

# New Year School Commission on Labour Migration Governance

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# Questions to be addressed by the Commission

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1. What are the challenges related to Labour Migration in the context of Africa's integration?
2. How can trade unions contribute effectively to overcoming these challenges for the benefit of African economies and the workers?
3. What should be the strategies for trade union actions on migration for development in Africa in the short, medium and long term?

# Our Approach

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- Rapporteur: Abigail Menodji Altana & Emmanuel Njadingwe
- Convener: Henry Chingaipe



# What are the challenges related to Labour Migration in Africa?

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- We identified challenges at four levels:

I. National level challenges

II. Regional (REC) level challenges

III. Continental level challenges

IV. International level challenges

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# NATIONAL LEVEL

Q1. CHALLENGE	Q2: TRADE UNION CONTRIBUTION TO SOLUTION	Q3: SPECIFIC ACTIONS (ST, MT, LT)
1. Myths and negative narratives (migrants taking our jobs)	<ul style="list-style-type: none"> <li>-TU must have and disseminate a directory for migrant workers showing services, contacts and issues;</li> <li>- TU public education programs on Labor migration (emigration and immigration)</li> <li>- Develop and disseminate evidence-based narratives that bust the negative narratives driven by perceptions</li> <li>- Consistently denouncing anti-migrant worker behaviors by authorities and other stakeholders</li> </ul>	Capacity building of TUS on the issues;
2. Low political will to integration seen in non ratification of the protocol	-Campaigning for ratification of international instruments on labour migration	Social dialogue
3. Sub-optimal alliance or coalition building to push for progressive migration measures	<ul style="list-style-type: none"> <li>-Develop and sign international trade union bilateral agreements</li> <li>-Identify CSOs working on labour related issues</li> </ul>	



CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
4. Labour migration hardly on the agenda of trade unions	-Establish Labour Migration Desks in National centres to track and coordinate work on labour migration	Integration of labour migration in the trade unions programmes.
5. Structural challenges(Poverty and inequalities, unemployment) – forced migration	-Advocate for socio-economic policies/strategies (context-relevant) that create economic opportunities including jobs in the local economies; and entrepreneurship; TEVET	
6. Trade union capacity on data collection and analysis	-Rejuvenate and support Research depts. to collect and analyze data to generate evidence that can be used for advocacy:	

CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
7.Low knowledge of national trade regulations and legislation on migrants resulting in infractions between citizens and foreign traders (Ghana)	Special public education programs on migration policies, and laws as well as international instruments for unions and citizens generally	
8. Exclusion from social protection	-monitor conditions of service of both regular and irregular migrant workers	
9. Exclusion from CBA because of the propensity to accept low wages	TUs to check on employers' compliance with minimum wages legislation	
11. Low rights education among	Organize and educate	



CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
12. Corruption in the migration process (pay something small).	Combating corruption related to immigration issues.	
13. Migration agents that extract huge fees (conflicts of interest; power relations).	Monitor and maintain a database of all agents.	
14. Transportation barriers. Too many restriction.	Lobby for improvement of infrastructure such as roads and airports.	
15. Labour migration aiding human trafficking.	Public awareness campaigns on human trafficking issues.	

CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
16. Lack of awareness on rights of migrant workers	Public education through different mediums such as print, TV and social media.	
17. Lack of enforcement of laws and ratified conventions	Lobby for more seats at national level and for the voice of workers to be heard.	
18. Non ratification of international instruments	Constant dialogue with governments to ensure timely ratification of instruments.	Ratification campaigns and advocacy by addressing ‘fears or reservations’ that governments demonstrate or present.
19. Gender based violence	Involvement of law enforcement agencies in combatting abuse of workers.	



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# REGIONAL LEVEL

CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
1.Absence of a Grievance Redress mechanisms	Establish desk centers where migrant workers grievances can be heard and addressed.	
2.Insufficient labour attachés in embassies and missions	Close collaboration between Tus and embassies and missions to ensure migrant workers rights are not violated.	
3. Absence of portability/transferability of pension and benefits for migrant workers	Lobby for reforms of some of the pension laws to cater for migrant workers.	



CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
4. Massive corruption (extortion of money from travelers)at borders by immigration officers regardless of protocols	Collaboration with law enforcement agencies and immigration officials to combat corruption.	
5. Inconsistent laws	Advocate for a model law to be domesticated in each member state; must include access to social protection.	
6. Too much bureaucracy at ports of entry and exit	Lobby for ports of entry to have one stop desk where all issues are checked, from visas to health certificates.	

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# CONTINENTAL LEVEL ISSUES



CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
1.Cultural differences and language barrier (at inter-continental level)	Public education for migrant workers in destination countries and prior to departing.	ITUC Africa network on Labour Migration must be strengthened and serve as a vehicle for sharing information
2.Countries refusing work permits to personnel from other countries to work at regional premises located in the host country	Lobbying for migrant workers to be granted equal work opportunities based on merit.	
3. Lack of recognition of migrant workers qualifications and certificates.	Lobby for harmonization of qualifications.	

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# INTERNATIONAL LEVEL

CHALLENGE	TRADE UNION CONTRIBUTION TO SOLUTION	SPECIFIC ACTIONS (ST, MT, LT)
1. No cooperation between trade unions.	Strengthen working relationships between international federations and local TUs	
2. Developed countries are reluctant to give visas to African young people leading to 'risky journeys'	Lobby for equity, fairness and merit-based assessment for job opportunities.	
3. Trade unions not providing information about labour markets in preferred destination countries	Publication of labour related information, on different platforms, for different countries to ensure easy access by all.	



# CONCLUSION

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- There is need for collaboration between all stakeholders in labour migration issues because the current fragmented approach is not bearing fruits.
- TUs must incorporate labour migration issues in their work programmes.
- There is need for timely dissemination of information on labour issues and establishment of a database on labour migration.