

# Comoros Labour Migration Review

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Jonathan Crush, Vincent Williams and Anil Dhakal  
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## FOREWORD

The Southern Africa Migration Management (SAMM) project represents a collaborative effort embodying the ONE-UN approach, uniting the expertise and resources of four prominent UN development and/or humanitarian agencies: the International Labour Organization (ILO), the International Organization for Migration (IOM), the United Nations Office on Drugs and Crime (UNODC), and the United Nations High Commissioner for Refugees (UNHCR).

The SAMM project is dedicated to improve labour and mixed migration management in the Southern Africa and Indian Ocean region. By focusing on South-South migration flows, the project aims to uncover and enhance the positive spillover effects of international migration on regional integration and economic development (e.g. recognising the positive contribution of migrant workers to economic growth).

The SAMM project first produced a Labour Migration Stocktaking Report for the SADC region. Labour Migration Reviews (LMRs) are complementary tools aimed to enhance the capacity of Ministries of Labour, Employers' and Workers' Organizations to engage in tripartite dialogue and influence evidence-based policy formulation and implementation for fair labour migration governance. LMRs include information on at least, seven key labour migration thematic areas:

1. Gender-responsive labour migration policies and/or strategies;
2. International labour standards and national legislation on the protection of migrant workers, as well as advocacy on the contribution of migrant workers to development;
3. Bilateral labour migration agreements (BLMAs) across the region and with third countries;
4. Fair recruitment and decent employment for migrant workers including regulatory legislation on Private Employment Agencies (PEAs), and strengthening of Public Employment Services (PES);
5. Social Security Portability of Benefits for migrant workers through the SADC Guidelines on the Portability of Social Security Benefits;
6. Skills mobility (skills anticipation, skills profiling, skills matching, skills transfer and recognition of qualifications of migrant workers), as well as support to the SADC Qualifications Framework;
7. Labour migration statistics (indicators, module, inclusion in labour market information systems, etc).

The ILO believes that this publication will provide valuable insights and contribute significantly to the ongoing efforts to improve labour migration governance effectively in the SADC and IOC region. We extend our gratitude to all partners and stakeholders for their unwavering support and commitment to this crucial endeavour.

**Ph.D Gloria Moreno-Fontes Chammartin**

**Chief Technical Advisor**

**Southern African Migration Management Project (SAMM)**

**International Labour Organisation (ILO)**

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# 1 INTRODUCTION

As of recent estimates, Comoros has a relatively small number of international migrants compared to many other countries. According to data from the United Nations, around 12,000 migrants were living in Comoros as of 2019, making up approximately 1.5% of the total population. Most of these migrants come from nearby African countries, including Madagascar and Tanzania, as well as from other Indian Ocean Island nations. While Comoros has not historically been a major destination for large-scale migration, regional factors such as conflict, economic hardship, and environmental challenges have led to a steady but limited flow of in-immigrants over the years. Emigration, particularly to France and nearby countries, has been driven by economic hardships, unemployment, and political instability, with a significant portion of the diaspora residing in France due to Comoros' colonial ties. Economic challenges and limited natural resources have made it difficult for the country to retain a skilled workforce, often leading to a brain drain. With the assistance of the ILO, the Government of Comoros has embarked on an ongoing process to develop a National Labour Migration Policy (NLMP). There is currently a draft policy document and a process to validate and eventually adopt the NLMP is planned for the near future.

## 2 MIGRATION DATA SOURCES

The main data sources for migration to Comoros include the following:

- LFS (National Survey on the Employment and the Informal Sector) 2021 available through ILOSTAT
- UNICEF Migration and Displacement Country Profile (MCDP) (UNICEF, 2023). <https://data.unicef.org/resources/migration-and-displacement-country-profiles-mdcp/>
- UN DESA Migrant Stock by Origin and Destination 2019 Update
- UNHCR Operational Data Portal for updates on refugees and asylum seekers in Comoros. <https://www.unhcr.org/refugee-statistics/download/?url=92HAUm>.
- INSEED (The National Institute of Statistics and Economic Demographic Studies). Recensement General De La Population Et De L'habitation De 2017 (RGPH-2017) <https://inseed-comoros.org>

## 3 MIGRATION PROFILE

### 3.1 Migrant Stock

UN DESA data shows that there were around 12,500 foreign-born international migrants in Comoros in 2019 out of a total population of 850,000. In 1990, the country had 14,000 migrants. Since then, there has been a slow but consistent decrease in the migrant population at each time interval. This trend is different from most other SADC countries,

which have seen an increase in their migrant population since the 1990s. Nevertheless, according to UNDESA, the percentage of SADC migrants in the total migrant stock remained relatively constant at around 78% of the total throughout the period from 1990 to 2019 (Table 1).

**Table 1 - Migration Trends and Share of SADC Migrants, 1990-2019**

	<b>Total Migrants</b>	<b>SADC Migrants</b>	<b>% SADC Migrants</b>
1990	14,079	10,973	77.9%
1995	13,939	10,863	77.9%
2000	13,799	10,755	77.9%
2005	13,209	10,295	77.9%
2010	12,618	9,835	77.9%
2015	12,555	9,796	78.0%
2019	12,504	9,755	78.0%

Source: Compiled from UN DESA data

The UNHCR refugee portal shows that there were only 12 refugees and five asylum seekers in the country in 2022 (UNHCR, 2024). However, the portal does not provide any information about their country of origin.

### 3.2 Countries of Migrant Origin

UN DESA Migrant Stock by Origin and Destination Tables contain information about the countries from which migrants originate. These tables help us understand the diversity of migrants' country of origin and the share of the migrants from SADC countries in Comoros (Tables 2 and 3). Table 2 shows that intra-SADC migration is dominated by migrants from Madagascar (who make up 99% of the migrant stock from SADC and 77% overall). Comoros migrant population is therefore more uniform and less diverse than most other SADC countries.

**Table 2 - SADC Origin Countries, 2019**

	<b>No of SADC Country Migrants</b>	<b>% of SADC Migrants</b>	<b>% of Total Migrants</b>
Madagascar	9,611	98.5%	76.9%
Tanzania	144	1.5%	1.2%
<b>Total</b>	<b>9,755</b>	<b>100%</b>	<b>78%</b>

Source: Compiled from UN DESA data

Comoros also receives smaller numbers of migrants from Kenya, France and Reunion. , Tanzania, and Madagascar. UN DESA stock also provides immigrant numbers originating

from Reunion Island, which belongs to France. The top three migrant origin countries to Comoros are Madagascar, Reunion, and France are the top three migration corridors to Comoros (UNICEF MCDP, 2023). From the SADC region, Comoros receives immigrants from only two countries, Madagascar and Tanzania; the combined number of immigrants from these two countries accounts for 78 percent of total immigrants. Among these two countries, over 98 percent originate from Madagascar.

**Table 3 - Non- SADC Countries of Migrant Origin, 2019**

	Total Migrants	% of Total
<b>Africa (Non-SADC)</b>		
Kenya	75	0.6%
Sub-Total	75	0.6%
<b>Europe</b>		
France	480	3.8%
Reunion	846	6.8%
Sub-Total	1,326	10.6%
<b>Other</b>		
Other South	754	6.0%
Other North	594	4.8%
Sub-Total	1,348	10.8%
<b>Total</b>	<b>2,749</b>	<b>22%</b>

Source: Compiled from UN DESA data

The Comoros Population and Housing Census Report 2017 recorded a smaller migrant population of around 10,000 with migrants from Madagascar (77%) and France (10%) again predominant. The Census also shows the distribution of migrants across the three administrative islands: Mwali (Moheli), Nzwani (Anjouan), and Ngazidja (Grande Comore) (Table 4). Three-quarters of the migrants are on Ngazidja , the location of the capital city Moroni, with another 22% on Nzwani. The report presents two sets of data as shown in Tables 4 and 5, indicating the diversity of immigrant stock originating from global regions.

**Table 4 - Distribution of immigrants by place of origin (country of birth) according to the island of current residence (lifetime migration), 2017**

Country of Origin	Islands						Comoros	
	Mwali	%	Nzwani	%	Ngazidja	%	Total	%
Madagascar	267	86.4	2,036	92.7	5,434	72.1	7,737	77.1
COI	0	0.0	6	0.3	69	0.9	75	0.7
France	15	4.9	38	1.7	963	12.8	1,016	10.1
East Africa	0	0.0	26	1.2	403	5.4	429	4.3

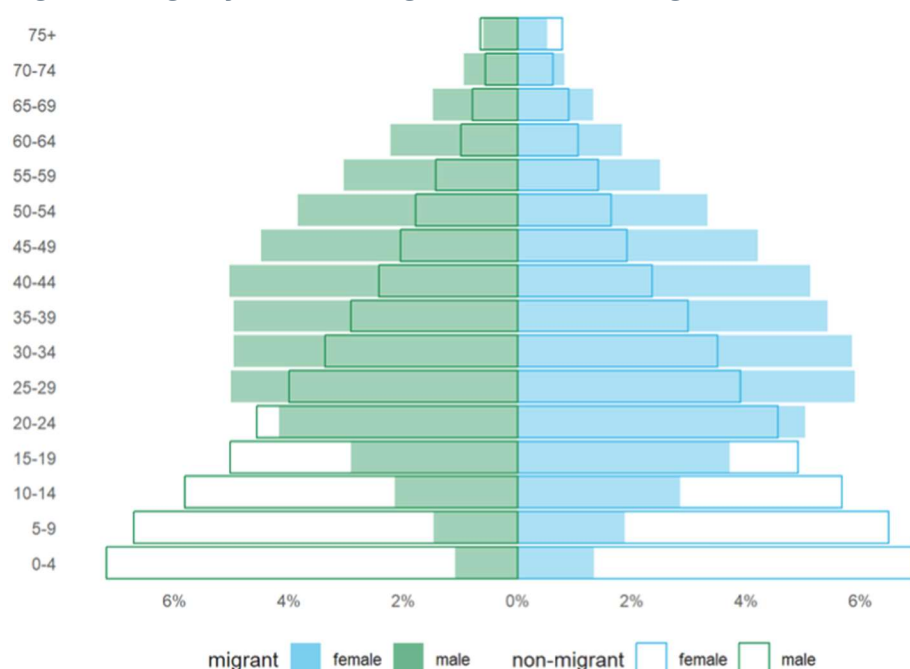
Other Sub-Saharan Africa	8	2.6	29	1.3	147	2.0	184	1.8
Arab countries	1	0.3	21	1.0	250	3.3	272	2.7
Other countries	18	5.8	0	1.8	266	3.5	324	3.2
<b>Total</b>	<b>309</b>	<b>3.1</b>	<b>2,196</b>	<b>21.9</b>	<b>7,532</b>	<b>75.0</b>	<b>10,037</b>	<b>100</b>

Source: RGPH-2017

### 3.3 Age and Sex Distribution of Migrant Population

UNICEF's Migration and Displacement Country Profile 2023 provides an age and gender population pyramid that compares migrants to the local population in Comoros in 2020 (Figure 1). Typical of most other SADC countries, the local population is dominated by children and youth, while the migrant population is dominated by working-age adults between the ages of 25 and 50. Female migrants are more heavily concentrated in these age bands than males, while the male migrant population has a greater proportion of older adults over the age of 50.

**Figure 1 - Age Pyramid of Migrants and Non-Migrants, 2020**



Source: UNICEF (2023)

Table 5 from UN DESA data shows the sex ratio for countries and regions of migrant origin. Overall, the migrant population is slightly female-oriented (52% versus 48%). A similar ratio applies to migrants from the African sub-continent. In the case of the major source country, Madagascar the ratio is 53% female to 47% male. The French and Reunion migrant population, though smaller in number, is weighted more towards males.



**Table 5 - Sex of Migrant Population Country of Origin, 2019**

	<b>Total Migrants</b>	<b>% of Total</b>	<b>No. of Females</b>	<b>No. of Males</b>	<b>% Female</b>	<b>% Male</b>
<b>Africa</b>						
Kenya	75	0.6%	41	34	54.7%	45.3%
Madagascar	9,611	76.9%	5,090	4,521	53.0%	47.0%
Tanzania	144	1.2%	73	71	50.7%	49.3%
Sub-Total	9,830	78.6%	5,204	4,626	52.9%	47.1%
<b>Europe</b>						
France	480	3.8%	204	276	42.5%	57.5%
Reunion	846	6.8%	393	453	46.5%	53.5%
Sub-Total	1,326	10.6%	597	729	45.0%	55.0%
<b>Other</b>						
Other South	754	6.0%	368	386	48.8%	51.2%
Other North	594	0.2%	288	306	48.5%	51.5%
Sub-Total	1,348	10.8%	656	692	48.7%	51.3%
<b>Total</b>	<b>12,504</b>	<b>100.0%</b>	<b>6457</b>	<b>6047</b>	<b>51.6%</b>	<b>48.4%</b>

Source: Compiled from UN DESA data

### 3.4 Migrant Employment

The ILOSTAT database provides data on the distribution of 3,800 migrants by economic activity (sourced from the LFS-National Survey on Employment and the Informal Sector, 2021) (Table 6). Although UN DESA indicates female dominance in the total migrant stock, male migrants dominate formal economic activities, comprising 60% of the total employed. Male migrants predominate industrial employment (78% male versus 22% female), while female migrants dominate service sector jobs (80% female versus 20% male).

**Table 6 - Immigrants Employment by sex and economic activity**

<b>Sector</b>	<b>No. of Migrants Employed</b>	<b>Total migrants employed by sector</b>	<b>Male No.</b>	<b>% Male</b>	<b>Female No.</b>	<b>% Female</b>
Agriculture	300	7.9%	NA	NA	NA	NA
Industry	900	23.7%	700	77.8%	200	22.2%
Services	2,500	65.8%	500	20.0%	2,000	80.0%
Sub-Total	3,500	92.1%	NA	NA	NA	NA
<b>Total</b>	<b>3,800</b>	<b>100.0%</b>	<b>1,300</b>	<b>60.0%</b>	<b>2,500</b>	<b>40.0%</b>

Sources: Compiled from ILOSTAT

## 4 POLICY AND LEGISLATIVE FRAMEWORK

### 4.1 Constitution of Comoros, 2018<sup>1</sup>

The rights, duties and political, social and economic freedoms of persons are set out in Title I (Chapter I) and Title II (Chapters I,II and III). These include the following:

#### **Article 2**

The Union of the Comoros equally recognizes the equality of all citizens before the law, without distinction of race, sex, religion, political belief, and it assures all citizens the full enjoyment of fundamental freedoms.

#### **Article 16**

The Comorian citizens residing or finding themselves abroad enjoy the rights, freedoms and guarantees consecrated in the Constitution, and are subject to the duties established in it on condition that this is not incompatible with their absence from the national territory.

#### **Article 18**

Foreigners residing or sojourning on the national territory enjoy the same rights, the same freedoms, the same guarantees and have the same duties as the Comorian citizens, with the exception of the political rights and the rights and duties reserved for national citizens by law or by the Constitution.

#### **Article 30**

The State guarantees the rights of women, children, youth and persons living with a disability to be protected by the public powers against all forms of neglect, exploitation and violence.

#### **Article 31**

All citizens enjoy the freedom of movement, except in the case of restrictions provided for by law.

#### **Article 38**

All citizens have the right to security of employment and to receive remuneration proportional to the quantity and the quality of the work provided. Men and women receive identical remuneration for equal work.

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<sup>1</sup> [https://www.constituteproject.org/constitution/Comoros\\_2018](https://www.constituteproject.org/constitution/Comoros_2018)

## Article 39

Within the conditions provided for by law, the freedom to create syndical associations or professional associations is recognized for workers to defend their collective or individual interests and rights.

Notwithstanding Article 18 guaranteeing equal rights for citizens and non-citizens, many of the Articles in the Constitution specifically use the phrase “*all citizens*” implying that migrants, including migrant workers, may not enjoy these rights and freedoms to the same degree, and that their rights may be limited by specific laws.

### 4.2 Labour Code (Loi No 12, 2001) <sup>2</sup>

In 2001, the Government of Comoros adopted a Labour Code (Loi N° 12) which repealed and replaced the Labour Code of 1984 (Loi N°84-108/PR Portant Code du Travail). The General Provisions (Title I) of the Labour Code provide for the following:<sup>3</sup>

- This law shall apply to relations between employers and workers exercising their professional activity in the Comoros.
- A worker within the meaning of this Act is considered to be any person who undertakes to place his (sic) professional activity, for remuneration, under the direction and the authority of another person, natural or legal, public or private.
- It is forbidden for any employer to take into consideration race, colour, sex, religion, political opinion, national ancestry or social origin or the real or supposed state of health, in particular HIV-AIDS, to make its decisions with respect to hiring, conditions of employment, training, professional development, compensation for work, discipline and dismissal and any other form of discrimination. Discrimination is considered to be any distinction, exclusion or preference that has the effect of destroying or impairing equality of opportunity or treatment in matters of employment or profession.
- Forced or compulsory labour is absolutely prohibited. The term forced or compulsory labour refers to any work or service required of an individual under the threat of penalty for which the said individual has not offered to willingly do.
- Sexual or moral harassment is strictly prohibited. Sexual harassment is any conduct of a sexual nature that has the effect of creating an intimidating, hostile or humiliating work environment.

Titles III, IV and V of the Labour Code have comprehensive provisions related to Employment Contracts, Wages and Salaries and Working Conditions respectively. Title VI (Special Provisions for Foreign Workers) provides for the following:

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<sup>2</sup> <https://www.hcwpolicylab.org/wp-content/uploads/2024/03/French-Version-Labor-Code-of-Comoros-Islands-1.pdf>

<sup>3</sup> Translated from the original French using Microsoft Word Translator

- The provisions of this Code automatically extend to foreign workers. However, they must not be an obstacle to the application of the regulations on conditions of admission and residence.
- Subject to the treaties and reciprocity agreements concluded between the Union of the Comoros and other States, it is forbidden for any person to engage or keep a foreigner in his (sic) service who does not have a special worker's card (*work permit*).

#### 4.3 Law No. 88-025 Relating to Entry Requirements and of Foreigners in the Comoros, 29 December 1988 <sup>4</sup>

The law requires that all foreigners have to be in possession of a valid national passport or travel document in lieu thereof, and unless provided for otherwise, must be in possession of a visa that authorises their entry and stay in the Comoros. Three types of short-term visas are issued:

- A transit visa for a stay of up to five days
- A tourist visa, valid for a stay of a maximum of forty-five days, and
- A short-stay visa not exceeding three months and possibly renewable once.

Any foreigner who wishes to stay in the Comoros for more than three months, must apply for a long-stay visa. If the visa is approved, the applicant will be issued with a Residence Permit which is renewable on an annual basis.

Persons holding one of the above visas may not engage in any gainful activity, whether salaried or not. Foreigners who hold a residence permit and who wish to carry out a professional activity must obtain a Resident Card, which if issued, cancels the Residence Permit. The Residence Card is valid for ten years and can be renewed.<sup>5</sup>

Migrants can become naturalized citizens after 10 years of stay in the country, and foreigners born in Comoros can obtain citizenship in 5 years (Migrant Refugees, 2023). However, immigrants may be subject to hate crimes, violence, and discrimination as there is no legislation to protect immigrants against such discrimination (Migrant Refugees, 2023).

## 5 LABOUR MARKET INSTITUTIONS

Title VIII of the Labour Code establishes the various administrative bodies involved in the management and regulation of the labour market:

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<sup>4</sup> <https://www.refworld.org/legal/legislation/natlegbod/1988/fr/147136>

<sup>5</sup> Translated from the original French using Microsoft Word Translator

## 5.1 Central Administration

The Central Administration is responsible for all matters relating to the status and protection of workers, industrial relations, the employment of workers, labour movements, placement and social security. Specifically, its mandate is to

- Ensure the application of the provisions enacted in the field of labour and protection of workers;
- Coordinate and control the services and bodies contributing to the application of the social legislation;
- Provide advice and recommendations to employers and workers;
- Carry out studies and investigations relating to the administration of labour and related laws.

## 5.2 Inspectorate of Labour and Social Laws

The Inspectorate of Labour and Social Laws has the responsibility to:

- Ensure the application of legislative and regulatory provisions and the provisions of collective agreements relating to working conditions and the protection of workers in the exercise of their professions; in particular, the provisions relating to hours of work, wages, safety, health and welfare, the employment of children and related matters;
- Provide information, recommendations and advice to employers and workers on the means of complying with the legal provisions;
- Bringing deficiencies and abuses to the attention of central government which are not specifically covered by the legal provisions in force.

## 5.3 Advisory Council on Labour and Employment

The Advisory Council on Labour and Employment is established under the auspices of the Minister for Labour and its responsibilities are set out as follows:

- To study problems concerning labour and the employment of workers; vocational guidance and training, job placement, vocational training, movement of labour, migration, improvement of the material and moral condition of workers, social security, health and safety of workers;
- To issue opinions and formulate proposals and resolutions on the regulations to be adopted in these matters;
- The Advisory Council on Labour and Employment may also be consulted on all questions relating to work, manpower, health and social security in order to allow for the examination by employers' and workers' organizations in problems of mutual interest and to promote social dialogue.

At the request of the Minister of Labour, the Advisory Council on Labour and Employment may also

- Examine any difficulties arising in the negotiation of collective agreements;
- Decide on all matters relating to the conclusion and application of the collective agreements, and in particular their economic impact.
- Studying, in conjunction with the competent services, the elements that may be used as a basis for determining the minimum wage: study of the minimum subsistence level, study of the general economic conditions.

The Advisory Council on Labour and Employment shall be chaired by the Minister of Labour and comprises representatives of workers and employers, as well as representatives of the National Assembly.

#### 5.4 Labour Court

The Labour Courts hears individual disputes arising in the course of the employment contract between workers and their employers and disputes arising between workers in the course of work. They also hear all individual disputes relating to laws, texts collective agreements, and litigation relating to the compensation of accidents at work and occupational diseases, family benefits and retirement pensions paid to workers.

#### 5.5 Multisectoral Monitoring and Steering Commission for Migration Issues

Decision No. 19/07 references the appointment of the Commission's members and its mission. The Commission was established in 2018 by the initiative of the Ministry of the Interior, Decentralization and Territorial Administration (IOM, 2021). It oversees interministerial coordination on migration issues, collects and analyses any law or decree pertaining to migration with a view to formulating recommendations for the Government and, drawing up a national migration policy framework. The Commission is chaired by the Ministry and has representatives from others ministries and organizations.

#### 5.6 Central Department for Immigration and Emigration

Under the Directorate General for Police and National Security, is in charge of the implementation of Law No. 88-025 modifying Law No. 82-026, on the conditions of entry and stay for foreigners in Comoros which sets down the conditions for visiting or moving to the Comoros, for remaining as a resident or to work, and for deportation (IOM, 2021). The Department includes the Central Service for the Production and Issuance of Biometric Documents, the Visa Service in charge of issuing visas on arrival in the Comoros, and the Central Domestic Surveillance Service.

## 5.7 Ministry of Foreign Affairs and International Cooperation

In charge of all emigration-related matters and of policies for engaging with the diaspora through the Office for Comorians Abroad established by Decree No. 11-234 in 2011.

## 6 RATIFICATION OF INTERNATIONAL INSTRUMENTS

Comoros has ratified 37 ILO conventions of which 34 are in force.<sup>6</sup> With regard to fundamental rights covering all workers in the country, including migrant workers (regardless of migration status), the following Conventions have been ratified:

	Convention No	Title	Date of Ratification
<b>Fundamental Conventions</b>	C029	Forced Labour Convention, 1930 (No. 29)	23 Oct 1978
	C087	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	23 Oct 1978
	C098	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	23 Oct 1978
	C100	Equal Remuneration Convention, 1951 (No. 100)	23 Oct 1978
	C105	Abolition of Forced Labour Convention, 1957 (No. 105)	23 Oct 1978
	C111	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	17 Mar 2004
	C138	Minimum Age Convention, 1973 (No. 138)	17 Mar 2004
	C182	Worst Forms of Child Labour Convention, 1999 (No. 182)	17 Mar 2004
<b>Governance Conventions</b>	C81	Labour Inspection Convention, 1947 (No. 81)	23 Oct 1978
	C122	Employment Policy Convention, 1964 (No. 122)	23 Oct 1978
	C144	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	06 Jun 2014

<sup>6</sup> [https://normlex.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200\\_COUNTRY\\_ID:103360](https://normlex.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103360)

<b>Technical Conventions</b>	C97	Migration for Employment Convention (Revised), 1949 (No. 97)	15 Jul 2021
	C143	Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	15 Jul 2021

Comoros has not ratified the following ILO conventions that are specifically related to labour migration or of particular significance in terms of the recruitment and employment of migrant workers:

- Private Employment Agencies Convention, 1997 (No. 181)
- Domestic Workers Convention, 2011 (No. 189)
- Violence and Harassment Convention, 2019 (No. 190)

Comoros has also not ratified the 1990 UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.<sup>7</sup> Comoros also does not have legislation to grant refugee or asylum status, and for the protection of refugees nor has it ratified the 1951 Geneva Convention (Migrant Refugees, 2023).

## 7 BILATERAL LABOUR MIGRATION AGREEMENTS

The US State Department's *Trafficking in Persons* (TIP) Report notes that the Government of Comoros collaborated with the Governments of Madagascar and Tanzania to regulate labour recruitment and that there are ongoing efforts to develop bilateral labour agreements with the Governments of Kuwait, Madagascar, Oman, Tanzania, and the United Arab Emirates to enhance protections for migrant workers.<sup>8</sup> The report also notes that the Government of Comoros continues to oversee the working conditions of Comorians living and working abroad, including assisting in the repatriation of trafficking victims.

## 8 FAIR RECRUITMENT OF MIGRANT WORKERS

There is no specific information on fair recruitment and the regulation of private and public recruitment agencies in the public domain. However, an IOM (2023) study, referencing a 2021 US Department of State report, suggests that both Comorian citizens and migrant workers in the Comoros are vulnerable to exploitation and abuse. This takes

<sup>7</sup> [https://tbinternet.ohchr.org/\\_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=38&Lang=en](https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Treaty.aspx?CountryID=38&Lang=en)

<sup>8</sup> <https://www.state.gov/reports/2024-trafficking-in-persons-report/comoros/#:~:text=Comorian%20authorities%20collaborated%20with%20the,enhance%20protections%20for%20migrant%20workers>



the form of luring Comorian and foreign nationals into forced labour and acts of trafficking. Specifically, Comorian and Malagasy women who seek employment in, or are in transit through the Middle East, are exploited by traffickers. Children who are often subjected to debt bondage are also susceptible to trafficking. Other victims of trafficking and forced labour include asylum-seekers whose claims were rejected, stranded migrants and those who live in poverty-stricken conditions.

## 9 SKILLS RECOGNITION OF MIGRANT WORKERS

Comoros does not have a National Qualifications Framework.<sup>9</sup> However, in 2021 the Government started the implementation of a programme (Mzomo na Hazi) aimed at reinforcing and expanding the Technical Vocational Education and Training (TVET) system, including access to training, skills, and employability. It is also anticipated that the Ministry in charge of technical and vocational training will award qualifications attesting to skills confirmed by professional and technical exams and competitive examinations. Despite these developments, it is unclear what the process and mechanisms are for the mutual recognition of skills and qualifications in relation to migrant workers.

## 10 SOCIAL PROTECTION OF MIGRANT WORKERS

In the *Migration Governance Indicators* report published by the IOM (2021) for Comoros, the following are noted:

- Migrant workers enjoy the same rights as nationals when it comes to access to basic social protection.
- All workers in the public and private sectors, including migrant workers, benefit from a pension scheme and health insurance. Employees must be affiliated with the Comoros Pension Fund by their employer and contribute for at least 15 years in order to benefit.
- Regular migrants have access to government-financed education and vocational training on the same basis as nationals.
- Migrants have the same access to government-financed health care as citizens of the Comoros.

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<sup>9</sup> <https://unevoc.unesco.org/home/Dynamic+TVET+Country+Profiles/country=COM>

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[www.sammproject.org](http://www.sammproject.org)  
[samm-project@ilo.org](mailto:samm-project@ilo.org)