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**Commissioner for Health, Humanitarian Affairs &
Social Development**



Symposium

***Building the Future Together: The Potential of Human Mobility in
Connecting African Talent and Japanese Companies***

***On the margins of 9th Session of the Tokyo International Conference
on African Development, Yokohama, Japan***

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H.E IOM DG, Ms Amy Pope
Excellencies,
Esteemed JICA representatives
Esteemed IOM
Distinguished Ladies and Gentlemen,

It is a profound honour to address you today on behalf of African Union, to reflect on a topic of immense strategic importance: **"The Potential of Human Mobility in Connecting African Talent and Japanese Companies."** As our continents forge closer ties, we recognize that human capital is the most valuable asset, and its strategic movement can unlock unprecedented opportunities for shared prosperity.

Africa stands at the brink of a demographic revolution, endowed with the youngest and fastest-growing population in the world. Our vibrant youth are brimming with innovation, dynamism, and a thirst for knowledge, ready to contribute to global progress. Simultaneously, Japan, a beacon of technological advancement and economic prowess, faces unique demographic shifts that necessitate a skilled and diverse workforce to sustain its growth and innovation.

This presents a remarkable synergy. When African talent meets Japanese industry, it is a convergence of energy and expertise. It is a win-win proposition: our youth gain invaluable skills, experience, and exposure to cutting-edge technologies, while

Japanese companies access a dynamic, adaptable, and highly motivated pool of professionals.

Central to realizing this potential is the African Union's Joint Labour Migration Programme (JLMP) anchored on Migration Policy Framework for Africa. The JLMP is our strategic blueprint, developed in partnership with ILO, IOM, and UNECA, to ensure safe, orderly, dignified and regular labour migration. It champions ethical recruitment, skills recognition, and the protection of migrant workers' rights, viewing human mobility not as a challenge, but as a critical driver for sustainable development. Through this Programme, we are building robust frameworks that facilitate seamless and mutually beneficial talent exchanges.

The AU Agenda 2063 and Initiatives like the African Business Education Initiative for Youth (ABE initiative) and the ongoing discussions within the Tokyo International Conference on African Development (TICAD) framework are testament to the existing commitment to human capital development. We must amplify these efforts, foster more direct partnerships, and leverage the internationally calibrated labour migration governance policy instruments to systematically connect our burgeoning talent with the specific needs of Japanese companies, both within Africa and in Japan.

Let us collaboratively invest in this human bridge, ensuring it is built on dignity, mutual respect, and shared ambition. The potential for innovation, economic growth, and cross-cultural understanding that human mobility offers is boundless. Together, Africa and Japan can build a future of enduring partnership and prosperity.

Thank you.

Arigatou (Japanese)