



Tripartism and Social Dialogue on Labour Migration

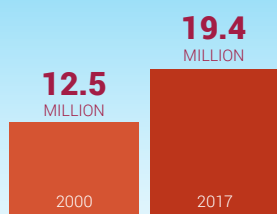
Through social dialogue, the participation of the ILO's tripartite constituents (Ministries of Labour and workers' and employers' organizations) at the local, national, bilateral, regional, interregional and global levels is central to achieving fair labour migration governance and can strengthen the effectiveness and sustainability of labour migration policies, legislation and practices.



International Labour Organization

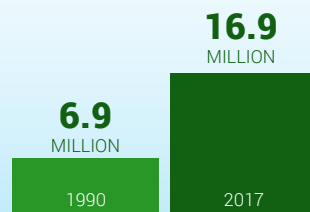


Given its demographic challenges, Africa needs to make significant efforts to generate a sufficient volume of jobs, to provide decent employment in the medium term (UNCTAD, 2012). As seen below, Africa now hosts nearly 20 million international immigrants of which 13 million are migrant workers (the ILO's 2018 Global Estimates on International Migrant Workers), making it imperative to encourage tripartism and social dialogue in relation to labour migration.

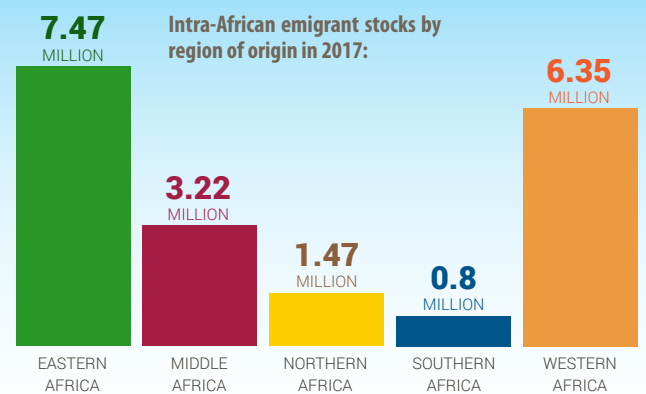


The stock of international migrants originating from Africa and living in Africa grew from 12.5 million in 2000 to 19.4 million in 2017. (UNCTAD, 2017)

The stock of international migrants originating from Africa and living outside the continent increased from 6.9 million in 1990 to 16.9 million in 2017.



The majority lived in Asia, Europe and North America. Within Asia, almost all of Africa's international migrants live in the Middle East, illustrating the importance of the region as a hub for the continent's migrants.



Data sourced from: Economic Development in Africa - Migration for Structural Transformation, UNCTAD, 2017

The AU/ILO/IOM/UNECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP)

Engaging tripartite participation and social dialogue on labour migration is part of the goals and objectives of the AU-ILO-IOM-UNECA JLMP derive from the long-term aspiration of achieving in Africa an effective intra-regional regime of labour migration and mobility for development and integration with the necessary governance to sustain it. Pursuant to the overall purposes, the multi-stakeholder JLMP facilitates implementation of the strategy of Africa's Agenda 2063 and the African Union Commission Strategic Plan 2014–2017.

The JLMP addresses the needs and concerns of migrant workers, their families and their organizations. Actions focus on knowledge sharing combined with advisory services, training, advocacy, and technical assistance to RECs and mobilization of government, employers and trade union representatives, civil society, and public opinion to promote progress on Africa's intra-regional labour migration and mobility.

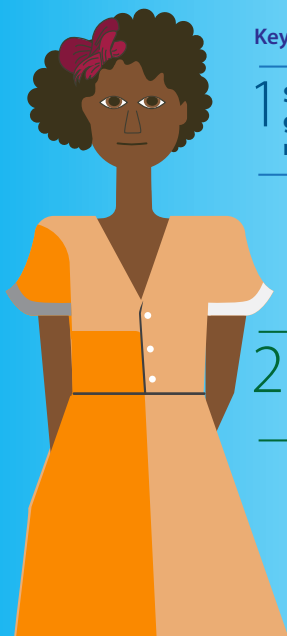
Key result areas include:

1 Strengthen effective governance of labour migration in Africa

- 1.1 Increased domestication of key international standards on labour migration
- 1.2 Free-circulation regimes in coherent labour migration policies are elaborated and adopted by the Regional Economic Communities (RECs)
- 1.3 Strengthened capacities of labour institutions and social partners in RECs and national governments for labour migration governance, policy and administrative responsibilities
- 1.4 Regional mechanisms for tripartite policy consultation and coordination on labour migration issues established, and consultation and technical cooperation with other regions strengthened.

2 Promote decent work for regional integration and inclusive development

- 2.1 Decent work for migrants with effective application of labour standards to migrant workers in recruitment and treatment promoted
- 2.2 Social security extended to migrants through access and portability regimes compatible with international standards and good practice
- 2.3 Harmonized policies to foster mobility of skills and better alignment of skills with labour market needs are adopted and implemented in Africa
- 2.4 Enhanced collection of gender and age disaggregated data on migrants' economic activity, employment skills, education, working conditions and social protection situations



Results of the work with EAC, ECOWAS, IGAD and SADC:

In 2013, a first **SADC Labour Migration Action Plan** was approved by ministers responsible for employment and labour and the social partners, and a second SADC 2016–19 Labour Migration Action Plan followed consequently. The SADC Employment and Labour Sector (ELS) Committee also endorsed the **SADC Labour Migration Policy Framework** in 2014.

The **Economic Community of West African States (ECOWAS)** considers **tripartite dialogue on labour migration** important and recently established a **Social Dialogue Forum** which has produced draft guidelines on strengthening the protection of migrant workers' rights in the subregion.

The ILO is also working with the **East African Community (EAC)** and the **Intergovernmental Authority on Development (IGAD)** to enhance the ILO's tripartite constituents' capacity in this area.



At the country level, the following can be highlighted:

Over the past few years, with the technical support of the ILO, the following countries have organized national social partner consultations and platforms on migration, sometimes with government involvement in the formulation of labour migration policies: **Algeria, Burkina Faso, Kenya, Lesotho, Nigeria, Senegal** and **Seychelles**.



In **South Africa**, the Cabinet approved a white paper on international migration in March 2017 as the culmination of a long process of consultation and social dialogue engagement between government, workers, employers and civil society, including the consortium of refugees and migrants of South Africa.

Tunisia utilized a participatory process to revise its national migration strategy (SNM) in 2017. Led by the Ministry of Social Affairs, this involved different parts of government, the social partners (UGTT and UTICA), civil society, the ILO, IOM and others.

Tripartite workshops were held in **Morocco** on protecting the rights of migrant workers and improving the governance of labour migration by strengthening social dialogue.

National road maps/action plans were drafted on the strengthening of institutions and social partners in the area of labour migration in **Tunisia** and **Morocco**, as well as in **Egypt**.

Successful example

A Tripartite Framework for the Support and Protection of Ethiopian Women Domestic Migrant Workers to the Gulf Cooperation Council (GCC) States, Lebanon and Sudan was established to protect women migrant domestic workers (MDWs). The ILO in collaboration with the Ministry of Labour and Social Affairs developed a gender-sensitive pre-departure training manual to be used by the overseas employment department. In this regard, gender has been mainstreamed in all interventions undertaken to promote fair and safe labour migration and work towards the protection of Ethiopian women MDWs in the GCC States, Lebanon and Sudan.



International
Labour
Organization



ILO Regional Office
for Africa (ROAF)

Website:

<https://www.ilo.org/africa/areas-of-work/labour-migration/lang-en/index.htm>

Twitter: @ILOAfrica