African Union

STRATEGIC FRAMEWORK 2020-2030

FOR THE AU/ILO/IOM/UNECA JOINT PROGRAMME ON LABOUR MIGRATION GOVERNANCE FOR DEVELOPMENT AND INTEGRATION IN AFRICA (JLMP)

June 2020

Joint Labour Migration Programme | JLMP |

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African Union Commission
P.O. Box 3243
Roosevelt Street
Addis Ababa, Ethiopia

Tel +251 11 551 3822
Fax +251 11 551 9321
Internet https://au.int/sa
Twitter @_AfricanUnion
Design Reef Design

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Acronyms and Abbreviations

AU	African Union
AUC	African Union Commission
BLMA	Bilateral Labour Migration Agreement
CEN-SAD	Community of Sahel–Saharan States
COMESA	Common Market for Eastern and Southern Africa
DSA	Department of Social Affairs
EAC	East African Community
ECCAS	Economic Community of Central African States
ECOWAS	Economic Community of West African States
EDF	European Development Fund
EU	European Union
GCM	Global Compact for Safe, Orderly and Regular Migration
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
ICRMW	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
IGAD	Intergovernmental Authority on Development
ILO	International Labour Organization
IOM	International Organization for Migration
ITUC - Africa	International Trade Union Confederation - Africa
JLMP	Joint Labour Migration Programme
LMAC	Labour Migration Advisory Committee
M&E	Monitoring and Evaluation
ME&R	Monitoring, Evaluation and Reporting
MfDR	Managing for Development Results
MPFA	Migration Policy Framework for Africa
OATUU	Organization of African Trade Union Unity
OECD-DAC	Organisation for Economic Co-operation and Development's Development Assistance Committee
PMF	Performance Measurement Framework
QA	Quality Assurance
PMF	Performance Measurement Framework
PSU	Project Support Unit
RECs	Regional Economic Communities
RBM	Results Based Management
SADC	Southern African Development Community
SDC	Swiss Agency for Development and Cooperation
SDGs	Sustainable Development Goals
SIDA	Swedish International Development Cooperation Agency
TOR	Terms of Reference
UMA	Arab Maghreb Union
UNDP	United Nations Development Programme
UN-ECA	United Nations – Economic Commission for Africa

1

Introduction and Background

This document is the **AU/ILO/IOM/UNECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP) Strategic Framework 2020 - 2030.** The JLMP is a long-term joint undertaking among the four organizations in coordination with other relevant partners operating in Africa, including development cooperation actors, private sector organizations and civil society representatives. It is the instrument dedicated to the implementation of the 5th Key Priority Area of the Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development which was adopted by the Assembly of Heads of States and Governments (AU/Assembly/AU/20(XXIV)/Annex 3, January 2015) in Addis Ababa, Ethiopia.

The purpose of the Strategic Framework is to provide an adjusted response with a 10-year-strategic vision, which allows for clarity and coherence around the progress in the implementation of the first five-year period of the JLMP from 2015 - 2019.

The Strategic Framework, which represents the next ten-year period for the JLMP starting in 2020, is in line with, and supports achievement of the labour migration aspects of several global and continental policy and strategic frameworks. These include the following:

- UN Sustainable Development Goals (particularly goals 8 and 10)
- The Global Compact for Safe, Orderly and Regular Migration (GCM)
- The African Common Position on the UN GCM and it three-year Plan of Action (2020-2022)
- Ouagadougou + 10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa
- Agenda 2063 and its First Ten Year Implementation Plan (2014 – 2023)
- AU Migration Policy Framework for Africa (MPFA) and its Plan of Action (2018-2030)
- Protocol to the Treaty establishing the African Economic Community relating to the Free Movement of Persons, Right of Residence and Right of Establishment (2018) and
- The African Continental Free Trade Agreement (AfCFTA), 2018

Many key elements in this Strategic Framework remain the same as the first five-year period of the JLMP. For example, the JLMP implementation strategy continues to focus on intra-African labour migration since over 60 per cent of migrant workers remain on the Continent. This emphasis on intra-African labour migration, however, does not obviate the emerging issues related to protection of migrant workers outside the Continent[1].

A major emphasis of this Strategic Framework is the focus on results, that is, accountability for results especially for the final beneficiaries of the JLMP – male and female migrant workers and their family members. A migrant worker is defined as a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national[2]. Refugees and displaced persons, in so far as they are workers employed outside their home country are covered under the category of migrant workers[3] .

Other target groups of the JLMP remain:

- Regional Economic Communities' (RECs) Structures and Commissions
- National institutions responsible for labour migration (particularly Ministries of Labour and labour market institutions [4]) and institutions responsible for migration management
- Social Partners: Employers and Workers (Trade Union) Organizations

[1] Of note is the ongoing work by the African Union, Regional Economic Communities and the AU Labour Migration Advisory Committee (LMAC) in promoting the protection of African migrant workers in Arab States, the Americas, Middle East and the European Union regions
[2] International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (1990): *https://treaties.un.org/doc/Treaties/1990/12/19901218%2008-12%20AM/Ch_IV_13p.pdf*
[3] ILO Instrument on Migrant Worker accessed at https://www.ilo.org/public/english/standards/relm/ilc/ilc87/r3-1b2.htm#A.%20Definition%20of%20the%20term.
[4] Labour market institutions - Public agencies and institutes responsible for transforming policies, laws, and regulations in mechanisms and services (Ministry of Labour), or directly delivering services and using mechanisms (public employment services, vocational training institutes, etc.) for ensuring an optimum labour market situation or an enabling environment/outcome for migrant workers (e.g. facilitating skills recognition, labour mobility, jobs and skills matching, providing social protection and benefits, equipping workers with the necessary qualifications in demand in the labour market, improving their working conditions, etc.).

- Concerned Migrant and Civil Society Organisations

The revised/adjusted **AU/ILO/IOM/UNECA** JLMP Strategic Framework 2020-2030 reflects the results of a participatory process, involving the AUC, donor partners, partner agencies, RECs, social partners and other stakeholders. Please see Annex 1 for List of Stakeholders Consulted. The revised JLMP should be considered as an instrument of orientation, coordination and coherence on labour migration governance and development matters at continental, regional, and national levels. This Strategic Framework combines the lessons learnt from the previous phase of implementation of the JLMP with a focus on the identified prioritised challenges from 2015 (which are still relevant to varying degrees) in line with the opportunities presented in a changing context.

1.1 Context and Rationale

Migration in Africa reflects the global trend for international migration but at a much greater proportion. In 2000 there were 15 million migrants in Africa, and this increased to 24.7 million in 2017 , an increase of about 65 per cent. The share of migrants as a percentage of the population grew from 1.8 per cent in 2000 to 2 per cent in 2017[5]over a period of 16 years. The World Bank estimated that 31 million African people were living in countries other than their birthplace, with 77 per cent of the 31 million from Sub Saharan Africa.

In 2017, 4 out of 5 international migrants residing in Eastern, Middle and Western Africa were from the same African region, underscoring intra-regional migration's importance"[6] . As a proportion of total international migrants, Africans accounted for 89 per cent in Western/Eastern Africa, 56 per cent in Southern Africa, 50 per cent in Northern Africa and 84 per cent in Central Africa[7].

Migration to Europe and Gulf Cooperation Council (GCC) States from countries in the East, South, West and North Africa regions, particularly for economic reasons, has risen significantly owing to among other things geographical proximity, post-colonial ties, the promise of higher income and increased poverty and unemployment rates across the continent.[8]

1.1.1 Labour Migration in Africa

According to the ILO Global Estimates on International Migrant Workers – Results and Methodology (2017)[9], the number of migrant workers in Africa amounted to 13 million in 2017. The ILO estimates that 7.2 per cent of the world's migrant workers are in Sub-Saharan Africa, that is approximately 11.9 million. Another 1.1 million (0.7 per cent) migrant workers are in North Africa. The Labour force participation rate for migrant population was 68.6 per cent for Sub-Saharan Africa and 56.7 per cent for Northern Africa. This compares favourably to the non-migrant population which recorded labour force participation rates of 69.2 per cent. In contrast, the labour force participation rate for migrant population in North Africa was even more favourable at 56.7 per cent compared to non-migrant labour at 46.7 per cent

Women Migrant Workers: Female migrant workers totalled 3.6 million or 5.7 per cent of the global female migrant population. The majority 3.6 million or 5.3 per cent can be found in Sub-Saharan Africa. In terms of the labour force participation rate for migrant population, Sub-Saharan migrant recorded a rate of 47.3 per cent in contrast with non-migrant population with a rate of 65 per cent. The data for North Africa showed a rate of 33 per cent for women migrant's participation in the labour force vis a vis 21.7 per cent for non-immigrants (ILO, 2017)

Age Distribution of Migrant Workers: Another difference is that the median age was 30.9 years compared with the 39 years for the world[10]. The region also has the highest proportion of migrants who are below the age of 20 years (27.3 per cent compared with 13.9 per cent globally). Though the median age is younger than on the global scene a lower proportion of the migrant

[5] United Nations, 2018- Economic Development in Africa, Migration for Structural Transformation- https://unctad.org/en/Pages/ALDC/Africa/EDAR2018-Key-Statistics.aspx

[6] https://unctad.org/en/Pages/ALDC/Africa/EDAR2018-Key-Statistics.aspx

[7] https://unctad.org/en/Pages/ALDC/Africa/EDAR2018-Key-Statistics.aspx

[8] IOM, (2020) World Migration Report, accessed at: https://publications.iom.int/system/files/pdf/wmr_2020.pdf

[9] Accessed at https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_652001.pdf

[10] 2019 World Bank Study.

population belonged to the 20-64[11] years age group (68.2 vs 74 percent). The elderly (65+) age group accounted for significantly lower proportion in Sub-Sahara Africa (4.5 per cent) than on the global scene (11.8 per cent).

The working age population in Africa grew from 581.2 million people in 2008 to 716.1 million people in 2014 (African Union, 2015). Similarly, the labour force increased by 72.3 million to 455.9 million persons[12], with no gender difference. Africa confronts a growing, youthful population coupled with jobless growth and a dearth of formal employment. This combination translates into increasing mobility of skills and labour within, from, and to Africa. Every African country now participates in labour migration, either as country of origin, transit and or destination.

African Policy Frameworks: The ratification and adoption of the Protocol on Free Movement of Persons (2018) continue to lag, only four countries have to date ratified and deposited the Protocol to the African Union. The Protocol requires fifteen ratifications to enter into force. According to the Progress Report on the Free Movement of Persons in Africa (2019), the number of signatures remain at 33[13]. There have been some steady movements towards acceptance of the protocol. In February 2020, IGAD Member States endorsed the Protocol on Free Movement of Persons in the IGAD region. The protocol is to be adopted by the IGAD Council of Ministers of Foreign Affairs, and then ratified by the IGAD Heads of State. A roadmap for implementation will be developed in consultation with member states. CEMAC (Communité économique et monétaire de l'Afrique Centrale), ECCAS (Economic Community of Central African States), ECOWAS and EAC (East African Community) have each adopted legal regimes for labour circulation among member countries. COMESA (Common Market for Eastern and Eastern and Southern Africa) and IGAD (Inter-Governmental Authority for Development) recently developed agreements on mobility that await adoption and implementation by participating countries. There are still challenges to ratification, issues of xenophobia, political will, societal concerns and the sense of national security all contribute to the slow pace at which the process is moving.

The creation of a single continental market for goods and services, with free movement of businesspersons under the African Continental Free Trade Area Agreement (AfCFTA) is of critical importance for labour migration and mobility. The AfCFTA Year Zero Report revealed that with trading expected to start in July 2020, almost half of the continent has not ratified the AfCFTA and "virtually all countries are lagging behind in the completion of National AfCFTA Implementation Strategies"[14]. The COVID-19 pandemic has also slowed down negotiations as teams cannot travel and the operationalization of the Accra AfCFTA Secretariat has been delayed. The highly anticipated July 2020 start of AfCFTA Trading is therefore uncertain.

See Annex 2 for an updated and comprehensive set of policy frameworks and legal instruments with implications for the JLMP. Many of these largely complementary documents have been adopted at heads of State levels. Together, they add up to a comprehensive guidance framework for national and regional labour migration advancement across the continent.

1.1.2 Economic contribution of African migrant workers

The benefits and challenges of international migration and subsequent labour migration are similar for Africa as for the world, but Africa has some unique characteristics. Migrant workers contribute significantly to the host countries by complementing the local skills, creating jobs through entrepreneurship and filling labour market shortages and strengthening their economies. For example, in Cote D'Ivoire in 2017 "the estimated contribution of immigrants to GDP was about 19 per cent[15]. In Ghana, "the contribution of immigrants to the government's fiscal balance exceeded the contribution of the native-born population (on a per capita basis) and in South Africa immigrants have a positive net impact on the government's fiscal balance"[16] . In South Africa similar studies[17]showed a positive relationship between the arrival of new labour migrants on the employment rate and monthly wages of natives.

[13] https://au.int/sites/default/files/newsevents/reports/37472-rp-pa25606_e_original_004_ff.pdf

[14] The AfroChampions Initiatives, AfCFTA Year Zero Report Part One (May 2020) accessed at https://www.tralac.org/documents/resources/cfta/3519-afcfta-year-zero-report-april-2020-afrochampions/file.html

[15] ILO-OECD: How Immigrants Contribute to Ivory Coast's Economy, 2018

[16] ILO-OECD: How Immigrants Contribute to Ghana's Economy, 2018

[17] https://www.ilo.org/africa/areas-of-work/labour-migration/WCMS_670561/lang--en/index.htm

Countries of origin – and migrant workers and their families – benefit from remittances, skills transfers, and increased trade as a result of closer linkages. According to the African Institute for Remittances (AIR), remittances was US$ 65 billion in 2017, and supported at least 120 million families . This number is believed to be understated as just about 40 per cent of migrants use the formal financial services (Pew Research, 2017). The importance of remittances are highlighted by the World Bank in a study that argued that without remittances in general "the share of the poor in the population would have been approximately 4 percentage points higher in Nepal, 5 percentage points higher in Ghana, 5–7 percentage points higher in Cambodia, 11 percentage points higher in Uganda .

Despite the numerous and proven contributions by labour migrants (both fiscal and in-kind) to economies of countries of origin and destination, they continue to be subject to discriminatory, xenophobic, and exploitative practices throughout the migration cycle. Unethical recruitment practices, renewed outbreaks of xenophobia in some Member States, human trafficking and smuggling, low wages, long working hours and inadequate access to social services are some of the vices labour migrants face. Female migrant workers, mostly concentrated in the informal and service sector such as domestic workers often find themselves in situations of precarious employment, poor work and living conditions, movement restrictions and non-payment of wages. Within the GCC, notwithstanding progress made, regulation and protection of the rights of migrant workers continues to come under scrutiny, especially due to the Kafala sponsorship system that ties migrant workers to their employers and continues to exacerbate vulnerabilities of migrant workers to conditions of forced labour and wage exploitation .

The economic and social challenges caused by the COVID-19 pandemic and resulting public health measures are likely to exacerbate the vulnerabilities of migrant workers and their families. Collapse of businesses and the risk of job losses will especially affect those in the informal economy. Most of the African migrant workers are found in the informal economy and it is expected that they will be disproportionately affected. Now more than before, the strengthening of labour migration governance on the continent, the provision of access to social protection and the facilitation of measures to support workers and employers are of utmost importance. The JLMP Strategic Framework 2020-2030 is therefore expected to provide an effective coordinated and coherent platform to galvanize ongoing and life changing support for migrant workers and their families.

1.2 Overview of the JLMP from 2015 - 2019

The JLMP was designed as a bold and timely new initiative for the continent in 2015 following a broad regional consultation on December 16, 2013 in Addis Ababa among RECs, the African Union, African social partners and international organizations.

The **overall objective** of the JLMP is to strengthen effective governance and regulation of labour migration and mobility in Africa, under the rule of law and with the involvement of key stakeholders across government, legislatures, business, social partners and migrants, international organizations, NGOs and civil society organizations.

The JLMP conducts coordinated and simultaneous interventions across **two thematic areas: governance and operational implementation**. The **governance component** addresses the critical need to develop in concert the four cardinal pillars of labour migration governance: 1) law based on international standards; 2) establishing viable and coherent policies; 3) strengthening the core institutions; and, 4) engaging tripartite participation and cooperation among the main economic actors at national, regional and international levels.

The **operational implementation component** covers three other key interdependent technical operational areas: 1) decent work and social protection for migrant workers and their families; 2) addressing the key constraint of skills shortages; and, 3) obtaining essential labour migration statistics and knowledge for the governance of labour migration and protection of migrant workers.

[18] African Institute for Remittances, 2018, Progress Report on the African Institute for Remittances.

[19] World Bank Briefing paper- Leveraging Migration for Economic Development- 2019

[20] Diop, A.T. Johnston and K.T. Le, (2018), Migration Policies across the GCC: Challenges in Reforming the Kafala. European University Institute and Gulf Research Centre. Accessed at: http://gulfmigration.org/media/pubs/book/grm2017book_chapter/Volume%20-%20Migration%20to%20Gulf%20-%20Chapter%203.pdf

Please see Annex 3 for Programme Elements JLMP 2015-2019.

1.2.1 Achievements

Whilst no formal evaluation of the JLMP Bold Initiative has been done, some successes have been achieved over the past years. Some of these include the following:

1. The **improvement of AUC's capacity to lead and coordinate** labour migration governance and develop instruments for better implementation of labour migration frameworks.
2. Establishment and operationalization of the **AU Labour Migration Advisory Committee** (LMAC). Section 1.2.2.1 elaborates on the LMAC and some of its achievement.
3. Supporting **development and implementation of regional instruments** on portability of social security benefits for migrant workers and their families. Some examples of these are:
    - SADC endorsed Guidelines for Portability of social security benefits in March 2020. The following countries have volunteered to pilot the Guidelines – South Africa, Malawi, Zimbabwe, Lesotho.
    - A committee of Experts on Social Security was supported at the ECOWAS level to monitor and evaluate progress.
    - The implementation of the road map for the finalization of the Draft EAC Council Directive on coordination of Social Security Benefits.
    - The implementation of the RECs instruments on social security that would enable portability of benefits in the RECs.
4. Enhanced **national capacity in research and statistics as well as coordination on the management of labour migration statistics.**
5. Developed **knowledge tools** on labour migration (First and Second Labour Migration Statistics Report).
6. Increased **participation and enhanced capacities of social partners (workers' and employers' organizations) as well of Ministries of Labour** in labour migration governance.
7. Enhanced **coordination and collaboration of AUC, RECs and Member States on labour mobility agenda** with non-African actors like Abu-Dhabi Dialogue to ensure protection of the rights of African migrants in the Gulf countries.
8. Enhanced interest on inter-REC cooperation and collaboration on labour migration governance.
9. **Several projects and initiatives have been implemented and are** currently being implemented to support the implementation of several programme elements of the JLMP. See Section 1.2.1.2. and Section 1.2.1.3 for more details.

1.2.1.1 Labour Migration Advisory Committee (LMAC)

The establishment of LMAC in 2015 and its launch in 2018 was a key achievement for the JLMP. Its establishment has addressed the issue of the absence of a mechanism for tripartite dialogue, cooperation, and coordination on labour migration law, policy and practice across Africa. The LMAC is composed of the AU and several of its organs, eight RECs, social partners, employers and workers' organizations, diaspora associations, women in cross border trade, ILO and IOM. The LMAC is constituted without representation of Governments given that it is being established to proffer advice to Governments. It is expected that this effort will consolidate an ongoing structured and result-oriented dialogue on labour migration among social partners and relevant government entities, namely ministries of labour/employment. This dialogue will support and facilitate national and regional governance of free movement and migration. See Annex 4 for LMAC's Terms of Reference.

The LMAC has been highly active since its launch and the following list of achievement is testament to its commitment:

1. Meeting with RECs and making critical recommendations at each visit for the RECs and their Member States on migration management policies and principles in view of improving policy frameworks and legal instruments at all levels in close collaboration with RECs. The 2019 LMAC consolidated Report confirmed that the LMAC undertook consultative mission to the following RECs: UMA, EAC, ECCAS, COMESA, IGAD and ECOWAS in 2019. This was undertaken with technical and financial support of the JLMP Priority Project.
2. Development of recommendations reflected in the report of the LMAC to the 3rd Ordinary Session of the AUC Specialized Technical Committee on Social Development, Labour and Employment (April 2019).
3. Communication with the Abu Dhabi Dialogue space as an opportunity for ongoing dialogue for improved protection of African migrant workers in the Middle East.
4. Lobbying for ratification of the Protocol to the Treaty Establishing the African Economic Communities Relating to Free Movement of Persons, Right of Residence and Right of Establishment.
5. Contributed to consolidating an ongoing structured and result oriented dialogue on Labour migration among social partners and relevant government entities, particularly ministries of labour/employment which will facilitate regional governance of free movement and migration through its visit to RECs.
6. Provided recommendations to AUC, RECs and MS following the first ordinary session of the LMAC. Some of these recommendations include: negotiating circular migration or seasonal programmes, regional cooperation framework with Middle East and GCC, reintegration of return migrant workers in the labour market and society, ethical practices with regards to the hiring and protection of migrant labour, strengthening public employment services and job matching databases in member states, establishment and maintenance of the Regional Labour Market Migration Information Systems, and gender sensitive facilities and procedures at borders. See Annex 5 for LMAC's Recommendations.
7. Implementation of advocacy strategy which complements the ongoing work of the Department of Political Affairs on ratification of the protocol on free movement, and engages national and regional parliaments during its field visits.

1.2.1.2 Initiatives Supporting the JLMP's Implementation from 2015-2020

The ILO seed funding activities from 2015-2018 were integral in kickstarting the JLMP. This initiative led to the provision of important data, research and knowledge products and the development of a mechanism for tripartite collaboration and discourse – the Labour Migration Advisory Committee (LMAC). These accomplishments not only informed policy making at continental level but also provided an important contribution to the burgeoning interest and focus by a variety of stakeholders in the labour and migration arena.

Specific **outputs** delivered under this ILO initiative included:

- Capacity building of Tripartite Constituents on Labour Migration in May 2015
- An Intra-Regional Consultation of Africa Regional Frameworks on Migration (September 2015)
- The development of the first edition of the Labour Migration Statistics Report in 2017[21]
- The launch of the Labour Migration Advisory Committee in May 2018
- The production of the report "Migrant Workers' Skills portability in Africa at Regional Economic Community and Continental level- Guidance towards an African Qualifications Framework" at the end 2018
- The inclusion of a labour migration component to the AU Revised Migration Policy Framework in 2018.
- A study on social security access for migrant workers.

[21] This document provides an important baseline for migration trends, but there were gaps in terms of detail, coverage, and quality.

The **International Organization for Migration (IOM)** also supported JLMP's implementation as follows:

- Co-funded the launch of the AU Labour Migration Advisory Committee (LMAC), 2018.
- Development of the Revised Migration Policy Framework and Plan of Action (2018 – 2030), which incorporated the JLMP components.
- Organization of the Symposium on Intra-African labour mobility in collaboration with the AUC in 2018. Through the Symposium, the "Roadmap for Fostering Safe and Orderly Labour Mobility within and from Africa" was developed. The roadmap lays down eight key objectives and corresponding activities to be carried out in the five-year period between mid-2018 and mid-2023, with overall objectives of a) contributing to improving the capacity and coordination among the AUC, RECs and AU Member States to implement the components of the which aimed to Revised Migration Policy Framework for Africa, the AU Free Movement Protocol and the JLMP to facilitate safe and orderly labour mobility within Africa and b) to inform and support the development and implementation of bilateral and multilateral labour mobility arrangements in order to facilitate safe and orderly labour mobility within and from Africa[22].
- Supported the Government of Kenya in hosting a two-day forum of Labour and Social Protection Ministers and high-level government officials from East and Horn of Africa in January 2020. The Forum led to the signing of a regional cooperation agreement to harmonize labour migration policies in the region to make labour migration, safe, orderly and humane by establishing a common platform for engagement with the Gulf states and other countries that are major employers of African migrants in line with the JLMP aspirations[23].

The **German Federal Ministry for Economic Cooperation and Development, through GIZ**, also supported the development of the JLMP Capacity Building Strategy focusing on labour Institutions' role on improving labour migration governance and administration 2018-2019) and the Monitoring and Evaluation framework for the JLMP Priority Project (2018-2019). GIZ also provided support to the JLMP's implementation mainly covering the following: the development of AU Free Movement of Persons Protocol's Labour Migration Guidelines (2018-2019) and the development of guidelines on the Reintegration of Returning Migrants into the Labour Market (2018).

1.2.1.3 Ongoing Donor Projects Supporting JLMP's Implementation

Projects totalling over US$17 million are currently being implemented in support of the JLMP. These projects support the following main areas of the JLMP: social protection and portability of benefits to migrant workers and their families, enhanced skills portability, improved labour migration governance, improved availability of regular up-to-date migration statistics.

The projects are as follows:

1. Extending access to social protection and portability of benefits to migrant workers and their families in selected RECs in Africa **2017 – 2020** implemented by ILO
2. Priority implementation actions of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa **2018-2021**
3. SIDA-funded Capacity Development in Statistics **2019-2021** implemented by Statistics Sweden
4. GIZ's Support to the African Union on migration and displacement **2018 – 2020**

1. **Project: Extending access to social protection and portability of benefits to migrant workers and their families in selected RECs in Africa" (2017 – 2020)** was developed and is being implemented by the ILO in collaboration with the AUC. The project is funded by the EU/ ICMPD

[22] AUC-IOM (2018) Report on Intra-African labour mobility Symposium, Accessed at: https://ronairobi.iom.int/sites/default/files/document/publications/IOM-AUC%20Labour%20Mobility%20Symposium%20Report%20%28English%29.pdf

[23] IOM (2020), New Cooperation Agreement Among East, Horn of Africa States Address Overseas Worker Exploitation: https://www.iom.int/news/new-cooperation-agreement-among-east-horn-africa-states-address-overseas-worker-exploitation

at a cost of approximately US$2.5 million. Three RECs namely EAC, ECOWAS and SADC have been targeted for support under this project. The overall objective of the project is to extend decent work and social protection to migrant workers and their families, by strengthening the Regional Economic Communities' (RECs) capacities to conclude and implement regional frameworks that extend social protection to migrant workers and their families and coordinate the portability of their social security benefits.

The project's overall objective is aligned to component two of the JLMP specifically to result area 2.1.1 Increased application of International Labour Standards and OSH protections covering places where migrants are working and result area 2.2.1 Enactment of unilateral, bilateral and regional measures to extend social security coverage and portability to migrant workers in origin and employment countries with increased implementation of relevant ILO conventions. The project also addresses expected result area 1.1.2. Promotion of instruments as foundations for migration policy frameworks supported under specific objective 1.1.

According to the documents reviewed and key stakeholders' assessment, the project which is close to completion has contributed to:

- Improved implementation of ECOWAS General Convention on Social Security[24] by ECOWAS Member States.
- EAC's capacity and knowledge base enhanced to advance the regional coordination and protection framework as per Common Market Protocol to improve migrant workers access to social protection.
- SADC's capacity and policy instruments on social security, including portability of rights strengthened.
- Improved capacity of the AUC, RECs and regional social partners to effectively coordinate and contribute to regional and sub-regional social protection programmes for migrant workers in both, the formal and informal sector.

2. **Project: Priority implementation actions of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa or JLMP-Priority Project (2018-2021)** was launched with SIDA's financial support (US$8.7 million) and technical support of the ILO, IOM and ECA. IOM is the designated Administrative and Convening Agency for the JLMP Priority Project within the ambit of UN Development Group (UNDG) Guidelines for Joint Programmes responsible for financial/administrative management as well as operational and programmatic coordination of this project, together with the AUC, ILO and ECA.

The objective of this project is to 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), particularly EAC, ECOWAS and SADC, as well as relevant international human rights and labour standards and other cooperation processes. The project is aligned to both components of the JLMP.

The project's second interim progress report highlighted the following achievements:

Outcome 1: Enhanced effectiveness and transparency of operations of labour migration stakeholders

- The JLMP training and capacity building strategy was finalized and disseminated. The strategy will enhance labour migration stakeholders' effectiveness in delivering fair, effective, transparent and gender responsive labour migration services at both the MS & REC levels.
- Preparation of the Second Report on Labour Migration Statistics which will be published and launched at an appropriate date[25]. National statistical offices from more than 45 Member States participated in the process, providing national data and statistics. Two workshops were conducted to validate the draft of the report, in Addis Ababa and Tunis.

[24] The ECOWAS General Convention on Social Security was drafted in 1993. It was subsequently adopted by the ECOWAS Ministers of Labour and of Social Affairs in December 2012, and by the Authority of Heads of State as a Supplementary Act to the Revised ECOWAS Treaty in 2013.

[25] Launch was planned for June 2020, however, the COVID-19 pandemic prevented this event and it will be launched virtually in the 2nd half of 2020.

- Capacity strengthening continental workshop for technical staff, national statistical offices, and national statistical officers from 41 member states and 3 RECs on measurement and how to report on the critical indicators of labour migration statistics (based on the implementation of international statistical standards adopted by the International Conference of Labour Statisticians) - Tunis November 2019.
- Capacity strengthening of 21 technical experts from National Statistics Offices, Ministries of Labour and Immigration departments in the Economic Commission of Central African States (ECCAS) on piloting the collection of new types of data on labour migration, such as administrative data from the government, border control data and private sector counterparts.
- Partnership with the African Leather and Leather Products Institute (ALLPI) established to support efforts to reduce skills shortages and increase recognition of skills and qualifications in the leather sector across Africa.

Outcome 2: Improved policy and regulatory systems on labour migration at Member States and RECs levels, taking into account its gender dimension and the relevant international human rights and labour standards

- Progress has been made in improving policies and regulatory systems on labour migration by MS and RECs. Notably, the East African Community (EAC) was availed technical and financial support to validate the EAC e-immigration policy in support of the implementation of Article 104 of the EAC Treaty and Article 7 of the EAC Common Market Protocol which provide for free movement of Persons, Labour and Services and rights of establishment and residence.
- Consultations progressed positively among key countries of origin for African labour migrants to the Middle East and Organization of Islamic States (OIC) with the objective of establishing policy cooperation frameworks on labour migration with non-AU Member States and other regions especially the Gulf Cooperation Council/Middle East, and to replicate initiatives like the Colombo Process and Abu Dhabi Dialogue (ADD). Similar preliminary engagements with key countries of destination were led by the AUC in October 2019 while participating as observers to the ADD resulting into a recommendation for mutual invitation by both regions to relevant Regional Consultative Process (RCP) meetings.
- Implementing partners provided technical assistance in developing a draft model BLA to serve as guidelines to support MS in strengthening protection mechanisms for migrant workers through international cooperation. Both ILO and IOM made available reference materials to inform the development of the model BLA.

Outcome 3: Multi-stakeholder policy consultation and practical coordination on labour migration and mobility to provide advisory support to MS, AU and RECs' decision makers

- Progress was made to enhance multi-stakeholder policy consultation and practical coordination on labour migration and mobility through consultations between the AU Labour Migration Advisory Committee (LMAC) and six RECs (EAC, ECCAS, ECOWAS, COMESA, UMA & IGAD). The consultations contributed to equipping LMAC members with deeper understanding of sub-regional dynamics which will enable the Committee to offer advisory services to relevant decision makers. As per its mandate, the LMAC provided some key recommendations to MS and RECs. Please refer to Annex 5 for detailed recommendations.
- The capacities of social partners to engage in labour migration governance were strengthened through the organisation of two capacity building activities on labour migration governance which led to the development of action plans and the identification of further guidance needs. Workers' organisations representatives from 32 countries and 3 sub-regions and employers' organisations representatives from 24 countries participated in the two workshops organised respectively in Nairobi on 23-25 October 2019, and Johannesburg on 13-15 November 2019. The conclusions of the meetings included the identification of the need to produce capacity-building tools for social partners.
- Technical and financial support was also provided to the African Trade Union Migration Network (ATUMNET) consultations which explored how social partners could engage with other stakeholders to promote the implementation of the AU Continental Free Movement Protocol and the Global Compact on Migration in Africa, especially to facilitate labour mobility. Key

recommendations developed were the necessity of studies showing the contributions of migrant workers to economic growth and development as well as the need to engage the recruitment industry on discussions.

Outcome 4: AUC strengthened capacity provides for continental and regional operational leadership in labour migration management including spearheading / steering the implementation of the JLMP at all levels

- Progress was made to support the capacity of the AUC for continental and regional operational leadership in labour migration management including spearheading / steering the implementation of the JLMP at all levels through finalization of the instalment of the Program Support Unit (PSU). The PSU consists of Programme Coordinator, Programme Support Officer, Legal Officer, Statistics officer, and Administrative Assistant based at the AUC.
- Two Program Steering Committee (PSC) meetings were held to guide project implementation strategy based on assessments of lessons learned. Steering Committee meetings also reviewed progress reports and approved workplans and budget for the project developed by the Project Technical Committees. Partners, led by the AUC, used Steering Committee meetings to discuss avenues for strengthened alignment of all projects that contribute to the JLMP, notably through the development of the JLMP Strategic Framework.
- PSU Staff participated in capacity building trainings on labour market statistics and analysis and understanding of the AU on the decision-making processes.

It should be noted that the GIZ provided support under this project specifically with regards to the delivery of Output 1.2 under Outcome 1. Specifically, the GIZ covered the cost of two training sessions/workshops as part of the overall JLMP programme. The beneficiaries of this training were - National Schools of Public Administrations, Specialized Training Centers for Labour Administrators, Regional Labour Administration Centers, Labour administrators from member states.

Figure 1: Existing Projects Aligned to Main Strategic Components and Pillars of JLMP

AU/ILO/IOM/UNECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP)
GIZ - Support to the African Union on migration and displacement 2018 to 2020

1. Strengthen effective governance of labour migration		2. Support implementation of labour migration standards and policy	
1.1 Increased ratification of key International Standards regarding labour migration and domestication in national law.	**EU/ICMPD** - Extending social protection access and portability of benefits 2017-2020 AUC/ILO/IOM/UNECA - JLMP Priority Project 2018-2021	**2.1 Decent Work for migrants with effective application of labour standards to migrant workers**	**EU/ICMPD** - Extending social protection access and portability of benefits 2017-2020
1.2. Wider elaboration, adoption and implementation of harmonized free circulation regimes and coherent labour migration policy in the RECs	**AUC/ILO/IOM/UNECA** - JLMP Priority Project 2018-2021	**2.2. Extending Social Security to migrants through access and portability regimes compatible with international standards and good practice.**	**EU/ICMPD** - Extending social protection access and portability of benefits 2017-2020 AUC/ILO/IOM/UNECA - JLMP Priority Project 2018-2021
1.3. Enabling labour institutions and social partners to conduct labour migration governance, policy and administration	**AUC/ILO/IOM/UNECA** - JLMP Priority Project 2018-2021	**2.3. Resolving skills shortages and skill – education mismatches while increasing recognition of harmonized qualifications across Africa.**	**AUC/ILO/IOM/UNECA** - JLMP Priority Project 2018-2021
1.4. Effective regional mechanisms for tripartite policy consultation and coordination on labour migration issues, and consultation and technical cooperation with other regions	**AUC/ILO/IOM/UNECA** - JLMP Priority Project 2018-2021	**2.4. Enhanced collection, exchange and utilization of gender and age disaggregated data on migrants' economic activity, employment, skills, education, working conditions, and social protection**	**AUC/ILO/IOM/UNECA** - JLMP Priority Project 2018-2021 **SIDA** - Capacity Development in Statistics 2019-2021

3. **Project: Capacity Development in Statistics Project (2019-2021)** is an institutional cooperation programme between Statistics Sweden, the African Union, and four regional economic communities in Africa on migration and labour statistics. The project, which has a budget of approximately US$ 6 million, seeks to improve the availability of regular up-to-date migration statistics of good quality, for use in developing policies to adequately address the effects of migration on women and men in Africa.

The project is **aligned to component two of the JLMP** and specifically to result area 2.4 Enhanced collection, exchange and utilization of gender and age disaggregated data on migrants' economic activity, employment, skills, education, working conditions, and social protection.

Four RECs, EAC, ECOWAS IGAD and SADC, have been targeted for support under this project. It has been almost a year since the start of the project and the SIDA representative indicated that implementation is going well in three of the four targeted RECs. The SIDA representative further provided that the project is experiencing operational challenge in SADC region because the secretariat in its current strategy said migration is not the priority of the region. Other than the challenges in the SADC region, the implementation, coordination with AUC and RECs, existing communication arrangement and synergizing with other Sweden supported initiatives on the continent is advancing in a positive direction.

4. **Project: Support to the African Union on migration and displacement Project (2018-2020)** This three-year project seeks to assist the AU to effectively fulfils its mandate in the field of migration, mobility and displacement. This institutional strengthening project is funded by German Federal Ministry for Economic Cooperation and Development, through the GIZ[26] . Specifically, the project:

- Offers institutional capacity development and coordination to support the AU with implementing the MPFA and its plan of action.
- Promotes upscaling and application of the MPFA on a regional and national level by familiarising Member States and regional economic communities with the migration policy framework. The project provides technical support and process advice for adaptation to regional and national policies.
- Strengthens the AU's technical capacities regarding its cooperation with diaspora communities, labour migration and protective regime. The continuation of a flexible fund is envisaged, and relevant AUC departments and AU institutions can apply for support.

1.2.2 Programme Gaps

The donor projects highlighted prior support both components of the JLMP and all specific objectives as highlighted in Figure 2 above. Information provided by the AUC allowed for a mapping of the donor projects' objectives to JLMP's expected results and other programme elements. The mapping revealed that there are several areas under both components of the JLMP that are unfunded or are not directly addressed by the AUC or other stakeholders. There are eleven (11) expected results areas under four (4) Specific Objectives of the JLMP that have received little or no direct coverage during the period. This finding does not mean that the areas not highlighted here are fully funded or that the intended results are being achieved.

Please see Table 1 below which highlights the programmatic areas that remain underfunded under the JLMP given the limited data available. The table also highlight the priority challenges that these programme elements seek to address.

[26] Further follow up to be done on project status and cost of implementation. .

Table 1: Underfunded JLMP Programme Elements

Specific Objective	Expected Results	Overarching Challenge Addressing
Component 1: Strengthen effective governance of labour migration		
Specific Objective 1.2. Wider elaboration, adoption and implementation of harmonized free circulation regimes and coherent labour migration policy in the RECs (Regional Economic Communities).	1.2.1 Increased adoption and implementation of free movement regimes by RECs and their member states	Need to work with DPA's priorities as lead department on the Protocol on Free Movement
	1.2.2 Elaboration or strengthening of national (labour) migration policy frameworks.	Generalized absence of coherent national labour migration policy. The inventory of existing labour migration policy framework at Member States need to be systematically updated.
Specific Objective 1.4. Effective regional mechanisms for tripartite policy consultation and coordination on labour migration issues, and consultation and technical cooperation with other regions.	1.4.1 National tripartite policy and administration mechanisms on labour migration convened in concerned countries 1.4.2 REC tripartite consultative and coordination forums on labour migration established or strengthened	Limited tripartite dialogue, cooperation, and coordination on labour migration law, policy & practice across Africa Existing regional policy bodies (statuary meetings of ministers of labour, social dialogue forum) not strongly engaged in labour migration governance (except SADC which adopted a series of labour migration policy framework over the past decades with very limited implementation) RECs still focusing on security and borders control priorities
Component 2: Support implementation of labour migration standards and policy		
Specific Objective 2.1 Decent Work for migrants with effective application of labour standards to migrant workers	2.1.2 Extended capacity for labour inspection where migrants are concentrated.	Limited labour inspection, or inspection 'neutralized' by immigration enforcement Weak Labour Market Information Systems to inform on sectors/activities of concentration of migrant workers, and status of their protection
	2.1.3 Preparation initiated of national action plans against discrimination and xenophobia in select countries.	Direct xenophobic violence, attacks and killings of migrants and migrant workers Limited understanding of the migration benefits and political interest in communicating on migration at country level; fear drive the behaviour of decision and policy makers; limited or no understanding of labour market and labour migration dynamics

Specific Objective 2.3. Resolving skills shortages and skill – education mismatches while increasing recognition of harmonized qualifications across Africa.	2.3.1 a) Established consultative processes among regional and national educational/training and accreditation entities	Need to strengthen technical capacity in relevant AUC departments
	2.3.1 b) Commitments for updating and expansion of technical and vocational education and training and for addressing skills – education mismatches.	Weak LMIS to identify the gaps/challenges and address them LMIS weakly connected to the Education and TVET systems
	2.3.2 a) Defined processes for obtaining harmonized/compatible or mutually recognized occupational qualifications, training and experience	Absence of processes in RECS (except EAC)
	2.3.2 b) Adoption of REC and national legislation, policy and administrative measures to implement harmonized qualifications and training standards.	
	2.3.3 Pilot data on current skills and labour needs and pilot forecasting on trends and future needs.	Absence of continental reference mechanisms and tools. AUC initiated development of a Model Skills Forecasting Approach based on Namibia and EU experience not yet implemented

1.2.3 Challenges

A number of challenges exist for the JLMP and the main ones are as follows:

Institutional Capacity Challenges

1. **Insufficient human resources for the effective implementation of the JLMP.** In terms of human resources, administrative and technical structures and organizational capacity, the need for increased capacity of the AUC to provide oversight and coordination of the JLMP as well as adequate staffing to provide support to LMAC was highlighted. At the level of RECs as well as at the level of employers' organisations, among the challenges outlined were the absence of a dedicated officer to regularly liaise with the AUC on labour migration and JLMP related matters. The absence of a labour migration expert with the technical expertise in some RECs to undertake those responsibilities was also noted.

In sum, the capacity gaps included the absence of a specialised expert/unit/desk for communication on the JLMP and the lack of an independent Secretariat for the LMAC.

2. **Funding remains an Achilles heel for the JLMP**. There is no dedicated mechanism within the AUC to fund the implementation of the JLMP, which has led to delays in effective implementation of the JLMP. The AUC and its partners could not acquire funding of US$26 million estimated to implement the entire JLMP in 2015 and relied on the financial support of the ILO and other development partners to kick start implementation. There continues to be heavy dependency on donor funding with support for specific aspects of the JLMP including from GIZ, SIDA and EU.

3. **Less than optimum governance and management arrangements to ensure coherent and coordinated implementation of the JLMP.** Institutional structures (Programme Steering Committee (JLMP Steering Committee), Programme Technical Committee (JLMP Priority Project Technical Committee), AUC Programme Support Unit (AUC-PSU) have been established and are operational to provide oversight and support JLMP implementation. Detailed terms of reference and modalities for operation for these structures are in place.

The JLMP Priority Project has established its management structures, namely the Project Technical Committee and Project Steering Committee. The JLMP Steering Committee has met only twice since the inception of the JLMP. Both meetings took place in 2019 and were facilitated by the JLMP Priority Project. Feedback from stakeholders suggest that with this type of arrangement, they were not able to distinguish if the Steering Committee is serving the 10-year JLMP or just for the JLMP Priority project. Stakeholders expressed the preference to have one steering committee meeting that speak to the overall implementation of the JLMP including the projects that support its implementation. This suggestion has been taken on board since 2019 and has minimised multiple requests to the same stakeholders. The AUC noted that while it does its best to coordinate with other JLMP related projects, the PSU predominantly serves the JLMP Priority Project.

4. **Stakeholders including RECs are not clear about their specific roles and responsibilitie**s to support JLMP's implementation.

5. Limited engagement by UN-ECA as a member of the JLMP consortium of partners.

6. **Absence of a strong monitoring, evaluation and reporting mechanism** that would allow for regular monitoring, reporting and learning framework that would provide an assessment of JLMP progress and assist in making adjustments (annually, mid-term or otherwise). No evaluation of the JLMP Bold Initiative has been done between 2015 and 2019.

Technical Challenges

7. **Limited involvement of some RECs in JLMP's implementation.** Many projects and programmes within the RECS have the same objectives as the JLMP of enhancing labour migration; however, they are not implemented in harmony, hence opportunities for synergy and complementarities are not fully exploited.

8. **Slow pace of implementation of some key areas of the JLMP** compared to others. Please see Section 1.2.2 on Programme Gaps.

9. Insufficient coordination among the AUC, programme partners and other stakeholders, weak programmatic coordination between AUC/JLMP and RECs' programmes/projects, synergy and complementarity between JLMP and donors' programmes at continental, regional and country levels need to be strengthened.

1.2.4 Lessons

Key lessons learnt include the following:

1. Promoting fair and effective labour migration governance requires capacity and adequate infrastructure. AUC, RECs and Member States should invest adequate resources and engage international organizations and technical partners to support their efforts in a coordinated and coherent fashion.

2. Projects implemented in support of the JLMP have made some progress in engaging some RECs and national labour ministries and labour institutions, however, much more needs to be done over the long term to address all the challenges regarding social protection. Labour institutions still need a lot of support in designing the social security instruments as well as for their implementation at country level.

3. Complementarities and synergies between the various initiatives/projects at all levels (continental, national and REC levels) should be strengthened to avoid duplication of effort and waste of resources. This implies formal coordination of donors by the AUC at highest level (at least Commissioner level).

4. Utilization of external donor funding is a good strategy to leverage financial and technical resources. However, this should be done carefully to ensure both continuity of efforts and ownership at different levels.

5. Regular and effective communication and feedback on the JLMP are necessary to avoid alienation of some stakeholders.

6. The smooth implementation of the JLMP is dependent on the support of RECs. Using the pilot approach, four RECs have been engaged and have consistently participated in implementing most JLMP activities while others continue to participate in continental activities such as those on capacity building, migration statistics, LMAC. With additional resources, other RECs should be increasingly brought on board all JLMP activities.

7. While workers' organisations have been able to increase their participation and capacity, they still need a lot of support. In the case of employers' organisations, their participation and capacity is still very low, and needs much more support.

1.2.5 Opportunities

The new 2020-2030 Strategic Framework of the JLMP will contribute to the implementation of recently adopted policy and strategic frameworks and plans of action such as: Africa Union Agenda 2063, the Ouagadougou + 10 Declaration on Employment, Poverty Eradication and Inclusive Development in Africa and its 5 year Priority Programme (2017-2021), the AU Revised Migration Policy Framework for Africa and its Plan of Action (2018-2030), the 3-Year Plan of Action of the Global Compact on Safe, Orderly and Regular Migration (GCM) in Africa (2020-2022), the 2018 Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment, and, the African Continental Free Trade Area Agreement (AfCFTA).

Several other important opportunities exist for the JLMP as follows:

1. The **demand for African labour** internationally is an opportunity to influence policies that protect migrant workers and their families and improve labour migration governance.

2. **Strengthen LMAC for strong advocacy and lobbying** at all levels on various labour migration issues including skills shortages, decent work for migrants and social protection mechanisms.

3. **Strengthen inter-REC cooperation, lessons learning and exchange of good practices among RECs.** An opportunity also exists for greater engagement of RECs that have not regularly participated in the JLMP's activities.

4. **Coordination of labour migration programmes** among RECs with shared membership to avoid duplication of efforts, improve implementation at Member State level and optimization of the use of resources.

5. Continue to **engage the support of specialized agencies** with the technical capacity and administrative/financial structures to be able to respond to constituents' demands.

6. Use of **Regional Consultative Processes** on migration (RCPs) which bring together representatives of states, international organisations and, in some cases, non-governmental organisations (NGOs) for informal state-led and non-binding dialogue and information exchange on migration-related issues of common interest and concern, by adding labour migration in their agenda.

1.2.5.1 Planned Projects by Donor and RECs

The review of document and key stakeholders interviewed revealed that donors and RECs are planning to implement approximately 15 new labour migration projects starting in 2020. Not all of these projects are linked to the JLMP. Some of these projects are short-term in nature, that is under one year and others expand beyond three years up to 2030.

Some of these projects include:

- The new Swiss Agency for Development and Cooperation (SDC) JLMP-support with financing between USD 10-20 million that will support work at continental, regional and national level. This strategic framework will guide the development of this project proposal.
- The **GIZ** is developing a training module on labour migration for labour inspectors together with the AUC and in close cooperation with JLMP partners and national and regional schools of administration.
- **Sweden** is to provide funding to IGAD Towards Common Regional Refugee Management (2020-2022). The US$3.6 million grant which was launched in March 2020 will support IGAD Member States towards the harmonisation of refugee protection and management policies based on a full and inclusive application of the international refugee protection. The project will contribute to the strengthening of the implementation of regional commitments by promoting comparable and predictable mechanisms for refugee management, strengthening sharing of experience and best practices as well as of transfer of technical capacity between IGAD Member States .
- The **IOM** has plans to implement three projects that are not directly supporting the JLMP however they are broadly supporting labour and migration issues in Africa.

Please see Annex 7 for list of planned projects from RECs and implementing partners.

1.2.5.2 Existing Projects Broadly Supporting Labour Migration

There exists a set of projects/initiatives that are not directly supporting the JLMP but **broadly which support labour migration and related issues**. These projects present opportunities for synergy, collaboration and lesson learning. Importantly these projects highlight donor partners and RECs who should be specifically targeted for strategic partnerships and collaborations over the next five to 10 years of the JLMP. Please see Annex 6 on existing projects.

2

AU/ILO/IOM/UNECA JLMP Strategic Framework 2020 - 2030

2.1 Guiding Principles

The AU/ILO/IOM/UNECA JLMP Strategic Framework 2020 - 2030 is undergirded by seven guiding principles as follows:

1. Respect for Human and Labour Rights and Dignity: The JLMP advocates for the protection, promotion and safeguarding of universal human and labour rights for all international migrants, including migrant workers and refugees independent of their legal status. The constitution of individual countries and the commitment to international treaties and laws govern the application of equal and inalienable rights to all persons within the country. It upholds the principles of equal treatment and opportunities as well as non-discrimination.

2. Fairness and equity: The JLMP reinforce accountability of all persons to the legally constituted, publicly promulgated laws and rules of the country. It advocates for laws that are, congruent with international laws and commitment, equally enforced and adjudicated in an unbiased manner. A fair justice system provides access to due process for all members within its society.

3. Participatory and inclusive: It is important that the voices of all stakeholders including local communities, diasporas, government, private entities, advocates, people living with disabilities, migrant workers including refugees and their family members be part of planning and policy.

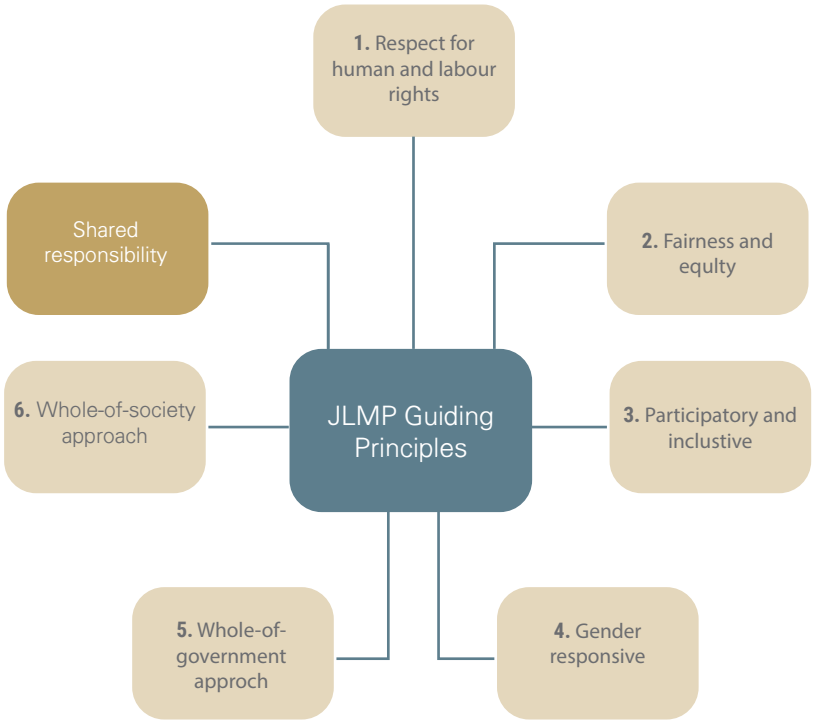
4. Gender responsive: There is recognition that the needs of women, men, boys and girls differ and vary at different stages of migration. Advocacy for equitable access to all resources to empower each person to strive and prohibit the stereotyping of migrant women as victims and migrant men as manual labourers is paramount. The JLMP also recognizes the specific needs of boys and girls as children as well as their different needs based on sex.

5. Whole-of-government approach: Labour migration is a multidimensional issue that impacts all social and economic sectors and requires collaboration involving particularly Ministries of Labour and other relevant government ministries and agencies (e.g. labour market institutions). Effective labour migration policies and programmes should have both vertical and horizontal policy coherence which will promote effective use of resources and comprehensive planning.

6. Whole-of society approach: The JLMP promotes broad multi-stakeholder partnerships to address labour migration in all its dimensions by including migrant workers and their families, diasporas, local communities, civil society, academia, the private sector and employers' organizations, parliamentarians, trade unions, national human rights institutions, the media and other relevant stakeholders in labour migration governance.

7. Shared Responsibility: The JLMP is committed to acknowledging the individual concerns of partners and to take steps to remedy each in a collaborative way. There is recognition that effective labour migration requires the free will participation of each country and seeks the advancement of each without jeopardizing sovereign rule and national security.

Figure 2: JLMP Guiding Principles



2.2 Objectives of the JLMP Strategic Framework

The overall objective of the JLMP programme is "to strengthen the effective governance, and regulation of labour migration and mobility, under the rule of law and with the involvement of key stakeholders across governments, legislatures, social partners, migrants, international organisations, NGOs, diaspora organizations and civil society organisations towards increased equitable, full-employment economic growth and sustainable development of the African Continent.[28]"

There are four specific objectives to support the achievement of the overall objective. These specific objectives are:

- **Strategic Objective 1:** Strengthen effective governance and regulation of labour migration and mobility in Africa.
- **Strategic Objective 2:** Migrant workers in both the formal and informal sectors enjoy safe and secure working environments, access to and portability of social protection, and mutual recognition of skills and qualifications.
- **Strategic Objective 3:** Improve availability and increase utilization of labour migration data and statistics by all for evidenced based decision-making, policy planning, formulation and application.
- **Strategic Objective 4:** Strengthen governance and accountability of the JLMP.

2.2.1 Strategic Objective 1: Strengthen effective governance and regulation of labour migration and mobility in Africa

Effective governance of migration remains a critical challenge for African states to overcome. Establishing regular, transparent, comprehensive and gender-responsive labour migration policies, legislation and structures at national and regional levels, can result in significant benefits for States of origin and destination and to migrant workers and their family members. This Strategic Objective (SO) will address key issues including insufficient ratification, domestication

[28]There is a slight change from what was in the JLMP 2015 – 2019. The following has been added: "towards increased equitable, full-employment economic growth and sustainable development of the African Continent".

and mainstreaming of international labour standards; slow implementation of free circulation regimes where these are defined; insufficient capacity, coordination and policy involvement on migration by labour institutions and a generalized absence of coherent national labour migration policy; insufficient tripartite consultative mechanisms for labour migration advocacy and insufficient ratification, domestication and mainstreaming of international labour standards; and slow implementation of free circulation regimes where these are defined.

This SO will prioritize actions to support ratification and implementation of continental and regionally agreed regimes. The year 2018 saw the establishment of two important treaties – the Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment and the African Continental Free Trade Area Agreement (AfCFTA). Both hold the potential for free mobility[29] and free trade[30] on the continent to spur economic growth and sustain implementation of the Accelerated Industrialization development in Africa (AIDA). The AUC was responsible for developing guidelines on the labour migration related provisions of the Protocol on Free Movement of Persons in 2019. To date, only four countries have ratified the AU Free Movement of Persons Protocol.

Another priority strategy for the period includes the comprehensive development of regional and national policy frameworks on labour migration and to implement such policies in law and practice, as the basis for better labour migration governance. Evaluation of the effectiveness of the policies already in place will also be pursued.

Initiatives to establish and strengthen tripartite discourse, cooperation, and coordination on labour migration law, policy and practice across Africa at all levels will be critical and will also be implemented.

While all stakeholders lauded the establishment and operationalization of Labour Migration Advisory Committee (LMAC)[31] as a necessary body to represent and advocate on labour migration issues continently and regionally, most highlighted that there is great need for its strengthening. According to its terms of reference, LMAC is the first of a three-layer comprehensive and integrated consultation mechanism on labour migration/mobility consisting of coordination and consultation structures at national, RECs and continental levels. It was established to promote and protect the rights of migrant workers and members of their families.

There are four Outcomes under Strategic Objective 1 are as follows:

- **Outcome 1.1.:** Increased ratification and domestication of international labour standards on labour migration into national law.
- **Outcome 1.2.:** Increased adoption/implementation of harmonized AU and REC's free circulation regimes and coherent gender sensitive labour migration policies in RECs.
- **Outcome 1.3.:** Increased capacity of labour institutions and social partners to conduct labour migration governance, policy and administration, at continental, regional and continental levels.
- **Outcome 1.4.:** Increased tripartite dialogue/discourse, cooperation, and coordination on labour migration law, policy and practice across Africa.

These Outcomes are presented in Table 2 along with selected priority strategies.

[29] On 29 January 2018 the Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment was adopted. Of the 33 signatories, only four Member States have ratified. The protocol on free movement of persons requires 15 ratifications to enter into force.

[30] On 21 March 2018, 44 of the 55 AU MSs signed the African Continental Free Trade Area Agreement (AfCFTA), which aims to create a single continental market for goods and services, with free movement of business persons and investments, and thus paves the way for accelerating the establishment of the African Customs Union.

[31] Established in 2015, LMAC serves as the continental tripartite Committee on labour migration which has contributed significantly to strengthened linkages between AUC, RECs and Member States including social partners. Please note that LMAC is not only tripartite, it includes a broader range of stakeholders. Please refer to the TOR in Annex 4.

Table 2: SO1 Priority Strategies and Expected Outcomes

Outcomes	Priority Strategies
Outcome 1.1: Increased ratification and domestication of international standards on labour migration into national law.	1. Facilitate technical advisory services to support ratification 2. Promote, ratify and domesticate instruments such as ILO C-97, ILO C-143 and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW); labour standards ILO C-87, C-181 and C-189 as foundations for labour migration policy frameworks 3. Ensure coherence among migration, labour migration, employment and education and training policies[32]
Outcome 1.2 Increased adoption/implementation of harmonized AU and REC's free circulation regimes and coherent gender sensitive labour migration policies in RECs	1. Ratify and enact free movement regimes at continental, regional and national levels 2. Elaborate or strengthen national and regional gender sensitive labour migration policy frameworks 3. Advance the harmonization of labour and social security codes in RECs and between RECs 4. Undertake dialogue and consultation with RECs' counterparts in other regions including League of Arab States (Arab League), the Arab Labour Organization, the OIC, ASEAN, CARICOM, Council of Europe, the EU, GCC, MERCOSUR, and OAS
Outcome 1.3 Increased capacity of labour institutions and social partners to conduct labour migration governance, policy and administration	1. Implement the JLMP Capacity Building and Training Strategy 2. Expand roles and activities of labour/employment ministries and agencies to include labour migration governance responsibilities 3. Establish labour migration focal points in labour institutions 4. Enhance capacity of labour institutions and social partners on labour migration management and circulation regimes 5. Expand/strengthen engagement of national social partner organizations on labour migration with diaspora organizations and with sister organizations in regions and countries of destination 6. Increase opportunity for peer learning among labour institutions, including RECs on labour migration governance 7. Enhance coordination and collaboration among institutions responsible for labour migration management such as ministries of labour, education, health, migration, foreign affairs, social affairs, statistics, etc.
Outcome 1.4 Increased tripartite dialogue, cooperation, and coordination on labour migration law, policy and practice across Africa	1. Convene national tripartite policy and administration mechanisms on labour migration 2. Make appropriate use of National Monitoring Committees in governments to ensure a multisectoral approach and Member States' ownership 3. Establish or strengthen tripartite consultative and coordination forums on labour migration at the continental level and across RECs 4. Strengthen and promote LMAC including provision of adequate structural, financial, administrative and human resources for its proper functioning 5. Establish state-led funding mechanisms to ensure sustainable social dialogues and effective implementation of recommendations from actors

[32] Priority Strategies 3 and 4 are still to be validated by the AUC.

2.2.2 Strategic Objective 2: Migrant workers both formal and informal enjoy safe and secure working environments, access to and portability of social protection, and mutual recognition of skills and qualifications

This Strategic Objective will address the challenges of i) the prevalence of sub-standard, abusive employment relations and conditions of work in both the formal and informal sectors; ii) the absence of social protection and social security for many migrants, especially in the informal sector; and iii) the growing gaps between skills and qualifications needs versus numbers and types produced in Africa.

Available anecdotal and research data show that African migrant workers in both the formal and informal sectors across and beyond the continent face sub-standard, abusive employment relations and conditions of work – this despite formal commitments to international standards made by many African States. Regulation on working conditions, occupational safety and health and employment relations are weak and labour inspection is largely absent. Unions and other mechanisms for collective bargaining often are not available to migrant workers. Reports of labour and other rights abuses of migrant workers, incidences of xenophobic attacks on migrants, and arbitrary expulsions highlight the challenges of realizing decent work.

Several strategies to protect and safeguard the rights and welfare of migrant workers both in formal and informal settings will be pursued to include the following:

- Capacity building support on ethical recruitment in line with commitments made by member states
- Adopt/apply International Labour Standards with respect to places and conditions where migrants are working.
- Enhance the occupational safety and health (OSH) protection for migrants in workplaces.
- Increase capacity for labour inspection where migrants are concentrated.
- Develop/implement national action plans against discrimination and xenophobia in select countries.

Priority strategies for increased access to social protection and social security benefits include but are not limited to:

- Strengthen national and RECs capacities to enact unilateral, bilateral and regional measures to extend social protection coverage and portability of social security entitlements to migrant workers and their families in countries of origin and countries of destination, whether employed in the formal sector or informal sector.
- Establish/strengthen consultations among national social security administrations in selected RECs
- Promote the ratification/Develop mechanisms for effective implementation ILO C-102 (social security) and C-118 (social security portability) conventions, as well as other continental and regional instruments related to social security and social protection (Social Agenda 2063 and draft protocol on the right to social protection, which explicitly includes Migrants and IDPs in Article 7).
- Elaborate social security cooperation frameworks applying to migrants at all levels (continental, regional and national).

Strategies to reduce labour shortages including the promotion of skills mobility partnerships in the framework of which the following steps should be undertaken:

- Establish consultative processes among regional and national educational/training and accreditation entities.
- Commit to the updating and expansion of technical and vocational education and training and for addressing skills – education mismatches.
- Define processes for obtaining harmonized/compatible or mutually recognized occupational qualifications, training and experience in select RECs.

- Adopt RECs and national legislation, policy and administrative measures to implement harmonized qualifications and training standards.
- Pilot assessments of currents skills needs and job matching opportunities.
- Pilot forecasting data on trends and future skills and labour needs in select countries.

There are three Outcomes under Strategic Objective 2 as follows:

- Outcome 2.1.: Increased opportunities for migrants to obtain decent and productive work in conditions of freedom, equity, security and human dignity
- Outcome 2.2.: Improved access to social protection and support services to labour migrants and their families
- Outcome 2.3.: Increased availability of in-demand skills and competencies with considerations for the mutual recognition of skills and qualifications

These Outcomes are presented in Table 3 along with selected priority strategies.

Table 3: SO2 Priority Strategies and Expected Outcomes

Outcomes	Priority Strategies
Outcome 2.1.: Increased opportunities for migrants to obtain decent and productive work in conditions of freedom, equity, security and human dignity	1. Adopt and apply International Labour Standards with respect to places and conditions where migrants are working 2. Adopt measures to promote ethical recruitment practices 3. Enhance the occupational safety and health (OSH) protection for migrants in workplaces. 4. Increase capacity for labour inspection where migrants are concentrated 5. Develop/implement national action plans against discrimination and xenophobia in select countries taking cognizance of and learning from existing initiatives being implemented by RECs [33] 6. Expand/strengthen opportunities for migrant workers to seek redress in cases where their rights have not been respected 7. Support migrant workers to transition from the informal to the formal sector including at border crossings and border towns
Outcome 1.2 Increased adoption/implementation of harmonized AU and REC's free circulation regimes and coherent gender sensitive labour migration policies in RECs	1. Enact/strengthen unilateral, bilateral and regional measures to extend social security coverage and portability of social benefits to migrant workers in origin and receiving countries 2. Establish and support formal multilateral consultation and cooperation mechanism between social security institutions within RECs and at continental level, applying to migrants in designated RECs as well as migrant workers outside of Africa 3. Facilitate domestication (ratification and translation into laws) of ILO C-102 (social security) and C-118 (social security portability) conventions. 4. Elaborate social security cooperation frameworks applying to migrants in designated RECs as well as migrant workers outside of Africa 5. Support migrant workers especially those in the informal sector to access some forms of protection during and after health emergencies (including epidemics and pandemics such as COVID-19) and natural disasters

[32] COMESA for example is implementing a project under the 11th EDF from which good practices can be gleaned.

Outcome 2.3.: Increased availability of in-demand skills and competencies with considerations for the mutual recognition of skills and qualifications	1. Establish consultative processes among regional and national educational/training and accreditation entities 2. Commit to the updating and expansion of technical and vocational education and training and for addressing skills – education mismatches [34] 3. Define processes for obtaining harmonized/compatible or mutually recognized occupational qualifications, training and experience in select RECs [35] 4. Adopt REC and national legislation, policy, model laws and administrative measures to implement harmonized qualifications and training standards 5. Support the development of Labour Market Information Systems and conduct assessments of current and future skills and labour needs skills needs in selected countries/sectors/corridors considering the efforts already made by most Member States under the framework of the WTO Trade in Services negotiations

2.2.3 Strategic Objective 3: Increased utilization of labour migration disaggregated data and statistics by all for evidenced based decision-making, policy planning, formulation and application

This Strategic Objective seeks to address remaining challenges related to the paucity of disaggregated data on characteristics and conditions of labour migrants, and data required for policy in economic, labour, enterprise development, investment, education, and social protection areas. Sub-elements such as: the non-existence of relevant data to shape effective policy on labour migration and to reinforce labour institution roles in labour migration governance and administration and the inability to obtain valid and reliable data describing labour migration and outcomes have progressed positively since 2015 due to capacity building.

A major constraint however continues to the absence of reliable, accurate and comprehensive data on labour migration, on migrant workers as well as on labour markets. Existing data is primarily 'movement' data, at best providing some indication of stocks and flows, while there is little or no data on migrants' skills and employment profiles, labour market participation, conditions of work, or social protection coverage.

Accurate, reliable and timely data/information contribute to sound decision-making. Strategies to ensure sound processes for collecting, compiling, processing and disseminating sex-disaggregated data are therefore critical for this Strategic Objective. It is also important to ensure that the statistics produced across the continent are harmonised and conform to global and regional statistical standards. Strategies to be pursued include capacity strengthening of data production and research institutions including modernization of their infrastructure/tools, establishing partnerships including with international research institutions, ensuring the regular production and dissemination of statistics and knowledge products on labour migration.

The expected outcomes under this SO are:

- **Outcome 3.1.** Improved capacity to produce and disseminate accurate and disaggregated labour migration data and statistics
- **Outcome 3.2.** Increased harmonization of statistics across Africa, following the ICLS Guidelines concerning statistics of international labour migration [36]

These Outcomes are presented in Table 4 along with selected priority strategies.

[34] C Note the existing Continental TVET strategy which provides a comprehensive framework for the design and development of national policies and strategies to address the challenges of education and technical and vocational training to support economic development and the creation of national wealth and contribute to poverty reduction.

[35] This recognizes the ongoing work on the African continental qualifications' framework.

[36] See: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_648922.pdf

Table 4: SO3 Priority Strategies and Expected Outcomes

Outcomes	Priority Strategies
Outcome 3.1. Improved capacity to produce and disseminate accurate and disaggregated labour migration data and statistics, including administrative data	1. Advance the production of high quality, internationally comparable, national, regional and continental labour migration statistics taking account of ongoing projects 2. Strengthen capacities on labour migration data collection and analysis of relevant national institutions and RECs 3. Strengthen data sharing and coordination mechanisms among national institutions and RECs concerned 4. Strengthen capacities to collect, analyse and share administrative data on labour migration 5. Develop and implement research/studies/surveys programme on labour migration on specific aspects of labour migration including free circulation protocols and the socio-economic, legal and financial implications of protocols; self-employment and entrepreneurship of migrant workers; regional integration; migrants with special vulnerabilities; protection needs based in gender 6. Support selected Member States to develop Integrated Labour Market Information Systems with refined data sourcing mechanisms, customized current and future skills assessment parameters in country of origin and country of destination and dissemination procedures classified by sectoral economic activities
Outcome 3.2. Increased harmonization of labour migration statistics across Africa	1. Encourage application of international statistical standards to obtaining disaggregated data on labour migration, in particular the ICLS Guidelines concerning statistics of international labour migration 2. Ensure and encourage use of common indicators, concepts, definitions, norms and standards at national, REC and AU level 3. Expand exchange of data in and among member states and RECs

2.2.4 Strategic Objective 4: Strengthen governance and accountability of the JLMP.

This seed funding pooled by the various development partners to ensure the commencement of the JLMP implementation in the absence of a full funding package of the JLMP has had the unintended consequence of fragmented implementation of the JLMP and lack of clarity on the progress achieved in the JLMP implementation due to the absence of broad JLMP work plan and the lack of a long-term logical framework to benchmark the JLMP implementation through these projects/initiatives. This has led to confusion, particularly in terms of accountability and reporting purposes.

For accountability and management purposes, projects implementing components of the JLMP have separate governance structures (steering and technical committees) involving the same REC, social partners and AU beneficiaries. As primary beneficiaries, the RECs consistently feature in the governance structures of the various initiatives, sometimes leading to duplications and inefficiency.

While the JLMP implementing partners have continued to collaborate to streamline the project governance structures[37], beneficiaries and partners have continued to recommend for greater

[37]The JLMP Priority Project facilitated the first and second meeting of the JLMP Steering Committee in January 2019 to launch the project and in August 2019 to discuss progress update for all JLMP contributory projects.

efforts by the JLMP implementing partners to align the governance structures for an effective impact.

The observed trend is a need for more clarity and coherence around the progress in the implementation of the objectives of the JLMP, while considering the link and synergies with and between the ongoing initiatives to better position the JLMP to achieve sustainable results.

Strategic Objective 4 therefore responds to highlighted challenges of less than optimum coordination among the programme stakeholders, the dependence on the governance and management structures of projects supporting the JLMP, and the absence of a monitoring, evaluation and reporting framework for the JLMP. In order to achieve this objective, the AUC and its partners will take steps to strengthen the existing governance and management framework to include the establishment of a well capacitated JLMP Programme Support Unit to act as technical secretariat to the JLMP Programme Steering Committee. Another priority strategy include the operationalization of an M&E Framework including a web-based Management and Information System that will undertake ongoing monitoring and report on programme's progress and results, conduct independent evaluations at mid-term and after the 10 year-period and systematize the programme's lessons learnt. Underpinning this Strategic Objective is the need for capacity strengthening (in baseline data collection, results-based reporting, M&E, etc) especially at AUC and RECs level to ensure sustainability of efforts throughout the 10-year period. Strategic Objective 4 will also support the establishment of communication mechanisms to inform different and diverse stakeholders about the programme and its results.

The expected Outcomes for Strategic Objective 4 are:

- **Outcome 4.1.:** Improved institutional capacity to steer, coordinate and implement the JLMP
- **Outcome 4.2.:** Improved monitoring, evaluation, learning and reporting on the JLMP

Outcomes	Priority Strategies
Outcome 4.1.: Improved institutional capacity to steer, coordinate and implement the JLMP	1. Strengthen the JLMP Programme Steering Committee to oversees and validate the overall direction and policy of the programme and ensure that activities of all components are in line with AU strategy on migration and REC's frameworks and common approaches on migration. 2. Institutionalise the Programme Support Unit at the AUC with appropriate staffing and other resources to provide technical coordination and to effectively guide the implementation of the JLMP. 3. Strengthen human, technical and material capacity at AUC and REC level to support JLMP implementation and sustainability. 4. Ensure that effective communication mechanisms on labour migration issues are in place, which will enable timely and coordinated interface at the national, regional and continental levels as well as within the AUC and its organs/departments 5. Strengthen LMAC, including to: a. Ensure clear delineation of LMAC's role within AU policy making structure, including mechanism for the LMAC recommendations to be reported back to the relevant Specialised Technical Committee (STCs) and member States as per LMAC's TORs. b. Establish a dedicated LMAC secretariat.

Outcome 4.2.: Improved monitoring, evaluation, learning and reporting on the JLMP	1. Strengthen capacity in monitoring, evaluation and reporting at AUC and RECs levels 2. Advance the implementation of a robust M&E Framework including with web-based collection and analysis capabilities 3. Produce and disseminate annual results-based progress reports on JLMP's performance 4. Conduct mid-term and final evaluations of JLMP's progress 5. Establish an effective framework for sharing lessons (involving RECs and Member States), learning from each other and provide mentorship on the areas they are advanced compared to the others 6. Enhance communication and advocacy strategies on labour migration, JLMP aspiration across decision makers to migrants themselves

2.2.5 Cross-cutting considerations

To support the policy outcomes, it is essential for the JLMP to maintain a limited number of cross-cutting issues which should be a permanent feature of all of its areas of work by virtue of their strategic value.

Gender equality and non-discrimination, tripartism and social dialogue have previously been identified as necessary cross-cutting policy issues and will continue to be during the 10-year period of the JLMP Strategic Framework 2030. It is proposed that to these should be added the issue of environmental sustainability (climate change and disaster risk resilience) and health emergencies including epidemics and pandemics (COVID-19). The commitment reaffirmed under the Paris Climate Change Agreement with the increasing incidence of natural disasters and the current COVID-19 pandemic provide the need and the justification for the addition of these cross-cutting areas.

3

Implementation

3.1 Phases of Implementation

The JLMP Strategic Framework 2020-2030 will be implemented in three phases as follows:

- **Phase 1 (2020-2023)** – Will build on the foundation of the previous phase and focus on **rebuilding and strengthening** the governance and management structures, the coordination, monitoring and evaluation frameworks as important underpinnings for sustainability. Under this phase, existing activities will be completed towards realisation of important catalytic JLMP results. At the same time, areas that have received no attention over the past JLMP period (2015-2019) will be repackaged and presented to stakeholders and partners for support.
- **Phase 2 (2024 – 2027)** – This represents the mid-term Phase where **stocktaking** will be done. Efforts at this stage will be highly focused on **advancing priority strategies under all the strategic objectives.** At the same time, there is need to ascertain what is working well, what is not, what should change and what could be institutionalised. To that end, an independent, comprehensive mid-term evaluation will be done in 2025. This will help to shape the direction over the next few years.
- **Phase 3 (2028 – 2030)** – This is the **consolidation** phase. By end 2030 and beyond, the JLMP will be recognized as a permanent coherent mechanism to manage labour migration governance and labour mobility issues for migrant workers and their families. RECs and their Member States would have not only have ratified landmark treaties but would have enacted them and mainstreamed them into their local contexts. A final independent evaluation will be conducted in 2031.

3.2 Roles and Responsibilities

It is worth setting out the roles and responsibilities envisioned for the different stakeholders in keeping with the spirit and practice of the JLMP Bold Initiative in 2015.

3.2.1 African Union Commission

The AUC brings to the JLMP its comparative advantages on policy dialogue and setting, policy harmonization and coordination, M&E, knowledge management and best practice sharing, as well as advocacy. These competencies are exerted through policy organs such as the AU Summits, the Labour and Social Affairs Commission, the Conference of Ministers of Education, etc. Other organs can be concerned, such us the Pan African Parliament and the African Court of Human Rights.

The AUC is also engaged in close cooperation with the EU, which is one of the main regions of destination of African migrants. With many low skilled migrant workers heading to the Gulf and Middle East regions, the AUC has stepped up its engagement in those regards.

As partner for the Joint Africa-Europe Strategy on Migration, Mobility, Employment and Education (JAES MME), the AUC has been involved in implementing many of its components, including inter-regional Dialogue on migration, setting up the African Institute for Remittances, the Human Trafficking Initiative, the AU Diaspora Initiative, the Nyerere (enhanced scholarship) Programme, the Pan-African University, and the African Higher Education Harmonisation and Tuning initiative.

With respect to the JLMP, the AUC has the final decision-making authority and is responsible for the overall strategic direction and oversight, including its planning, implementation, communication, monitoring and review, as well as facilitation of collaboration amongst all stakeholders.

Specifically, the **roles and responsibilities of the AUC under the JLMP** include:

- Provide overall vision and political perspective, for organizing, supervising and reporting on JLMP operations.
- Ensure that full consultation and coordination is ongoing with the RECs.
- Facilitate communication and coordination with concerned entities in member country gov-

ernments.

- Provide interpretive guidance on and monitoring the implementation of the multiple application recommendations in AU policy decisions and instruments.
- Ensure dialogue and relevant operational coordination with and among the several AUC institutional bodies concerned with labour migration governance and labour market promotion and regulation as well as related issues such as education and training.
- Support to the harmonisation of policies at national levels.
- Administer labour migration database (AUC/STATAFRIC).
- Undertake resource mobilization.
- Carry the credibility, representation and political concertation responsibilities for the African continent.

3.2.2 International Labour Organization (ILO)

The International Labour Organization (ILO) is the largest specialized agency of the United Nations system; it brings together representatives of governments, employers and workers to jointly shape policies and programmes promoting Decent Work for all. Its mandate comprises drawing up, promoting and supervising International Labour Standards; Employment promotion including enterprise development, sectoral activity and cooperatives; obtaining Social Protection and social security worldwide; and facilitating Social Dialogue among government, employers and worker organizations. It provides technical cooperation, advisory services, capacity building and training and operates the International Training Centre (ILO-ITC) in Turin, Italy. Established in 1919 in the Treaty of Versailles, the ILO today comprises 185 Member Countries, including all AU Member States.

The ILO mandate on protection of migrant workers was established in its Constitution of 1919 and elaborated by the 1944 Declaration of Philadelphia, the 1998 ILO Declaration on Fundamental Principles and Rights at Work and the Conclusions of the 2004 International Labour Conference. It pioneered basic Conventions on migration for employment (Conventions 97 and 143) and grounded content of the International Convention on the protection of migrant workers and their families. Its Multilateral Framework on Labour Migration (2006) provides a comprehensive guide for national migration policies.

The **roles and responsibilities of the ILO under the JLMP** include:

- Provide general conceptual and technical guidance & operational support.
- Contribute to general knowledge and expertise on labour migration, rights protection, employment, social security and social dialogue.
- Provide specific expertise on labour legislation and administration; vocational and technical training; recognition and portability of qualifications; economic planning; regional integration and development; international labour statistics; collection, analysis and policy application of labour market data; and labour migration training in partnership with the ILO-ITC in Turin.
- Align the JLMP and its activities with other relevant ILO programmes and projects in Africa and elsewhere, particularly those relating to RECs.
- Actively engage in resource mobilization for the JLMP distinctly and specifically, with international and regional institutions and bodies, with concerned governments and their development cooperation agencies, and other concerned entities.
- Facilitate cooperative engagement of JLMP partner institutions, such as the ILO International Training Centre in Turin, and encouraging the involvement of ILO constituent government ministries and social partner organizations.

3.2.3 International Organization for Migration (IOM)

Established in 1951, IOM is the leading inter-governmental organization in the field of migration,

with a current membership of 173 States and a further 8 States holding observer status. IOM's field presence in Africa extends to 50 out of the 55 AU Member States. It is a highly responsive operational actor on the ground, thus well positioned to support the AUC, RECs and Member States in addressing the fundamental challenges of Africa's labour migration governance and to explore innovative ways to harness its opportunities.

Headquartered in Geneva, the IOM has an overall objective of "promoting humane and orderly migration for the benefit of all", IOM provides services and advice to governments and migrants. IOM acts with its partners in the international community to:

- Assist in meeting the growing operational challenges of migration management;
- Advance understanding of migration issues;
- Encourage social and economic development through migration; and
- Uphold the human dignity and well-being of migrants.

IOM works in the four broad areas of migration management: migration and development, facilitating migration, regulating migration, and addressing forced migration. Crosscutting activities include the promotion of international migration law, policy debate and guidance, protection of migrants' rights, migration health and the gender dimension of migration.

The **roles and responsibilities of the IOM under the JLMP** include:

- Coordinate and bring on board other UN agencies to contribute to the implementation of the programme, based on their technical expertise in different thematic areas prioritized by the strategic framework, and in line with UN joint programming modalities.
- Contribute to knowledge and expertise across all areas of migration policy, governance and practical operations.
- Bring to bear its organization presence and capacity represented in field offices with specialized staff located in nearly all African Union Member States.
- Contribute to building the capacities of state and non-state actors on Africa's migration governance across various thematic areas and enhance intra-regional dialogue on migration. It will support sound migration, integration, and protection policies that will catalyze more diverse, inclusive, and cohesive societies in which African migrants, host communities and diasporas play a vital role.
- Mobilize contributory support to relevant programme activities by its specialists and its field and project offices.
- Contribute institutional commitment, technical expertise and technical resources.
- Align the JLMP & its activities with other relevant IOM programmes and projects, particularly those relating to labour migration and to RECs.
- Actively engage in resource mobilization for the JLMP distinctly and specifically, in coordination with other partner agencies.

3.2.4 UN Economic Commission for Africa

Established by the Economic and Social Council (ECOSOC) of the United Nations (UN) in 1958 as one of the UN's five regional commissions, ECA's mandate is to promote the economic and social development of its member States, foster intra-regional integration, and promote international cooperation for Africa's development. Made up of 54 member States and playing a dual role as a regional arm of the UN and as a key component of the African institutional landscape, ECA is well positioned to make unique contributions to address the Continent's development challenges.

ECA's strength derives from its role as the only UN agency mandated to operate at the regional and sub-regional levels to harness resources and bring them to bear on Africa's priorities. To enhance its impact, ECA places a special focus on collecting up to date and original regional statistics in order to ground its policy research and advocacy on clear objective evidence by:

promoting policy consensus; providing meaningful capacity development; and providing advisory services in key thematic fields.

The **roles and responsibilities of the UN-ECA under the JLMP** include:

- Contribute expertise, knowledge resources and advisory services to the JLMP from its relevant thematic focus areas, particularly regional integration and trade, social development, innovation and technology, gender, and governance.
- Provide institutional commitment, technical expertise and technical resources.
- Interface the JLMP and its activities with other relevant ECA programmes and activities, particularly those relating to integration and development, related trade issues, technology and training, and governance generally.

3.2.5 Beneficiary Groups

3.2.5.1 Regional Economic Communities

The Regional Economic Communities (RECs) are regional groupings of African states and are the pillars of the AU. All were formed prior to the launch of the AU and have developed individually and have differing roles and structures.

The purpose of the RECs is to facilitate regional economic integration between members of the individual regions and through the wider African Economic Community (AEC), which was established under the Abuja Treaty (1991). This Treaty, which has been in operation since 1994, ultimately seeks to create an African Common Market using the RECs as building blocks.

There following eight RECs are recognized by the AU, and they inter alia undertake work on migration, mobility, employment, higher education, trade and economic integration:

1. The Economic Community of West African States (ECOWAS)
2. The Economic Community of Central African States (ECCAS)
3. The East African Community (EAC)
4. The Common Market for Eastern and Southern Africa (COMESA)
5. The Intergovernmental Authority on Development (IGAD)
6. The Southern African Development Community (SADC)
7. Arab Maghreb Union (AMU)
8. The Community of Sahel-Saharan States (CEN-SAD).

The importance of RECs in the implementation of the JLMP is very critical. The roles and responsibilities of the RECs under the JLMP include:

- Promote the JLMP Strategic Framework 2020-2030 and its importance to Africa, regional and national development and as a framework for coordination, harmonization and collaboration.
- Promote or advocate for improved labour migration governance and management as an integral part of the regional development agenda through increased intra-regional trade and investment
- Ensure alignment of RECs policies, strategies, programmes and plans with the JLMP to ensure ownership, commitment and involvement in its implementation, monitoring evaluation and reporting.
- Be the main focal point/champion for labour migration and mobility issues at regional and national level including JLMP related priorities.
- Participate as required in the JLMP's governance and consultative mechanisms.
- Provide feedback/implement recommendations as appropriate provided by the LMAC.

- Ensure strong, consistent and timely communications with the relevant national institutions and social partners on labour migration and mobility issues.
- Support the harmonization of labour migration and mobility policies and protocols at regional and national levels.
- Leverage/earmark funding for labour migration and mobility issues including for JLMP priority strategies.

3.2.5.2 Member States

The **roles and responsibilities of Member States under the JLMP** include:

- Promote alignment of the JLMP with national development plan and relevant labour migration policy and strategic frameworks.
- Participate as required in the JLMP's governance and consultative mechanisms.
- Provide feedback/implement recommendations as appropriate provided by the LMAC.
- Increase visibility of the JLMP and its strategic priorities in MS and its relevant labour migration and mobility institutions.
- Participate in high level forums and discussions with key partners on labour migration and mobility issues.
- Implement measures at country level to ratify and domesticate labour migration and mobility instruments/protocols and to harmonize policies and procedures.
- Leverage funding support from national budget to strengthen national capacity in labour migration governance.

3.2.5.3 Social Partners (Employers and Workers Organizations)

The **roles and responsibilities of the Social Partners under the JLMP** include:

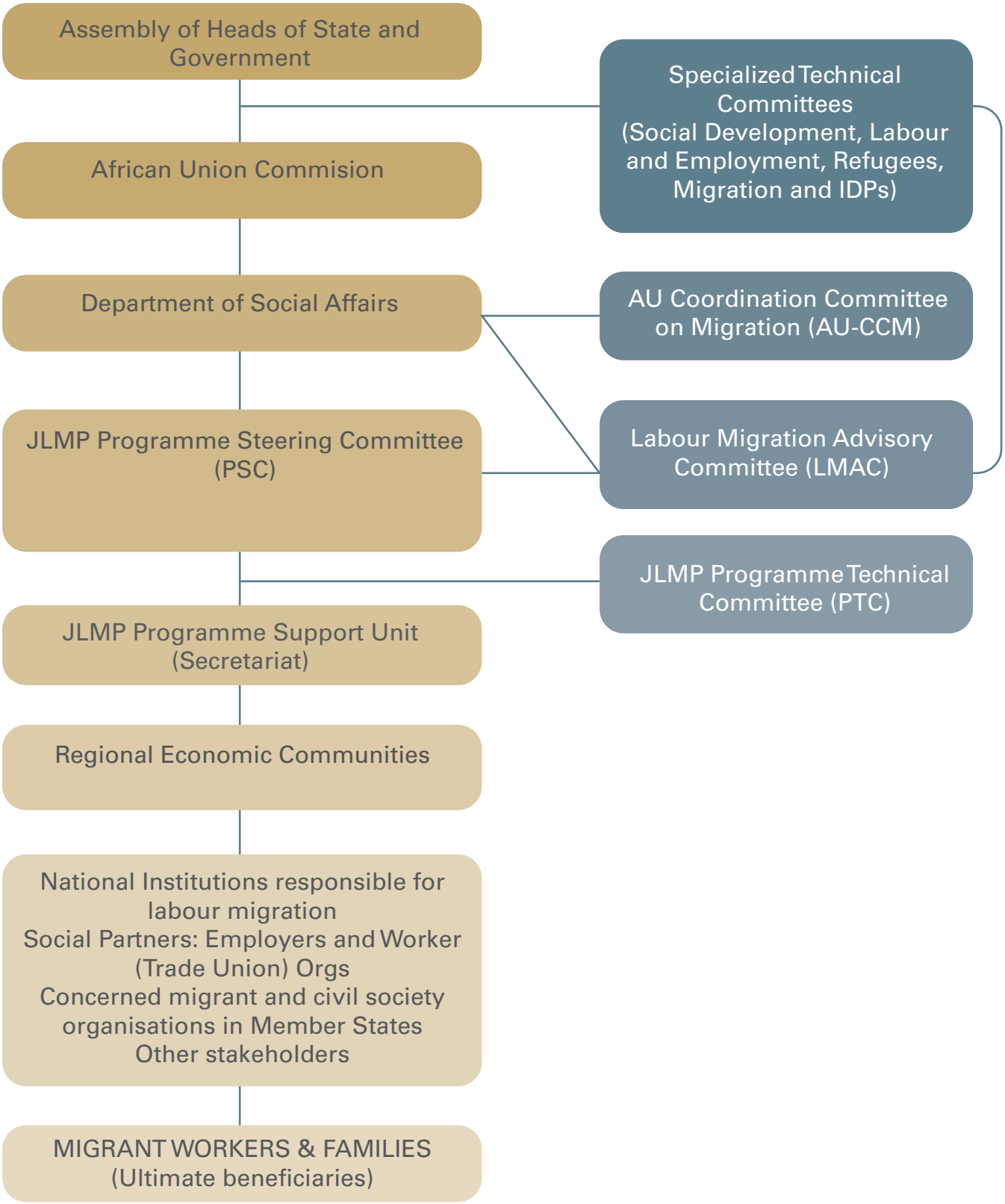
- Participate as required in the JLMP's governance and consultative mechanisms.
- Implement programme activities in all of JLMP strategic priority areas as agreed.
- Promote awareness, advocate and lobby for actions that will advance the well-being of migrant workers and their families.
- Represent the voices of migrant entrepreneurs' groups, migrant worker associations and organizations of relevance and migrant work and their families in various dialogue and consultations platforms
- Hold the Government and other stakeholders accountable for the implementation of measures to address the plight of migrant workers and their families.
- Ensure participation on the training and capacity building activities delivered as part of the JLMP.
- Participate, as required, in policy development processes, technical consultations/exchanges and other labour migration and mobility processes at national and REC levels.

3.3 JLMP Programme Governance and Management Framework

Implementation of the JLMP Strategic Framework depends largely on the effectiveness of the governance and management framework and the extent to which there is coherence with existing organisational and operational frameworks. To coordinate the implementation of the JLMP Strategic Framework 2020-2030, a comprehensive governance and management framework will be operationalised over time. At the policy level, the JLMP Programme Steering Committee (PSC) will govern the JLMP. At the operational level, the implementation of the programme will be coordinated and executed by the JLMP Programme Support Unit (PSU). At the recommendation of RECs and Social partners, the JLMP Priority Steering Committee has been redesigned to serve in an advisory capacity and to provide technical guidance and expertise at a strategic level for monitoring the overall implementation of the JLMP.

Lessons learnt from the existing structures in place by projects supporting the JLMP and the AUC's knowledge in establishing similar governance frameworks will help to guide decisions in defining and refining terms of reference, initialization, and actual operationalization of the structures.

Figure 3: Proposed JLMP Governance and Management Framework



3.4 Resource Mobilisation

Given its wide programmatic scope and the requirement for strengthened governance and management structures, enhanced coordination, and sustained results based monitoring, evaluation, learning and reporting, the JLMP Strategic Framework 2020-2030 will require substantial levels of financing to achieve its goal and objectives. Implementation of the JLMP Strategic Framework 2020-2030 will require contributions from:

i. AUC's budget
ii. Donor partners' funding (existing & new)
iii. RECs budgets
iv. Member States' budgets

3.4.1 Resource Mobilisation Strategies

Several strategies will have to be considered as the programme seek to leverage resources for its implementation. Some of these include:

i. Ensure that the JLMP Strategic Framework 2020-2030 is included as a priority programme in the plan for implementation of the Agenda 2063 Financing and Domestic Resource Mobilization (DRM) Strategy. Six (6) action items are required for the implementation of Agenda 2063 Financing and DRM Strategy. The JLMP should position itself to benefit from implementation of the relevant actions.
ii. Action to implement the 0.2% import levy to finance the African Union budget is critical to undertake pre-feasibility studies and project development activities for flagship, priority continental/regional projects. The JLMP should position itself to benefit from implementation of this action.
iii. Measures and mechanisms should be envisaged to further leverage Diaspora resources and avail supplemental investment resources to the Continent.
iv. Establish relationship between the JLMP governance framework (possibly PSC & PSU) and the AU Strategic Policy Planning, Monitoring, Evaluation and Resource Mobilization (SPPMERM) Department. This will keep the programme informed about the various funding sources available domestically and otherwise.
v. The JLMP should ensure strong monitoring and evaluation, regular and timely reporting and good auditing/accounting mechanisms to track progress. A good track record of accountability and results will attract potential partners and funders who will be assured that resources will be utilised efficiently.
vi. The JLMP should also ensure proper understanding of the allocation of roles and responsibilities among partners and key stakeholders. JLMP stakeholders must plan together and agree on what is needed (strategic actions) and mobilize funding together to avoid competition, overlapping of activities & duplication of effort.
vii. The main mechanisms to mobilize potential donor resources will be through special coordination meetings of the PSC/PTC as well as via JLMP learning review meetings. Both meetings will provide detailed information on achievements/successes/challenges of the JLMP and the potential entry points for partnerships/collaborations. On a more proactive and opportunistic level, the PSC with guidance from the PTC should prepare costed thematic programme frameworks (value propositions) for selected donors based on their comparative advantage. A database of donor projects in labour migration should be established and kept by the PSU. A starting point is the list of existing and planned projects detailed in annexes 6 and 7 of this document.

In moving forward with implementation, a key task for the AUC will be to discuss with stakeholders the quantity of resources – whether substantial or not to - required to implement critical and catalytic JLMP actions. These discussions should result in the development of funding strategies and plans so that financing can be sought in a structured and coherent manner to ensure implementation.

3.5 Monitoring, Evaluation, Learning and Reporting

The success of the implementation of the JLMP's Strategic Framework 2020-2030 will depend heavily on tracking progress towards the expected results. An ongoing process of monitoring, evaluation and learn-

ing will be needed to improve delivery processes, document results, inform stakeholders about the relevance, effectiveness, efficiency of the JLMP, and to mobilise political support for sustaining and expanding the programmes and actions therein.

The Swiss Agency for Development and Cooperation (SDC) has undertaken to support the AUC in designing and developing a Monitoring, Evaluation and Learning (MEL) Framework for the JLMP.

The JLMP MEL Framework is presented as a comprehensive, utility-focused[38]system based on a set of tools and processes including:

- Logic model and Theory of Change (TOC)
- Performance measurement framework including indicators and their baselines and targets.
- Evaluations
- Learning reviews

The JLMP M&E Framework is a "living mechanism" that will be updated and/or revised each year based on experience working with the indicators (including relevance and data availability) and progress against the baselines and targets, as appropriate.

The JLMP MEL Framework will be guided by the following important principles:

i. Adherence to results based management approaches in keeping with Agenda 2063 and the SDGs and relevant target indicators.

ii. Participatory approach: inputs and feedback from partners is essential to the continuing relevance and usefulness of the M&E Framework.

iii. A balanced emphasis on learning processes and accountability: M&E activities should focus on results to improve programme impact while also building learning processes.

iv. Capacity to learn and adapt: learning from empirical evidence of past performance is critical, with efforts to focus on best practices, create institutionalised learning events, provide group learning opportunities, and support information-sharing and communication structures as important ways of fostering a results based learning culture.

v. Practical and cost-effective processes: M&E practices will maximise the use of continental, regional and national skills and resources.

The MEL Framework being developed for the JLMP adopts a logical approach of output, outcome and impact indicators to ensure ongoing monitoring, evaluation and learning of the JLMP. A logic model has been developed and an overarching theory of change has been elaborated.

3.5.1 Theory of Change

The overarching Theory of Change envisioned for the JLMP programme is as follows: If policy and legislative frameworks on labour migration and labour mobility are strengthened, adopted and enacted in line with regional and international human rights and labour standards and Governments provide resources for implementation and there is support from the civil society; if institutions and organizations that implement policies and legislation have the commitment, capacity and are accountable in meeting their obligations; if labour institutions and social partners increase their capacity to conduct labour migration governance, policy and administration, if stakeholders increase tripartite cooperation, and coordination on labour migration law, policy and practice across Africa; if, sex and age disaggregated, quality data on labour migration are collected, analysed, and used to inform laws, policies, and programmes; if there is increased opportunities for migrants (women and men) to obtain decent and productive work in conditions of freedom, equity, security and human dignity; if migrant workers and their families are able to access social protection and social security and other essential services, are made available to and used by migrant workers and their families; and if there is mutual recognition of the

[38] Utilisation-focused monitoring is designed with end-users in mind, focusing on practical processes which will minimise data collection burdens and promote simplicity and systematisation of frameworks.

educational qualifications and skills and migrants are given the opportunity to provide in-demand skills and competencies; and if administratively the JLMP programme is underpinned by effective and well-coordinated institutional structures that oversees and guide robust monitoring, evaluation learning and reporting framework that holds stakeholders accountable to deliver expected results, and to recalibrate as necessary; then migrant workers and their families will see improvements in their overall social and economic well-being and ultimately contribute to growth and integrated sustainable development of the African Continent.

The JLMP's Theory of Change is depicted in the Logic Model in Annex 11. The Logic Model is presented in a linear fashion for convenience and does not purport to capture the interplay of institutions, resources, actions, processes, assumptions and the full complexity of the JLMP.

The **Performance Measurement Framework (PMF)** will be the main tool to guide overall monitoring of the JLMP. This tool ensures that performance information is collected for all expected results regularly and on time. See Annex 12 for the JLMP Performance Measurement Framework (PMF).

There are several issues to be considered as part of moving forward with the further development, operationalization and sustainability of the JLMP MEL Framework. These include baseline data collection and target setting; establishing of the accountability structures; continued sensitization of stakeholders about the framework, development of an operational/action plan and strengthening capacity at various levels to manage for results.

4

Sustainability

Several key elements will contribute to the sustainability of the JLMP Strategic Framework 2020-2030. First, the programme will build on the close collaboration among the AU, ILO, IOM and ECA, and in cooperation with RECs. Strengthened governance and management structures at all levels including in RECs and the clarification of the roles and responsibilities for all stakeholders will enhance coordination and alignment and support coherence in programme implementation.

Other important elements that will ensure the sustainability include:

1. Provision of support for upgrading staffing in the respective REC and regional social partner specialized departments will ensure realization of project activities and expectations, as well as enhance engagement of governments and social partner stakeholders at national levels.
2. At the national level, activities to enhance adoption and implementation of legal instruments will ensure binding commitments to ongoing action and supervision of implementation.
3. Extensive knowledge sharing and training at the national level will enhance political will and capacity to implement the multiple measures to sustain free movement, and to implement the necessary accompanying measures such as harmonized labour and trade law and social security portability.
4. Enhancement of technical capacity in results-based management (RBM) and monitoring, evaluation and reporting especially at continental (AUC) and REC levels.
5. Ensuring strong, consistent and timely communications and engagement with the relevant stakeholders at continental, regional, and to the extent possible at Member States level.
6. Identification of champions at continental, regional, and to the extent possible at Member States level to promote the JLMP Strategic Framework 2020-2030 and its importance to advance labour migration issues and development
7. Continuously seek funding support from a variety of sources (domestic and external) to undertake implementation of critical and catalytic programme activities especially those that have been unfunded or underfunded.
8. Leveraging the extended programme implementation period to allow for ongoing review of progress and adjustment as necessary. This will also provide more flexibility and latitude to put in place the complex web of inter-related measures and training and knowledge bases, and to institutionalize constituent ownership and support for the consultative and cooperation mechanisms.

4.1 Risks and Mitigating Strategies

The presentation below lists some the risks that could affect the implementation of the JLMP Strategic Framework 2020-2030 and some mitigating strategies. Please see Table 6 below.

Risks/Potential adverse impact	Level	Risk management/strategy measures
Lack of political will and insufficient progress in national adoption and implementation of existing Free Movement Protocols by Member States or in establishing free movement regimes in RECs where not yet in place.	**High**	Project design and efforts focus on knowledge sharing combined with advisory services, advocacy, and technical assistance to REC Member State's governments and mobilization of government, economic actor, civil society and public opinion to promote progress on regional integration and development through skills and labour circulation. Specific measures include constituency training, building public awareness and information activities as well as deliberate promotion of adoption of standards and elaboration of national policy frameworks.
Vulnerability to external shocks (e.g. downturn in global financial markets) and other force majeure including natural disasters, health emergencies [epidemics and pandemics – COVID-19])	**High**	Position the JLMP Strategic Framework 2020-2030 as a priority programme in the plan for implementation of the Agenda 2063 Financing and Domestic Resource Mobilization (DRM) Strategy.
Review and where possible renegotiate labour migration agreements to include adequate health and safety, social protection and portability, and other human and labour rights protections for migrant workers		
Lack of confidence from Member States in REC regional regulatory and governance capacities	**Medium**	The capacity building of the RECs should reinforce REC institutional competence as well as strengthen links between national and regional actors to raise confidence level
Discussion of and advances in implementing free circulation regimes and labour institution governance of labour migration are precluded or undermined by the predominance of the «security agenda.»	**High**	The programme content and form make the case for implementing free circulation/labour and skills mobility as essential for regional development and integration. It provides labour actors and institutions with the capacity and tools to assume their necessarily large role in labour migration governance. However, these measures may not necessarily overcome major internal and external interests, pressures and resource allocations that favour the security agenda approach, and benefit from its predominance.
Regional dialogue and other meetings and trainings result in resource-consuming meetings without clear results nor measurable outcomes in policy or practical terms Design and implementation of regional dialogue process, trainings and other meetings are based on needs assessment, knowledge building and deliberate leadership to ensure deliberate purpose, focus, preparation, participation and content for each event.	**Medium**	Project aims at promoting structured, fact-based, and result-oriented dialogue and cooperation at both policy and technical levels, supported by effective reporting and monitoring systems.
Insufficient REC Member States' institutional engagement and coordination	**High**	Project efforts address building national commitments and engagement though dialogue and joint national policy elaboration as well as strong emphasis on training and knowledge sharing with national government and other constituents.
Low absorptive capacities of project stakeholders	**Medium**	REC staff competence and capacity to be upgraded with support from the project
Low interest of REC Member States to request technical assistance other than on security, border management and anti-trafficking.	**Medium**	The project will raise awareness of the relationship between facilitating circulation of labour and skills, and regional economic development and integration, and will actively engage a wide range of institutional stakeholders in coordination on labour migration governance and labour mobility issues.

Lack of coherence between national, regional and extra-regional standards, policies and activity interventions	**Medium**	Dialogue and coordination platforms enhanced or established to ensure law, policy and practice harmonization across RECs as well as with their neighbouring countries and regions.
Insufficient coordination among AU, REC and international organization interventions	**Medium**	Inter-agency project design and implementation is seen as key to obtaining synergies among the main international and Africa stakeholder institutions. A project oversight and monitoring body also incorporating participation from key REC practitioners and regional social partner organizations is expected to enhance multi-stakeholder coordination.
Complexity of programme ambitions, its several components and multiple actions lead to management failures and result in inability to deliver on expected activities and outputs.	**High**	The highly organized, clearly structured programme definition with detailed specification of actions, outputs and measures is the first line of defense for producing on expectations. Activities will be progressively phased in and conducted according to financing obtained and realization of prerequisite actions at each stage. The project will require and depend on selection of highly qualified management staff with relevant technical knowledge and experience in Africa. Project delivery will also require competent and experienced technical staff for respective regional and REC responsibilities.
Lack of sustainability of results	**Medium**	See discussion above

5

Annexes

5.1 Annex 1: Stakeholders Consulted

Entity	Name of Representatives	Method of Participation
AUC	Evelyne Nkeng Peh Ndongo	Individual interview, Group interview
AUC	Oumar Diop	Individual interview, Group interview
AUC	Adaeze Emily Molokwu	Group interview
AUC	Jacques Mukwende	Individual interview
Swiss Agency for Development and Cooperation (SDC)	Odile Robert	Individual interview
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	Sophie Okalany	Group interview
International Organization for Migration	Catherine Matasha	Group interview
International Organization for Migration	Edwin Righa	Group interview
International Organization for Migration	Admasseged Alemayehu	Group interview
International Labour Organization	Cormaci, Silvia	Group interview
International Labour Organization	Andrew Allieu	Group interview
International Labour Organization	Ms Samia Kazi Aoul	Group interview
Swedish International Development Cooperation Agency (SIDA)	Ibrahim Kasso	Interview
LMAC Members		
Africa Centre Ireland	Mbemba Jabbi	Online survey, Interview
Organisation of African Trade Union Unity (OATUU)	Valentine Okechukwu Udeh;	Online survey
Business Africa	Obiro Stephen	Online survey
Pan African Parliament	Hon. Tapiwa Mashakada	Online survey
Pan African University	Prof Vincent Ntuda	Online survey
ECOSOCC	Dr. Tunji ASAOLU	Online survey
Regional Economic Communities		
1. Arab Maghreb Union		Online survey
2. COMESA		Online survey, written feedback on projects
3. EAC	Mary Makoffu; Stephen Niyonzima	Online survey, written feedback on projects
4. ECOWAS		Online survey, written feedback on projects
5. IGAD	Charles Obila	Interview, written feedback on projects
6. SADC		Notes through AUC

5.2 Annex 2: Map of Existing and Emerging Policy Frameworks and Legal Instruments Relevant to JLMP

Legal Instruments and Policy Frameworks	Number of Countries Ratifying	Areas of Alignment to JLMP
Treaty Establishing the African Economic Community (Abuja Treaty), 1991	51	**Article 43:** calls for Member states to adopt, individually, at bilateral or regional levels, the necessary measures, in order to achieve progressively the free movement of persons, and to ensure the enjoyment of the right of residence and the right of establishment by their nationals within the Community
African Charter on the Rights and Welfare of the Child, 1990	49	**Article XV:** provides for elimination of child labour. It guarantees the protection of every child from all forms of economic exploitation and hazardous work. Member States are mandated to take appropriate legislative and administrative measures to cover both the formal and informal sectors of employment; taking into consideration International Labour Migration's instruments relating to children.
African Charter on Human and People's Rights (ACHPR),1981	54	**Article 15:** right to work under equitable and satisfactory conditions.
AU Single Air Transport Market	21	The main objective of creating a single, liberalised air transport market is to promote travel or movements of persons including migrant workers between African countries.
Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment, 2018	4	**Article 14:** right to seek and accept employment without discrimination in any other Member State in accordance with the laws and policies of the host Member State; and to be accompanied by a spouse or dependents upon taking up the employment. **Article 18:** mutual recognition of academic, professional and technical qualifications of their nationals to promote the movement of persons among the Member States. **Article 19:** facilitation of the portability of social security benefits to nationals of another Member State residing or established in that Member State. **Article 23:** facilitation of transfer of earnings and savings of nationals of other Member States working, residing or established in the territories of host countries. **Article 26:** coordination and harmonization of laws, policies and systems.
Ouagadougou +10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development in Africa, 2015		• Well-Functioning and Inclusive labour Markets Institutions • Labour Migration and Regional Economic Integration
African Common Position on the Global Compact for Safe, Orderly and Regular Migration, 2017		• Ensuring social inclusion, social cohesion and eliminating all forms of discrimination including racism and xenophobia • Take steps towards the creation and implementation of national, bilateral and multilateral policies and monitoring mechanisms to ensure that Private Employment Agencies operate within international standards and guidelines including the protection of human and labour rights.
African Common Position on Migration and Development, 2006		• Human resource and the brain drain to address the negative impact of brain drain. • Labour migration through promotion of regular migration.
Migration Policy Framework for Africa (2018) and the Plan of Action (2018-2030)		• Labour Migration and Education;

Africa- EU Declaration on Migration and Development, 2006	82 53 AU &28 EU	• Promoting concrete and tailor-made policies and reforms to address skills shortages caused by brain drain. • Supporting programmes which foster the mobility and temporary return of members of the diasporas with the necessary skills in their countries of origin, in order to contribute to capacity building. • Encouraging common innovative instruments to enable countries of origin to benefit fully from skilled African workers based in host countries. • Strengthening African educational systems and adapting them to the needs of each African country; improving the working conditions of researchers (and other teachers) and encouraging the use of local consultants for different development projects. • Encouraging the movement of skilled African labour between host countries and countries of origin through the creation of centres of excellence and partnerships between EU and African institutions. • Exploring options to mitigate the effects of large-scale departures of highly skilled African professionals in critical sectors. • Studying the possibilities of harnessing the benefits of regular migration between countries of origin and countries of destination in order to better manage migration. • Discussing simplified entry procedures for specific categories of people, thus allowing smoother regular migration flows. • Giving support to the existing initiatives that encourage regular migration and commit ourselves to provide assistance to relevant projects in countries of origin. • Developing means of facilitating seasonal temporary migration between countries of origin and destination while taking into consideration the needs and rules of the labour markets and the protection of migrant labour. • Assisting African states to build capacity to develop national policies on mobility and migration, including measures regarding the employment of migrants and the implementation of regional free movement arrangements; and • Cooperating in carrying out information campaigns directed towards potential migrants on legal migration and employment opportunities concretely available in the countries of destination.

UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990	13[39]	**Article 37:** the right to be fully informed by their States of origin and employment about conditions applicable to their admission, their stay, the remunerated activities they may engage in, requirements and the authority to report to at the State of destination. **Article 39:** the right to freely move in the territory of the State of employment and freely choose their residence there. **Article 40:** the right to form associations and trade unions for the promotion and protection of their economic, social, cultural and other interests. **Article 41:** the right to participate in public affairs of their State of origin and to vote and to be elected at elections of that State, in accordance with its legislation. **Articles 43 and 45:** to enjoy the same opportunities and treatment as nationals in relation to various economic and social services. **Article 46 and 48:** enjoy exemption from import and export taxes on their household and personal effects (Article 46) and shall not be liable to more onerous taxation than nationals in similar circumstances (Article 48). **Article 47:** the right to transfer their earnings and savings, particularly those funds necessary for the support of their families, from the State of employment to their State of origin or any other State. **Article 49:** where separate authorizations to reside and to engage in employment are required by national legislation, the States of employment shall issue to migrant workers authorization of residence for at least the same duration as their authorization to engage in remunerated activity. **Article 50:** in the case of death of a migrant worker or dissolution of marriage, the State of employment shall favourably consider granting family members of that migrant worker residing in that State on the basis of family reunion an authorization to stay, taking into due account the length of time they have already resided in that State. **Article 51:** migrant workers who are not permitted freely to choose their remunerated activity shall neither be regarded as in an irregular situation nor shall they lose their authorization of residence by the mere fact of the termination of their remunerated activity prior to the expiration of their work permit, except where the authorization of residence is expressly dependent upon the specific remunerated activity for which they were admitted. **Article 56:** enjoy additional guarantees against expulsion.
Universal Declaration of Human Rights, 1948	48	**Article 23:** right to work.

[39] https://indicators.ohchr.org

C- 97: Migration for Employment Convention (Revised) 1949 No. 97	49	**Article 1:** mandates State Parties to provide information to the ILO and other members. **Article 2:** calls for State Parties to provide service and information to assist migrant workers in employment. **Article 3:** requires steps to be taken against propaganda **Article 4:** provides for facilitation of departure, journey and reception of migrants for employment. **Article 5:** provision of health care and attention for migrant workers and family. **Article 6:** provision of no less favourable treatment than nationals in remuneration (in all forms, membership of trade unions and enjoyment of the benefits of collective bargaining, accommodation, social security such as employment injury, maternity, sickness, invalidity and old age; employment taxes and the legal proceedings relating to the matters referred to in this Convention. **Article 7:** free employment services for migrant workers. **Article 8:** rights granted to migrants admitted on a permanent basis in the host country. **Article 9:** transfer of remittances. **Article 10:** governance of bilateral agreements.
SADC Employment and Labour Protocol, 2014	2[40]	**Article 3(f)** sets out the general objectives to include the creation of a legal and policy framework for labour migration within the region through harmonised labour and social security legislation, in the context of ILO Conventions on migrant workers and AU policy documents. **Article 19:** labour migration and migrant workers **Article 21:** labour markets information systems
SADC Protocol on Education and Training 1997	15	(k) progressively achieve the equivalence, harmonisation and standardisation of the education and training systems in the region. **Article 4:** Cooperation in policy for education and training
SADC Labour Migration Policy	4[41]	• National Labour Migration policies • Migration and development • Enabling, facilitating and managing the migration process • Promoting and protecting the rights of migrant workers and members of their families • Bilateral and Multilateral Labour Agreements • Migration Data
ECOWAS Protocol on Free Movement, Right of Residence and Right of Establishment		Part II - General principles on movement of persons, residence and establishment (Article 2) Part III - Implementation of the first phase: Abolition of visas and entry permit (Article 3)
ECOWAS General Convention on Social Security, 1993	58	It guarantees the rights of retired migrant workers from ECOWAS Member States to exercise their right to social security in their countries of origin.
ECOWAS Convention on the Recognition and Equivalence of Degrees, Diplomas, Certificates and other Qualifications in Member States, 2003.	15[43]	The objective of this Convention is to increase mobility of students, teachers, and other skilled workers. The Convention commits Member States to recognise the validity or equivalence of degrees and certificates with the same academic value. Additionally, it commits Member States to provide training and education that complies with international standards, taking into account the regional context.

[40] https://www.tralac.org/images/docs/12814/2018-sadc-els-draft-record.pdf

[41] https://www.uneca.org/pages/sadc-free-movement-persons

[42] Information on the status of this protocol is unclear.

[43] https://www.ecowas.int/wp-content/uploads/2017/11/2013-Annual-Report_Annexes_English.pdf

East African Community (EAC) Common Market Protocol	6	It calls for harmonization of laws and policies on labour and employment; programmes, legislation, social services, provide for social security benefits and establish common standards and measures for association of workers and employers, establish employment promotion centers and eventually adopt a common employment policy. Additionally, it aims at introducing a standard system for issuing identification documents, a system of mutual recognition of qualifications and harmonized education systems, labour policies and social security.

5.3 Annex 3: Programme Elements of JLMP 2015-2019

JLMP Components and Strategic Elements	Existing projects/initiatives	Status/Progress	Plans/Needs Identified
1. Strengthen effective governance of labour migration			
1.1 Increased ratification of key International Standards regarding labour migration and domestication in national law.			
1.1.1 Technical advisory services to support consideration of ratification provided.			Technical advisory services to RECs and MS on demand
1.1.2. Promotion of instruments as foundations for migration policy frameworks supported	EU funded Social Security Project implemented by ILO in EAC, ECOWAS and SADC JLMP Priority Project		Continent wide advocacy for ratification of AU Protocol on Free Movement of Persons and 4 Key International Standards organizations
1.2. Wider elaboration, adoption and implementation of harmonized free circulation regimes and coherent labour migration policy in the RECs (Regional Economic Communities).			Continent wide advocacy for ratification of AU Protocol on Free Movement of Persons by social partners
1.2.1 Increased adoption and implementation of free movement regimes by RECs and their member states.	JLMP Priority Project AU Protocol on Free Movement of Persons (non JLMP supported initiative)		
1.2.2 Elaboration or strengthening of national (labour) migration policy frameworks.	None		Support to at least 3 RECs and to selected MS in RECs
1.2.3 Progress in harmonization of labour codes in RECs and between RECs.	Ongoing		
1.3. Enabling labour institutions and social partners to conduct labour migration governance, policy and administration			
1.3.1 Expanded roles and activities of labour/employment ministries in labour migration governance responsibilities, with focal points or units established in labour institutions	Capacity Building and Training Strategy of Labour Migration Governance	Strategy adopted Training programme developed for National Public Service Schools where labour administrators are trained (Initial and continuous training)	Focus on the implementation of the capacity Building and Training Strategy

1.3.2 Expanded engagement of social partners' organizations on labour migration and enhanced capacity and training of labour institutions	Strategy of Labour Migration Governance		
1.4. Effective regional mechanisms for tripartite policy consultation and coordination on labour migration issues, and consultation and technical cooperation with other regions.			
1.4.1 National tripartite policy and administration mechanisms on labour migration convened in concerned countries	None		Support regional social dialogue institutions as component of RECs labour migration policy
1.4.2 REC tripartite consultative and coordination forums on labour migration established or strengthened	None		Support national social dialogue institutions as component of national labour migration policy
1.4.3 An AU-associated tripartite consultative-coordination body on labour migration established with links to REC forums/mechanisms	LMAC operational		Support to LMAC Research programme, international cooperation activities and sessions (ordinary and extraordinary)
1.4.4 Dialogue and consultation activities undertaken with other regions.	Consultations with Abu Dhabi Dialogue and with EU	EU opened to work on technical cooperation on regular migration path, including labour migration; an AU-EU experts meeting is planned for this year Africa-Middle East/ GCC forum on Labour Migration Multilateral Cooperation scheduled for June 2020.	Support Cooperation between AUC-ADD-Colombo Process and Arab League on multilateral labour migration cooperation. With the view of concluding multilateral labour migration mechanisms. This includes LMAC Support dispatching a team of 2 experts labour administrators in the GCC to be hosted by the Embassy of one of the AU Member Stats in the GCC/Middle East.
2. Support implementation of labour migration standards and policy			
2.1 Decent Work for migrants with effective application of labour standards to migrant workers			
2.1.1 Increased application of International Labour Standards and OSH protections covering places where migrants are working.	EU Funded Project on Social Security		
2.1.2 Extended capacity for labour inspection where migrants are concentrated.	None		
2.1.3 Preparation initiated of national action plans against discrimination and xenophobia in select countries.	None		Plan supporting 3 RECs and 3 countries by RECs

2.2. Extending Social Security to migrants through access and portability regimes compatible with international standards and good practice.		
2.2.1 Enactment of unilateral, bilateral and regional measures to extend social security coverage and portability to migrant workers in origin and employment countries with increased implementation of relevant ILO conventions	EU funded Social Security project	-Migrant Funds -Create training programmes in RECs and Institutes -Create Network of Social Security Institutions -Include Universities with Social Security Faculties in the system -Create a Continental Social Security Information System
2.2.2 Elaboration of REC social security cooperation frameworks applying to migrants in designated RECs	EU funded Social Security project	-Support Inter-RECs cooperation of social security institutions
2.3. Resolving skills shortages and skill – education mismatches while increasing recognition of harmonized qualifications across Africa.		
2.3.1 a) Established consultative processes among regional and national educational/training and accreditation entities		
2.3.1 b) Commitments for updating and expansion of technical and vocational education and training and for addressing skills – education mismatches.		-Support MS to establish Integrated Labour Market Information System
2.3.2 a) Defined processes for obtaining harmonized/compatible or mutually recognized occupational qualifications, training and experience		-Support Skills recognition portability and labour migration in selected sectors (Tourism, Construction, Oil and Gas, Leather and Leather Products, Energy and Water, etc.)
2.3.2 b) Adoption of REC and national legislation, policy and administrative measures to implement harmonized qualifications and training standards.		
2.3.3 Pilot data on current skills and labour needs and pilot forecasting on trends and future needs.		-Develop AU Capacity Building Plan on Skills forecast -Support Establishment Surveys in Member States
2.4. Enhanced collection, exchange and utilization of gender and age disaggregated data on migrants' economic activity, employment, skills, education, working conditions, and social protection.		

2.4.1 Strengthened capacities on migration data collection and analysis of relevant national institutions and RECs.	JLMP Priority Project	Production of the Labour Migration Statistics Report in Africa	-Strengthen capacity of labour statistics units in Ministry of labour Implement the AU Integrated LMIS in 20 MS and 5 RECs Create the AU labour Migration Statistics
2.4.2 Increased utilization of international statistical standards and labour migration indicators, extended use of common indicators, and expanded exchange of data in and among RECs.			
2.4.3 Data sharing and coordination among national institutions and RECs; data interfaced among labour market and labour migration databases, with topical research studies on specific aspects of and interaction among labour migration, free circulation, regional integration, and development.			Develop and implement a Labour Migration Research Programme Database and Knowledge Management Publications

5.4 Annex 4: LMAC Terms of Reference

Introduction

1. Well-managed labour migration has the potential to yield significant benefits to origin and destination countries. Labour migration has played an important role in filling skills gaps and labour needs in agriculture, fishing, tourism, trade, construction and other sectors, thus contributing to economic development in Africa. The beneficial feed-back effects of migration such as remittances, knowledge and skills transfers, and return migration have made major contributions to economies of origin countries.

2. In contrast, if mismanaged or unmanaged, labour migration flows can negatively impact on States' and migrant workers' well-being, national and regional security, inter-State relations and relations between migrant workers and host communities.

3. The absence of tripartite dialogue, cooperation, and coordination on labour migration law, policy and practice across Africa remains a major hindrance to the development and implementation of coherent, stakeholder-owned effective policy and practice. While tripartite social dialogue mechanisms exist in a number of countries, there are very few national level mechanisms on labour mobility and migration fields. Only two RECs have mechanisms for tripartite discussion of labour migration issues. There is no dedicated space at the Africa-wide level for tripartite policy exchange, dialogue, coordination or harmonization on labour and skills mobility/migration.

4. The Joint Labour Migration Programme recognizes the imperative to remedy this serious lacuna by supporting, facilitating and where needed convening specific mechanisms for tripartite exchange and coordination on labour migration. These will be developed at national, REC and continental levels, in consultation with existing mechanisms for social dialogue.

5. These mechanisms will promote both intra- and inter-RECs cooperation by facilitating dialogue, exchange and technical consultations among the respective REC secretariats as well as oversight mechanisms for regional circulation/mobility regimes. At the regional level, the tripartite forum will involve the Pan African Parliament, ECOSOCC and African Commission on Human and Peoples' Rights as well as facilitate appropriate labour migration-related agenda items and discussions at the AUC-RECs-AfDB annual coordination meetings. It should also reinforce information sharing and coordination between the RECs and the AU and EU and other regional and global partners.

6. It is expected that this effort will consolidate an ongoing structured and result-oriented dialogue on

labour migration among social partners and relevant government entities, namely ministries of labour/ employment. This dialogue will support and facilitate national and regional governance of free movement and migration and enhance the adoption and implementation of regional instruments and policies, including the provisions of the AU Migration Policy Framework on:

i. National Labour Migration Policies, Structures and Legislation

ii. Regional Co-operation and Harmonization of Labour Migration Policies

iii. Labour Movement and Regional Economic Integration.

7. The AUC-ILO-IOM-ECA Joint Programme on Labour Migration provides for the necessary continental dialogue platform through the establishment of an "AU-LSAC associated consultative-advisory body on labour migration established with links to REC forums/mechanisms".

8. The AU Plan of Action on Employment, Poverty Eradication and Inclusive Development request the AUC to "Create a tripartite African Labour Migration Advisory Committee of the AU LSAC to improve labour migration governance in Africa, addressing the issues of labour force gaps, social protection mechanisms initiated by member states, and RECs".The Committee is constituted without representation of Governments given that it is being established to proffer advice to Governments.

9. This Committee is the first of a three layer comprehensive and integrated consultation mechanism on labour migration/mobility consisting of coordination and consultation structure at national, RECs and continental levels.

I. Establishment and objectives of the Tripartite African Labour Migration Advisory Committee:

10. An African Tripartite Labour Migration Advisory Committee (LMAC) of the LSAC hereinafter called `the Committee' is established to proffer advice to Governments to promote improved labour migration governance and protect the rights of migrant workers and members of their families. It will have links to RECs' forums and mechanisms.

II. Mandate of the Committee

a. Promote improved labour migration governance addressing the issue of labour force gaps and social protection mechanisms initiated by member States and RECs;

b.. Ensure the follow-up on the implementation, promotion and protection of the rights of migrant workers and members of their families enshrined in the appropriate AU and International Charters and protocols in order to progressively achieve the free movement of persons, and to ensure the enjoyment of the right of residence, the right of establishment and access to legal employment in host countries (Abuja Treaty, July 1991)

c. Contribute to consolidating an ongoing structured and result-oriented dialogue on labour migration among social partners and relevant government entities, particularly ministries of labour/employment which will support and facilitate national and regional governance of free movement and migration;

d. Ensure and monitor the effective implementation of the AUC-ILO-IOM-ECA Joint Labour Migration Programme (JLMP);

e. Facilitate harmonization of labour, social security and fiscal legal frameworks that promote and protect the rights of migrant workers between countries, in close collaboration with RECs;

f.. Commission inter disciplinary studies and research on issues and challenges related to the rights of migrant workers and members of their families;

g. Facilitate effective communication on migrant workers' rights, including through advocacy with media and Civil Society Organizations, on benefits of labour migration, and thus mitigate exaggerated fears;

h. Prepare recommendations to Member States (namely Ministries of Labour/Employment) and RECs on labour migration management policies and principles in view of improving policy frameworks and legal instruments at all levels, in close collaboration with the RECs;

i. Cooperate with other African, International and Regional similar Institutions and organizations concerned with the promotion and protection of the rights and welfare of migrant workers and members of their families.

III. Composition of the Committee:

11. The Committee shall consist of twenty-Four (24) members of high moral standing, integrity, impartiality and competence in matters of the rights migrant workers.

12. The Committee will consist of:

- One representative each of the Regional Economic Communities,
- A representative of the Pan African Parliament
- A representative of ECOSOCC
- A representative of the African Commission on Human and Peoples' Rights
- A representative of the African Committee of Experts on the Rights of Welfare of the Children
- One representatives of OATUU
- One representative of ITUC- Africa
- One representative of Business Africa
- One representative of the ILO,
- One representative of IOM
- One representative of ECA
- One representative of universities and research institutions
- Two representatives of the African Diaspora organizations (to be identified with CIDO)
- One representative of Women Cross Border Traders

13. The members of the Committee representing the RECs are designated by their Secretariat.

14. The representatives of the social partners are designated by ITUC-Africa, OATUU and Business Africa.

15. The AUC will be represented, as needed, by experts from, Human Resources, Economic Affairs, Political Affairs, Trade and Industry, Peace and Security and the CIDO.

16. The Committee can invite to its meetings representatives of relevant other UN Agencies and International Organizations, NGOs, CSOs and specialized agencies and institutions with labour migration/ mobility expertise and competencies.

IV. Term of Office

17. The members of the Committee are designated for a term of five years and may not be re-designated

18. The African Union Commission shall convene the first meeting of Committee in the second semester of 2015, and thereafter the Committee shall be convened by its Chairman whenever necessary, at least once a year.

V. Bureau

19. The Bureau will consist of:

a. A Chairperson who is a representative of the RECs

b. A First Vice Chairperson, representing the workers

c. A Second Vice Chairperson representing the employers

d. A Rapporteur representing the AUC

VI. Vacancy

20. If a member of the Committee vacates his office for any reason other than the normal expiration of a term, member organization shall designate another representative to serve for the remainder of the term.

VII. Secretariat

21. The African Union Commission shall constitute the Secretary for the Committee.

VIII. Functioning:

22. The Committee shall establish its own Rules of Procedure.

23. The Committee shall meet whenever necessary and at least every year.

IX. Working languages:

24. The working languages of the Committee shall be official languages of the African Union.

X. Reporting:

25. The President of the Committee is responsible for reporting on the activities of the Committee every two years to the Specialized Technical Committee on Social Development, Labour and Employment, and the Specialized Technical Committee on Refugees, Migration that shall make decisions for endorsement by the AU Executive Council and the Assembly of Heads of States and Governments.

5.5 Annex 5: LMAC's Recommendations

The first ordinary session of the LMAC makes the following recommendations to AUC, RECs and MS[44]:

AUC:

1. Establish strong cooperation between AUC and UMA to enhance the UMA capacity on labour migration management
2. Look into negotiating circular migration or seasonal programs with popular receiving countries like the EU, USA, Canada and the Gulf States to alleviate vulnerability of the youth to illegal agents who send them on visitors', and drop them off and cause the youth to suffer untold hardships
3. Lobby USA:
    - to increase the number African countries eligible for the USA H2b and H2a visa programs - which is now open to 2 nations only - Ethiopia and South Africa.
    - on JI visa trainee programmes to provide internships and trainee seasonal job opportunities
4. Negotiate a regional cooperation framework with Middle East and GCC which will be used by MS to negotiate bilateral agreements
5. Assess and eliminate obstacles to operations of women cross borders traders
6. Develop capacity and programmes in MS on reintegration of return migrant workers in the labour market and society
7. Identify mechanisms to engage diaspora as 6th region of AU on labour migration management
8. Facilitate deployment of labour attachés at key receiving countries (in particular in Middle East and GCC). The Philippines has multiple Labour Attachés at each receiving country This is a good practice for AU Member states and the AUC.
9. Develop a standard reporting template -periodic reports for the LMAC

Member States:

1. Review legislation and regulation applicable to private placement agencies and labour brokers in order

[44] These recommendations were presented at the first meeting of the AU Labour Migration Advisory Committee Dakar, Senega, 2-4 May 2018.

to enhance ethical practices with regards to the hiring and protection of migrant labour, in line with the fair recruitment guidelines

2. Ratify key international standards and regional instruments
3. Include employers and workers organizations in labour migration agreements negotiation,
4. Strengthening Public Employment Services Job Matching Databases in Member States
5. Media houses, and African public celebrities must join forces with the AU to provide public awareness campaigns to save lives as part of their corporate social responsibility
6. Use of biometric National ID cards for intra-regional mobility
7. Provide pre-departure Migrant Training and engage with the diaspora on sustainable reintegration of retuning migrant into the labour markets
8. Engage business community on ethical migration operation through organizing a business community/ private sector forum
9. Engage communities and grass root organizations on migrant workers integration
10. Deploy Employers and workers sensitization programs

RECs:

1. Establishment and maintenance of the Regional Labour Market Migration Information Systems (LMMIS), Coordination of Public Employment Services (PES) and a regional information portal on employment
2. Harmonize the right of residence and establishment between RECs
3. Set up gender sensitive facilities and procedures at the border, such as safe facilities for women and greater security
4. Develop and implement gender sensitive Regional and national labour migration policy

5.6 Annex 6: Existing Labour Migration Projects

Projects/Initiatives/Actions	Objectives of Action	Duration (start/end)	Amount	Beneficiaries (direct/indirect)	Implementing Agency	Implementing partners, if any
EAC						
1. Monitoring the Implementation of the EAC Common Market Protocol provisions on labour Migration as reflected in Articles 5,7, ,9,10,11,12,13 & 14 of the Protocol	To Monitor the status of Implementation of the Labour Migration provisions in EAC Common Market Protocol on bi-annual basis and make appropriate recommendations to the Council of Ministers.	January-June and July –December		The citizens of EAC Partner States	The EAC Secretariat, Competent Authorities; and Ministries responsible for EAC Affairs, and National Implementation Committees (NICs)	
2. Developing the EAC Labour Migration Policy	To develop Labor Migration Policy that will provide, regular, transparent and safe labor migration within the EAC Common Market Protocol framework and countries beyond the EAC such as GCC countries Aligned to JLMP 1.4.1	On going		The citizens of EAC Partner States	The EAC Secretariat, experts from Partner States, AU/JLMP, ILO, IOM and Social Partners	
3. Development of EAC e- Immigration Policy	The Policy will address aspects of information to be shared at National and Regional levels; Standards for implementation of e-immigration and Regional Key Infrastructure Security Aligned to JLMP 1.4.1					
4.The ILO through the project on "Extending social protection access and portability of benefits to migrant workers and their families in selected RECs in Africa",	Review of the draft Council Directive on Coordination of Social Security Benefits. So far, the following have been undertaken:- Meeting of Social Security Experts on Coordination of Social Security benefits in an EAC Common Market held from 11-13th June 2018; Kampala- Uganda Capacity building meeting of Social Security Experts on Coordination of Social Security benefits; 6th -8th November 2018; Mwanza-Tanzania Conduct an Assessment of Social Protection in South Sudan and validation of the study report, July 2019 Technical meeting of Social Security Experts and Legislative Drafters to Review and Validate the Revised Draft Council Directive on Coordination of Social Security in the EAC, 14th - 17th January 2020, Nairobi- Kenya Aligned to JLMP 2.2.1			Migrant workers and members of their families	Competent Authorities of the EAC Partner States	
ECOWAS						
1. AU/EU/ILO Project on Extending social protection access and portability of benefits to migrant workers and their families in selected RECs in Africa	To extend decent work and social protection to migrant workers and their families, by strengthening the Regional Economic Communities' capacities to provide and drive the implementation of regional frameworks on the extension of social protection to migrant workers and their families. Aligned to JLMP 2.1.1 Aligned to JLMP 2.2.1 Aligned to JLMP 2.2.2			Members States Migrants Workers	ECOWAS	

2. Development of a Methodological Guide on LMMIS (ILO, ICMPD	To have reliable, regular, disaggregated and evidence-based data to guide decision-makers in formulating policies on vocational training, employment and labour migration in the region and to respond to the needs identified. Aligned to JLMP 2.3.1			ECOWAS, Member States	ECOWAS Member States
3. ECOWAS/ILO Labour Migration Academy	•To strengthen the capacity of relevant ECOWAS Directorates on Labour Migration •To promote information exchange on Labour Migration Aligned to JLMP 2.4.2			Staff of the relevant Directorates at the ECOWAS Commission. Experts in MS	ECOWAS
4. Directive on Minimum Standards for the Harmonization of Labour Laws in ECOWAS members States (ILO)	Harmonize Labour laws at the regional level and improve performance in terms of job creation and development, through provision of the right instruments that may facilitate labour migration within ECOWAS. Aligned to JLMP 1.2.3	Continuous		Member States	ECOWAS Commission Member States
5. Establishment of the ECOWAS Social Dialogue Forum specifically the Labour Migration Working Group (ILO, IOM)	• As mechanism for monitoring the progress of Labour Migration-related work as it relates to the SDF established operational and coordination • Ensure an effective involvement of the SDF at ECOWAS commission level and social partners in each MS on the formulation and implementation of any LM initiatives (policy, strategy, capacity building, etc.) Aligned to JLMP 1.4.4	Continuous		Social Dialogue Forum (SDF) National Dialogue Forum ECOWAS Commission	SDF ECOWAS Commission
IGAD					
1.Building regional and national capacities for improved migration governance in IGAD region (phase II)	• Enhanced cooperation on South-to-South mobility • Strengthened regional and national migration governance capacities • Increased preparedness in preventing and responding to disaster and climate related displacement	Oct 2018-Dec 2021	2.4 Mio	migrants, refugees and asylum seekers Government Dept., Ministries and agencies responsible for migration	IGAD
2. Towards Free Movement of Persons and Transhumance in the IGAD region (ILO)	•To support the process of adoption of the IGAD Protocols on Free Movement of Persons and on Transhumance, along with complementary measures to implement them •To improve opportunities for regulated labour mobility	2017-2020	10 Mio Euros	Migrants and citizens of the IGAD region	IGAD
3. Harmonization and improvement of production and utilisation of Migration Statistics in the IGAD region (Statistics Sweden)	Improving the availability and quality of migration statistics in the IGAD region	2019-2021		IGAD and member states	IGAD

4. Strengthening IGAD and its Member States Capacities to Support Regional Migration Policies Implementation (SIMPI) – KFW	• Support to implementation of global/ regional policies in the Member States; including TVETs and youth skilling • Support to implementation of improved services for host communities, refugees and migrants in border regions; • Set up of a monitoring mechanism to measure the implementation of the Migration Action Plan	2018-2022	16Mio Euros	Governments Migrants/refugees and host communities Cross border communities	IGAD	
5. Regional Migration Fund supporting Migrants, Refugees and Host Communities in the IGAD region (KFW)	• Enhancing economic potential of border areas along migration routes through increased employment and livelihoods for migrants and local communities, in particular youth, and • Enhancing the socio-economic inclusion of refugees and host communities in protracted displacement situations.	2019-2022	20 Mio Euros	Migrants/refugees/ host communities	IGAD	
6. Development Response to Displacement Impacts Project (DRDIP)	The project aims to improve access to basic social services, expand economic opportunities, and enhance environmental management for communities hosting refugees in the targeted areas	2016-2021	6 Mio dollars	Refugees and host communities	IGAD	
7. Better Migration Management Project (IOM, UNODC, Civipol)	• Strengthening of national and regional migration governance thereby enhancing safe and regular migration • Increase in national and cross-border cooperation on trafficking and smuggling Improvement of prevention of trafficking in persons and protection of victims of trafficking and vulnerable	2019-2022	35Mio Euros	Migrants, Governments	GIZ	
SADC						
1. Technical assistance to Mauritian and Seychelles Governments and engagement with the private sector to counter forced labour and instil fair and ethical migrant labour recruitment practices.	In support of the SADC Employment and Labour Sector decision to prioritize fair and ethical recruitment in SADC and position IOM, IRIS and CREST programmes. Aligned to JLMP 2.2.1	2018-current	Internal IOM budget	Mauritius and Seychelles	Gov	
2. Technical and liaison support to member states (e.g. Ghana, Mauritius, Seychelles, Lesotho and Botswana) on south-south bilateral labour migration cooperation in support of AUC Agenda 2063	To support the AUC Integrative Agenda 2063 and facilitate south-south cooperation	2018-current	Internal IOM budget	Ghana, Mauritius, Seychelles, Lesotho and Botswana	Gov	IOM
3. Africa Regional Migration Program – Not just LM included, also mixed migration, border management, crisis, etc	The overall goal is that countries will be, or will be well on their way to being, able to promote well-managed migration and reduce migrant vulnerability both on their own and in partnership with their neighbours.	2019-current	7.5 million USD		MS and migrants	IOM
GIZ Under JLMP Priority						
1. Development of the M&E Framework of the JLMP 3YPP	-Develop an M&E framework with a results-hierarchy, coordination/steering structure, specific roles and responsibilities, M&E Tools and reporting formats -Outcome 4, Output 4.1	Nov 2018 – April 2019	3 million EUR	JLMP PSU Implementing agencies	AUC	

2. Development of the JLMP CB Strategy for the 3YPP (including a needs assessment workshop, a study, and a validation meeting)	-To strengthen the capacities of migration authorities, labour market institutions in MSs and RECs, including social partners, and parliaments, and taking into account gender responsive components. -Outcome 1, Output 1.1 Aligned to JLMP 2.4.1	August 2018 – April 2019			AUC	
3. Review of the Training Curriculum of Labour Administrators through NSA and ARLACs (2 workshops held)	-In line with the objectives of the CB Strategy: Enhancing Member States' capacity to design and coordinate the implementation of labour migration policies: -Outcome 1, Output 1.2 Aligned to JLMP 1.1.2 Aligned to JLMP 1.2.2 Aligned to JLMP 1.4.1	August 2019 – ongoing		National Schools of Administrations Specialized Training Centers for Labour Administrators Regional Labour Administration Centers Labour administrators from MS	AUC	
GIZ Under the broader JLMP						
1. Development of AU Guidelines on the implementation of labour-migration related provision of the AU Protocol on Free Movement of Persons	-In line with Expected Result 1.2 of the 2015 JLMP -Provide guidance to Member States and Regional Economic Communities (RECs) on human rights-based strategies and recommendations on implementation and domestication of the labour migration-mobility related provisions of the AU Free Movement Protocol Aligned to JLMP 1.2.1	August 2018 – February 2019		RECs and MS	AUC	
2. Experience sharing workshop and development of AU Guidelines for sustainable reintegration of returning migrants in the labour market	-In line with Expected Result 1.2 and 1.3 of the 2015 JLMP -Provide MS, Social Partners, CSOs and Development partners with key measures to ensure sustainable reintegration of returning migration in the labour market Aligned to JLMP 1.2.1 Aligned to JLMP 1.3.2	September – November 2018		MS and Social Partners	AUC	
IOM						
1. LM.0340 (Jordan)	Protection of workers on the move and will be implemented in three countries within the MENA region: Egypt, Jordan and Morocco. stakeholders in each target country engage in evidence-based dialogue to promote ethical recruitment practices; and Government and private sector actors take measures to address exploitative practices in their supply chains.	01 January 2019 – 31 December 2019	350,000 USD	Government of Egypt, Government of Jordan, Government of Morocco, Migrant workers in the three countries	IOM	Government of Egypt, Government of Jordan, Government of Morocco; International Labour Organization (ILO) and other relevant UN agencies

2. LM.0332 (Egypt)	Contributing to the development and implementation of labour migration and human mobility policies that meet international standards in Egypt, Morocco and Tunisia - National gap analysis on labour migration management systems including assessment of policies, legislation and institutional capacities, in the target countries - National discussion on labour migration management/practices in each target country Regional dialogue facilitates common approaches and actions for applying international standards in managing labour migration	01-11-2017 to 30-04-2020	300,000 USD	National government institutions Academia Non-governmental organizations Private sector organizations	IOM	In the targeted countries of origin: all Governmental agencies listed under the beneficiaries' section as well as private recruitment agencies, academia and other stakeholders; In the countries of destination (GCC and European Union): Governmental agencies responsible of labour migration/human mobility policies, academia, private sector representatives and other stakeholders.
3. LM.0329 (Morocco)	Contribute to improved labour recruitment practices and treatment of migrant workers in Morocco •Technical tools for Moroccan key stakeholders on non-discrimination and prevention of labour exploitation have been developed on the basis of a detailed analysis • Key Moroccan stakeholders have the knowledge and skills on ethical recruitment and have opportunities to collaborate • International dialogue on ethical recruitment, anti-discrimination and pro-diversity practices has been reinforced and best practices and lessons learnt are shared between Moroccan institutional and non-institutional key actors and representatives of leading countries	01-03-2018 to 31-05-2019	120,000 USD	National government institutions Private sector organizations Non-governmental organizations Other International and regional institutions	IOM	Delegated Ministry for Moroccans Resident Abroad and Migration Affairs (MDCMREAM), Ministry of Labour and Professional Integration (MTIP), and the private sector represented by General Confederation of Moroccan Enterprises (CGEM)

4. LM.0394 (THAMM) Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa	The programme will contribute to improving the governance of labour migration and the protection of migrant workers in the North of Africa by supporting the development and implementation of coherent and comprehensive policy frameworks guided by relevant human rights and labour standards and based on reliable data and evidence. These are essential for fair and effective labour migration governance and decent work. In addition, it will contribute to preparing, putting in place or expanding legal migration and mobility schemes in cooperation with selected North African countries – Egypt, Morocco and Tunisia – and EU Member States, initially Germany and Belgium.	4.10.2019 – 3.10. 2022	20,000,000 EUR	key governmental ministries and agencies as well as TVET institutions and the private sector with a mandate related to labour migration and preparing young nationals for work abroad	IOM, ILO, GIZ, ENABEL	State institutions concerned by labour migration (MoL, Employment agencies etc.) in the beneficiary countries, citizens of North African countries of working age, prone to seek job opportunities (abroad or in their country), and migrants working in North Africa. The latter, will benefit from the improvement of labour policy and legislative frameworks, as well as from the mobility schemes set up with selected EU MS.

5. CIOP project	Under the patronage of the Abu Dhabi Dialogue (ADD), the Comprehensive Information and Orientation Programme (CIOP), aims to strengthen both the protection and labour market integration of migrant workers1 based in ADD Member States. The needs and priorities addressed by this programme have been identified through a systematic needs and gaps analysis, whose findings are compiled in the three CIOP Background Reports3 that were launched. Each report articulates key priorities at different stages in the labour migration process and outlines the results of a multi-country mapping exercise and needs assessment across a number of relevant ADD countries of origin and destination. The reports also include an analysis of the capacities of different orientation providing institutions, as well as notes challenges commonly faced by different stakeholders in this process, as well as best practices and key recommendations. A pilot will be conducted in order to evaluate the impacts of harmonized and tailored orientation delivered to migrant workers at different junctions in the labour migration process, on their capacities workers to effectively navigate work and life abroad. The three intervention packages for this pilot include the following: • Pre-Employment Orientation (PEO): Equips prospective migrant workers with accurate and tailored information to enable them to make an informed decision on whether or not foreign employment is a realistic and adequate option, as well as provides guidance on national opportunities • Pre-Departure Orientation (PDO): Supports outgoing migrant workers in preparing for their journey, the adjustment period, life and work in the country of destination along with providing guidance on ways to get access to support channels and grievance mechanisms just before departing from the Country of Origin. • Post-Arrival Orientation (PAO): Provides migrant workers with further information regarding local labour laws, socio-cultural norms and practices, workplace expectations and good conduct upon arrival in the Country of Destination. The development and delivery of these intervention packages will be governed by three CIOP Regional Guides and Management Systems4. Each Regional Guide and Management System build on the information of the CIOP Background Reports and put forth a set of recommended modules for each orientation, along with corresponding learning objectives, key messages, proposed delivery methods and learning tools. This will act as the framework that guides the development of the intervention packages, in order to ensure that content is tailored and harmonized. The Regional Guides and Management Systems also include the proposed components of management systems, designed to assist ADD Member States in the conceptualization, implementation, monitoring and evaluation of the respective orientations programmes.

6. MIRAC funded assessment for UNW IOM joint project	Enhance understanding on the key challenges and opportunities for socio-economic integration of women migrants in key transit countries along the Central Mediterranean Route, namely Tunisia, Libya and Morocco. The overall objective of the project is to inform the relevant stakeholders and influence the policy making on the socio-economic integration of women migrants in order to promote their active participation in local economies and reduce drivers and vulnerabilities pushing them to embark on perilous onward journeys across the Mediterranean	01.Sep.2019 to 31. Aug.2020	208,277 USD	UNWOMEN	IOM	Policy makers and practitioners in the North Africa Region and ultimately women migrants
ILO						
1. ILO project "Extending social protection access and portability of benefits to migrant workers and their families in selected RECs in Africa (2018-19)"- funded by the Pan African MMD Facility	Drive the implementation of regional frameworks on the extension of social protection to migrant workers and their families. Capacity building on the design, negotiation and implementation of social security agreements.	2018-2019	2,326,826 EUR	Continental, and work at RECs level, (particularly ECOWAS, EAC and SADC)		
2. AU-IOM-ILO "Priority Implementation Actions of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP- Priority), funded by Sweden SIDA	In consultation with the RECs provide effective guidance to selected MS to domesticate and/or develop regional labour migration policy frameworks through the development/revision of gender responsive labour migration policies or the inclusion of labour migration elements in migration and employment policies as relevant.	2018-2021	8.7 million USD	ECOWAS, EAC, SADC	IOM, ILO, AUC	
3. IOM-ILO–ECOWAS project "Support to Free Movement of Persons and Migration in West Africa (FMM)" - funded by 10th European Development Fund	Support to national institutions of ECOWAS Member States and Mauritania on labour migration policy development,	2017-Feb 2020	24 million EUR	ECOWAS countries		
4. Initiative for Labour Migration, Employment and Reintegration in Nigeria and Ghana – funded by GIZ		January 2019 to June 2020	1,230,690 EUR	Nigeria and Ghana		
5. ILO Project, "Free Movement of persons and Transhumance in the IGAD Region: Improving Opportunities for Regular Labour Mobility (IGAD)", EU Trust Fund.	Support IGAD Secretariat with the formulation of IGAD's Free Movement of Persons Protocol and Roadmap.	2017-2019	6 million EUR	All IGAD countries		
6. ILO project, "Improved labour migration governance to protect migrant workers and combat irregular migration", funded by DFID	Ethiopia- technical assistance to support the Overseas Employment Proclamation adoption in 2016 (including tripartite consultations) contributing to lifting the ban on labour migration. Supports the government of Ethiopia's initiatives through capacity building activities and improved coordination with destination countries for the protection of migrant workers.	2017-2020	2.7 million GBP	Ethiopia		

7. ILO Project "Addressing the Root Causes of Migration in Ethiopia (SINCE)" – Italian Development Cooperation Agency	•One Youth Employability Services (YES) center established to provide career guidance, job counselling services and job search skills. • Institutional capacity to offer range of employment services by Public Employment Services (PES) focal points and YES centre to the youth enhanced. • Develop a customised career guidance and counselling toolkit and provide training of trainers to relevant career counsellors. • Support for BoLSA, TVET and other stakeholders that the YES forms partnerships with employers and other service providers (public, private and not for profit organizations) to secure jobs placement, apprenticeships and training opportunities; • Support the youth employment service (YES) center to organize job fairs to link employers and job seekers. • Study visits and adequate trainings organised to capacitate the functionaries of the YES centre; Enhanced engagement of the private sector with the YES centre. Increased evidence on migration, employment and decent livelihood opportunities in selected areas. • Comprehensive socio-economic studies taking into account mapping of service providers and market assessments conducted •Technical assistance in preparation of terms of references for calls for proposals, on PES and DW to selected grantees provided.	August 2016 to 30 November 2019	1,516,837 EUR	Ethiopia
8. ITC/ILO project "Supporting the Social and Professional Reintegration of North African Return Migrants (SURE)"	The project aims to address the social and professional reintegration of return migrants by strengthening the capacity of policy level stakeholders in Morocco, Tunisia, Algeria and Mauritania to design and facilitate evidence-based return migration policies. It will include policy recommendations to develop reintegration policies that maximize the contribution of return migrants to sustainable development.	January 2018 to 31st December, 2019	800,000 EUR	Morocco, Tunisia, Algeria and Mauritania
9. ILO project "Appui à l'amélioration de la Gouvernance des Migrations et à la promotion des Migrations de main d'œuvre équitables au Maghreb (AMEM)" funded by Italian Ministry of Foreign Affairs and International Cooperation	Development and implementation of coherent and comprehensive policy frameworks. Contribute to preparing or putting in place or improving legal migration and mobility schemes in cooperation with selected North African countries – Egypt, Morocco and Tunisia – and EU Member States, in particular Germany;	2018-2021	2.4 million EUR	Tunisia, Libya, Morocco and Mauritania
10. ILO project "Integrated Programme on Fair Recruitment" (FAIR II)	Good practices of policies and enforcement mechanisms, including alternative options to private employment agencies, including via public employment agencies, workers' cooperatives and directly through accredited employers, with tripartite and bipartite supervision	August 2018 to 31 July 2021		Tunisia
11. ILO project "Global Action to Improve the Recruitment Framework of Labour Migration" (REFRAME)	Aiming at preventing and reducing abusive and fraudulent recruitment practices and maximizing the protection of migrant workers in the recruitment process and their contribution to development. The project seeks to support the dissemination and operationalization of the ILO General principles and operational guidelines for fair recruitment, at global, regional and national level, and is implemented under the framework of the ILO Fair Recruitment Initiative.	1st January 2017 to December 2019		Madagascar

12. Multi-partner Programme "WB-IFC-ILO, UNICEF-UNHCR Joint Partnership for Inclusive jobs and Education for Host communities, Refugees and Forcibly displaced persons"	With the support of the government of the Netherlands, the programme is supporting countries in addressing the impact of refugees and IDPs on host communities through inclusive education, employment and livelihoods interventions and is driven through the host communities themselves.	2018 to 2022	Egypt, Kenya, Uganda, Sudan and Ethiopia
13. ILO Jobs for Peace and Resilience Flagship Programme (JPR)	Operationalises the normative guidance provided by ILO Recommendation No. 205 and is active with several programmes in Africa. It promotes decent work and productive employment in fragile settings through large-scale employment centred interventions.		Central African Republic (CAR), Somalia, G5 Sahel
14. ILO-UNHCR "Economic self-sufficiency of refugees and coexistence with host communities are promoted through the development of employability and local economic development with labor-based infrastructure construction work" in Mauritania	Youth employment opportunities for M'bera camp refugees and host communities through employment-intensive construction works in Mauritania.	2019	Mauritania
15. ILO-UNHCR project "Exploring public options for health insurance and health services provision for refugees"	The project further seeks opportunities and implement integration schemes for refugees into existing national social protection systems. The project includes work on health insurance schemes with the aim to allow refugees to access health services at the same level as nationals, through shared risk mechanisms.	2018- 2019	Cameroon, DRC, Guinea, Togo, Senegal and Burkina Faso
16. ILO support to the operationalization of the Ethiopian Jobs Compact and the national CRRF	Promoting livelihoods of refugees and host communities in the Jijiga region. It seeks to strengthen the skill set of refugees and host communities while also developing sectors and value chains with potential for inclusive growth. ILO's work in Ethiopia has identified three key priority areas: * Increase the availability of a skilled, competent and productive labour supply based on the realities of the labour market to facilitate access to decent work for refugees and host communities; * Support an enabling environment for business development and economic growth to address job creation and stimulate entrepreneurship opportunities for refugees and host communities; * Provide support to strengthen labour market governance for improved compliance with decent work principles.	2018	Ethiopia

5.7 Annex 7: Planned Labour Migration Projects/Initiatives/Actions

Projects/Initiatives/ Actions	Objectives of Action	Duration (start/ end)	Amount	Beneficiaries (direct/ indirect)	Implementing Agency	Implementing partners, if any
1. To conduct national consultative workshops and Regional Meeting on the draft Labour Migration Policy	To enrich the draft Labour Migration Policy					
2. Conduct experts meeting to review the draft Council directive on Coordination of Social Security Benefits	To include aspects of health benefits and					
3. Conduct the regional meeting of Chiefs of Immigration to validate the draft e-Immigration Policy						
IOM						
5. UNW -IOM joint program North Africa	The overall objective of the project is to contribute to the promotion of safe and gender equal opportunities for migrant women in the MENA region. To this end, the project foresees three interlinked outcomes. The first helps to create the conditions for the integration of migrant women by promoting gender responsive policies in the target countries. As a first step, the programme will map the competences of women migrant workers and economic opportunities in the labour market and will engage the private sector and the media by promoting the role of women migrant in economic development. Secondly, the project will work with partners in the target countries to address the particular vulnerabilities of migrant women so that their basic needs are met and mitigate the risks of forced labour, exploitation, abuse, human trafficking and other forms of violence. The third outcome aims to create new opportunities for women migrants by working with employers to promote the use of gender-responsive and gender-inclusive business development policies and programmes. It will also highlight the benefit of migrant women workers' engagement with labour market towards sustainable economic growth.	4 years	13 275 000 EUR	public and private sector, national research and academic institutions, civil society, regional economic institutions and specialized UN agencies. The project will also work with the UN Global Compact Network in Egypt and its partner business associations across the region women's machinery, national labour market authorities; employers' associations; workers unions, with attention to migrant worker trade unions where they exist; academic and research institutions; civil society organizations; and media specialized in economic development, the labour market and migration.	IOM, UN Women	migrant women, employers, especially the private sector, policy makers, consular officials and statistical officers

6. Coca Cola proposal Bahrain	Project aims to support TCCC in reducing the vulnerabilities of migrant workers in its global labour supply chains, focusing on international ethical recruitment, orientation for migrant workers and combatting the practice of contract substitution. This will be achieved through the development of a comprehensive Safeguard Recruitment Toolkit, which would revolve around three main components: 1. Technology that includes a blockchain-based registry to store employment contracts. 2. Comprehensive pre-departure and post-arrival orientation for migrant workers. 3. Ethical international recruitment capacity-building and certification for recruitment agencies	6 months	93411.96 USD	The Coca Cola Company; Al Ahlia Beverages Company; Labour Market Regulatory Authority; Diginex Technology Company	IOM	Prospective and current migrant workers in countries of origin and destination; Employers; Recruitment agencies in India and Philippines
7. STRENGHTH project (Kuwait)	This project aims to enhance the national competencies of GoK to enable the efficient and comprehensive mainstreaming of good migration governance, which translates to promoting ethical recruitment of TCWs among different sectors Improved pathways for safe labour mobility to benefit employers in Kuwait through compliance with internationally recognized standards of ethical recruitment TCWs better apply knowledge and skills acquired to inform their successful employment in Kuwait	36 Months	4 695 000 USD	Public Authority for Manpower (PAM), Ministry of Justice (MoJ), PAM Shelter for Female Workers, Social Work Society (SWS),	IOM	Migrant communities, migrant workers, vulnerable migrants including potential victims of trafficking, employers of domestic workers, private sector employers, recruitment agencies, Governmental Shelter for Foreign Workers (the Shelter), General Secretariat of the Supreme Council for Planning and Development (GSSCPD), Ministry of Foreign Affairs (MoFA), Ministry of Justice (MoJ)
8. Southern Africa Migration Management Programme (SAMM) – includes labour migration and mixed migration	Strengthen migration management in the region	2020-2024	25,675,000 EUR	MS, RECs (SADC, COMESA and IOC), migrants, social partners	ILO, IOM, UNODC, UNHCR	
9. Operationalisation of the ECOWAS General Convention on Social Security	To promote the social security rights of migrant workers in the ECOWAS region	Continuous		Migrants workers and their family in west Africa region	ECOWAS	-AU-EU on Extend Social Protection for migrant workers Project
10. Development of a Draft Directive on the Production of Labour Market Information and Migration and the Establishment of a Labour Market Information System and Migration in ECOWAS Member States	• To put in place a framework for implementing the Heads of State and Government Agreement on combating poverty, unemployment and irregular migration. • Production of quality labour market and migration statistics for ECOWAS. • Coordinate the production of these statistics at the state level. • Instil standards to make appropriate decisions. • Strengthen institutional capacity in a sustainable way.	To start in 2020		Members states	ECOWAS	ICMPD, ILO

11. AUC SDC JLMP-support	Two technical and training workshops on the methodology and processes for collecting the labour migration data for the production of the Labour Migration Statistics Report. Support the production of the Third Labour Migration Statistics Report. Support AUC MS and RECs work towards the establishment of the continental labour migration information statistics database.	2020-2030	10 to 20 million USD	Continental, and work at RECs level (particularly UMA, ECCAS, COMESA)
12. Protection of Migrant Workers in Domestic Work and the Agricultural Sector in West Africa	Address decent work and protection issues for migrant workers in the agricultural and domestic work sectors in main countries of destination of West African migrant workers. Responses to the challenges described above must be multidimensional, addressing informality and insufficient or inadequate labour protection, gender inequalities in the labour markets, and weak labour migration governance. As many of the causes of migration are rooted in poor employment prospects at home, the project will address these issues in countries of origin as well as in countries of destination.	2020-2022	2 million USD	Côte d'Ivoire, Ghana, Burkina Faso, Guinée, Mali & Togo
13. SADC ILO-IOM–UNHCR "Strengthening Institutional Mechanisms for Migration Management in the Southern African Region " – EU funding - Almost approved!	RECs, national structures and national social partners effectively cooperate to improve options for regular labour mobility across the region. Facilitating regular migration, managing mixed migration – curbing irregular migration and protecting vulnerable migrants. Informed decision making on and management of mixed migration flows enhance protection for vulnerable asylum seekers, refugees and migrants across the target region. Expected result: A Regional Mixed Migration Policy Framework to ensure adequate protection to vulnerable migrants (addressing trafficking and including refugees, asylum seekers and IDPs)		10 million USD	All SADC countries
14. Fairway +	Focusing primarily on key sectors in which vulnerable migrant workers are engaged (including the domestic work and construction sectors) the project seeks to address the interlinked structural, behavioural and practical barriers to better labour migration outcomes for all through four objectives (1) Outcome 1 - Private sector and workers' organizations take action towards decent work for migrant workers; (2) Gender-responsive policy frameworks are strengthened for fair recruitment and decent work and regulatory compliance; (3) Discriminatory attitudes towards women and men migrant workers are diminished; and (4) Migrant workers have developed their skills and improved access to information and support services throughout the migration cycle.	2020-2024	4.5 million USD	Ethiopia, Kenya, Morocco, Nigeria, Uganda - Migration corridors to Arab States

5.8 Annex 8: Proposed Terms of Reference JLMP Programme Steering Committee (PSC)

Recommendations for a Revised PSC TOR

a. Brief introduction to the PSC

b. Proposed policy level duties:

   i. Provide strategic guidance and ensure efficient and effective implementation of the Programme and all projects developed to support its implementation.

   ii. Oversee and validate JLMP's overall direction.

   iii. Ensure that implementing partners (AUC, IOM, ILO, ECA, and Statistics Sweden) and participating RECs and social partners' institutions share ownership of the Programme.

   iv. Manage stakeholder relationships at all levels and ensure coordination and synergies between the JLMP and other programmes on labour migration.

   v. Ensure proper communication and coordination of the JLMP at all levels and support participatory implementation, in alignment with national, regional and continental priorities, such as Agenda 2063, MPFA, RECs' frameworks and common approaches etc.)

c. Proposed technical level duties:

   i. Approve annual programme work plans for all projects contributing to the JLMP objectives, review output-level results, and adjust implementation set-up/approach as necessary.

   ii. Review and approve periodic and annual joint programme narrative reports submitted by all participating agencies.

   iii. Approve the transfer of funds to the participating agencies according to the budget, log frame and work plan.

   iv. Review narrative and financial progress reports submitted by relevant stakeholders.

   v. Analyse the conclusions and recommendations of the annual evaluations and notify and discuss possible adjustments to the Programme strategy.

   vi. Ensure that the Programme is proactively managing and mitigating risks.

Duties at the Policy Level

At the policy level, the duties of the JLMP Steering Committee will include the following:

- Provide strategic guidance, and ensure efficient and effective implementation of the Programme and all projects developed within it;
- Ensure that implementing partners (AUC, IOM, ILO, ECA and UNDP) and participating RECs share ownership of the Programme;
- Oversee and validate its overall direction and policy; and,
- Ensure that activities of all components are in line with the AU strategy on migration and RECs' frameworks and common approaches.

Technical Work

At the technical level, the scope of the work of the JLMP Steering Committee shall comprise the following main tasks:

- Discuss and approve annual work plans presented by the Programme Technical Committees;
- Approve the transfer of funds to the participating agencies according to the budget, log frame and work plan;
- Review narrative and financial progress reports to be submitted to the donor;

- Take decisions on Technical Committee suggestions for ways forward in cases of substantial changes in outcomes and outputs, and;
- Analyse the conclusions and recommendations of the annual evaluations and notify and discuss with the donor on possible adjustments to the Programme strategy.

Composition

The JLMP Steering Committee will be composed of:

- Representatives of Africa's Regional Economic Communities (RECs);
- Representatives of the Regional Social Partners (Business Africa, ITUC-Africa and OATUU);
- Donor partners to the JLMP to ensure accountability, supervision and strategic decision making
- Where appropriate participation will be open to observers for instance representatives of AU/REC member States, civil society representatives, research institutions, organizations implementing similar programmes) for specific purposes (e.g. advisory capacity) and upon invitation.

Functioning of the JLMP Steering Committee

- The Programme Manager of the JLMP-Priority project and the AUC Programme Support Unit will act as secretariat to the JLMP Steering Committee.
- Decisions will be taken by consensus.

Frequency of meetings

The JLMP Steering Committee will meet twice a year.

5.9 Annex 9: Proposed Terms of Reference for the JLMP Programme Technical Committee (PTC)

The Programme Technical Committee (PTC) has been set up by the JLMP Priority Programme and will be expanded to cater for the overall JLMP and all contributing projects.

Recommendations for a Revised TOR

- The PTC is responsible for providing technical expertise and guidance to the AUC-PSU throughout the implementation of project activities as detailed in programme document and log frame.
- The PTC will also agree on annual work plans and budget, continuous monitoring of the project implementation and of agreeing on ways forward in case of changes in outcomes and outputs for all projects contributing to JLMP objectives.
- The PTC will be responsible for the monitoring and the implementation of the JLMP activities.

Composition and structure

- It will be composed by AUC, ILO, IOM, ECA and UNDP and will be expanded to include any implementing partner that comes on board JLMP. The AUC ensures the chairmanship of the JLMP Technical Committee and a representative from the IOM and the ILO or other UN agency will co-chair on a rotational basis.
- RECs, especially through the AU Liaison Offices will also participate in the Committee. Donors participate in the sessions of the PTC to follow-up and monitor the financial management of allocated resources
- The AUC-PSU will present annual progress, reports, etc. to the PTC. The PTC's suggestions for ways forward must in cases of substantial changes to the objectives and outcomes be presented to and approved by the Programme Steering Committee
- The PTC is accountable to the PSC for the achievements of the objectives and targets of the projects contributing to the JLMP.

- When appropriate, the PTC can choose to invite observers to its meeting for specific purposes and upon invitation
- The AUC ensures the Secretariat of the Committee
- The PTC meets twice annually

5.10 Annex 10: Proposed Terms of Reference for the JLMP Programme Support Unit

As proposed in the organogram, the Programme Support Unit (PSU) is the JLMP's Secretariat to support programmatic and technical coordination and coherence, and quality assurance of the JLMP.

It is also proposed that outside of its regular responsibilities, that there will be quarterly meetings of the PSU chaired by the head of the AUC-DSA. Reports from this meeting will feed into the PSC's biannual meetings.

It is proposed that the TOR of the PSU be revised to include the following:

a. Ensure technical coordination and coherence of the JLMP

b. Ensure that the Monitoring and Evaluation (M&E) Framework is fully prepared prior to the start of Phase 1 implementation and approved by the PSC

c. Monitor the implementation of M&E framework (implementation progress monitoring, reporting, preparing for and commissioning of evaluations).

d. Oversee the formulation of the JLMP Action Plan to be approved by the PSC.

e. Liaise with the existing AUC Working groups to ensure coordination with wider migration and labour migration work.

f. Oversee the implementation status of the activities (in Action Plan) in close coordination with the relevant stakeholders.

g. Oversee the management of resources by ensuring the sound implementation of activities as well as the proper administration of the JLMP budget.

h. Preparation of progress and final reports in coordination with partners and other stakeholders.

i. Ensure continuous flow of information and communication between the AUC, RECs, Social partners, implementing agencies, development partners etc. on the JLMP and other similar initiatives

It is proposed that the staff complement at the PSU is strengthened to include:

a. M&E Officer (separate from project support officer)

b. A national officer/programme assistant

c. Communication Officer

d. Finance Officer

The AUC-PSU will be led by the Programme Coordinator based at the AUC. The AUC-PSU will prepare progress reports of both narrative and financial character to be submitted to the donor. The Programme Coordinator will be responsible to coordinate the development and presentation of annual progress reports, etc. to the JLMP Steering Committee.

The AUC-PSU shall service the JLMP Steering Committee as its secretariat. The function of the secretariat shall comprise the following main tasks:

- Call and organize the JLMP Steering Committee meetings;
- Ensure the timely availability to the JLMP Steering Committee of all written material

needed for its deliberations. Major tasks in this respect will comprise:

1. Producing or initiating the production of needed documents;
2. Compiling work plans and budgets;
3. Compiling progress reports, including financial statements, and;
4. Compiling monitoring reports.

- Record the proceedings and decisions of the JLMP Steering Committee, and;
- Facilitate and keep track of the implementation of JLMP Steering Committee decisions as necessary.

Composition

The AUC-PSU will be composed of the Programme Coordinator, one labour statistician, one project support officer (M&E, reporting, etc.), one legal advisor, one communication officer, finance officer and one secretary.

Functioning

The AUC-PSU will be responsible for the day-to-day coordination of the project implementation by the different partner agencies (IOM, ILO and AUC) and RECS.

5.11 Annex 11: Revised Logic Model for the JLMP (For Discussion)

Overall Objective	**Strengthen the effective governance, and regulation of labour migration and mobility, under the rule of law and with the involvement of key stakeholders across governments, legislatures, social partners, migrants, international organisations, NGOs, diaspora organizations and civil society organisations towards increased equitable, full-employment economic growth and sustainable development of the African Continent**										
+											
Impact	**Migrant workers and their families live satisfied and dignified lives and contribute to Africa's development**										
+											
Intermediate Outcomes	**1: Strengthened effective governance and regulation of labour migration and mobility in Africa**				**2: 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**			**3: Increased utilization of labour migration disaggregated data and statistics by all for evidenced based decision-making, policy planning, formulation and application**		**4: Strengthened governance and accountability of the JLMP**	
+											
Intermediate Outcomes	1.1 Increased mainstreaming and domestication of international standards on labour migration into national law	1.2. Increased adoption/implementation of free circulation/	1.3. Increased capacity of labour institutions and social partners to conduct labour migration governance, policy and administration	1.4 Increased tripartite discourse, cooperation, and coordination on labour migration law, policy and practice across Africa	2.1. Increased opportunities for migrants in both the formal and informal sectors to obtain decent and productive work in conditions of freedom, equity, security and human dignity		2.2. Improved access to social protection including social security and support services by migrants and their families in both the formal and informal sectors	2.3. Increased availability of in-demand skills and competencies with considerations for the mutual recognition of skills and qualifications	3.1. Improved capacity to produce and disseminate accurate and disaggregated labour migration data and statistics	3.2. Increased harmonization of statistics across Africa, following the ICLS Guidelines concerning statistics of international labour migration	4.1. Improved institutional capacity to steer, coordinate and implement the JLMP	4.2 Improved monitoring, evaluation, learning and reporting on the JLMP
+												
Outcomes	1.1.1 Technical advisory services to support consideration of ratification facilitated 1.1.2. Promotion, ratification and domestication of international instruments as foundations for labour migration policy frameworks supported	1.2.1. Continental level free circulation regimes signed and ratified 1.2.2 Regional level free circulation regimes signed and ratified 1.2.3. Gender-responsive national (labour) migration policy frameworks developed/ elaborated 1.2.4 Harmonization of labour codes in RECs and between RECs advanced	1.3.1 Roles and activities of labour/employment ministries and agencies expanded to include labour migration governance responsibilities 1.3.2 Labour migration focal points established in labour institutions 1.3.3 Expanded engagement of social partner organizations on labour migration 1.3.4 Capacity enhancement and training of labour institutions implemented	1.4.1 National tripartite policy and administration mechanisms on labour migration convened in concerned countries 1.4.2 REC tripartite consultative and coordination forums on labour migration established or strengthened 1.4.3 An AU-associated tripartite consultative-coordination body on labour migration established with links to REC forums/mechanisms 1.4.4 Dialogue and consultation activities undertaken with other regions.	2.1.1 Adoption and application of International Labour Standards promoted 2.1.2 Adequate occupational safety and health (OSH) protection for migrants in all workplaces ensured 2.1.3 More labour inspection are conducted where migrants are concentrated 2.1.4 National action plans against discrimination and xenophobia in select countries developed and implemented		2.2.1 Unilateral, bilateral and regional measures to extend social security coverage and portability to migrant workers in origin and employment countries 2.2.2 Relevant ILO conventions (ILO C-102 (social security) and C-118 (social security portability) ratified and implemented 2.2.3 REC social security cooperation frameworks for migrants in designated RECs elaborated	2.3.1 Consultative processes among regional and national educational/ training and accreditation entities established 2.3.2 Commitments for updating and expansion of technical and vocational education and training and for addressing skills – education mismatches 2.3.3 Defined processes for obtaining harmonized/ compatible or mutually recognized occupational qualifications, training and experience 2.3.4 REC and national legislation, policy and administrative measures to implement harmonized qualifications and training standards adopted 2.3.5 Assessments of current and future skills and labour needs conducted strengthening programmes implemented for key stakeholders maintaining LMD-related data, information and knowledge management systems	3.1.1 Capacity building/ strengthening programmes implemented for key stakeholders maintaining LMD-related data, information and knowledge management systems 3.1.2 Data sharing and coordination among national institutions and RECs promoted 3.1.3 Selected Member States supported to develop Integrated Labour Market Information Systems 3.1.4 Programme of research/studies/surveys on specific aspects of labour migration implemented	3.2.1 International comparability and compatibility of migration statistics and national data systems ensured 3.2.2. Common indicators, concepts, definitions, norms and standards and tools at REC and AU level developed and adopted 3.3.3 Strategy for harmonisation of statistics developed/ implemented	4.1.1. Effective governance structures guide the JLMP 4.1.2.: Strong capacitated secretariat in place 4.1.3.: Revised communication Strategy implemented	4.2.1. Robust JLMP M&E Framework with web-based collection and analysis capacity 4.2.2. JLMP results-based progress reports produced and disseminated 4.2.3. Evaluations (mid-term and final) are conducted 4.2.4. Lessons learnt and knowledge management products prepared and shared

5.11 Annex 11: Revised Logic Model for the JLMP (For Discussion)

Alignments	**Agenda 2063* Sustainable Development Goals* Global Compact for Migration* Migration Policy Framework for Africa***										
Impact	**Migrant workers and their families live satisfied and dignified lives and contribute to Africa's development**										
Intermediate Outcomes	**Strengthened effective governance and regulation of labour migration and mobility in Africa**				**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**			**Increased utilization of labour migration disaggregated data and statistics by all for evidenced based decision-making, policy planning, formulation and application**		**Strengthened governance and accountability of the JLMP**	
Intermediate Outcomes	1.1 Increased mainstreaming and domestication of international standards on labour migration into national law	.2. Increased adoption/implementation of free circulation/ movement regimes and coherent gender sensitive labour migration policies in RECs	1.3. Increased capacity of labour institutions and social partners to conduct labour migration governance, policy and administration	1.4 Increased tripartite discourse, cooperation, and coordination on labour migration law, policy and practice across Africa	2.1. Increased opportunities for migrants in both the formal and informal sectors to obtain decent and productive work in conditions of freedom, equity, security and human dignity	2.2. Improved access to social protection including social security and support services by migrants and their families in both the formal and informal sectors	2.3. Increased availability of in-demand skills and competencies with considerations for the mutual recognition of skills and qualifications	3.1. Improved capacity to produce and disseminate accurate and disaggregated labour migration data and statistics	3.2. Increased harmonization of statistics across Africa, following the ICLS Guidelines concerning statistics of international labour migration	3.1 Improved institutional capacity to steer, coordinate and implement the JLMP	3.2 Improved monitoring, evaluation, learning and reporting on the JLMP
Outcomes	1.1.1 Technical advisory services to support consideration of ratification facilitated 1.1.2. Legal/ policy instruments as foundations for migration policy frameworks promoted	1.2.1. Continental level free circulation regimes signed and ratified 1.2.2 Regional level free circulation regimes signed and ratified 1.2.3.National (labour) migration policy frameworks developed/elaborated 1.2.4 Harmonization of labour codes in RECs and between RECs advanced	1.3.1 Roles and activities of labour/ employment ministries and agencies expanded to include labour migration governance responsibilities 1.3.2 Labour migration focal points established in labour institutions 1.3.3 Expanded engagement of social partner organizations on labour migration 1.3.4 Capacity enhancement and training of labour institutions implemented implemented	1.4.1 National tripartite policy and administration mechanisms on labour migration convened in concerned countries 1.4.2 REC tripartite consultative and coordination forums on labour migration established or strengthened 1.4.3 An AU-associated tripartite consultative-coordination body on labour migration established with links to REC forums/mechanisms 1.4.4 Dialogue and consultation activities undertaken with other regions.	2.1.1 Adoption and application of International Labour Standards promoted 2.1.2 Adequate occupational safety and health (OSH) protection for migrants in all workplaces ensured 2.1.3 More labour inspection are conducted where migrants are concentrated 2.1.4 National action plans against discrimination and xenophobia in select countries developed and implemented	2.2.1 Unilateral, bilateral and regional measures to extend social security coverage and portability to migrant workers in origin and employment countries 2.2.2 Relevant ILO conventions (ILO C-102 (social security) and C-118 (social security portability) ratified and implemented 2.2.3 REC social security cooperation frameworks for migrants in designated RECs elaborated	2.3.1 Consultative processes among regional and national educational/ training and accreditation entities established 2.3.2 Commitments for updating and expansion of technical and vocational education and training and for addressing skills – education mismatches 2.3.3 Defined processes for obtaining harmonized/ compatible or mutually recognized occupational qualifications, training and experience 2.3.4 REC and national legislation, policy and administrative measures to implement harmonized qualifications and training standards adopted 2.3.5 Assessments of current and future skills and labour needs conducted	3.1.1 Baseline assessment conducted of existing labour migration data collection activity and content, actors, extent of interfacing, and capacity building needs 3.1.2 Capacity building/ strengthening programmes implemented for key stakeholders maintaining LMD-related data, information and knowledge management systems 3.1.3 Data sharing and coordination among national institutions and RECs promoted 3.1.4 Topical research/studies/surveys on specific aspects of labour migration	3.2.1 International comparability and compatibility of migration statistics and national data systems ensured 3.2.2. Common indicators, concepts, definitions, norms and standards and tools at REC and AU level developed and adopted 3.3.3 Strategy for harmonisation of statistics developed/implemented	3.1.1.: Effective governance structures guide the JLMP 3.1.2.: Strong capacitated secretariat in place 3.1.3.: Revised communication Strategy implemented	3.2.1. Robust JLMP M&E Framework with web-based collection and analysis capacity 3.2.2. JLMP results-based progress reports produced and disseminated 3.2.3. Evaluations (mid-term and final) are conducted 3.2.4. Lessons learnt and knowledge management products prepared and shared

5.12 Annex 12: Revised Draft Performance Measurement Framework (For Discussion)

JLMP Strategic Framework Expected Results	Indicators	Baseline	Targets	Data Source	Methods of Data Collection	Frequency	Responsibility
Impact: Migrant workers and their families live satisfied and dignified lives and contribute to Africa's development	1. Migrant workers as a proportion of all workers, disaggregated by sex			Data/statistics from the continental labour migration database at AUC/ STATAFRIC	Document review	Annually	AUC-DSA
	2. Labour force participation rate for migrant workers, disaggregated by sex			Data/statistics from the continental labour migration database at AUC/ STATAFRIC	Document review	Annually	AUC-DSA
	3. Migrant workers remittances as percentage of GDP			Data/statistics from AUC-AIR	Document review	Annually	AIR
Intermediate Outcome 1: Strengthened effective governance and regulation of labour migration and mobility in Africa	4. Number of Member States/ RECs who have enacted national/regional laws and formulated policies based on international/ continental/ regional protocols/ principles for the management of labour migration			Reports from RECs, Member States	Document review	Annually	AUC-DSA
	5. Number/Percentage of Member States who are implementing well-managed labour migration policies (SDG)			Reports from RECs, Member States	Document review	Annually	AUC-DSA
Outcome 1.1 Increased mainstreaming and domestication of international standards on labour migration into national law	6. Number of Member States that have ratified key International Standards regarding labour migration			ILO database	Document review	Annually	AUC-DSA
	7. Number of Member States that have domesticated key International Standards on labour migration into national law			ILO database	Document review	Annually	AUC-DSA
Output 1.1.1 Technical advisory services to support ratification facilitated	8. Number of entities provided with technical advisory services			Reports from AUC, RECs	Document review	Annually	AUC-DSA
Output 1.1.2. Legal/ policy instruments as foundations for labour migration policy frameworks promoted	9. Number of Member States who report that legal/policy instruments underpin their migration policy frameworks			Reports from AUC, RECs	Document review	Annually	
Outcome 1.2. Increased adoption/ implementation of free circulation/ movement regimes and coherent gender sensitive labour migration policies in RECs	10. Volume/Value of intra-regional trade			Data/statistics from National Statistics Offices	Document review	Annually	AUC-DTI
Output 1.2.1 Continental level free circulation regimes signed and ratified	11. Number of free movement regimes adopted/implemented by RECs and their members states			Reports from AUC-DSA, DTI, RECS	Document review	Annually	AUC-DTI, DSA
	12. Number of Member States and RECs implementing/adopting free movement regimes			Reports from AUC-DSA, DTI, RECS	Document review	Annually	AUC-DTI, DSA

Output 1.2.2 Regional level free circulation regimes signed and ratified	13. Number of Members States signing/and ratifying regional level free circulation regimes	Reports from AUC-DSA, DTI, RECS	Document review	Annually	AUC-DTI, DSA
Output 1.2.3 National (labour) migration policy frameworks developed/elaborated	14. Number of members states with national (labour) migration policy frameworks developed/ elaborated	Reports from AUC-DSA, DTI, RECS	Document review	Annually	AUC-DTI, DSA
	15. Number of Member States implementing actions/measures from the national (labour) migration policy	Reports from Member States, RECs	Document review	Annually	AUC-DSA
Output 1.2.4 Harmonization of labour codes in RECs and between RECs advanced	16. Status of harmonization of labour codes in RECs and between RECs	Reports from Member States, RECs	Document review	Annually	AUC-DSA
Outcome 1.3. Increased capacity of labour institutions and social partners to conduct labour migration governance, policy and administration	17. Number of Members States engaged in elaboration or strengthening of national labour migration policy frameworks	Reports from Members States labour/ employment ministries and agencies	Document review	Annually	AUC-DSA
Output 1.3.1 Roles and activities of labour/employment ministries and agencies expanded to include labour migration governance responsibilities	18. Number of Members States with labour/ employment ministries and agencies that have expanded to include labour migration governance responsibilities	Reports from Members States labour/ employment ministries and agencies	Document review	Annually	AUC-DSA
Output 1.3.2 Labour migration focal points established in labour institutions	19. Number of Members States with labour migration focal points established within labour institutions	Reports from Member States' labour institutions	Document review	Annually	AUC-DSA
Output 1.3.3 Expanded engagement of social partner organizations on labour migration	20. Degree to which social partner organizations participate in labour migration	Reports from social partner agencies	Document review	Annually	AUC-DSA
	21. Number of interventions initiated by social partner organizations with respect to improving the welfare of African migrants	Reports from social partner organizations	Document review	Annually	AUC-DSA
Output 1.3.4 Capacity enhancement and training of labour institutions implemented	22. Number of male and female stakeholders participating in training sessions conducted on labour migration for labour institutions	Reports from Member States' labour institutions	Document review	Annually	AUC-DSA
Outcome 1.4 Increased tripartite discourse, cooperation, and coordination on labour migration law, policy and practice across Africa	23. Number of recommendations/agreements resulting from tripartite discourse, cooperation, and coordination on labour migration law, policy and practice	Reports from LMAC	Document review	Annually	AUC-DSA

[45] Include count of focal points within each institution.

Output 1.4.1 National tripartite policy and administration mechanisms on labour migration convened and functioning	24. Number of Member States with functioning national tripartite policy and administration mechanisms on labour migration	Member States reports	Document review	Annually	AUC-DSA
Output 1.4.2 REC tripartite consultative and coordination forums on labour migration established or strengthened	25. Number of REC tripartite consultative and coordination forums on labour migration established	RECs reports	Document review	Annually	AUC-DSA
Output 1.4.3 Measures to strengthen tripartite consultative-coordination body on labour migration	26. Status of LMAC strengthening	Reports from LMAC	Document review	Annually	AUC-DSA
Output 1.4.4 Dialogue and consultation activities undertaken with other regions.	27. Number of consultation activities undertaken with other regions	RECs reports	Document review	Annually	AUC-DSA
Intermediate Outcome 2: 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	28. Percentage of migrants employed, by sex and age	Data/statistics from the continental labour migration database at AUC/ STATAFRIC	Document review	Annually	AUC-DSA
	29. Prevalence and number of persons in forced labour, disaggregated by children (aged 17 and below) and adults (aged 18 and above) and by sex and migrant status	Data/statistics from the continental labour migration database at AUC/ STATAFRIC	Document review	Annually	AUC-DSA
Outcome 2.1 Increased opportunities for migrants to obtain decent and productive work in conditions of freedom, equity, security and human dignity	30. Level of national compliance with labour right (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation	Member States ministries with responsibility for labour and employment issues	Document review	Annually	AUC-DSA
	31. Recruitment cost borne by migrant workers as proportion of yearly income earned at country of destination, disaggregate by skill level (SDG)	Data/statistics from the continental labour migration database at AUC/ STATAFRIC	Document review	Annually	AUC-DSA
Output 2.1.1 Adoption and application of International Labour Standards promoted	32. Number of Member States that have operational protection mechanisms for migrant workers that respect IL and OSH standards	Member States ministries with responsibility for labour and employment issues	Document review	Annually	AUC-DSA
Output 2.1.2 Adequate occupational safety and health (OSH) protection for migrants in all workplaces ensured	33. Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status (SDG)	Reports from national statistical offices, labour ministries	Survey	Annually	AUC-DSA, ILO

Output 2.1.3 More labour inspections are conducted where migrants are concentrated	34. Change in the average number of labour inspection visits conducted where migrant workers especially female migrant workers are concentrated Or Level of compliance to applicable laws and regulations by workplaces where migrants are concentrated	Reports from: labour ministries and other relevant national bodies; trade/labour unions	Document review	Annually	AUC-DSA
Output 2.1.4 National action plans against discrimination and xenophobia in select countries developed and implemented	35. Number of Member States who are developing/ implementing national action plans against discrimination and xenophobia in select countries	Member States' reports	Document review	Annually	AUC-DSA
Outcome 2.2. Improved access to social protection including social security and support services by migrants and their families	36. Number of migrant workers benefiting from minimum wages, working time and occupational safety and health protection (GCM for Africa) And/ or Number of migrant workers that have been assisted with access to justice and redress mechanisms	Reports from AUC, RECs, social partners including CSOs, labour unions, employers' organizations	Document review	Annually	AUC-DSA
Output 2.2.1 Unilateral, bilateral and regional measures to extend social security coverage and portability to migrant workers in origin and employment countries enacted	37. Number of unilateral, bilateral and regional measures enacted to extend social security coverage and portability to male and female migrant workers in origin and employment countries	Reports from national ministries that deal with labour and employment issues	Document review	Annually	AUC-DSA
Output 2.2.2 Social security cooperation frameworks for migrants in designated RECs elaborated	38. Number of migrants workers in Member States benefitting from established social security cooperation frameworks in designated RECs	Reports from national ministries that deal with labour, social protection, education and migration issues	Document review	Annually	AUC, RECs
	39. Number/Percentage of Member States who have mainstreamed the ACQF at national level	Reports from Member States, RECs	Document review	Annually	AUC, RECs
Outcome 2.3. Increased availability of in-demand skills and competencies with considerations for the mutual recognition of skills and qualifications	40. Number of Member States who have adopted skills recognition partnerships, by type (GCM for Africa)	Reports from national ministries that deal with labour, social protection, education and migration issues	Document review	Annually	AUC, RECs
	41. Number of individuals (students, researcher, scientists and migrant workers) benefiting from mutual recognition of skills, competencies and qualifications, disaggregated by sex, age (GCM for Africa)	Reports from relevant social partners including CSOs, labour unions, employers' organizations among others academic institutions	Document review	Annually	AUC, RECs

[46] Bilateral and/or Multilateral Skills partnerships agreements.

Output 2.3.1 Consultative processes among regional and national educational/training and accreditation entities established	42. Number of partnerships formalized among regional and national educational/training and accreditation entities	REC reports; Reports/meeting notes from Consultative processes	Document review	Annually	AUC-DSA
Output 2.3.2 Commitments for updating and expansion of technical and vocational education and training and for addressing skills – education mismatches	43. Number of signed agreements in place for updating and expansion of technical and vocational education and training and for addressing skills – education mismatches.	Signed agreements	Document review	Annually	AUC-DSA
Output 2.3.3 Defined processes for obtaining harmonized/compatible or mutually recognized occupational qualifications, training and experience	44. Number of male and female stakeholders benefitting from defined processes for obtaining harmonized/compatible or mutually recognized occupational qualifications, training and experience	Member States ministries with responsibility for education and training issues	Document review	Annually	AUC-DSA
Output 2.3.4 Adoption of REC and national legislation, policy and administrative measures to implement harmonized qualifications and training standards	45. Status of the adoption of REC and national legislation, policy and administrative measures to implement harmonized qualifications and training standards.	Reports from RECs	Document review	Annually	AUC-DSA
Output 2.3.5 Assessments of current and future skills and labour needs conducted	46. Number of Member States with LMIS	Reports from Member States institutions responsible for labour, education; reports from RECs, donor partners	Document review	Annually	AUC-DSA
Intermediate Outcome 3: Increased utilization of labour migration data and statistics by all for evidenced based decision-making, policy planning, formulation and application	47. Number of policies/legislation/guidelines utilising data generated from labour migration and development research	Reports from Member States, RECs, donor partners	Document review	Annually	AUC-DEA, AUC-DSA
Outcome 3.1 Improved capacity to produce and disseminate accurate and disaggregated labour migration data and statistics	48. Number of Member States with updated labour migration profiles to inform migration policy development	Reports from Member States	Document review	Annually	AUC-DEA, AUC-DSA
	49. Number of annual national, regional and continental labour migration data reports produced	Reports from Member States	Document review	Annually	AUC-DEA, AUC-DSA
	50. Percentage of Member States with well-maintained national labour migration databases	Reports from Member States	Document review	Annually	AUC-DEA, AUC-DSA

Output 3.1.1 Capacity building/ strengthening programmes implemented for key stakeholders maintaining LMD-related data, information and knowledge management systems	51. Number of persons in Member States and RECs trained in maintaining LMD-related data, information and knowledge management systems, disaggregate by sex	Reports from Member States statistics institutions	Document review	Annually	AUC-DEA, AUC-DSA
Output 3.1.2 Data sharing and coordination among national institutions and RECs promoted	52. Extent of data sharing and coordination among national institutions and RECs	Reports from national statistics institutions and RECs	Document review	Annually	AUC-DEA, AUC-DSA
Output 3.1.3 Selected Member States supported to develop Integrated Labour Market Information Systems	53. Number of Member States with Integrated Labour Market Information Systems	Reports from Member States labour and employment institutions	Document review	Annually	AUC-DEA, AUC-DSA
Output 3.1.4 Programme of research/studies/					
surveys on specific aspects of labour migration implemented/					
dissseminated	54. Number of labour migration research/studies/surveys on specific aspects of labour migration produced and disseminated at national regional and continental levels	Reports from Member States statistics and academic institutions, RECs reports	Document review	Annually	AUC-DEA, AUC-DSA
Outcome 3.2. Increased harmonization of statistics across Africa in accordance with international standards	55. Extent to which data standards are harmonised and comparable across partner countries	Reports from Member States statistics institutions	Document review	Annually	AUC-DEA, AUC-DSA
Output 3.2.1 International comparability and compatibility of migration statistics and national data systems ensured	56. Number of migration statistics and national data systems upgraded to international standards	Reports from Member States statistics institutions	Document review	Annually	AUC-DEA, AUC-DSA
Output 3.2.2. Common indicators, concepts, definitions, norms and standards and tools at REC and AU level developed and adopted	57. Degree to which common indicators, concepts, definitions, norms and standards and tools are adopted	Reports from Member States statistics institutions	Document review	Annually	AUC-DEA, AUC-DSA
Output 3.3.3 Strategy for harmonisation of statistics developed/implemented	58. Degree of implementation strategy for harmonisation of statistics	Reports from Member States statistics institutions	Document review	Annually	AUC-DEA, AUC-DSA

Intermediate Outcome 4: Strengthened governance and accountability for JLMP results	59. Level of satisfaction by key stakeholders on the relevance and effectiveness of the JLMP on labour migration and development in Africa		AUC JLMP progress reports	Document review	Quarterly	AUC-DSA, JLMP Programme Steering Committee
	60. Number of joint assessments of the JLMP		AUC JLMP progress reports	Document review	Annually	AUC-DSA, JLMP Programme Steering Committee
Outcome 4.1. Improved institutional capacity to prioritize, coordinate and implement the JLMP Strategic Framework	61. Extent of alignment of partners' strategic plans with JLMP Strategic Framework programming		AUC JLMP progress reports	Document review	Quarterly	AUC-DSA, JLMP Programme Steering Committee
Output 4.1.1 Effective governance structures to guide the JLMP Strategic Framework	62. Number of quarterly meetings held by the Programme Steering Committee (PSC) to provide recommendations for the JLMP's progress		AUC JLMP progress reports	Document review	Quarterly	AUC-DSA, JLMP Programme Steering Committee
Output 4.1.2 Strong capacitated secretariat in place	63. Budget resources allocated to staff and equip the secretariat for smooth functioning		AUC JLMP progress reports	Document review	Quarterly	AUC-DSA, JLMP Programme Steering Committee
	64. TORs of JLMP Strategic Framework staff institutionalised in the AU staffing structure		AUC JLMP progress reports	Document review	As required	AUC-DSA, JLMP Programme Steering Committee
Output 4.1.3 Revised communication Strategy implemented	65. Status of implementation of revised communication Strategy		AUC JLMP progress reports	Document review	Quarterly	AUC-DSA, JLMP Programme Steering Committee
Outcome 4.2 Improved monitoring, evaluation and reporting on the JLMP Strategic Framework	66. Extent to which the required M&E resources (human, financial and material) for the JLMP are in place		AUC JLMP progress reports	Document review	Quarterly	AUC-DSA, JLMP Programme Steering Committee
Output 4.2.1 Robust JLMP M&E Framework with web-based collection and analysis capacity	67. Functional M&E Framework with web-based collection and analysis capacity	Finalized M&E Framework with KPIs by June 2020 Web-based component by end 2020	AUC JLMP progress reports	Document review	Once; review framework every 2 years	AUC-DSA, JLMP Programme Steering Committee

Output 4.2.2 JLMP Strategic Framework results-based progress reports produced and disseminated	68. Quarterly/Annual reports produced/disseminated as planned		AUC JLMP progress reports	Document review	Quarterly, annually	AUC-DSA,	
Output 4.2.3 Evaluations (mid-term and final) are conducted and findings disseminated	69. Findings from mid-term evaluation presented to key stakeholders	0	One mid-term evaluation conducted	Independent mid-term evaluation report	Independent evaluation using mixed methods of collection – KII, document review, FGDs, surveys	2025	AUC-DSA, JLMP Programme Steering Committee
	70. Findings from final evaluation presented to key stakeholders	0	One final evaluation conducted	Independent final evaluation report	Independent evaluation	2031	AUC-DSA, JLMP Programme Steering Committee
Output 4.2.4 Lessons learnt and knowledge management products prepared and shared	71. Number of lessons learnt/ knowledge products prepared and shared		Lessons learnt/ knowledge products	Document review	Quarterly	AUC-DSA, JLMP Programme Steering Committee	

5.13 Annex 13: References

This section presents the reference material utilized to develop the Draft JLMP Strategic Framework.

1. Agenda 2063 FTYIP Core Indicators Profile Handbook (2019)
2. Agreement Establishing the African Continental Free Trade Area
3. Annex on the Free Movement of Workers
4. Annex on the Right of Establishment
5. Annex on the Right of Residence
6. Background Note AU Agenda 2063.pdf
7. ECOWAS Common Approach on Migration
8. ECOWAS Revised Treaty
9. Global Programme Migration and Development Strategic Framework 2018–2021
10. Interim Progress Report – JLMP Priority
11. IOM Migration and Sustainable Development Strategy
12. JLMP Communication Plan draft.docx
13. JLMP Info Sheet
14. JLMP Priority Brochure
15. JLMP Priority Logical Framework/Results Matrix
16. JLMP Priority M&E Framework
17. JLMP Priority Narrative Proposal
18. Labour Migration Advisory Committee (LMAC) Kit including Draft Consolidated Report (October 2019) and Draft LMAC Work Plan 2020
19. Priority Implementation Actions of the AU-ILO-IOM-ECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP Priority Project) (2018-2021)
20. PRODOC of the social protection project "Extending access to social protection and portability of benefits to migrant workers and their families in selected RECs in Africa" (2017 – 2020)
21. PRODOC Adjusted – Budget Africa Labour Migration Programme (Final)
22. Programme Document Labour Migration Governance for Development and Integration in Africa – A Bold New Initiative
23. Protocol Establishment of EAC Common Market
24. Report on the Follow-Up on the Ouagadougou 2004 Summit: Employment, Poverty Eradication and Inclusive Development in Africa
25. Revised AU Migration Policy Framework for Africa and Plan of Action (2018-2030)
26. SADC Labour Migration Policy Framework
27. SADC Protocol on Employment and Labour – English – 2014
28. Strategy for Sweden's regional development cooperation in Sub-Saharan Africa2016–2021
29. Three-Year Implementation Plan of Action for the Global Compact on Safe, Orderly and Regular Migration (GCM) in Africa (2020-2022)
30. Various Terms of Reference on the JLMP governance arrangement
31. Zero Draft Compendium on Legal Instruments and Policy Frameworks on Labour Mobility and Protection of the Rights of Migrant Workers in Africa

African Union Headquarters
Department of Social Affairs
P.O. Box 3243, Roosvelt Street
W21K19, Addis Ababa, Ethiopia
www.au.int

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