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**Business  
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migration



## KEY MESSAGES from employers and whole of society dialogue ON MIGRATION

In view of the Africa Regional Review and in due course, to the International Migration Review Forum (IMRF) in 2022, [the International Organisation of Employers \(IOE\)](#), [Business Africa](#), and the [International Organization for Migration \(IOM\)](#) have partnered to host a series of consultations with employers and governments. [On May 26, 2021](#), the first such continental Employers' Consultation was held and identified number of business priorities and recommendations in light of [GCM objectives](#) 5, 6, and 18. On August 26, 2021, building on the outcomes of the 26 May consultation, partners co-organized a Side Event, in the context of the GCM Review process in Africa, with the goal of creating a shared platform for active players from the four sub-regions of the continent to further delve into concrete business recommendations which will be the basis to draft an African Employers' Declaration to be endorsed by the participating employer organizations towards the beginning of 2022, in the lead up to the Migration Review Forum (IMRF) 2022.

### KEY RECOMMENDATIONS:

- Needs-driven and flexible migration policies require a shift in mindset to perceive labour migration as an asset for development and innovation. The private sector plays a critical role to identify the needed skills that match the reality of the demand in the local labour market.
- Digitization of migration and recruitment processes will aid in streamlining, coordinating and accelerating movements and the matching of skills, enforcing transparency, credibility, and regular migration pathways.
- Recommendation on engaging and mainstreaming migration in all the strategies of relevant ministries and relevant stakeholders to ensure a comprehensive and 360-degree approach is adopted in migration management.
- Free movement protocol within the continent, linked to the right to work, should be promoted. Processes for obtaining work permits should be facilitated, notably through digital means, in order to facilitate the mobility of labour migrants within the region for employment and encourage their integration in the formal economies of their host countries.
- Developing and practicing more bilateral and regional agreements on recognition of diplomas, skills and validation of prior learning. Acknowledgment of universal work certificates in both destination and origin countries.
- Adopting and implementing smart and efficient regulations that are conducive to transitioning from the informal to the formal economies.
- Employers are called upon to strengthen the capacity of national employers' organization in evidence-based advocacy in order to support their effective engagement and support to the labour migration policy making and debate.
- Governments should put in place mechanisms for active and continuous engagement with employers so that they can proactively voice their recommendations and proposals with their governments to have real impact, including sharing of data on skills' needs to prepare for the tomorrow's world of work. Employers should be effectively engaged and involved in the GCM implementation as well as in the follow up and review processes.
- International organizations working in Africa should create fair space to private sector representatives to meaningfully engage in policy level discussions of labour migration governance and involve appointed migration focal points of employer organisations in the region in their efforts to implement migration development projects.