participants will comprise of :

- National expert representing the following countries : Kenya, Senegal, Ghana, Sudan, Nigeria, Niger, Egypt, Ethiopia, Algeria, Cameroon, South Africa, Rwanda, Uganda, Tunisia, Mali, Lesotho, Mozambique, Mauritius, Cote d'Ivoire, Djibouti and Zimbabwe.
- One representative from each of the eight Regional Economic Communities.
- Social partners: OATUU, ITUC-Africa and Business Africa
- Representatives of regional labour administration centers: ARLAC (Zimbabwe), CRADAT (Yaoundé) and ACLAE (Tunis)
- Representatives of International partners : ECA, ILO, IOM and UNDP
- Representative of Vocational Training Institutes/Universities
- Representation of private placement agencies by Moroccan operators
- Representatives of HRD by Moroccan HRD
- AUC Experts: DSA (3), DEA (1), HRST (1)

6. Dates: 26-28 September 2018

7. Venue: Casablanca, Morocco