



International
Labour
Organization



Better
Regional
Migration
Management

Better Regional Migration Management (BRMM)

[September 15] 2021 – [June 30] 2022 Progress

01	INTRODUCTION	01
02	PILLARS OF THE BRMM	02
03	MAJOR ACCOMPLISHMENTS	03
04	KEY FIGURES	05
05	BETTER STATISTICS	07
06	BETTER SKILLS	09
07	STRENGTHENED CAPACITY OF SOCIAL PARTNERS	16
08	LESSONS LEARNED	21
09	CONTACT US	22

Introduction



Project Duration

9 months

Target Beneficiaries

Migrants, potential migrants and returnees

Countries covered

Djibouti, Ethiopia, Kenya, Rwanda, South Sudan, Sudan, Somalia, Tanzania and Uganda.

Donor

UK - Foreign, Commonwealth & Development Office (FCDO)

Implementing Agency

International Labour Organization

Implementing Partners

Government, Social Partners, sister UN agencies and NGOs

Fair and effective labour migration governance can be a vehicle to respond timely and effectively to labour market needs, convey stimulating innovation and development, as well as transferring and improving skills. To contribute to this, the ILO is implementing the "Better Regional Migration Management" BRMM programme, funded by the UK Foreign

Commonwealth and Development Office, with the aim of laying the foundations for improving labour migration governance in East Africa by using evidence-based policies, enhancing migrant workers' qualifications and skills, and actively engaging the social partners for improved development outcomes.

Pillars Of The BRMM

Better Statistics

Establishing and strengthening foundations for enhanced labour market and migration information system.

Better Skills

Skills matching, recognition and development along specific migration corridors

Strengthened Capacity of Social Partners

Social partners have improved engagement in labour migration policy development and implementation.

Major Accomplishments:

The project made significant and concrete contributions in laying the foundations and achieving impact for improved labour migration governance in East Africa by using evidence-based policies, enhancing migrant workers' qualifications and skills, and actively engaging the social partners for improved development outcomes. The following can be cited as key achievements:

Outcome 1: Statistics

- ▶ Strengthened the capacity of the Government of Ethiopia to better administer data on the number of migrant workers leaving the country and returning by strengthening the Ethiopian Migrant Data Management system.
- ▶ Laid the foundation for the establishment of LMMIS in Ethiopia and Djibouti and improved existing labour migration statistics data in Tanzania and Uganda.
- ▶ Enhanced the capacity of Kenya, Rwanda and Tanzania to monitor social protection data collection and SDG 1.3.1 "proportion of population covered by social insurance programs".
- ▶ Strengthened the capacity of relevant actors in East Africa on labour migration statistics.
- ▶ Enhanced knowledge of censuses/surveys and administrative sources of data on Labour Migration Statistics in Tanzania and Uganda.
- ▶ Developed an alternative sampling strategy for Labour Migration Statistics for Tanzania and Uganda.
- ▶ Developed a practical guide on the collection of Labour Migration and Mobility Statistics.

Outcome 2: Skills

- ▶ Strengthened capacity of Ethiopian TVT institutions to provide quality skills training, including English language training for potential and returned migrants.
- ▶ Supported the design, development and establishment of the Kenya migrant welfare fund.

3,000

More than 3,000 potential and returned migrants have improved on entrepreneurial, financial and life skills through the provision of SIYB, financial education and life skills training as well as employability skills training.

A revolving loanable fund established for potential and returned migrants in Ethiopia for improved access to finance, and 659 potential and returned migrants benefited from it.

659

1,500

1,500 returned migrants are supported through cash transfer to bridge the immediate needs and assistance to long term livelihood opportunities by supporting the returnees to graduate from cash assistance scheme to sustainable livelihood.

More than 2,000 Ethiopian potential and returned migrants integrated into the labour market, through wage and self-employment.

2,000

- ▶ Strengthened institutional capacity of various stakeholders, including the government (Ministries responsible for labour and labour migration in the different countries, NSOs, TVT, parliamentarians); overseas private employment agencies; workers' and employers' organizations.
- ▶ East and Central Africa Social Security Association's capacity strengthened to support member states in the extension of social protection for migrant workers, including through developing a master's degree - Master of Public Policy in Social Protection Governance (MPP-SPG).

Outcome 3: Social partners engagement in labour migration

- ▶ Strengthened the capacity of employers in East Africa.
- ▶ Enhanced access to justice for Ethiopian migrants in Kuwait through supporting union-to-union agreements between Ethiopia and Kuwait for the protection of migrant workers.
- ▶ Increased employment opportunities for Ethiopian migrant workers in Kuwait by supporting the signing of the Kuwait Union of Domestic Labour Office and private employment agencies of Ethiopia agreement.
- ▶ Strengthened engagement of COTU-K on the protection of migrant workers, supported the signing of Resolution and establishment of MRCs.
- ▶ Access to information for migrant workers enhanced in Kenya through establishing a migrant resource centre.
- ▶ Supported the establishment of the Labour Migration Advisory Committee (LMAC) in Kenya to better coordinate labour migration work in Kenya in collaboration with other DC Projects including FAIRWAY and FMPT.

- ▶ Strengthened the capacity of the Kenya Tripartite committee on BLA.
- ▶ National Employment Policy of Tanzania, which includes labour migration as one of the components finalized.
- ▶ Commissioned various research to support evidence-based policy making and programme implementation.



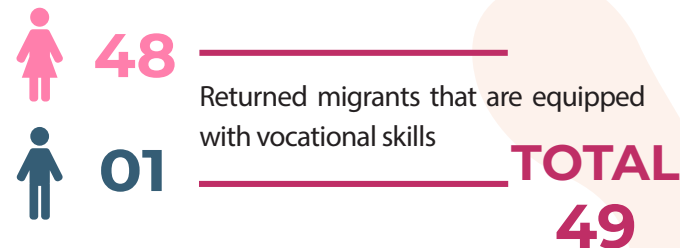
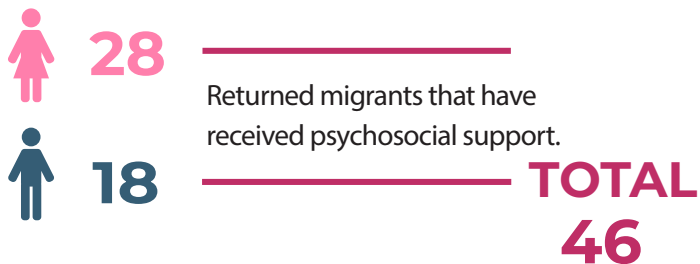
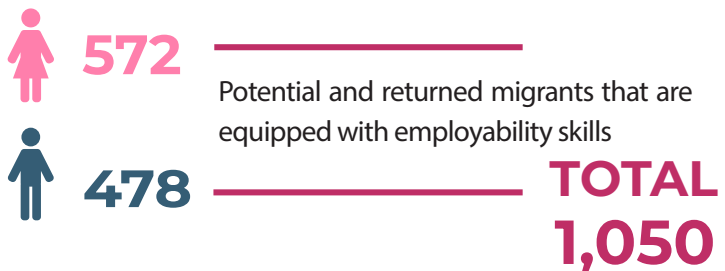
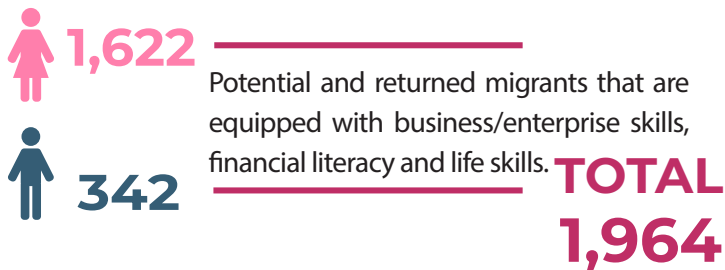
Fig.1: Mr Tumaini Nyamhokya, President, Trade Union Congress of Tanzania, making an opening remark at tripartite round table discussion on relevant ILO convention on migration, 11th – 13th July 2022, Morogoro



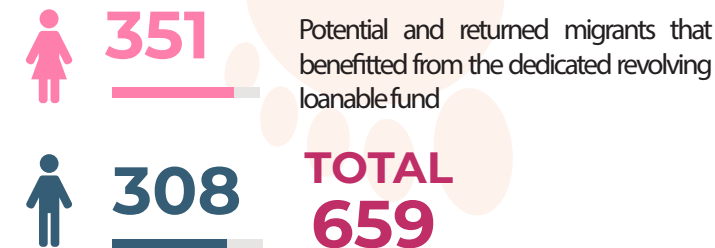
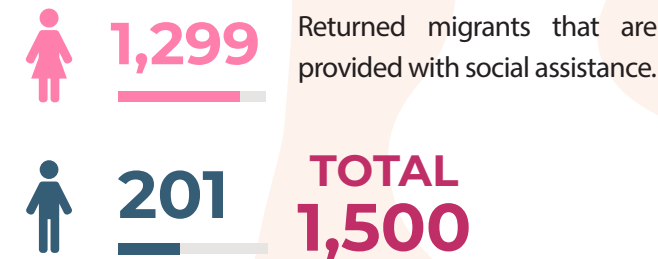
Fig.2: Group photo at the tripartite round table discussion on relevant ILO convention on migration, 11th – 13th July 2022, Morogoro

KEY FIGURES

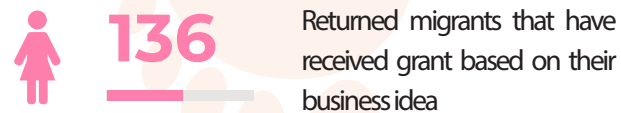
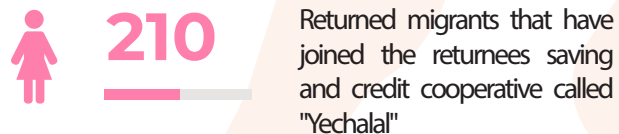
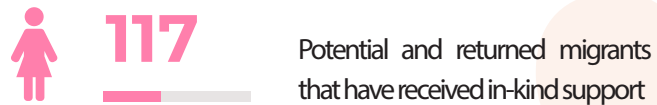
Non-financial Support



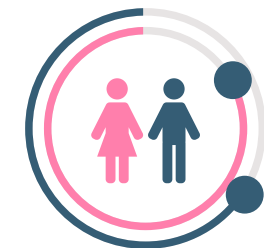
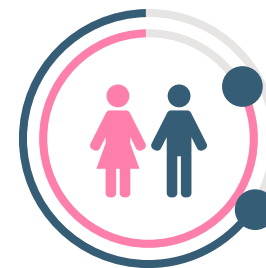
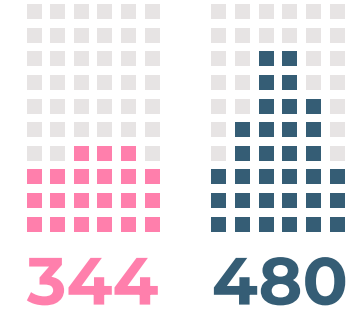
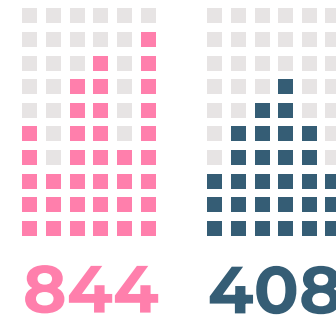
Financial Support



Financial Support



Employment Status



Better Statistics

Improved labour migration statistics for evidence-based policy making in selected/targeted countries

Capacity on labour migration statistics in Tanzania and Uganda improved

The project conducted a short training session with national focal points in both countries to build their capacity. The ILO further undertook an assessment that identified the current status of labour migration (including labour migration trends and policy context), mapped existing survey and administrative sources of data on labour migration, assessed their quality and completeness vis-à-vis relevant international statistical standards, and identified data priorities in both countries. The assessment also mapped the institutions responsible for different survey and administrative sources of labour migration statistics, assessed existing institutional capacities and provided recommendations to address the identified data gaps, expand national capacities and strengthen key sources of labour migration statistics. Both assessments were validated in the presence of all relevant institutions, including the ILO's tripartite partners.

Based on the findings of the scoping studies and recommendations from the validation workshop, the ILO commissioned two additional studies in Uganda and Tanzania to develop alternative sampling strategies to collect priority data on international labour migration through national sample household surveys.

Foundations for the development of LMMIS in Ethiopia and Djibouti established

Pursuing a multi-stage interdependent process, the project undertook a comprehensive assessment of the current state of LMMIS in Ethiopia and Djibouti. The assessment provided an overview of the existing and available labour market and migration-related data collection and analysis frameworks, systems and structures, and an improved understanding of the strengths and weaknesses of the existing data collection and processing systems and mechanisms in both countries. The assessment in Ethiopia was validated in the presence of tripartite plus partners and the way forward was agreed.



Fig.3: Alexio Musindo, Director, ILO Country Office for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and for the Special Representative to the AU and the ECA making an opening remark at LMMIS validation w/shop, 23rd May 2022, Addis Ababa

The Ethiopian Migrant Data Management system strengthened

The project supported the Ministry of Labour and Skills in Ethiopia in upgrading, updating and aligning the Ethiopian Migrant Data Management System (EMDMS) to the revised Ethiopian Overseas Employment amendment proclamation 1246/2021. Furthermore, the EMDMS was updated and integrated with the National Recruitment Platform (NRP) and electronic monitoring system for following up the implementation of Bilateral Labour Agreements (BLA) and Memorandum of Understanding (MoU). The integration of the three systems will facilitate the provision of effective service to potential migrant and migrant workers and improve data collection, processing and analysis of labour migration-related data, especially for regular migration.

Social protection data collection and SDG 1.3.1 monitoring capacity of stakeholders enhanced

The project enhanced the capacity of Kenya, Rwanda and Tanzania to monitor social protection data collection and SDG 1.3.1 “proportion of population covered by social insurance programs” with particular emphasis on social protection for migrant workers. In this regard, the project applied the Social Security Inquiry (SSI) online tool in Kenya, Rwanda and Tanzania. It created, prefilled and revised the SSI survey per the country’s specificities, and in liaison with national data producers, it filled the online version of the SSI questionnaire, including information for migrant workers. It further organised webinars with the national data providers and documented the experience on the data.

Capacity of social protection practitioners enhanced

The capacity of over 100 practitioners of social protection statistics and key actors involved in social protection data collection and monitoring was strengthened through workshops on SSI and ILO actuarial tools. The ILO in partnership with the International Training Centre of the ILO (ITC-ILO), organized an online training on Social Protection Statistics, National M&E Frameworks and Social Security Inquiry. The training provided an overview of key information surrounding social protection systems as well as on the periodic assessment highlighted, key social protection concepts, presented the ILO quantitative platform on Social Security (QPSS) and Social Security Inquiry (SSI) tools and examined the SSI applications in Kenya at the national level.

Labour migration statistics strengthened for better regional migration management in East Africa

Capacities of key partners strengthened on labour migration statistics. The project in partnership with the ITC-ILO organized an online training “Strengthening labour migration statistics for better regional migration management in East Africa” to equip national and regional stakeholders in the East African region with the necessary capacities to identify data priorities on international labour migration for policy formulation and monitoring purposes. The training also strengthened national sources and programmes for the production of statistics in international labour migration aligned with the 20th ICLS guidelines on the topic and good country practice. The project further developed a Quick Guide on Labour Migration and Mobility Statistics to provide an overview of the 20th ICLS guidelines to make it more accessible, highlight its main relevance and implications for establishing or strengthening national data collection, and dissemination programmes on labour migration and mobility statistics. The project also strengthened the capacity of the Ethiopian Statistics Service (ESS) on labour migration statistics.

Better Skills

Returnees and potential migrants, especially women and youth, have access to integrated services, capable of facilitating the transition to formal employment while ensuring adequate skills and qualification recognition, matching and development.

Capacities of Ethiopian Ministry of Labour & Skills enhanced to improve labour migration governance

Following the suspension of the provision of vocational skills training and certificate of competence (CoC) for potential migrant workers due to the COVID-19 pandemic, the project supported the MoLS to reconvene this service by organising a w/shop on 9 December 2021 in Addis Ababa, Ethiopia and agree on the readiness of TVT and CoC centres to restart the provision of skills training and certificate of competency to potential migrants. The workshop agreed on the need to define key criteria to ensure the readiness of training centres to provide training for potential migrants; the need to assess the available market and the potential to meet this market, and the need to revisit and review training curricula to better respond to the market needs. In addition, the draft operational directive of the Ethiopian overseas employment proclamation 923/2016 and its amended proclamation 1246/2021 was finalised with the support of the project.



Fig. 4: W/shop with TVT and CoC centers to restart the provision of skills training and certificate of competency to potential migrants, 9th December 2021, Addis Ababa

Capacities of Ethiopian Technical and Vocational Training (TVT) agencies improved

The project undertook an “Assessment of the Capacity of Technical and Vocational Training (TVT) Providers in Ethiopia”¹ in terms of skills provision, responsiveness to market needs, skills anticipation, skills certification and recognition, quality assurance of training delivery, and accessibility for disadvantaged and vulnerable groups. The assessment was validated by tripartite plus partners. Based on the finding and recommendations of the assessment, the project provided training on Core Skills for TVTs Deans. As a result of the training, TVET Deans are now better equipped to integrate

core skills into their training methodologies. Moreover, the capacity of four TVET institutions was strengthened through equipping them with up-to-date teaching and learning materials and relevant equipment and machinery to provide quality skills training for potential migrants and returnees. The project further supported the MoLS in revising the TVT policy and Strategy to better respond to the needs of potential migrants, returnees and youth at large. Last but not least, the project supported the revision of the National Basic English Language Communication Skills Module for workplace communication and provided ToT for 61 TVT teachers.

¹https://www.ilo.org/global/docs/WCMS_850744/lang--en/index.htm



Fig.5: H.E. Nigussu Tilahun, State Minister on Employment, Ministry of Labour and Skills, delivering an opening statement at the TVT policy consultation w/shop, 13th–14th April 2022, Addis Ababa

Capacity of Ethiopian Private Employment Agencies (PrEAs) strengthened to ensure fair recruitment

The project validated the *Capacity and practices of overseas private employment agencies assessment* ² undertaken through a previous DFID project. Based on the recommendations of the assessment, the project

provided training to more than 167 PrEAs on the newly developed self-assessment tool ³, where 127 PrEA were also trained on the PrEAs code of conduct, fair recruitment practices, and the amended Ethiopian overseas proclamation.

Strengthened legislative framework on labour migration in Tanzania

The Tanzanian government supported the finalisation of its National Employment Policy. Tanzania currently does not have a legislative framework that addresses labour migration. However, the National Employment Policy (NEP) of 2008 addresses some labour migration issues, namely, Governance of labour migration; protection and empowerment of migrant workers; harnessing labour migration for development; and migration data. To respond adequately to the current labour migration dynamic and labour market issues, the project supported the Government of Tanzania to organise three consultative workshops to consult relevant stakeholders and revise the NEP based on the current labour market and migration reality in Tanzania.

Existing business development and financial service providers for returnees in Ethiopia assessed

The project commissioned a market assessment ⁴ to have an overview of the public and private organisations and institutions that could partner with the project to roll out the training, and also improve understanding of training needs and demands specifically for business management amongst potential and returned migrants in Addis Ababa and Oromia region in

²https://www.ilo.org/global/docs/WCMS_850744/lang--en/index.htm

³https://www.ilo.org/global/docs/WCMS_850744/lang--en/index.htm

⁴https://www.ilo.org/global/docs/WCMS_850744/lang--en/index.htm

Labour market system assessed in Ethiopia

To better inform market interventions to support potential and returned migrants in accessing decent economic and employment opportunities. The ILO commissioned a market system assessment in Southern Nations Nationalities and Peoples (SNNP) and Oromia region and in Addis Ababa City Administration, using the approach to inclusive market systems (AIMS) to better respond to the challenges while focusing on durable solutions backed by more dignified, inclusive and comprehensive programmes for returnees and the community at large.

Entrepreneurial, Financial and Employability capacity of Ethiopian potential and returned migrants improved

The ILO adapted and translated the ILO Financial education trainee's booklet content as well as the trainers' manual to the needs and features of potential and returned migrants. The training manual provides potential and returning migrants in Ethiopia with the relevant skills and competencies to improve their understanding and use of financial products and services. Moreover, potential and returned Ethiopian migrants' entrepreneurial and business management skills were reinforced through the roll-out of the Start and Improve your Business (SIYB) tool. Further to these adaptations, more than 3,000 potential and returned migrants were trained in entrepreneurship, financial literacy, life skill, employability and on job training. Moreover, the project supported the certification of 8 national trainers in Financial Education and 16 in SIYB.

1,152 potential and returned migrants provided with economic integration support

1,152 potential and returned Ethiopian migrants' capacity strengthened to ensure their successful integration into the labour market through self-employment or wage employment. 1,152 (826 female) beneficiaries were provided with entrepreneurship training based on the ILO SIYB tool as well as

financial education and life skills training. To ensure all-around support, beneficiaries were also provided with business development services, in-kind support and access to healthcare. Currently, 51% of beneficiaries have established a sustainable livelihood through self-employment.



Fig.6: Kelelaw Endale, BRMM beneficiary, engaged in woodwork business, specifically, in refurbishing wooden furniture, Addis Ababa



Fig.7: Solomon Gobeze, BRMM beneficiary, engaged in candle making and selling, Addis Ababa



Fig.8: Tigist Melese, BRMM beneficiary, engaged in Baltina (preparing, packing and selling different spices), Addis Ababa



Fig.9: Yewubnesh Woldegiorgis, BRMM beneficiary, engaged in Baltina (preparing, packing and selling different spices), Addis Ababa

Potential and Returned Migrants' Access to Finance Improved in Ethiopia

1,500 (1,299 female) vulnerable Ethiopian returned migrants that required social assistance till they were provided with long term economic reintegration were supported through cash transfer.

The project in collaboration with EU funded FMPT project further partnered with Amhara Credit and Saving Institution (ACSI) and established a revolving loanable fund for potential and returned migrants amounting to USD 400,000 to improve their access to finance. Similarly, the project collaborated with Wasasa Microfinance Institution and Sinnqee Bank to establish a revolving loanable fund amounting to USD 400,000. Accordingly, to date 659 potential and returned migrants (351 female) have benefitted from the loan and have established a sustainable livelihood. The total disbursed loan amount to date is USD 1,125,313.



Fig.10: Nebiyat Mekonen, BRMM beneficiary, engaged in Baltina (preparing, packing and selling different spices), Addis Ababa

Wage employment facilitated for 824 potential and returned migrants in Ethiopia

The project partnered with the Ethiopian Employers Federation (EEF) to provide training and job placement for 950 potential and returning migrants. The project further partnered with WISE to provide employment readiness training to 100 female potential and returned migrants interested in wage employment and linked them with potential employers. Accordingly, wage employment was facilitated for 824 beneficiaries and are currently leading a sustainable livelihood. Moreover, the project in partnership with the SDC-funded FAIRWAY project and EU-funded FMPT project supported the National Employment Authority in Kenya in organizing its 1 st job fair to promote local and overseas employment.



Fig.11: Job fair participants, 28th June 2022, Mombasa County

Support provided for the development of Kenyan migrant workers welfare fund

The project in collaboration with the SDC-funded FAIRWAY project provided technical and financial support in the design, development and establishment of the Kenyan migrant workers welfare fund. The project commissioned an assessment to benchmark existing models of welfare funds for migrant workers in Asia, namely Nepal, Sri Lanka, the Philippines and Vietnam. The report reviewed the best practices and experiences of each fund, including the financial elements, to better inform the process of designing and establishing the Kenyan migrant welfare fund. To better respond to the Kenyan context, the ILO in collaboration with the Ministry of Labour of Kenya organised a consultation workshop and through an in-depth discussion, recommendations and inputs were provided in the modality and design of the welfare fund in Kenya. In addition, the project also assisted the GoK in the development of detailed actuarial analysis of the *“to be established fund” including analysis of feasibility and sustainability aspects.*

Capacity of the East and Central Africa Social Security Association (ECASSA) enhanced to support its member states in the extension of social protection to migrant workers

The capacity of the ECASSA Secretariat and the ECASSA Social Protection Institute (EISP) enhanced to provide support to member states in extending social protection coverage to uncovered populations, including migrant workers and workers in the informal sector. ECASSA’s capacity-building strategy was a three-pronged strategy where the project assisted in the development of a higher learning/postgraduate curriculum, contributed to research and publications related to social protection at regional and global levels, and capacitated constituents of ECASSA through training on various aspects of social protection.



Fig. 12: Hellen Apiyo, a.i. Labour Commissioner, making an opening remark at the Kenyan Migrant Welfare Fund Consultation w/shop, 16th–17th May 2022, Nairobi



Fig. 13: Kenyan Migrant Welfare Fund Consultation w/shop participants, 16th–17th May 2022, Nairobi

Skills recognition mechanisms for selected occupational profiles of migrant workers in Ethiopia, Kenya and South Africa developed

Skills recognition mechanisms for selected occupational profiles of migrant workers, developed for the Ethiopia-Kenya and Ethiopia-South Africa migration corridor. To facilitate skills portability between origin and destination countries and foster skills and qualification recognition in selected economic sectors and in migration corridors, the ILO commissioned and successfully carried out a feasibility study on skills recognition mechanisms for selected occupational profiles in two sectors of domestic work and welding along the Ethiopia-Kenya - South Africa migration corridor. The aim of the assessment was to explore the feasibility, including viability and sustainability of skills recognition mechanisms for selected occupational profiles (welding and domestic work) of migrant workers in Ethiopia, Kenya and South Africa to gain access to formal labour market and assesses the extent to which skills recognition methodologies, specifically through occupational profiling, enable the fair and equitable employment, i.e. decent work, of migrant workers in Africa and promote skills portability. Findings of the feasibility study were validated by tripartite partners of each selected country.

Multi-country platform prototype, including virtual community of practice on skills and labour migration

The ILO in partnership with the AUC has developed a prototype for establishing a digital knowledge exchange platform (KSP) on skills and labour migration. Once fully developed, this platform is planned to be hosted by the AUC either directly or through its technical arm (AUDA-NEPAD) and is expected to cater for exchange of knowledge, good practices and policy approaches first within the East African- South Africa corridor with plans to expand coverage to the whole continent on issues related to skills and labour migration. The platform is also designed to foster and host a virtual community of practice, which will promote a peer-to-peer exchange on labour migration and skills related issues and capacity building activities amongst key stakeholders and partners.

Capacity of stakeholders enhanced to measure and analyse skills mismatches

Capacity of the National Institute of Statistics of Rwanda strengthened to enable them to measure and analyse skills mismatch from both the demand and supply sides. This e-learning course took place from 28 February to 25 March 2022. The course was designed to ensure that participants can identify, collect, analyse and disseminate labour market information related to skills imbalances from both the demand supply side. This four-week online training on measuring and analysing skills mismatches equipped the Rwandan government officials with necessary competencies to measure and analyse skills mismatches and imbalances from both the demand and supply sides for evidence-based policy making.

Awareness created to promote safe, regular and orderly migration and improve labour migration governance in East and Horn of Africa

Under the theme “*There is another way*”, the ILO raised awareness on promoting safe, regular, and orderly labour migration and initiated an attitudinal change of returnees for them to be able to work and improve their lives based on the skills they acquired abroad. The concept of the campaign theme is to encourage and remind potential migrants, migrants, returnees, and the community at large that there is always another way: another way to earn or make a living in one's own country, another way to migrate (regular instead of irregular), another way to manage finances, another way to support potential migrants and migrants in their migration experience and another way to welcome returnees. With the use of different media programmes, including mass media, the project developed various promotional materials and communication products to raise awareness in East and Horn of Africa⁵.

⁵ <https://www.youtube.com/watch?v=wAbjgSZ8Dvk> · Youtube

The campaign aims to promote safe, regular and orderly labour migration and the instruments available for it. It also created awareness of the dangers and the consequences of irregular migration, available services for returnees as well as means and mechanisms to improve their lives while making use of their acquired skills.

As part of this campaign, various communication assets have been developed in six languages including English, French, Arabic, Kiswahili, Amharic, and Somali. The communication outputs range from Branding, TV and radio programmes and infomercials, documentary video, social media campaigns, regional level media briefing, and regional story competition. These outputs are designed so that they can be used outside the project period and continue to support the project efforts.

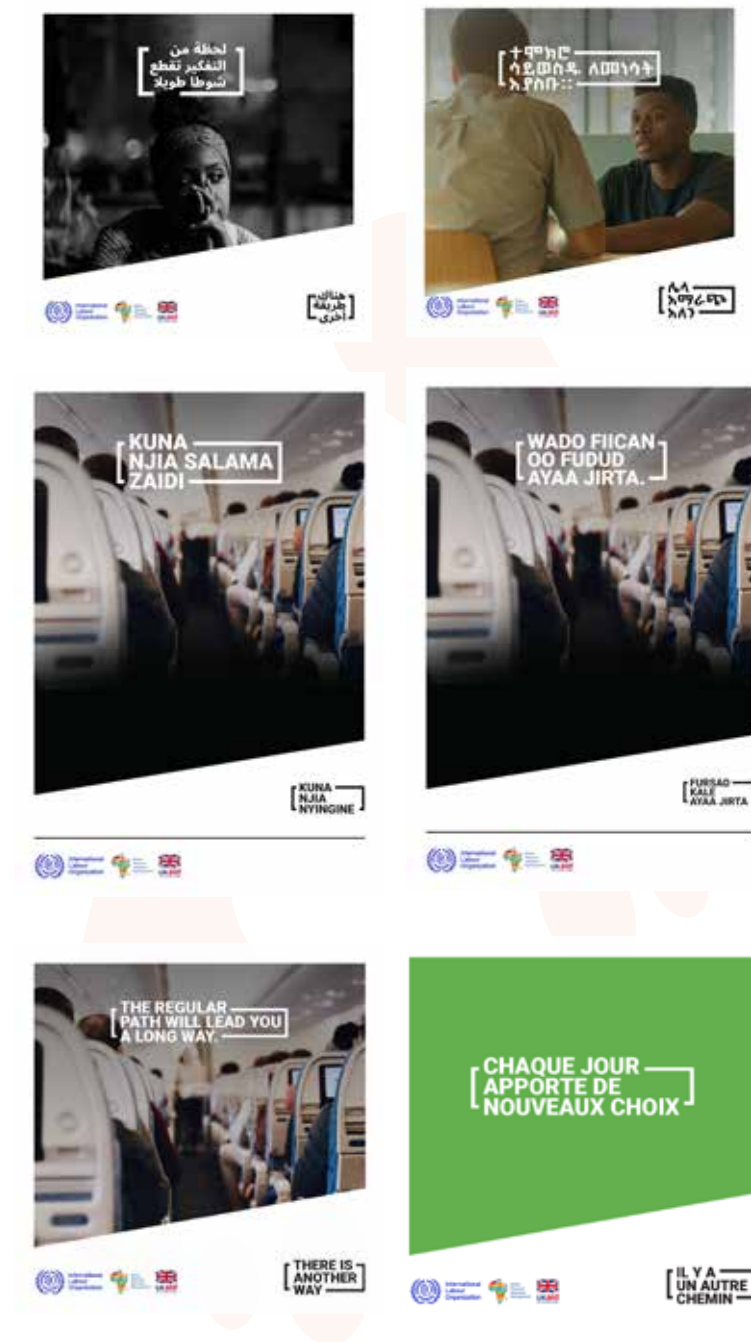


Fig.14: "There is another way" awareness raising promotional materials in the different languages

Strengthened Capacity of social partners

Workers and Employers are actively engaged in labour migration policy development and implementation

The campaign aims to promote safe, regular and orderly labour migration and the instruments available for it. It also created awareness of the dangers and the consequences of irregular migration, available services for returnees as well as means and mechanisms to improve their lives while making use of their acquired skills.

Capacity of employer organisations strengthened on labour migration policy issues

The ILO undertook a mapping and needs assessment exercise to identify key interests of employers in Kenya, Uganda and Tanzania regarding labour migration and afterwards, assembled potential training solutions.

The study on “Employers’ Perspectives on Labour Migration in the three countries”

- ▶ reviewed labour migration trends through an employer’s perspective
- ▶ identified challenges and obstacles to smoothen the migration process with a sense of the political realities in each country.
- ▶ identified labour migration-related priorities from the employer’s perspective.

The project in partnership with ACTEMP and the East Africa Employers Organisation (EAEO) further organised a two-day training for Employers in East Africa.



Fig.15: Farid Hegazy (PhD), Senior Specialist on Employers Activities, at the w/shop for employers from the East African Community and the Horn of Africa on better regional migration management, 17th–18th May 2022, Arusha



Fig.16: Group photo at the w/shop for employers from the East African Community and the Horn of Africa on better regional migration management, 17th–18th May 2022, Arusha

The regulatory framework between Ethiopia and countries of destination to ensure the protection of Ethiopian migrant workers strengthened

The project established an improved protection mechanism for Ethiopian migrant workers in Kuwait. The ILO supported the Government of Ethiopia to send a delegation led by H.E. Nigussu Tilahun, State Minister for Employment, Ministry of Labour and Skills to Kuwait from 14-19 May 2022 to follow up on the status of the Memorandum of Understanding (MoU) under negotiation. A final copy of the MoU for domestic workers to regularise the labour exchange and set a framework for the protection of Ethiopian Migrant Workers is finalised and has been shared with decision-makers, both sides agreeing in principle to sign the MoU soon. Moreover, the Ethiopian Private Overseas Employers' Federation signed an agreement with its Kuwait counterpart, the Kuwait Federation of Domestic Labour Recruitment Offices, to work together in facilitating regular labour mobility across the two countries based on the umbrella MOU to be signed between the two governments. Similarly, the Confederation of Ethiopian Trade Unions signed an agreement with its Kuwaiti counterpart, Kuwait Trade Union Federation, to work together in safeguarding the rights and welfare of Ethiopian migrant workers in Kuwait.



Fig. 17: Bilateral agreement signature between the Confederation of Ethiopian Trade Unions (CETU) with Kuwait Trade Union Federation (KTUF) during the Ethiopian high-level delegation visit in Kuwait, 14th–19th May 2022, Kuwait city

Fair Recruitment Initiative (Phase II, 2021-2025) launched in Africa

In partnership with the JLMP, the project supported the ILO Fair Recruitment Initiative (FRI) (Phase II, 2021-2025) launch in Africa with the participation of tripartite partners of the BRMM project countries, namely Ethiopia, Kenya and Uganda. The launch garnered support for the implementation of the Fair Recruitment Initiative in Africa and was a good platform to disseminate information about the FRI's pillars, approach, promising recruitment tools and practices; promote knowledge exchange and the creation of an informal network of experts and professionals committed to promoting fair recruitment practices in the region. At the end of the launch, participants had increased knowledge of fair recruitment, its tools and promising practices and also made pledges to enhance fair recruitment practices in their respective countries. The link to the Pledges: https://youtu.be/CwdYLE_A8qA Furthermore, the ILO developed and adapted training materials on the promotion of fair recruitment with a specific thematic focus on gender and the care economy as part of a wider capacity building for workers and employers' organisations as well as private recruitment agencies on labour migration policy issues. Accordingly, the ILO developed a series of [promising practices](#) on fair recruitment for which the project collected examples from BRMM target countries. [FAQ on fair recruitment challenges](#) was also developed to address some of the common challenges and provide a user-friendly answer to technical questions related to the implementation of fair recruitment practices.

Capacity of key partners working on Labour Migration issues in South Sudan enhanced

Tripartite partners, the Labour Committee of the National Legislative Assembly, parliamentarians, and other relevant line ministries' capacities enhanced on labour migration. The project, in partnership with the EU-funded ILO FMPT project, organised three consecutive training sessions in Juba, South Sudan on international labour standards, the protection of migrant workers' rights and the ratification process of ILO's conventions. Considering that the National Parliament is newly constituted and comprises new members, the training was relevant in informing and enhancing their capacity on labour issues, the ILS and most particularly, on the issues of Labour migration.

Capacity of Trade Unions in the East and Horn of Africa region strengthened on labour migration issues

The capacity of the Federation of Somalia Trade Unions (FETSU), Confederation of Ethiopian Trade Unions (CETU), National Organisation of Trade Unions – Uganda (NOTU) and Central Organisation of Trade unions- Kenya (COTU (K)) strengthened on issues related to ratifying and improving the application of labour migration-related ILS on the African Manual for Trade Unions of Labour migration and Bilateral labour migration agreement, and on other relevant instruments for the protection of migrant workers including BLAs, model Employment Contract (EC) and temporary labour migration through training, awareness-raising and information exchange sessions.

African Trade Union Migration Network (ATUMNET) aligns its engagement around the UN Global Compact on Safe, Regular and Orderly Migration (GCM)

African Trade Unions have been active in the implementation of GCM objectives through different tangible contributions, including aligning their strategies. The ILO in coordination with the AU-ILO-IOM-ECA Joint Labour Migration

Programme (JLMP), the International Organisation for Migration and the African Regional Organisation of the International Trade Union Confederation (ITUC-Africa) supported the African Trade Union Migration Network (ATUMNET), an umbrella platform for coordinating the engagements of African trade unions on migration and labour migration. This hybrid meeting recalibrated African trade unions' migration governance engagement and created real and effective voices and champions for labour migration governance in Africa compatible with the advancement of the GCM Objectives. The project supported ATUMNET to develop and adopt its 2022-2024 action plan with a focus on advocacy and campaigns on the ratification of relevant ILO instruments on labour migration and AU Protocol to the Free Movement of persons.

Advocacy campaign launched for the ratification of C97, C143, C189 and C190 in Ethiopia

The ILO in partnership with the Confederation of Ethiopian Trade Union (CETU) implemented an advocacy campaign for the ratification and effective implementation of the Migration for Employment Convention (C97), the Migrant Workers (Supplementary Provisions) Convention (C143), the Domestic Workers Convention (C189) and the Violence and Harassment Convention (C190). The campaign developed and disseminated different promotional materials and also produced articles and disseminated them through various media platforms including radio and print media. The development and dissemination of these materials aimed at creating awareness about the purpose of the campaign, ensure that the voices of trade unions are heard with regard to these key aspects of labour migration related conventions.

Promoted union-to-union agreements between Trade Union Organisations in East Africa and Arab States

A rights-based union-to-union agreement between origin and destination countries that allows cooperation and coordination is a key tool to protect and advance the well-being of migrant workers. Hence, the project in coordination with ACTRAV

and national as well as sub regional trade unions in East Africa (NOTU, COTU-K, CETU, FETSU, EATUC and HAKU) and trade unions in Arab State (Bahrain, Lebanon, Morocco, Qatar and ATUC) organised a hybrid inter-regional forum to promote union-to-union agreements between trade union organisations in East Africa and Arab States for the protection of Migrant Workers from East Africa from 30-31 March 2022.

Capacity of Kenyan tripartite partners strengthened on Bilateral labour Agreement for the protection of Kenyan migrant workers

The capacity of Kenyan tripartite partners and other key line Ministries involved in the issue of labour migration was strengthened on the development, negotiation, and finalisation of Bilateral Labour Agreements (BLA). The training provided advanced knowledge and enhanced the capacity of the tripartite partners on BLA to promote safe, orderly and regular labour migration and mobility governance in Kenya; enhance their understanding of the types, rationale and challenges associated with BLA; improve their knowledge of the UN Model BLA guideline and the just adopted AU/IGAD Regional Guideline on rights-based labour migration agreements; better understand the importance of making social dialogue and tripartism at the heart of the development and negotiation of BLA and facilitating labour migration governance.



Fig.18: Opening remarks by representatives of the Ministry of Labour and the Federation of Kenyan Employers (FKE) at the BLA training for Kenyan tripartite partners, 17th–19th March 2022, Mombasa Country



Fig.19: Opening remarks by representatives of the National Employment Authority and the Central Organization of Trade Unions – Kenya (COTU-K) at the BLA training for Kenyan tripartite partners, 17th–19th March 2022, Mombasa Country

Trade Unions' conceptual understanding and knowledge of labour migration and protection of migrant workers enhanced in Tanzania

The project in partnership with the Trade Union Congress of Tanzania (TUCTA) strengthened the capacity of its members on labour migration issues and the protection of migrant workers. The project organised three training sessions to increase understanding and engagement in labour migration management at the national level. The training enhanced the capacity of Trade Unions Leadership and technocrats and provided them with new knowledge and concrete examples on migration management to adopt a rights-based approach as articulated in international conventions and instruments on migration.

Capacity of Somali trade unions and journalists strengthened

The project partnered with the Federation of Somali Trade Unions to improve the capacity of Somali trade union leaders on the UN migration network guidance on bilateral labour migration agreements (BLMAs). The project further partnered with FETSU in partnership with National Union of Somali Journalists (NUSOJ) in organising a training for Journalists on Breaking Stereotypes on Labour Migration: Promoting Investigative, Ethical and Professional Journalism in Somalia. The training strengthened the professional capacity of journalists in Somalia to enable them to report on migration and labour migration in particular, with a focus on investigative, ethics, equality, diversity and human and labour rights.

Capacity of the Central Organisation of Trade Unions – Kenya (COTU-K) strengthened to provide quality service to potential and returned Kenyan migrant workers

The project strengthened the capacity of COTU-K leadership on labour migration to enable them to ensure the protection of migrant workers working within the country and those working abroad. The training enabled COTU-K leadership to establish concrete resolutions that would improve the protection of migrant workers and governance of labour migration. Further to the training, the project supported COTU-K in establishing a Migrant Resource Centre (MRC). The MRC will increase access to accurate and timely information for potential and returned migrants as well as their families.

Capacities of tripartite plus partners strengthened on labour migration issues through a sub-regional tripartite knowledge-sharing forum

The capacity of tripartite plus partners of countries covered by the project strengthened on issues related to labour migration governance. The project established important alliances and enhanced engagement and ownership among relevant partners. To further build on this partnership, the project organised a sub-regional tripartite plus knowledge-sharing forum to enhance the knowledge and understanding of key tripartite plus partners in East and Horn of Africa on relevant issues related to labour migration governance and protection of migrant workers in the region, report and showcase major achievements of the project, document lessons learned and agree on way forward.



Fig.20: Group photo at the COTU-K training on labour migration governance, 25th May 2022



Fig.21: Alexio Musindo, Director, ILO Country Office for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and for the Special Representative to the AU and the ECA, delivering an opening remark at the sub-regional tripartite plus knowledge sharing forum, 25th June 2022, Entebbe

Lessons Learned:

The project is designed to be sustainable.

The project has implemented its activities in close collaboration with its tripartite constituents and relevant implementing partners to ensure ownership. It has further built their capacity to guarantee their engagement/involvement in improving labour migration governance in East and Horn of Africa. The following are some of the lessons learned while implementing the different interventions:

- ▶ Engagement of all actors at all stages of the project cycle was found to be critical in ensuring the commitment of all stakeholders.
- ▶ Synergy and coordination among relevant projects and programmes were found to be fruitful and efficient.
- ▶ To ensure the sustainability of project interventions, it is important to look at programmes over a longer-term like 10 years, rather than short-term projects. Most of this policy-level intervention requires long-term support to bear fruit as it requires advocacy, building trust and capacity of the relevant actors to get the political will, and buy-in of the relevant actors to move it forward without external
- ▶ There is a high demand for capacity building to ensure fair and effective labour migration governance. external support and ensure sustainability.
- ▶ There is a need for better coordination among different government and non-government partners to provide quality and comprehensive labour migration services, integrate labour migration within national development plans, and protect migrant workers in destination countries. To ensure fair and effective labour migration governance in the region, these issues need to be addressed.
- ▶ Synergy and coordination among relevant projects and programmes were found to be fruitful and efficient.
- ▶ Private Employment Agencies (PrEAs) in the region have very limited knowledge and capacity regarding decent work and fair recruitment. The government in partnership with the ILO and possibly other stakeholders need to strengthen their capacity to ensure fair recruitment practice.
- ▶ Grant agreement was seen to be a great initiative as it gives partners independence and increases ownership.
- ▶ Consistent bi-weekly meetings within the ILO were found to be a good mechanism for M&E and cross-learning.

Contact Us :

Ms Aida Awel, Chief Technical Advisor

Better Regional Migration Management Programme

ILO Country Office for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and for the Special Representative to the AU and the ECA



aida@ilo.org



www.facebook.com/MigrationEthiopia/



Better Regional Migration Management
(BRMM) Project (ilo.org)



ILO - Labour Migration Africa (@ETLabourMig) / Twitter