



International
Labour
Office

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Town**

Africa challenges and responses on labour relations for migrant workers

**Aurelia Segatti, Labour Migration Expert
ILO Decent Work Team for Southern & Eastern
Africa, Pretoria
segatti@ilo.org**

Outline

- 1. What do we know about labour migration within / into / from Africa?**
- 2. What regulatory instruments are there?**
- 3. Regional policy frameworks and implementation**
- 4. Food for thought**

1. What do we know about labour migration within / into / from Africa?

a. Statistical data: **TOO LITTLE**

- i. On migration from census data mostly
- ii. Uneven sources (LFS) on Labour Migration
- iii. Broad trends at regional / sub-regional level / limited at national level (just beginning in some countries, non-existent in others): for now very limited capacity to monitor LM in broader LMIS indicators
- iv. ILO-AUC: JLMP Report on state of Labour Migration data in Africa (2016)
- v. ILO-OECD research project on economic impact of labour migration on developing economies (4 case studies in Africa: Côte-d'Ivoire, Ghana, Rwanda, South Africa)

1. What do we know about labour migration within / into / from Africa?

b. Qualitative research: **ON THE RISE BUT...**

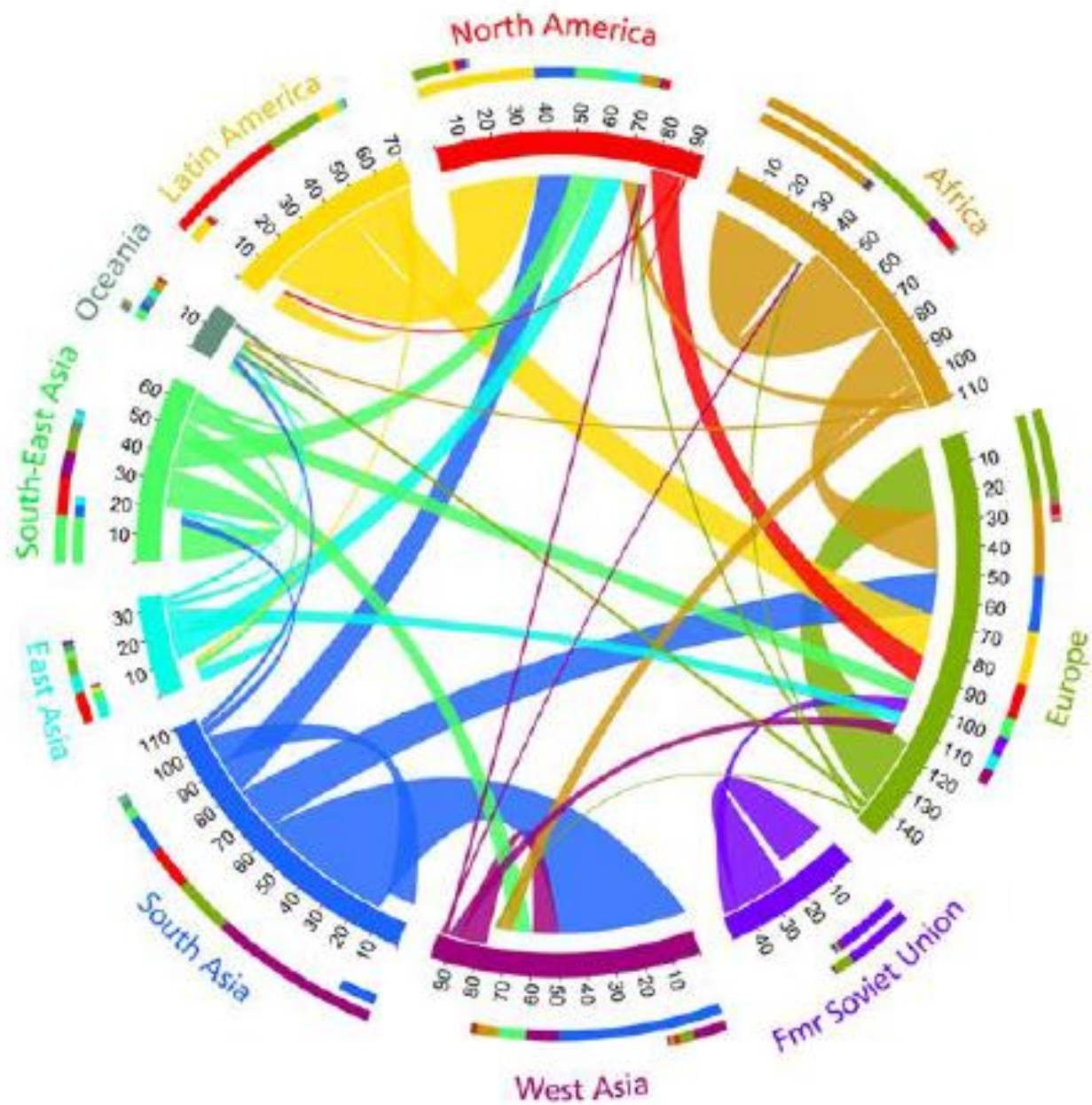
- i. On the increase within Africa and beyond;
- ii. Used to be weak theoretically and mostly polarised between Marxist / structuralist theory of migration (Cohen, Amin) and antiquated push-pull theory (Ravenstein); renewal at work in both mainstream economic theory of migration (New Economics of Labour Migration) and in political economy (Castles), critical theory (van Hear, Bakewell).
- iii. Shows **radical changes in political economy of labour migration from plantation / migrant labour systems to deregulated / precarious flows serving rapid growth of certain sectors** (services, mineral extraction) (MiWORC project, 2014); transit economies in North Africa (de Haas); **'labour export policies'**: pressure on East African countries and Horn for low-skilled labour towards GCC states; mass exodus of skilled professionals continues; **increase in informal cross-border trade**
- iv. **LM**: survivalist strategies; symptom of increased inequalities; but region increasingly locked within itself with **limited progress in terms of stable labour migration regulatory regimes**
- v. Increasingly **negative public opinions within Africa and xenophobic violence** (Fourchard & Segatti, 2015); rhetoric of liberalisation movement / trade presented as panacea but little evidence; some progress in RECs on circulation of business people & professionals (ECOWAS, EAC)
- vi. Need to collate and avail research produced to public / decision-makers more.
- vii. **Disconnection between policy-making and available evidence** and social dialogue / labour migration policy making.

UNDESA, 2013

Estimates;

International migrant stock by country of destination

Sort order	Major area, region, country or area of destination	Numbers of migrants
1	WORLD	231 522 215
2	More developed regions	135 583 436
3	Less developed regions	95 938 779
4	Least developed countries	10 958 217
5	Less developed regions excluding least developed countries	84 980 562
6	Sub-Saharan Africa	17 228 396
7	AFRICA	18 644 454
8	Eastern Africa	5 217 048
9	Burundi	254 477
13	Ethiopia	718 241
14	Kenya	955 452
16	Malawi	206 578
21	Rwanda	452 406
24	South Sudan	629 577
25	Uganda	531 401
26	United Republic of Tanzania	312 778
28	Zimbabwe	360 992
29	Middle Africa	2 242 414
31	Cameroon	291 792
33	Chad	439 116
34	Congo	431 470
35	Democratic Republic of the Congo	446 924
37	Gabon	394 953
39	Northern Africa	1 862 765
40	Algeria	270 407
41	Egypt	297 448
42	Libya	755 974
44	Sudan	446 707
47	Southern Africa	2 625 761
51	South Africa	2 399 238
53	Western Africa	6 696 466
55	Burkina Faso	696 983
57	Côte d'Ivoire	2 446 171
59	Ghana	358 829
60	Guinea	378 464
66	Nigeria	1 233 592
71	ASIA	70 846 771
127	EUROPE	72 449 908
180	LATIN AMERICA AND THE CARIBBEAN	8 548 070
232	NORTHERN AMERICA	53 094 891
238	OCEANIA	7 938 121

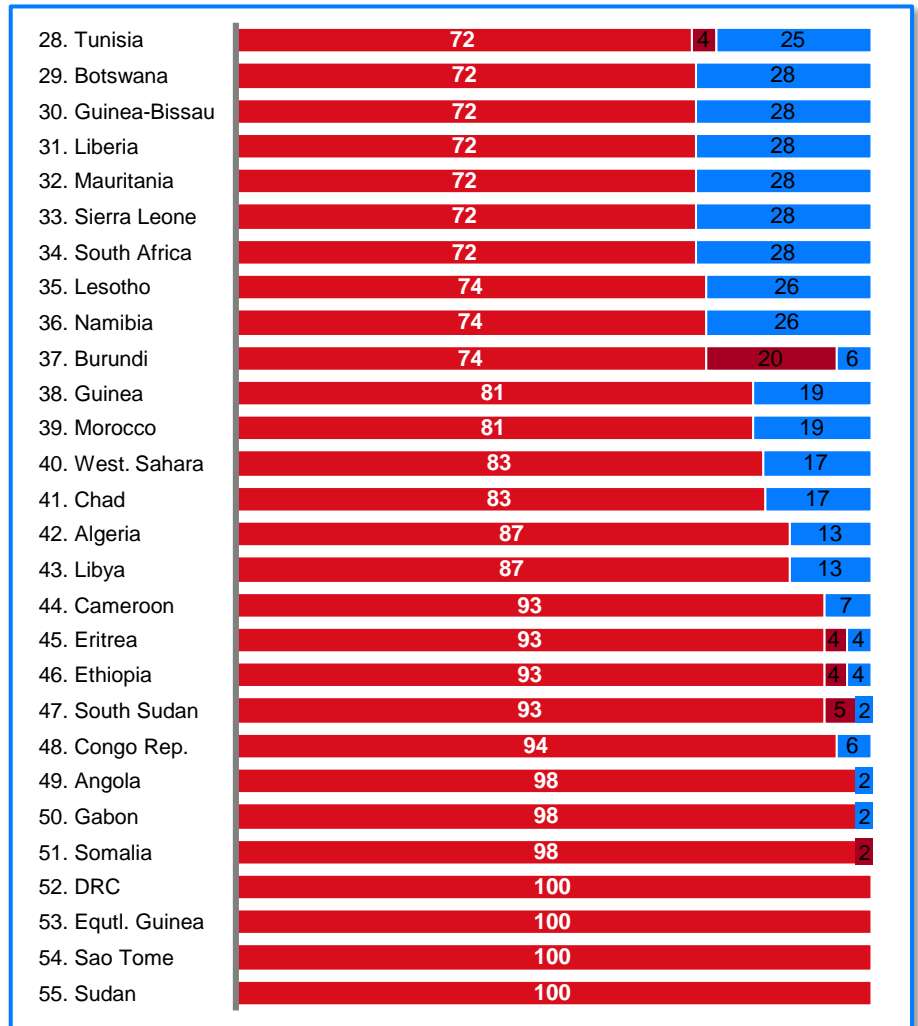
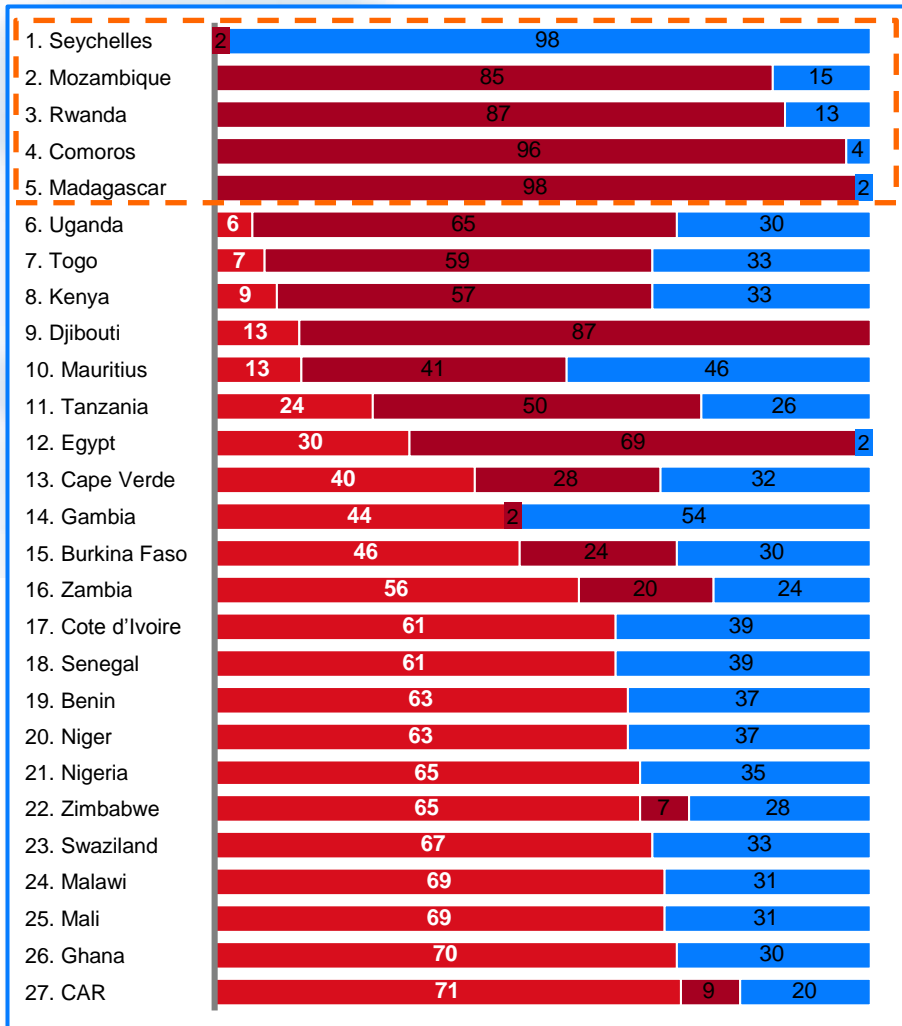


Graphic by Nikola Sander. Data source: G. J. Abel and N. Sander, "Quantifying Global International Migration Flows", in *Science*, Vol. 343, 28 Mar. 2014.

In 2013 only 5 countries offered liberal access to all African citizens . .

Inward travel, visa requirements for other African citizens to visit, %, 2013

 Visa free or visa on arrival
 ■ Visa Required
 ■ Visa on Arrival¹
■ No Visa



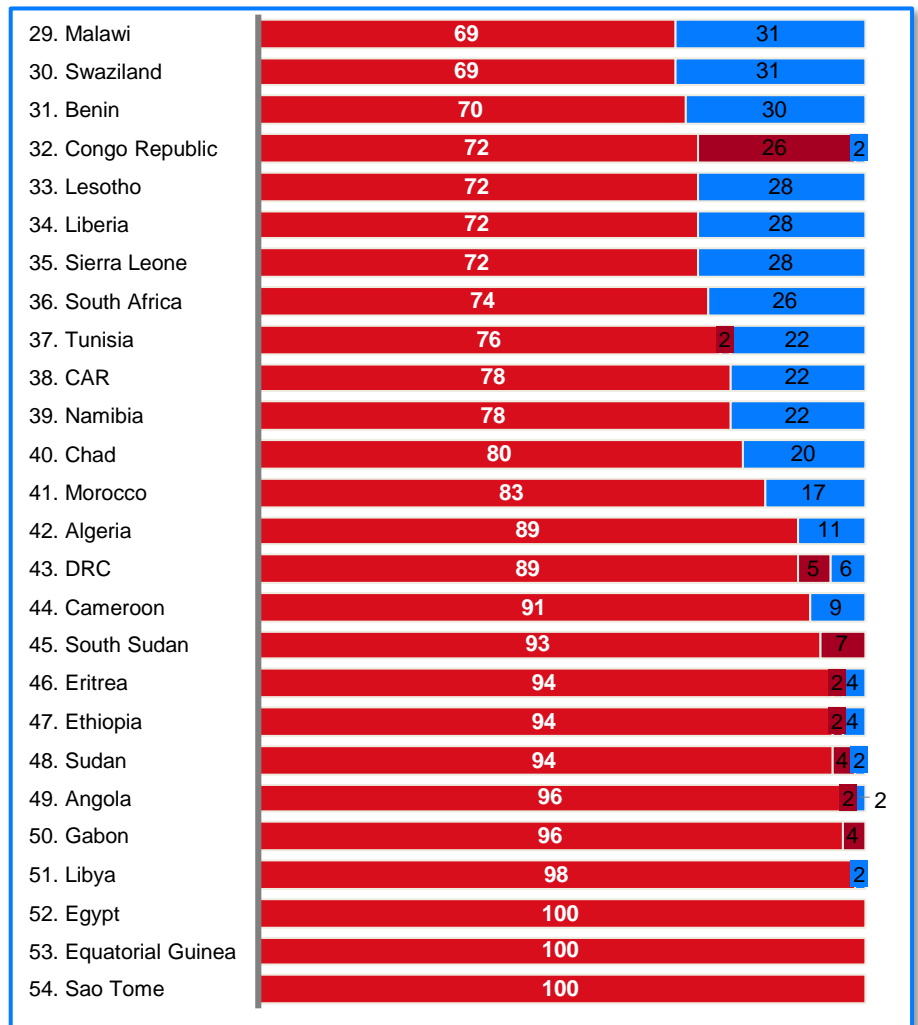
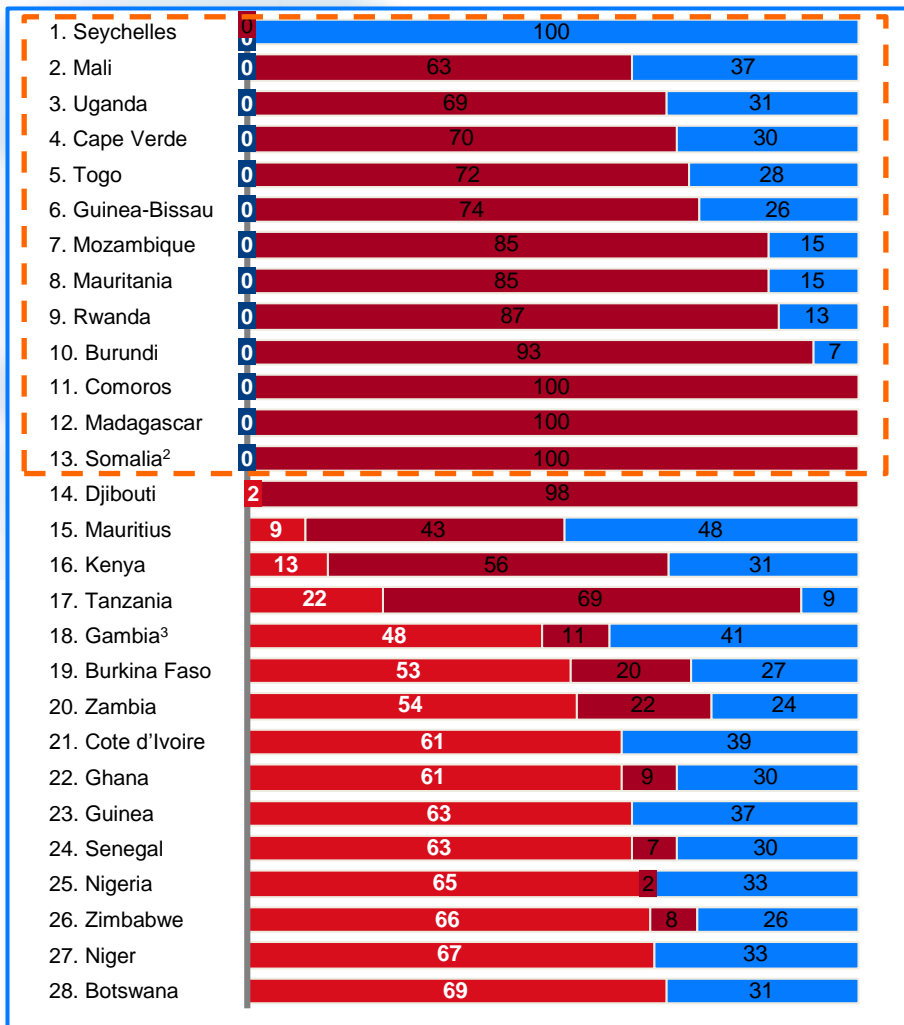
¹ In some instances visa available on arrival with certain conditions e.g., if emergency travel, for tourism groups, depending on country of departure etc.

SOURCE: Web search; Interviews; McKinsey analysis

Now that number has gone up to 13 countries

Inward travel - visa requirements for other African citizens to visit, 2014, %

 Visa free or visa on arrival
 ■ Visa required
 ■ Visa on arrival¹
 ■ No visa



1 In some instances visas are available on arrival under certain conditions ,e.g., emergency travel, tourism groups, depending on country of departure
 2 Visas available on arrival for all countries contingent on Somali sponsor sending invitation letter to airport immigration at least two days prior to visitor's arrival
 3 For visas on arrival, citizens of Namibia, Mauritius, Seychelles, Tanzania, Uganda, Zimbabwe must obtain entrance clearance from Gambian immigration prior to arrival

Table 1: Outlook for remittance flows to developing countries, 2012-14

	2008	2009	2010	2011e	2012f	2013f	2014f
<i>\$ billions</i>							
All developing countries	324	307	325	351	377	406	441
East Asia and Pacific	85	85	94	101	109	117	127
Europe and Central Asia	45	36	36	40	44	48	53
Latin America and Caribbean	64	57	57	61	66	71	77
Middle-East and North Africa	36	34	35	36	37	39	42
South Asia	72	75	82	90	97	105	114
Sub-Saharan Africa	22	20	21	23	24	26	28
LDCs (UN-classification)	23	24	25	27	29	32	35
Low-income countries	22	23	25	28	30	33	37
Middle income	302	284	301	324	347	373	404
High income	43	45	49	55	60	66	74
<i>World</i>	367	352	374	406	437	473	515
<i>Growth rate (%)</i>							
All developing countries	16.4%	-5.2%	6.0%	8.0%	7.3%	7.9%	8.4%
East Asia and Pacific	18.8%	0.4%	10.2%	7.6%	7.3%	8.0%	8.7%
Europe and Central Asia	16.3%	-19.8%	-0.1%	11.0%	8.8%	10.1%	11.4%
Latin America and Caribbean	2.2%	-12.2%	1.2%	7.0%	7.6%	7.9%	8.1%
Middle-East and North Africa	12.0%	-6.7%	3.3%	2.6%	5.0%	5.3%	5.5%
South Asia	32.6%	4.8%	9.5%	10.1%	7.4%	7.9%	8.4%
Sub-Saharan Africa	15.8%	-7.0%	4.5%	7.4%	6.3%	6.8%	7.3%
LDCs (UN-classification)	32.5%	2.0%	4.9%	8.5%	8.5%	9.1%	9.6%
Low-income countries	32.8%	3.7%	8.9%	12.0%	9.4%	10.4%	11.5%
Middle income	15.4%	-5.9%	5.8%	7.6%	7.1%	7.6%	8.2%
High income	32.8%	3.7%	8.9%	12.0%	9.4%	10.4%	11.5%
<i>World</i>	18.1%	-4.2%	6.4%	8.5%	7.6%	8.2%	8.9%

e = estimate; f = forecast

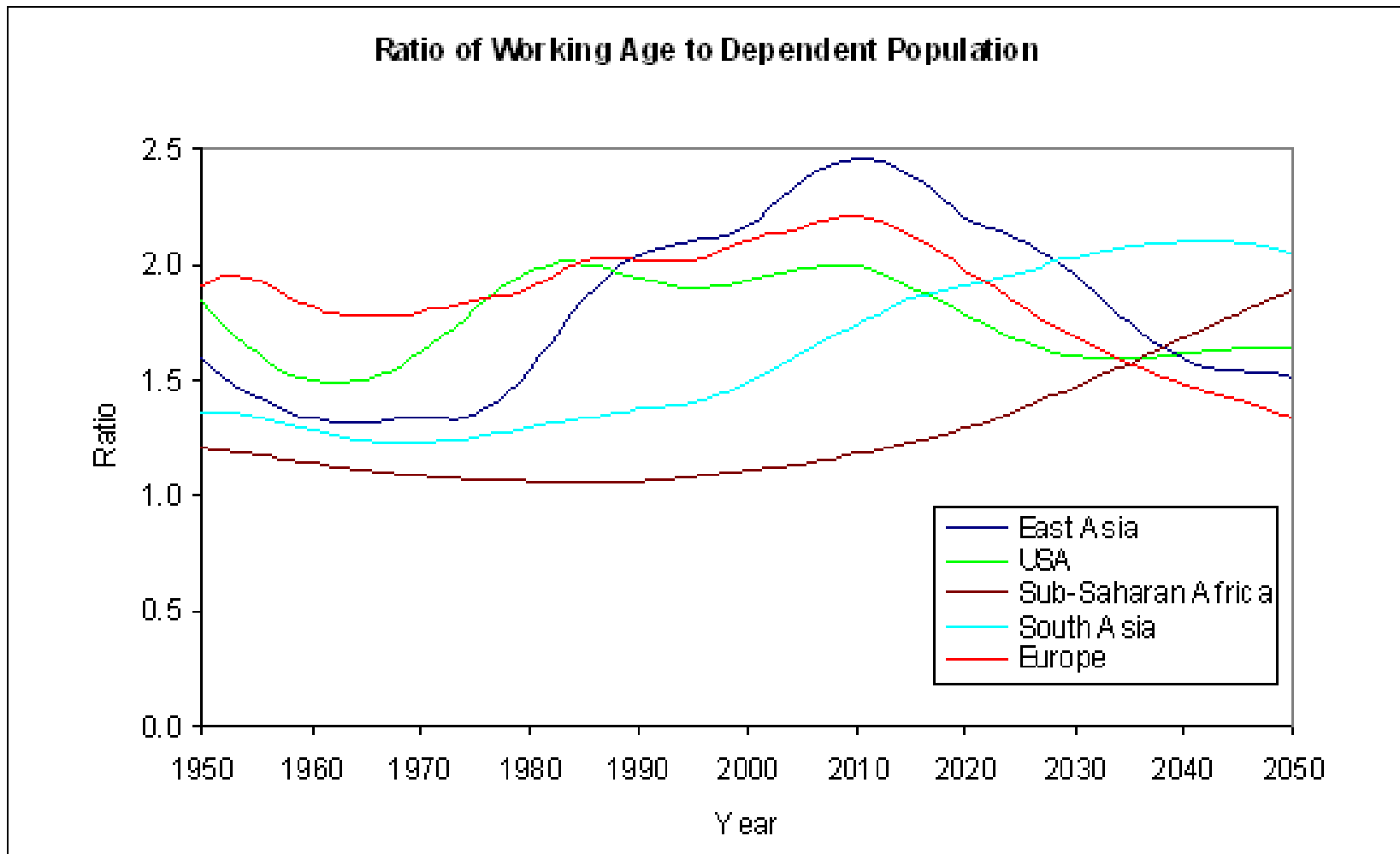
1. What do we know about labour migration - Remittances -

a. Sub-Saharan Africa receives smallest amount of remittance flows

b. Africa as a whole has a remittance growth rate below average for developing countries

1. What do we know about labour migration

- Demographic trends -



a. Asia and Africa continue to have **fast growing populations**

b. By 2050, Africa will be the **last region with a growing ratio of working age population to dependent population**: the so-called '**demographic bonus**' ¹⁰

1. What do we know about labour migration?

- Demographic bonus **poorly harnessed** in terms of remittances, skills transfer, linkage to national development plans
- Developmental effects of migration remain limited because **poor policies in place**
- **Specific weak points:** negotiation of labour agreements, capacity of public administrations in sending countries, monitoring & evaluation, reintegration of workers upon return
- Yet, at global, regional, and sub-regional level, several **instruments and frameworks are available**
- And **lessons** can be drawn from the experience of others

2. What regulatory instruments are there?

LABOUR MIGRATION

Historical
mandate of the
ILO since
inception (1919);

Instruments specific to
the Protection of
Migrant Workers:

- C97 (1949) and R 86 (1949);
- C143 (1975) and R151 (1975);



2. What regulatory instruments are there?

WHAT ARE INTERNATIONAL STANDARDS FOR MIGRANT WORKERS? HOW WERE THEY MADE?

ILO Constitution, 1919 (as amended) – principles of social justice protecting all including

“...workers when employed in countries other than their own” and “labour is not a commodity” (Declaration of Philadelphia)

International minimum standards ground and guide formulation of **labour migration policies** at various levels

C97 and R86 (1949)
C143 and R151 (1975)
UN International Convention on Rights of All Migrants Workers & their Families

Monitoring of standards essential to ensure compliance and improve national law and policy

CEACR; Art. 19

International labour **standards discussed and agreed by governments, representative workers’ and employers’ organizations (ILO’s tripartite constituents)**

Governing Body

2. What regulatory instruments are there?

	C97	C143	ICRMWF
African countries	10	7	19
High income countries	12	4	0
Total	49	23	48

- **C97: Algeria, Burkina Faso, Cameroon, Kenya, Madagascar, Malawi, Mauritius, Nigeria, Tanzania/Zanzibar, Zambia**
- **C143: Benin, Burkina Faso, Cameroon, Guinea, Kenya, Togo, Uganda**

2. What regulatory instruments are there?



DECENT WORK:

- Agenda shaping all ILO interventions (2007);
- Decent Work Country Programmes: tripartite work plans; definition of priorities & objectives usually on 5-year cycle

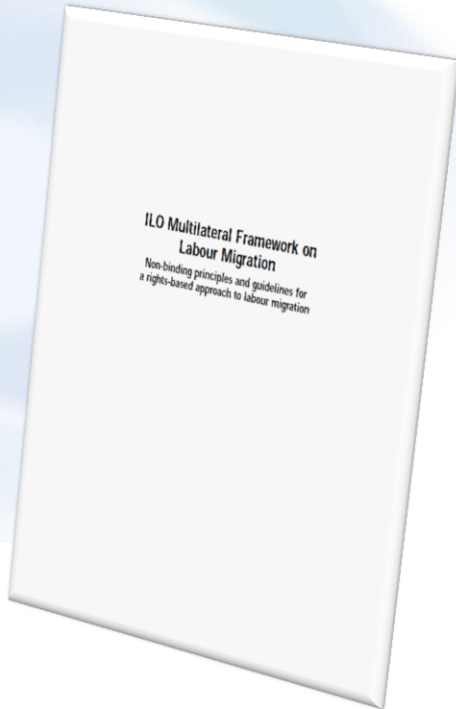


FAIR MIGRATION:

- Multilateral Framework on Labour Migration (2006);
- Tripartite technical consultation of 2013;
- Fair Migration Agenda of 2014



2. What regulatory instruments are there?



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2. What regulatory instruments are there?



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2. What regulatory instruments are there?

Post-2015 Sustainable Development Goals (SDGs):

GOAL 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

8.8 protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment

GOAL 10 – Reduce Inequalities Within and Among Countries

10.7 facilitate orderly, safe, regular and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies

3. Regional policy frameworks and implementation

African Union Migration Policy Framework for Africa (2006)

- National Labour Migration Policies, Structures and Legislation
- Regional Co-operation and Harmonization of Labour Migration Policies
- Labour Movement and Regional Economic Integration

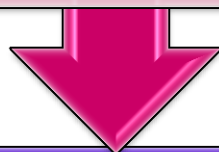
Ouaga + 10 Plan of Action (2004-2014): Labour migration (one of the action priorities)

Implementation of the labour migration component of the AU Migration Policy Framework for Africa: The ILO, IOM and UNECA in collaboration with the AUC have developed a **Joint Programme on Labour Migration Governance (JLMP)** adopted at the 24th Summit of Heads of State of the African Union (30-31 January 2015) + 25th Ord session (June 2015) Decision on Free Movement Protocol

3. Regional policy frameworks and implementation – Recent developments -

March and August 2015: Kigali Roundtable on Labour Migration and Regional Integration & Addis AUC Technical meeting

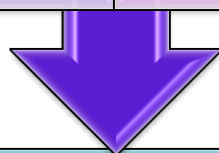
Definition of RECs' priorities and Plans of Action for the JLMP



April 2015: 1st meeting of the AU- Specialized Technical Committee meeting on Social Development, Labour & Employment

Adoption of First Five Year Priority Programme

Adoption of ToRs of Labour Migration Advisory Committee



June 2015: 25th Ordinary Session of Heads of States; Assembly/AU/Decl.6(XXV) / Declaration on Migration - Doc. Assembly/AU/18(XXV):

Speed up implementation of continent-wide visa free regimes'

Free Movement Protocol for Africa

3. Regional policy frameworks and implementation – RECs -

8 African RECs: COMESA, CEN-SAD, EAC, ECCAS, ECOWAS, IGAD, SADC, UMA

Huge diversity in objectives and advancement stage; some DO NOT have free movement as an objective (SADC; UMA)

Most advanced in terms of visa regimes (reciprocity); 90-day visa free regimes; some degree of labour market openness: **EAC & ECOWAS**

Social dialogue: Embedded in some REC mechanisms (e.g.: SADC Employment and Labour Sector; EAC Common Market Protocol; others not: e.g. ECCAS); some sub-regional social partners well organised (e.g. SATTUC; EATUC)

Limited employers' interest in LM issues thus far

Inter-REC integration?

4. Food for thought

Economies and Labour Markets:
Does the current instruments protect adequately migrant workers within, from and into Africa?

At what scale is technical cooperation more likely to succeed?
Regional, sub-regional, national

Paradigm shift needed:
From security / risk and humanitarian crises to long-term rights-based labour migration programmes in context of weak min of Labour

Social partners' voice:
Needs to be strengthened into strategies and actual service capacity



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