WORKSHOP ON
REINTEGRATION OF RETURNING MIGRANTS INTO
THE LABOUR MARKET – SCOPING THE FIELD
King Fahd Palace, Dakar, Senegal - 22-23 October 2018

WORKSHOP SUMMARY REPORT
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THE LABOUR MARKET – SCOPING THE FIELD
Dakar, Senegal - 22-23 October 2018

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January 2019
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1. With reports of modern-day slavery and abuse of migrants stranded in Libya, the African Union (AU) together with the European Union (EU) and the United Nations (UN) decided to put in place a task force at the Africa-EU summit in Abidjan, Ivory Coast, in November 2017, with the key objective to manage jointly voluntary humanitarian return of migrants to their countries of origin or other African countries. As of March 2018, the International Organization for Migration (IOM) announced that it has assisted 10,171 migrants to return home safely from Libya with the support from the AU, EU and the Libyan government. Another 5,200 migrants have returned with the support of AU Member States in the same period. In vein of this voluntary humanitarian return (VHR) effort by the AU and the joint task force of the AU, EU and UN, it is important to ensure sustainable reintegration to the advantage of the returnees themselves as well as their families and the countries of origin.

2. The Migration Policy Framework for Africa (MPFA) defines reintegration as “the process of reincorporating a person into their community or state of origin” (MPFA 2018: 12) and refers to involving socio-economic assistance for the reintegration to be sustainable. The notions of return and reintegration are intimately interlinked with that of sustainability. IOM asserts that: “reintegration can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with (re)migration drivers. Having achieved sustainable reintegration, returnees are able to make further migration decisions a matter of choice, rather than necessity”1. To achieve this objective, it is necessary to approach migrant reintegration in a comprehensive manner, considering the economic, social and psychosocial factors that can affect reintegration and addressing them in a way to respond to the needs of the individual returnees as well as the communities to which they return in a mutually beneficial way, and address the structural factors at play.

3. Labour market reintegration is one of the key factors for successful reintegration. The MPFA recommends implementing reintegration programmes that are aligned with national and local development strategies. In this regard, reintegration in general and the specific efforts by the AU and the joint task force in light of the migrants’ situation in Libya are linked to the AUC-IOM-ILO-ECA Joint Labour Migration Programme (JLMP). The JLMP aims at the implementation of human mobility rules to leverage migration for development. Hence, it also looks at the political governance of reintegration of returning migrants into the labour market.

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1 IOM’s Integrated Approach to Reintegration, 2017
4. In order to encourage Member States, RECs and partners to develop and implement sustainable and coherent policies and approaches to reintegration and as a prelude to a global reflection on the reintegration of returnees, African Union Commission (AUC) initiated a specific workshop on reintegration of returning migrants into the labour market.

5. The workshop, organized with the support of the Deutsche Gesellschaft fur Internationale Zusammenarbeit (GIZ) and the collaboration of the Government of Senegal, aimed at starting a first open discussion to assess the situation and to involve relevant stakeholders to find ways of how to best manage the reintegration of returning migrants into African labour markets. The objective of the workshop was also to create a first platform for an open exchange and dialogue on reintegration into the labour market and the needs of the involved stakeholders.

6. The workshop was attended by participants\(^2\), representing:
   - Labour market institutions and labour ministries from Members States;
   - International Organizations, namely: GIZ, IOM, ILO, and UNHCR;
   - Regional Economic Communities;
   - Social Partners (OATUU, ITUC and BUSINESS Africa);
   - Diaspora Organisations;

7. This report presents the proceedings and key outcomes of the workshop, as well as the outcome statement approved by participants at the end of the meeting and the “key steps and measures for sustainable reintegration of returning migrants into the labour market”, developed based on participants’ contributions.

\(^2\) The list of participants is available in annex.
8. The workshop was conducted in four main sessions; encompassing plenary and parallel sessions.

- Session one on the opening ceremony and the introduction to the workshop;
- Session two dwelled up on the key policy frameworks and concepts on voluntary return and labour market reintegration with a focus on:
  - Reintegration in AU documents (MPFA, JLMP etc...),
  - Overview of reintegration, concept and policies of labour market reintegration; and
  - Policy framework for labour market reintegration - the case of Ethiopia.
- Session three focused on target groups and initiatives on voluntary return and labour market reintegration with interest on:
  - Analysis/identification of skills profile and professional trajectory of migrants;
  - Efforts, successes and challenges of the AU-EU-UN Task Force on the Stranded Migrants’ Situation in Libya;
  - Initiatives on labour reintegration work by member states and international organisations.
- Session four aimed at identifying key measures and stakeholder’s role in facilitating sustainable reintegration in to the labour market across the different stages.
I. OPENING CEREMONY AND INTRODUCTION

Welcoming Remarks

9. **Dr. Jeremy Tinga Ouedraogo**, Head of NEPAD Agency, West Africa Region, on behalf of the African Union Commission, welcomed the participants of the workshop and thanked the Government of Senegal for hosting the meeting. He reiterated the centrality of the objectives of the workshop, emphasizing the need for a whole of government and society approach and the need for more sustainable reintegration, exploring the potential interventions of a variety of labour institutions such as labour inspections, public employment services, labour market information systems, social security institutions, employers and workers’ organizations, while putting in perspective the role of the Regional Economic Communities (RECs). He numerated achievements of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance (JLMP), in particular on access to social security for migrant workers, skills recognition and portability, operationalization of the Labour Migration Advisory Committee, and the production of Labour Migration Statistics Report. In his conclusion, Dr. Ouedraogo informed that the outcome of the workshop would feed into a broader workshop on reintegration being organized by the AUC and European Union Commission to be held on 27 – 28 November in Addis Ababa, Ethiopia. He further thanked the AUC partners on labour migration management, including ILO, IOM and ECA, as well as the GIZ, which supported the workshop and the Government of the Kingdom of Sweden with its outstanding support to the implementation of a three-year priority project of the JLMP.

![Dr. Jeremy Tinga Ouedraogo, Head of NEPAD Agency, West Africa Region delivering welcoming remarks.](image-url)
Keynote address and official opening:

10. **H.E Mr. Samba Sy**, Minister of Labour, Social Dialogue, Professional Organizations and Relations with the Institutions representing the Government of Senegal, officially opened the workshop. In his opening statement, he emphasized the relevance of the theme of the workshop at this important moment in Africa, when migration is taking a central stage, particularly highlighting the situation in Libya. He also reiterated the need for Member States to take necessary measures to develop various strategies and services to assist their returning nationals. He informed the workshop that the Government of Senegal was developing a national whole of government and society migration policy aimed to ensure effective governance of migration issues, while optimizing its benefits towards sustainable development and leveraging the interaction between migration, governance and development. He committed that the government of Senegal will give attention to the conclusions and recommendations of the workshop in particular on the integration of returning migrants in labour markets for inclusive and sustainable economic development.

Presentation of objectives and expected results

11. **Ms. Evelyne Nkeng Peh** from the AU Commission presented the global objective of the workshop. She stated that the workshop aims to facilitate dialogue on reintegration policies and processes and exchange on initiatives towards sustainable reintegration in to the labour market. The specific objectives of the workshop were to:
   - Create a first platform for an open exchange and dialogue on reintegration into the labour market and the needs of the involved stakeholders,
   - Provide the AUC with insights on how to coordinate reintegration from a perspective of labour migration governance, and
- Craft avenues to achieve sustainable and successful reintegration into the labour market.

12. In light of these objectives, the workshop aims at achieving the following results which will contribute towards sustainable reintegration:
   - Identification of needs and requirements of returning migrants to be fully integrated into the labour market of their country of return,
   - Assessment of skills profile and professional trajectory of migrants,
   - Identification of challenges and needs of labour market institutions to reintegrate returnees.
   - Identification of support requirements by member states,
   - Identification of potential assistance to member states by the AUC in the framework of the JLMP.

13. It was also stated that following the exchanges on best practises on the reintegration process, it is intended to develop and avail stakeholder with strategy/guidance on the reintegration process including the development of trainings plans.
II. VOLUNTARY RETURN AND LABOUR MARKET REINTEGRATION: POLICY FRAMEWORKS AND KEY CONCEPTS

II.1. Reintegration under African Union Policy Documents

14. Mr. Oumar Diop JLMP Coordinator from the AUC Department of Social Affairs made a presentation by the on various continental policy frameworks on reintegration of returning migrants: the 2018 AU Migration Policy Framework (MPFA), the Protocol to the Treaty Establishing the African Economic Community Relating to the Free Movement of Persons and Right of Establishment (the Free Movement Protocol), the African Continental Free Trade Area Agreement (AfCFTA), and the AU-ILO-IOM-ECA Joint Labour Migration Program (JLMP). He started his presentation by highlighting some challenges faced in Africa in ensuring sustainable reintegration. In this regard, he mentioned the increasing politicisation of reintegration through instruments such as migration control and readmission agreements which are said to rarely be targeting sustainable reintegration.

15. In reference to the MPFA, he outlined the different approaches the policy instrument has put to aid sustainable reintegration. In this connection, it was stated that the framework aims at ensuring an inclusive approach where it caters for all migrants—women and men alike including in education and training sector, removing gender-based barriers that restrict women from being recruited, as well as the right to join trade unions and to form community organizations. The policy also makes mention of the provision of social protection and social security benefits, particularly unemployment insurance, compensation for employment injury and old age pension for labour migrants as one of the strategies. Portability of qualifications and the conclusion of mutual recognition agreements are also among the various strategic directions and approach put in the framework.

16. Mr. Diop also discussed strategies put under the MPFA on irregular migration, victims of trafficking, refugees and asylum seekers as it relates to the return, readmission and reintegration. He stated that the policy framework calls for the establishment of re-admission committees; the enhancement of regional cooperation; the alignment of reintegration programs with national and local development strategies and needs of communities; provision of comprehensive socio-economic, psychological, legal and related services at the different stages of the return and reintegration process; and ensuring access to complaints or reporting mechanisms.

17. The AU Free Movement Protocol was the other policy document of the AU with relevance to the process of reintegration. The protocol address and gives guidance
on issues such as on free movement of workers (article 14), issuance of permits and passes (article 15), right of establishment (article 17), conclusion of bilateral, multilateral or regional arrangements on mutual recognition of qualifications and portability of social security benefits.

18. Finally, Mr. Diop highlighted on the different initiatives under the AU-ILO-IOM-ECA Joint Program on Labour Migration (JLMP). As such, the program aims at enhancing gender responsive labour migration policy and regulatory framework in MS and RECs; the inclusion of labour migration elements in employment policies; development of frameworks on protection of migrant workers (through bilateral labour agreement and modules for predeparture and post arrival orientation); skills recognition and portability pilot initiatives; labour migration statistics; and skills recognition and portability.

II.2. Policy framework for labour market reintegration – the case of Ethiopia

19. Mr. Wosenie Shegutie from the Ethiopian Ministry of Labour and Social Affairs (MOLSA) made a presentation on Ethiopia’s policy frameworks on labour market reintegration. His presentation touched up on the reintegration process; policy on reintegration and efforts towards sustainable reintegration and challenges thereto.

20. As an introduction, Mr Wosenie put emphasis on the need to work towards maximization of opportunities for returnees to develop their financial, material and human resource capacities and hence that they could be contributing for the economies of their country of return. The need for coordination of activities and efficient and effective implementation of guidelines on sustainable reintegration of migrants through coordinating platforms has also been highlighted.

21. The groups of retuning migrants in the Ethiopian context are composed of irregular migrants, asylum seekers, refuges, victims of trafficking, labour migrants and other vulnerable groups of peoples such as unaccompanied minors and elderly people. Theses returnees often face various challenges including, health problems, being subject to trafficking and violation of labour rights and the sense of un-accomplishment. The process of reintegration aims to provide a safe, dignified and sustainable reintegration in to the economic, social and cultural life of society and ultimate normalization of life. The successfulness of the reintegration process often depended on various factors such as the motivation to return; the level of coordination in the process of reintegration, resource mobilization, location or place of reintegration (urban/rural context). Various services and assistance are delivered to the returnees across the reintegration process: predeparture, departure and post arrival stage.
22. Ethiopia’s legal and policy framework relevant to reintegration was another point of presentation. The government is party to international treaties and conventions on suppressing trafficking and transnational organized crimes including on migrants which are subsequently domesticated in to national laws and guidelines providing for the establishment of different mechanisms, structural and task forces.

23. The sustainability of the reintegration process in Ethiopia was influenced by various factors such as the involvement and active participation of the returnees; the creation of a stable socio-economic environment that provides income generation opportunities; psychosocial support to adapt to the new reality and the provision of adequate skill training and financial support. Information gap; unrealistic expectation on part of returnees; coordination and cooperation gap among stakeholders; and general lack of awareness are some overall challenges in ensuring sustainable reintegration.
III. VOLUNTARY RETURN AND LABOUR MARKET REINTEGRATION: TARGET GROUPS AND INITIATIVES

III.1. Analysis/identification of skills profile and professional trajectory of migrants

24. Mr. Michele BOMBASSEI from the IOM Regional Office for West and Central Africa made a presentation on IOM’s strategy on youth, employment and migration focusing on its three-prong approach that includes promoting intra-regional labour market integration and mobility, fostering peace and security and reinforcing transnational network/diaspora engagement, as well as the strategy on migrant protection and reintegration for the case of Libya.

25. The three-prong strategy aims to, among other, address the various causes and consequences of youth unemployment in the region through maximizing the development potential of migration. By putting the youth at the centre of the action the strategy ensures that young people play a role in the implementation of 2030 Agenda for Sustainable Development.

26. In further discussing the three-prong strategy, Mr. BOMBASSEI highlighted the different activities undertaken toward realising each strategy as it has been applied to address the youth-unemployment-migration nexus in West and Central Africa. The first strategy encompasses promotion of intra-regional labour market integration and mobility. To this effect efforts were made in enhancing youth access to skills development trainings and undertaking labour market assessment. The second strategy is related to fostering peace and security through youth empowerment. Awareness raising and the establishment and building up of migrant resource centres were the major activities in this regard. The final strategy is on reinforcing transnational networks/diaspora engagement which was mainly intended to be realised through platforms for diaspora skills transfer and productive diaspora investment.

27. IOM’s strategy focuses on promoting sustainable reintegration of returned migrants in to the communities by adopting an integrated, holistic and need-based approach on reintegration. Such an approach would take in to consideration the various factors impacting an individual’s reintegration, including economic, social, and psychosocial factors across individual, community, and structural dimensions. Mr. BOMBASSEI summarized some of these initiatives on collective and community-based assistance to returnees. The collective/community-based projects realised through partnerships and cooperatives/associations included trade/shops, fruits and vegetables garden, fishery, sewing and tailoring workshop and carpentry workshops.
III.2. Efforts, successes and challenges of the AU-EU-UN Task Force on the stranded migrants’ situation in Libya

28. **Mr. Beatram Okalany**, Migration Expert from the AU Commission made a presentation on the efforts, successes and challenges of the AU-EU-UN Task Force on the stranded migrants’ situation in Libya. In his presentation, he discussed the background to and objective of the establishment of the AU-EU-UN Tripartite Task Force on the situation of stranded migrants in Libya; its major activities, achievements, challenges/obstacles it faced since its establishment.

29. The AU-EU-UN Task Force was established during the AU-EU Summit deliberations held in Abidjan in 2017 constituted of The African Union (AU), The European Union (EU) and the United Nations represented by IOM and UNHCR. The Task Force has three major objectives: (1) save lives of those that could be saved, (2) upscale the voluntary return program of those willing to return to their countries of return and (3) advocate for protection of those in need of international protection – mixed migratory flows. Before the establishment of this Task Force the general context was marked by appalling situation of stranded migrants in Libya (humanitarian situation and human right abuses, statistics, etc.), inherent absence of consular presence/services of members with migrants in Libya, issues with landing rights accessibility to other airliners and chartered aircrafts, lack of over flight permits and detention centres.

30. Mr. Okalany then discussed the various activities the Task Force has undertaken since its establishment. The Task Force was engaged with concerned AU Member States through awareness building and sensitization on the situation of their nationals in Libya, on modalities for provision of consular services/temporary travel documents to stranded migrants and process of readmission and support of those willing to return to their countries of origin. The Task Forces engaged with the Libyan Authorities on a range of issues including: improvement of condition of migrants in detention, especially for children and women, closure of detention centres, provision access to services to migrants in detention centres, granting of landing rights to other airliners and chartered aircrafts and issuance of exit visas. Finally, the Task Force also engaged with other Members and the International Community on support to voluntary return program, protection of those in need of international protection – Persons of Concern-, addressing irregular migration – human trafficking and smuggling of migrants (better coordination and border management; information and intelligence sharing, joint program operations aimed at identifying and dismantling trans boundary criminal networks etc.) and promotion of regular channels for migration and mobility.
31. The AU-EU-UN Task Force has achieved strategic outcomes such as the appointment of a Special Envoy tasked with leadership & Coordination, the number of returns more than tripled. Positive responses were received from concerned AU Member States and others including seeing positive cooperation by Libya authorities, and the involvement of the intelligence agencies. Mr. Okalany concluded his presentation by highlighting some current and key challenges of the Tripartite Task Force. Included were: unimpeded and continuous flow of migrants through Libya territorial borders, challenges in addressing imminent need for comprehensive reintegration approaches for sustainable returns, consolidation of efforts by various actors/stakeholders on management and prevention of irregular migration; enforcement and prosecution; information and intelligence sharing and addressing root causes of migration, criminalization of migrants vs. regularization and finally the political situation in Libya.

**III.3. Initiatives on labour reintegration work by Members States and International Organisations.**

32. In order to take stock and learn lessons from ongoing work on reintegration into the labour market, selected initiatives from Senegal, Nigeria and the IOM\(^3\) were presented and shared among workshop during breakout sessions. The sessions were assigned with a task of discussing the country’s experience on reintegration, the results achieved, the successes and challenges and finally the recommendations for future reintegration processes. The initiative from Senegal relates to a project called 'Migration for Development Program (MDP)' which has objective of strengthening the host regions by creating opportunities, supporting refugees and organisations working on migration. In Nigeria, the Nigerian Migrant Resource Centre (MRC) works as a structure for case management of returnee migrants and provided effective psychosocial and referral options for returnee migrants. As the UN agency on migration, IOM also shared on reintegration process in Guinea, Cote d'Ivoire and Ethiopia.

33. These projects were successful in creating favourable conditions through, among others, activities and program on sensitization sessions on regular options for livelihoods and regular pathways for labour export; new job opportunities and training in entrepreneurship skills and psychosocial assistance. The search for sustainable financing, strengthening trust relationship between (to be) returning migrants and country of origin and limited public awareness on regular pathways on labour export some of the common challenges in these projects/initiatives.

34. From the various experiences, key recommendations were made for future reintegration processes, namely:

\(^3\) A more detailed overview of these experiences is available as an annex.
- Develop and ensure coordinated policy and strategic environment with link to education and training demand of the economies;
- Set up an integrated (both virtual and physical) platforms for cooperation and partnerships with Tripartite, Federal and Local Governments and Communities;
- Raise awareness on the range of opportunists in countries of origin;
- Use of advocacy on implementation of existing policies and programmes and addressing push factors and;
- Incentivize the private sector.

35. A plenary discussion was held based on the outcomes of the parallel sessions which looked at the country experience in relation to various projects and initiatives. The discussion revolved around the need to enhance cooperation, skills development and job creation. The plenary discussion made the below recommendations on the overall reintegration processes:
- Enhance strong cooperation and partnerships with Tripartite, Federal and Local Governments and Communities;
- Ensure completion of skills surveys on Returnee Migrants knowledge, skills, qualifications and experience;
- Intensify work on existing and new job opportunities;
- Articulate combined Program on Employment and Reintegration Services;
- Enhance the institutional approach with integrated task forces;
- Fill the information gaps on the returnees history and professional/skills profiles;
- Work on the discrepancies between expectations and realities;
- Ensure social partners build on AU communication and invest on information and communication, with AUC enlarging its communication to reach out social partners
- Beyond focus on voluntary return, devise a strategy for those who oppose returning.

Overview of workshop participants during breakout session
IV. Facilitating Sustainable Reintegration into the Labour Market: Key Measures and Stakeholders’ Role

36. In line with the workshop objective to create a first platform for an open exchange and dialogue on reintegration into the labour market and the needs of the involved stakeholders, participants discussed the key measures to be taken in facilitating sustainable reintegration in to the labour market as well as stakeholders’ role from a perspective of labour migration governance.

37. Participants were divided in to groups to discuss needs of returning migrants, as well as key measures and stakeholder’s role across the different stages: before departure, before the return and after the return. This part of the discussions contributed towards the overall objective of the workshop on identifying support requirements and assistance by MS and the AUC in the framework of the JLMP.

38. The major needs of retuning migrants include:
   – Psychosocial counselling at all stages of migration;
   – Consular assistance at country of destination to ensure they have necessary assistance including travel documents, return flight tickets;
   – Access to legal assistance;
   – Recognition of skills and training;
   – reception, information (on integration opportunities), housing, children's education, health; and decent employment (paid employment or self-employment);

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4 The detailed outcomes of these discussions are available in annex.
- Livelihood guarantees at the country of origin – Employment opportunities, skills & entrepreneurship development, Start-ups, etc;
- Conducive policy environment that addresses the multi-faced needs of migrants.

39. Concrete measures to be taken by stakeholders before departure from countries of origin in order to facilitate sustainable reintegration in to the labour market include:
- Pre-departure orientation (awareness raising on risks, culture, business and employment opportunities in host countries);
- Skills profiling and employment scans and design of professional project for candidates for migration;
- Conclusion of Bilateral Agreements and MOUs with destination countries;
- Licensing and enforcement of fair recruitment practices.

40. Regarding measures to be taken before return to countries of origin, these would include:
- Provision of information on available economic opportunities (investment and work) in countries of origin;
- Updates on socio-economic situation in countries of origin as well as on the administrative, fiscal, economic and social situation (portability of rights);
- Monitoring and enforcement of provisions of the Bilateral Agreements and MOUs through Government ministries and Labour Attaches.

41. After return to countries of origin, the following key measures can be envisaged:
- Psychosocial support and counselling;
- Undertaking skills assessment obtained abroad and re-training in employable skills;
- Operationalizing skills recognition platforms;
- Placements with the private sector corporate companies;
- Providing investment briefs for migrants investing out of their savings and portability of social security benefits;
- Implementation of targeted programmes and networking for the sustainable reintegration of migrants.
42. In the ensuing discussion, the following observations were made:

- Labour market institutions should diversify their integration/reintegration strategies into the labour market, promoting decent jobs to reduce the effect of underemployment confronted by the youth, in particular in the vulnerable forms of employment in the urban informal economy.
- Reintegration measures should make the distinction between diaspora expert returning and returnees’ reintegration.
- In order to close the gap of information in the labour market of the country of destination, labour ministries should be in touch with the diaspora.
- Ethical migration is important to build confidence of returnees, transparency and equity in the placement systems and procedures of the Ministry of labour (collect CV and skills profile of migrants).
- Labour institutions should build partnership on self-employment measures, including the micro finance industry and incubators.
- Collaboration with the associations of returning migrants should be promoted to better know their socio professional status.
- The case of second generation young migrants willing to invest while continuing to leave and work in their country (of destination) should be addressed.
- Concrete measures to fill communication and relationship gaps between labour institutions and diaspora should be implemented.
- Member States should reflect on root causes for migrating and avoid working on reintegration without eradicating the labour market related push factors.
V. WAY FORWARD AND CLOSING

V.1. Key recommendations and next steps

43. As lessons learned, possible recommendations\(^5\) for future reintegration processes and next steps after the workshop, the following can be noted.

44. Sustainability was a recurring theme on the reintegration process and it was understood that development of guidelines on this matter is of high importance. Direction is also needed on the coordinated intervention between the various governmental departments (at federal, local and communities levels), the private sector, and social partners. This included setting up steering committees on reintegration. Specific areas where guidance is sought include the issues of social-economic reintegration, and advocacy on implementation of policy instruments.

45. Other points highlighted as key take away from the deliberations include the need to put renewed and increased focus on reintegration at individual level, in terms of involvement in crafting projects and study needs and interests. In addition to the work being done at an institutional and community level, refocusing on the individual is essential in guiding the kind of intervention to be made. Capacity building of labour institutions on reintegration into the labour market also appeared to be a major action point. In this respect, it was highlighted that capacity has to be supported in implementation, monitoring, evaluation and coordination of migration programmes and projects. Sharing of best practices on reintegration would also aid in sustainable reintegration and minimize costs.

46. Finally, it was also recurrently emphasized that migration should not be considered as problem to be fixed but is rather a process to be managed. At policy level, there is need to fasten the reintegration process by strengthening free movement regime and enhancing information sharing and knowledge management.

\(^5\) See annex of this report on the Outcome Statement of the Workshop which provides for key recommendations of the workshop.
V.2. Closing Ceremony

47. On behalf of H.E the Commissioner for Social Affairs and the NEPAD CEO, Dr. Salif Sada Sall, from the NEPAD-Dakar Office, thanked the participants for their contribution to the success of the workshop. He ensured that the Commission will make a close follow-up on the conclusions and recommendations of the meeting. They will be taken into consideration in the implementation of the continental policy frameworks, and shared at the continental workshop on reintegration coming in November 2018 in Addis Ababa. He thanked GIZ, ILO, IOM and Sweden for their support, as well as the government of Senegal for accepting to host this important event on reintegration of returnees.

48. On behalf of MS and RECs, Mrs Lucy Daxbacher from IGAD recalled that migration is about persons, a man, a woman and a child. She thanked the AUC for putting the platform for exchange and definition of strategies in support to migrants. She reiterated the commitment of the RECs to continue to support AUC in implementing the JLMP.

49. Speaking on behalf of the Ministry of labour of Senegal, Mr Ibrahima Diallo expressed the gratitude of the government of Senegal to the Commission for choosing Dakar to organize this important consultation. He underscored the positive results of the meeting which was an opportunity for participants to learn and network. Reintegration in the labour markets of the returning migrants has become a central challenge and concern for African leaders. The goal is to always take advantage of the talent of African people. He thanked all the participants and declared the meeting closed.
ANNEX

ANNEX 1: OVERVIEW OF EXPERIENCES ON LABOUR REINTEGRATION

I. Experience from Senegal

The experience from Senegal relates to a Migration for Development Program (MDP). The program is implemented by the German Federal Ministry for Economic Cooperation and operates through the German Senegal Information Centre on Employment, Migration and Reintegration established on February 2018. The program has the objective of strengthening the host regions by creating opportunities, supporting refugees and organisations working on migration.

Through this project around 1430 people were supported, including 96 retuning migrants. Sensitization sessions were delivered to around 645 people including 77 returnees; 65 new job opportunities were created, and 59 people trained in entrepreneurship skills. The project was also beneficial to other organisations working on migration in terms of diversification of service, capacity building, leadership, and entrepreneurship. In the stay of this project, the availability of information for the benefits of all concerned, awareness raising sessions for potential candidates for migration and schemes of technical support has all contributed positively for the success of the program. The search for sustainable financing, the strengthening trust relationship between (to be) returning migrants and country of origin were few of the challenges faced by the program.

From the above experience, few recommendations were put forward including: the need to set up an integrated (both virtual and physical) platforms, awareness creation on the range of opportunists in countries of origin, putting in place flexible support mechanism for target groups, and ensuring coordinated policy and strategic environment.
II. Experience from Nigeria

The group discussion and presentation targeted the experience of the Nigerian Migrant Resource Centre (MRC). The MRC is a structure for case management of returnee migrants launched in 2016 by the Government of the Federal Republic of Nigeria and operating in line with the Nigerian National Labour Migration Policy. The centre provides psychosocial and referral options for returnee migrants.

A number of achievements were recorded benefiting the returning migrants and also the supporting organizations. The retuning migrants for instance benefited in various ways including development of entrepreneurship skills and ensuring job placements, trained on issues such as regular options for livelihoods, regular pathways for labour export. Similarly, the supporting organizations benefited in terms of increasing their profile by admitting interns, expansion of business opportunities, and leveraging on availability of specialized skills with Migrants. The group also highlighted on what has worked well in the reintegration process. Among them were the existence of sound legislative and policy frameworks, multi-stakeholder involvement, strong support by the Government, vibrant business/entrepreneurship environment. As the MRC staff were full time employees of Ministry of Labour there was sustainability of the intervention. Organization of info session for various stakeholders and profiling of migrants was also something that positively contribute to the reintegration process.

Some challenges identified included: increasing financial demands with the increasing number of returnees, limited public awareness on regular pathways on labour export, and disparities of and subsequent conflict on social and economic assistance between returnees and local populations. The below were recommended as commendable experiences to be replicated in other reintegration efforts:

- Developing National Labour Migration Policies.
- Enhancing strong cooperation and partnerships with Tripartite, Federal Government, Local Governments and Communities.
- Completion of Skills surveys on Returnee Migrants knowledge and skills, qualifications, experience, etc.
- Intensifying work on Job opportunities available and new job opportunities e.g. Care giving and Green House Farming.
III. Experience from IOM

The IOM also shared its experience on reintegration process in Guinea, Cote d'Ivoire and Ethiopia. Different methodologies/approaches were used in the process of reintegration such as individual reintegration, community reintegration approach and engagement of “Non-State Actor” agent (an NGO) to conduct the reintegration. In Guinea returnees were engaged in cleaning Conakry beach for 40 days. The NGO also engaged returnees in agriculture venture whereby returnees were trained on farming and supported with start-ups. Another experience of IOM was in its project in Ethiopia. The Hawassa Industrial Park (located 300 KM outside Addis Ababa) was built by the government. An estimated 6000 work-force was needed. IOM approached the Ethiopian Government to suggest that returnees be part of those to 6000 and trained.

This intervention by IOM has been beneficial both for the returning migrants and the supporting organization. For the returning migrants, the project has been beneficial in terms of generating income, skills development and support for start-up, and psychosocial assistance. The NGOs involved were happy in being involved in this kind of work besides benefits to the community (Guinea- beach cleaned) and assistance with training and skills development (Ethiopia). The community approach to reintegration was crucial in ensuring that returnees are not seen as “special” by persons who didn’t migrate. The project has also proved the fact that feasibility study on reintegration is a *sine qua non* so as to be able to match suitability of approaches to the needs of the returnees and the effectiveness of the reintegration programme. Overall, the project has faced sustainability challenge. Coping up with growing numbers of returnees in relation to the socio-economic situation they are returning to has also been another challenge.

The below recommendations were made for future reintegration process:

- Governance and accountability issues to be improved, sharpened. Advocacy can be used to addressed push factors.
- Existence of employment policy and link with education and training demand of the economies.
- Advocacy to insist on better and improved application, implementation of existing policies and programmes.
- Synergies between and amongst different government ministries, agencies related to reintegration.
- Conscious inclusion of social partners.
- Incentivizing of the private sector so as to play more role.
# ANNEX 2: LIST OF PARTICIPANTS

<table>
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ANNEX 3: KEY STEPS AND MEASURES FOR SUSTAINABLE REINTEGRATION OF RETURNING MIGRANTS INTO THE LABOUR MARKET

See Attachment

ANNEX 4: OUTCOME STATEMENT OF THE WORKSHOP

See Attachment