



KEY MEASURES FOR SUSTAINABLE REINTEGRATION OF RETURNING MIGRANTS INTO THE LABOUR MARKET

Based on the outcomes of the technical workshop on

REINTEGRATION OF RETURNING MIGRANTS INTO THE LABOUR MARKET – SCOPING THE FIELD

KING FAHD PALACE, DAKAR - 22-23 OCTOBER 2018



Key Measures for Sustainable Reintegration of Returning Migrants into the Labour Market

Summary guidelines prepared by:

Ms Evelyne Nkeng Peh

Migration Advisor, Department of Social Affairs, African Union Commission

Under the supervision of

Mr. Oumar Diop

JLMP Coordinator, Department of Social Affairs, African Union Commission

For more information on this document, please contact
Mr. Oumar Diop, Coordinator, JLMP
Department of Social Affairs – African Union Commission
diopo@africa-union.org

January 2019

REINTEGRATION OF RETURNING MIGRANTS INTO THE LABOUR MARKET

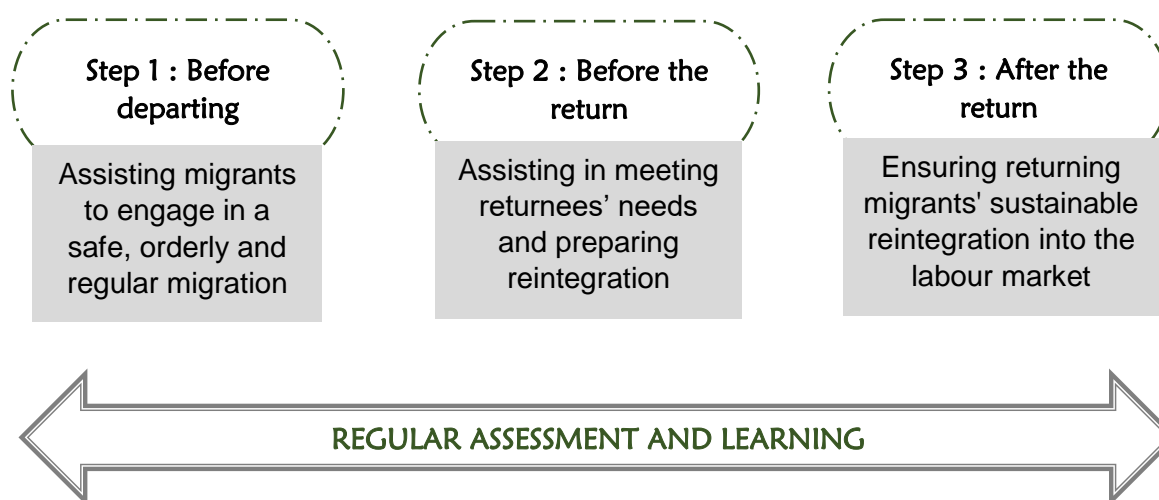
Importance of reintegration of returning migrants into the labour market

- ℞ Reintegration can be considered sustainable when returnees have reached levels of economic self-sufficiency, social stability within their communities, and psychosocial well-being that allow them to cope with (re)migration drivers.
- ℞ Lack of decent jobs opportunity is an important driver to migration and brain drain, and limited inclusivity of labour market governance create dissatisfaction among the youth and women in the labour markets.
- ℞ Labour market reintegration is one of the key factors for successful reintegration. Access to income-generating activities and decent waged jobs allows returnees to provide for themselves and their dependents. Economic reasons to emigrate and even take up hazardous and dangerous routes in search for a better life are thus reduced.
- ℞ Having achieved sustainable reintegration, returnees are able to make further migration decisions a matter of choice, rather than necessity.

Major needs of returning migrants

- ℞ Conducive policy environment that addresses the multi-faced needs of migrants.
- ℞ Psychosocial, medical and legal counselling at all stages of migration.
- ℞ Skills recognition in country of departure and country of return.
- ℞ Skills profiling of returning migrants and information on training opportunities to improve their employability in the country of return.
- ℞ Information on business opportunities and jobs opportunity in the country of return.
- ℞ Information on regulations concerning decent employment (salaried employment or self-employment).
- ℞ Social security benefits portability.
- ℞ Technical and financial support for entrepreneurs.
- ℞ Support to reintegration process for dependents (orientation, housing, child education, professional training, health, etc.).

The three-step systematic and integrated approach for sustainable (re)integration of returning migrants into the labour market



Key measures for sustainable (re)integration of returning migrants into the labour market

Step 1: Before departure from Countries of Origin

Key measure	Stakeholders	Role
1. Sensitization on risks of irregular migration, as well as on business and employment opportunities in targeted countries	Government of country of origin	<ul style="list-style-type: none"> - Initiate and coordinate actions on information gathering, sharing and sensitization - Provide information on conventions and agreements signed with destination countries - Set up information desks/support services in destination countries - Develop cooperation with targeted countries of destination to gather and disseminate information on job opportunities in countries of destination with conditions of access to their labour market
	NGOs and Civil Society	<ul style="list-style-type: none"> - Support in designing and implementing sensitization campaigns
	Private Sector (consular chamber, professional groups)	<ul style="list-style-type: none"> - Provide information on employment opportunities per sector in countries of origin

Key measure	Stakeholders	Role
2. Establish a skills profiling/employment scans or professional project for the candidates for the migration	Government (National Employment Promotion Agencies, Directorate of Labour)	<ul style="list-style-type: none"> - Establish a database on skills of immigration candidates - Establish skills profiling - Establish critical skills gaps and excess lists
	Chamber of commerce and professional groups	<ul style="list-style-type: none"> - Provide information on skills gaps in various sectors - Provide technical assistance in conducting skills assessment
	Social partners (employers and workers' organizations)	<ul style="list-style-type: none"> - Contribute in designing skills assessment and gaps analysis processes - Design labour market reintegration schemes/projects to support returning migrants, - Develop international cooperation, including with sister organizations in countries of destination - Improve inter-corporate skills transfer
3. Ensure fair recruitment and decent working conditions for labour migrants in destination countries	Government	<ul style="list-style-type: none"> - Sign BLAs and MOUs with destination Countries (Refer to UN ILO Model BLAs) - Ratify and implement international, continental and regional instruments on decent work to ensure reciprocity - Regulate the Private Placement Agencies and define the international placement policy - Ensure enforcement of regulations applicable on international placement - Develop cooperation with placement and employment agencies in key countries of destination
	Social partners	<ul style="list-style-type: none"> - Contribute in the preparation of BLAs and MoUs - Ensure respect of rules and regulations by Governments and recruitment agencies

Step 2: Before return (to countries of origin or other African countries)

Key measure	Stakeholders	Role
1. Provide up-to-date information on business and employment opportunities in African countries	Ministry of Labour and Employment (Labour Inspectorates, Employment Services, Employment Observatories and other LMIS)	<ul style="list-style-type: none"> - Collect and disseminate information on opportunities in countries of origin and other African countries - Design and disseminate customized brochures on labour and employment legislation and regulation - Organize sensitization and awareness building for their migrant workers in main countries of destination - Establish effective on-line information by Public Employment Services and Employment Observatories and other LMIS) - Use ICT to establish communication channels with migrant workers in countries of destination
	Ministry of Foreign Affairs (consular services, labour attaches)	- Collect and disseminate information on opportunities in countries of origin and other African countries
	Social partners	- Provide information
	Diaspora organizations	- Support dissemination of information on economic opportunities in Africa
2. Set framework conditions to ensure regular access to labour markets, portability of skills and social benefits	Government ministries and Labour Attaches	<ul style="list-style-type: none"> - Monitoring and enforcement of provisions of the BLAs & MOUs - Set up mechanisms to ensure portability of skills and social benefits - Share updated information on agreements regarding labour market access conditions, portability of skills and social benefits between countries
	Social partners	- Monitoring and enforcement of provisions of the BLAs & MOUs
	Diaspora organizations and CSOs	- Disseminate information on BLAs and MoUs on portability of benefits

Step 3: After the return (to countries of origin or other African countries)

Key measure	Stakeholders	Role
1. Provide psychosocial, medical and legal assistance to returning migrants	Government	<ul style="list-style-type: none"> - Coordinate the design of the support (psychosocial, medical and legal), as well as assessment and lessons learning - Coordinate stakeholders initiatives
	Social partners	<ul style="list-style-type: none"> - Contribute in the design of the process
	CSOs and Development partners	<ul style="list-style-type: none"> - Support in the design and implementation of initiatives
2. Support to skills assessment and recognition	Government	<ul style="list-style-type: none"> - Develop the mechanism and tools for skills assessment and recognition for returning migrants - Cooperate with labour institutions in countries of destination to exchange information on skills of migrant workers - Set up short training/certification programs to support skills recognition
	Professional groups	<ul style="list-style-type: none"> - Contribute in setting up skills assessment and skills recognition mechanisms
	CSOs and development organizations	<ul style="list-style-type: none"> - Provide technical assistance
3. Support to sustainable employment and entrepreneurship	Government (including migrants orientation centres)	<ul style="list-style-type: none"> - Facilitate placements with the Private Sector Corporate companies - Share information on entrepreneurship opportunities and potential sources of funding
	Social partners, national employment agencies, local governments	<ul style="list-style-type: none"> - Identify and share information on skills gaps and employment needs
	Social partners	<ul style="list-style-type: none"> - Support right to organizational affiliation – Unions
4. Ensure portability of social benefits	Government	<ul style="list-style-type: none"> - Provide investment briefs for returning migrants (savings) - Provide assistance for repatriation of social security and other social benefits
	Social partners	<ul style="list-style-type: none"> - Follow up on implementation of agreements regarding social benefits

Other measures

- ⌘ Coordination, monitoring, evaluation of migration and reintegration programs at national and regional levels
- ⌘ Capitalization and sharing of lessons learnt and good practices