

Strengthening the Common Approach on BLMA and skill development among Labour Migration Advisory Group (LMAG) in East and Horn of Africa

6 -7 March 2024

Speke Resort Munyonyo, Uganda

Agenda

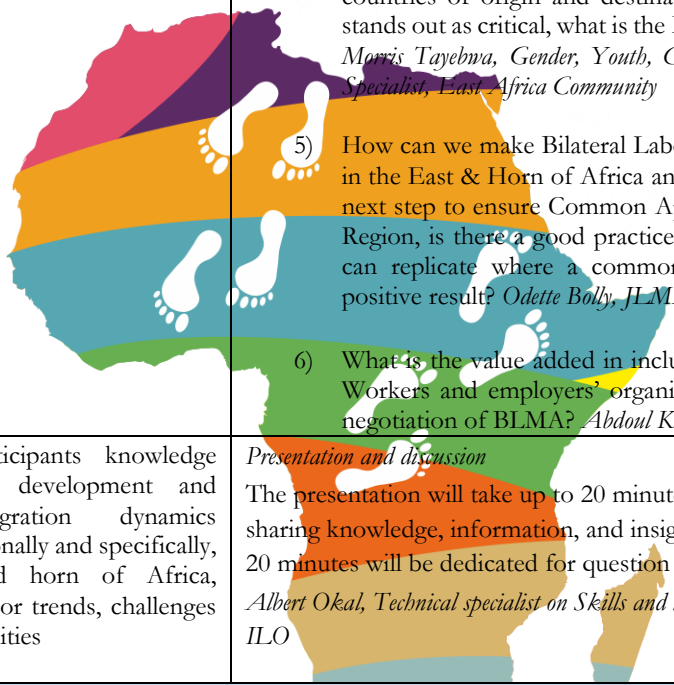
Day one – 6 March 2024

Time	Session	Session Objective and key messages	Methodology /Facilitator	Moderator
08 :30 - 09 :00			Registration	
09:00 – 09 :10	Security Briefing		UN Security Briefing, <i>United Nations Department of Safety and Security</i>	ILO
09:10 – 10:00	Welcoming and opening remarks By ILO, Workers, Employers & Government	Deliver key messages from organizers and partners of the program	<i>Plenary session:</i> Welcoming and Opening remarks by: - Alexio Musindo, Director, ILO Country Office for Djibouti, Ethiopia, Somalia, Sudan and South Sudan and Special representative for AU and ECA - Mr. Richard Bigirwa, Secretary General, National Organization of Trade Unions - Douglas Opiyo, Executive Director, Federation of Uganda Employers - Hon. Dominic Mafwabi Gidudu, Minister of State, Ministry for Labour Gender, and social development, Republic of Uganda	Lawrence Egulu, Ag. Director of Labour and Employment, Ministry of Gender, Labour and Social Development, Republic of Uganda
10:00 – 10:30	Getting to know each other & objective: Introduction, Agenda and Objective of the w/shop	- Getting to know one another - Participants are aware of the objective and expected results of the w/shop	<i>Participatory plenary session:</i> - Ask everyone to introduce themselves: name, one thing they understand on labour migration and what they are doing now. - Presentation of the agenda and objective	

			<i>Hon. Aggrey David Kibenge, Permanent Secretary, Ministry of Gender, Labour and Social Development, Republic of Uganda</i>	
10:30 – 11:00	Group Photo & Health Break			
11:00 - 12:30	BRMM update: Presentation on BRMM progress updates for past 12 Months & matters arising from the TWG's	LMAG members are aware of the progress made in the implementation of the BRMM & provide guidance as required	<i>Presentation and discussion</i> The presentation, which will take up to 45 minutes, will provide adequate information on the progress of BRMM implementation, and the 45 minutes will be dedicated to question and answers and guidance on way forward. <i>Aida Anel, CTA, Better Regional Migration Management, ILO</i>	Hon. Eng Cyprian John Luhemeja, Permanent Secretary, Prime Minister's Office - Labour, Youth, Employment and Persons with Disability, Republic of Tanzania
12:30 - 13:30	Lunch			
13:30 – 15:30	Promising Practices on Labour Migration governance from each country	LMAG members informed on best practices on labour migration within the region for possible replication in their respective countries	<i>Gallery walks:</i> Country updates 15 Minutes each <i>Djibouti, Ethiopia, Kenya, Uganda, Tanzania, Somalia & South Sudan</i>. The updates will be based on country priorities that were identified during the first LMAG and progress made. <i>All participants:</i> will state one to three important initiatives undertaken on labour migration, since the last LMAG and which can be replicated as good practice elsewhere.	Alexio Musindo, Director, ILO Country Office for Djibouti, Ethiopia, Somalia, Sudan and South Sudan and Special representative for AU & ECA
16:00	Health Break & End of Day one			

Day two - 7 March 2024

Time	Session	Session Objective and key messages	Methodology	Moderator
09:00 – 09:30	Setting the scene on the common approach to Labour migration	Participants will appreciate the value-added working as a regional block	<i>Presentation and discussion</i> The session will look at regional integration, migrant protection, Free movement protocols, labour migration governance & the rationale for the common approach to Labour migration <i>Aida Avel, Chief Technical Advisor, Better Regional Migration Management, ILO</i>	Hon. Mary Pitia Wani, Under Secretary, MoL, Republic of South Sudan
09:30 – 10:30	Promising practices in BLMA and improving the protection of migrant workers	Enhance participants understanding on how each actor (government, employers, workers and private recruitment agencies) can work together to improve the protection of East African migrant workers in destination countries	<i>Presentation and discussion</i> The presentation will take up to 30 minutes, it will focus on sharing knowledge, information, and insight on BLMA: Global, regional and national trends on common approaches to <i>BLMAs</i> (trends, challenges, opportunities, and good practice) and the 30 minutes will be dedicated for question and answers. <i>Theodoor Sparreboom, Senior Specialist on Labour Migration, ILO</i>	Abdinasir Jimale Mohamed, Deputy Managing Director, Somali Chamber of Commerce and Industry
10:30 – 11:00	Health Break			
11:00 – 12:00	Panel Discussion Making BLMA work for African migrant workers	Participants will appreciate the challenge and opportunities on BLMA, the importance of coordination for the protection of migrant workers	<i>Panel discussion:</i> 1) In the recent past, the East and Horn of Africa countries, including Kenya has been making strides in negotiating and concluding BLMA with destination countries. What do you see as the challenge and benefits of these BLMAs & how can we improve on it going forward? <i>Joseph Njue, Director Labour migration, National Employment Authority, Republic of Kenya</i> 2) Ethiopia has signed several bilateral agreements recently, what is the major issues you try to address in these BLAs, and which are the issues the Country of destination usually resist? <i>Endalike Tekileba, Head of Tripartite Relation cooperation Desk at FDRE, Ethiopia Ministry of Labour & Skills</i>	Omar Faruk Osman, General Secretary, Federation of Somali Trade Unions

			 3) Despite several countries in East & Horn of Africa signing BLA with countries of destination in the Gulf, we recognize that implementation is lagging behind. What is hampering its implementation & how can we improve on it? <i>Lawrence Egulu, Ag. Director of Labour and Employment, Ministry of Gender, Labour and Social Development, Republic of Uganda</i> 4) For regional mobility cooperation and development of countries of origin and destination the issue of BLMA stands out as critical, what is the EAC doing in this regard? <i>Morris Tayebwa, Gender, Youth, Children & Social Protection Specialist, East Africa Community</i> 5) How can we make Bilateral Labour Agreements effective in the East & Horn of Africa and what do you suggest as next step to ensure Common Approach to BLMA in the Region, is there a good practice from the region that we can replicate where a common approach has given a positive result? <i>Odette Bolly, JEMP Coordinator, AUC</i> 6) What is the value added in including social partners, like Workers and employers' organization in the design and negotiation of BLMA? <i>Abdoul K. Ouedraogo, ITUC-Africa</i>	
12:00 - 12:30	Setting the scene: Skills development and Labour Migration	Refresh participants knowledge about skills development and labour migration dynamics globally, regionally and specifically, in East and horn of Africa, including major trends, challenges and opportunities	<i>Presentation and discussion</i> The presentation will take up to 20 minutes, it will focus on sharing knowledge, information, and insight on the topic and the 20 minutes will be dedicated for question and answers. <i>Albert Okal, Technical specialist on Skills and labour Migration, BRMM, ILO</i>	Kassahun Follo, President, Confederation of Ethiopian Trade Union
12:30 - 13:30	Lunch			
13:30 - 14:30	Skilled Migration Emerging issues from findings of Labour market analysis in	Participants will be informed on the findings on Labour shortages, skills need trends in selected countries and will also be informed on the feasibility, bottleneck and	<i>Presentation and discussion</i> The presentation will take up to 40 minutes, it will focus on the main finding and recommendation of the two-assessments undertaken by IOM and ILO and the 20 minutes will be dedicated for question and answers and way forward.	Pasqueala Michael, Secretary General, South Sudan Workers

	selected countries of destination	opportunities from countries of origin side	<i>Avil Mohamoud, Director Africa Diaspora Policy centre, ILO Senior Consultant and Laurence Hunzinger, Head of Migration Management and Governance Coordinator, IOM</i>	Trade Union Federation
14:30 – 15:30	Panel Discussion Moving away from low skilled to semi-skilled and skilled migration	Reflection by participants on what can we do better in the region to move away from low skilled to semi-skilled and skilled labour migration without affecting the local labour market	 - Many of the emerging sectors with labour shortages and for which semi and medium skilled workers are needed also have weak and few training facilities in Countries of origin as well for example, agriculture, tourism and hotel services, non-medical care sectors. What practical policy options do you suggest that countries of origin can take to address this challenge to benefit from these emerging and growing demand? <i>Hon. Eng Cyprian John Lubemeja, Permanent Secretary, Prime Minister's Office - Labour, Youth, Employment and Persons with Disability, Republic of Tanzania</i> - Both reports presented indicate lack of reliable disaggregated data on the supply of skilled workers (type level and sector/occupation) in the countries of origin. This is a major setback towards ascertaining as to whether there is indeed skilled labour surplus in the local economies that can migrate to other countries without affecting local economic needs. How best do you suggest that we address this issue? What low hanging cost effective steps should countries of origin take to ensure reliable UpToDate data of the skilled labour? <i>Vivianne Nyarunda, SM, Labour Statistics, Kenya National Bureau of Statistics</i> - Many of the countries experiencing Labour and /skills shortages are advanced economies whose quality and standards of training are higher compared to those of the EHOA countries. This is more pronounced at medium skills levels. What kind of partnerships/collaboration can we seek with these countries that will help minimize this gap in a manner that is beneficial to all involved? <i>Joseph Njue, Director Labour migration, National Employment Authority, Republic of Kenya</i> - There is fear or perception that increasing demand for Skilled (semi-, medium, and high skilled workers) in other parts of the world occasioned by labour shortages is a blessing and a curse at the same time for countries of	Douglas Opiyo, Executive Director, Federation of Uganda Employers

			origin. In some sectors such as health, the demand is so huge that some countries of origin have started complaining of mass exodus of their health workers to better paying countries, in your opinion, what practical policy options should countries of origin adopt to maximize on the blessings and minimize the curse? <i>Lawrence Egulu, Ag. Director of Labour and Employment, Ministry of Gender, Labour and Social Development, Republic of Uganda</i>	
		 5) Many migrant workers' experiences and skills are underutilized in the countries of destination and upon return home due a phenomenon called <u>brain waste</u> which is occasioned by labour market mismatches. What strategies should countries adopts to reduce the skill mismatches? And how can employers be of help? Melkie G/Michael, <i>Vice Secretary General, Ethiopian Overseas Employment Agencies Federation</i>		
15:30 – 16:00	Health Break			
16:00 – 16:30	Way forward: agree on 1-3 things to work on before next LMAG	LMAG members will identify Country priorities and commitments on labour migration for the next 12 months	 <i>Plenary discussion</i> What can each government, employers, trade unions and recruitment agencies do to improve labour migration governance and the protection of migrant workers in East and Horn of Africa?	Osama Bilal, Deputy Chairman, Employer Association of South Sudan
16:30 – 17:00	Closing session	Deliver key messages from organizers and partners of the program on how they saw the meeting and what can be done better	 <i>Closing Statement:</i> ✓ Mr. Richard Bigirwa, Secretary General, National Organization of Trade Unions ✓ Douglas Opiyo, Executive Director, Federation of Uganda Employers ✓ Alexio Musindo, Director, ILO Country Office for Djibouti, Ethiopia, Somalia, Sudan and South Sudan and Special representative for AU and ECA	Mahdi Mohamud, Senior Advisor to the Minister, Ministry of Labour and Social Affairs, Federal Republic of Somalia

			✓ Lawrence Egulu, Ag. Director Labour and Employment, Ministry of Gender, Labour and Social Development, Republic of Uganda	
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