

## Overview of proposed labor mobility and skills development program

- Aim: enhance firm-level competitiveness and productivity by improving access to suitably skilled labor across Africa through acceleration and implementation of existing agreements and complementing existing regional and continent-wide labor/skills enhancement efforts.
- Bring same dynamism and top-level executive attention devoted to World Bank Doing Business Reforms to the arena of labor mobility combined with skills development.
- Program works on premise that problem lies more in execution – implementation and coordination of labor mobility/skills development efforts rather than development of new agreements per se.
- Program addresses full spectrum of skilled labor in demand in African countries.
- Focus on labor mobility/skills development aims to complement existing (regionalized) Doing Business Reforms/investment climate efforts.
- Inclusion of refugees ensures that employers can make best use of skills and potential of refugee communities.
- Initial focus is on intra-African (ie South-South) migration, scope exists for future agreements with other labor markets, eg developed countries.
- Discrete roles for governments and public authorities as well as for employers
- Program also predicated on ethos of burden-sharing through public-private partnerships (PPP), particularly in relation to skills development, where technical and vocational education and training (TVET) providers need to work closely with employers to produce market-ready, employable graduates.
- From employer's viewpoint, aim in operational terms is to create a seamless labor pool by facilitating access to domestic, diaspora, or migrant labor that is skilled and/or trainable and suitable for the jobs on hand.
- Critical elements of cooperation and coordination between pilot countries include: reciprocal labor mobility agreements for employment, staff development, etc; exchange of labor market information; mutual recognition of qualifications; benefit portability and access for migrants to social welfare benefits on non-discriminatory basis.
- Operating modalities would include following features:
  - Each participating country would have its own sector-specific training system geared toward needs of employers and market demands, whether domestic or in participating countries. Training would operate on a PPP burden-sharing basis. Centers of excellence in which countries focused efforts in areas where they had a comparative advantage might emerge.
  - One model for adaptation by other countries: Evaluated Mauritian Placement for Training Program operating under National Empowerment Foundation.
  - Low-income countries would be able to tap into program funds to supplement government contributions to such training schemes (to match private sector contributions).
  - Participating countries would devise/adapt labor access/entry schemes operating with low administrative barriers and burdens on a reciprocal basis (possibly targeting specific sectors initially) and not limited to high-skill/wage workers only.
  - These schemes would be compatible with existing state obligations spelled out in protocols and treaties to which they are party.