

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

JLMP ACTION PROJECT

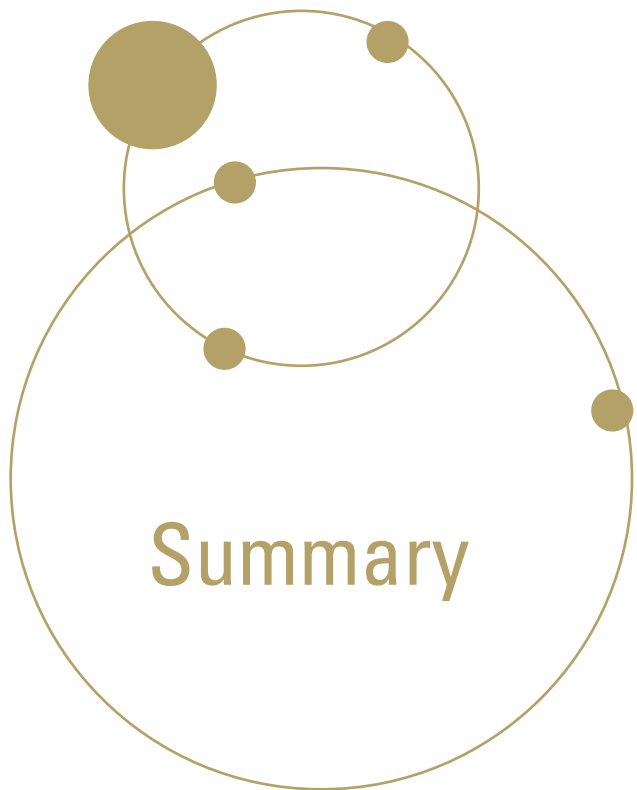


## In Partnership with



Schweizerische Eidgenossenschaft  
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**Swiss Agency for Development  
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# Summary

The Joint Programme on Labour Migration Governance for Integration and Development in Africa (JLMP) is a long-term joint undertaking among African Union Commission (AUC), International Labour Organization (ILO), International Organization for Migration (IOM) and United Nations Economic Commission for Africa (UNECA) in coordination with other relevant partners operating in Africa, including development cooperation actors, social partners, 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 JLMP also operationalizes the Labour Migration and Education pillar of the Migration Policy Framework for Africa and Plan of Action (2018-2030).


Within this context, and hinged on the JLMP SF & M&E Plan, the JLMP Catalytic Action Project was launched on 01 June 2021. The objective is to contribute to the effective governance and regulation of labour migration and mobility for enhanced sustainable development, inclusive economic growth and regional integration of the African Continent and will be achieved through 4 strategic results targeting 5 MS & 2 RECs. The JLMP Action will be implemented until Dec 2024 by AU, IOM & ILO targeting five African Union Member States (Cameroon, Cote d'Ivoire, Ethiopia, Malawi and Morocco) and two Regional Economic Communities (RECs), namely the Economic Community of Central African States (ECCAS) and the Common Market for Eastern and Southern Africa (COMESA).



The strategy of the Project is based on 4 main pillars, with capacity building as a cross-cutting approach:



Improved labour migration governance and regulation by selected Member States and Regional Economic Communities



Increased access to decent work, social protection and mutual recognition of skills and qualifications by African men and women migrant workers



Strengthened evidence-based labour migration management through increased utilization of labour migration disaggregated data and statistics

Improved governance, accountability and visibility of the JLMP



## Outcome 1: Strengthened effective governance and regulation of labour migration and mobility in Africa

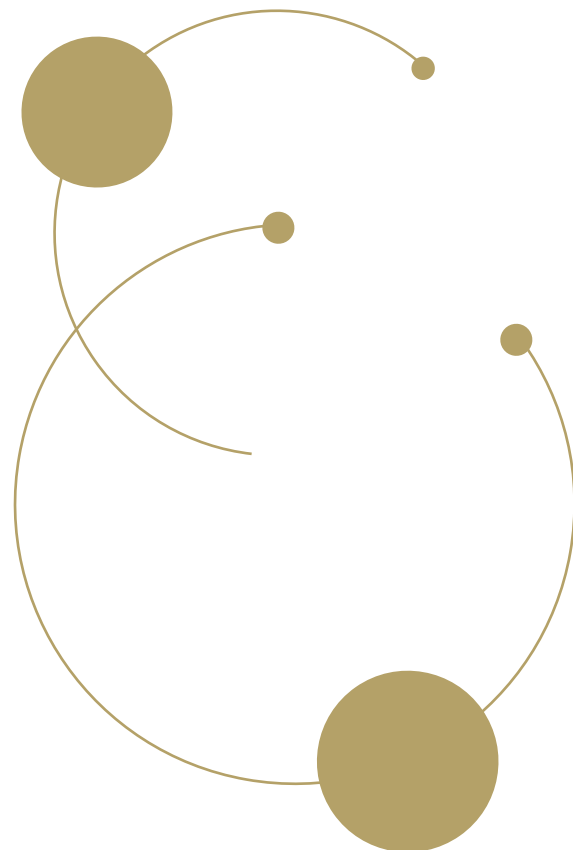
- Organize the national launches of the project, with the involvement of key stakeholders
- Provide consultancy/expert support for the development of labour migration policies/action plan and legal frameworks in the selected Member States (MS), in collaboration with Regional Economic Communities (RECs)
- Strengthen national coordination mechanisms in selected MS including tripartite consultation and social dialogue on labour migration
- Support the organization of workshops to validate the policies and legal frameworks, gain political support for implementation and explore opportunities for resource mobilization
- Organise training workshops for national structures in charge of labour migration and policy makers and practitioners at the MS levels on labour migration governance and administration based on the JLMP Capacity Building Strategy on Labour Migration Governance in Africa in collaboration with ARLAC, CRADAT and ACLAE
- Enhance capacity of social partners including on negotiation and advocacy to address and advance selected labour migration thematic areas
- Organize a workshop for private employment agencies, public employment services and labour inspectorates on fair and ethical recruitment in 5 select Member States
- Advisory support, provision of expertise, coaching and mentorship to labour migration focal points through the Intra-African Technical Assistance Platform to MS, in particular the 5 pilot MS.
- Hold follow-up and coaching/mentoring activities to institutions and social partners who benefited from the training and technical assistance activities

## 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

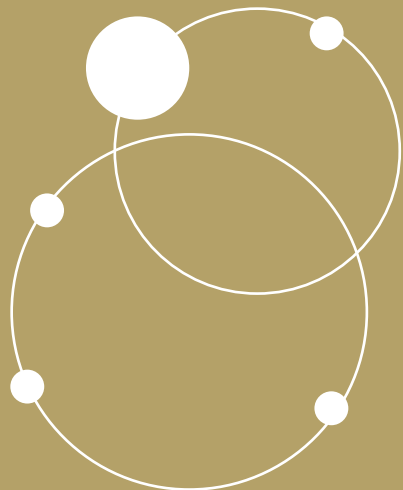
- Conduct a qualitative survey and study in DRC and Cote d'Ivoire on working conditions of African migrant workers in mining and domestic sectors.
- Conduct a rapid assessment in the selected Member States and support migrant workers in the informal economy to access some forms of protection during and after health emergencies and natural disasters
- Support creation of reporting mechanisms in selected MS to allow unveiling rights violations and xenophobia, violence, discrimination, stigma in collaboration with relevant AU Organs
- Build capacity of selected MS on unilateral (migrant welfare fund), bilateral and regional measures to extend social security coverage and portability of social benefits to migrant workers in origin and receiving countries
- Conduct study on skills mobility in the textile/agriculture sector in COMESA Member States, with focus on engagement with the private sector and trade unions
- Organise consultative meeting among regional and national educational/training and accreditation entities established to discuss skills and qualification matching, with considerations for the mutual recognition of skills and qualifications

### Outcome 3: Increased utilization of labour migration disaggregated data and statistics by MS and RECs for evidenced based decision-making, policy planning, formulation and application

- Provide technical assistance and support to selected MS to develop/establish Integrated Labour Market Information Systems with sex-disaggregated labour migration data to support effective labour migration governance in Africa; refined data sourcing mechanisms
- Organize training workshops on LMI and labour migration sex-disaggregated data collection (this includes establishment surveys), analysis and dissemination and set up minimal list of indicators on Labour Market Information System
- Support LMI and labour migration sex-disaggregated administrative data management in key labour market institutions (social security institutions, private placement agencies, PES, labour inspections, etc) by developing common and shared guidelines and tools on the collection and utilization of administrative data
- Support operationalization of national Integrated LMI coordination Unit within the Ministry of Labour
- Integrate labour migration module in national labour force surveys of selected Member States to be adopted by the SHaSA Technical Working group on LMIS and Informal Economy.
- Contribute to the roll-out of the social security inquiry (SSI) Migrant Module to collect statistics from administrative sources for migrant workers to more countries in Africa and collaboration/extension to other social statistics data collection architecture in Africa;





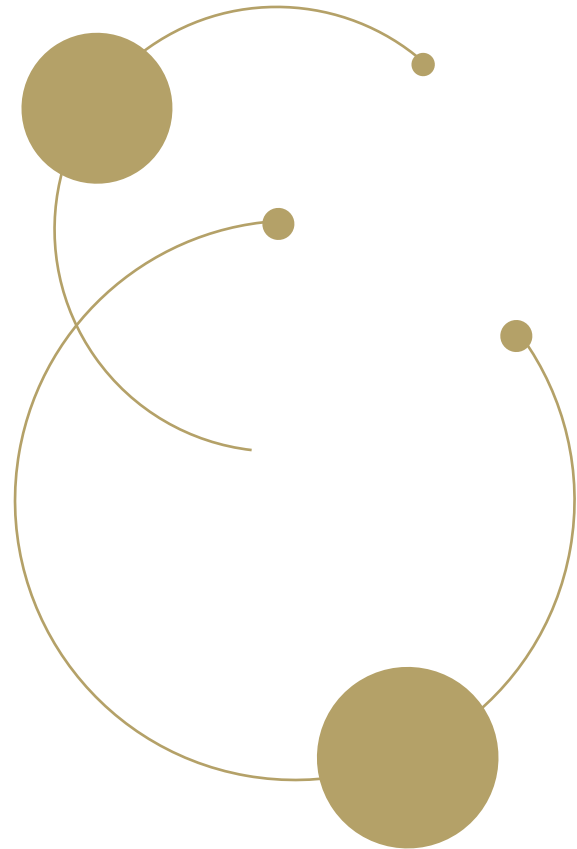


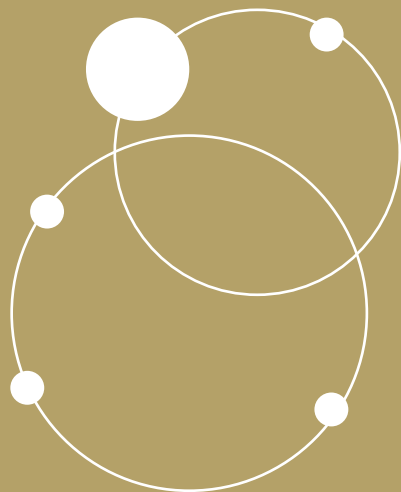
## Outcome 4: Strengthened governance, accountability, and visibility of the JLMP

- Update and implement the JLMP communication and knowledge management strategy
- Carry out an assessment to review/ establish baselines and target for the project (inception phase)
- Conduct mid-term evaluation, cost benefit analysis and final evaluations for the JLMP Action
- Conduct JLMP Gender Analysis during programme inception phase
- Finalise the JLMP Performance Framework and establish a Management and Information System for effective programme reporting.
- Conduct dissemination of key labour migration guidelines including the ILO General Principles and Operational Guidelines on Fair Recruitment and Definition of Recruitment Fees and Related Costs, IOM Guidelines for Labour Recruiters on Ethical Recruitment and Decent Work.
- Strengthen media engagement to highlight the positive contribution of migrants to development and promote fact-based reporting of migration issues
- 5 selected MS and 2 selected RECs to participate during the meeting of the Technical Committee
- AU RECs, social partners, financial partners and 2 selected RECs to participate during the meeting of Steering Committee

## Activities for all AU Member States

- Develop and maintain a database of labour migration focal persons at the REC's Member States for efficient information sharing
- Facilitate joint periodic regional consultative meeting of Labour Inspectorates, Public Employment Services and Private Employment Agencies
- Support the establishment of a Continental Labour Migration Multilateral Cooperation Mechanism
- Support periodic meetings of the Continental Labour Migration Multilateral Cooperation Mechanism between AU Member States and the GCC
- Facilitate engagement between AUC and the Middle East and GCC for coordination of diplomatic missions including on the mechanism for protection of African migrant workers
- Organize communication events with key stakeholders and on occasion of key international days' celebrations
- Dissemination of key labour migration guidelines
- Alignment of JLMP interventions to similar programmes and initiatives





## Activities for selected RECs – ECCAS and COMESA

- Organize periodic (at least biannual) regional tripartite consultative meeting, with participation of Regional Parliaments and Social Dialogue Institutions (Conference of Ministers of Labour where it exists) and Regional Consultative Processes on labour migration in ECCAS & COMESA
- Facilitate consultation and build the capacity of Social Security Institutions and Ministries of labour for the development of Social Protection Strategies or Roadmaps in ECCAS and COMESA to extend social protection to migrant workers
- Provide targeted technical assistance to support implementation of social security action plans/road maps defined at RECs level
- Support RECs in selecting occupations of interest for migration and mobility and set up tripartite committees to define processes for skills harmonization and development of joint occupational profiles
- Support RECs to adopt regional legislation, policy, model laws and administrative measures to implement harmonized qualifications and training standards

## Activities for all RECs

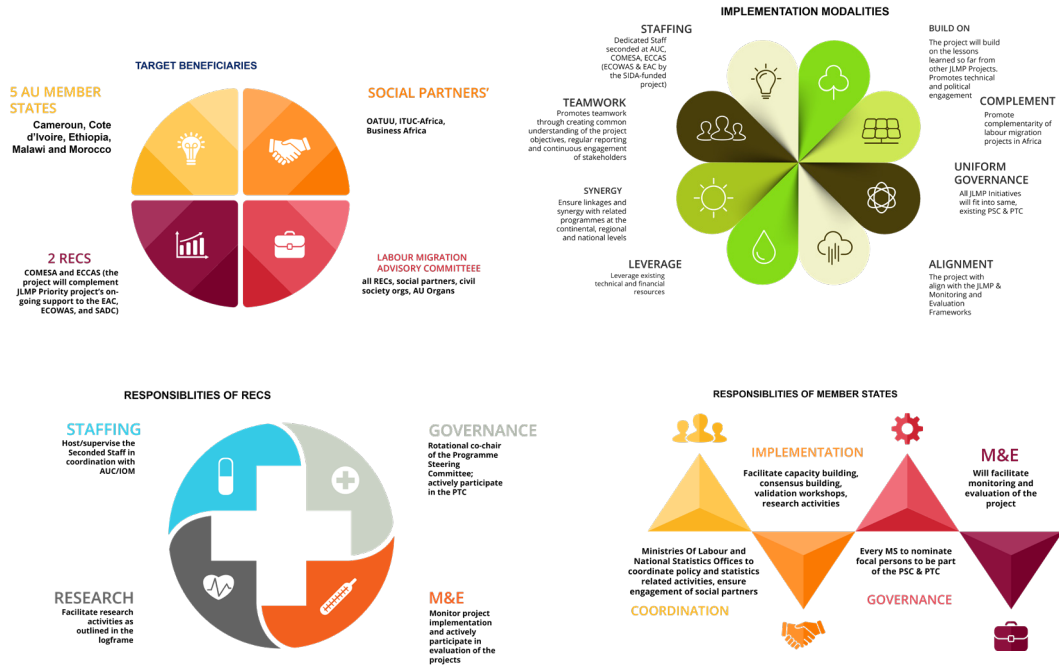
- Facilitate the collaboration and exchange between RECs to discuss and work on common issues related to labour migration in support to intra-regional free movement of labour
- Organize coordination meetings between the AUC and RECs secretariats on labour migration governance

## Activities for the Labour Migration Advisory Committee (LMAC)

- Support the organization of annual sessions of the LMAC and participation of LMAC members in different regional and international meetings and workshops
- Support participation of the LMAC in sessions of relevant AU Policy Organs (STCs, Executive Council, Assembly, PAP, ECOSSOC, Banjul Commission, Committee of Experts on the Rights and Welfare of Children, etc)

# JLMP Guiding Principles

- Respect for Human and Labour Rights and Dignity
- Fairness and equity
- Participatory and inclusive
- Gender responsive
- Whole-of-government approach
- Whole-of society approach
- Shared Responsibility





Department of Health, Humanitarian  
Affairs & Social Development.  
African Union Headquarters  
P.O. Box 3243, Roosevelt Street W21K19,  
Addis Ababa, Ethiopia

Tel: +251 (0) 11 551 77 00  
w: [jimp.au.int/en](http://jimp.au.int/en)  
e: [JLMP@africa-union.org](mailto:JLMP@africa-union.org)  
[au.int](http://au.int)

