

LABOUR, EMPLOYMENT AND  
MOBILITY ACTIONS OF THE  
AU-ILO-IOM JOINT PROGRAMME  
ON LABOUR MIGRATION  
GOVERNANCE FOR DEVELOPMENT  
AND INTEGRATION IN AFRICA



## Implementing Partners:



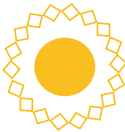
Funded by:  Sweden  
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Project Duration: 2022 - 2025



Labour, Employment and Mobility Actions of the  
AU-ILO-IOM Joint Programme on Labour Migration  
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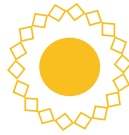
JLMP LEAD





## Project Overview

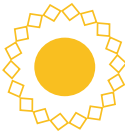
The Joint Programme on Labour Migration Governance for Integration and Development in Africa (JLMP) is a long-term joint undertaking among African Union Commission (AUC), International Labour Organization (ILO), International Organization for Migration (IOM) and United Nations Economic Commission for 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).





## Project Overview

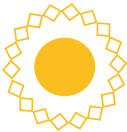
Within this context and hinged on the JLMP Strategic Framework & M&E Plan, the JLMP Lead Project started implementation in April 2022. The objective is to contribute to the JLMP vision of strengthening the effective, rights-based and gender-responsive governance and regulation of labour migration and mobility, under the rule of law and with the involvement of key stakeholders across governments, legislators, decision-makers, social partners, migrants, international organizations, private sector, NGOs, diaspora organizations and civil society organizations. The JLMP Lead will be implemented until March 2025 by AU, IOM & ILO targeting African Union Member States; Regional Economic Communities (RECs), including East African Community (EAC), Economic Community of Central African States (ECCAS), Economic Community of West African States (ECOWAS), Intergovernmental Authority on Development (IGAD), and Southern Africa Development Community (SADC); Social Partners' organizations, namely African Regional Organization of the International Trade Union Confederation (ITUC-Africa), Organization of African Trade Union Unity (OATUU), Business Africa, the International Organization of Employers (IOE) and regional/national workers and employers' organizations; the private sector; and African Union Labour Migration Advisory Committee (AU-LMAC).





## Target Beneficiaries

- African Union Member States.
- Regional Economic Communities (RECs), including East African Community (EAC), Economic Community of Central African States (ECCAS), Economic Community of West African States (ECOWAS), Intergovernmental Authority on Development (IGAD), and Southern Africa Development Community (SADC).
- Social Partners' organizations namely African Regional Organization of the International Trade Union Confederation (ITUC-Africa), Organization of African Trade Union Unity (OATUU), Business Africa, the International Organization of Employers (IOE) and regional/national workers and employers' organizations.
- The private sector; and,
- African Union Labour Migration Advisory Committee (AU-LMAC).



The Project's strategy is anchored on 4 main pillars, with capacity building as a cross-cutting approach:



## Main Pillars

1

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.

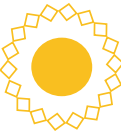
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3

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

Improved governance, accountability and visibility of the JLMP.

4



# Outcome 1:

Strengthen effective, gender sensitive and responsive governance and regulation of labour migration and mobility in Africa



## Outcome 1

- Organize capacity building workshops/ToTs for national, regional and continental labour migration actors on gender responsive labour migration governance based on JLMP Capacity Building Strategy.
- Organize capacity building workshops for the Pan African Parliament, regional and national parliaments of the selected MSs on the role of Parliaments in advocating for improved labour migration governance in Africa.
- Advocate or lobby for the establishment and strengthening of the technical labour migration committees at relevant Ministries in selected MS to incorporate/mainstream gender perspectives on labour migration governance.
- Establish and disseminate guidelines for gender analysis as a part of the development of labour migration policies, and programmes.
- Facilitate capacity building trainings for select MS on regulation of private recruitment agencies, including identification of best practices that can be replicated.
- Technical engagement with the AUC and RECs in the dissemination of and development of implementation roadmaps for the Draft Policies on Prevention and Combating Trafficking and Smuggling of Migrants in Africa.

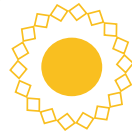






## Outcome 1

- Provide support to selected AU MSs to develop/ review existing labour migration policies and frameworks.
- Engage with the EAC Secretariat to implement/mainstream the EAC Labour Migration Policy Framework in national policies, in collaboration with the AU Technical Facility on Migration.
- Support the ECCAS and IGAD Secretariats to facilitate national and regional consultations and coordination on labour migration policy and governance.
- Facilitate the establishment or strengthening of national, regional and continental tripartite consultation and coordination forums on labour migration and facilitate consultation and technical cooperation with other MS and RECs.
- Collaborate with the AUC and RECs to assist MSs in the implementation of the recommendations from labour migration related forums, including the 6th Pan-African Forum on Migration.
- Strengthen and promote LMAC, including provision of adequate support in the implementation of its priorities.
- Support the dialogue and cooperation among social partner organizations in countries of origin and countries of destination, diaspora organizations and sister organizations to enhance their role and engagement on labour migration governance and especially the protection of migrant workers.



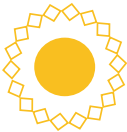
## Outcome 2:

Migrant workers of all gender identities in both formal and informal sectors enjoy safe, humane, and secure working environments, access to and portability of social protection and social benefits, and mutual recognition of skills and qualifications



### Outcome 2

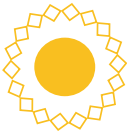
- Support the LMAC to develop advocacy tools to support the removal of gender-based barriers to regular labour migration that discourage women migrants from accessing appropriate support and legal recourse.
- Support campaign with regional social partners (e.g., Business Africa, ITUC, OATUU) to promote productive working conditions of freedom, equity, security, gender equality and human dignity at regional level.
- Collaborate with the AU Horn of Africa Initiative (AU-HoAI) to organize capacity building workshops for social partners, the private sector and civil society organizations on fair, ethical, and gender-responsive recruitment.
- Support the AUC to create an Africa-wide private sector strategy to boost the role of employers and businesses to promote ethical recruitment of African migrant workers both inside and outside supply chains.
- Organize capacity-building training for labour inspectors and national labour officers in selected MS, and in collaboration with ARLAC/CRADAT, on protection of the rights of migrant workers in the formal and informal economy.
- Conduct baseline assessment on labour migration and recruitment practices between West African and Gulf Countries.





## Outcome 2

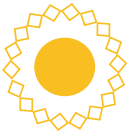
- Conduct assessment of collaboration mechanisms /scenarios between African diplomatic representation in the Gulf for collaboration where MSs do not have representation on diplomatic and consular assistance for men and women migrant workers, documented and undocumented.
- Facilitate/organize consultations and validation support to inform the development of gender-responsive and rights-based pre-employment orientation (PEO), pre-departure orientation (PDO), post-arrival orientation (PAO) and pre-return orientation (PRO) modules.
- Build relevant stakeholders' capacities to engage in policy reforms for the extension of social protection to men and women migrant workers in the formal and informal economy including through the revision of national legal frameworks (unilateral measure) or through bilateral or multilateral social security agreements.
- Strengthen bilateral and regional measures to extend social security coverage and portability of social benefits to men and women migrant workers in selected countries and RECs (such as the finalization of the EAC Council Directive on Social Security).
- Support MS unilateral measures aiming at extending social protection to migrant workers (e.g., ratification and implementation of ILO relevant social security Conventions, revision of legal frameworks and policies to ensure equality of treatment) especially those in the informal economy in line with ILO Social Protection Floors Recommendation, 2012 (No. 202).
- Conduct experience sharing on the establishment and implementation of Migrant Welfare Fund in Philippines/Sri Lanka.





## Outcome 2

- Develop a capacity building and training module, including a compendium of best practices on the establishment and implementation of Migrant Welfare Programme, organize piloting workshop and roll out the capacity building.
- Conduct feasibility studies on the establishment of migrant welfare program and support the establishment of Migrant welfare system in at least one selected AU MS.
- Support the SADC Secretariat to conduct gender sensitive skills assessments to match supply and demand among MS to inform bilateral and multilateral cooperation and regional integration.
- Organize consultative meetings, in collaboration with AU and/or RECs, among regional accreditation entities as well as social partners on mutual recognition or harmonization of certifications and occupational standards to improve skills partnership on migration and facilitate the development of road maps of policy actions.
- Support regional ongoing skill needs anticipation capacity building training reflecting national and regional skills demands, and the piloting of recommendations from SIFA skills anticipation studies in one MS.
- Support selected MS in developing and implementing mutual recognition/ harmonization of skills and qualifications in agreed sectors and occupations through revised policies and regulations.
- Support two MS in the implementation of the recommendation of the policy brief on skill mobility partnerships (SMPs) between selected African MSs and Europe.



## Outcome 3:

Improved availability and increased utilization of labour migration disaggregated data and statistics by MS and RECs for evidence-based decision-making, policy planning, formulation, and application



### Outcome 3

- Support the development of methodological approaches collecting data from administrative sources in destination and origin countries for labour market, mobility, and skills analysis.
- Provide training and direct support for central government and frontline agencies to collect, manage, securely report administrative data, and establish administrative data on trafficking in persons in collaboration with IOM/UNODC and PRM projects.
- Provide technical support to AUC and RECs at the regional level to establish reporting mechanisms and databases for human trafficking administrative data produced by Member States, aligned with the international standards in collaboration with the AU Horn of Africa Initiative.
- Provide technical guidance and expertise to support selected MSs to develop and implement Integrated Labour Market and Migration Information Systems.



## Outcome 4:

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

### Outcome 4

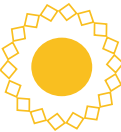
- Strengthen the capacity of AUC, REC, and selected MSs to support the effective and efficient implementation of the JLMP at continental, respective regions, and MS levels.
- Liaison and coordination of JLMP focal person at targeted MSs.
- Organize coordination meetings between the AUC and REC Secretariats & MS on labour migration governance.
- Purchase of office supplies and IT Equipment for the JLMP Programme Support Unit.
- Support the participation of project staff in international thematic meetings relevant to the JLMP objective and strategic interventions.
- Implement the recommendations of the baseline assessment done under the JLMP PP with two MS and one REC.
- Conduct independent mid-term and final evaluations for the project.
- Support training and capacity building for JLMP Programme Support Unit (AUC, RECs and MS), including on M&E.





## Outcome 4

- Organize quarterly meetings of the project Technical Committee throughout the project lifetime.
- Support the organization of bi-annual meetings of JLMP Steering Committee.
- Establish an effective framework for sharing lessons and peer learning among RECs, Member States workers and employers' organizations, and other non-state actors and provide mentorship according to pre-identified needs.
- Organize communication events and commemorations with national, regional and continental stakeholders on occasion of key and relevant international days.
- Hold consultative workshop with media/journalists from targeted African MSs on advocating for the rights of migrant workers.
- Production of multimedia content in the form of human-interest stories from the field, photographs and videos highlighting the contribution of JLMP to Africa's development and regional integration aspirations.
- Conduct multilingual media-based campaigns and public education initiatives on 'anti-discrimination, prejudice and xenophobia to help change the narrative and public attitudes.
- Support the organization of different cultural events in targeted MSs to advocate for the rights, safety and dignity of migrant workers.
- Facilitate project launch and present lessons from the JLMP Priority project (2018-2022).

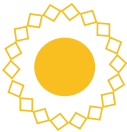


The JLMP Lead Project builds on milestones realised under the predecessor JLMP Priority Project (2018 – 2022). Some Key achievements include:



## Programme Continuity

- JLMP Priority supported Labor Migration Advisory Committee (LMAC) in performing its advisory services to RECs and MS and monitoring of the situations of migrant workers during the COVID-19 pandemic. LMAC enhanced its advisory service on labor migration management and governance to MS, RECs and the AUC decision-makers. The committee developed policy briefs, including recommendations to member states on protecting migrant workers during the COVID-19 pandemic.
- In collaboration with Statistics Sweden, the 2<sup>nd</sup> and 3<sup>rd</sup> Editions of African Labor Migration Statistics Reports were produced. This contributed to development of evidence-based migration policies.
- Inter-RECs cooperation and the exchange of good practices strengthened through inter-regional consultations.
- Strengthened capacity of social partners to engage in labor migration governance at a national and RECs level. A notable example is the development of training guides for employers and for the workers' organization, which has been used widely as a key tool for developing their capacity on labour migration.
- Strengthened capacity of AUC to play its lead role for the program by establishing a Programme Support Unit (PSU). The PSU also serves as LMAC secretariat. Experts on labor migration continue to provide technical support to EAC and ECOWAS.







## Programme Continuity

- Enhanced visibility of the project with support of IOM's Special Liaison Office and the AU Department of Information and Communication.
- A network of media professionals was established with the Association of African Women in Media (AWIM). The network contributed to raising awareness on fair and ethical recruitment, protection of migrant workers, governance, and the gender dimension of migration.
- Supported the Pan African Forum on Migration (PAFoM) in organizing its 6th Forum that was titled "Strengthening Labour Migration Governance in Africa in the context of a pandemic for accelerated socio-economic development and continental integration".
- Facilitated policy dialogues with Middle East countries and the Organization of Islamic Cooperation (OIC), which resulted in the signing of Bilateral Labour Agreements (BLA) and the development of the Model Migrant Welfare Program for the AUC, MSs, and RECs.
- Developed AU Guidelines for implementation of migrant welfare systems at national level as a means for countries of origin to extend social protection and security to their citizens abroad
- Finalised AU Guidelines on the development of Bilateral and Multilateral Labour Agreements to harmonise and promote the use of common tools
- Finalized mapping reports on Pre-Departure and Post Arrival Orientation for migrant workers in the East and Horn of Africa region to provide a better understanding of the informational needs of nationals leaving for foreign employment

