

## Workshop Report

### Tripartite consultations on skills partnerships on migration

### ECOWAS and the Sahel

11-13 September 2019 Fraser Suites, Abuja, Nigeria



### Welcoming Ceremony:

Mr. Dennis Zulu, Director of the ILO Country Office for Nigeria, Ghana, Liberia and Sierra Leone, moderated high-level opening remarks for the event, which were given by:

- Ms. Cynthia Samuel-Olonjuwon, ILO regional director for Africa;
- Dr. Alves d'Almeda, Principal Programme Officer, representing the ECOWAS' Commissioner on Gender and Social Affairs;
- Mr. Emmanuel Ugboaja, Secretary General of the Nigerian Confederation of Labour; Ms. Adenike
- Adebayo-Ajala, Deputy Director of the Nigeria Employers' Consultative Association;
- Mr. Christian Fougner, Counsellor at the Norwegian Embassy to Nigeria;
- Mr. Clément Boutillier, Head of Democracy, Governance and Migration, at the EU Delegation to Nigeria
- Mr. Yao Ydo, Regional Director for West Africa at UNESCO
- Mr. Richard Danziger, Regional Director for West Africa at the IOM and
- Mr. Daniel Neburagho Director of Productivity, Measurement, and Standard Development representing the Permanent Secretary of the Nigerian Federal Ministry of Labour and Employment.

### Input Presentations:

Reflecting on the Future of Work Commission Report **Mr Srinivas Reddy**, chief of the ILO Skills and Employability Branch talked about [global mega drivers of change](#), such as technological advancements, climate change and migration, and how they impact on skills ECO-Systems around the globe. He called on tripartite constituents to establish lifelong learning system sharing responsibilities, between governments, employers, individuals and educational and training institutions.

**Ms. Christine Hofmann** then elaborated on the [concept of skills partnerships on migration](#) laying out a 5-fold typology that was to become the basis of subsequent discussions:

1. Partnership on information guidance and counselling of migrant workers
2. Partnerships on the identification, anticipation and sharing of skills demand and supply
3. Partnerships for skills development in country of origin and / or destination
4. Partnerships for the mutual recognition and / or joint harmonization of qualifications
5. Partnerships on recognition of prior learning

**Thereafter, Mr. Aomar Ibourek**, international consultant, [shared key results of the sub-regional study](#). Migration in the sub-region is largely intra-regional (~75%) and takes various different forms. The most prevalent motive is the search for economic opportunities. Therefore, regional migration growing constantly, with a largely young migrant population, shows a strong tendency towards urbanization and high shares of informality. Labour markets in the region, in turn, are characterized by an absence of labour market information, dominance of agriculture and low value-added services, a prevalence of vulnerable employment, and weak educational attainment among migrant and host populations alike.





While most countries have expressed their commitment to the management of labour migration, implementation is lagging behind. In order to strengthen labour market outcomes for migrants and host populations, the study recommends 13 action points along three dimensions: **interventions to improve migration management** such as implementing phases I and II of the ECOWAS protocol on free movement of labour and supporting migrants access to information and orientation; **interventions to strengthen the recognition of formal qualifications and informally acquired skills**, such as the harmonization of training, or the creation of regional frameworks of qualifications; and **cross-cutting interventions**, such as stronger collaboration with the private sector (see p 26-27 presentation).

### **IOM and UNESCO comments:**

**Ms. Taibatou Sibide**, IOM technical specialist on migration, added that one of the problems of the implementation of the ECOWAS protocol on free movement is the fact that many people still do not possess identification cards. Likewise, in parts of the region, formal borders do not exist which make it hard to control migration flows. Finally, migrants are sometimes barred from accessing public employment services, and access to labour markets is hindered through stringent and burdensome requirements, which might be addressed through labour code reforms. She further remarked that the study should be strengthened with regards to analyses at the corridor level, and that formulating Bilateral Labour Migration Agreements (BLAs) and assessing their impact on skills systems may be an interesting avenue to look into as well.

Finally, she mentioned a number of activities carried out by the IOM, such as a project for skills matching between Nigeria and Senegal; an EU funded project targeting mobility in the ITC sector between West African and European countries; and a skills and public employment services mapping study in the subregion.

**Ms. Magdalene Anene Maidoh**, Secretary General at Nigerian National Commission for UNESCO, reiterated that a sub-regional mapping study on skills and migration was a sorely needed and timely exercise. She proposed that the study should better reflect the work undertaken by ECOWAS 15 TVET ministries as part of the UNESCO/ECOWAS initiative to strengthen national qualification systems, and ensure coherence with realities at the level of the countries studied. Finally, she recommended that all partnerships formulated throughout the workshops should aim to leverage the ongoing work at the regional level.

### **Donor panel: Skills partnerships on migration:**

A subsequent **donor panel** brought together **Srinivas Reddy**, Chief of the ILO Skills and Employability Branch, **Ms. Rosemond Offei Awuku**, Chief Development Economist at the AfDB, as well as **Mr. Hans Ludwig Bruns**, Regional Programme Manager at the GIZ. All three parties emphasized the crucial role of skills to enable people, enterprises, and governments to navigate an ever-faster changing world of work and their commitment to support constituents' investment in skills and migration. Subsequently,



participants discussed potential avenues for strengthened collaboration between the public and private sector to mitigate the threat of brain drain and brain waste.

### **Market place: Types of Skills Partnerships on Migration:**

Following these framing inputs, participants split into groups and rotated along 5 different information stands at which they could deepen their understanding of the five dimensions to identify “Ideas that could work”.

**Labour Market Information:** Participants debated that the collection and sharing of labour market information could be a useful tool to design, monitor and evaluate migration policies, allowing countries to fill arising skills shortages. A regional-level observatory, responsible for the collection of data on migrant workers’ skills, labour market information across all countries in the region, information on vacancies and employers needs and disseminating this information via social media platforms was seen as among the most promising ideas. To leverage ongoing projects the responsibility for such task should be given to the West African Economic and Monetary Union (WAEMU) observatory. Cross-cutting capacity building efforts and social dialogue should ensure the sustainability of such project.

**Recognition of Prior learning:** Participants saw the recognition of prior learning as an important avenue to strengthen social inclusion of migrant as well as informal workers. For employers, it would offer a potential avenue to build trust in migrant workers’ skills, and increase the pool of available talent and positive competition. They suggested to increase the number of centres offering recognition of prior learning and provide more funding for assessors, equipment and processes. Moreover, workers voiced they would lobby more actively for the provision of such service through their organizations.

**Mutual Recognition / Harmonization:** Countries confirmed that the school leaving certificate (higher secondary) is mutually recognized in the sub-region (between French speaking countries, and between English-speaking countries). For technical education, efforts were underway in the past, and achieved among some countries, but not all. For vocational training, mutual recognition remains a goal, but is not achieved yet. Under UEMOA, a number of regional occupational standards have been produced with a view to promote mutual recognition and potentially harmonization of programmes, and the sharing of curricula is encouraged among selected countries through online platforms (PEFOP). English-speaking countries could compare levels of their national qualification frameworks.

**Information, Guidance and Counselling:** is a crucial means to strengthen the dissemination of information and assist migrants to identify regular migration opportunities as well as formal employment opportunities. Participants expressed a number of ideas, to strengthen information, guidance and counselling in the sub-region, such as: the set-up of employment promotion agencies or migrant resource centres in border regions, the establishment of online platforms for public and private stakeholders as well as migrants. Moreover, they argued for strengthened involvement of various diverse stakeholders such as diaspora organizations, foreign missions, and consulates to improve outreach to potential migrant workers. Organizations could further utilize sector-specific dissemination of information, hold job fairs and conferences, or social media and sensitization campaigns.



**Skills development in countries of origin and destination:** Participants emphasized that demand-oriented training especially through work-based learning would provide an important opportunity to strengthen migrant workers' employability and labour market outcomes. Therefore, they said curricula and certificates would have to be harmonized across countries in the region, while reducing complexity of the exercise through for example focusing efforts on specific geographical zones or sectors, depending on migratory movements.

Harmonization efforts at a bilateral, or geographical and sectoral level could later be scaled up to the sub-regional level. The West Africa Examination Council (an examination board established in 1952 to conduct examinations and award certificates for English-speaking West African countries) was brought up as a potential anchor point for such efforts.

Finally participants emphasized the importance of targeted measures for specific groups of migrants such as pre-departure trainings as well as trainings for returnees to re-integrate them into national labour markets.

### Key takeaways of the Market place: Which ideas could work?

The second day began with brief individual reflections on the ideas for skills partnerships that were then discussed in pairs and small groups. **Annex II** includes a list of all ideas.

### Social dialogue on skills partnerships on migration: building common views in the governments', employers' and workers' communities

Thereafter, tripartite partners split into groups of workers, employers and governments to debate (a) specific skills-related challenges, (b) priority dimensions of skills partnerships, (c) and potential roles and immediate actions to support the formation of skills partnerships on migration.

#### **a.) Skills related challenges:**

**Governments** saw access to formal jobs in countries of destination as one of the main challenges faced by migrant workers. The most promising avenue, they reflected, was the recognition of formal qualifications and skills, yet admitted that developing and implementing standards for mutual recognition or harmonization was a long and challenging tasks for governments, especially in the face of language barriers.

**Employers** emphasized the absence of intermediaries that could match employment seeking migrant workers with employers who are seeking certain profiles. Moreover, to facilitate such matching they stressed the challenge of mutually recognizing qualifications in the region and potential language barriers.

**Workers** likewise stressed the challenges arising from an absence of information on vacancies and opportunities for regular migration. Furthermore, it is often hard for migrant workers to access financial, vocational guidance and other support services as well as skills training.





- b.) **Priorities of skills partnerships:** Governments, employers, and workers, identified the following preferences as regards the different dimensions of skills partnerships:

Governments	Employers	Workers
Recognition of prior learning and mutual recognition/harmonization	Labour market information	Labour market information
	Information guidance counselling	Information guidance counselling
Labour market information	Mutual recognition harmonization	Recognition of prior learning
Information guidance counselling	Recognition of prior learning	Mutual recognition harmonization
Skills development	Skills development	Skills development

### c.) Roles and actions

**Governments** pointed out that the main avenue for closer engagement lay in the formulation of partnerships between countries of origin and destination and reiterated their expectation that the workshop would bring about concrete ideas for the formulation of such partnerships.

**Employers** saw potential for deeper strengthened engagements in the area of labour market intermediation, through for example private employment services and/or recruitment agencies. Furthermore, they suggested that stricter legislation on hiring practices may help to counteract the hiring of low-skilled migrant workers for vulnerable jobs with low pay leading to the crowding out national workers. Furthermore, employers suggested to create employment service centres that serve as the 1st point of contact specifically for migrants seeking employment.

ECOWAS remarked that it was setting up a Regional Council on Migration and Skills to assess the needs and skills of migrant workers, analyse skills demand of the labour market, and explore avenues to pursue skills partnerships.

**Workers** representatives, on the other hand, called on greater engagement of workers' organizations in lobbying and advocacy work to raise awareness for labour market and skills related challenges faced by migrant workers. Besides taking a more active stance in national and sectoral social dialogue and engaging in recruitment processes, workers unions saw services for migrant workers, such as provision of financial services, as a main area for strengthened engagement.

### Bilateral and multilateral meetings: shaping skills partnerships ideas

A simulation followed this initial reflection on challenges and roles. Tripartite delegations split into two sub-groups, with approximately half (at a minimum 1 government, 1 employer and 1 worker representative) staying at the country's table representing the country's role as a host and others acting as ambassadors to negotiate partnerships with other countries.

Ambassadors selected promising ideas from the broader set of initial suggestions that were collected on the first day of the workshop and brought them to the host-tables in order to negotiate potential



partnerships bi- or multilaterally. Once an idea was preliminarily agreed upon, countries would sign a non-binding “partnership agreement” and return to their own country delegations to relay the content of the negotiations and seek approval from the other half of the delegation. Thereupon the partnership agreement would be countersigned and catalogued. Subsequently, the concerned countries worked further on all agreed-upon partnership ideas, specifying time horizons, beneficiaries and partners involved.

### **Review and analysis of the Skills Partnerships Cards: Crowdsourcing**

On the third day, participants were asked to rate the different partnership cards along 5 dimensions: (a) clear benefits for countries of origin and destination, (b) feasibility, (c) innovativeness, (d) scalability at system level (e) and a positive effect on long-term regional integration. According to the rating received, ten ideas were identified as the most promising and selected for further elaboration among participants.

### **Short presentation of the 10 best rated ideas (Annex I):**

The partners of the ten winning proposals presented their ideas in the plenary and reacted to questions and comments from other participants.

### **Next steps: which process to implement Skills Partnerships ideas?**

The last session of the workshop was devoted to the drafting of action plans for each of the selected proposals, identifying key stakeholders along the implementation process. These action plans are presented on the following pages.



### **Closing Ceremony:**

The workshop was closed with remarks from tripartite constituents and ILO representatives:



- Mr. Diallo Ousseyne, Executive Secretary of the Federation of Employers' Organisations in West Africa (FOPAO)
- Mr. John Odah, Executive Secretary of the Organizations of Trade Unions of West Africa (OTUWA)
- Dr. Alves d'Almeda, Principal Programme Officer, representing the ECOWAS' Commissioner on Gender and Social Affairs;
- Srinivas Reddy, Chief of the ILO Skills and Employability Branch, ILO
- Dennis Zulu, Director of the ILO Country Office for Nigeria, Ghana, Liberia and Sierra Leone,








## ANNEX I: Partnership Cards

Description				
Title :	Harmonisation of training programs in agriculture, construction and metal construction in Burkina Faso and Mali			Burkina Faso and Mali
Beneficiaries :	Migrant workers from both countries, state parties, employers' and workers' organisations			 
Duration :	3 years (2020-2022)			
Actors :	States, employer and worker organisations in the sectors concerned			
Summary :	The purpose of this bilateral agreement between Burkina Faso and Mali is to harmonize the content of the training programs mentioned below. It will also allow the sharing of experiences and good practices between the two countries while facilitating the socio-professional integration of migrants.			
Action Plan				
1.) Elaboration and signature of the partnership agreement	State parties	Social partners, professionals, vocational training centres	2 months	
2.) Literature review (documentation research)	State parties	Social partners, professionals, vocational training centres	2 months	
3.) Meeting / framing workshop	State parties	Social partners, professionals, vocational training centres	2 months	
4.) Preparation of draft training and certification standards and training programs	State parties	Social partners, professionals, vocational training centres	6 months	
Long term plan				
1.) Consultation workshop, validation of training and certification standards and training programs (national level)	State parties	Social partners, professionals, vocational training centres	3 months	
2.) Workshop for the validation of frameworks and programmes in both countries	State parties	Social partners, professionals, vocational training centres	2 months	
3.) Adoption of the standards and programmes by the competent authorities of the two countries	State parties	Social partners, professionals, vocational training centres	1 month	
4.) 3rd year, training of trainers in the use of reference materials and programs in both countries	State parties	Social partners, professionals, vocational training centres	3 months	
5.) Experimentation and implementation of reference materials and programs	State parties	Social partners, professionals, vocational training centres	6 months	






Description				
Title	Recognition and validation of prior learning (RPL) for priority occupations		Mauritania Senegal	
Beneficiaries :	Migrants from 2 countries		 	
Duration :	5 years			
Actors :	The ministry of foreign affairs, ministers responsible for vocational training, training centres, and enterprises in both countries			
Summary	<ul style="list-style-type: none"><li>- Development of occupational, competency and assessment standards</li><li>- Financing of enterprises to upgrade equipment and training of tutors</li></ul>			
Action Plan				
1. Advocacy and awareness-raising of the authorities	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour; TFP	3	months
2. Implementation of RPL mechanisms	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour; TFP	6	months
3. Elaboration of texts organising the RPL	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour; TFP	6	months
Long term plan				
1. Identify priority occupations	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour; TFP	3	months
2. Drafting of occupational, competency and assessment standards	Ministries in charge of vocational training	Social partners, vocational training centres	6	months
3. Training of tutors	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour	6	months
4. Upgrading of workshops	Ministries in charge of vocational training	Social partners	6	months
5. Implementation of programmes	Ministries in charge of vocational training	Social partners, vocational training centres	6	months
6. Monitoring of implementation	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour	3	months
7. Organisation of the first certifications	Ministries in charge of vocational training	Social partners, vocational training centres	6	months
8. Evaluation	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour	3	months

Description				
Title	Validation of prior learning, mutual recognition of qualifications and skills development for a common mechanism between Togo, Mali and Burkina Faso			Togo, Mali, Burkina Faso
Beneficiaries :	Migrant workers from the three countries			 
Duration :	4 years renewable			
Actors :	The social partners of the three countries The three states and the technical and financial partners			
Summary	This agreement, which initially brought together three countries, can be opened up to others and aims to facilitate the integration of workers from the area in question. This can be done through mutual recognition of qualifications, RPL and the development of skills related to the needs of the destination country.			
Action Plan :				
Final objective:	To facilitate the socio-professional integration of migrant workers from Burkina Faso, Mali and Togo in the three countries.			
1. Set up a tripartite committee in the three countries, in charge of the project	Government, Employers, Workers	Migrants' organisations, local authorities, chambers of trades, training centres		2 months
2. Elaboration of the TOR for the diagnostic study	Government, Employers, Workers	Migrants' organisations, local authorities, chambers of trades, training centres		1 month
3. Carry out a diagnostic study	Government, Employers, Workers	Migrants' organisations, local authorities, chambers of trades, training centres		1 months
4. Validate in each country the diagnostic study	Government, Employers, Workers	Migrants' organisations, local authorities, chambers of trades, training centres		1 month
5. Formulate and validate the project at the scale of the three countries (regional workshop)	Government, Employers, Workers, TFP	Migrants' organisations, local authorities, chambers of trades, training centres		4 months
Long term plan				
1 Seek funding	Government, Employers, Workers	Social partners, Ministry of Employment/Labour/Public Service; TFP		1 month
2 Mobilise beneficiaries	Government, Employers, Workers	Social partners, Ministry of Employment/Labour/Public Service; TFP		3 months
3 Search for implementing partners	Government, Employers, Workers	Social partners, Ministry of Employment/Labour/Public Service; TFP		3 months
4 Implement a mechanism for the evaluation and recognition of qualifications	Government, Employers, Workers	Idem		
5 Develop RPL instruments	Government, Employers, Workers	Idem		
6 Implement training courses	Government, Employers, Workers	idem		
7				

Description				
Title	Recognition of titles and diplomas		Mauritania Senegal	
Beneficiaries :	Migrants from two countries		 	
Duration :	5 years			
Actors :	The ministry of foreign affairs, ministers responsible for vocational training, training centres, employers, workers and TFPs			
Summary	<ul style="list-style-type: none"><li>- Development of training standards</li><li>- Drawing up of the lists of titles and diplomas</li></ul>			
Action Plan				
Establishment of a common framework for the recognition of qualifications				
1. Advocacy and awareness-raising of the authorities	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	3 months	
1. Mapping of titles and diplomas	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	6 months	
2. Validation of the maps of the two countries	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	3 months	
3. Development of equivalence table of titles and diplomas	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	4 months	
4. Public validation of the documents drawn up	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	3 months	
Long term plan				
1. Extension and ownership	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	6 months	
2. Evaluation of agreements	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	3 months	
3. Updating of agreements	Ministries in charge of vocational training	Social partners, Ministry of Employment/Labour/Public Service; TFP	3 months	



Description				
Title :	Labour Market Information		Ivory Coast Ghana	
Beneficiaries :	Government, employers' organizations, migrant workers		  	
Duration:	2020-2022			
Actors:	Actors from both beneficiary states and TFPs			
Summary:	<ul style="list-style-type: none"><li>- Create a partnership for the exchange of labour market information for migrant workers.</li><li>- Set up a committee to write the TOR.</li><li>- Develop collection tools and sign agreements between data management structures.</li><li>- Types of information to generate → information on migrants' skills, job offers, sectors</li></ul>			
Action Plan				
Final Objective :	To set up a database on job offers and promising sectors in both countries			
1. Establishment of a tripartite committee of the two countries	Government of Ivory Coast Government of Ghana	Government, Employers, Workers of both countries	31.12.2019	
2. Define the working schedule of the committee	President of the national committee	Government, Employers, Workers of both countries	01.01.2020	
3. Preparation of draft TOR by country	President of the national committee	Government, Employers, Workers of both countries	28.02.2020	
4. Organisation of information sessions with other stakeholders in each country	President of the national committee	Government, Employers, Workers of both countries, migrant associations, consulates and NGOs	15.03.2020	
5. Workshop to validate the common project TOR	President of the national committee	Government, Employers, Workers of both countries, TFP	30.03.2020	
Long term plan				
1. Conduct a study on supply, demand and employment in the two countries	Government of Ivory Coast Government of Ghana	N.A.	N.A.	
2. Organize a validation workshop for the study	Government of Ivory Coast Government of Ghana	N.A.	N.A.	
3. Establishment of a joint information structure	Government of Ivory Coast Government of Ghana	N.A.	N.A.	




Ivory Coast Ghana



Description				
Title	MOU on Labour Market Information			Nigeria, Ghana
Beneficiaries :	Migrant workers from both countries of origin and destination			
Duration :	3 years			
Actors	Ministry of labour, of both countries, social partners, employers’ associations, and labour unions, ministry of interior and foreign affairs			
Summary	Establishment of a Labour Market Information System (labour sector) to exchange information on skills shortages in Nigeria and Ghana that could be filled by migrants from both countries			
Action Plan				
Final objective	The overall goal of this MOU is to promote skills partnerships and utilization of skills for better management of organized labour migration between Ghana and Nigeria			
1. Organize bilateral consultations between the 2 countries on development of data collection templates	Government, Employers, and Workers of all countries involved and ILO; GIZ; Development partners	ILO /GIZ/ IOM/ UNESCO and other development partners		3 months
2. Establish a web-portal to automate the data collection and dissemination	Government, Employers, and Workers of all countries involved and ILO; GIZ; Development partners	ILO /GIZ/ IOM/ UNESCO and other development partners		3 months
3. Conduct needs assessment / baseline studies	Consultant / Experts	The technical committee		3 months
4. Develop trilateral policies / MOUs on harmonization of certificates	Policy makers of the three countries	The technical committee		9 months
5. Curriculum review /harmonization	Consultants / experts / policy makers	The technical committee		3 months
Long term plan				
1. Implementation of skills development programs	Various governments of the three countries	Employer and Government		3-year intervals
2. Monitoring and Evaluation	Tripartite and social partners	Development partners		Regular
3. Policy review	Policy makers	Government		Every 5 years

Description				
Title	Skills mapping and development			Ghana Togo
Beneficiaries :	Migrant workers, job seekers and employers, training institutions, policy makers and curriculum developers			 
Duration :	24 months			
Actors	Ministry of labour, bureau of statistics, ministry of education, ministry of finance, trade unions, employers’ associations			
Summary	The two countries have agreed to collaborate on skills mapping and development to their mutual benefit. This will help in providing relevant skills training and reduce mismatch among migrant workers.			
Action Plan				
Final objective	Facilitate migrants’ insertion into the labour market in both countries			
1. Identification of the areas where mapping can be carried out	Togo and Ghana	Government, employers, workers	4 months	
2. Technical labour committee	Togo and Ghana	Government, employers, workers	2 months	
3. Realization of a mapping study	Togo and Ghana	Government, employers, workers	4 months	
4. Sharing of the results of the mapping study	Togo and Ghana	Government, employers, workers	3 months	
5. Training of migrants in the identified skill areas	Togo and Ghana	Government, employers, workers	6 months	
Long term plan				
1. Establish a labour market information data base	Togo and Ghana	Government, employers, workers	1 year	
2. Exchange program (study)	Togo and Ghana	Government, employers, workers	2 years	
3. Harmonization of training standards and diplomas	Togo and Ghana	Government, employers, workers	2 years	



Description				
Title	Information and orientation of migrants: Creation of a service within the observatory on the employment and training specifically devoted to migrant workers			Ivory Coast, Senegal, Burkina Faso
Beneficiaries :	Migrant workers from both countries			  
Duration :	2020-2022			
Actors :	States, employers, workers, TFPs			
Summary	Define the terms of reference of the agreement; Establish a consultation timetable; Sign a Memorandum of Understanding; Set up a reception, information and orientation structure; L/P to the competent authorities; Raise awareness among migrants ; Enforce migrants' rights The new service within the observatory should be a tool for collecting and processing information on the labour market, migrants' skills and capacity building mechanisms. Decision-making tool at the disposal of tripartite parties. Methods of implementation: Semi-annual meeting of the bodies/ two observatories to validate the data			
Action Plan				
Description				
Title				
Action Plan				
Final Objective	The observatory on the employment and training of migrants is operational			
1. Consultation between the three countries	Ivory Coast	Ministries concerned, TFPs, Trade Unions, CSOs, NGOs, Employers, IOM, ILO		1 <sup>st</sup> trimester
2. Validation of the steering tools	Ivory Coast	Ministries concerned, TFPs, Trade Unions, CSOs, NGOs, Employers, IOM, ILO		1 <sup>st</sup> trimester
3. Installation of country observatories	Ivory Coast	Country representatives		2 <sup>nd</sup> trimester
4. Installation of the sub-regional observatory	Ivory Coast	Country representatives		3 <sup>rd</sup> trimester
5. Sub-regional action plan	Ivory Coast	Country representatives		4 <sup>th</sup> trimester
Long term plan				
1. Awareness-raising among beneficiaries		Observatory		1 <sup>st</sup> trimester
2. Advocacy to the competent authorities		Observatory		1 <sup>st</sup> trimester
3. Collection of information / Inventory (Mapping of migrants)		Observatory		2 <sup>nd</sup> trimester
4. Processing and dissemination of information to the services		Observatory		2 <sup>nd</sup> trimester
5. Reception, information and advice		Observatory		2 <sup>nd</sup> trimester
6. Monitoring and periodic evaluations		Observatory		Throughout the process

## Description

Title	Setting up a platform (database) of information on skills needs between CNP Mali and CNP Togo
Beneficiaries :	Migrants from both countries
Duration :	1 year
Actors :	CNP-Mali, CNP-Togo
Summary	Create a platform at the level of each employers' organization. This platform will be powered by member companies. This platform will make it possible to know the skills needs by sector of activity at the level of each country. This information will be made available to the national observatories in charge of immigration.

Mauritania, Mali




## Action Plan

Operational database			
1. Signing of a memorandum of understanding	CNP-Mali et CNP-Togo		3 months
2. Preparatory meeting	The two employers' organisations	ONEF, the central unions	3 days
3. Elaboration of TOR and validation	The two employers' organisations	ONEF, the central unions	1 month
4. Search for funding	The two employers' organisations	ILO, ICMPD, IOM, GIZ	3 months
Long term plan			
1. Launch of the call for tender	The two employers' organisations		1 month
2. Contract/ consultation	The two employers' organisations	Consultants, TFP	5 days
3. Realisation and validation	The two employers' organisations	ONEF, the central unions, TFP	2 months
4. Training of administrators and collection agents	Consultant, the two employers' organisations		3 days
5. Collection and feeding of the database	The collection agents, the two Organisations, the consultant	Member companies	1 month
6. Production and dissemination of statistics	The two employers' organisations	ONEF, the central unions, TFP	1 month
7. Evaluation	The two employers' organisations	ONEF, the central unions, TFP	

Description				
Title	Information on the skills of migrants		Togo, Mali	
Beneficiaries :	Enterprises from both countries		 	
Duration :	3 years			
Actors :	Employers' organisations, ministries of employment, training (governments)			
Summary	Trade reference sharing / Monitoring system for migrants / Platform whose mission is to disseminate job offers and migrants' existing skills			
Action Plan				
Migrants from both countries will have information on employment opportunities and companies will have information on migrants' skills				
1. Elaboration and validation of TOR	Employers /Technical Centres CNPM, UNPM, Cent	Migrant associations/ TFP/ Government	1	months
2. Selection of a consultant / development of the platform	Technical consultant	Consultant, TFP	3	months
2 Validation of the results of the consultant's work	Technical consultant	Consultant, TFP, Government	2	months
3 Awareness-raising among migrants and information collection	Technical consultant	Associations of nationals, TFP, IOM, Government	3	months
4 Launching of the platform	Technical consultant	Associations of nationals, TFP, IOM	2	months
Long term plan				
1 Update	Technical committee (2 countries)	Migrant associations, IOM	2	years
2 Monitoring and evaluation (study)	Technical committee (2 countries)	Consultants, TFP	1	month
3 Validation workshop	Technical committee	Consultant, TFP	1	month



Description				
Title	Harmonization of Certification & Standards		Nigeria, Ghana, Togo	
Beneficiaries :	Migrant workers, job seekers, employers, training providers, policy makers, and curriculum developers			
Duration :	N.A.			
Actors	Ministries of labour, bureau of statistics, ministries of education, ministry of finance and planning and trade unions and employers associations			
Summary	The three countries have agreed to collaborate on harmonization of certifications and standards to facilitate portability of skills between the three countries. This will boost the confidence of employers in hiring migrant workers and better integration of migrant workers in the workforce.			
Action Plan				
Final objective	Facilitation of easy portability of skills between Ghana and Nigeria			
1. Organize trilateral consultations on harmonization of certificates	Government, Employers, and Workers of all countries involved and ILO; GIZ; Development partners	ILO /GIZ/ IOM/ UNESCO and other development partners		3 months
2. Establish tripartite technical working groups on harmonization of certificates	Government, Employers, and Workers of all countries involved and ILO; GIZ; Development partners	ILO /GIZ/ IOM/ UNESCO and other development partners		3 months
3. Conduct needs assessment / baseline studies	Consultant / Experts	The technical committee		3 months
4. Develop trilateral policies / MOUs on harmonization of certificates	Policy makers of the three countries	The technical committee		9 months
5. Curriculum review /harmonization	Consultants / experts / policy makers	The technical committee		3 months
Long term plan				
1. Implementation of skills development programs	Various governments of the three countries	Employer and Government		3-year intervals
2. Monitoring and Evaluation	Tripartite and social partners	Development partners		Regular
3. Policy review	Policy makers	Government		Every 5 years

## ANNEX II: Initial Partnership Ideas

S/N	Title	Main Input	Main Challenges
1	Guidance And Counselling	-Information -Establishing G&C Centres	Publicity Funding
2	Regulation Of The Informal Sector	Harmonization Of Standards, Laws , Policies	Domestic Laws (Dualism)
3	Relevance And Marketability Of Skills	Identify Sectors On Related Skills	Identification Of Relevant Skills
4	Validation Of Skills(RPL)	Establishing The Validation Centres	Inadequate Resources For Establish These Centres
5	Skills Policy	Harmonization Of Available Skills Policies	Funding
6	Establishment Of Labour Market Information System	Data Gathering Analysis Capacity Building ICT Infrastructure	-Funding -Logistics
7	Provision Of Information On Opportunities For Migrants	Develop A Catalogue Of Opportunities For Migrants Engage The Media Provide Directional Information	Publicity Coordination
8	Recognition Of Certificates	MOU, Agreements Dialogue	Harmonization Of Qualifications Amongst The Partners
9	Development Of Regional Protocol On Skills Partnerships	Identification And Review Of National Policies On Migration And Skills Development	Different National Frameworks/Policies
10	Regulation Of Migrants Status	Review Of Entry Requirements Review Of Work Permit Fees Low Level Skills Advocacy On Migrant Rights	Fear Of Deportation Weak Capacity Of Migrant Resources/ Job Centres
11	Harmonization Of Occupational Standards	Identification Of Different Standards Within The Region	Lack Of Regional Qualification Framework
12	Skills Mapping And Development	Identification Of Available Skills And Skills Gaps	Lack Of Data On Existing Skills Funding
13	Training, Certification, Assessment And Recognition Of Prior Learning	Development Of Unified Standards And Assessment Procedures Common Policy Guide On Certification, Training And Assessment	Multiple Assessment Framework
14	Advocacy And Sensitization On Skills Development Partnership	Awareness Creation: Buy In Buy All Stakeholders	Funding Inadequate Information On Migrants
15	Institutional Capacity Building And Coordination	Creation Of Institution Experts Legal Framework	Funding Capacity

		Capacity Need Assessment	
16	Development Of Funding Schemes For Skills Development	Development Of Legal Framework Establishment Of Funding Body	<ul style="list-style-type: none"> <li>- Funding</li> <li>- Enforcement Of Legal Framework</li> </ul>
17	Develop an RPL system	Establishment of a tripartite commission	Validation of skills through certificates.
18	Create a tripartite regional structure for the mutual recognition of migrants' professional qualifications	Harmonize curricula	Recognition of diplomas and certificates
19	Set up a system for the reception, guidance and counselling of returning migrants	Create a database of migrants	Updating the database
20	Update and share the directory of professions and skills in the sub-region	Harmonize the inventory of trades and skills	Availability of an inventory of trades and skills
21	Create a placement unit for migrants	Identify the skills to be placed	To make up for the shortages in the workforce
22	Tripartite consultation with the participation of development partners	Identify participants	Availability of tripartite caches
23	Identification of skills needs in each country	Have information on skills shortages to inform partner countries	The availability of skills in your country
24	Combating discrimination related to the status of migrants	Introduce provisions in national codes prohibiting discrimination against migrants	Applicability
25	Validation of Competencies for the establishment of a national evaluation commission	National Evaluation Commission	Recognition of diplomas
26	Creation of a database for the management of migrants (at regional level)	It allows to record information on each migrant.	How to mobilize resources to finance the activity
27	Exchange of information on labour market needs between labour market observatories.	Each country collects the available job offers and informs its partner.	Difficulties related to the feasibility of the information received.
28	Create an information and census office for migrants in each town	Budget allocation of town halls	Training of facilitators in offices in knowledge of labour and social regulations
29	Protection of migrants' rights	Establishment of a regional legal framework	Engagement of political leaders
30	Return of migrants to their countries of origin	Regional mechanism for social protection and preservation of social achievements	Taking into account the needs of returning migrants
31	Harmonization of training programs	Development of common standards	Taking into account national specificities



32	Strengthening migrants' skills	Opening of training opportunities to migrants	Resource mobilization
33	Regional/sub-regional tripartite social dialogue	Establishment of a tripartite dialogue framework	Acquisition of actors
34	Welcome & orientation	Implementation of adapted services	Lack of qualified personnel
35	Labour Market Information	Set up a system of linked regional collection of labour market data	Availability of resources
36	Develop a system for the recognition of prior learning	Creation of a regional framework for the certification of qualifications and skills.	
37	Information & orientation of migrants	Creation of a community centre	Mobilization of resources (human, material, financial)
38	Strengthening stakeholder dialogue	Multi-stakeholder consultation (regional / national)	Mobilization of experts
39	Labour market information for migrants	Sub-regional platform for job offers	Availability of information by country
40	Establishment of a structure for the identification of immigration candidates	Platform for collecting immigration candidates	Identification of the national structure
41	Development of a training offer that meets the needs of migrants (RPL)	Set up a job directory	Sub-regional cooperation in vocational training
42	Guide for migrant workers in the countries of the sub-region.	News /docs on the rights / duties of migrant workers	Collaborations between actors involved in migration
43	Recognition of diploma titles	Signing of partnership agreements between countries in the field	Between national legislation / sub-regional certification framework
44	Migrants' skills development	Existence of an adequate training system	Skills inventory
45	Adaptation of migrant workers to changes in the labour market	Information on labour market demand and its spatial and temporal evolution	Skills development and certification procedures
46	Labour Market Information	Collecting information and putting each country online	Harmonization of LMISs
47	Creation of a regional observatory on employment and training for migrant workers.	Texts, technical and financial support	Make SIMT training job offers available
48	Effective implementation of national conventions and texts protecting migrants	Financial resources, advocacy and awareness-raising	Support from national actors

## ANNEX II: List of Participants

Title	First name(s)	Last name	Country	
M	Komi Mawusi	Douamenyo	Togo	Ministre de la Planification, du Développement et de la Coopération
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M	Komla. Apédoh	Batchey	Togo	Ministère de l'Enseignement Technique, de la Formation et de l'Insertion Professionnelles
M	Kamala	Bidialou	Togo	Ministère des Affaires étrangères, de l'Intégration africaine et des Togolais de l'extérieur
M	Agui	Palanga	Togo	Confédération Nationale des Travailleurs du Togo
M	Jean Folly	Koumondji	Togo	Confédération syndicale des travailleurs du Togo (CSTT)
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Mr	Ernest	Berko	Ghana	Ministry of Employment
M	James Asante	Boateng	Ghana	Ministry of Interior
Mr.	Kennedy Atong	Achakoma	Ghana	Ghana Trade Union Congress
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Ms	Jolanda	Pfister Herren	Abuja	Swiss Embassy