

## Africa – Arab States Tripartite Interregional Meeting on Labour Migration (15-16 November 2021, online)

### Summary Report

#### Introduction

The African Union Commission (AUC) and the International Labour Organization (ILO), with the support of the Government of Switzerland, organized the first Africa-Arab States Interregional Tripartite Meeting on Labour Migration, on 15 and 16 November 2021 (virtual meeting), engaging labour migration stakeholders from Africa and the Arab States of the Middle East.

Building on the growing political momentum to strengthen dialogue on labour migration across regions and to seek coordinated responses to the challenges and opportunities it poses, including in the context of the significant impact that COVID-19 has had on labour mobility, the meeting aimed to take stock of progress and good practices, build networks, and strengthen dialogue between Africa and Arab States' stakeholders to achieve decent work and fair migration outcomes. Over 200 participants from governments, Regional Economic Communities, employers' and workers' organizations, civil society organizations, academia as well as international development partners and United Nations agencies working in Africa and the Arab States of the Middle East participated.

One plenary and five thematic expert panels led to exchanges on recent trends in labour migration in the Africa-Arab States labour migration corridor, including the impact of the COVID-19 pandemic; opportunities for skills development and recognition; reforms to extend social protection for migrant workers; re-negotiation and implementation of bilateral labour agreements in light of the gaps exposed during the pandemic; innovations to advance fair recruitment, including use of technology; and significant recent reforms to promote internal labour market mobility of migrant workers in the Gulf States. Senior government officials, and employer and worker representatives spoke in all panels and the audience was able to engage virtually with the speakers and share resources.

During the tripartite interregional meeting, the State of Qatar announced its intention to host a meeting in Doha between Africa and the Gulf Cooperation Council countries during the first quarter of 2022 to build on the opportunity for dialogue that this interregional meeting presented.

Currently, a significant number of African migrant workers are employed in the Arab States in a range of sectors, including construction, retail trade, hospitality, and domestic and care work. Despite the drop in migration flows over the past year linked to the COVID-19 pandemic, labour migration from Africa to the Arab States is expected to increase in the years to come, and therefore it is imperative to address the risks and challenges related to labour migration governance, as well as to enhance the opportunities relating to these migration flows.

The event platform, available [here](#) (registration required as meeting was by invitation only), which contains thematic briefs prepared for the expert panels and other relevant resources, will be accessible to all participants for 12 months following the event.

## Opening ceremony

Opening remarks of the meeting were delivered by Ms. Cynthia Samuel-Olonjuwon, ILO Assistant Director-General and Regional Director for Africa, Mr. Stephen Obiro on behalf of Ms. Jacqueline Mugo, Vice-President, International Organization of Employers (IOE), Mr. Shaher Saad, Member of the Executive Office, Arab Trade Union Confederation (ATUC), Mr. Christian Frutiger, Ambassador, Assistant Director General, Head of Global Cooperation, Swiss Agency for Development and Cooperation, and Mr. Sabelo Mbokazi, Head of Division, Labour Employment and Migration, on behalf of Madame Cisse Mariama Mohamed, Director for Social Affairs, AUC, welcoming participants and setting the tone for the coming two days.

**Ms. Cynthia Samuel-Olonjuwon** highlighted the need for accurate data on the trends, flows and stocks of migrant workers from Africa to the Arab States; the protection of migrant workers' rights who, despite many positive changes still too frequently faced unacceptable labour abuses that countries needed to address decisively; and the importance of social dialogue. She emphasized that labour migration governance was more effective when it was constructed and supported through tripartite consensus and social dialogue. The strengthening of interregional dialogue was an important contribution to the implementation of the Global Compact for Safe, Orderly and Regular Migration, particularly Objective 23.

**Mr. Shaher Saad** emphasised the importance of enhancing social dialogue to reach the objectives of the 2030 Agenda for Sustainable Development as well as better outcomes for migrant workers. Constructive social dialogue should consider the principles of decent work and the future of work. Mr. Saad noted that there is still a long way to go regarding workers' freedom to join and form trade unions in the Africa-Arab States corridor, which was a key requirement for enhancing social dialogue. Promoting the ratification of the ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) would be key.

**Mr. Stephen Obiro**, speaking on behalf of Ms. Jaqueline Mugo, emphasized that migration had been recognized as one of the potential drivers to accelerate Africa's socio-economic development. However, there were a myriad of challenges, such as gaps in labour migration governance, inadequate labour market information systems, unfair labour practices, and limited or no access to social protection measures. The IOE offered some proposals to achieve better labour migration outcomes between Africa and Arab countries: a uniform system of signing and documenting the contracts signed by migrant workers, a commitment to improving the training and building the capacities of the migrant workers being deployed to the Arab States, effective involvement of African non-State actors in the development and signing of Bilateral Labour Migration Agreements, and the consideration of a contributory social protection arrangement for migrant workers in their countries of origin.

**Ambassador Christian Frutiger** reiterated Switzerland's commitment to labour migration governance, including through the support to the AU and its member states in the implementation of the [Joint Labour Migration Programme \(JLMP\)](#) and its continued support to the ILO through the [FAIRWAY Programme](#). He emphasized that actions needed to be taken and supported at the national level to achieve decent work and fair migration outcomes for both Africa and the Arab States. Concrete actions would not only boost economic growth but make a difference for all migrant workers and their families.

Speaking on behalf of Madame Cisse Mariama Mohamed, **Mr. Sabelo Mbokazi**, noted the role of migration in Africa. Migration and mobility constituted central aspects of the social, cultural, political, and economic life of the Africa continent. Therefore, harnessing the benefits of migration for



development was of critical importance. He emphasized that the COVID-19 pandemic had further highlighted the dependency of many economies on migration or labour migration and the need for the two regions to work together for better ways of managing migration by promoting the creation of legal migration pathways with more tangible benefits for countries of origin, transit, and destination.

## Plenary session: Evolving labour migration trends in Africa and the Arab States: Tripartite action in rethinking current policies and strategies in light of COVID-19

The plenary session, moderated by Mr. Ryszard Cholewinski, Senior Labour Migration Specialist, ILO Regional Office for Arab States set the scene for the subsequent expert panels by outlining recent trends, challenges and opportunities that would enable discussion on tailored solutions adapted to the needs and expectations of both regions.

**Mr. Ryszard Cholewinski** outlined some of the recent labour migration trends in the Africa-Arab States corridor with reference to the thematic brief prepared for the session, including the impact of the COVID-19 crisis as well as some of the most pressing concerns to ensure decent work outcomes for African migrant workers employed in the Arab States. The Arab States region had the highest global share of migrant workers as a proportion of the total workforce, reaching 41.4 per cent in 2019. COVID-19 had impacted all migrant workers in the region and resulted in an overall decrease in the number of migrant workers. However, the decline in growth rates of foreign populations in the Arab States precedes the COVID 19 crisis due to volatile oil prices, as well as more intensive nationalization programmes, for example. This decrease of workers had been particularly pronounced in the private sector, which is the major employer of the foreign workforce in most Arab States.

Regarding decent work outcomes for African workers in the Arab States, Mr. Cholewinski noted that COVID-19 had exposed some continuing structural issues affecting labour migration governance such as the need to promote fair recruitment, skilling and upskilling of workers, identification of more opportunities for labour market mobility in destination countries, the extension of social protection to migrant workers as well as the need to conclude more effective bilateral labour agreements that take account of the views of all relevant stakeholders. These concerns can only be legitimately addressed by the involvement of all stakeholders in the world of work, as well as by enhancing the voice of workers and employers, which continues to be a challenge when it comes to the governance of labour migration in this corridor.

**Ms. Adaeze Molukwu**, JLMP Programme Officer, AUC, provided a summary of the cooperation on labour migration between Africa and the Arab States that had taken place to date, including field visits to selected GCC countries, meetings, forums and guidelines for member states on bilateral labour agreements to facilitate dialogue and assist member States in their negotiations with countries of destination to ensure that African migrant workers obtained optimal protection. Ms. Molukwu noted that both regions can cooperate to improve the exchange of information and good practices on labour migration in Africa. Africa and the Arab States must seek ways to open channels for regular migration, to maximize the potentials of migration to ensure a win-win-win situation, and to maintain a structured and constructive dialogue, noting the ever-changing nature of migration to the Gulf.

**Mr. Khalil Bouhazza**, GCC Executive Bureau, noted the need for an inter-regional dialogue that was based on strong foundations, that developed robust partnerships between destination and origin countries, and that would adequately consider the interests of both regions. The COVID-19 pandemic and its repercussions on labour markets had revealed many gaps in the framework governing labour markets in both countries of origin and destination, constituting an additional challenge that called for a continuous dialogue between all parties. Mr. Bouhazza also referred to some of the issues facing the corridor such as irregular migration and how that can be addressed to some extent through fairer recruitment processes.

**Mr. Murtaza Khan**, Managing Partner, Fragomen, focused on the key points from the [research report](#) prepared by the Business Advisory Group on Migration released in September 2021. There is significant discussion around the concept of the future of work, the types of skills and talent required,

and how this relates to the current context of changes driven by the pandemic, an area that is ripe for significant engagement within the Africa-Arab States dialogue, given that it can specifically help to delve into the skills development and recognition issues from countries of origin and destination. The research paper also discussed how labour migration can be complementary to the effective operation of nationalization policies. The research paper concluded that ongoing consultation with the private sector was of critical importance.

**Dr. Hind Benammar**, Office Coordinator, ATUC, outlined how trade unions are engaging to support decent work for migrant workers from Africa and the Arab States with initiatives such as the establishment of a centre to support migrant workers in the Arab region, which is in Amman, Jordan. The centre tries to provide all kinds of assistance to migrant workers ranging from legal assistance to psychological support. The role of the ATUC is to amplify the voices of workers, including migrant workers, to achieve decent work for all, noting the importance to give a space for workers to express their grievances. Dr. Benammar emphasized the need to address gaps in access to decent work for migrant workers and to make changes at the national level to improve the protection of African migrant workers.

## Expert panel 1: Prospects for the mobility of a skilled workforce – unfolding reality of supply and demand sides

This session explored and validated the issues, opportunities and challenges through experience sharing by the institutions/individuals directly engaged in skill recognition and development, recruitment, and employment of migrant workers from African countries to the Arab States. The session explored opportunities for mobility of workers with relevant skills, the challenges in relation to skilling or up-skilling of workers and their recruitment, issues around recognition of the skills obtained by migrant workers and potential career growth based on the occupational skills migrant workers have acquired. Discussions included sharing of country-level examples from Kuwait and Ethiopia, and some lessons from the Arab region and global level.

**Mr. Srinivas B. Reddy**, Branch Chief, Skills and Employability, ILO started his deliberations by emphasising the GCM objectives 5 and 18, which, respectively, focus on enhancing availability and flexibility of regular migration pathways and building skills partnerships between countries. Mr. Srinivas stated that the ILO, International Organization for Migration (IOM), the United Nations, Educational, Scientific and Cultural Organization (UNESCO), IOE and the International Trade Union Confederation (ITUC) have joined forces to mobilise expertise for the development and recognition of skills of migrant workers under the [Global Skills Partnership](#). This initiative supports governments, employers, and workers as well as their organisations, educational institutions and training providers, and other stakeholders to rethink migration in a way that is of mutual benefit to all stakeholders - principally migrant workers, including those who return -, employers in need of a skilled workforce, as well as the countries of origin and destination. Mr. Reddy referred to examples of ILO supporting a skills partnership between Ghana, Nigeria, and Togo where constituents from the three countries pledged to strengthen mutual recognition of each other's training certificates and/or harmonizing curricula in key sectors/occupations affected most strongly by migration. He further elaborated that the ILO supports countries to develop Global Skills Partnerships to foster labour migration that can be mutually beneficial to both the destination and origin countries.

**Dr. Nader Kabbani, PhD**, Senior Fellow at the Brookings Institution, indicated that all GCC countries were at different stages of their nationalisation process. Currently, there was limited interest among nationals in taking up lower-wage jobs (with the possible exception of drivers and hospitality). At the same time, at the high-skilled spectrum, there had not yet been sufficient time for nationals to build the skills needed. So these were the two ends of the skills spectrum where migrant workers would continue to be needed, while in the 'medium-skilled' sectors, there was likely to be more impacts of nationalisation policies. He highlighted the example of the Philippines, which is making efforts to improve the skills of its workers to enable them to obtain employment with better wages. He shared examples of other Asian countries, which have developed strategies relating to certification, qualifications and assessments of their migrant workers to make them more competitive, and urged African States to learn from these experiences. Dr. Kabbani cautioned that creating incentives for high skilled workers to leave for the Middle East would deprive national economies of skills that are already in short supply in their own countries. He recommended three ideas that African countries could while developing their labour migration and skills strategies. First to focus on consistency in the skills sets within the sectors that migrant workers are already filling, including domestic work and construction. Second, within those same sectors, make efforts to upskill workers so that they can move and advance upwards within the same or related sectors. Finally, take advantage of brain gain by improving qualifications and certifications acquired by migrant workers in the Gulf countries to support skills transfer upon their return home.

**Mr. Ali Alhossayan**, Deputy Director, Industry and Labour Department, Kuwait Chamber of Commerce and Industry, highlighted that employers in the GCC countries prioritized hiring nationals and, when

skills were not available, resorted to the recruitment and employment of migrant workers. Mr. Ali highlighted that the number of African migrant workers was small in the Kuwaiti labour market compared to other countries of destination. This was due to two major issues: First, the efforts of embassies and recruitment agencies to market the skills of African workers were inadequate. Second, challenges in recruitment processes in some of the African countries made the recruitment of migrant workers from those countries less attractive to employers. Addressing the issues of skills recognition of migrant workers, Mr. Ali stated that such systems and processes would certainly benefit both the workers and employers as it would minimize the concerns of skills mismatch and reduce the turnover of workers.

**H.E. Mr. Asegid Getachew**, Labour Affairs State Minister, Ministry of Labour and Skills, Government of Ethiopia highlighted that some of the challenges in promoting migration of a more skilled workforce for Ethiopia as well as other African countries was due to the low quality of the technical and vocational skills education system, which focuses more on theory rather than the practical skills, mismatch of technical skills and technology applied in the GCC; and lack of proper certifications of skills. The Government of Ethiopia had given priority to skilling of its workforce and hence restructured the Ministry of Labour to include the mandate of skills development as well. With this reform, the government had also prioritized skills development for overseas employment and the development of a new skills curriculum to match with the skills need in the Gulf and other destination countries. Mr. Getachew also highlighted that it was crucial to have exchange of information between countries of origin and destination about skills requirements in the labour market and collaboration on developing the required skills.

**Ms. Teresa K. Wabuko**, Confederation of Trade Unions-Kenya, confirmed that there is a gradual increase in numbers of skilled African workers in Arab States region and emphasized that if the issue of worker-paid recruitment fees could be addressed the number would further grow. Ms. Wabuko further elaborated that the COVID-19 pandemic posed more risks of exploitation to lower-skilled migrant workers such as domestic workers and anticipated that deployment of a more skilled workforce could minimize such risks. Ms. Wabuko pointed out that some of the key challenges in increasing opportunities for a more skilled workforce from Africa were due to the lack of a uniform definition of skills, lack of recognition of skills, especially of the low and medium-skilled workforce, and lack of standardized skills and qualification recognition systems.

## Expert panel 2: Extending social protection to migrant workers: strengthening existing frameworks and building new approaches

The session sought to unpack both the legal and practical barriers that migrant workers face when attempting to access social protection in countries of destination, but also upon return to their country of origin. Participants learned about different approaches and measures that enable the extension of social protection to migrant workers and their families based on ILO standards and international good practices. More specifically, approaches from Morocco, Jordan, Senegal, and Bahrain as well as insights from the JLMP in Africa were presented.

**Ms. Naima Hrouch**, Head of the Department for Bilateral Social Protection Agreements under the Ministry of Employment, shared Morocco's experience in extending social protection to migrant workers, either through unilateral measures or through bilateral Social Security agreements. Under its legislative framework, Morocco accords non-nationals with the same social security rights as nationals in line with the principle of equality of treatment. As a result, the migrant worker has access to family, maternity, sickness, death, unemployment, old-age, invalidity, and survivor benefits, as well as the mandatory health insurance scheme. Recently, these rights have also been extended to migrant domestic workers and self-employed workers. Moreover, Morocco concluded several social security agreements with European and African countries, based on the five key principles promoted by ILO Conventions and Recommendations with regard to the coordination of social security schemes and the protection of migrant workers. However, further progress in this regard can still be sought, particularly regarding protecting Moroccan migrant workers in countries with which no social security agreement was reached.

**Mr. Shaman Majali**, Legal Affairs and Official Spokesperson from the Social Security Corporation, outlined the important lessons that Jordan has learnt from the COVID-19 pandemic and how these have influenced reforms moving forward. COVID-19 has shown the importance of the presence of social protection systems, in Jordan as well as in many other countries in the region. Overall, it can be concluded that three main measures were implemented in Jordan to respond to the pandemic – each reflecting the principle of equality of treatment that has been embedded in national legislation since the first social security law was established in 1978. Although the law excluded certain groups of individuals, including the self-employed, construction workers, and daily wage workers from the mandatory coverage, the Hashemite Kingdom of Jordan initiated a number of measures to extend social protection in light of the pandemic. These measures focused not only on these groups, but also on others excluded from coverage, and adapted new systems and legislation that enhance the enforcement mechanisms and extended the protection for vulnerable national and non-national workers. These consisted of i) establishing a self-employed pension scheme; ii) establishing a flexible work permit for Syrian workers; iii) introducing mandatory registration of migrant agriculture workers by agricultural holdings; iv) covering part of the salaries to a specified group of migrant workers as well as Jordanians during lockdown periods; v) permitting workers to withdraw a part of the savings balance on the unemployment benefits account; and vi) allowing Jordanians residing abroad to voluntarily contribute through the established social security affiliation portal.

**Ms. Fambaye N'doye**, Union Nationale des Syndicats Autonomes du Sénégal (UNSAS), shared the experience of trade unions in providing direct services to migrant workers in Senegal. Particular attention was paid to two groups: migrant workers in the informal economy and women migrant workers. The informal sector in Senegal is largely composed of migrant workers, particularly women. It suffers from a lack of social protection, as well as job insecurity. As a response, the country implemented a system to ensure the extension of the Couverture Maladie Universelle (CMU) programme to workers in the informal sector. However, migrant workers were facing difficulties accessing this system. Therefore, trade unions in Senegal helped address some of the practical obstacles that migrant workers face in accessing social protection, including language barriers, limited information on one's rights, a lack of representation, and complex administrative procedures. In

addition to this, during the COVID-19 pandemic the unions organized the distribution of prevention kits for migrant workers and leaflets. Trade unions are also pushing for the ratification of the ILO Domestic Workers Convention, 2011 (No. 189), as well as the conclusion of bilateral social security agreements with countries that receive a large share of Senegal’s domestic workers.

**Ms. Sonya Janahi**, Board Member of the Bahrain Chamber of Commerce and Industry (BCCI), highlighted that migrant workers constitute 77 per cent of the total workforce in Bahrain. The protection of their rights is of importance in order to maximize their contribution to the Bahraini economy, and to promote the development of countries of origin. To do so, Bahrain has undertaken important legislative reforms, including i) the obligation of employers to pay contributions for their migrant workers; ii) the introduction of an optional insurance system for (migrant) domestic workers; iii) the extension of provisions under the new 2012 Labour Law to migrant domestic workers; and iv) the introduction of a Flexi-Permit that promotes economic flexibility, ensures fair competition between national and non-national workers, and limits irregular migration. Additional reforms, for the future, include the adaptation of migration policies to labour market needs; the provision of further legal pathways to labour migration; the introduction of measures that leverage the impact of migration on the economy; the reduction of discrimination; and improvements in integration for migrant workers.

Lastly, **Ms. Amohelang Ntsobo**, JLMP Legal Officer, AUC, emphasized that providing access to social protection and ensuring the portability of benefits is an important element of the AU Migration Policy Framework for Africa, and also one of the key pillars of the JLMP. The programme provides continental, regional, and national approaches to facilitate bilateral and multilateral agreements on social security coordination; supports the development of labour migration policies; as well as provides technical assistance and guidance documents (e.g., the draft declaration on the protection and promotion of the human and labour rights of African migrant workers and their families; the draft guidelines on developing bilateral labour agreements; the draft guidelines on developing migrant welfare programmes, etc.); thereby, contributing to the protection and extension of the rights of migrant workers as endorsed in the various legal instruments and policy frameworks by the AU, Regional Economic Communities, and member States.

### Expert panel 3: Making bilateral labour agreements more effective for workers, employers, and governments

The session explored recent trends and practices in relation to BLAs and MOUs along the Africa-Arab States labour migration corridor and discussed areas for progress to achieve more effective rights-based agreements that promote the welfare of workers as well as the interests of employers and governments of both countries of origin and destination.

**Ms. Marina Manke**, Head, Labour Mobility and Human Development Division, IOM gave an overview of the draft UN Network on Migration guidance on negotiation, development, and implementation of BLAs, which was developed with a consortium of partners, including UN agencies, social partners, and civil society. The guidance is composed of several sections that include specific paragraphs on scope, definition, human and labour rights protection, recruitment, information access, social protection, employment contracts, and remittances, among others. Importantly, it outlines operational measures that should be in place to ensure BLAs are implemented, such as institutional structures and monitoring mechanisms. The formal launch of the guidance will occur in February 2022, following which it will be piloted in specific BLA negotiation processes.

**Mr. Oumar Diop**, JLMP Coordinator, African Union, noted that an increasing number of countries in Africa were negotiating BLAs with countries of destination in the Arab States. A major challenge in terms of developing these BLAs was the variety of approaches, content and implementation mechanisms that were being used when negotiating BLAs with the same countries of destination, which impeded coordination, weakened the rights-based approach, and limited protection measures. A coordinated, joint approach was needed to strengthen BLAs and their implementation. The AU guidelines on developing BLAs take into consideration relevant AU protocols and international labour standards, and were developed in consultation with Member States and social partners, to be formally adopted in 2022 by AU policy organs. The guidelines comprise 25 articles outlining the scope, definition, competent authorities, recruitment processes, information and assistance, contract provisions, equality of treatment and non-discrimination, employment and working conditions, and gender responsive approaches.

**Ms. Lucy Kibiru**, Principal Economist, Ministry of Labour, Government of Kenya, noted that Kenya had signed three BLAs (with Saudi Arabia; Qatar and the United Kingdom) and one MoU (with the United Arab Emirates) on employment of migrant workers. Despite signing these MoUs, protection of Kenyan migrant workers was still lacking. Ms. Kibiru shared several lessons learned including: all relevant parties need to be consulted in the drafting of BLAs, including ministries of labour (at the political and technical level) and social partners; BLAs and MoUs should be reviewed periodically to respond to changing labour markets, trends, and challenges; and, finally, active joint implementation committees are critical to ensure implementation of agreements. In reflecting on negotiation of future BLAs, Ms. Kibiru noted that social protection provisions should be integrated at the outset. A migrant welfare fund was being developed in Kenya to provide further support to workers in distress.

**Ms. Phoebe Kume**, Labour Officer, Federal Ministry of Labour and Employment, Government of Nigeria, highlighted several measures the government had been taken to improve labour migration governance and prepare for the negotiation of future BLAs or MoUs. The Ministry of Labour and Employment had established a Labour Migration Division and updated the 2004 labour migration policy in June 2020. The policy was being implemented with support of two advisory committees consisting of social partners, civil society, and other relevant stakeholders. The Government had also developed national, online employment services, and three migrant resource centres to assist migrant workers to make informed decisions about overseas employment. The government had put in place a process with the Ministry of Foreign Affairs, Ministries of Labour and Justice, and social partners to

review draft BLAs. The Ministry of Justice would vet and clear the agreement, to ensure the provisions were aligned with national laws, and the Ministry of Labour would then transmit the vetted document to the countries of destination, via the Ministry of Foreign Affairs. A joint committee will be established to ensure implementation of the agreement. Major challenges were the lack of response by countries of destination, lack of information sharing of skills demanded in countries of destination, and limited willingness to involve social partners by countries of destination.

**Mr. Castro Abdullah**, National Federation of Worker and Employee Trade Unions in Lebanon, (FENASOL), stressed the importance of BLAs to enhance the protection of migrant workers. BLAs should include a section on minimum wages to ensure migrant workers were being paid a fair salary. BLAs should also be regularly revised to ensure their relevance over time. While the role of trade unions could be limited, it was important to bring social partners onboard when BLAs were being signed. Mr Abdullah noted that, in some cases, migrant workers did not have a good understanding of their rights; therefore, it was important to launch awareness-raising or information campaigns to inform migrant workers, including the most vulnerable ones, about their rights in the country of destination.

**Mr. Ali Serhani**, CGEM Morocco, explained that employers do not recruit nationalities but rather look for specific skills that their enterprises need. A good example of a BLA was the reciprocal agreements Morocco had signed with Algeria, Tunisia and Senegal, that allowed Moroccans to work abroad without requesting specific authorisation of the country of destination. Likewise, employers could recruit workers from Algeria, Tunisia and Senegal without needing to request special authorisation. This was particularly beneficial for employers looking to access skills not available on the national labour market. Mr. Serhani emphasised that social dialogue strengthened the drafting and implementation of BLAs and it was important to involve all actors, including recruitment agencies, at the outset. A well-drafted BLA would be a win-win-win for governments, employers and workers.

## Expert panel 4: Improving laws, policies, and their enforcement to promote fair recruitment<sup>1</sup>

This panel, moderated by **Ms. Michelle Leighton**, Chief, ILO Labour Migration Branch, discussed measures implemented by governments, trade unions and employers to ensure that recruitment practices across borders are transparent and effectively regulated, protect workers' rights, and improve labour market functioning. Ms. Leighton highlighted that adopting fair recruitment practices was now, more than ever before, essential to ensuring fair migration outcomes, especially considering the increasing costs of recruitment due to the COVID-19 pandemic. In order to better support its constituents, ILO had launched the [second phase of its Fair Recruitment Initiative](#), which includes a global knowledge hub to share good practices and exchange on lessons learned.

**Mr. Mohammed Ali Al-Meer**, Labour Expert, Office of the Assistant Undersecretary of Labour, Ministry of Labour, Government of Qatar, spoke about the Qatar Visa Centres and their contribution to ensuring fair recruitment practices and addressing recruitment-related challenges, such as contract substitution, wage deception, or skills mismatch. Through the centres, workers are asked to sign and receive a copy of their contract in their own language, and complete medical and other documentary-related procedures; are informed about their wage entitlements (monitored through the wage protection system); are not required to pay recruitment fees; and are provided with a sim card. Qatar has also established a system to ensure that employers use only those recruitment agencies who are certified and approved in Qatar and certified in the country of origin. While the focus thus far has been on opening centres in Asia, centres are also being opened in Tunisia, Kenya, Morocco, and Ethiopia.

**Mr. Kennedy Achakoma**, Trade Union Congress, Ghana, spoke about trade union efforts to support migrant workers' access to fair recruitment. Trade unions have played an important role in legislative and regulatory reforms; promoting bilateral cooperation; organizing the informal sector where many migrant workers are present; providing direct services, e.g., awareness raising or capacity building for migrant workers; and conducting research and developing guides for migrant workers. Trade unions have also been seeking greater involvement in pre-departure orientation programmes to reach workers prior to their emigration. Finally, unions in Ghana have begun rolling out the [ITUC's Migrant Recruitment Advisor](#), already launched and operational in Kenya, in addition to several countries in Asia, to provide potential migrant workers with access to more information about the recruitment agencies they are planning to engage with.

Speaking about the recently launched ILO-IOM report "[Promoting Fair and Ethical Recruitment in a digital world](#)", **Ms. Sophia Kagan**, FAIRWAY Programme Manager, ILO Regional Office for Arab States, explained that the recently launched study reviewed four platforms – the Employment Permit System in the Republic of Korea, the MUSANED system for recruiting migrant domestic workers into the Kingdom of Saudi Arabia, e-migrate used for emigration from India, and EURES, the EU job portal connecting workers and employers. The study found that state-led initiatives could support transparency and oversight by streamlining and digitalizing processes, which could reduce corruption and collusion, make processes faster for employers and workers, and could make complaints channels more accessible and remedy actions more immediate. Nevertheless, technology could not reduce unfair recruitment practices unless it was also supported by strong political and institutional commitments to invest in decent work and enforcement of regulations. Technology platforms also needed to be monitored and improved to reflect the needs of users (e.g., accessibility of migrant workers to the platforms), to ensure that data was properly used and protected). Whilst artificial

<sup>1</sup> Due to unforeseen circumstances, Mr Hillary Talemwa Mwesigwa, Principle Labour Officer, Uganda Ministry of Gender, Labour and Social Development, and Ms. Enid Nambuya, Executive Director of the Ugandan Association of External Recruitment agencies, were unable to speak at the panel.

intelligence and machine learning could offer opportunities to better detect instances of non-compliance (e.g. by employers or recruitment agencies), they had to be applied for specific purposes and closely monitored.

## Expert panel 5: Promoting internal labour market mobility

Moderated by **Mr. Tariq Haq**, Senior Employment Policy Specialist, ILO Regional Office for Arab States, this panel focussed on the types of sponsorship arrangements prevalent in the Middle East that have been known to place considerable limitations on migrant workers' opportunity to terminate employment, switch to a different employer, renew a work permit and/or leave the destination country without the approval of the employer. Such restrictions create several risks of human rights and labour violations and impede internal labour market mobility with consequences for a productive economy.

The panel discussion focussed on progress that has been made to promote internal labour market mobility in the region, looking at possible benefits to the effective functioning of labour markets, but also some of the challenges in implementation.

**Ms. Shaikha Al Khater**, Director, International Labour Relations Department, Government of Qatar, spoke about two new laws amending the Labour Law (No. 14 of 2004) and Law No. 21 of 2015 on the entry and exit of expatriates and on their residence. Both new laws entered into force on 8 September 2020. Earlier legislation in September 2018 (and later expanded in January 2020) also removed exit permit requirements for all workers, including domestic workers, workers in government and public institutions, and workers in agriculture and grazing, with only a small number of exceptions remaining. All workers can also change employers: (a) at the end of their six-month probation period, after giving written notice (one or two months, depending on their length of service); or (b) during the probation period (one month of notice).

Ms, Al Khater noted that because of the legislative reforms, more than 242,000 workers of both genders and many nationalities and sectors have been able to change their employer. She further noted that the Qatari government has been working to disseminate information about the reform, including with embassies, to outreach to workers. An electronic platform has been developed to respond to inquiries and complaints.

**Dr. Steffen Hertog**, Associate Professor in Comparative Politics, Department of Government, London School of Economics and Political Science, noted that the general literature on labour economics, labour turnover and labour churning agreed that a certain level of mobility on labour markets is needed for markets to function efficiently. Of particular importance was the matching of employers and employees in a way that workers find the jobs in which they are most productive, and firms find the workers for the right jobs. Against that background, the historical levels of mobility of foreign workers domestically within the GCC are much too low relative to international benchmarks (which in developed countries are approximately 10-15 per cent of annual labour market turnover).

Aside from an increase in the risk of labour exploitation, restrictions on labour mobility are likely to put downward pressure on workers' wages, thereby widening the gap between the public sector (dominated by nationals) and the private sector (dominated by migrant workers). Thus, improving internal labour market mobility can have a positive impact on wages, which would then boost nationalization efforts, particularly in the private sector.

**Mr. Abdelqader AlShehabi**, President, General Federation of Bahrain Trade Unions (GFBTU), spoke about the need to ensure that migrant workers are protected and to avoid a race to the bottom between Asian and African migrant workers. He noted that while internal labour market mobility was important, it should not come at the expense of migrant workers' basic rights. In particular, the flexi permit in Bahrain, which enables migrant workers in an irregular situation to work without a sponsor – subject to certain conditions and the payment of fees – and to work in any job in that sector with

any number of employers on a full or part-time basis, needs to be overhauled. Mr. Al Shehabi noted that flexi permit holders are in a grey zone between ‘worker’ and ‘employer’ as they are effectively considered self-employed. As such, they do not benefit from labour law protections nor social security provisions. Thus, while workers with such permits may have the right to terminate employment and change employers, in practice they are still extremely vulnerable to exploitation.

**Mr. Hafez bin Ali Al-Faifi**, Advisor to the Deputy Minister for the Monitoring and Development of the Labour Environment, introduced the reforms of the Saudi Arabia government under the Labour Reform Initiative. Under this initiative, workers covered by the Labour Law can change employers after one year of service with their first employer, without the permission of the first employer. This right is subject to certain conditions being met, including that the new employer submits a job offer and the notice period is complied with. For workers covered under the Labour Law, the exit permit has been replaced with an “automatic exit visa”, which workers can apply for through the Absher portal. Although notice must be given to the employer via the platform, Mr. Al-Faifi noted that this was a procedure only and that – provided the worker met the conditions specified – the employer would not be able to block the approval of the permit. Introduced as part of the National Transformation Programme, the Labour Reform Initiative aims to increase worker productivity, promoting protection of workers’ rights and increasing competition. Although domestic workers and other workers not covered by the Labour Law have not yet been included in these reforms, Mr. Al-Faifi indicated that this is currently being studied by the Ministry.

Finally, **Ms. Shereen Mohammed Saeed**, Chief, Client Services, Labour Market Regulatory Authority (LMRA), Government of Bahrain, spoke about the creation of the Talent Portal, which enables jobseekers looking for work to find available vacancies, and for employers who are looking for staff to find the right workers. The platform enables workers to post their resume, including their skills, experience and qualifications, and the information is then available to individual employers and organizations. The platform therefore supports business continuity as employers can find workers faster than previously (through international recruitment, for example). The platform therefore hopes to contribute to economic and labour market growth and promote internal labour market mobility, including in the context of the impact of the COVID-19 pandemic.

## Closing ceremony

The closing session of the Meeting provided a space for reflection on key commitments from speakers on the way forward, together with final thoughts from the ILO and AUC on the discussions during the Meeting.

Closing remarks were delivered by Mr. Thomas Helfen, Head of Division Coordination of Operations in Africa, African Union, Federal Ministry for Economic Cooperation and Development, Federal Republic of Germany, Ms. Suad Ali, Second Secretary/Programme Manager Specialist, Migration and Development, Swedish International Development Cooperation Agency Mr. Joel Odigie, Deputy General Secretary, ITUC Africa, Ms. Lindiwe Sephomolo, International Organization of Employers, Mr. Tariq Haq, Senior Employment Policy Specialist, ILO ROAS on behalf of Dr. Ruba Jaradat, Assistant Director General and Regional Director for Arab States, and Ms. Adaeze Molokwu, Programme Officer, JLMP, on behalf of Mr. Sabelo Mbokazi, Head of Division, Labour Employment and Migration, AUC.

**Mr. Thomas Helfen** noted the positive outcome of the meeting with productive participation from key countries of origin and destination in Africa and the Arab States to share knowledge and experiences on regular and orderly migration, with specific attention to the impact of COVID-19 and how to build forward better. He emphasized that for economies to thrive, they needed skilled young people. Labour migration is a much-needed tool to overcome the current shortage of skilled workers, thus the support to the JLMP, which complements Germany's effort on skills development in Africa. From a development partner point of view, the German Federal Ministry for Economic Co-operation and Development, BMZ, commits itself to continue its support to the work of the AUC through the JLMP with an even stronger focus on the review of rights-based and gender-responsive labour migration policy.

**Ms. Suad Ali** stressed the importance Sweden placed on the topic of migration as an area of cooperation in Africa. Migration can create better opportunities and tools to enable poor and vulnerable people to improve their living conditions. As a result, Sweden had been funding the JLMP for the past three years. The JLMP contributes to improved labour migration governance to achieve safe, orderly, and regular migration in Africa. Ms. Ali noted that the new regional strategy for Africa will also focus on some of the most challenging issues, including ethical recruitment and trafficking.

From the workers' perspective, **Mr. Joel Odigie** expressed the ITUC's commitment to continue working with governments and employers on ways to improve and enforce fair recruitment practices, to seek ways to improve BLAs, to advocate for skills development that provides a win-win-win situation for all stakeholders and to extend social protection for migrant workers. He emphasized the ITUC's strong commitment to work to end practices that drive forced labour and child labour, and modern slavery.

From the employer's perspective, **Ms. Lindiwe Sephomolo** highlighted the importance of social dialogue and tripartism in contributing to development of migration policies, legislation, and frameworks. It is important that social dialogue is strategic in nature. That way, it increases impact, it reduces costs, and it creates more sustainable solutions. Ms. Sephomolo invited participants to think strategically about how to engage and consult with the private sector and what are the opportunities to formalize some of those interactions.

Speaking on behalf of Dr. Ruba Jadarat, **Mr. Tariq Haq** noted that with international recruitment slowly recommencing in many parts of the Arab States, it was critical to ensure workers are not burdened with the costs of recruitment, including new costs such as quarantine, health tests and other related expenses because of the COVID-19 pandemic. The pandemic had been a clear wakeup call in the region regarding the need to institute comprehensive and inclusive social protection systems for all workers

and their families, including migrants. The crisis had given visibility to the social protection deficits of migrant workers and the need for closer collaboration between national governments, social partners, civil society and the international community. The crisis had also highlighted the need for dialogue between countries of origin and destination, which this meeting has helped achieve. This meeting had also confirmed the importance of supporting governments, employers' and workers' organizations, educational institutions, and training providers, as well as other stakeholders to rethink potential skills partnerships in the Africa-Arab States corridor in a way that is of mutual benefit to all stakeholders.

Speaking on behalf of Mr. Sabelo Mbokazi, **Ms. Adaeze Molokwu** expressed the commitment of the AUC to shape the future dialogue between Africa and the Arab States taking into account the needs of the various stakeholders, harmonizing its approach through consultation and research and building on lessons learned. The AUC would also like to support lesson learning and exchange of good practices among member States and with other countries to improve labour market data collection as well as upskilling of migrants in relevant sectors. Ms. Molokwu emphasized the AUC's commitment to working with member States and partners to offer regular pathways to migration and decent work opportunities with a view to reducing the attraction of irregular routes as well as assisting member States in implementing the tools that have been developed to date through the JLMP. These include the guidelines on BLAs, the AU Declaration on the Protection of Migrant Workers and as well as ratifying and implementing the AU Migrant Welfare Programme.

To conclude, both the AUC and the ILO welcomed the State of Qatar's announcement to host a meeting in Doha between Africa and GCC countries during the first quarter of 2022 to build on the opportunity for dialogue that this interregional meeting presented.

## Side event: Documentary screening “Thank you Soma” and discussion on domestic work

### Background

According to the recent ILO global report, [Making decent work a reality for domestic workers: Progress and prospects ten years after the adopted of the Domestic Workers Convention, 2011 \(No. 189\)](#), there are approximately 6.6 million domestic workers over the age of 15 employed in the Arab States, representing around 8.7 per cent of the total number of domestic workers globally. The sector represents a significant sector of employment in the region, accounting for 12.3 per cent of total employment (in comparison to 2.3 per cent globally). The significance of this sector is even starker in the GCC countries, accounting for between a fifth and a quarter of the labour force in most countries.

Despite being typically undervalued and not seen as ‘real work’, domestic work makes an enormous contribution to economies and societies – supporting households, enabling greater labour force participation of women, and providing vital care services for children, the elderly and people with disabilities.

In spite of efforts by governments and social partners in the region, the nature of domestic work, insufficiently robust legal and regulatory protections, and social norms all contribute to the continuation of exploitative practices such as withholding of domestic workers’ wages and passports, failing to give domestic workers a weekly rest day, or disregarding maximum daily working hours.

The side event offered an opportunity for participants to question their (mis)perceptions about migrant domestic workers and shed light on the impact they have on the families they work for, and those they leave behind.

The objective of the side event was to enrich discussions and encourage reflections and dialogue about domestic work. The side event was hosted by the AUC and ILO, with support of the International Domestic Workers’ Federation (IDWF).

### Summary

The side event began with the screening of the documentary [“Thank you Soma”](#) which explores the relationship between migrant domestic workers and Arab youth. “Thank you Soma” is the story of Nour, a young Lebanese woman, and Soma, the migrant domestic worker who has played a large part in her upbringing. Together they travel to Soma’s home village in Kandy, Sri Lanka, providing the opportunity for both to reflect on their relationship. The documentary is the real story of Nour and Soma, and has been produced without a pre-designed script, allowing the story to unfold in a genuine way.

The documentary screening was followed by a panel discussion of African women, who worked or are currently working as domestic workers in the Arab States, and who shared their reflections on the themes raised in the documentary and their own experiences.

## Annex 1. Agenda

### Day 1 – November 15th

SESSION	Moderator and Speakers
<p><b>Opening remarks</b></p>	<p><b>Moderator:</b> Ms. Nozipho Tshabalala, Professional moderator</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Ms. Cynthia Samuel-Olonjuwon, ILO Assistant Director-General and Regional Director for Africa</li> <li>• Ms. Jacqueline Mugo, Vice-President, International Organization of Employers</li> <li>• Mr Shaher Saad, Member of the Executive Office of the Arab Trade Union Confederation;</li> <li>• Mr. Christian Frutiger, Ambassador, Assistant Director General, Head of Global Cooperation, Swiss Development Cooperation</li> <li>• Mme Cisse Mariama Mohamed, Director for Social Affairs, African Union Commission</li> </ul>
<p><b>Evolving labour migration trends in Africa and the Arab States: Tripartite action in rethinking current policies and strategies in light of COVID-19</b></p>	<p><b>Session Objective:</b> This session will set the scene for subsequent expert panels to be held throughout the Interregional Meeting by outlining recent trends, challenges and opportunities that will enable discussion on tailored solutions adapted to the needs and expectations of both regions.</p> <p><b>Moderator:</b> Mr. Alexio Musindo, Director, ILO Office for Ethiopia, Djibouti, Somalia, Sudan and South Sudan, and Special Representative to AU</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Mr. Ryszard Cholewinski, Senior Labour Migration Specialist, ILO Arab States</li> <li>• Ms. Adaeze Molukwu, African Union Commission</li> <li>• Mr. Khalil Bouhazza, GCC Executive Bureau</li> <li>• Mr. Murtaza Khan, Fragomen</li> <li>• Dr Hind Benammar, Office Coordinator, ATUC</li> </ul>
<p><b>Expert Panel 1: Prospects for the mobility of a more skilled African workforce in the Arab States - unfolding the reality of the supply and demand sides</b></p>	<p><b>Session Objective:</b> This session will explore opportunities for mobility of workers with adequate and proper skills, the challenges in relation to skilling or up-skilling of workers and their recruitment, issues around recognition of the skills obtained by migrant workers and potential career growth based on the occupational skills migrant workers have acquired.</p> <p><b>Moderator:</b> Mr. Oumar Diop, Joint Labour Migration Programme Coordinator, African Union Commission</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• HE Mr. Assegid Getachew, Labour Affairs State Minister, Ministry of Labour and Skills, Government of Ethiopia</li> <li>• Mr. Srinivas B. Reddy, Branch Chief, Skills and Employability, ILO</li> </ul>

	<ul style="list-style-type: none"> <li>• Mr. Ali Alhossayan, Deputy Director, Kuwait Chambers of Commerce and Industries (KCCI), Kuwait</li> <li>• Ms. Teresa K. Wabuko, Central Organization of Trade Unions-Kenya (COTU-K)</li> <li>• Mr. Nader Kabbani, PhD, Senior Fellow at Brookings Institution</li> </ul>
<p><b>Expert Panel 2: Extending social protection to migrant workers: strengthening existing frameworks and building new approaches</b></p>	<p><b>Session Objective:</b> The session will seek to unpack the barriers migrant workers face when attempting to access social protection in destination countries but also upon return to their home country. Participants will learn about different approaches in extending social protection to migrant workers and their families based on ILO standards and international good practices. Legal and practical solutions to support migrant workers’ access to social protection benefits will be discussed.</p> <p><b>Moderator:</b> Mr. Luca Pellerano, Senior Social Protection Specialist, ILO Regional Office for the Arab States</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Ms. Naima Hrouch, Head of the Department for Bilateral Social Protection Agreements, Ministry of Employment (Morocco)</li> <li>• Mr. Shaman Majali, Legal Affairs and Official Spokesperson from the Social Security Corporation (Jordan)</li> <li>• Ms. Fambaye N'doye UNSAS Senegal</li> <li>• Ms. Sonya Janahi, Bahrain Chamber of Commerce and Industry</li> <li>• Ms. Amohelang Mamatebele Vivian Ntsobo, African Union Commission</li> </ul>
<p><b>Side Event: Documentary screening “Thank you Soma” and discussion on domestic work</b></p> <p>The side-event will begin with the screening of the 30 minutes documentary followed by a panel discussion of African women who worked as domestic workers in the Arab States, to share their reflections on the themes raised in the documentary and their own experiences</p>	

Day 2 – November 16th

SESSION	Moderator and Speakers
<p><b>Expert Panel 3: Making bilateral labour agreements more effective for workers, employers, and governments</b></p>	<p><b>Session objective:</b> The session will explore recent trends and practices in relation to BLAs and MOUs along the Africa-Arab States labour migration corridor and will discuss areas for progress to achieve more effective rights-based agreements that promote the welfare of workers as well as the interests of employers and governments of both countries of origin and destination.</p> <p><b>Moderator:</b> Ms. Coumba Diop, Regional migration and mobility specialist, ILO Regional Office for Africa</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Mr. Oumar Diop, Joint Labour Migration Programme Coordinator, African Union</li> <li>• Ms. Marina Manke, Head, Labour Mobility and Human Development Division, International Organization for Migration</li> <li>• Ms. Lucy Kibiru, Principal Economist, Ministry of Labour, Government of Kenya</li> <li>• Ms. Phoebe Kume, Labour Officer, Federal Ministry of Labour and Employment, Government of Nigeria</li> <li>• Mr. Ali Serhani, CGEM Morocco</li> <li>• Mr. Castro Abdulla, FENASOL, Lebanon</li> </ul>
<p><b>Expert Panel 4: Improving laws, policies and their enforcement to promote fair recruitment</b></p>	<p><b>Session objective:</b> This session will discuss measures implemented by governments, trade unions and employers that ensure that recruitment practices across borders are transparent and effectively regulated, protect workers' rights and improve labour market functioning</p> <p><b>Moderator:</b> Ms. Michelle Leighton, Chief, ILO Labour Migration Branch</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Mr. Hillary Talemwa Mwesigwa, Principal Labour Officer, Ministry of Gender, Labour and Social Development, Government of Uganda</li> <li>• Mr. Mohammed Ali Al-Meer, Labour Expert at the Office of the Assistant, Undersecretary of Labour, Ministry of Labour, Government of Qatar</li> <li>• Ms. Enid Nambuya, Uganda Association of External Recruitment Agencies</li> <li>• Mr. Achakoma Kennedy, Trade Union Congress Ghana</li> <li>• Ms. Sophia Kagan, FAIRWAY Programme Chief Technical Advisor, ILO Regional Office for Arab States</li> </ul>
<p><b>Expert Panel 5: Promoting internal labour market mobility</b></p>	<p><b>Session Objectives:</b> This session will discuss progress towards promoting internal labour market mobility of workers in the Arab States and redressing employer-worker relationships that impede workers' freedom of movement, their right to terminate employment or change employers. Decreasing the</p>



	<p>dependence of migrant workers on their employers for both their immigration and employment status – which in some cases may result in migrant workers becoming more vulnerable to labour exploitation, including forced labour – is important not only to improve worker protections but also to promote greater productivity and efficiency in the labour market.</p> <p><b>Moderator:</b> Mr. Tariq Haq, Senior Employment Policy Specialist, ILO</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Ms. Shaikha Al Khater, Director of the International Labour Relations Department, Government of Qatar</li> <li>• Mr. Hafez bin Ali Al-Faifi Advisor to the Deputy Minister for the Monitoring and Development of the Labour Environment, Government of Saudi Arabia</li> <li>• Ms. Shereen Mohamed, Chief of Client Services, Labour Market Regulatory Authority, Government of Bahrain</li> <li>• Dr. Steffen Hertog, Associate Professor in Comparative Politics in the Department of Government, London School of Economics</li> <li>• Mr. Abdel Qader Shehabi, General Federation of Bahrain Trade Unions</li> </ul>
<p><b>Closing plenary</b></p>	<p><b>Moderator:</b> Ms. Nozipho Tshabalala, Professional moderator</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Mr. Thomas Helfen, Head of Division Coordination of Operations in Africa; African Union, Federal Ministry for Economic Cooperation and Development of the Federal Republic of Germany</li> <li>• Ms. Suad Ali, Second Secretary/Programme Manager Specialist, Migration and Development, Swedish International Development Cooperation Agency</li> <li>• Mr. Joel Odigie, Deputy General Secretary, ITUC Africa</li> <li>• Ms. Lindiwe Sepomolo, International Organization of Employers</li> <li>• Dr. Ruba Jaradat, Assistant Director General and Regional Director for Arab States</li> <li>• Mr. Sabelo Mbokazi, Head of Division, Labour Employment and Migration, AUC</li> </ul>

## Annex 2. List of participants

No.	Country	Title	Name	Position/Organization
<b>Governments</b>				
<b>Arab States</b>				
1	Bahrain	Mr	Ali Abdulla	Chief, Labour Inspection
2	Bahrain	Mr	Abbas Matoq	Chief, International and Arabic Relations
3	Bahrain	Ms	Shereen Mohamed	Chief of Client Services, Labour Market Regulatory Authority (LMRA)
4	Jordan	Mr	Laith Shiha	Foreign Workers Officer
5	Jordan	Ms	Nour Freihat	Labour inspector
6	Jordan	Mr	Shaman Al Majali	Spokesperson, Social Security Corporation (SSC)
7	KSA	Mr	Ali Al-Fawzan	
8	KSA	Mr	Mr. Hafez bin Ali Al-Faifi	Advisor to the Deputy Minister for the Monitoring and Development of the Labour Environment
9	Kuwait	Mr	Abdulazeez Al Harbi	Diplomatic Attaché, Embassy of the state of Kuwait in Ethiopia
10	Lebanon	Ms	Denise Dahrouj	Head of International Affairs department
11	Lebanon	Ms	Marlene Attalah	Acting Director-General of the Ministry of Labor
12	Oman	Mr	Nasser Al-Hadrami	Director of the International Cooperation Department
13	Oman	Mr	Ahmed salem salim Al Seiabi	Head of the International Organizations Department
14	Oman	Mr	Saif Hamood AL-Raqadi	Acting Head of the GCC Affairs Section
15	Qatar	Ms	Shaikha Al Khater	Director, International Labor Relation Department
16	Qatar	Mr	Hamad Alafifah	Head, Coordination Section, International Lab
17	Qatar	Mr	Mohammed Ali Al-Meer	Labour Expert at the Office of the Assistant Undersecretary of Labour
18	Qatar	Mr	Hamad Al-Marri	Assistant Director of the Legal Affairs Department
<b>Africa</b>				
19	Algeria	Mr	Djamal Hachtiche	Deputy Director on Migration
20	Burkina Faso	Mr	Pio Daouda Ouattara	Chef de service des relations internationales
21	Burkina Faso	Mr	Seydou Tassemedo	Chef de service des études et de la réglementation
22	Cote d'Ivoire	Mr	Emmanuel Kobina	Directeur du Suivi et de l'Evaluation de la Politique de l'Emploi
23	Ethiopia	Mr	Solomon Tadesse	First Secretary, Ministry of Foreign Affairs
24	Ethiopia	H.E.	Asegid Getachew	Labour Affairs State Minister, Ministry of Labour and Skills

25	Ethiopia	Mr	Leul Yohannes	Chief of Staff
26	Ethiopia	Ms	Alemtsehay Dersolign Legesse	Director, Ministry of Labor and Skills
27	Ethiopia	Mr	Dereje Fikre	Adviser to Director General of Overseas Employment
28	Kenya	Ms	Lucy Kibiru	Principal Economist, Ministry of Labour
29	Madagascar	Mr	Randriatianarisoa Fenitra	Directeur de la Migration Professionnelle
30	Madagascar	Mr	Randriamampiani na Mijasoa	Chef de service de la Gestion des Expatriés
31	Madagascar	Mr	Faraso Vololoniaina Jedidia	Inspecteur du Travail et des Lois Sociales
32	Madagascar	Mr	Randrianihoavy Olivier	Inspecteur du Travail et des Lois Sociales
33	Madagascar	Ms	Rakotovao vonjinirina Todiso a	Chef de Service de la Main d'œuvre à l'Etranger
34	Madagascar	Mr	Rakotomanga Haingo Tatamo	Inspecteur du Travail et des Lois Sociales
35	Madagascar	Ms	Jessie Razafison	Director of Diaspora
36	Madagascar	Ms	Miora Alexia Randrianasolo	Chef de Service du Suivi de l'Emigration, Ministère des Affaires Étrangères
37	Maroc	Ms	Naima Hrouch	Chef du service des conventions bilatérales de protection sociale, Ministère de l'Emploi
38	Maroc	Mr	Mhammed Nejari	Chef de la Division de l'Emploi des Migrants, Ministère de l'Inclusion Economique, de la Petite Entreprise, de l'Emploi et des Compétences
39	Nigeria	Ms	Phoebe Kume	Labour Officer
40	Nigeria	Dr	Sunday Onazi	Chief Labour Officer- International Labour Migration
41	Senegal	Mr	El Hadj Ibrahima Diallo	Chef de la Division du Travail
42	Tunisie	Mr	Abderraouf Jemal	Directeur Général
43	Tunisie	Ms	Samira Zaatouri	
44	Tunisie	Ms	Ahlem Hammami	Directrice Coopertaion Internationale en Matiere de Migration au Ministère des Affaires Sociales (MAS)
45	Uganda	Mr	Hillary Talemwa Mwesigwa	Principal Labour Officer
<b>Workers and Employers</b>				
<b>Arab States</b>				
46	Bahrain/EO	Mr	Mohamed Alamer	Manager of Legal Affairs, Bahrain Chamber of Commerce and Industry
47	Bahrain/EO	Mr	Fahad Al Aynati	Senior Specialist, Bahrain Chamber of Commerce and Industry

48	Bahrain/EO	Ms	Sonya Janahi	Board Member, Bahrain Chamber of Commerce and Industry
49	Bahrain/WO	Mr	Abdulqader Shehabi	General Secretary
50	Bahrain/WO	Ms	Mahdiya Jassim	Assistant Secretary for Arabic & International Relations
51	Jordan/EO	Mr	Osama Rayyan	Engineer, Jordan chamber of industry
52	Jordan/EO	Mr	Ammar Alzoubi	Economic Researcher, Jordan chamber of industry
53	Jordan/WO	Mr	Moayad Alwaheedi	Secretary, General Trade Union of works in public services & free occupation
54	Jordan/WO	Mr	Majed Allawanseh	General Federation of Jordanian Trade Unions
55	KSA/WO	Mr	Nasser Aljaryad	Chairman of the National Committee of Workers Committees in Saudi Arabia
56	KSA/WO	Mr	Fawaz ALMutairi	General secretary, Saudi National Committee for Workers' Committees
57	KSA/WO	Mr	Sami Alharbi	Expert, Saudi National Committee for Workers' Committees
58	KSA/WO	Mr	Khaled Aldosary	Legal Adviser, Saudi National Committee for Workers' Committees
59	KSA/EO	Mr	Eng.Abdulghani Bakur Alsayegh	Vice President of the National Commercial Committee, Federation of Saudi Chambers
60	KSA/EO	Mr	Haitham Ismail Kadi	Federation of Saudi Chambers of Commerce
61	KSA/EO	Ms	Aayat Ahmad Abusulaiman	Federation of Saudi Chambers of Commerce
62	KSA/EO	Mr	Hussain Abdullah AlQahtani	Executive Director of National Committees, Federation of Saudi Chambers of Commerce
63	Kuwait/WO	Mr	Mohamed Al Arada	Secretary General, Kuwait Trade Union Federation
64	Kuwait/EO	Mr	Hussein Adel	Kuwait Chamber of Commerce and Industry
65	Kuwait/ EO	Mr	Ali Alhossayan	Deputy Director of Industry and Labour Department, Kuwait Chamber of Commerce and Industry
66	Lebanon/EO	Ms	Hiba Chami	Association of Lebanese Industrialists
67	Lebanon/WO	Mr	Castro Abdallah	President, FENASOL
68	Oman/WO	Mr	Mahboob Alruhaili	Chairman Assistant for Labor Legislation
69	Oman/EO	Mr	Mohammed Hassan al Ansi	Chairman, Oman Chamber of Commerce & Industry
70	Qatar/EO	Mr	Hamad Al-Marri	Assistant Director of Legal Affairs Department, Qatar Chamber
<b>Africa</b>				
71	Algeria/EO	Mr	El Mahfoudh Megateli	Secrétaire Général

72	Algeria/EO	Ms	Roia Zenata	Public Relations Assistant
73	Algeria/WO	Mr	Chaffir Ahmine	Expert économique, Union Générale des Trvailleurs (UGTA)
74	Cameroon/WO	Ms	Jean Marie Ndi	President, Confederation des Syndicats Autonomes du Cameroun (CSAC)
75	Cote d'Ivoire/EO	Ms	Sibahi Ladouyou	Chef de Département Capital Humain & Relations Soc
76	Cote d'Ivoire/WO	Mr	Honorat Tano	Secrétaire National Chargé des Travailleurs Migrants
77	Ethiopia/WO	Ms	Rahel Ayele	CETU Women Affair Department Head
78	Ethiopia/EO	Mr	David Moges	President, EEF
79	Ghana/WO	Ms	Mary Karimu	Head Of International Affairs; TUC
80	Ghana/WO	Dr	Kennedy Atong Achakoma	Head of Education and Training, TUC
81	Kenya/WO	Ms	Teresa Wabuko	COTU-Kenya
82	Madagascar/WO	Mr	Remi Henri Botoudi	Secetaire General de SEKRIMA
83	Maroc/EO	Mr	Ali Serhani	Associate Director, CGEM
84	Maroc/WO	Mr	Abdelkrim Belguendouz	UMT
85	Maroc/WO	Mr	Younes Firachine	Membre du bureau exécutif, CDT
86	Maroc/WO	Ms	Sa`da Ouaid	CDT
87	Maroc/WO	Mr	Lahsen Hansali	UGTM
88	Maroc/WO	Ms	Hind Mouttou	UGTM
89	Nigeria/ WO	Dr	Onoho'Omhen Ebhohimhen	Research
90	Nigeria/ WO	Ms	Eustace Imoyera James	Assistant General Secretary
91	Nigeria/EO	Ms	Adenike Adebayo-Ajala	Nigeria Employers' Consultative Association, NECA
92	Nigeria/EO	Dr	Paul Adama	Nigeria Employers' Consultative Association, NECA
93	Senegal/WO	Ms	Fambaye N'doye	Chef département protection sociale et Migration
94	Somalia/WO	Mr	Omar Faruk Osman	
95	Somalia/WO	Mr	Abdulrazak Mohamed Ibrahim	Coordinator
96	Tanzania/EO	Ms	Mercy-Grace Seuya	Head of Legal Services
97	Tunisie/EO	Mr	Zied Charfi	UTICA
98	Uganda/WO	Mr	Anthony Turyahebwa	Head of Training and Research
99	Uganda/EO	Ms	Nambalirwa Resty	Executive Assistant
100	Uganda/EO	Ms	Enid Nambuya	Executive Director
<b>Regional Economic Communities</b>				
<b>No.</b>	<b>Organization</b>	<b>Title</b>	<b>Name</b>	<b>Position</b>

101	CEN-SAD	Ms	Olabisi Lawal	Director of Education Health and Social Affairs Department
102	EAC	Mr	Stephen Niyonzima	Principal Labour & Immigration Officer
103	GCC Executive Bureau	Mr	Khalil Buhazaa	Labour Dept. Manager
104	League of Arab States	Dr	Ali Alseddeeqi	Legal Researcher
105	IGAD	Mr	Charles Obila	Migration Officer
106	Arab Maghreb Union	Mr	Hatem Ghemari	Political Affairs Advisor
<b>Regional Social Partners</b>				
107	ATUC	Mr	Saed Shafer	General Secretary
108	ATUC	Dr	Hind Benamar	Office Coordinator
109	Business Africa	Ms	Jacqueline Mugo, EBS	IOE Regional Vice President for Africa and Executive Director of The Federation of Kenya Employers
110	Business Africa	Mr	Stephen Obiro	Head of Advocacy, Communications & Partnerships
111	Business Africa	Ms	Daisy Micheni	PR & Communications Intern
112	Business Africa	Ms	Ruth Chitwa	Manager PR & Communications
113	Business Africa	Ms	Wendy Graedler	Strategic Engagements Expert
114	IOE	Ms	Stéphanie Winet	Head of Stakeholder Engagement
115	IOE	Ms	Mohira Kurbanova	Project Officer
116	IOE	Ms	Lindiwe Sephomolo	Association of Lesotho Employers and Business
117	IOE	Ms	Gayatri Kanth	Project Manager
118	ITUC	Mr	Guy Hunt	IT Officer
119	ITUC Africa	Mr	Joel Odigie	Deputy General Secretary
120	ITUC Africa	Mr	Eric Manzi	Secrétaire Général Adjoint
<b>Global Social Partners</b>				
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123	IDWF	Ms	Vicky Kanyoka	Regional Coordinator for Africa Region
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125	SDC	Ms	Laurence von Schulthess	Regional Advisor Migration and Development
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130	SDC	Ms	Odile Robert	Programme Manager
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132	SDC	Mr	Alain Luck	Attaché
133	SDC	Mr	Dhafer Ben Ghrissa	Chargé de Programme Régional
134	SDC	Mr	Dominci Widmer	Political attaché
135	SDC	Ms	Sandra Boulos	Programme officer
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142	GIZ	Ms	Julia Kuehn	Junior Advisor
143	SIDA	Ms	Suad Ali	Second Secretary/Programme Manager Specialist Migration and development
144	EU	Ms	Deborah Wright	Regional Adviser, European Union Delegation to the UAE
145	EU	Ms	Giulia Pietrangeli	Regional Adviser, European Union Delegation to the UAE
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147	IOM	Mr	Edwin Righa	Programme Coordinator (JLMP)
148	IOM	Mr	Eric Mazangao	Communication Officer, IOM Ethiopia
149	IOM	Ms	Catherine Matasha	Programme Officer (JLMP)
150	IOM	Ms	Marina Manke	Head, Labour Mobility and Human Development Division
151	IOM	Mr	Daniel Sam	Programme Officer-Labour Migration
152	IOM	Dr	John Fahy	Research Specialist
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155	UNODC	Ms	Sohaila Hussein	Research & Knowledge Exchange Associate
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157	UNICEF	Ms	Rosal Fischer	Consultant Children on the Move
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159	Migrant Forum Asia	Mr	William Gois	Regional Coordinator
160	Solidarity Centre	Ms	Kevin Coyne	Program Officer
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163	Control Risks	Mr	Karim Daoud	Senior Consultant

164	Migrant Rights Org	Ms	Vani Saraswathi	Editor-at-Large and Director of Projects
165	Migrant Rights Org	Ms	Rima Kalush	
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168	IHRB	Ms	Julia Batho	Head of Labour Rights
169	IHRB	Ms	Sarah Bekkali	Gulf regional coordinator
170	Gulf Research Centre	Dr	Françoise De Bel-Air	Scientific Coordinator
171	Gulf Research Centre	Mr	Imco Brouwer	Executive Manager, Gulf Labour Markets Migration and Population (GLMM) programme
172	Diaspora African Forum	Ms	Princess A.K. Ocansey	Migration Consultant
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175	King Faisal Center	Mr	Froilan Malit Jr	Visiting Fellow
176	Hamad Bin Khalifa University	Dr	Ray Jureidini	Professor
177	Brookings Institute	Dr	Nader Kabbani Ph.D	Nonresident Senior Fellow
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181	National Association of Business Women (NABW)	Ms	Barbara Banda	CEO
182	International Lawyers assisting workers Network	Ms	Jacqueline Wamai	Regional Coordinator
183	Fragomen	Mr	Murtaza Khan	Managing Partner for the Middle East and Africa
184	LSE	Dr	Steffen Hertog	Associate Professor of Comparative Politics
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186	AUC	Mr	Sabelo Mbokazi	Head, Labour, Employment and Migration, Department of Social Affairs
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188	AUC	Mr	Oumar Diop	JLMP Coordinator
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190	AUC	Ms	Brian Okengo	Statistician
191	AUC	Mr	Guedi Absieh Houssein	Labour Mobility and Human Development Senior Advis
192	AUC	Ms	Sarah Elsayed	Communication officer
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194	AU- ECOSOCC	Dr	Tunji John Asaolu	Member - AU-ECOSOCC
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