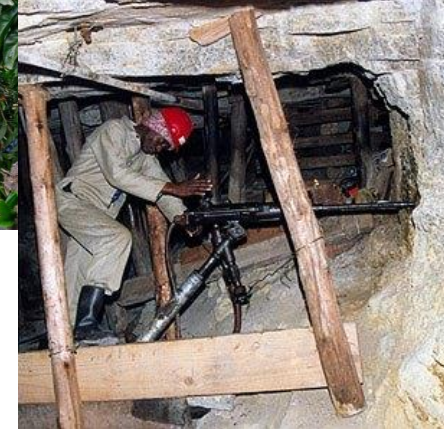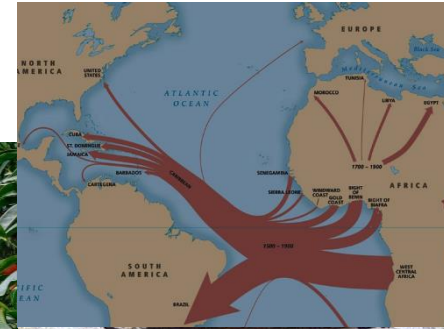# ÉTUDE CARTOGRAPHIQUE SOUS REGIONALE SUR LE POTENTIEL DE PARTENARIATS POUR LES COMPÉTENCES ET LA MIGRATION

PRESENTATION DES RESULTATS DE L'ETUDE SOUS REGIONALE

M. Aomar Ibourk

Abuja, 11 Septembre 2019

Reduction of quantitative and qualitative mismatch problems: effective and efficient management of skills flows to ensure balance in profile-providing countries (countries of origin) and to fill shortages in countries with skill deficits, destination countries (segmentation by professions, trades, qualifications, countries, etc.)

- ✓ **Employers**: fill vacant positions with the most suitable profiles. More effective use of skills and business productivity
- ✓ **Workers and job seekers**: access to decent jobs and minimise the different types of downgrades, and better career development
- ✓ **Labour market**: better matching
- ✓ **Regular and mutually beneficial labour migration**
- ✓ **Training**: more relevant, quality and demand-driven supply

Development potential associated with migration

Well-managed migration and mobility have been shown to have positive impacts on the well-being of migrants and the development of countries of origin and destination.

A livelihood strategy for people in difficulty

Strategy to combat unemployment

Remittances

Skills and technology transfer

Filling labour shortages and gaps

Catalyst for entrepreneurial innovation

Sustainable economic growth

Increasing cultural diversity

Cultural links that improve international trade
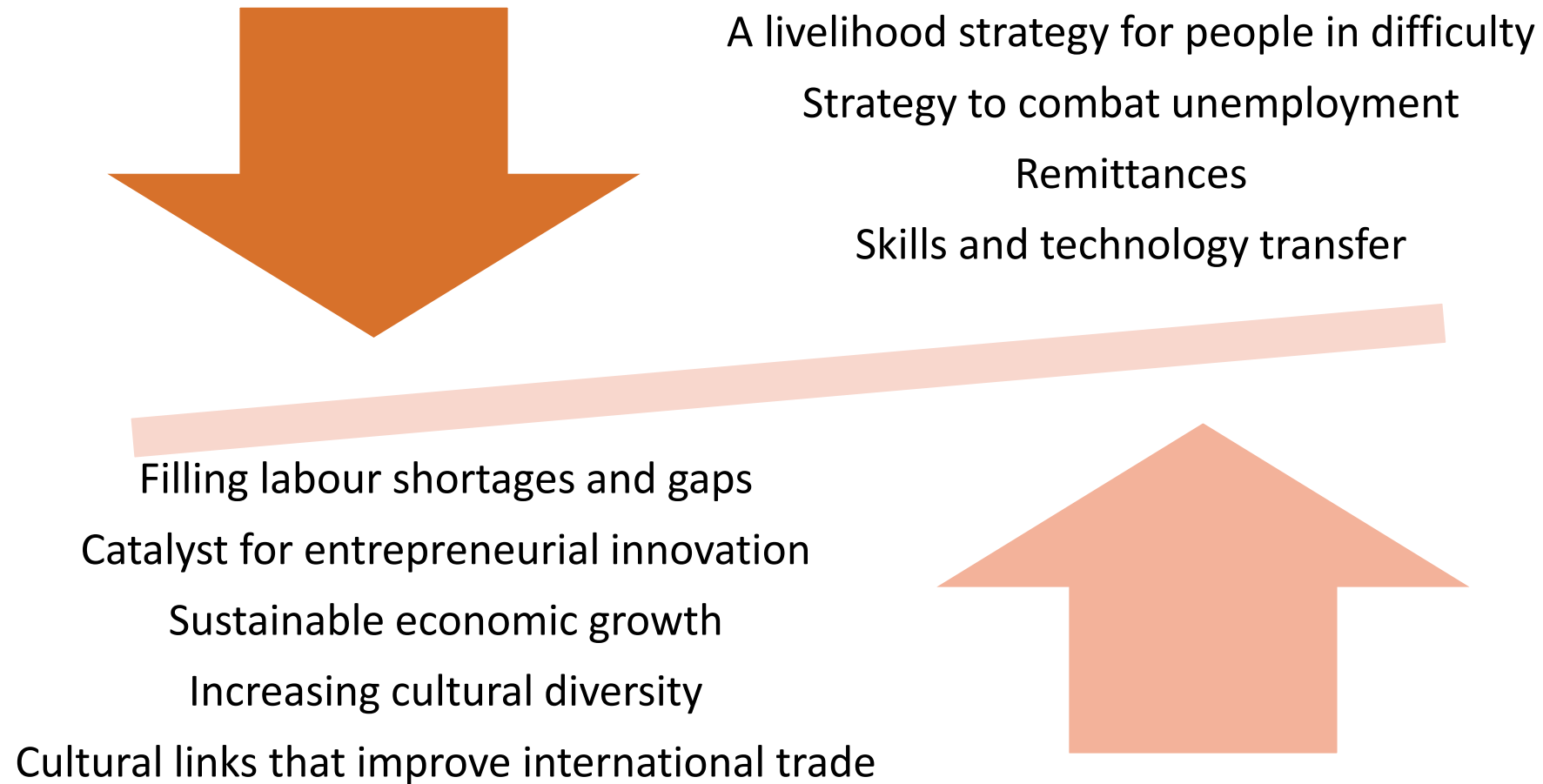
Stakeholders and forms of partnerships on skills and migration

Stakeholders

Governments and departments,

Workers' organizations,

TVET institutions,

Employers' organizations,

Employment services,

Statistical offices,

Training providers,

Shapes

Orientation of migrant workers

Recognition of prior learning

Identification and anticipation of supply and demand for skills

Harmonization of training standards

Skills development in the country of origin

Mutual recognition of qualifications

Skills development in the destination country

The establishment of partnerships requires labour market information systems that provide reliable, up to date and regular information for decision-making at national and regional level
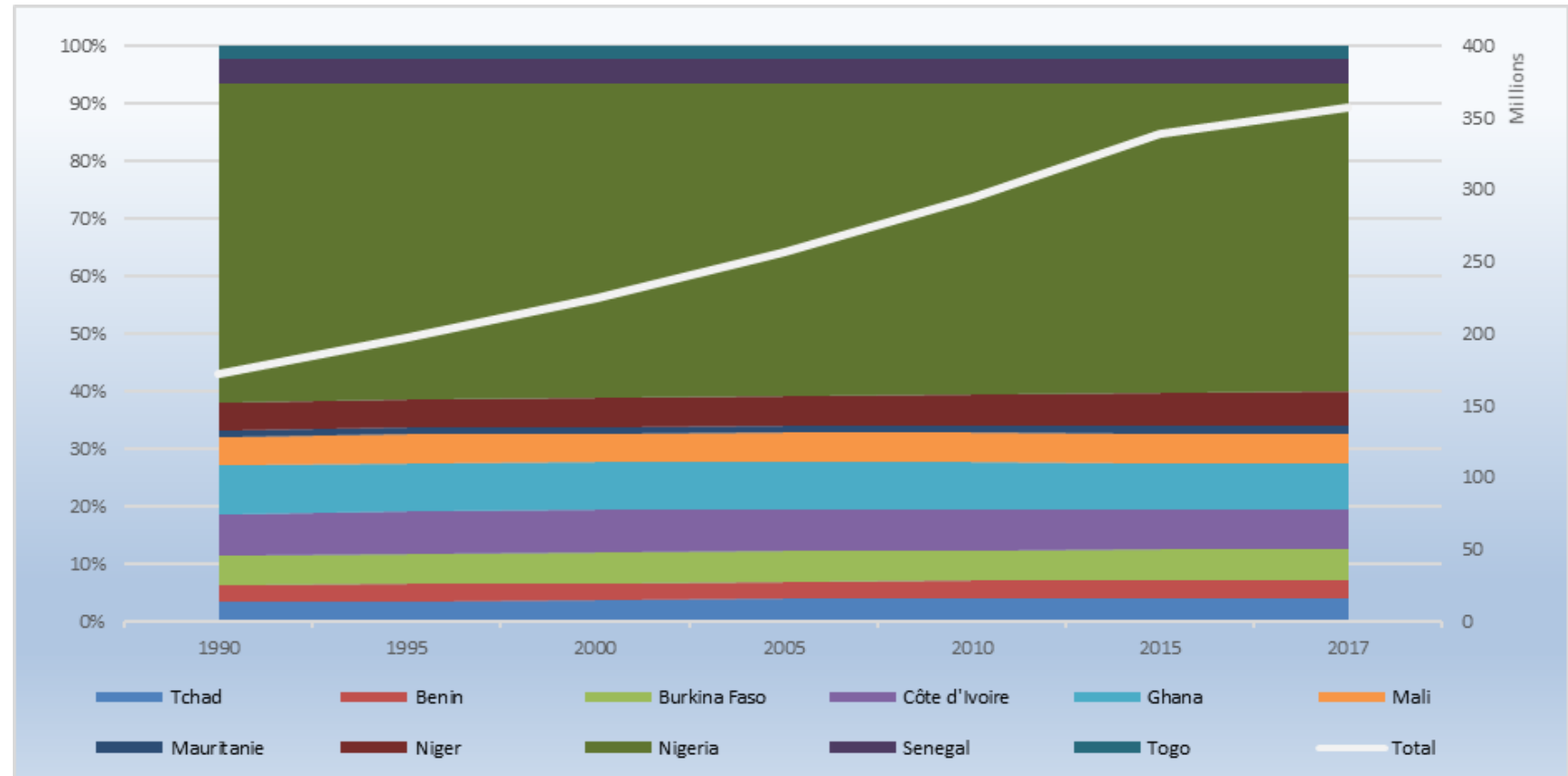
❑ **Population** : *Level and evolution*

- In 2017, the population of the study area was estimated at 357.4 million.

- Growth rate, over five years, around 15% between 2000 and 2015,

- Highest concentration of people in the continent: about 3 out of 10 Africans

- This dynamic is expected to continue: 387 million inhabitants by 2020 and 630 by 2040, or more than a third of the African population.

Total population of both sexes in thousands, right (distribution left)

Legend: Tchad, Benin, Burkina Faso, Côte d'Ivoire, Ghana, Mali, Mauritanie, Niger, Nigeria, Senegal, Togo, Total

❑ *Economic growth at the sub-regional level*

- The region is mainly composed of low- and lower-middle-income countries.

- 5 countries studies are cathegorized in the lower middle income category (Côte d'Ivoire, Ghana, Mauritania, Nigeria and Senegal)

- Five countries have recorded growth of at least 5% since 2014 (Côte d'Ivoire, Benin, Mali, Niger and Senegal).

- Agriculture remains one of the factors that can explain this performance in these five countries.

GDP per capita in the subregion, by country, 2014-2018
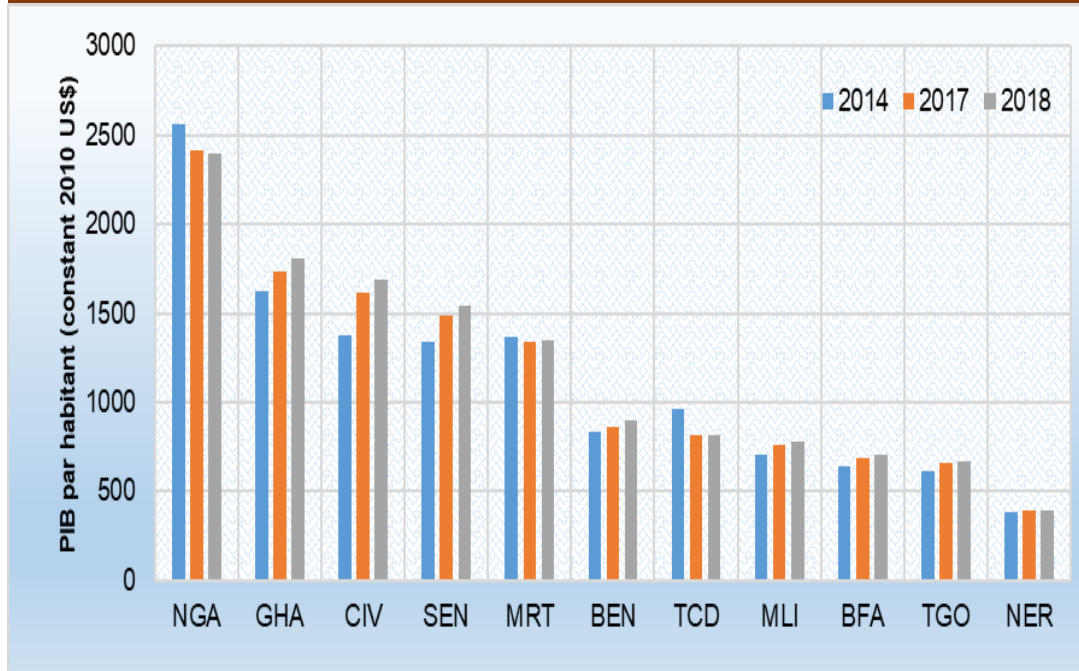
Real GDP growth in the subregion, by country, 2014-2018
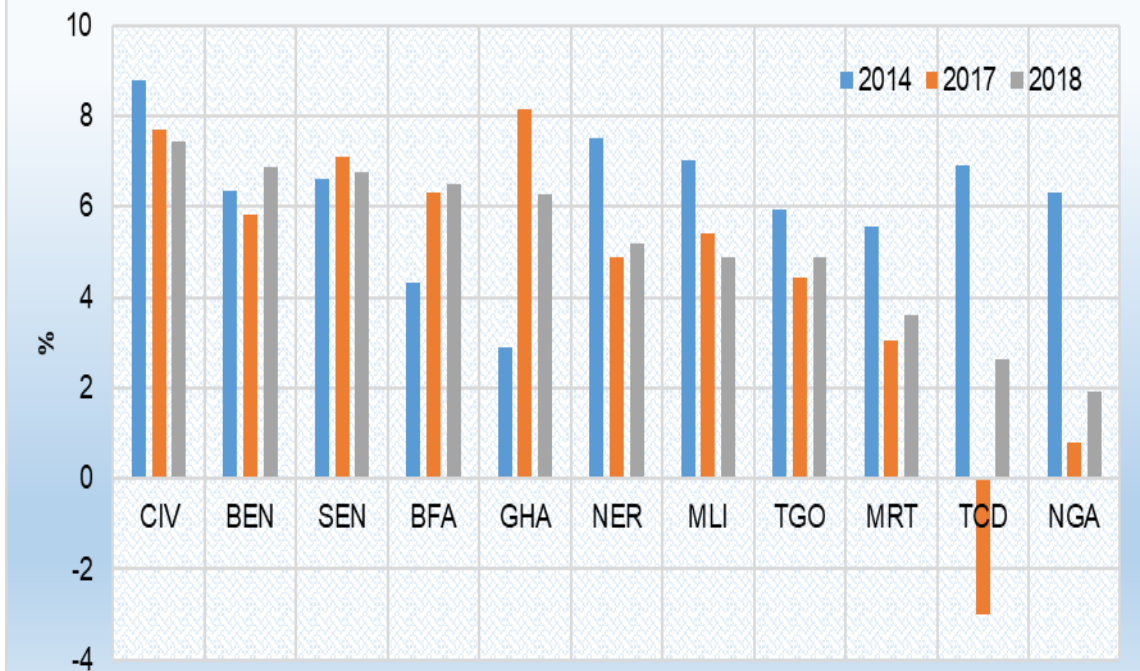
Socio-economic context of the sub-region

❑ *Profil of economic growth*

- **Growth has enabled many development indicators (SDGs) to progress.**

- Growth **is low in jobs.**

- This is due to various structural factors, including inadequate supply and demand structures.

- Despite seemingly **low unemployment rates,** unemployment data are misleading because they **mask high levels of informal employment, underemployment and youth unemployment** (IMF, 2019).

Access to employment in the subregion, by country, 2017-2018				
	Employment-to-population ratio		Unemployment Rate (%)	
	2017	2018	2017	2018
Benin	69,6	69,7	2,2	2,1
Burkina Faso	62,8	62,6	6,0	6,1
Ivory Coast	55,9	55,9	2,5	2,5
Ghana	63,0	63,0	6,6	6,7
Mali	64,3	64,2	9,4	9,6
Mauritania	41,5	41,5	10,3	10,3
Niger	78,5	78,5	0,3	0,3
Nigeria	51,9	51,9	6,0	6,0
Senegal	43,4	43,4	6,4	6,5
Chad	69,7	69,7	2,2	2,2
Togo	76,5	76,4	1,7	1,7

❑ *Stock of international migrants in the sub-region*

- In 2017, the stock of international migrants in the subregion was estimated at **6.7 million,** more than half (51.2%) of whom are concentrated in two countries, Ivory Coast and Nigeria.

- In terms of trends, the stock of international migrants in the subregion increased between 2000 and 2017, from 4.2 million to 6.7 million migrants, respectively, a **growth rate of more than 60% during this period**.

- **The weight of the stock of international migrants in the total population is the highest in Ivory Coast (9%)**

- In other countries, **the weight of the stock of international migrants in the total population did not exceed 4% in 2017**

- Indeed, for most of these countries, the foreign population represented only about 2% of the total population

Stock of international migrants as a percentage of the total population
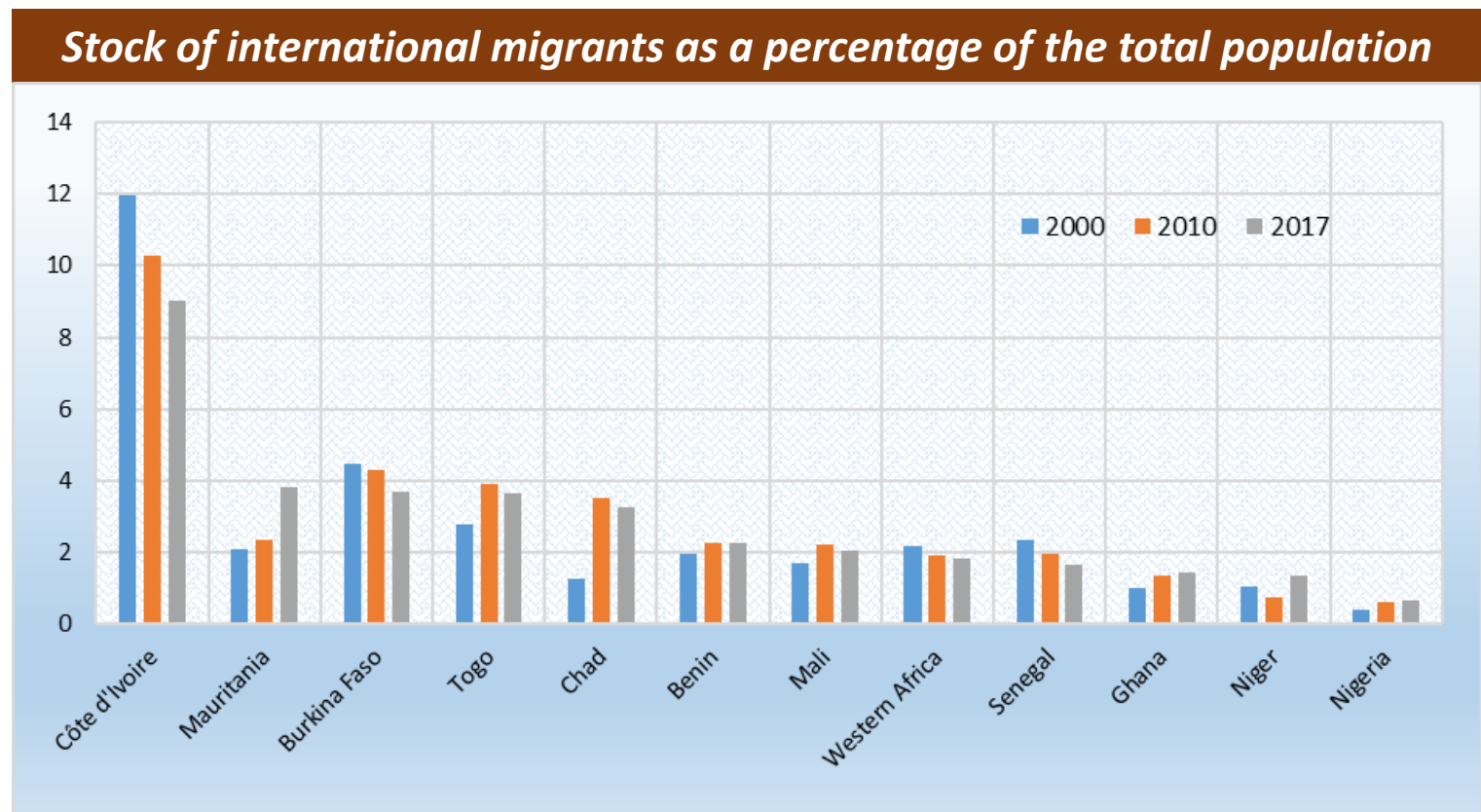
❑ *Stock of refugees in the sub-region*

- The number of refugees and asylum-seekers in the subregion reached 740,385 in 2015.

- Mauritania hosts 77,891 refugees and asylum seekers, mainly Malians in the Mberra camp.

- Chad is the leading host country for refugees and asylum-seekers in the sub-region, with approximately 442.4 thousand people.

- Niger is second, with 124.9 thousand people affected.

- For the rest of the sub-region, on the coast, there has been an attenuation of large-scale refugee movements that were widespread in West Africa.

- Behind this fact are the end of civil wars in Liberia and Sierra Leone and political tensions in Ivory Coast.

Estimation of stock of refugees (icluding asylum-seekers) at mid-year						
	1990	1995	2000	2005	2010	2015
Tchad	-	100	17 692	275 412	347 939	422 438
Niger	792	27 622	58	301	314	124 827
Mauritanie	60 000	34 394	350	632	26 717	77 891
Burkina Faso	355	521	686	609	531	34 160
Ghana	4 102	83 200	12 991	53 537	13 828	19 265
Mali	13 411	17 916	8 412	11 233	13 558	16 257
Sénégal	58 113	66 769	22 715	23 341	22 849	17 511
Togo	3 477	10 876	12 223	9 287	14 051	22 705
Ivory Coast	136 381	297 908	120 691	41 627	26 218	2 842
Nigeria	3 571	8 118	7 270	9 019	8 747	1 781
Benin	657	2 317	3 977	5 558	7 139	708
Total	280 859	549 741	207 065	430 556	481 891	740 385

Trends and patterns of intra-regional labour migration

Typology of migration in the sub-region

Source: Prepared by the author
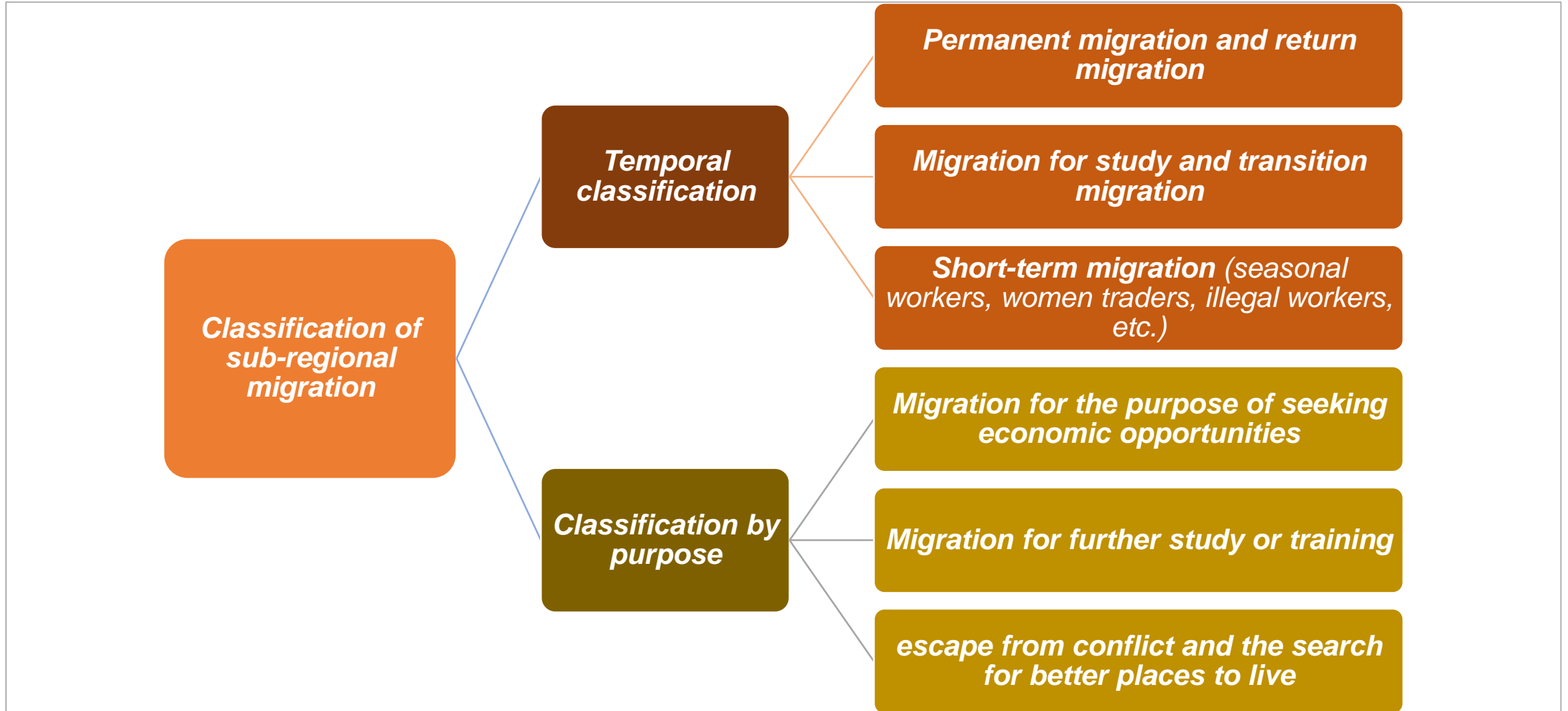
Trends and patterns of intra-regional labour migration

☐ *Intra-regional movements*

The movements are mainly intra-regional. **About 75 per cent of the subregion's international migrants** remain in another country in the subregion. It is among the **highest in all of Africa**.

Distribution of migrant inflows to countries in the sub-region by country of origin 2015										
Host country										
	Benin	Burkina Faso	Chad	Ivory Coast	Ghana	Mali	Mauritania	Niger	Nigeria	Senegal	Togo
Benin	..	4178	..	54068	16551	4035	551	17908	351985	3487	71438
Burkina Faso F.	9948	..	..	1294323	57733	23922	..	19323	..	..	13601
Chad	699	..	..	..	15	..	51	756	29175	..	713
Ivory Coast	13742	540779	..	..	30359	20144	462	1419	..	2715	5746
Ghana	10211	32217	..	42749	..	18561	206	1680	222377	1724	46794
Mali	1290	43815	..	356019	4949	..	104491	94640	160967	32930	8122
Mauritania	..	..	..	7997	13	17189	..	..	..	51490	145
Niger	75775	12757	3115	49783	5826	3819	150	..	112733	1633	65529
Nigeria	44603	5170	2977	38917	67629	11840	..	73179	..	819	31974
Senegal	..	4033	..	18994	72	5501	17630	1150	..	..	1008
Togo	48118	15393	..	50328	87494	6653	144	9702	147698	1613	..
Sub-region	204386	658342	6092	1913178	270641	111664	123685	219757	1024935	96411	245070
Share Subr.	83,3%	93,4%	1,2%	87,9%	67,7%	30,6%	74,3%	86,9%	85,5%	36,6%	88,5%
									119911		

Major migration trends in the sub-region

❑ *Highlights of migration trends in the sub-region*

Continued growth in the stock of international migrants, from 4.2 million in 2000 to some 6.6 million in 2015 and 6.7 million in 2017.

About 75% of the sub-region's international migrants remaining in another country in the sub-region.

A dominance of young migrants and the working-age population, accompanied by an increased feminization of the migrant population

A concentration in large cities, centres of economic activity, capitals, refugee camps, and traditional transit points.

Migrants tend to work in the informal sector as traders, construction workers, craftsmen, farmers or in domestic activities.

Mixed flows, including economic migrants, smuggled persons, victims of trafficking, refugees, also for environmental reasons, etc.

The majority of migrants in the sub-region move for economic reasons

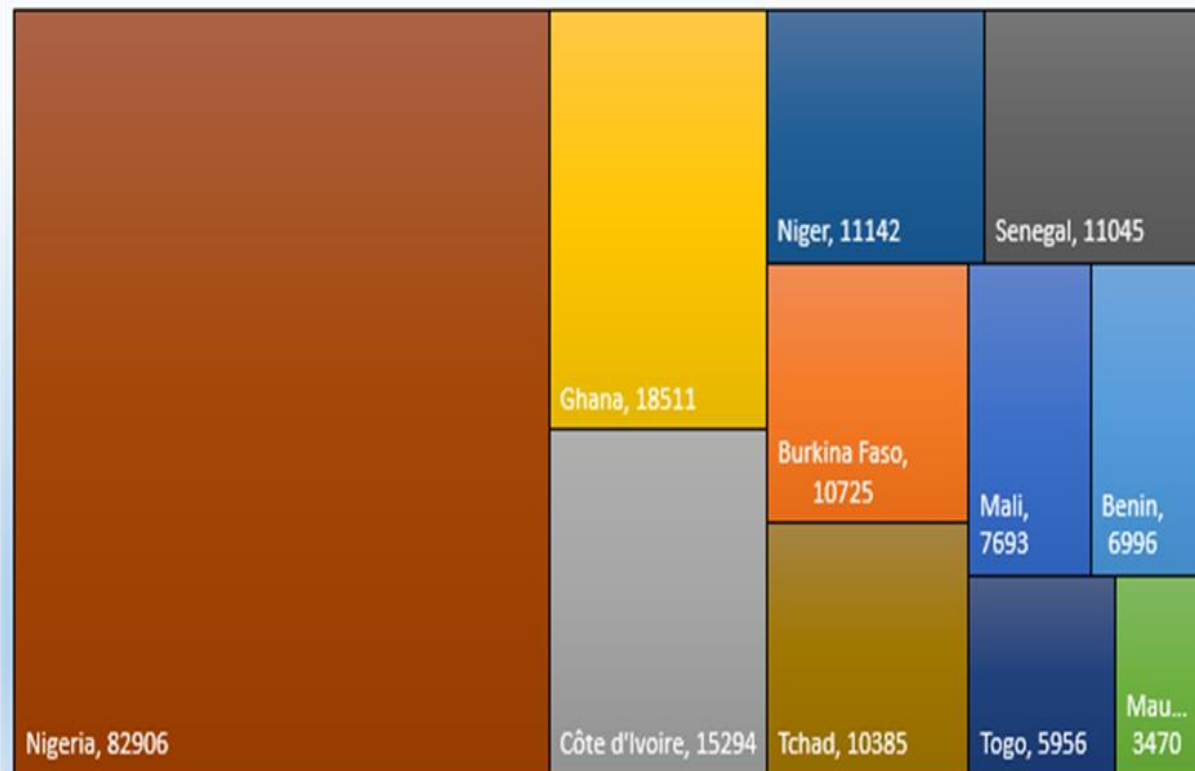Low levels of education.

The main features of the labour market

❑ *Main features of the labour market*

- **The absence of a relevant**, efficient, effective and sustainable **LMIS is an** important basis for the development of an efficient, effective and sustainable regional LMIS. And a presence of quantitative and qualitative imbalances.
- A **dominance of agriculture and low value-added services** (such as retail trade) and a strong contribution of the agriculture and services sectors to job creation in the sub-region.
- A **steady decline in the primary sector's share of** growth and employment over the years in the services profile.
- **Jobs in growing services:** trade, telecommunications, finance, transport and market sales services and personal service store and market and store salesmen
- A **significant contribution of women and youth** to employment and a high prevalence of vulnerable jobs (78.5% of jobs in the sub-region).
- **Low levels of education among the employed labour force**.
- **Positive correlation between unemployment and qualification level:** youth unemployment by level of higher education in the countries of the subregion is the highest compared to other population categories except in Senegal where the rate is about 6.8%, the lowest in the subregion.
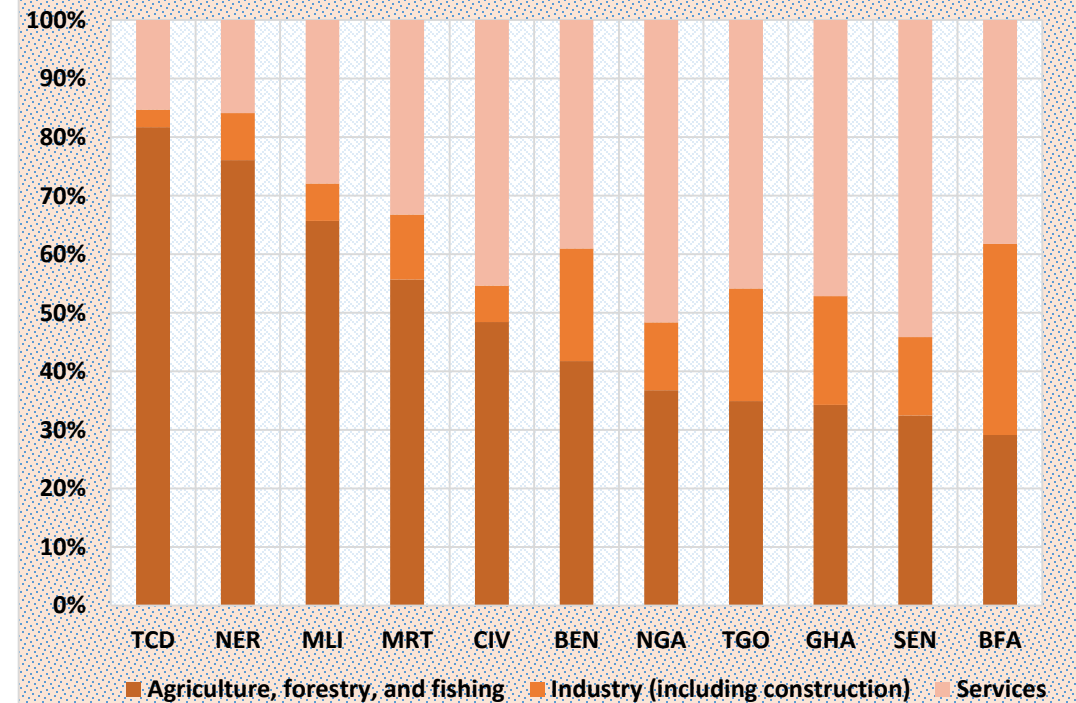
Job supply and demand: current situation

- Employment ratio of about 51.52%, of which 49.3% are women.

- 78.6% are vulnerable jobs

- A dominance of the primary sector, and jobs in services are booming

- The natural resources industry and construction make up the bulk of the secondary sector

Distribution of total employment in the subregion, by

Nigeria, 82906

Ghana, 18511

Côte d'Ivoire, 15294

Niger, 11142

Senegal, 11045

Burkina Faso, 10725

Tchad, 10385

Mali, 7693

Benin, 6996

Togo, 5956

Mau… 3470

Sectoral distribution of jobs, 2017

Categories (x-axis): TCD, NER, MLI, MRT, CIV, BEN, NGA, TGO, GHA, SEN, BFA

Legend:
- Agriculture, forestry, and fishing
- Industry (including construction)
- Services

Trends and patterns of intra-regional labour migration

Ratification of international instruments for the protection of migrant workers											
	Benin	Burkina Faso	Chad	Ivory Coast	Ghana	Mali	Mauritania	Niger	Nigeria	Senegal	Togo
ILO Migrant Workers Convention, 1949	-	1961	-	-	-	-	-	-	1960	-	-
1951 Convention relating to the Status of Refugees	1962	1980	1981	1961	1963	1973	1987	1961	1967	1963	1962
1967 Protocol on Refugees	1970	1980	1981	1970	1963	1973	1987	1970	1968	1967	1969
ILO Migrant Workers Convention, 1975	1980	1977	-	-	-	-	-	-	-	-	1983
Convention on the Rights of the Child, 1989	1990	1990	1990	1991	1990	1990	1991	1990	1991	1990	1990
United Nations Convention on Migrant Workers, 1990	-	2003	-	-	2000	2003	2007	2009	2009	1999	-
2000 Protocol on Trafficking in Persons	2004	2002	2009	2012	2012	2002	2005	2004	2001	2003	2009
2000 Protocol on the Smuggling of Migrants	2004	2002	-	-	2012	2002	2005	2009	2001	2003	2010

Intra-regional policy frameworks: education and training

The African and Malagasy Council for Higher Education (CAMES), 1968

- Created in 1968 by the Heads of State of the Malagasy African Union for Higher Education
- In 1972, the **16 French-speaking countries of Africa and the Indian Ocean** signed an agreement in Lomé (Togo) for the **recognition of qualifications in higher education,**
- All qualifications issued by their institutions become **automatically valid or equivalent in the territory of each of them**.

ECOWAS Convention on the Recognition and Equivalence of Diplomas, Certificates and Other Qualifications + Protocol on Education and Training (2003)

- Adopted in 2003 to increase the mobility of students, teachers and other skilled workers.
- The Convention commits Member States to **recognise the validity or equivalence of diplomas and certificates with the same academic value**.
- It also commits them to provide training and education in **accordance with international standards, while taking into account the** regional context.

Intra-regional policy frameworks: education and training

The Common Approach to Migration, 2008

- Adopted in 2008 by the Conference of Heads of State at the 33rd ECOWAS Summit.
- The objective is to establish the link between migration and development and to minimize the negative impacts of migration.

- The free movement of persons;

- Legal migration to other parts of the world

- The fight against trafficking in human beings and humanitarian assistance;

- Harmonization of migration policies;

- Protection of the rights of migrants, asylum seekers and refugees;

- Recognition of the gender dimension of migration policies.

The Arusha/Addis Ababa Convention, 2014

- It concerns the **recognition of studies and certificates, diplomas, degrees and other qualifications in higher education in** African States

- Known as the **Addis Ababa Convention,** December 12, 2014

- The Convention provides the legal means to promote the mobility of learners and workers and to strengthen intra-African cooperation in education, training and research **for higher education.**

- The version revised in 2014 is now ratified by only seven African countries.

Programmes and actions developed to facilitate the management of migration aspects in ECOWAS

Feasibility study on the application of the Convention on the Recognition of Competences and Harmonisation of Qualifications, 2011

- The study focused on the problems of:
  - low funding and low quality
  - the diversity of education systems in terms of admission requirements and levels of certification examinations, and the inconsistency of academic calendars
  - the inadequacy of education and training to the needs and aspirations of Member States.
- But: the uniformity of the cumulative number of years in all education systems
- Ad hoc committee guides the process of implementing the said system of recognition of diplomas.
- A second follow-up study is planned to develop benchmarks for the recognition of diplomas by Member States.
- Health sector: mutual recognition of qualifications and harmonization of curricula under the aegis of the ECOWAS West African Health Organization.

Programmes and actions to facilitate the management of migration aspects in ECOWAS

ECOWAS Migration Strategy (2018-2028)

- This regional migration strategy covers a wide range of intervention pillars.
- ECOWAS reaffirmed the importance of the full implementation of the ECOWAS Protocol on the Free Movement of Persons in order to **encourage the mobility of skills, labour and talents essential to fill capacity gaps in the region.**
- A mixed migration strategy that would complement the ECOWAS migration strategy for 2018-2028 (MIDWA).

ECOWAS Action Plan for the Collection and Analysis of Migration Statistics (2017-2019)

It has five main objectives, namely:
1. Adoption of **new practices**, common statistical methods and harmonisation
2. Evidence-based decision-making processes through **regular information exchange** and **enhanced coordination among** migration data **actors in the** region.
3. Improved **quality of the** migration data **management process.**
4. **Make available migration statistics** produced in the ECOWAS region for wider use.
5. Establishment of a **strong** and comprehensive **legal and policy framework in the** field of migration data

SYSTEMS OF IDENTIFICATION, ANTICIPATION, DEVELOPMENT AND RECOGNITION OF SKILLS: COMPATIBLE?

1. Preconditions

Availability of required data

- Exploitation of existing data sources (analysis of existing data)
- Carrying out surveys to fill the information gap (improving the statistical system on labour supply and demand)
- Elaboration of the projection of labour supply and demand (Overall prospective statistical framework at national and sectoral level)

Reference framework

- Harmonization of classifications (tools for reconciling labour supply and demand)
- Consolidation of the methodological approach for the development of occupational and skills classifications
- Provide all sectors of activity with REM/RECs

Skilled human resources

- Strengthening capacities to anticipate and analyse labour supply and demand (technical approaches and methods, analysis of results, etc.)

2. Current state

- ✓ The countries of the sub-region **often have structures in charge of identifying and anticipating skills.**
- ✓ The identification and anticipation of competencies is generally done through **quantitative and qualitative surveys and studies**. These studies are sometimes general, sometimes spatial or sectoral.
- ✓ Some countries attest to **regularity in** terms of the implementation of the mechanisms in place, others do so **at discontinuous and distant points in** time.
- ✓ Among the key mechanisms for anticipation and identification is **demand-driven training.** However, it is a practice that is underdeveloped because of the low development of the skills development sector, the **low involvement of employers and other stakeholders,** but also the **predominantly informal nature of** the labour market.
- ✓ Another key mechanism: **sectoral trends in** terms of supply and demand for skills, often based on scenarios.
- ✓ **Intermediation agencies** also attest to a forward-looking vision of the need for skills.

Systems for identifying and anticipating skills needs

- ✓ An overview of the quantitative and qualitative mechanisms for identifying and anticipating skills has identified some incompatibilities.
- ✓ First, the **absence of an employment and skills observatory or a national coordination committee of the LMIS with the** objective of improving synergy between the actors of the system.
- ✓ **The diversity of sources of labour market information** used in different countries for characterization and planning purposes. This diversity poses the problem of standardizing concepts and methods on both the supply and demand side of skills.
- ✓ **Discrepancy in terms of the date and frequency of publication of data**, while the regular and timely presentation of information is extremely important, both for job seekers and for employers and decision-makers.

Example:

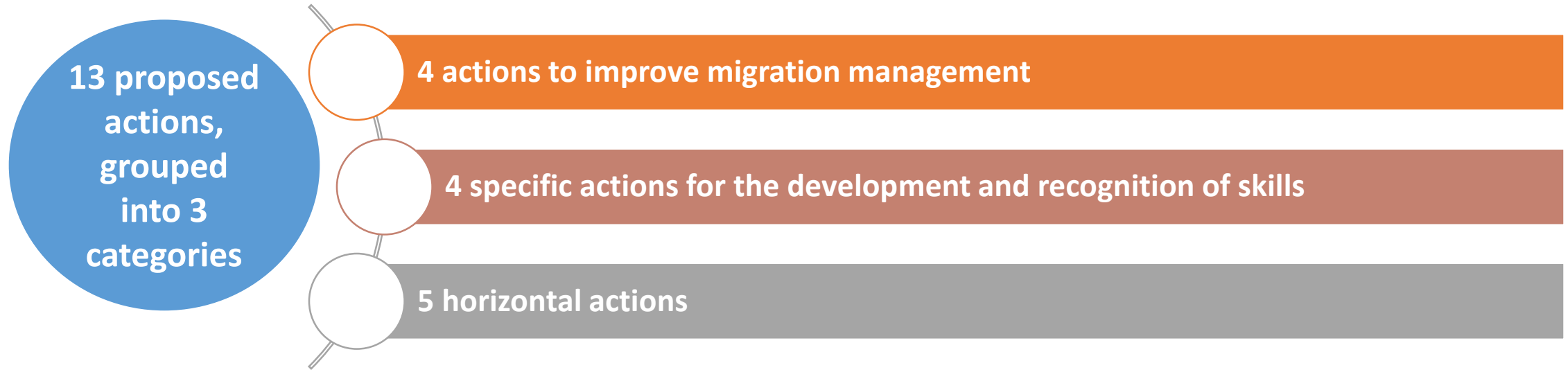| Country	Institutions in charge	Main missions
Ivory Coast	- The General Inspectorate - The Youth Employment Agency	- Prospecting companies - Review the activities and human resources present according to the workstations

Systems for the development of skills

- ✓ Significant presence of **private institutions**

- ✓ **Financing** is mainly provided by the State, and to a lesser extent by international development institutions and NGOs within the framework of Public-Private Partnerships (PPP).

- ✓ Employers' and workers' organizations are involved in the **governance of TVET in** principle through Commissions, **on-the-job training** and **apprenticeship training**. In practice, however, this **involvement is often limited** both by the low private dynamism and by the lack of an institutional framework or low representativeness.

- ✓ **The training offer is** marked by a wide **disparity in the spatial distribution** for the benefit of large cities, but is very **diversified in terms of** training **programmes** and courses.

- ✓ In principle, there are three types of vocational training:

  - ▪ **Formal"** technical education provided in state-recognized structures. The training is crowned by officially recognised diplomas.

  - ▪ **Non-formal"** vocational training outside the formal system recognised by the State.

  - ▪ **Informal"** vocational training through experience and practice.

- ✓ **Three levels of qualifications:** an initial level concerning basic qualifications, an intermediate level of professional qualification and an advanced level of technicians and specialisation, but also of master's and doctorate.

Systems for the recognition of skills

- ✓ **No systematic recognition** in informal sector jobs
- ✓ Also, if there are any, users of **non-formal skills recognition systems** have **little access to information on** procedures for granting equivalences, slowness of the system
- ✓ The **lack of capitalisation of some good practices for the recognition of skills** acquired through experience (Bukrina Faso and Ghana for example).
- ✓ **Rating systems and procurement standards should be harmonised** for equivalence. **Coordination and institutional mechanisms** between the bodies in charge of examinations and certifications should be put in place.
- ✓ Pre-university and technical and vocational pre-training cycles are characterized by a **discrepancy in terms of duration and level of education**. Thus, depending on labour market needs, stakeholders should **either prioritise harmonisation or mutual recognition**.
- ✓ A certification framework (repository) could help as a comparison tool - but beware of the implications!

Prospects for improving skills systems

❑ *Actions to improve skills systems*

13 proposed actions, grouped into 3 categories

4 actions to improve migration management

4 specific actions for the development and recognition of skills

5 horizontal actions

Migration management

01

1. generalization of phases I and II of the free movement protocol at ECOWAS level

2. Work for the application of the common approach to migration

3. Harmonization of national migration laws and policies with international and intra-regional frameworks

4. Support access to information and guidance for migrants, including workers

Prospects for improving skills systems

❑ *Actions to improve skills systems*

02

Specific actions for the development and recognition of skills			
5. Harmonisation of teaching and qualifications	6. Develop a regional reference system of trades that will be the subject of an official and regular evaluation	7. Creation of structures for mutual recognition, certification of competences and information sharing	8. Quality assurance

03

Horizontal actions				
9. Establish harmonised and comparable information systems	10. Establish national employment policies	11. Strengthening coordination	12. integrate the informal by copying good practices	13. Involve the private sector and other stakeholders

Thank you

M. Aomar Ibourk