

REPORT ON LABOUR MIGRATION STATISTICS IN AFRICA

THIRD EDITION (2019)





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FOREWORD

International labour migration and mobility in Africa continue to dominate the policy agenda at the national, regional and continental level. Over the years, migrant workers have contributed significantly to the socio-economic development of both countries of origin and countries of destination in Africa through the remittances they send home, their knowledge, exchange of experience and transfer of skills. However, proper assessment of the benefits of migration continues to be a challenging task because of the paucity of accurate, up to date and reliable data from Member States and the lack of effective mechanisms for the dissemination of such data in order to inform policies and programmes aimed at migration management and governance. Given the complex dynamics and multifaceted dimensions of labour migration and mobility, strategic interventions and new tools are required to produce statistics that can be used to improve the governance of labour migration. Accordingly, it is important for the African Union (AU) to put in place robust frameworks, principles and guidelines for governments, social partners and other stakeholders involved in advancing labour migration policy and practice.

In this regard, I am delighted to present the third edition of the *Report on Labour Migration Statistics in Africa*, generated to give impetus on the implementation of the Agenda 2063 of the African Union, the United Nations 2030 Agenda for Sustainable Development, the Global Compact for Safe, Orderly and Regular Migration, and the Strategy for the Harmonization of Statistics in Africa 2017–2026. The continued publication of new editions of the Report testifies to the firm commitment of the African Union Commission (AUC) to providing Member States, regional economic communities and partners with evidence that can help all duty bearers to adopt impactful evidence-based policies and decisions on labour migration governance. Congruently, this will bolster policy action geared at securing a better future and protecting the rights of migrant workers and their families across the entire continent.

The overarching goal of this Report is to outline the labour migration trajectory in Africa and to facilitate the design of informed policies and programmes for the effective protection of labour migrants and their families leading to the promotion of sustainable development in both countries of origin and destination. This objective is in line with the revised AU Migration Policy Framework for Africa (2018) and the AU Plan of Action on Employment, Poverty Eradication and Inclusive Development (2015), both of which contain provisions intended to assist with national and regional governance of free movement of persons as well as migration.

Under the AU–ILO–IOM–UNECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (better known as the Joint Labour Migration Programme, or JLMP), the AUC and its JLMP partners the International Organization for Migration (IOM), United Nations Economic Commission for Africa (UNECA) and the International Labour Organization (ILO), supported by Statistics Sweden, have produced this new edition of the *Report on Labour Migration Statistics in Africa*. Various capacity-building programmes, training activities and workshops were organized to support the preparation of this report. Focal persons from AU Member States were trained in the collection and analysis of labour migration data, which enabled them subsequently to provide the AUC with the necessary data. In particular, the data collected for this edition have been used to develop further the Africa-wide labour migration database hosted by the AUC, which contains timeseries data spanning 12 years (2008–19). This relational database is the main source of the labour migration statistics available from the AUC website. The development of this online

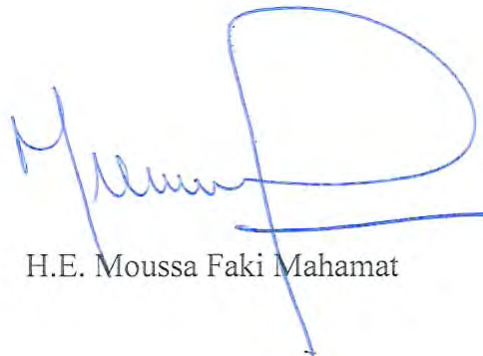


platform is a milestone achievement in that the statistics disseminated through it allows end users to gain a better understanding of labour migration patterns and trends across the continent and take apt action.

Additionally, the availability of labour migration data for analysis is key to the development of evidence-based policies. Compared with previous editions, this edition of the Report provides policy-makers with more detailed information at the national, regional and continental level on various aspects of labour migration, including the governance of migration, and how to promote synergies between migration and sustainable development.

I commend all Member States who submitted their data for the successful preparation of this report. Connected with this, I urge all the Member States of the African Union to strengthen the capacity of their national statistical offices and other relevant entities to provide high quality, accurate and timely data for future editions of the Report.

It is my considered hope that everyone concerned with labour migration and mobility matters at all levels will find this publication useful.



H.E. Moussa Faki Mahamat

Chairperson of the African Union Commission

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EXECUTIVE SUMMARY

Three editions of the *Report on Labour Migration Statistics in Africa* have been produced so far – under the AU–ILO–IOM–UNECA Joint Programme on Labour Migration Governance for Development and Integration in Africa (better known as the Joint Labour Migration Programme, or JLMP) – in fulfilment of the request made in July 2015 by the Assembly of Heads of State and Government that the African Union Commission (AUC) should submit a biennial report on this topic.

This third edition of the report provides summary statistics for the period spanning from 2010 to 2019. The data underlying this report have enriched the database established by the AUC in connection with the preparation of the first and second editions, which were issued in 2017 and 2020, respectively.

The process for preparing this third edition was similar to that of the previous editions and was supplemented with virtual and face to face meetings between the technical team and various national experts. The national statistical offices tasked with producing official statistics in African countries received the International Labour Migration Questionnaire, and 47 countries eventually submitted data. However, with the assistance of experts, data were collated for 54 countries in all by using reliable methodologies and secondary data sources to fill the gaps wherever this was feasible.

When preparing this edition, the focus has been on improving the quality of the data received from Member States and ensuring that the data are as up to date as possible. Various reviews were performed involving experts from the Member States, the regional economic communities, the AUC, the JLMP partners and Statistics Sweden.

In 2019, Africa's total population was estimated to be 1.3 billion, with an annual growth rate of 2.7 per cent. Disaggregation by sex indicates that there were 647.1 million females and 645.2 million males – that is, a slightly greater number of females as in other parts of the world.

The working-age population in Africa was estimated at 730 million in 2019, which implies an increase of 26 per cent since 2010. The female working-age population grew by around 30 per cent over that period, while the corresponding growth rate for men was 23 per cent.

The labour force in Africa expanded from 402.8 million in 2010 to 511.5 million in 2019, with the number of men in the labour force outweighing that of women during the entire period. For instance, in 2019, men accounted for 53.9 per cent of the total labour force. This suggests that greater efforts need to be invested into the development of policies and strategies aimed at removing the obstacles that prevent women in Africa from entering the labour market. In terms of geographical subregions, East Africa and West Africa accounted for, respectively, 31.6 per cent and 30.0 per cent of the total labour force in Africa.

International labour migration within Africa has been steadily on the rise, as confirmed by estimates of the international migrant population in Africa, which point to an increase from 17.2 million in 2010 to 26.3 million in 2019. Throughout that period, women have accounted for around 45 per cent of international migrants. Although the number of international migrants has increased significantly over the past two decades, this growth has been in step with that of the overall African population. Moreover, the share of migrants in the total population has remained relatively constant at around 2 per cent.

The estimated number of working-age international migrants in Africa increased from 13.2 million in 2010 to 20.2 million in 2019, which means that at the end of the period under review they made up 77 per cent of all international migrants in the continent. Working-age migrants accounted for more than 70 per cent of the total international migrant population in 2019 in all the subregions except for Central Africa, where their share was nevertheless 68 per cent.

The number of migrant workers grew from 9.5 million in 2010 to 14.5 million in 2019, which translates into an average annual growth rate of 4.8 per cent and a migrant labour force participation rate of 72 per cent at the end of the period under review. Female migrant workers accounted, on average, for 38 per cent of international migrant workers during 2010–19. This indicates that lack of gender parity is more pronounced among migrant workers than in the total labour force, where the average share of women was 45 per cent over the same period. Out of the 14.5 million international migrant workers in 2019, 6.7 million were young (defined as those aged between 15 and 35 years).

For this edition of the report, ten countries (Cabo Verde, Cameroon, Chad, Egypt, Liberia, Mali, Namibia, Niger, Nigeria, Seychelles) provided data on total employed persons and the number of migrant workers in employment in 2018. Except for Nigeria, most of the employed migrants in these countries were male.

The agricultural sector, which comprises agriculture, forestry and fishing, was the biggest employer of migrants in the above-mentioned ten reporting countries, accounting for 27.5 per cent of employed migrant workers in 2018. A majority of the employed international migrants in these countries are to be found in medium skilled occupations (as defined according to the International Standard Classification of Occupations), such as agricultural, forestry and fishery workers (29.3 per cent) and plant and machine operators and assemblers (17.0 per cent).

The volume of remittances sent by international migrants within Africa and by those living and working outside Africa increased from US\$55.6 billion to US\$86.4 billion from 2010 to 2019. The regional distribution of remittances indicated that North Africa (43 per cent) and West Africa (39 per cent) received about 82 per cent of the total remittances to Africa in 2019. This is mainly attributed to the amount of remittances received by individual countries in these regions.

ABBREVIATIONS

AMU	Arab Maghreb Union
AU	African Union
AUC	African Union Commission
CEN-SAD	Community of Sahel–Saharan States
COMESA	Common Market for Eastern and Southern Africa
EAC	East African Community
ECCAS	Economic Community of Central African States
ECOWAS	Economic Community of West African States
EPR	employment-to-population ratio
ICSE	International Classification of Status in Employment
IGAD	Intergovernmental Authority on Development
ILMQ	International Labour Migration Questionnaire
ILO	International Labour Organization
IOM	International Organization for Migration
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification of All Economic Activities
JLMP	Joint Labour Migration Programme
MPFA	Migration Policy Framework for Africa
NEET	not in employment, education or training
NSO	national statistical office
OECD	Organisation for Economic Co operation and Development
REC	regional economic community
SADC	Southern African Development Community
SDG	Sustainable Development Goal
STATAFRIC	African Union Institute for Statistics
UN	United Nations
UNDESA	United Nations Department of Economic and Social Affairs
UNECA	United Nations Economic Commission for Africa



CHAPTER 1

INTRODUCTION

International migration, a highly dynamic phenomenon in general, has been on the rise within Africa. Analysis of the data in the Migration Database of the African Union Institute for Statistics (STATAFRIC)¹ indicates that, in 2019, there were 26.3 million international migrants in Africa, an increase from 17.2 million in 2010 which translates to a 4.8 per cent average annual growth rate. Movement across national borders to search for work is one of the key drivers of international migration. This is witnessed by the fact that, in 2017, migrant workers made up approximately 59 per cent of the world's international migrant population² (ILO 2018a, 5). Significantly, 77 per cent of international migration in Africa in 2019 occurred among people of working-age, that is persons aged 15 years and older, according to the data in the STATAFRIC Migration Database.

1 Data collected from Member States of the African Union through the International Labour Migration Questionnaire is organized in a relational database referred to in this report as "the STATAFRIC Migration Database".

2 This may also include persons who initially migrated due to reasons other than for labour purposes.

Labour migration is directly linked to remittances, with migrant workers often maintaining close ties with their countries of origin, creating beneficial effects such as the transfer of money, knowledge, skills and technology. Accordingly, labour migration has attracted considerable interest at the global as well as at the African level (AUC 2017; AUC 2020; ILO 2015; ILO 2016a; ILO 2018a).

The increase in international migration, including labour migration, necessitates – now more than ever before – improved management of migration through the design of new policies and, in some instances, the updating of existing ones. The Joint Programme on Labour Migration Governance for Development and Integration in Africa (better known as the Joint Labour Migration Programme, or JLMP) is a long-term joint endeavour of the African Union Commission (AUC), the International Labour Organization (ILO), the International Organization for Migration (IOM) and the United Nations Economic Commission for Africa (UNECA). The Programme was adopted at the 24th Ordinary Session of the Assembly of Heads of State and Government of the African Union (AU) in Addis Ababa in January 2015. Developed on the basis of the Migration Policy Framework for Africa that had been adopted by the AU Assembly in Banjul in June 2006, the Programme is meant to implement strategies under Key Priority Area 5 (“Labour Migration and Regional Economic Integration”) of the AU Plan of Action on Employment and Poverty Alleviation, which was also adopted in Addis Ababa in January 2015.

The Assembly of Heads of State and Government of the African Union requested the AUC in July 2015 to submit a report on labour migration data in Africa every two years. In collaboration with its JLMP partners, the AUC developed and launched the first edition of the *Report on Labour Migration Statistics in Africa* in 2017. By the time the second edition came out in 2020, significant improvements could be observed in Member States’ ability to collect relevant data. The second edition provided more comprehensive statistics than the first: for instance, it included data on migrant workers’ remittances and a section on social protection for migrant workers. With regard to the data collection process, there has been a gradual improvement in Member States’ response rates from one edition of the report to the next.

In this third edition, the focus has been on improving the quality of the data generated, specifically by conducting a thorough review of the national data sets shared by Member States; by using estimation and in some instances supplementing the data with other sources such as United Nations data; and by involving Member States – also via the regional economic communities – throughout the preparation of the report.

Over its six chapters, the report offers an analysis of data on the resident population in African countries and on migrant workers and their characteristics. The present chapter gives a contextual overview of international labour migration in Africa, taking into account the global, political, economic and socio-demographic contexts. It also outlines the report’s objectives, discusses the rationale for updating labour migration statistics and sets the scene for the subsequent chapters, which are structured as follows:

- **Chapter 2:** Profile of the African population
- **Chapter 3:** International migration in Africa
- **Chapter 4:** Additional characteristics of employed international migrants
- **Chapter 5:** Methodological approach
- **Chapter 6:** Conclusions and recommendations

1.1. Global context

There are many references to migration in the United Nations 2030 Agenda for Sustainable Development and the global indicator framework for the Sustainable Development Goals (SDGs). The pledge to “leave no one behind” is a call for sustainable development to be inclusive, not least for migrant groups.

Some of the SDGs and their associated targets mention migration explicitly, in particular SDG target 10.7, which calls on countries to “facilitate orderly, safe and regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies”. Many of the SDG indicators are meant to be disaggregated by migratory status. While the inclusion of migration in the 2030 Agenda opens up important opportunities, it also entails challenges for many countries in terms of data availability and reporting requirements. It should be noted that SDG target 17.18 calls for greater support to be provided to developing countries, including for least developed countries and small island developing states to “increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, race, ethnicity, migration status, disability, geographical location and other characteristics relevant in national contexts.

Moreover, the Global Compact for Safe, Orderly and Regular Migration, endorsed by the United Nations General Assembly on 19 December 2018, emphasizes, as one of its objectives, the need to “collect and utilize accurate and disaggregated data as a basis for evidence-based policies”.

1.2. Political context

Migration continues to be a much-debated topic worldwide and in Africa in particular. While migration is a complex and dynamic phenomenon, it is recognized to be of crucial importance for the socio-economic development of the continent if well managed. Among the benefits brought by migration are its contributions to gross domestic product, to meeting demand for essential skills in countries of destination, and to increasing the volume of remittances in countries of origin.

It is with such aspects in mind that several policy frameworks and legal instruments have been developed in Africa to govern migration more effectively. The AUC has adopted two key instruments in that regard: the JLMP and the revised Migration Policy Framework for Africa (MPFA), which covers the period 2018–30. The MPFA and its associated Plan of Action reflect AU priorities and policies (including Agenda 2063), the United Nations SDGs, and international policies and standards on migration management. The MPFA provides comprehensive guidelines to assist Member States and regional economic communities with the design and implementation of migration policies. These guidelines are structured around nine thematic areas: migration governance; labour migration and education; diaspora engagement; border governance; irregular migration; forced displacement; internal migration; migration and trade; and other cross cutting issues (AUC 2018, 8–9).

In addition, the AU Agenda 2063 stresses the benefits arising from the free movement of people and goods, which include the promotion of intra-African trade, labour mobility and the transfer of knowledge and skills. The Agenda specifically mentions migration issues in Aspiration 2 (“An integrated continent, politically united, based on the ideals of pan-Africanism and the vision of Africa’s Renaissance”) and Aspiration 7 (“Africa as a strong, united and influential global player and partner”).

Moreover, the Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment, adopted by AU Member States in 2018, contains several provisions related to labour migration and mobility, with an emphasis on protecting the fundamental human rights of migrant workers and their families.

At the regional level, several regional economic communities have adopted instruments to facilitate the free movement of people and, consequently, labour migration.

- The Protocol Relating to Free Movement of Persons, Residence and Establishment, adopted by the Economic Community of West African States (ECOWAS) in 1979, calls on member countries to eliminate obstacles to the free movement of people, services and capital.
- Under the Treaty Establishing the Economic Community of Central African States (ECCAS), adopted in 1983, member countries agreed to facilitate the free movement and right of establishment of their citizens within the Community and to eradicate obstacles to the free movement of people, services, goods and capital.
- One of the objectives of the Arab Maghreb Union (AMU), established in 1989, is to achieve the free movement of people, services, goods and capital among its member countries.
- The Treaty Establishing the Community of Sahel–Saharan States (CEN-SAD), adopted in 1998, calls for the introduction of measures to facilitate the free movement of people and capital and to promote freedom of residence, work, ownership and economic activity.
- The Protocol on the Free Movement of Persons, Labour, Services, Right of Establishment and Residence, adopted by the Common Market for Eastern and Southern Africa (COMESA) in 2001, seeks to facilitate the free movement of member countries' citizens with a view to achieving a genuine common market.
- The Protocol on the Facilitation of Movement of Persons, adopted by the Southern African Development Community (SADC) in 2005, calls for the progressive elimination of obstacles to the movement of people from the region into and within the territories of States Parties.
- The Protocol on the Establishment of the East African Community Common Market, adopted by the East African Community (EAC) in 2010, emphasizes the importance of the free movement of goods, people and labour, and also of the rights of establishment and residence, in accelerating economic growth and development.
- The IGAD Regional Migration Policy Framework, adopted by the Intergovernmental Authority on Development (IGAD) in 2012, addresses regional concerns such as migration and pastoralism, migration and human security, and internal displacement due to political instability. It provides a coherent strategy for migration management programmes, emphasizing the need for harmonized and systematic approaches while providing some scope for variations in national policies.

1.3. Economic context

The relationship between migration and economic development is multifaceted. Research has elaborated on pull- and push factors; one of the reasons for people to migrate is the lack of socio-economic opportunities. At the same time, migration can be a catalyst of economic growth with migrant workers with different skills filling labour market gaps, promote trade and investment and bring skills and knowledge to both countries of origin and destination.

The 2015 Addis Ababa Action Agenda and the 2030 Agenda for Sustainable Development acknowledge the positive contribution that migrants make to inclusive growth and sustainable development in countries of origin, transit and destination.

Findings from the Economic Development in Africa Report (2018) shows that intra-African migration can positively impact structural transformation in destination countries. Furthermore, the forecasts based on existing migration scenarios indicate that immigration flows could lead to a substantial increase in the gross domestic product (GDP) per capita for Africa by 2030. It is also important to note that migration can contribute to improved labour productivity in destination countries, whereby an increase in the stock of immigration leads to a higher within-sector productivity growth rate. This effect increases in magnitude for sectors that experienced relatively high migration in the past.

Remittances of emigrants' savings from income earned abroad are essential elements in the balance of payments of their countries of origin. The restraints imposed on the economic development of the migrants' countries of origin by balance-of-payments deficits can be eased, thanks to remittances.

Several initiatives from the African Union (AU) and the regional economic communities (RECs) have increased the opportunities for countries to coordinate their economic policies, to strengthen economic integration and facilitate trade.

The 2063 Agenda of the African Union aspires to boost regional economic integration and development by establishing an African Continental Free Trade Area (AfCFTA). Another aspiration of the Agenda envisions a continent with "seamless borders" where "the free movement of people, capital, goods and services will result in significant increases in trade and investments amongst African countries rising to unprecedented levels and strengthen Africa's place in global trade" (African Union, n.d.). The adoption of the African Union Free Movement Protocol in March 2018 and AfCFTA coming into effect on 1 January 2021 are important steps towards economic integration and development on the continent.

Further, as mentioned in the previous section (1.2 Political context) several regional economic communities have adopted instruments to facilitate the free movement of people and goods as a driver to economic growth and development.

1.4. Historical, current and future push and pull factors

Estimates based on the STATAFRIC Migration Database indicate that the number of international migrants in Africa increased from 17.2 million in 2010 to 26.3 million in 2019. Although the international migrant population has grown significantly over the past two decades, this growth has been in step with that of the African population as a whole. Moreover, the share of migrants in the total population has remained relatively constant, hovering at around 2 per cent. The existing literature suggests that most international migration of Africans occurs within Africa itself. This section sheds light on some of the factors that have shaped migratory flows in Africa.

Potential migrants tend to take several factors into account before deciding to migrate. In particular, they usually expect an improvement in their general environment and circumstances if they move to a new country (“pull factors”). This perception may be influenced by existing and, in some cases, expected challenges and discomforts in their current place of residence – what are referred to as “push factors”. Both push factors in the country of origin and pull factors in the country of (potential) destination play a large role in the decision to migrate. However, it is important to note that push and pull factors do not impact different cohorts of the population in the same way. For example, as pointed out by IOM (2020), some aspiring migrants in Africa end up not migrating for a number of reasons. Emotional as well as financial support is often essential for people to be able to move to another country.

Historically, most migratory movements within Africa have been triggered by inadequate employment opportunities in the countries of origin and a (real or perceived) abundance of such opportunities in the countries of destination. Social ties have also proven instrumental in facilitating the migration process: migrants feel more secure if they are able to connect with other members of the diaspora in their country of destination. This longing for a familiar environment explains, to some extent, the significant proportion of migrants moving within Africa. However, it is also clear that large movements of people occur as a result of conflict and displacement. East African countries such as Kenya and Djibouti host a significant share of the refugee population in Africa. According to Gagnon and Rodrigues (2020, 13), 87 per cent of forcibly displaced Africans remain in Africa.

The AU Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment (2018) and the existence of similar free movement protocols in some regional economic communities may also drive migration trends. It would be advisable to monitor the effect of these protocols on future migration within the regions.

In 2020, the global COVID 19 pandemic significantly affected migration flows. During the first half of the year, many countries closed their borders and implemented restrictions. As a result, migrant crossings significantly decreased and many migrants found themselves stranded in foreign territories. Migrants have been recognized as being especially vulnerable to the socio economic consequences of the pandemic and the associated restrictions – for example, because they may have lost their jobs or have been exposed to a high risk of infection in overcrowded environments. From the second half of 2020 onwards, countries began to lift travel restrictions, allowing foreign citizens, including stranded migrants, to return to their countries of origin.

1.5. Socio-demographic context

Estimates by the United Nations Department of Economic and Social Affairs (UNDESA) indicate that Africa is the second most populous continent in the world after Asia. In 2019, Africa had an estimated population of 1.3 billion according to data from the STATAFRIC Migration Database. Disaggregation by sex reveals an almost equal share of men and women.

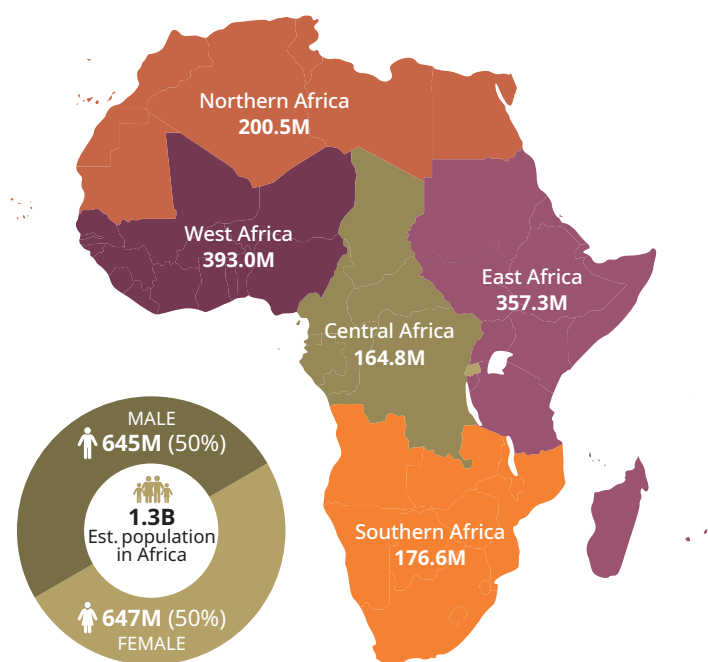
Africa is characterized by relatively higher fertility and mortality rates, both of which contribute to the youthful population structure observed in the continent. However, it is important to note that individual countries may have quite different profiles and that the trends presented in this report are summary trends for the whole of Africa. Improvements in education and health may open up a window of opportunity for Africa, in which economic gains can be realized as fertility and mortality fall to certain levels. Commonly known as the demographic dividend, this window occurs when there is a shift in the age structure and the share of the working age population in the total population is larger than that of the non working age population, potentially reducing the dependency ratio. It should be noted, though, that while an increase in the working age population may be beneficial, it can also lead to a higher unemployment rate given that labour supply far exceeds demand. This may well lead to outmigration from a country.

The structure of the African population and its characteristics are key to understanding current migration trends. On the other hand, understanding the profile of migrants is essential in order to predict future trends.

1.6. Geographical coverage

The African Union comprises 55 Member States grouped into five subregions. Of the estimated 1.3 billion people in Africa in 2019, most were living in sub Saharan Africa (map 1.1). West Africa (393 million) accounted for the largest share of the continent's population, at 30.4 per cent, followed closely by East Africa (357 million), with a share of 27.7 per cent. Northern Africa, Southern Africa and Central Africa each accounted for 15.5, 13.7 and 12.8 per cent of the total estimated population, respectively.

Map 1.1. Distribution of the African population across geographical subregions, 2019



Note: The data presented in this map are based on national sources (both actual census data and projected data), which have been supplemented by estimates for missing observations. Because of rounding, totals for Africa do not match the sub-regional subtotals, nor the sum of the female and male subtotals.

Source: STATAFRIC Migration Database.

There were generally more females than males in most regions except for Northern Africa and West Africa, where there were 97 and 99 females for every 100 males, respectively (table 1.1). At the continental level, there is an almost equal share of males and females.

Table 1.1. Distribution of the African population, by geographical subregion and sex, 2019 (millions)

Subregion	Total	Female	Male	Sex ratio (females per 100 males)
West Africa	393.0	195.5	197.5	99
East Africa	357.3	179.2	178.1	101
Northern Africa	200.5	98.6	101.9	97
Southern Africa	176.6	90.5	86.1	105
Central Africa	164.8	83.2	81.6	102
Africa	1292.2	647.1	645.2	100

Note: The data presented in this table are based on national sources (both actual census data and projected data), which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sub-regional subtotals.

Source: STATAFRIC Migration Database.

1.7. Rationale for updating labour migration statistics

Migration is one of the three main drivers of demographic trends alongside fertility and mortality. In most countries, estimates of fertility and mortality rates are available from a wide range of data sources. Migration, however, is a very dynamic phenomenon and estimates for migration rates and volumes are less readily available for African countries.

The 2030 Agenda for Sustainable Development called on policymakers to improve migration governance and to take migration and development linkages into account. To that end, data are required not only for the design of policies but to monitor their impact as well. The 2030 Agenda also emphasizes that no one should be left behind. Yet, many migrants are likely to have been “left behind” as a result of national policies that do not properly address their concerns or needs. Furthermore, the Global Compact for Safe, Orderly and Regular Migration advocates for the collection and use of accurate and disaggregated data to support evidence based policies.

The analysis in this report indicates that most migratory movements within Africa involve people of working-age. This carries important implications for economies and labour markets in both countries of origin and destination. Collecting data on labour migration across the Member States is a complex undertaking: the data that are available on migrant workers and their characteristics tend to be fragmentary and are often gathered using various methodologies that may not be easily comparable. This highlights the need for Member States, supported by the AUC and the other JLMP partners, to measure labour migration in a coordinated and harmonized manner.

In preparing the successive editions of the *Report on Labour Migration Statistics in Africa*, an attempt has been made to standardize the collection of data from Member States by using a uniform tool for that purpose: the International Labour Migration Questionnaire. Moreover, the data collection process prioritizes building the capacity of Member States to generate and analyse migration statistics. It is expected that the collection of data undertaken for this report and its publication will help to fill existing gaps in labour migration statistics in particular.

1.8. Summary of the methodological approach

The data for this and earlier editions of the *Report on Labour Migration Statistics in Africa* are gathered from Member States using the International Labour Migration Questionnaire (ILMQ), which consists of 17 easy to understand tables. These tables collect data on the total population and migration flows and stocks for each Member State. The data are organized into a relational database that is regularly updated with additional inputs and/or more recent data from Member States. The first version, referred to in this report as the STATAFRIC Migration Database, will serve as the foundation for an Africa-wide database of statistical data to be hosted on the AUC website, where it will function as a platform for the dissemination of relevant statistics.

The data collection was undertaken as a consultative process by the technical team – made up of representatives from STATAFRIC, Statistics Sweden and the regional economic communities, together with Member States’ focal points for migration statistics – to ensure that the resulting data set was as accurate, complete and consistent as possible. Although Member States were the primary source of data, it was sometimes necessary to use estimations and data from alternative sources. This was particularly the case where countries did not fill in all the ILMQ tables or filled in only certain parts of these. Moreover, if there were significant inconsistencies, either between different years or across different data sets for the same Member State, a probable estimate or data from an alternate source such as data from UNDESA for the migrant populations and the World bank for data on remittances were used.

During the data collection, capacity building activities and face to face or virtual follow up meetings were organized for the focal points from Member States in order to enhance data coverage and quality. Thanks to these efforts, there has been a gradual improvement in Member States’ response rates. The number of ILMQ tables filled in by each responding Member State has also increased. Despite these improvements, though, there are still many incomplete tables, and the situation differs considerably across Member States.

Validation workshops played a key role in carrying out and finalizing the data collection and preparation of the report. There were five such workshops, one for each geographical subregion. This step ensured that the data from Member States were fully reviewed and were accurate. Validation also provided a valuable opportunity to receive feedback from Member States on any estimates or alternative data sources that were used. In general, such validation workshops have contributed greatly to transparency in the preparation of this and previous editions of the *Report on Labour Migration Statistics in Africa*.

When estimates presented in this report are compared with other international and regional estimates, discrepancies are bound to appear. For example, that is the case for labour force participation and number of international migrant workers which differ from the ILO estimates. These discrepancies are due to differences in estimation methods or data sources, and possibly also due to differences in operational definitions.

Further details on the methodological approach underlying the preparation of this report can be found in **Chapter 5** and Appendix III.

CHAPTER 2

PROFILE OF THE AFRICAN POPULATION

Current and future patterns of migration into, within and from Africa are influenced by trends in the size of the continent's population. Any planning of measures to meet people's basic needs, such as schooling, healthcare and employment opportunities, should be based on sound information about the distribution of the population (UNDESA 2019, 38, box 3).

The data used to prepare the third edition of the *Report on Labour Migration Statistics in Africa* are drawn from the same databases that were used for the first (AUC 2017) and second (AUC 2020) editions, supplemented with data from the data collection conducted in 2020. It should be noted that there may be slight differences in the data presented in this third edition compared with the first and second editions. This is mainly due to improvements in the estimates and in the processes for collecting, compiling and validating data from the Member States of the African Union.

The population data presented here come mainly from Member States. Countries were given the opportunity to submit updated national population data for the period 2010–19 using the International Labour Migration Questionnaire. As some countries did not provide the required data for all years, it was necessary to fill data gaps and rectify inconsistencies – where possible by using data from other national sources. When data were not available from such alternative national sources, the gaps were filled using values calculated from neighbouring data points (that is, by means of imputation; see **Chapter 5** for details of the methodological approach).

It is important to note that the methodologies adopted by countries for their censuses and those used to generate population estimates may differ. Direct comparisons between countries should therefore be interpreted with caution. However, data at the aggregate level, as presented in this chapter, can reveal meaningful trends.

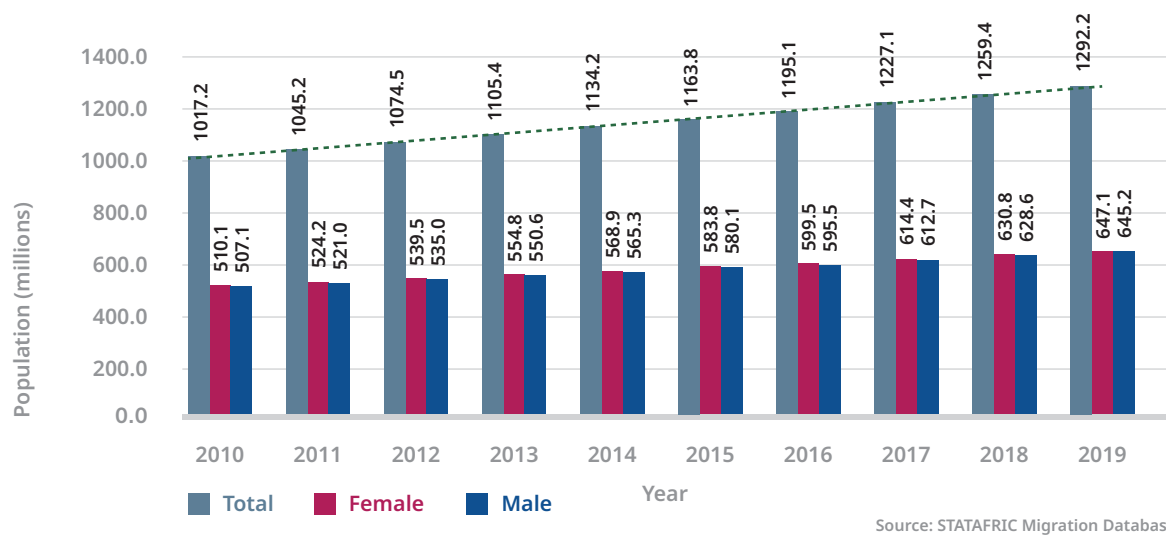
2.1. Population size

The population of Africa has grown steadily over the past decade, increasing to an estimated 1.3 billion people in 2019 from around 1 billion in 2010. In 2019, there were an estimated 647.1 million females in Africa and 645.2 million males (figure 2.1).

According to the 2019 data compiled in the STATAFRIC Migration Database for this edition of the report, Nigeria remains the most populous country in Africa, having an estimated population of 209.2 million. Nigeria's share of the total African population is 16.2 per cent, which is nearly unchanged from 2018 (16.1 per cent). Nigeria and the three next most populous African countries, namely Ethiopia, Egypt and the Democratic Republic of the Congo, together account for approximately 39.0 per cent of the total population in the continent.

Seychelles had the lowest share of the African population (0.01 per cent) in both 2018 and 2019.

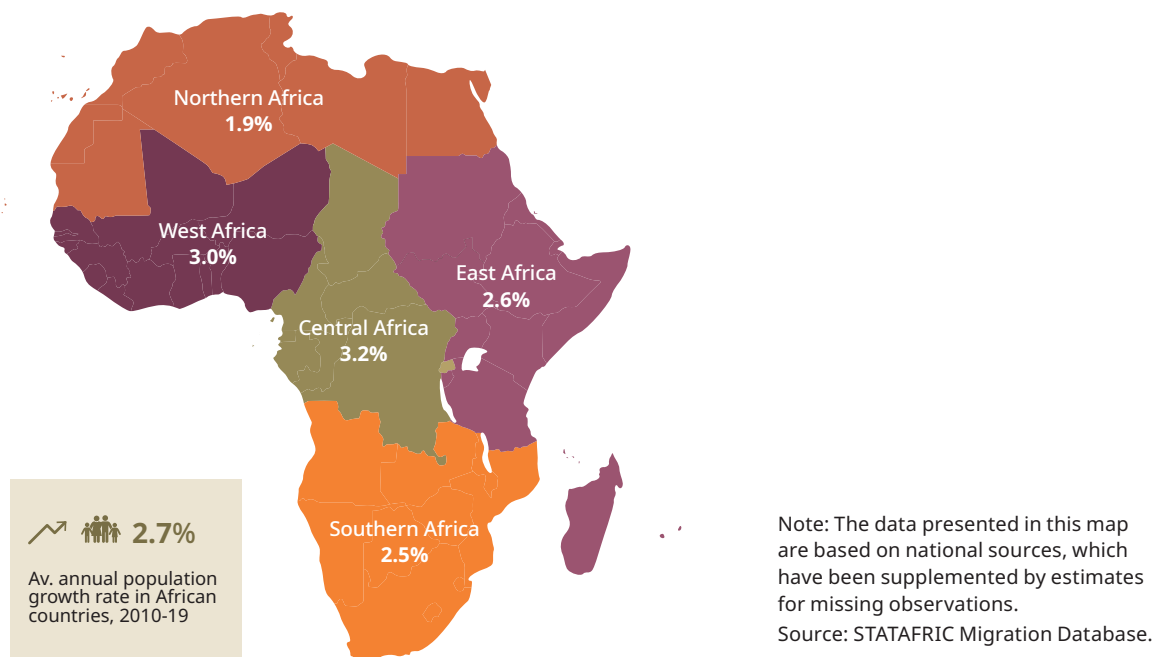
Figure 2.1. Population of Africa, by sex, 2010–19 (millions)



Note: The data presented in this map are based on national sources (both actual census data and projected data), which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals.

The average annual population growth rate in Africa between 2010 and 2019 was 2.7 per cent; the growth rate over the most recent one-year period, 2018–19, was close to that average, standing at 2.6 per cent. However, there are considerable differences between countries and ultimately regions, in annual population growth, as illustrated in map 2.1.

Map 2.1. Average annual population growth rate in Africa across geographical subregions, 2010–19 (percentage)



2.2. Population distribution across regional economic communities

The Member States of the African Union are grouped into regional economic communities (RECs). There are eight officially recognized RECs, as shown in table 2.1. They play a pivotal role in policy development and implementation, interregional and intraregional dialogue, and in facilitating economic integration between members of the individual regions and, more broadly, through the African Economic Community.

It is worth noting that there are overlaps, with some Member States belonging to more than one REC. The data presented at the REC level in this report can therefore not simply be aggregated to give the continental total.

Some of the communities allow free movement of goods, services and people within all of the territory that they cover. This has implications for migration trends and volumes in the various regions of Africa.

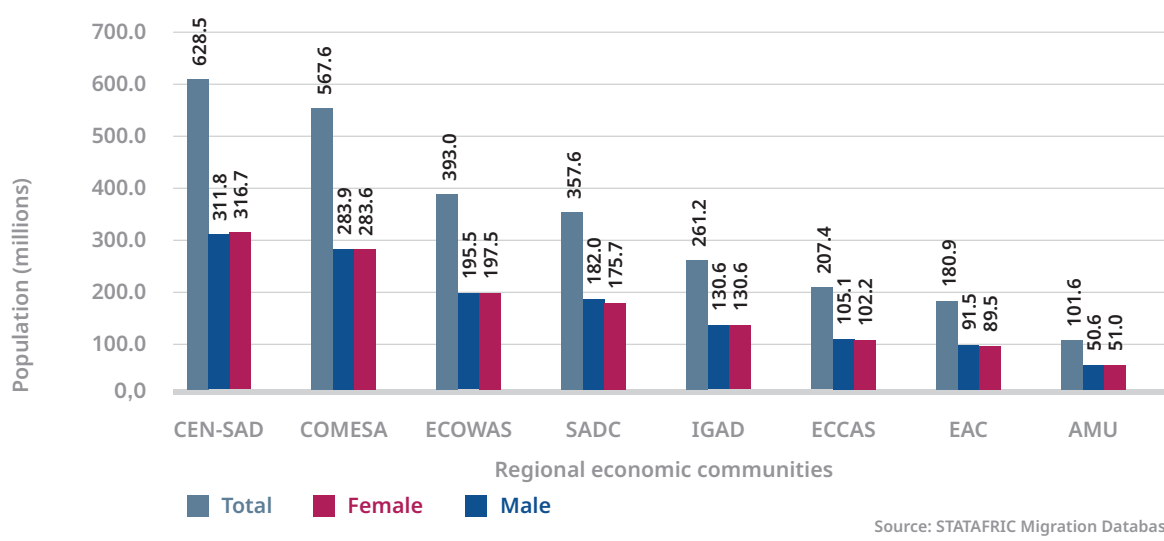
Table 2.1. Membership of the eight African regional economic communities

Regional economic community	Membership
Arab Maghreb Union (AMU) (5)	Algeria, Libya, Mauritania, Morocco, Tunisia
Community of Sahel–Saharan States (CEN-SAD) (25)	Benin, Burkina Faso, Central African Republic, Chad, Comoros, Côte d'Ivoire, Djibouti, Egypt, Eritrea, Gambia, Ghana, Guinea, Guinea Bissau, Libya, Mali, Mauritania, Morocco, Niger, Nigeria, Senegal, Sierra Leone, Somalia, Sudan, Togo, Tunisia
Common Market for Eastern and Southern Africa (COMESA) (21)	Burundi, Comoros, Democratic Republic of the Congo, Djibouti, Egypt, Eritrea, Eswatini, Ethiopia, Kenya, Libya, Madagascar, Malawi, Mauritius, Rwanda, Seychelles, Somalia, Sudan, Tunisia, Uganda, Zambia, Zimbabwe
East African Community (EAC) (6)	Burundi, Kenya, Rwanda, South Sudan, Uganda, United Republic of Tanzania
Economic Community of Central African States (ECCAS) (11)	Angola, Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Rwanda, Sao Tome and Principe
Economic Community of West African States (ECOWAS) (15)	Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo
Intergovernmental Authority on Development (IGAD) (8)	Djibouti, Eritrea, Ethiopia, Kenya, Somalia, South Sudan, Sudan, Uganda
Southern African Development Community (SADC) (16)	Angola, Botswana, Comoros, Democratic Republic of the Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, United Republic of Tanzania, Zambia, Zimbabwe



Figure 2.2 shows the African population disaggregated by economic community and sex. The Community of Sahel–Saharan States (CEN-SAD) and the Common Market for Eastern and Southern Africa (COMESA) have the highest number of member countries (25 and 21, respectively) and also the largest populations. In 2019, an estimated 628.5 million people were living in the CEN-SAD region and 567.6 million in the COMESA region. The East African Community (EAC) and the Arab Maghreb Union (AMU), which have the smallest number of member countries, had estimated populations of 180.9 million and 101.6 million, respectively, in that year.

Figure 2.2. Population of Africa, by regional economic community and sex, 2019 (millions)



Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals. Some African Union Member States belong to more than one regional economic community (REC). Due to such overlaps, the data presented at the REC level in this report cannot simply be aggregated to give the continental total.



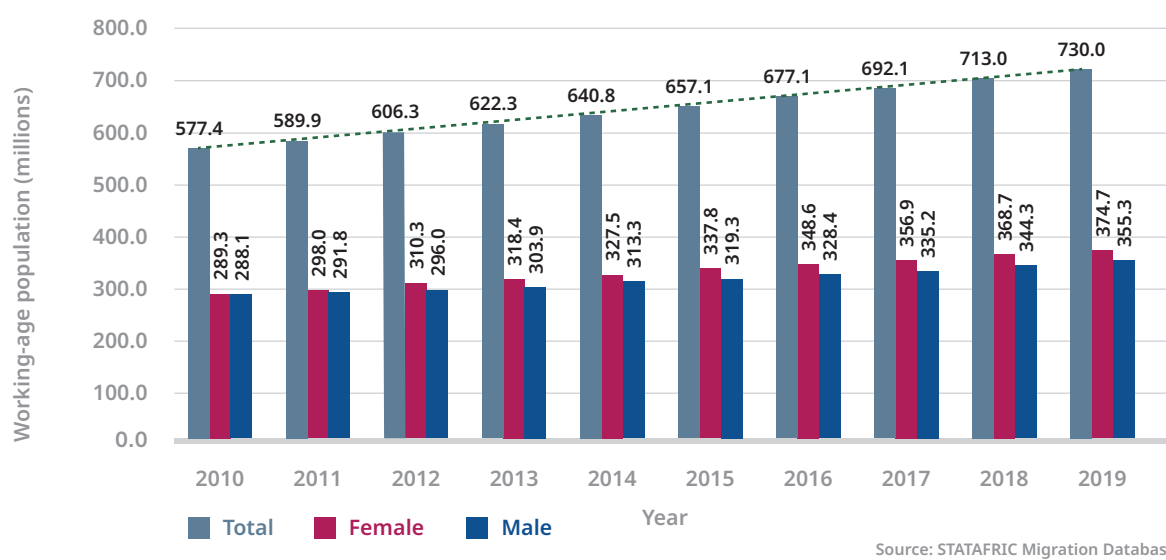
2.3. Working-age population

The working-age population indicates the number of potential workers in a country's economy. In line with international statistical standards, this report defines the working-age population as all people aged 15 years and older.

According to the estimates presented in figure 2.3, the working-age population in Africa was 730 million in 2019, having increased by around 26 per cent since 2010. A difference between the sexes can be observed in that the female working-age population grew by around 30 per cent over the same period, while the corresponding male growth rate was 23 per cent.

Every year, growing numbers of people enter the working-age population in Africa after reaching the age of 15 years. Despite their significant labour market potential, many of these people aged between 15 and 24 years are not in employment, education or training (NEET) and their vulnerability should be taken into account by policymakers. People in a NEET situation often lack the skills required to better themselves socially and economically and they may be at a higher risk of suffering social exclusion and earning an income below the poverty line.

Figure 2.3. Working-age population of Africa, by sex, 2010–19 (millions)



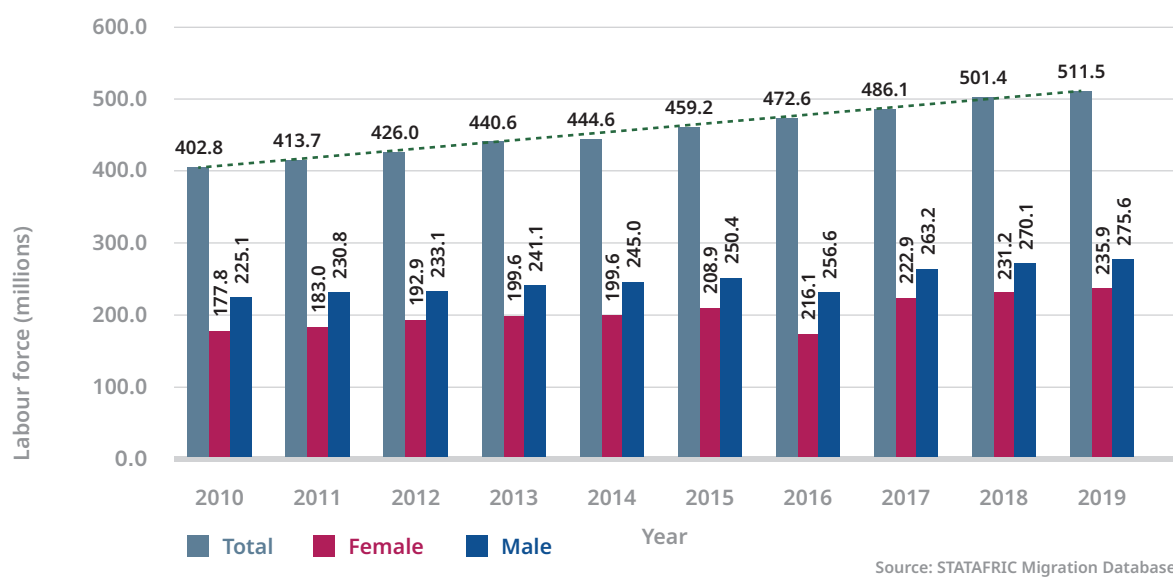
Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals.

2.4. Labour force and labour force participation rate

As defined by the ILO, “The labour force comprises all persons of working-age who furnish the supply of labour for the production of goods and services during a specified time-reference period. It refers to the sum of all persons of working-age who are employed and those who are unemployed.” (ILO, n.d.)

As shown in figure 2.4, the number of people in the labour force in Africa increased from an estimated 402.8 million in 2010 to 501.4 and 511.5 million in 2018 and 2019, respectively. During the entire period under review, men have outweighed women in the labour force. In 2019, men made up 53.9 per cent of the labour force: a proportion that has hardly changed over the years. This suggests that many obstacles preventing African women from entering the labour market remain. These include “persistent occupational and sectoral segregation and a disproportionate share of unpaid household and care work” (ILO 2016b, 5).

Figure 2.4. Labour force in Africa, by sex, 2010–19 (millions)

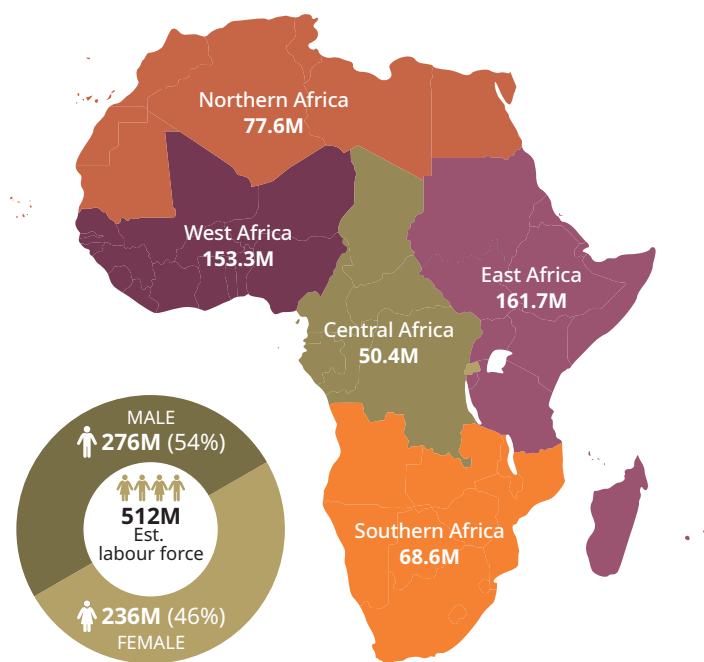


Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals.

At the subregional level, the labour force was concentrated in East Africa (161.7 million) and West Africa (153.3 million) as shown in map 2.2, much like the distribution of the total population. These two geographical subregions accounted for, respectively, 31.6 per cent and 30.0 per cent of the total labour force in the continent in 2019. Southern Africa and Northern Africa each accounted for around 13.4 and 15.2 per cent of the African labour force in that year, while Central Africa’s share was 9.9 per cent. Moreover, the data reveal that there are significantly more men than women in the labour force in Northern and Central Africa (66.8 and 60.0 per cent, respectively), whereas the gender distribution in the other subregions is more balanced (see table 2.2). Several obstacles to entry into the labour market continue to be faced by women. For example, in the Central African Republic, a country in the Central Africa, there exist social norms that tend to exclude women from productive employment (ILO 2020, 13). Similarly, despite significant improvements in women’s education in the Northern African countries, women there are more likely to remain outside the labour force. In that region, obstacles at the sociocultural, structural and institutional level, among others,

continue to hinder the realization of full gender parity in the labour force (Shalaby 2014; Barsoum, Wahby and Sarkar 2017).

Map 2.2. Distribution of the African labour force across geographical subregions, 2019 (millions)



Note: The data presented in this map are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, the total for Africa does not match the sum of the subregional subtotals.

Source: STATAFRIC Migration Database.

Table 2.2. Distribution of the African labour force, by geographical subregion and sex, 2019 (millions and percentage)

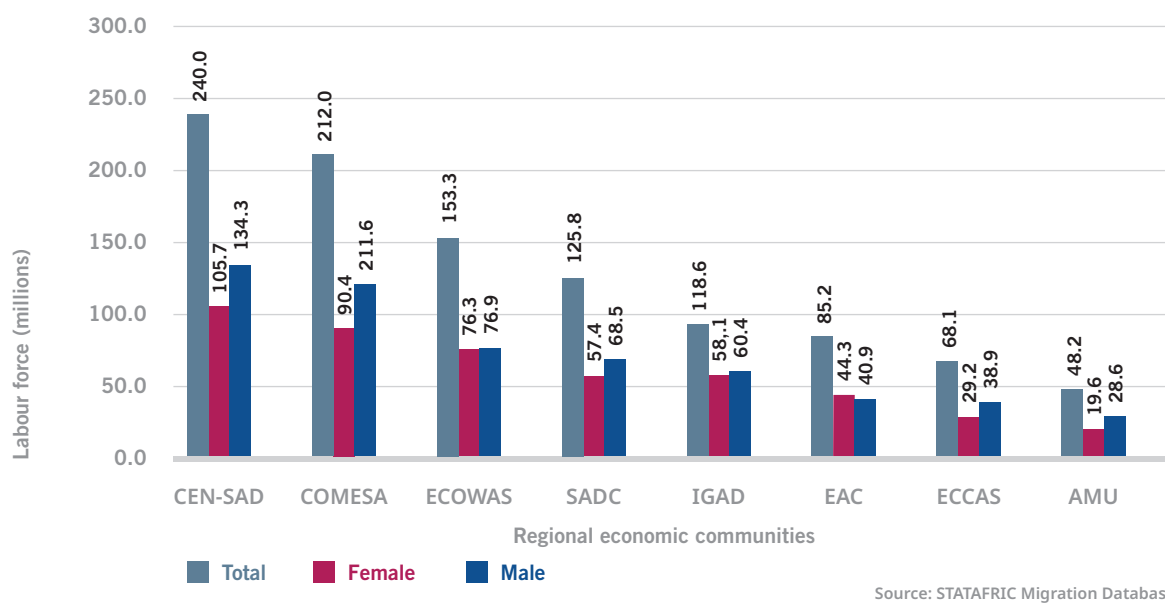
Labour force	Total (millions)	Female (%)	Male (%)
East Africa	161.7	49.5	50.5
West Africa	153.3	49.8	50.2
Northern Africa	77.6	33.2	66.8
Southern Africa	68.6	49.0	51.0
Central Africa	50.4	40.0	60.0
Africa	511.5	46.1	53.9

Note: The data presented in this map are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, the total for Africa does not match the sum of the subregional subtotals.

Source: STATAFRIC Migration Database.

At the REC level (figure 2.5), CEN-SAD accounted for the bulk of the African labour force in 2019 with 240.0 million people. The male dominance observed in the total labour force also manifests itself in most, albeit not all, of the RECs. The widest gap between men and women is found in the AMU, where men make up 59.3 per cent of the labour force. In CEN-SAD, COMESA and the Economic Community of Central African States (ECCAS), men account for 56 to 57 per cent of the labour force. In the EAC, ECOWAS and the Intergovernmental Authority on Development (IGAD) there is no gender gap worthy of note, since men in these regions make up 48.0, 50.2 and 51.0 per cent of the labour force, respectively.

Figure 2.5. Labour force in Africa, by regional economic community and sex, 2019 (millions)

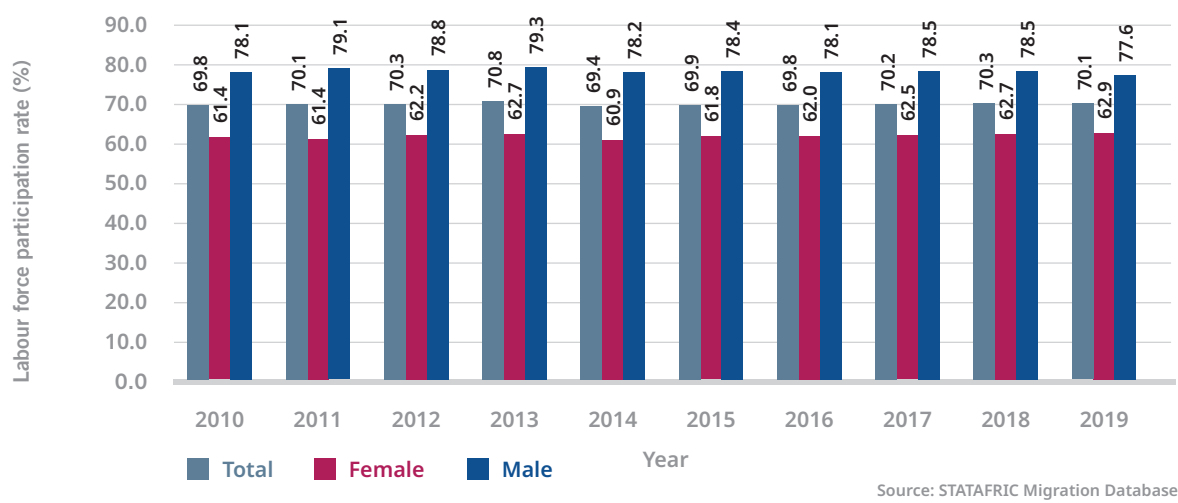


Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals. Some African Union Member States belong to more than one regional economic community (REC). Due to such overlaps, the data presented at the REC level in this report cannot simply be aggregated to give the continental total.

The labour force participation rate expresses the labour force as a percentage of the working-age population (ILO, n.d.). It gives an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the working-age population.

The labour force participation rates in Africa for all years from 2010 to 2019 are presented in figure 2.6. The overall labour force participation rate for Africa is estimated to have stood at 70.1 per cent in 2019: a rate that has remained more or less at the same level over the period in question. Throughout this period, the male labour force participation rate was consistently higher than the female rate. The gender gap in 2010 and most subsequent years has exceeded 16 percentage points, averaging at 16.4 percentage points; however, in 2018 and 2019 the gap narrowed slightly to 15.7 and 14.6 percentage points, respectively.

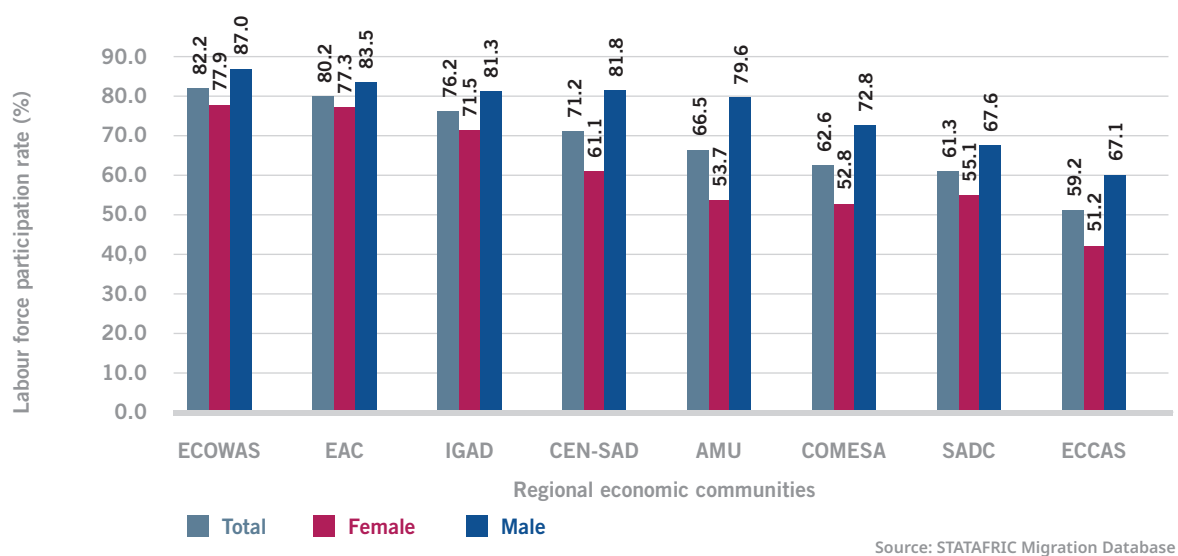
Figure 2.6. Labour force participation rate in Africa, by sex, 2010–19 (percentage)



Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations.

Figure 2.7 presents the labour force participation rates in Africa disaggregated by REC. The data indicate that in 2019, the highest rates were to be found in ECOWAS (82.2 per cent), the EAC (80.2 per cent) and IGAD (76.2 per cent), while the lowest rate was observed in ECCAS (59.2 per cent). The participation rate of women was lower than that of men in all the RECs, but the width of the gender gap varied considerably across the RECs. In 2019, it ranged from just 6.2 percentage points in the EAC to much wider gaps in COMESA (20.0 percentage points), CEN-SAD (20.7 percentage points) and the AMU (25.9 percentage points).

Figure 2.7. Labour force participation rate in Africa, by regional economic community and sex, 2019 (percentage)



Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Some African Union Member States belong to more than one regional economic community (REC). Due to such overlaps, the data presented at the REC level in this report cannot simply be aggregated to give the continental total.

CHAPTER 3

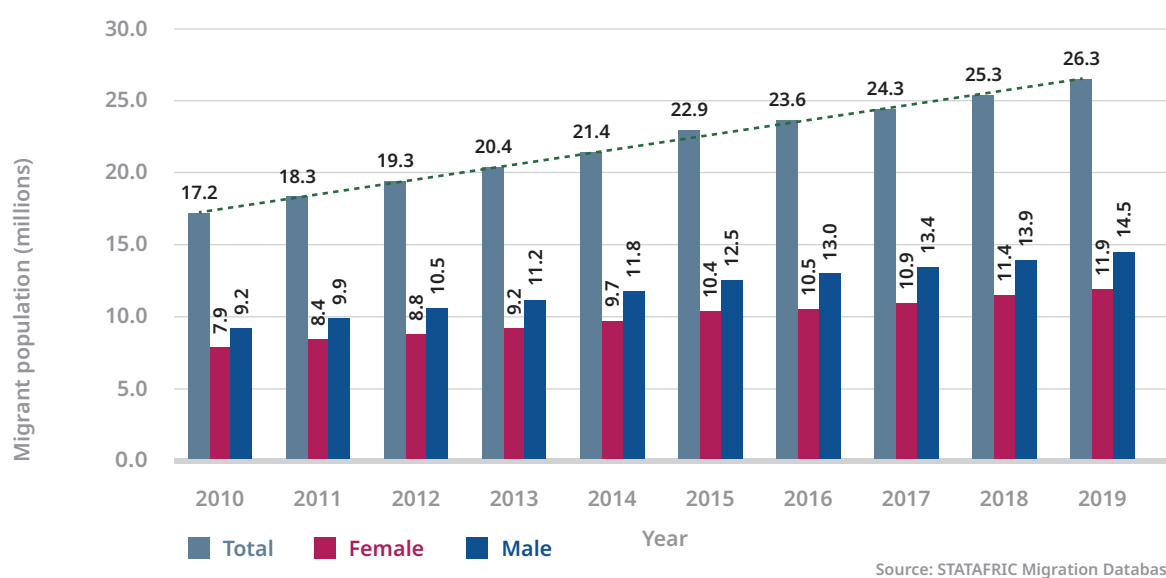
INTERNATIONAL MIGRATION IN AFRICA

This chapter first provides an overview of stocks of international migrants in the Member States of the African Union. It then moves on to a summary of international labour migration in Africa.

Analysis of the data compiled in the STATAFRIC Migration Database shows that the number of international migrants in Africa increased from 17.2 million in 2010 to an estimated 26.3 million in 2019, which translates into an average annual growth rate of 4.8 per cent (figure 3.1). Agreements on the free movement of people and freedom of establishment within certain economic communities, as well as population growth and national policies on mobility, have contributed significantly to the increase in migration since 2010 (AUC 2020, 31).

Throughout the period under review, men have accounted for over half of the international migrants in Africa, their share always hovering around 55 per cent.

Figure 3.1. International migrant population in Africa, by sex, 2010–19 (millions)



Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals.

The share of international migrants in the total population of Africa increased from 1.7 per cent in 2010 to 2 per cent in 2019. The largest share at the national level in 2019 was recorded in Gabon, where migrants accounted for 19 per cent of the country's population. Other countries with a significant proportion of international migrants are Seychelles, Equatorial Guinea, Libya, Djibouti and Côte d'Ivoire, in all of which migrants made up over 10 per cent of the population in 2019.

An international migrant may be defined as "any person who changes his or her country of usual residence" (UNDESA 1998, para. 32). Similarly, the stock of international migrants in a country may be defined as "the set of persons who have ever changed their country of usual residence, that is to say, persons who have spent at least a year of their lives in a country other than the one in which they live at the time the data are gathered" (UNDESA 1998, para. 185).

In Africa, population censuses are the main national sources of data on migrant stocks. The fact that censuses are undertaken only every ten years poses a great challenge when it comes to generating up to date time series data on migrants.

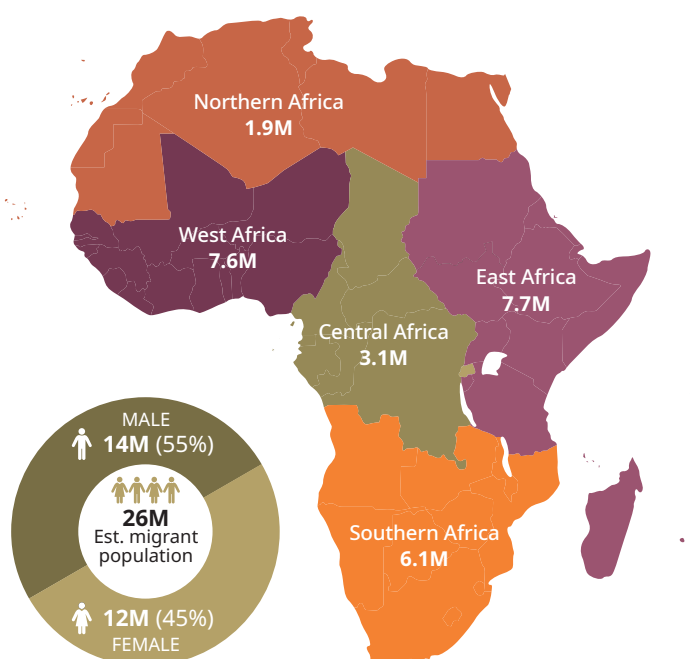
Since most countries can provide data on stocks of international migrants only for the census years, census data sometimes have to be supplemented with data from nationally representative surveys or other sources. In those cases where countries have not yet been able to produce reliable estimates on stocks of their migrant population, this report has used data from international sources to complement the national data and to estimate time series (see [Chapter 5](#) on the methodology). In that respect, the stock data at the aggregate level should be regarded as merely indicative.

Even though this report does not systematically present data at the Member State level, it is worth highlighting some issues regarding comparability between countries and across years. These issues often have to do with varying degrees of alignment with international statistical standards when generating data at the national level. For instance, most countries include relevant questions on the country of birth and/or nationality in their censuses and surveys in order to determine who is a migrant. However, in their reporting, countries may use either of these criteria to define the stock of international migrants: this has implications for any comparisons that are drawn between countries.

3.1. Spatial distribution of the international migrant population

The distribution of international migrants across the geographical subregions in Africa is presented in map 3.1 below. East Africa and West Africa hosted the bulk of the migrant population in 2019. In 2019, these two subregions together hosted more than half (58 per cent) of the international migrants in Africa, with over 7 million migrants in each subregion. The other subregions' shares of the total migrant population in 2019 were: 23 per cent in Southern Africa, 12 per cent in Central Africa and 7 per cent in Northern Africa. There were fewer female than male international migrants in all the subregions (table 3.1). The gender gap was most pronounced in Northern Africa, where female migrants accounted for around 38 per cent of the estimated 1.9 million international migrants in 2019.

Map 3.1. Distribution of the international migrant population in Africa across geographical subregions, 2019 (millions)



Note: The data presented in this map are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, the total for Africa does not match the sum of the subregional subtotals.

Source: STATAFRIC Migration Database.

Table 3.1. International migrant population in Africa, by geographical subregion and sex, 2019

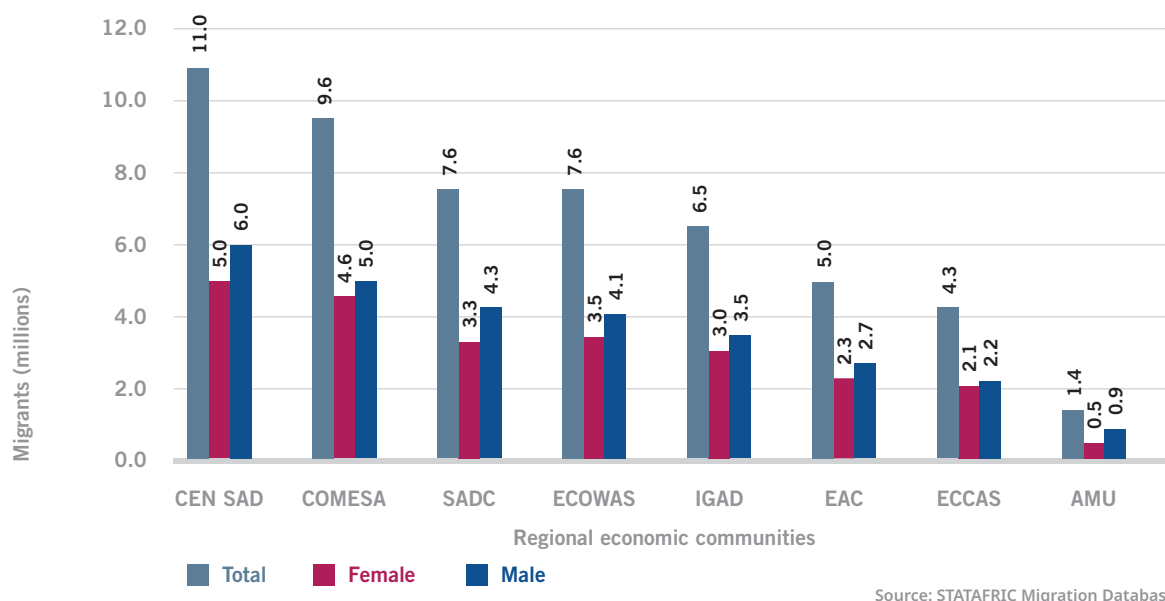
Subregion	Total (millions)	Female (%)	Male (%)
East Africa	7.7	46.8	53.2
West Africa	7.6	45.8	54.2
Southern Africa	6.1	42.0	58.0
Central Africa	3.1	48.8	51.2
Northern Africa	1.9	38.1	61.9
Africa	26.3	45.0	55.0

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, the total for Africa does not match the sum of the subregional sub-totals.

Source: STATAFRIC Migration Database.

A comparison of the regional economic communities (RECs) indicates that CEN-SAD had the largest migrant population (11.0 million) in 2019, followed by COMESA (9.6 million). At the other end of the scale, the AMU had the smallest migrant population (1.4 million). Again, female migrants were in the minority in all the economic communities. This gender gap was starkest in the AMU, where female migrants made up 36 per cent of the total migrant population.

Figure 3.2. International migrant population in Africa, by regional economic community and sex, 2019 (millions)

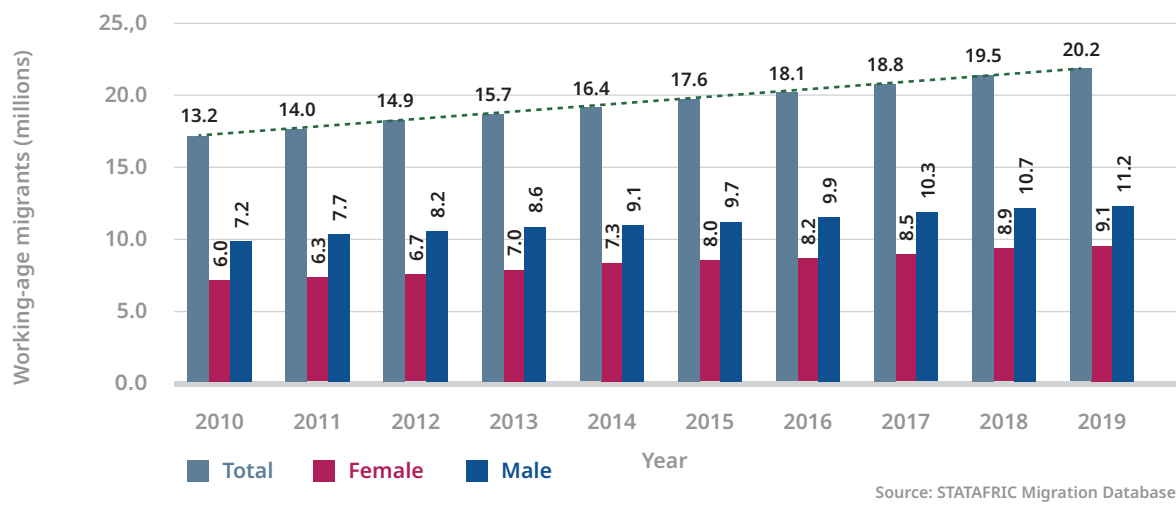


Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals. Some African Union Member States belong to more than one regional economic community (REC). Due to such overlaps, the data presented at the REC level in this report cannot simply be aggregated to give the continental total.

3.2. Working-age international migrants

Working-age international migrants – that is, migrants aged 15 years and older – can potentially contribute to a country’s labour force. The number of working-age migrants in Africa in 2019 has been estimated at 20.2 million, reflecting a rising trend from 13.2 million in 2010 (figure 3.3). Migrants of working-age accounted for about 77 per cent of all international migrants in the continent in 2019. This is indicative of the selectivity of migration: most migratory flows are known to involve people of working-age who are looking for employment opportunities. As with the total migrant population, there were more male than female migrants among those aged 15 years and above.

Figure 3.3. Working-age international migrants in Africa, by sex, 2010–19 (millions)

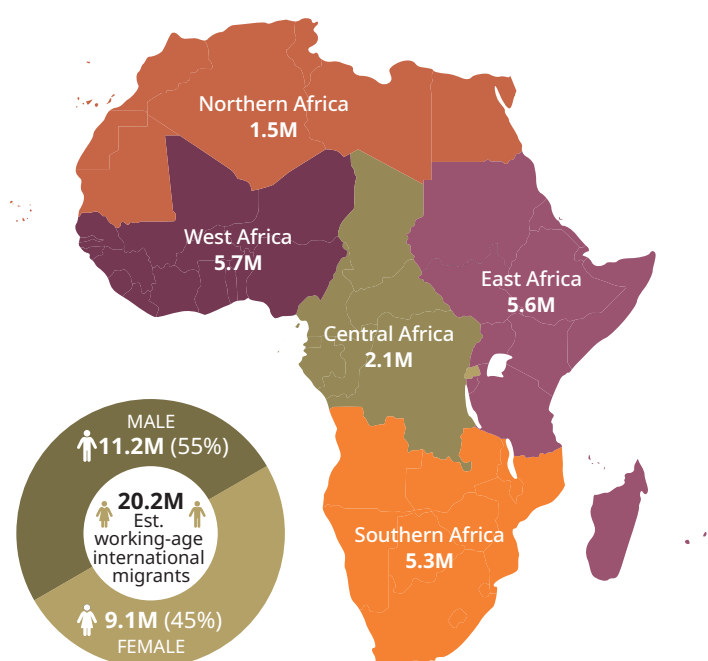


Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals.

3.3. Spatial distribution of working-age international migrants

The distribution of working-age international migrants across geographical subregions for 2019 is shown in map 3.2 below. Most of the around 20 million working-age migrants were living in East Africa, Southern Africa and West Africa in 2019. These three subregions each hosted more than 5 million international migrants of working-age.

Map 3.2. Distribution of the working-age international migrants in Africa across geographical subregions, 2019 (millions)

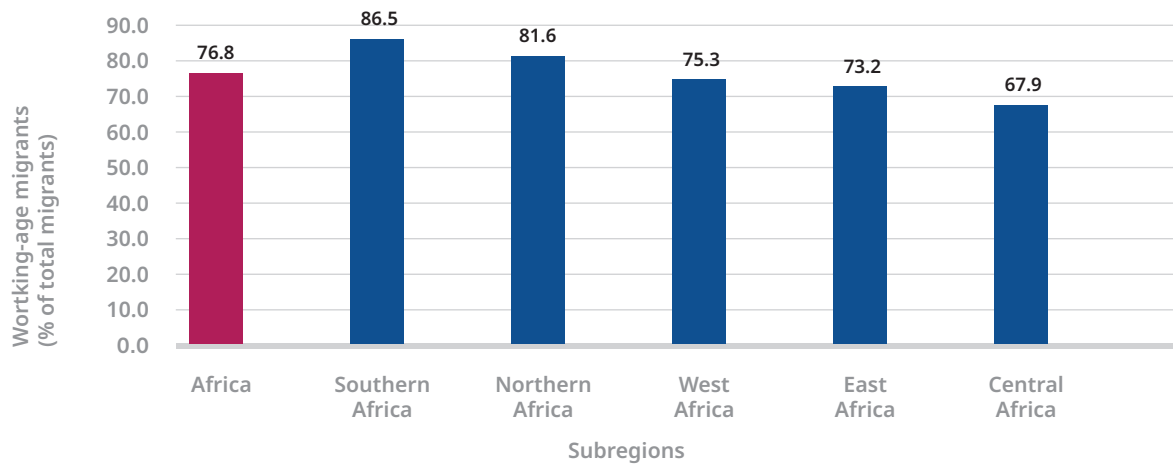


Note: The data presented in this map are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, the total for Africa does not match the sum of the female and male subtotals.

Source: STATAFRIC Migration Database.

International migrants of working-age accounted for more than 70 per cent of the total international migrant population in 2019 in all subregions apart from Central Africa, where the share was 68 per cent (figure 3.4). Their share was highest in Southern and Northern Africa, where working-age migrants accounted for more than 80 per cent of all migrants in 2019.

Figure 3.4. Share of working-age migrants in international migrant population in Africa, total and by geographical subregion, 2019 (percentage)



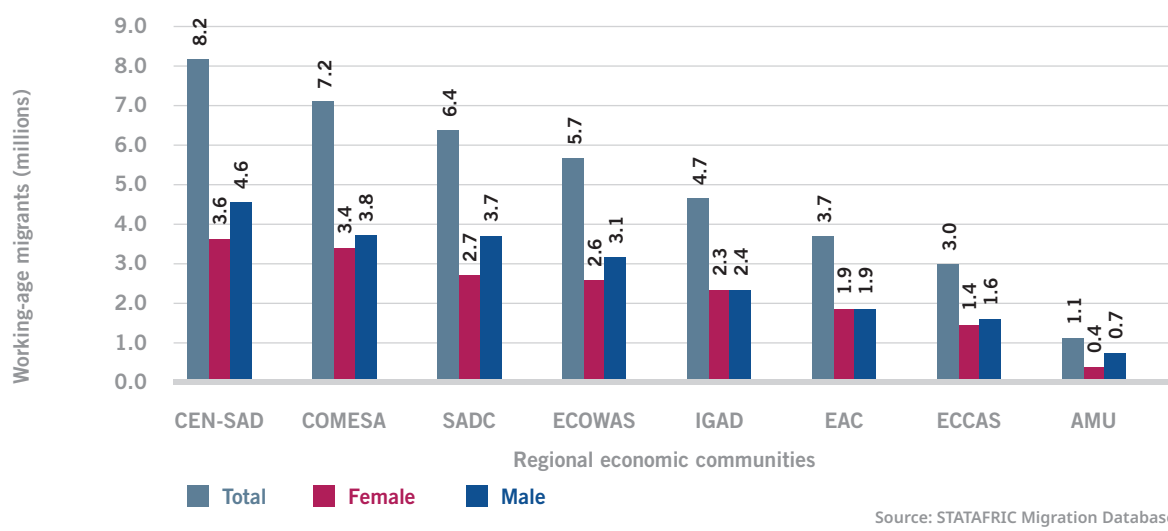
Source: STATAFRIC Migration Database

Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations.



Among the economic communities, CEN-SAD and COMESA continue to have the highest numbers of migrants of working-age, with 8.2 and 7.2 million migrants, respectively, in 2019 (figure 3.5). Reflecting the overall trend observed, there were more men than women among migrants of working-age in all the economic communities apart from the EAC and IGAD, where the share of men was equal to that of women.

Figure 3.5. Working-age international migrants in Africa, by regional economic community and sex, 2019 (millions)



Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals. Some African Union Member States belong to more than one regional economic community (REC). Due to such overlaps, the data presented at the REC level in this report cannot simply be aggregated to give the continental total.

3.4. Labour migration in Africa

Many migratory movements are motivated by economic factors and in particular the quest for job opportunities. That being said, it is important to note that migrants account for only a small proportion of the total labour force. In Africa as a whole, this share was at its highest in 2019, when it reached 2.8 per cent, though it has been close to that level over the past decade and there has been only a small increase from 2.4 per cent in 2010.

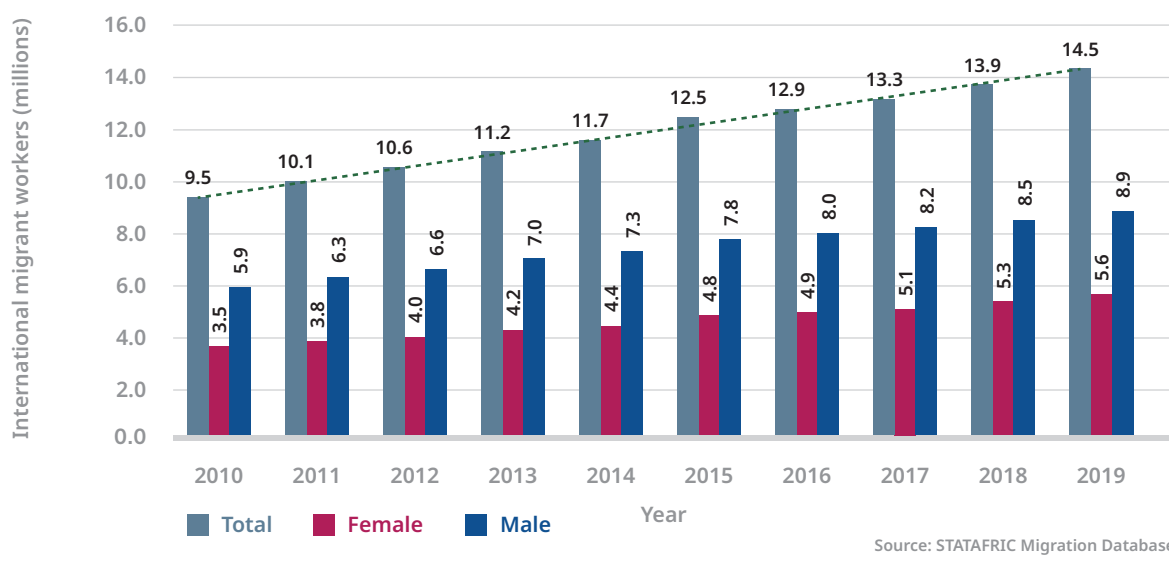
Irregular migrant workers and migrant workers employed in the informal sector might be part of the data reported by Member States. However, when interpreting the labour migration statistics presented here, one must bear in mind that these groups cannot be quantified nor reported separately, yet they can make up a significant proportion of migrants and migrant workers in many countries. In addition, seasonal and/or short-term workers, though they might be captured in national data sources, fall outside the scope of an international migrant as presented in this report.

3.5. Trends in international labour migration in Africa

International migrants in the labour force are commonly referred to as “migrant workers”. The number of such workers grew from 9.5 million in 2010 to 14.5 million in 2019, which translates into an average annual growth rate of 4.8 per cent. The growth rate of migrant workers is higher than the population growth rate in Africa. Accordingly, it would be advisable to adopt labour policies designed to ensure that the continent as a whole can meet the migrant labour force’s demand for job opportunities. Of the estimated total 20.2 million working-age migrants within Africa in 2019, 14.5 million (72 per cent) were in the labour force.

During the period under review, the average share of women among migrant workers was 38 per cent. The lack of gender parity is more pronounced among migrant workers than for the total labour force, where the average share of women was 45 per cent. The large numbers of migrant women engaged in informal work, as well as unpaid care and domestic labour, may partly explain their under representation in the labour force (ILO 2016b, 11). However, the gender balance among migrant workers has improved slightly over the years: in 2010, women made up 37 per cent of migrant workers, but by 2019 this share had risen to 39 per cent (figure 3.6). This may point to an increasing number of women migrating independently in order to work in other African countries.

Figure 3.6. International migrant workers in Africa, by sex, 2010–19 (millions)

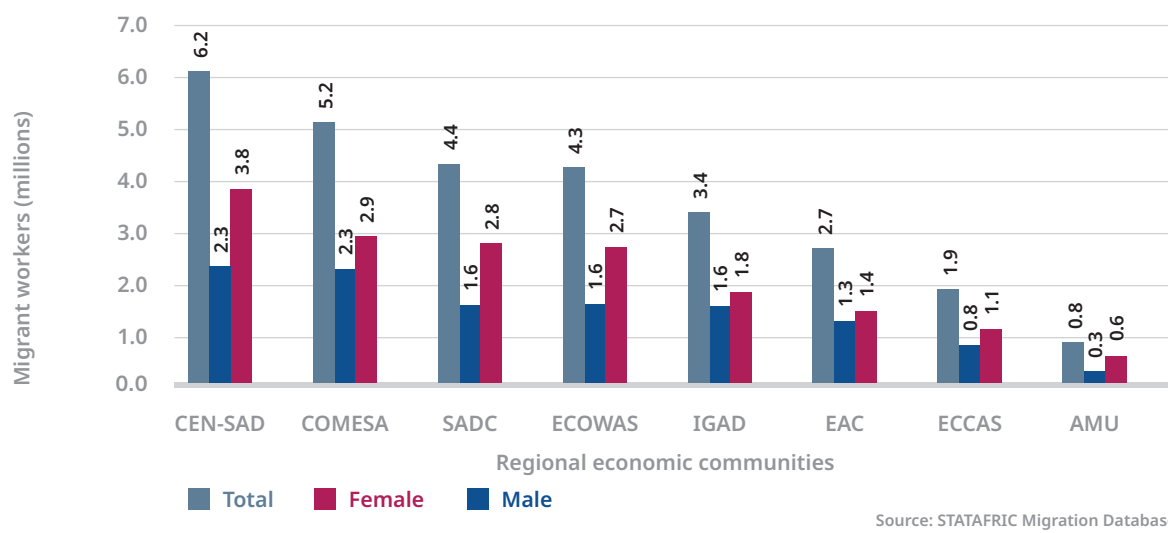


Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals.

3.6. Spatial distribution of international migrant workers

Among the economic communities, CEN-SAD and COMESA had the highest numbers of international migrants in the labour force in 2019, namely 6.2 million and 5.2 million, respectively (figure 3.7). The lowest numbers of migrant workers were recorded for ECCAS (1.9 million) and the AMU (0.8 million). It is worth pointing out again that some Member States belong to more than one economic community, and that data presented at the REC level cannot therefore simply be aggregated to give the continental total. Men dominated the migrant labour force in all the economic communities. In the AMU, men accounted for 70 per cent of the total migrant labour force, the highest share among all the RECs. The economic communities with the largest female shares were IGAD and the EAC, where women made up around 46 per cent of migrant workers in each case.

Figure 3.7. International migrant workers in Africa, by regional economic community and sex, 2019 (millions)



Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals. Some African Union Member States belong to more than one regional economic community (REC). Because of such overlaps, the data presented at the REC level in this report cannot simply be aggregated to give the continental total.

Turning to the geographical subregions, East Africa, West Africa and Southern Africa together hosted more than 80 per cent of the migrant workers in Africa in 2019. The countries of Northern Africa have the smallest number of international migrants in the labour force (map 3.2). The previous edition of this report noted how migrants in this subregion tend to be in transit to Europe or the Middle East and do not stay on as residents (AUC 2020, 36). As with the regional economic communities, men accounted for more than half of the migrant workers in all the geographical subregions.

Map 3.3. Distribution of international migrant workers in Africa across geographical subregions, 2019 (millions)

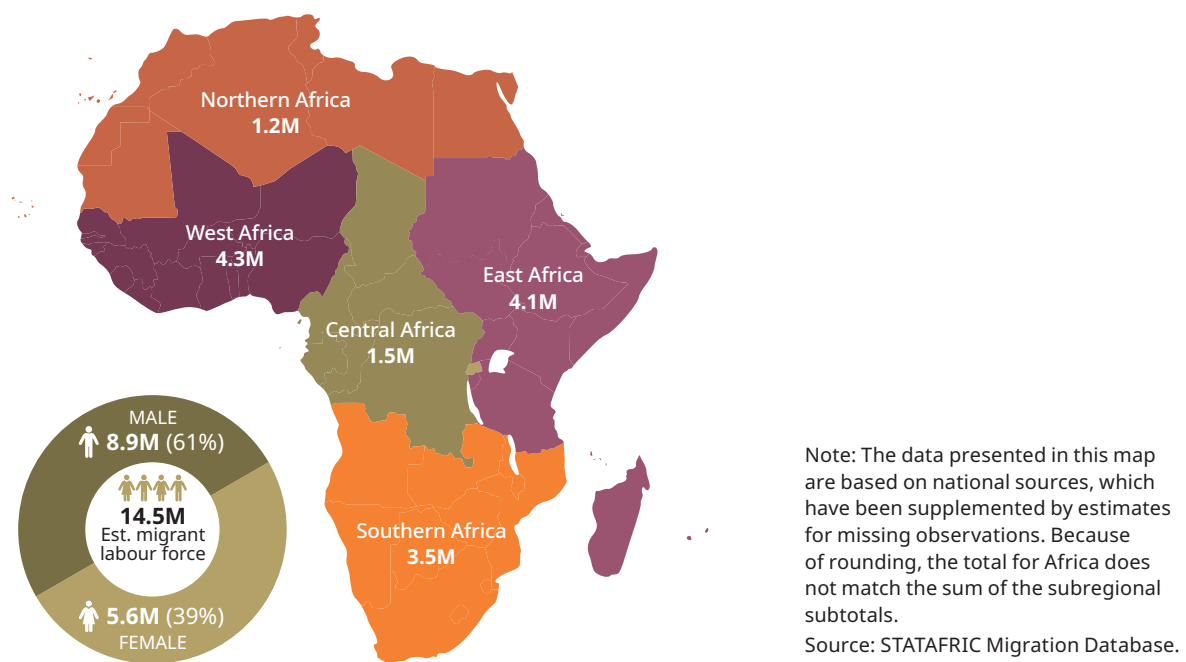


Table 3.2 presents the average annual growth rates of the total population, labour force, total migrants and migrants in the labour force (migrant workers) for each geographical subregion and for Africa as a whole over the period 2010–19. The population growth rate was highest in Central Africa and West Africa, at 3.2 and 3.0 per cent respectively, both considerably higher than the continental average of 2.7 per cent. Northern Africa registered the lowest average population growth rate of 1.9 per cent per year. The growth rates for the labour force follow those of the total population in each subregion. The average annual growth rates of the international migrant population range from 1.8 per cent in West Africa to 7.4 per cent in East Africa. The growth rates for migrant workers broadly follow those of the total migrant population in each subregion. It is worth noting that Southern Africa and East Africa, which had relatively low population growth rates, nevertheless registered the highest growth rates in international migrant population and migrant labour force.

Table 3.2. Average annual growth rate of population, labour force, international migrants and international migrant workers in Africa, total and by geographical subregion, 2010–19 (percentage)

Subregion	Population	Labour force	Total migrants	Migrant workers
Central Africa	3.2	3.1	4.5	3.8
East Africa	2.6	2.6	7.4	7.5
Northern Africa	1.9	1.9	3.4	3.6
Southern Africa	2.5	2.4	6.7	6.9
West Africa	3.0	3.0	1.8	1.9
Africa	2.7	2.7	4.8	4.8

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. The growth rates for total migrants and migrant workers in Central Africa should be interpreted with caution because of the use of data sources of quite different types for some countries in that subregion.

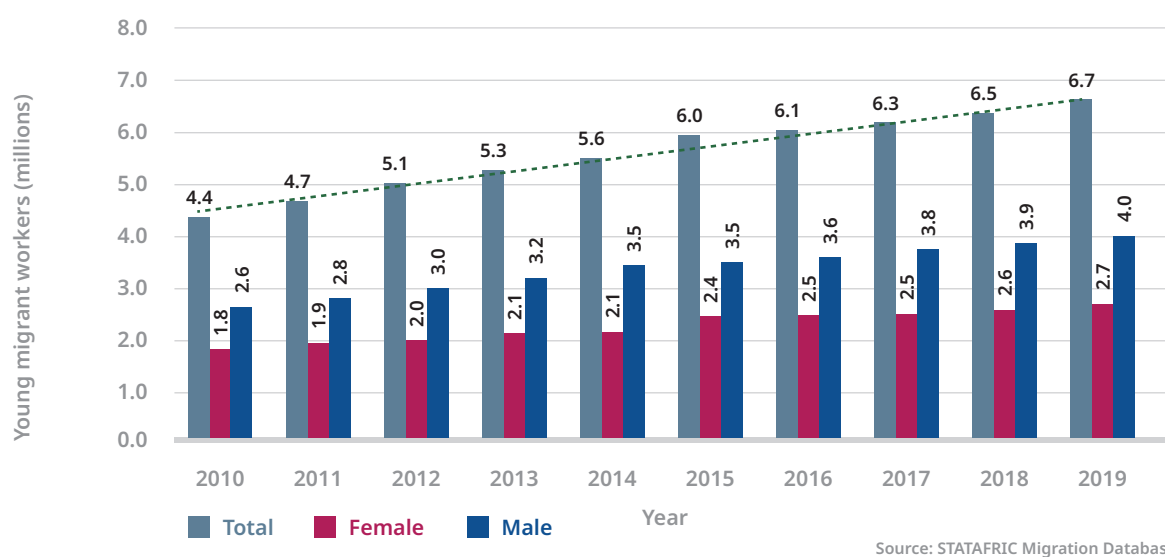
Source: STATAFRIC Migration Database.

3.7. Young international migrant workers

In the African Youth Charter adopted by the Heads of State and Government at their Summit in Banjul in July 2006, the term “youth” or “young people” was defined as referring to all people between 15 and 35 years of age in order to take into account the African context.

The number of young international migrants in the labour force – that is, young migrant workers – increased from 4.4 million in 2010 to 6.7 million in 2019. Young men accounted for around 60 per cent of young migrant workers in Africa in any given year (figure 3.8).

Figure 3.8. Young international migrant workers (aged 15–35 years) in Africa, by sex, 2010–19 (millions)



Note: The data presented in this figure are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals do not match the sum of the female and male subtotals.

CHAPTER 4

ADDITIONAL CHARACTERISTICS OF EMPLOYED INTERNATIONAL MIGRANTS

This chapter describes the characteristics of employed persons both in the general population and among migrants, concentrating on the following variables: employment status, economic activity and occupation. However, only 11 countries in total provided relevant data for one or more of these variables on employment (Cabo Verde, Cameroon, Chad, Egypt, Liberia, Mali, Namibia, Niger, Nigeria, Senegal, Seychelles). It is also worth noting that data on occupation and economic activity were provided by different subsets of countries, which makes it difficult to compare them.

This chapter also presents statistics on educational attainment for the total population and among migrants aged 15 years and older. A section deals with remittances sent by migrants to their countries of origin and a final section deals with the social protection for migrant workers.

Looking at all these characteristics gives one a better insight into the background and working conditions of employed international migrants. However, it is also important to understand the level of involvement of migrant workers

in the informal sector and in informal employment. Although not presented in this report, such statistics can help in the design of policy interventions aimed at tackling decent work deficits¹ among migrant workers.

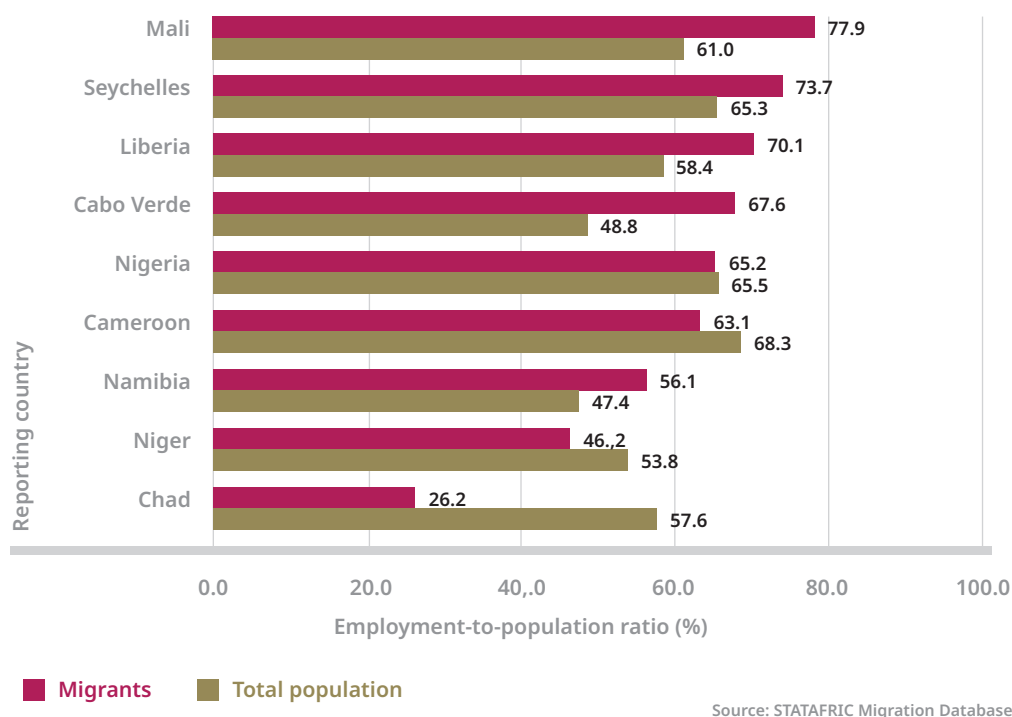
4.1. Characteristics of employed persons

For this edition of the report, data on total employed persons and the number of migrant workers in employment and their characteristics refer to the year 2018. Nigeria and Egypt accounted for 77 per cent of all employed persons in this set of countries. Each of these two countries has a significantly larger population than the other eight countries providing data.

Across the countries, the employment-to-population ratio (EPR) differs for both migrants and the total population, as shown in figure 4.1. For the total population, Cameroon had the highest EPR in 2018 at 68.3 per cent, while Namibia had the lowest (47.4 per cent).

As for the migrant population, the highest EPR values are to be found in Mali (77.9 per cent), Seychelles (73.7 per cent) and Liberia (70.1 per cent), while the lowest was reported by Chad (26.2 per cent).

Figure 4.1. Employment-to-population ratio for total and migrant populations, selected African countries, 2018 (percentage)

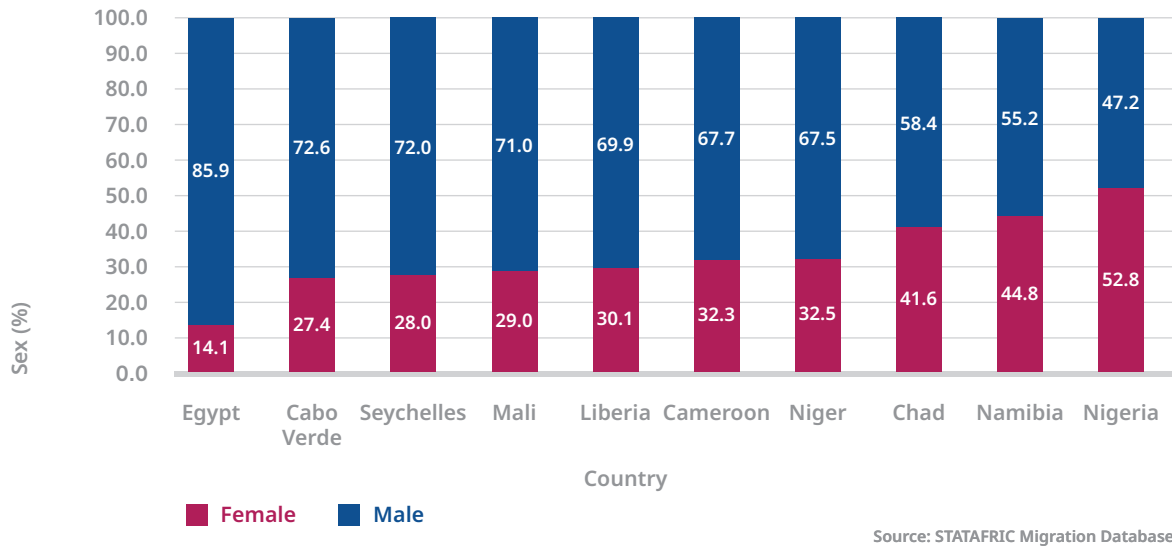


Note: The data presented in this figure are based on national sources. Of the ten countries reporting data for this indicator, Egypt has not been included above due to uncertainty in the EPR for migrants. For the calculation of the EPR from Nigeria, data on the total population 15+ is from the UNDESA database.

¹ Decent work deficits are reflected in “the absence of sufficient employment opportunities, inadequate social protection, the denial of rights at work and shortcomings in social dialogue” (ILO 2001).

Across almost all ten countries, the majority of employed migrants in 2018 were men, but this ranged from an overwhelming majority of 85.9 per cent in Egypt to a relatively lower share of 55.2 per cent in Namibia. The one exception in the set was Nigeria, where women made up the majority (52.8 per cent) of the migrant workers in employment (figure 4.2).

Figure 4.2. International migrant workers in employment, by sex, selected African countries, 2018 (percentage)



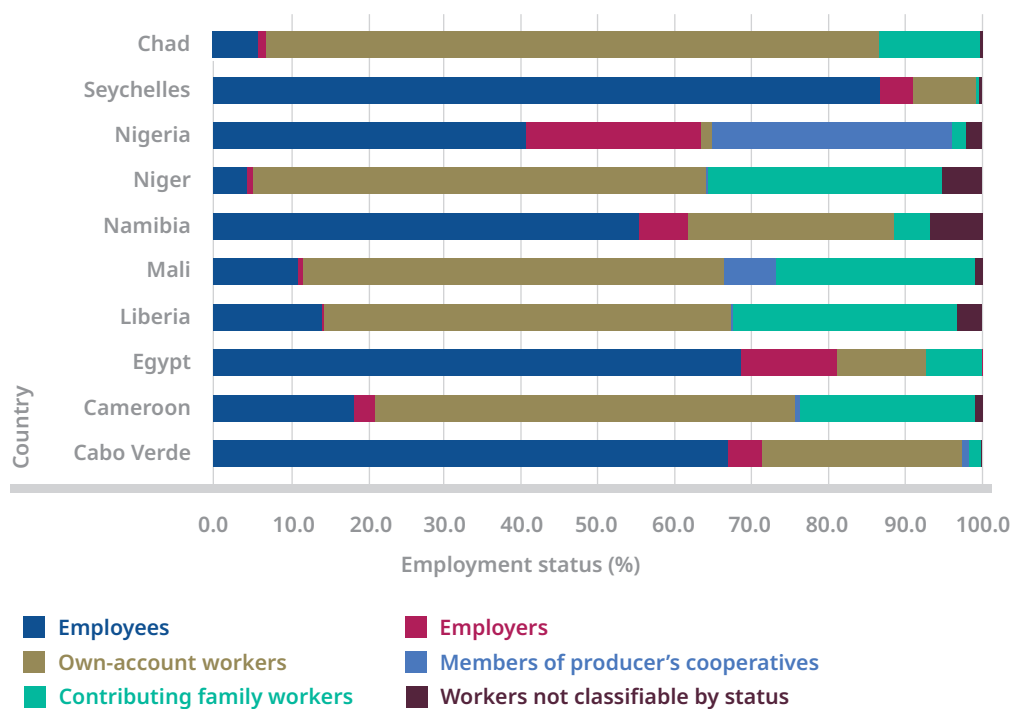
Note: The data presented in this figure are based on national sources.

4.1.1. Status in employment

Studying the distribution of employed persons by status in employment gives an indication of the economic risks that their jobs may entail and the level of authority that they may have in their workplace. This report uses the International Classification of Status in Employment (ICSE-93), which classifies employed persons into the following groups: (a) employees; (b) employers; (c) own-account workers; (d) members of producers' cooperatives; (e) contributing family workers; and (f) workers not classifiable by status.

The distribution of employed persons in the total population by status in employment for the ten reporting countries is shown in figure 4.3. This distribution differs across the countries. A majority of employed persons were employees in Seychelles (86.7 per cent), Egypt (68.7 per cent), Cabo Verde (67.0 per cent), Namibia (55.4 per cent) and Nigeria (40.8 per cent). Own-account workers made up more than half of the employed persons in Chad (79.6 per cent), Niger (58.9 per cent), Mali (54.7 per cent), Cameroon (54.6 per cent) and Liberia (53.0 per cent).

Figure 4.3. Employed population by status in employment, selected African countries, 2018 (percentage)



Source: STATAFRIC Migration Database

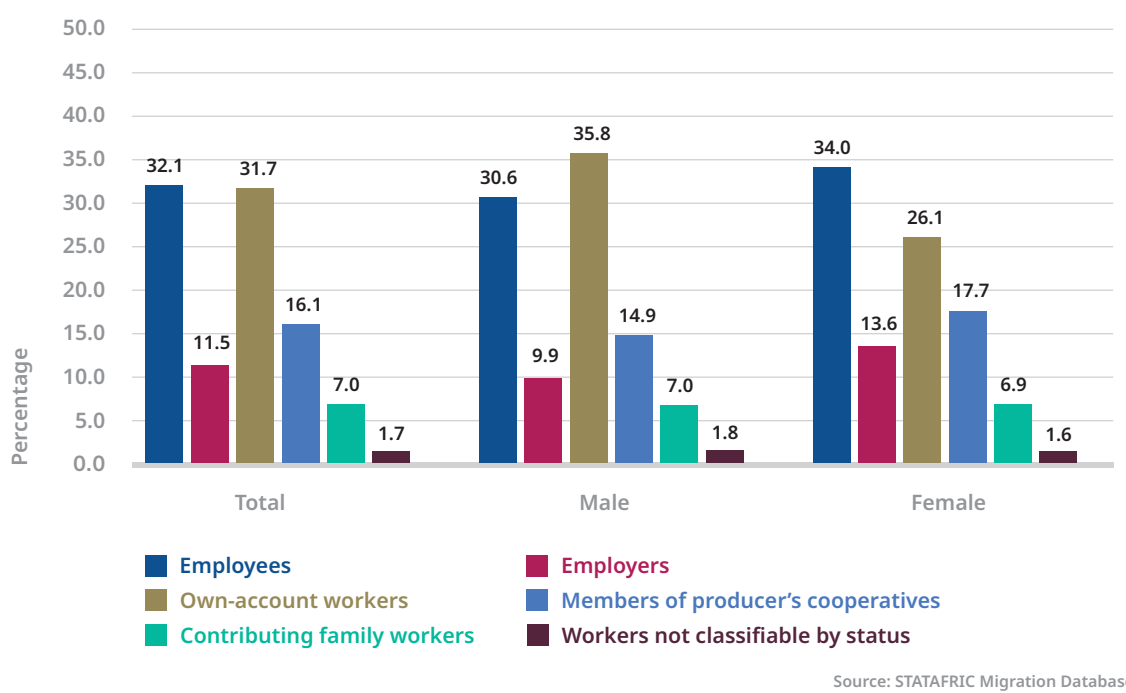
Note: The data presented in this figure are based on national sources.

The distribution of employed international migrants by status in employment for each of the two sexes is shown in figure 4.4. Since very few countries reported data on status in employment, it is not meaningful to report this distribution for individual countries. If one aggregates the data for the reporting countries, it emerges that 32.1 per cent of migrants in employment were employees, while 31.7 per cent were own-account workers. Some differences may be observed between the employed migrants and the total employed population. Thus, 16 per cent of migrants in employment were members of producers' cooperatives, compared with just 4 per cent in the total employed population; 11.5 per cent were employers and 7.0 per cent were contributing family workers, compared with 5.5 and 13.7 per cent, respectively in the total employed population.

Considering the two sexes separately, it may be seen that the largest group of female migrants in employment were employees (34 per cent). The share of male migrants in that category was 30.6 per cent. Among the male migrants in employment, the majority were own-account workers (35.8 per cent). The share of female migrants in that category was significantly lower, at 26.1 per cent (figure 4.4).

Member States should be encouraged to report on the employment status of migrant workers together with other complementary indicators. This would help to clarify the extent of decent work deficits among migrant employees and those who are self-employed. To improve the availability of data on the employment status of migrant workers, the scope and design of labour force surveys, manpower surveys and other employment-related surveys could be adjusted to include migrants in the sample. Further, status in employment is a variable often included in population censuses and the possibility of using population censuses for this type of analysis could be explored.

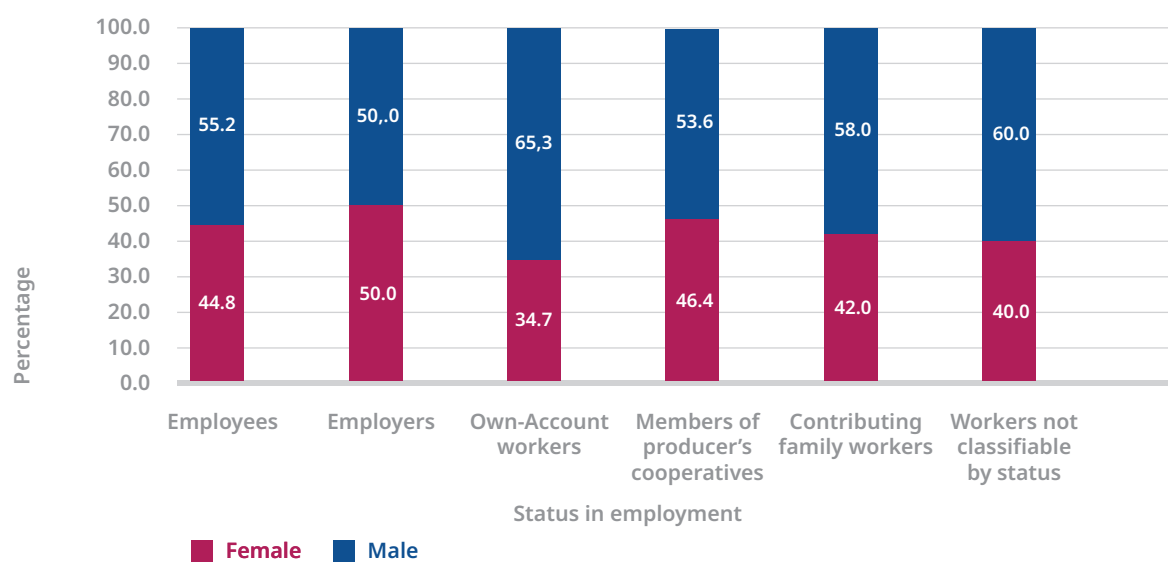
Figure 4.4. Share of employed migrant workers by status in employment within each sex category, selected African countries, 2018 (percentage)



Note: The data presented in this figure are based on national sources. Because of rounding, the individual shares in some of the bar charts do not add up to 100 per cent.

At the aggregate level for the reporting countries, male migrants predominate in all categories of employment status except for employers, where the share was 50.0 per cent for both sexes in 2018 (figure 4.5).

Figure 4.5. Employed migrant workers, by sex and status in employment, selected African countries, 2018 (percentage)



Note: The data presented in this figure are based on national sources.

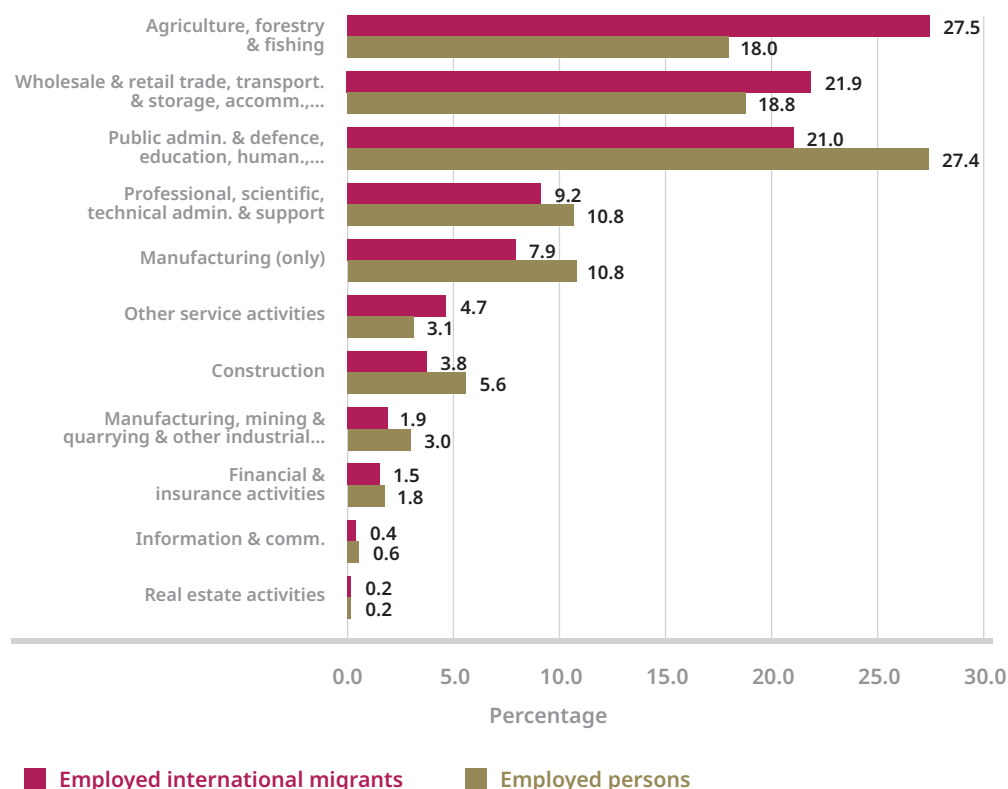
4.1.2. Economic activity

Branch of “economic activity” refers to the industry or sector of the establishment in which work is performed as defined in the International Standard Industrial Classification of All Economic Activities (ISIC). The collection of data for this report was based on the fourth revision of that classification (ISIC Rev.4). In order to design better labour migration policies, it is important to have data on the distribution of employed migrant workers by economic activity. However, other than the ten countries considered in this section, most African Union Member States did not provide relevant data. Targeted efforts will be undertaken in the next round of data collection (for the next edition of this report) to address these gaps with a view to increasing Member States’ reporting rates and improving the quality of these statistics.

Across the reporting countries, the largest sector for the employed population as a whole was “public administration and defence; education; human health and social work activities” (27.4 per cent). However, the agricultural sector, which comprises agriculture, forestry and fishing, was the biggest employer of migrants, accounting for 27.5 per cent of employed migrant workers in 2018 (figure 4.6). It is worth noting that the agricultural sector is labour-intensive and that the work is often poorly paid. The next two largest sectors were “wholesale and retail trade; transport and storage; accommodation and food service activities”, which employs 21.9 per cent of migrant workers, and “public administration and defence; education; human health and social work activities” (21.0 per cent). These three sectors together accounted for almost three quarters (70.4 per cent) of employed migrant workers in 2018.

The aim of the African Continental Free Trade Area, which came into effect on 1 January 2021, is to eliminate almost all import duties and provide free access to commodities, goods and services across the continent. This will create a single market, thereby strengthening the economic integration of African countries, promoting the movement of capital and people, and facilitating investment. Tariff-free access to markets will encourage service providers and manufacturers to leverage economies of scale. The wide range of economic activities in which migrants are employed across the ten countries considered in this section suggests that migrant workers could play a key role in the future development of this free trade area.

Figure 4.6. Employed persons (migrant and total), by economic activity, selected African countries, 2018 (percentage)



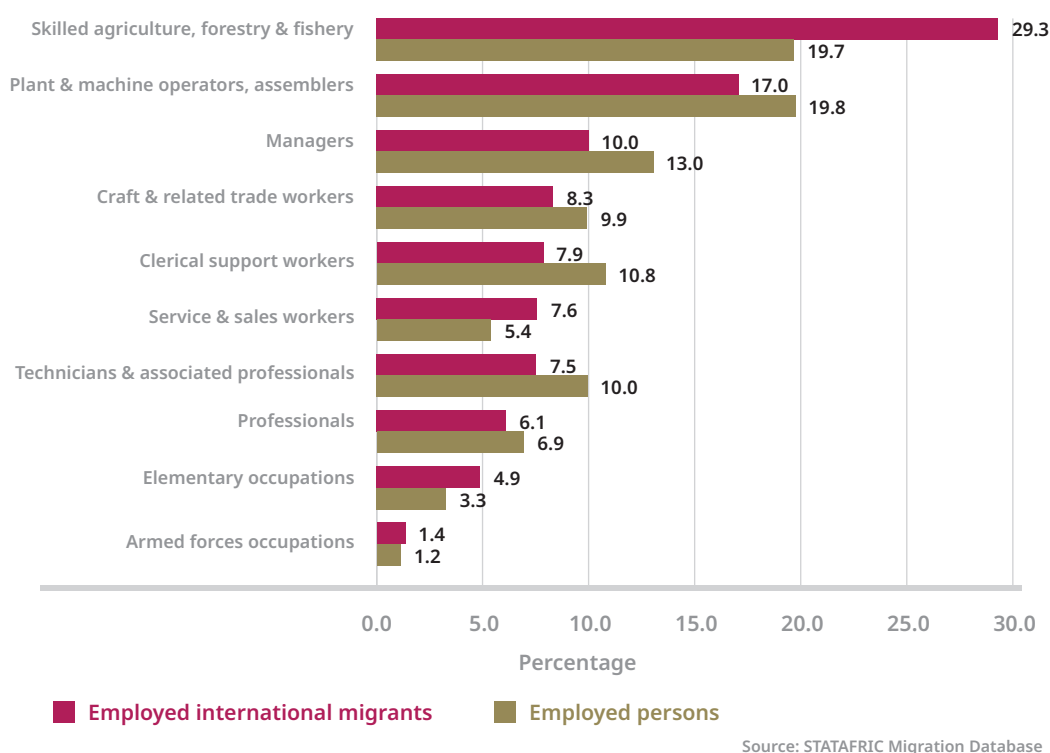
Source: STATAFRIC Migration Database

Note: The data presented in this figure are based on national sources.

4.1.3. Occupation

As can be seen from figure 4.7, a majority of both employed workers and employed international migrants are to be found in medium skilled occupations, such as skilled agricultural, forestry and fishery workers; plant and machine operators and assemblers; service and sales workers; and craft and related trades workers. This is especially so among employed international migrants, 29.3 per cent of whom were working as skilled agricultural, forestry and fishery labourers in 2018.

Figure 4.7. Employed persons (migrant and total), by occupation, selected African countries, 2018 (percentage)



Note: The data presented in this figure are based on national sources.

4.2. Educational attainment

Educational attainment, or the highest level of education reached by an individual, is an important socio-economic characteristic when describing the total and migrant populations of a country. Education is key to improving the labour market situation of people across Africa. A higher level of education may translate into higher income for workers' households, which in turn increases the likelihood that they will be able to send their children to school. Moreover, education is essential for acquiring the skills required to cope with technological change.

Educational attainment is one of the indicators used to measure progress towards SDG target 4.4: "By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship." High educational attainment is, moreover, associated with better health, increased civic engagement, decreased violence and crime, and other factors linked to sustainable development (UIS, n.d.).

In this report, educational attainment is classified into four categories based on the International Standard Classification of Education (ISCED) (see Appendix II).

The results presented in this section are aggregates at the continental level based on the countries that provided data. These aggregates mask considerable national differences. Migrants are often a heterogeneous group within and between countries, and the distribution of educational attainment in the migrant working-age population depends on many factors.

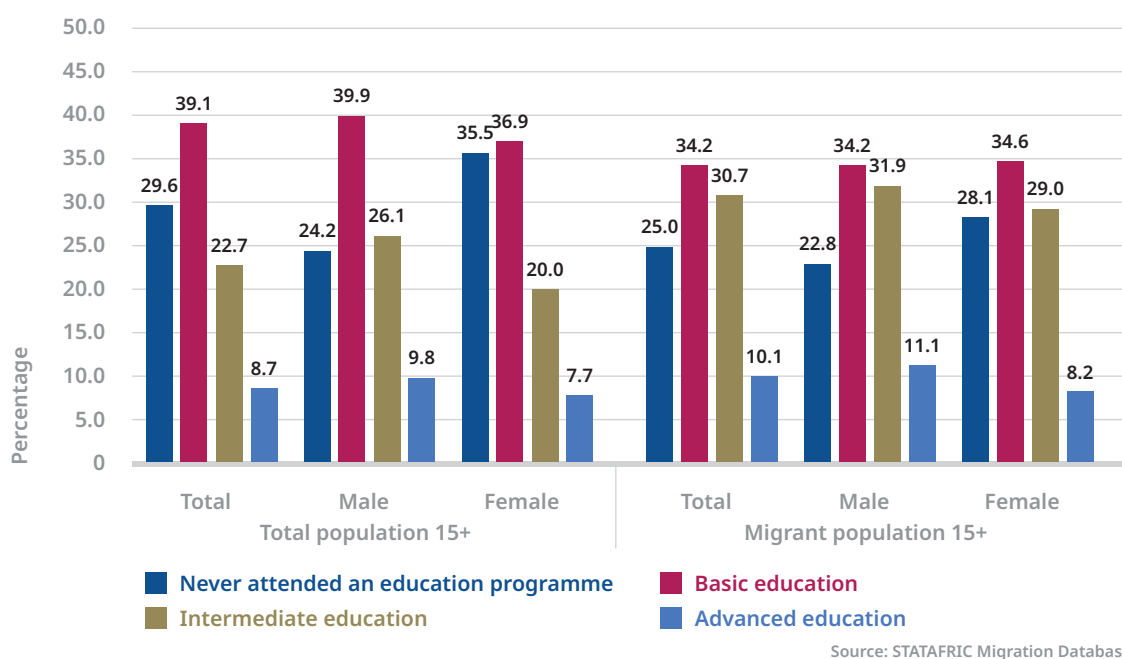
The educational background can thus vary greatly between migrants from different countries of origin with different educational structures. Educational attainment in the migrant population also has to do with the reasons for migration. (For instance, if the main motivation for a particular migrant is to find work and high skills are in demand in the destination country, his or her level of education is likely to be commensurately high.) Just as the sex and age distribution can differ between refugees and labour migrants, so the level of education can differ across different categories of migrants.

If the reason for migration is work-related, the labour market situation in the countries involved will trigger the migration of different categories of workers with different educational backgrounds and skills.

Among the total population of working-age, that is those aged 15 years and above, nearly 40 per cent had basic education – in other words, they had at the most completed lower secondary education. The share of the population having at least an intermediate level of education – that is, upper secondary education or above – was just over 31 per cent (figure 4.8).

When looking at the aggregates, one may see that migrants of working-age had a higher level of education than the population in general. The share of migrants with at least intermediate education was around 41 per cent. In both groups, the proportion of women who had never attended an education programme was larger than that of men.

Figure 4.8. Educational attainment of total and migrant working-age populations, by sex, 2010–19 (percentage)



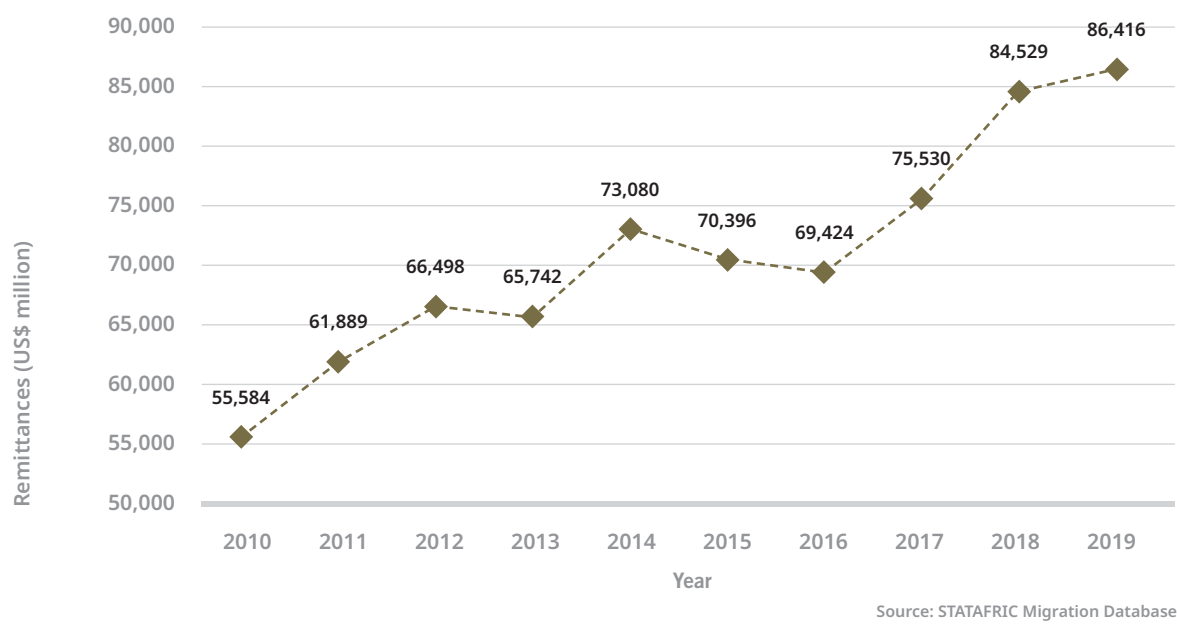
Note: The values in this figure do not refer to a specific year but to an average for the years within the period 2010–19 reported by each country. Because of rounding, the individual shares in some of the bar charts do not add up to 100 per cent.

4.3. Remittances

Remittances from international migrants have become an important source of external finance for the African continent (EIB 2020, 185). Between 2010 and 2019, there was a substantial increase in the volume of remittances sent by international migrants within Africa and by those living and working outside Africa – namely, from US\$55.6 billion to US\$86.4 billion (an increase of 55 per cent). However, as can be seen in figure 4.9, despite the general upward trend, remittance flows decreased between 2012 and 2013 and between 2014 and 2016.

It is essential to note that these figures are probably an understatement, given the scale of undocumented migration and transfers within Africa, the prevalence of informal remittance channels, and the relatively scarce official data available from many African countries. The true volume of remittance flows to Africa, including unrecorded flows through formal and informal channels, is believed to be considerably larger than the official data (EIB 2020, 186). Furthermore, there are other ways in which migrants may contribute to the development of their country of origin (for example, through in-kind remittances as well as skills and know-how), though these contributions are difficult to quantify.

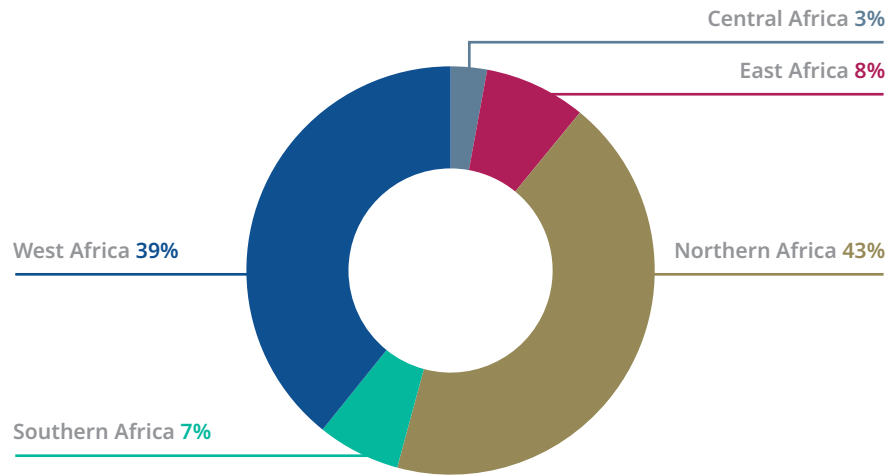
Figure 4.9. Total remittances from migrants received in African countries, 2010–19 (US\$ million)



Note: The data presented in this figure are based on national sources, which have been supplemented by data from the World Bank for missing observations. The aggregation excludes the Central African Republic, Chad, Equatorial Guinea, Eritrea, Libya, Somalia and Sahrawi Arab Democratic Republic.

Among the geographical subregions, Northern Africa (43 per cent) and West Africa (39 per cent) together received about 82 per cent of the total remittances to Africa in 2019 (figure 4.10). This can be ascribed mainly to the volume of remittances received by individual countries in these subregions. Thus, the populous countries Nigeria (28 per cent) and Egypt (31 per cent) together received 59 per cent of the total remittance flows reported for Africa in 2019.

Figure 4.10. Distribution of migrant remittances among African subregions, 2019 (percentage)



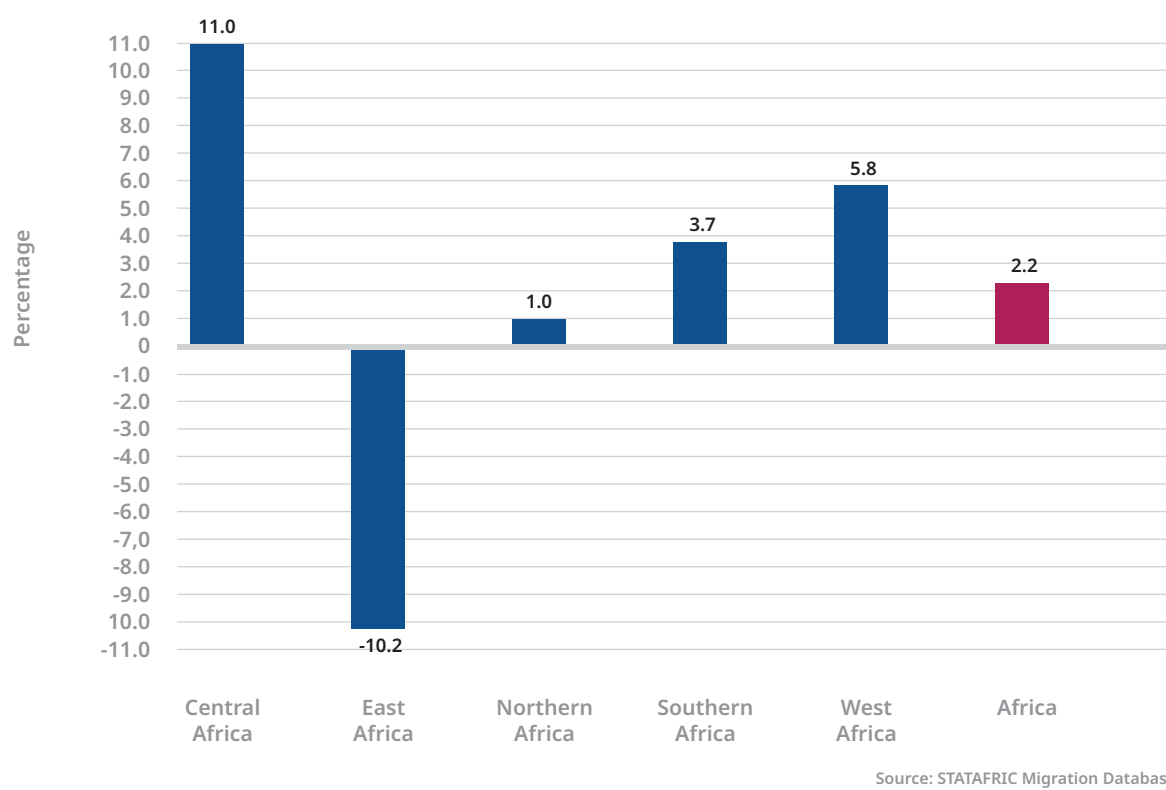
Source: STATAFRIC Migration Database

Note: The data presented in this figure are based on national sources, which have been supplemented by data from the World Bank for missing observations.



Overall, between 2018 and 2019, remittances in Africa grew by 2.2 per cent from US\$84.5 billion to US\$86.4 billion. The increases in individual subregions were as follows: 11.0 per cent in Central Africa, 5.8 per cent in West Africa, 3.7 per cent in Southern Africa and 1.0 per cent in Northern Africa. However, remittances to East Africa declined by 10.2 per cent (figure 4.11). This decline was mainly due to a huge decrease in the remittances reported for South Sudan, from US\$1,267 million to US\$80 million.

Figure 4.11. Growth of remittance flows to Africa, total and by geographical subregion, 2018–19 (percentage)



Note: The data presented in this figure are based on national sources, which have been supplemented by data from the World Bank for missing observations.

4.4. Social protection for migrant workers

ILO contribution to the 3rd edition of the Report on Labour Migration Statistics in Africa

4.4.1. Introduction

Social protection is a fundamental human right enshrined in many national, regional and global instruments. Extending social protection to all, including migrant workers and their families, is key to ensuring income security for all, reducing poverty and inequality, achieving decent work and reducing vulnerability and social exclusion. In times of crisis, solid national social protection systems can act as automatic social and economic stabilizers. In recognition of the critical role of social protection, Africa has articulated the strong desire to advance social protection. These include, the [Yaoundé Tripartite Declaration on the implementation of the Social Protection Floor \(2011\)](#), the African Union Commission's [Ouagadougou+10 Declaration and Plan of Action on Employment, Poverty Eradication and Inclusive Development \(2015\)](#), the [2015 Addis Ababa Declaration on Transforming Africa through Decent Work for Sustainable Development](#), and the [Africa Union Agenda 2063](#). More recently, ILO constituents adopted [Abidjan Declaration- Advancing Social Justice: Shaping the future of work in Africa](#). Further, an additional draft Protocol to the African Charter of Human and Peoples Rights on the Rights of Citizens to Social Protection and Social Security is undergoing adoption. Despite these efforts, progress in building social protection systems, including social protection floors, is still too slow. Social protection in Africa is at 17.8% - the lowest in the world (ILO 2017). COVID-19 has exacerbated the situation.

Migrant workers face greater challenges in enjoying rights to social protection. Migrants are more likely than nationals, who work throughout their life in one country, to face legal and practical obstacles in accessing social protection, including healthcare. Migrants may be denied access to social protection coverage in the host country because of their status or nationality, insufficient duration of their periods of employment and residence, inconsistency between social security and migration laws or lack of administrative and financial coordination between the social security schemes of their home and host countries. Their access to social protection may also be hindered by a lack of information about their rights and obligations and by linguistic and cultural barriers. Women migrant workers in particular face multiple forms of discrimination accessing social protection and are at higher risk of exploitation and abuse, including sexual and gender-based violence (ILO 2021a).

4.4.2. Framework for Social protection for migrant workers and their families

To address the obstacles faced by migrants in accessing social security a number measures (not mutually exclusive) can be adopted. These include, ratification and application of ILO Conventions and Recommendations, conclusion of agreements (bilateral/multilateral) to provide for the coordination and portability of social security, and inclusion of social security provisions in bilateral labour arrangements or Memorandums of Understanding (MoUs). States can also adopt unilateral measures including national Social Protection Floors to provide social protection to all within a jurisdiction. The proposed action above, should be complemented by measures addressing administrative, practical, and organizational obstacles faced by migrant workers.

Box 1. Key principles promoted by ILO Conventions and Recommendations for coordination of social security and protection for migrant workers

Equality of treatment: Migrant workers should have, to the extent possible, the same rights and obligations as nationals in terms of coverage and entitlement to social security benefits.

Determination of the applicable legislation: to ensure that the migrant worker is governed by the legislation of only one country at any point in time. Normally the legislation of the country of employment applies. Exceptions exist for certain categories of workers.

Maintenance of acquired rights and provision of benefits abroad: Migrant workers who have acquired rights in one territory should be guaranteed those rights (without restriction, reduction, modification, suspension, cancellation, or confiscation) in any of the States parties to the agreement.

Maintenance of rights in the course of acquisition (also referred to as totalization) provides for the accumulation of qualifying periods under different national social security schemes with a view to the aggregation or totalization of periods of insurance, employment or residence that may be required for the acquisition, maintenance or recovery of rights and for apportioning costs of benefits.

The provision of mutual administrative assistance: coordination and information exchange required for the implementation of social security agreements.

In addition, **reciprocity** requires each States party to an agreement applies the same mechanisms as the other States parties in order to make its social security system more accessible to migrant workers.

Source: ILO (2021a).

Africa: status of ratification on International Standards on social protection of migrant workers

The international labour standards on labour migration¹ provide the only comprehensive way of furthering to a rights-based approach and realization of universal social protection in law and practice. In principle, all international labour standards, unless otherwise stated, are applicable to migrant workers. The ratification and application of relevant Conventions and Recommendations is an important first step towards the domestication of the principles and standards therein. Table 4.1 presents ratifications of key Conventions relevant to social protection of migrant workers and their families, as at 25 June 2021.

Table 4.1. Number of ratifications of ILO Conventions in Africa

ILO Convention	Number of ratifications
Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	39
Migration for Employment Convention (Revised), 1949 (No. 97)	10*
Social Security (Minimum Standards) Convention, 1952 (No. 102)	10
Equality of Treatment (Social Security) Convention, 1962 (No. 118)	11
Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	10**
Maintenance of Social Security Rights Convention, 1982 (No.157)	0
Domestic Workers Convention, 2011 (No.189)	5***

*,** Somalia included - Convention entry into force will be effective as of 08 March 2022;

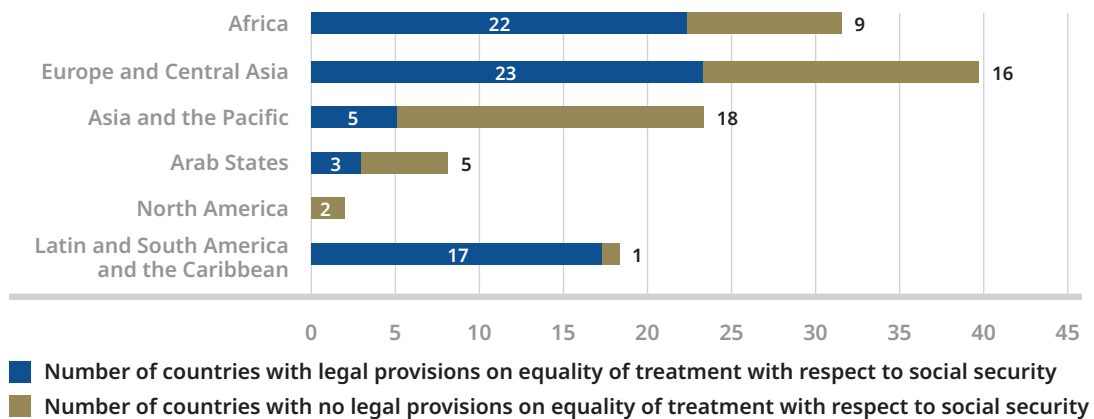
*** Namibia included - entry into force will be effective as of 09 December 2021

Source: ILO NORMLEX website: <https://www.ilo.org/dyn/normlex/en/f?p=1000:12001>

¹ For more details on international labour standards on labour migration: <https://www.ilo.org/global/topics/labour-migration/standards/lang--en/index.htm>

The number of ratifications in Africa is low - suggesting significant gaps in the application of international standards. However, although many Conventions provide for equality of treatment in respect of migrant workers, the low level of ratification does not signify that equality is not ensured at the national level by non-signatory countries. States may choose to accord migrants and its nationals the same treatment with respect to social security. In a global survey on equality of treatment with respect to social security, 22 (71%) of 31 countries surveyed in Africa have legal provisions on equality of treatment (Figure 4.12). Despite this, the ratification and application of the Conventions and conclusion of social security agreements remain the most concrete basis for the application of standards and ensuring the right to social security for migrant workers in particular the portability of social security benefits from one country to another.

Figure 4.12. Equality of treatment with respect to social security

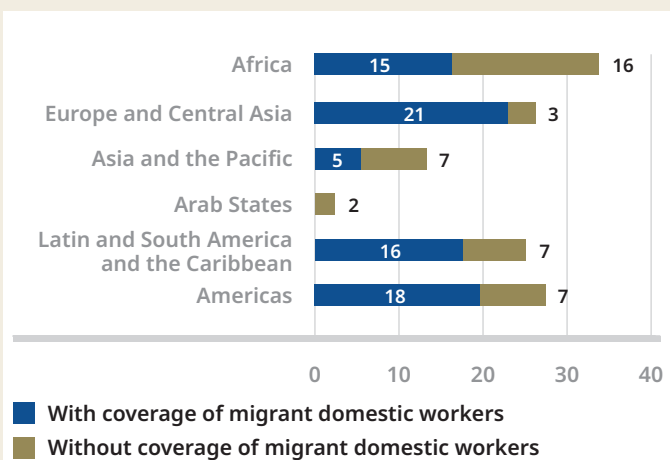


Source: van Panhuys, Kazi-Aoul and Binette. 2017 - A mapping of 120 countries, including 31 countries in Africa

Box 2. Number of countries with some legal social security coverage for domestic workers that provide coverage for migrant domestic workers, 2020

Migrant domestic workers are among the most vulnerable. The ILO estimates that 49.9 per cent of domestic workers are legally covered for at least one social security benefit – based on a review of 168 countries. The review found the percentage of countries that provide such coverage for domestic workers is significantly lower in Asia and the Pacific and the Arab States.

When covered under the general social security schemes, domestic workers, including migrant domestic workers, are normally entitled to the same branches of social security as other workers. In many cases, however, countries exclude migrant domestic workers from such schemes (see chart in this Box).



Source: ILO, 2021b. Making decent work a reality for domestic workers: Progress and prospects ten years after the adoption of the Domestic Workers Convention, 2011 (No. 189) – Based on a review of 168 countries.

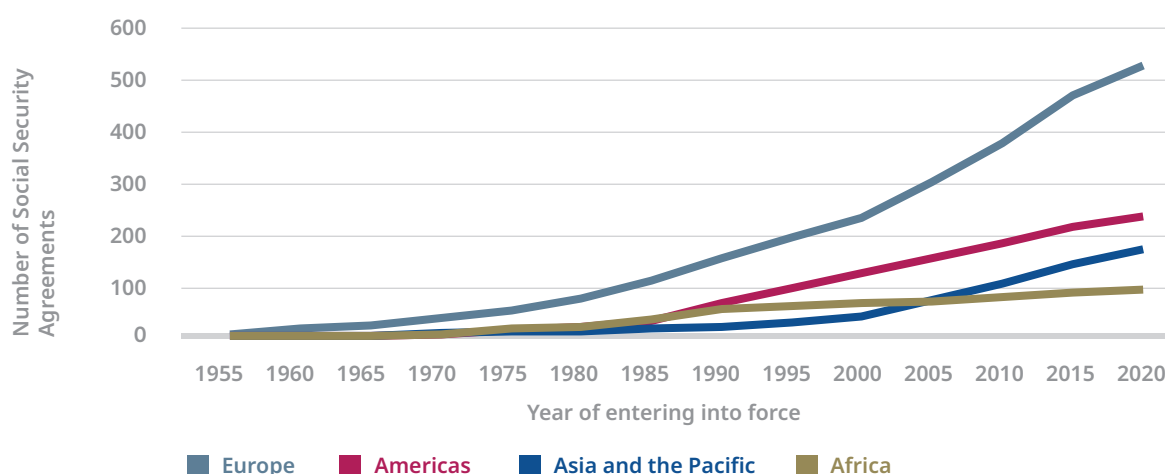
Social Security Agreements

Bilateral and multilateral social security agreements are treaties that are governed by international law and are designed to coordinate the social security schemes of two or more countries in order to overcome, on a reciprocal basis, the barriers that might otherwise prevent migrant workers from receiving benefits under the system of any of the countries in which they have worked (Hirose, Nikac and Tamagno, 2011). Social security agreements is one of the most comprehensive and most commonly used options for ensuring the coordination of social security schemes and the portability of entitlements and benefits.

Bilateral Social Security Agreements

According to the International Social Security Association (ISSA) database on social security agreements, there are eighty nine (89) bilateral social security agreements in force involving countries in Africa. Since the first agreement between Madagascar and France in 1968, the number of agreements have steadily increased to 89 as at end 2020 (Figure 4.13).

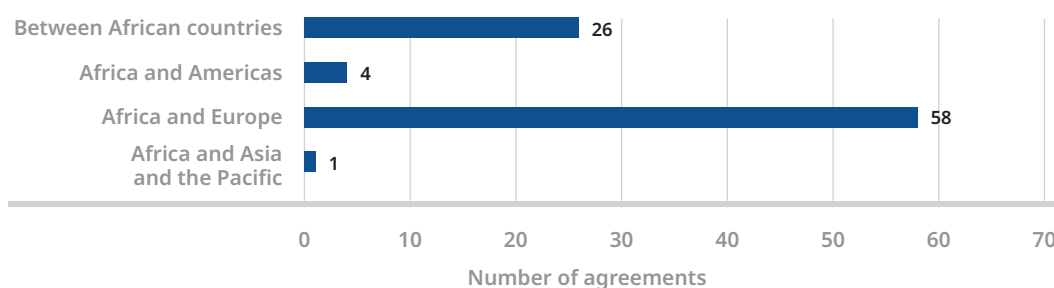
Figure 4.13. Bilateral Social Security Agreements – a steady increase over time



Source: ISSA (2021)

This trend is similar in other major regions of the world can be explained by the growing numbers of international migrants and increasing recognition of the importance of social protection. Figure 4.14 shows the number of Bilateral Agreements between African countries and countries in other regions of the World. More than half of the Bilateral Agreements are with countries in Europe signifying the labour migration patterns.

Figure 4.14. Bilateral social security agreements between regions of the world



Source: ISSA (2021)

The data also show that all 26 Agreements between African countries are mainly organised along regional blocks/Regional Economic Communities (Table 4.2). This is in line with the recognition that the majority of African migrants move within their sub-region of origin – making intra sub-regional actions extremely important in the protection of migrant workers. Bilateral agreements are often a reflection of the migration patterns between the contracting countries. Another striking observation also is that all the agreement are amongst Francophone countries even though data¹ show migrants from Francophone countries working in Anglophone countries. It is also interesting across Africa, English speaking countries have not been engaged in Bilateral Social Security Agreements². The experience with bilateral social security schemes in the ECOWAS region may suggest the willingness of Member States in entering multilateral arrangements (ECOWAS General Convention and Inter-African Conference on Social Insurance (CIPRES)) in the region.

Table 4.2. Bilateral Social Security Agreements in Africa – organized along sub- regional blocks

ECOWAS/WEST AFRICA			AMU/NORTH AFRICA		
Year	State Parties		Year	State Parties	
1971	Benin	Niger	2013	Algeria	Morocco
1994	Burkina Faso	Mali	2017	Morocco	Tunisia
1971	Central African Republic	Niger	1983	Libya	Morocco
1971	Burkina Faso	Niger	1988	Libya	Tunisia
1971	Congo	Niger	1989	Libya	Morocco
2001	Burkina Faso	Togo	1991	Algeria	Libya
1971	Chad	Niger	1999	Morocco	Tunisia
2009	Côte d'Ivoire	Togo	1999	Mauritania	Tunisia
1987	Mali	Mauritania	2006	Algeria	Tunisia
1996	Mali	Senegal	2006	Egypt	Morocco
1996	Mali	Togo			
1971	Niger	Senegal			
1971	Niger	Togo			
1986	Senegal	Togo	2012	Sudan	South Sudan
2011	Senegal	Togo			

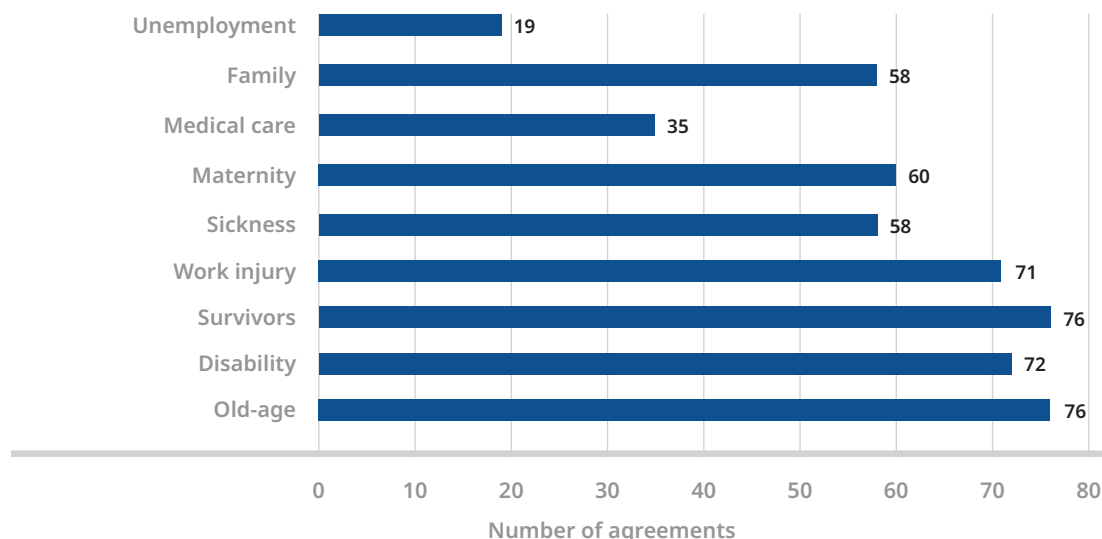
Source: ISSA (2021)

1 United Nations, Department of Economic and Social Affairs. Population Division (2019). Trends in International Migrant Stock: 2019 revision

2 The social security agreement between Zambia and Malawi, concluded in 2003 in order to address the lack of social protection of Malawian migrant workers in Zambia, is the only instrument in the Southern African Development Community (SADC) region that can be described as a social security agreement. However, it is not based on the principle of reciprocity since its provisions cover only Malawian migrant workers in Zambia, not Zambian migrant workers in Malawi. Mpedi et al (2017)

Figure 4.15 shows the branches covered across all bilateral social security agreements as at June 2021. Over 70 per cent of the agreements provide for old-age, disability, work injury and survivors' benefits. On the whole, the branches covered is a reflection of the provisions of national social security schemes in the region.

Figure 4.15. Social Security branches covered under existing Bilateral Social Security Agreements in Africa



Source: ISSA (2021)

The conclusion of agreements is an important first step in protecting migrant workers and the number of agreements and branches covered is an indication of strides may be countries in the region to protection citizens working abroad. However, the scope of application of these Bilateral Social Security Agreements is an area of further research.

Box 3. Bilateral Labour Agreements and social protection for migrant workers

Bilateral labour agreements (BLAs) can be useful tools for extending the rights of migrant workers, including social protection rights, provided that they are drafted and implemented in accordance with the international legal framework for the protection of migrant workers. Social security provisions can be incorporated into temporary labour migration programmes and bilateral labour agreements in line with international labour standards. BLAs should include provisions on equality of treatment to ensure that migrant workers are treated not less favourably than national workers. Experience from the COVID-19 pandemic suggests the importance of including provisions that take into account the potential impact of the crises.

A review of five (5) BLAs between South Africa and other SADC countries, most dating back to the Apartheid era, conclude that the BLAs were not concluded as social security and reciprocal agreements. The review cites a number of challenges including delays in payment of benefits, lack of clarity in benefit calculation, and concerns that the deferred pay model is in violation of acceptable international standards and fundamental rights (see Mpedi & Nyenti, 2017; Fultz & Pieris, 1997).

Source: ILO (2021a); SADC-ILO (2019). Access to social security and portability of accrued benefits in SADC - background papers to regional dialogues on the SADC Portability Guidelines

Multilateral Social Security Agreements

Multilateral social security agreements are a key mechanism for coordination social security. Coordination means establishing mechanisms through which social security systems can cooperate to achieve mutually agreed objectives, while maintaining and respecting their respective national rules and definitions, with the view of protecting the social security rights of migrant workers and their families. Compared with bilateral agreements, multilateral agreements are often cumbersome to negotiate as they involve multiple States. This may explain the few number of social security multilateral agreements in force in Africa.

Table 4.3. Multilateral Social Security Agreements in Africa

Agreement and year	Branches covered	Countries
Inter-African Conference on Social Insurance (CIPRES) – 1996	old age, disability, death, employment injury, maternity, sickness and family benefits	Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Comoros, Congo (Brazzaville), Côte d'Ivoire, Equatorial Guinea, Gabon, Mali, Niger, Senegal, Togo, Democratic Republic of the Congo, Madagascar [16 countries]
ECOWAS General Convention of Social Security – 2012 (not in force)	disability, old age, survivors', occupational diseases and work-related accidents, family benefits, maternity, health care and sickness, and unemployment Benefits	ECOWAS Member States [15 Countries]
CEPGL - Convention Générale de la Sécurité sociale entre la République du Zaïre, la République Rwandaise et la République du Burundi – 1978	Invalidity, old-age, survivors benefits, employment Injury benefits	Burundi, Democratic Republic of the Congo, Rwanda [3 countries]

Emerging multilateral social security frameworks

SADC Guidelines on Portability of Social Security Benefits

In March 2020, Southern African Development Community (SADC) Ministers responsible for Employment and Labour and Social Partners (ELS Ministers) adopted the Guidelines on Portability of Social Security Benefits in SADC. Five SADC Member States, Eswatini, Lesotho, Malawi, South Africa and Zimbabwe volunteered to pilot implementation of the Guidelines. The Guidelines are informed by International Labour Standards and cover all branches of social security. It also draws on the SADC Portability of Social Security Benefits Policy Framework, the SADC Protocol on Employment and Labour (article 19), and the SADC Code on Social Security of 2007. In adopting the Guidelines, the Ministers and Social Partners noted that while the Guidelines are non-binding, their implementation by Member States will provide the scope for the region to progressively move towards a binding instrument.

EAC Council Directive on coordination of social security benefits

Under article 10 of the East Africa Community (EAC) Common Market Protocol the EAC Partner States guaranteed the free movement of workers who are citizens of the other Partner States, within their territories. According to the Protocol, EAC Partner States are committed to abolition of discrimination based on nationality in regard to employment, remuneration and other conditions of employment

and work. The protocol entitles citizens of any EAC Partner State to inter alia enjoy the rights and benefits of social security as accorded to the workers of the host Partner State. To operationalize EAC Protocol provisions on social security benefits, the Forum of Ministers of Labour and Employment adopted a Model Annex in November 2009 for use in developing a draft Council Directive on the Coordination of Social Security Benefits. Later, the EAC Secretariat, in collaboration with ILO developed the draft Council Directive. With further support of the ILO, the draft Council Directive was revised in January 2020 and pending EAC review and validation processes.

4.4.3. Coverage of migrant workers/non-nationals – some country examples

Data on effective coverage of migrant worker is limited and a number of efforts are underway to improve data collection and reporting). This Section provides some indication of coverage of migrant workers.

In **Ghana**, based on data from the Social Security National Insurance Trust of Ghana (SSNIT), as at June 2019, **94,954** migrant workers were registered under the social security scheme, **3,411** migrants were receiving a pension as residents of Ghana and **417** non-resident migrant retirees who had contributed to the scheme in Ghana were receiving benefits abroad. All residents, including migrant workers, have access to health protection in the duration of their employment and retirement by contributing to the National Health Insurance Scheme (NHIS).

In **Burkina Faso, Mali and Niger**, available data¹ show very limited coverage of migrant workers compared to the international migrant stock.

	International migrant stock	Social security coverage of migrant workers
Burkina Faso	708,921	9,559
Mali	383,721	6,221
Niger	295,610	3,008

In **South Africa** the Compensation Fund pays disability pensions to citizens of neighbouring countries (former migrant workers in South Africa). These include 157 pensioners in Lesotho and 63 in Mozambique, through their embassies in South Africa. Another 81 recipients comprising South African citizens living abroad and non-SA citizens are paid through the Department of International Relations and Cooperation (DIRCO). The South Africa Social Security Agency (SASSA) pays social grants to documented refugees - there are currently a total of 11, 603 refugees receiving the social grants by type:

Care dependency grants	244
Child support grants	10,589
Disability grants	231
Foster child grants	15
Grants in aid	27
Old age grants	497

1 ECOWAS 2018. Report of the Technical Workshop on operational modalities for the implementation of the ECOWAS General Convention on Social Security, Lome, Republic of Togo, 9th – 11th May, 2018; United Nations, Department of Economic and Social Affairs. Population Division (2017). Trends in International Migrant Stock: 2017 revision (United Nations database, POP/DB/MIG/Stock/Rev.2017).

The Government also extended the COVID Social Relief Grant to a total 1022 refugees, asylum seekers and special permit holders from Zimbabwe, Angola and Lesotho.

The impact of COVID-19 on migrant workers

COVID-19 has been a stark reminder of the need to ensure adequate social protection coverage across all forms of employment and residence/nationality status. Migrant workers were severely affected by the crisis. They are often concentrated in economic sectors with high levels of temporary, informal or unprotected work, characterized by low wages and lack of social protection, including in care and domestic work - which in many countries is largely carried out by women migrant workers. At the onset of the crisis, reports documented rising levels of discrimination and stigmatization against migrant workers, layoffs, worsening working conditions including reduction or non-payment of wages, cramped or inadequate living conditions, and increased restrictions on movements or forced returns. Migrant workers were often first to be laid-off but last to gain access to testing or treatment compared with nationals. They were often excluded from national COVID-19 policy responses, such as wage subsidies, unemployment benefits or social security and social protection measures (ILO 2020b).

Box 4. Cash and in-kind transfers for starving migrant domestic workers in Southern Africa

Through the EU funded Southern Africa Migration Management Project (SAMM), the ILO launched an income relief intervention to alleviate the hardship migrant domestic workers faced at the onset of the COVID crisis. In 2020, four hundred (400) food parcels were distributed to migrant domestic workers in various parts of Botswana, while an additional nine hundred (900) vulnerable migrant domestic workers living in South Africa received cash vouchers to cover expenses relating to basic needs. Almost two thirds of recipients used the full or partial cash amount to purchase food for members of their households and in particular for children of school going age. Female migrant domestic workers assisted through the income relief grant represent 94 per cent of beneficiaries among a group of workers from Eswatini, Lesotho, Malawi, Mozambique, Zambia and Zimbabwe.

4.4.4. Improving statistics on social protection for migrant workers

To enhance social protection for migrant workers, the Joint Labour Migration Programme (JLMP) continue to promote the systemic collection and analysis of statistical information. In addition to the publication of the AU Labour Migration Statistics report, these include support to the East and Central African Social Security Association (ECASSA) on the inclusion of a migration component on its social protection dashboard, and the inclusion of a migrant module in the ILO Social Security Inquiry (SSI) Questionnaire. The data collection and analysis will serve multiple purposes: (1) enable the production of comparable statistical data between the social security agencies at national and regional levels; (2) inform policy making and support the administration and delivery of social protection, including the coordination of social security; (3) support countries in monitoring progress made towards the achievement of social protection related SDGs and AU Agenda 2063 targets.

Box 5. Enhancing statistics on social protection – the ILO Regional Strategy for the Acceleration of Social Protection Coverage in Africa

ILO Regional Office for Africa is implementing an ambitious regional strategy on accelerating social protection coverage in Africa. The Strategy – “Accelerating Social Protection Coverage in Africa” – aims to extend social protection coverage in Africa to at least 40% by 2025 – with particular focus on the informal economy and the currently uncovered populations. The Strategy draws on lessons from COVID-19 and guidance from the ILO Centenary Declaration, the 2019 Abidjan Declaration, AU Agenda 2063, Agenda 2030 and international social protection standards.

Improving social protection data to inform policy and monitor progress is central in the Strategy. Data initiatives under the Strategy include the development of a Social Protection Data Initiative for Africa (SPDIA) aimed at instituting linkages with national statistical systems for data collection, monitoring and reporting on social protection. This includes modules in national surveys and censuses, regular updates of Social Security Inquiry (SSI), build linkages with regional and global databases on social protection, roll-out of social protection quantitative tools and support to the development of data portals and dashboards.

Since 1940, the ILO Social Security Inquiry (SSI) is the main source of global data on social protection, used daily by policy makers, officials of international organizations and researchers. It is also used to collect data and monitor progress on social protection related SDGs, in particular SDG 1.3.1. The SSI now includes a Migrant Module for social protection for migrant workers. For more information on the SSI and related resources: <https://www.social-protection.org/gimi/WSPDB.action?id=41>

Since 2018, the International Social Security Association (ISSA) has been collecting information on existing social security agreements worldwide, which will be made publicly available through an online database that will provide information on, among other things, the number of social security agreements, the branches and benefits covered. Preliminary analysis from the ongoing data collection show a steady increase in the number of social security agreements signed globally, from 39 in 1970 to 646 in 2020. This includes 89 bilateral social security agreements involving African countries.

For more information: <https://ww1.issa.int/international-agreements>

4.4.5. Conclusion

Social security is a fundamental human right which migrant workers should enjoy throughout the migration cycle. Extending social protection to all, including migrant workers and their families, is key to ensuring income security for all, reducing poverty and inequality, achieving decent working conditions and reducing vulnerability and social exclusion. Migrants face significant challenges in exercising their right to social security and this is exacerbated by the COVID-19 crisis – exemplifying the urgent need to extend comprehensive social protection to all. While States responded swiftly in mitigating the impact of the crisis, by instituting short term measures, long-term policy responses are required to build inclusive social protection systems that provide better and more sustainable protection of migrant workers and their families. Such policy measures include the ratification and implementation of international standards; building national social protection floors; promote equality of treatment between nationals and non-nationals; improve fiscal space for social protection; and legal reforms to better protect migrant workers and their families. Particular attention should be paid to migrant workers in the informal economy, migrant domestic workers and migrants in irregular situations. The conclusion of bilateral and multilateral social security remain the most comprehensive mechanism for protecting migrant workers. While a growing number of countries have been concluding social security agreements, effective implementation of these agreements depend on concrete operational mechanisms, including data exchanges between participating countries. Data on effective social protection coverage of migrant worker is very limited. There is a strong and urgent need to invest in statistics on social protection for migrant workers to inform policy responses and monitoring progress.

CHAPTER 5

METHODOLOGICAL APPROACH

This chapter presents the methodological approach used in preparing the third edition of the *Report on Labour Migration Statistics in Africa*. Statistics on international migration in Africa, including labour migration, are collected by the organizations comprising the African Statistical System, with the main contributors reporting at the national and regional level.

According to the Strategy for the Harmonization of Statistics in Africa 2017–2026, the aim of the African Statistical System is to generate “reliable, harmonized and timely statistical information covering all dimensions of [the] political, economic, social, environmental and cultural development and integration for Africa” (AU 2017, xxiv). African countries have accordingly committed themselves to producing high-quality statistics. National statistical offices (NSOs) have been designated in all African countries and tasked with producing official statistics and making them accessible to governments, the business community and the public. Statistics and data from the NSOs are the main data source for the survey that was conducted to gather information for this report.

The data collected by the NSOs originate from population censuses, household surveys and economic surveys. Data are also collected or compiled by other national bodies, such as the government agencies in charge of immigration services and labour market-related matters, central banks and employment service centres.

In outlining the design of the above-mentioned survey, this chapter describes the methodology used for data collection and consolidation, including technical consultations with data producers from the various countries. An overview of the questionnaire used to collect the data is provided. The survey procedures themselves are described. The chapter concludes with an assessment of the quality of the survey results.

5.1. Data collection and consolidation

To facilitate the production of migration data, experts from the NSOs have been designated as focal points for migration statistics in all the Member States of the African Union. These focal points were instrumental in coordinating and managing the collection of data for the report from various sources at the national level, that is, from national entities producing different types of migration-related data.

The consultation process for preparing the third edition of the *Report on Labour Migration Statistics in Africa* involved the African Union Member States and various stakeholders such as AUC/STATAFRIC, Statistics Sweden and the African Union's JLMP partners (IOM, ILO and UNECA). The process included several regional workshops and virtual meetings. Discussions were held on, among other things, the lessons learned during the production of the second edition of the report and key measures for strengthening the capacity of focal points to produce quality data. Representatives of several economic communities (AMU, COMESA, ECOWAS, IGAD, and SADC) took part in the consultations.

Data collection began in October 2019 when the International Labour Migration Questionnaire was sent to the focal points of all 55 Member States of the African Union via the relevant regional economic communities (RECs). The questionnaire included a number of instructions to ensure consistency in the way it was completed; reference was also made to various key definitions and concepts in line with international statistical standards. The questionnaire was made available in several of the official languages of the AUC, namely in English, French, Portuguese and Spanish. Member States' focal points were requested to complete the 17 tables in the questionnaire and to provide time series data for the period 2010–19.

Data on migration in Africa come from three primary sources: general population and housing censuses; specialized surveys on employment and/or migration; and routine administrative records.

Workshops to hold consultations on data collection with the national focal points were organized at the end of 2019; they were stratified by regional economic community:

- for ECOWAS members – in Cotonou, Benin, in October 2019;
- for ECCAS members – in Pointe-Noire, Congo, in December 2019;
- for SADC members – in Antananarivo, Madagascar, in December 2019.

The planned workshops for IGAD, EAC and AMU member countries had to be cancelled owing to the coronavirus pandemic. However, consultations on the data collection were held through online meetings, instead of face-to-face workshops, with the migration statistics focal points in most of these countries. As for the two remaining RECs, that is, COMESA and CEN-SAD, all of their member countries except for Egypt also belong to one or two of the previously listed communities. Egypt is a member of the specialized technical group dealing with migration, under the Strategy for the Harmonization of Statistics in Africa 2017–2026. The meetings of that technical group also provided an opportunity to discuss and review the data collection process and explain the estimation procedures. Focal points from all the African Union Member States have therefore participated in either a real-life or a virtual meeting to review the data collection process.

The one-on-one online meetings with member countries were managed jointly by the RECs and the AUC with support from Statistics Sweden and other technical partners. The discussions and exchanges with focal points were concerned mainly with carrying out a detailed review of data availability and reliable data sources for responding to the questionnaire. During these online meetings, the focal points were guided through the questionnaire to ensure that they were well versed in how to fill in the various tables. Furthermore, data collection challenges were discussed and appropriate solutions developed.

In addition to the consultation meetings with the NSO experts, several technical meetings were held to address the quality of data throughout the “statistical value chain”. These included meetings with technical experts from JLMP partner organizations and the OECD Development Centre to agree on the best methodology, under the circumstances, for data compilation, estimation and analysis.

In December 2020, five online workshops were held to review and validate the data and to enhance the ability of focal points to provide data for future editions of the report. The workshops – organized by the AUC, the various RECs and Statistics Sweden with support from the JLMP partners – were held for all African Union Member States, grouped into geographical subregions: Southern Africa, Northern Africa, West Africa, East Africa and Central Africa. Before the workshops, focal points in each Member State received tables summarizing the national data collected together with a proposal on which of the collected and estimated data ought to be published in the report. Countries’ reactions to these proposals during and after the workshops were taken into account when compiling the final data sets.

The data collected from Member States through the ILMQ are organized into a relational database that is regularly updated with additional inputs and/or updated data from Member States. The first version of the database – referred to as the STATAFRIC Migration Database throughout this report – will serve as the foundation for an Africa-wide database of statistical data to be hosted on the AUC website, where it will function as a platform for the dissemination of relevant statistics.

The statistics presented in this report were aggregated at three levels: for the continent as a whole, by geographical subregion and at REC level. Aggregates for the geographical subregions add up to the continental total. However, since some African Union Member States belong to more than one REC, the data presented at the REC level cannot simply be aggregated to give the continental total.

5.1.1. Questionnaire

The International Labour Migration Questionnaire (ILMQ) was used for the survey.

The ILMQ has 17 tables covering the following key indicators related to international labour migration:

- Table 1:** Resident population, by sex and labour force participation; total, youth and migrant population; for the years 2010–19
- Table 2:** Working-age population, by sex and level of education (based on ISCED 2011 classification); total and migrant population; for the years 2010–19
- Table 3:** Migrant population, by country of origin, for the years 2010–19
- Table 4:** Employed migrants, by country of origin, for the years 2010–19
- Table 5:** Employed persons, by economic activity (based on ISIC Rev.4 classification); total and migrant population; for the years 2010–19
- Table 6:** Employed persons, by occupation (based on ISCO 08 classification); total and migrant population; for the years 2010–19
- Table 7:** Employed persons, by sex and status in employment (based on ICSE-93 classification); total and migrant population; for the years 2010–19
- Table 8:** Employed persons, by sex and average monthly salary; total and migrant population; for the years 2010–19
- Table 9:** Inflows of migrants, by sex and country of origin, for the years 2010–19
- Table 10:** Inflows of migrants, by sex and level of education (based on ISCED 2011 classification), for the years 2010–19
- Table 11:** Inflows of employed migrants, by economic activity (based on ISIC Rev.4 classification), for the years 2010–19
- Table 12:** Inflows of employed migrants, by occupation (based on ISCO-08 classification), for the years 2010–19
- Table 13:** Emigrants (nationals abroad), by sex and country of residence, for the years 2010–19
- Table 14:** Outflows of nationals, by sex and country of destination, for the years 2010–19
- Table 15:** Outflows of migrants, by sex and level of education (based on ISCED 2011), for the years 2010–19
- Table 16:** Outflows of nationals seeking employment, by occupation (based on ISCO-08 classification), for the years 2010–19
- Table 17:** Personal transfers sent from nationals abroad (remittances), by country of origin, for the years 2010–19

5.2. Conduct of the survey and quality assessment

5.2.1. Survey procedures

Provision of data by national statistical offices

The survey was designed as a data collection campaign in which the NSOs were the main providers of data. Filled-in questionnaires were submitted by 47 countries. Most countries provided data on total population and labour force, but only 26 countries supplied data on international migrants in the labour force. For future exercises of this kind it is therefore important that the NSOs should develop strategies to resolve the various problems relating to data availability. Such strategies might include increasing the frequency of household surveys that have both labour and migration components, improving the coverage of administrative records and adopting common definitions.

The estimates presented in this report are to a great extent based on data reported by countries – in some cases after the correction of inconsistencies and obvious errors. The country data are supplemented by data from other sources, mainly United Nations publications and data repositories. The final estimation process involved dealing with missing data through the use of imputation and calibration procedures (see Appendix III).

Data editing

Many of the countries that completed and returned the ILMQ only managed to fill in some of the 17 tables. The variation in the response rate for specific tables is indicative of the validity and representativeness of the data for the corresponding variables over the reporting period (2010–19) (see Appendix III). Most NSOs provided information that was limited to certain years – mainly data from population censuses and household surveys. The data were checked and edited in two steps:

- Checks of data consistency over years and variables were carried out and suspiciously high or low values were identified. Most of the errors could be corrected without checking back with the country.
- Once the final data set had been prepared, each country received a copy of its national data and of the estimates produced from that data for validation. Data validation workshops were held in December 2020 with groups of African Union Member States. Any comments received from the countries led to a second round of data editing.

Handling of missing data

Most countries could not provide the required data for all the years between 2010 and 2019 and for all subgroups, leading to numerous data gaps. Analysis of the prevalence of missing data revealed that the extent of missing data in tables 3–4 and tables 8–16 of the ILMQ was so large that no meaningful statistics could be produced from those tables. Tables 2 and 5–7 also have a considerable amount of missing data. The decision was taken to use table 2 data as supplied and to calculate averages over the period 2010–19 from the existing data for each country. This means that such estimates refer to the whole period from 2010 to 2019, rather than to single years. For tables 5–7 (disaggregation of employed persons by, respectively, economic activity, occupation and employment status), the decision was taken to use data for 2018 and only from the countries that provided complete data in at least one of the tables 5–7 for that year.

Data on remittances (table 17) are scarce. The data from countries that responded to this question were incorporated into the final data set. For 37 countries with no data, information about remittances was collected from the World Bank database for the indicator “Personal remittances, received” for the years 2010–19.¹ Among the 17 countries submitting data, some did not include data for all years: in such cases, World Bank data were also used to fill in the missing years.

For table 1, the decision was taken to improve the data set by imputing values. Imputations were used to fill in the cells in the tables where data were missing, or to adjust the data where inconsistencies remained unresolved. There were three types of imputation:

- Imputations using interpolation and extrapolation were performed for missing values for total population and total migrant population.
- Mean value imputations were performed in those cases where there were data for a subgroup for at least one year. The mean of the values for the years for which data were reported was used to impute values for years with missing data.
- Mean value imputation was not possible if there were no reported data for a subgroup for any year. In such cases, imputations were performed using data from the previous round of data collection (that is, for the second edition of the *Report on Labour Migration Statistics in Africa*).

The imputation procedure is described in Appendix III.

Estimation procedure

The imputations performed on the data set resulted in tables with complete data: either actual values or imputed values (that is, there were no empty cells). The imputations can be regarded as the first step in the estimation procedure. The second step was to calibrate the cell values in order to have the sum of the cell values add up to the total population or the total migrant population. The control totals for the calibration were the total population and the total migrant population by country and year. Special efforts (follow-up checks with RECs and NSOs) were made to ensure that the control totals were as accurate as possible.

The estimates were calculated by multiplying the cell values by the ratio of the control total to the population and migrant population as supplied by the countries in the ILMQ.

When estimates presented in this report are compared with other international and regional estimates, discrepancies are bound to appear. For example, that is the case for labour force participation and number of international migrant workers which differ from the ILO estimates. These discrepancies are due to differences in estimation methods or data sources, and possibly also due to differences in operational definitions.

Moreover, there are slight differences in some data presented in this third edition of the report compared with previous editions. This is mainly due to improvements in the estimates and in the processes for collecting, compiling and validating data from Member States.

The estimation procedure is further described in Appendix III.

¹ See <https://data.worldbank.org/indicator/BX.TRF.PWKR.CD.DT>.

5.2.2. Assessing the accuracy and comprehensiveness of the estimates

The accuracy of the estimates depends on two factors:

- The quality of the data submitted by the NSOs; and
- The accuracy of the estimation procedures – including imputations – performed on the data.

Quality of the data reported by countries

It is reasonable to assume that the data/statistics reported by the NSOs (and other government agencies) generally meet quality standards. There are, however, obvious issues with the quality of the data reported from some countries. Inconsistencies often appear in time series (projections) when new census data or household survey data are introduced, resulting in spurious sudden shifts in the time series. Much effort was put into identifying and rectifying these errors.

Small samples and undercoverage

The main challenge is that in most household surveys it is difficult to ensure that a sufficient number of migrants are included in the sample if it has not been designed explicitly for this purpose, which makes any estimates regarding migrant characteristics less accurate. Furthermore, international migrants tend to be hard to reach during data collection, for instance because a significant portion of migrants do not live in “conventional” households, resulting in bias due to under coverage and high non-response rates. Such bias may also occur with census data.

Data scarcity

Population censuses are the main official source of migration data, but not all countries include a section on migration in their censuses and other household surveys. Moreover, the data are limited to the stock of migrants as at the date of the census, and no information is collected on migration flows. As for labour force surveys, these rarely look at the migration status of workers. Data on the flow of migrant workers are most likely to be found in administrative records, which may be incomplete.

Most NSOs do not gather data on labour migration regularly. In some countries, the intervals between surveys or population censuses may be up to ten years.

Accuracy of the statistics presented in this report

As described in previous sections of this chapter, there are many data gaps in the NSO data and these empty cells have been filled with imputed values. There are few actual data points in the final data set prepared for the estimation of migrant statistics. Most of the countries have conducted a census in the 2010 rounds of censuses but, so far, few countries have conducted a census in the 2020 round of censuses. Some countries have developed official demographic projections of their population based on the most recent census; others have made simple ad hoc projections.

When it comes to migrant population totals, the situation is worse. Some countries have made simple ad hoc projections, normally assuming the same growth rate as that used to project the overall population, but most countries have submitted data for just a few years.

Under certain assumptions, it is possible to calculate the average “age” of the actual data used to obtain an estimate. Here is an example of such a calculation being performed for an estimate (an average or a total) for Africa for the year 2018. It is assumed that the estimate is based entirely on data from the most recent population census for each country. The oldest census data used for the survey underlying this report are from 2003 (Central African Republic). The age of the actual data is in this case 15 years. For a country that conducted the census in 2014, the data age is 4 years. A calculation shows that the average age of the actual data points for a 2018 estimate is 7.5 years. Putting it differently, the average length of the projections (extrapolations) up to the year 2018 is 7.5 years. That is quite a long projection and, consequently, the uncertainty is substantial.

The relatively small set of actual data on population and migrant totals means that estimates of the number of people in subgroups are bound to be subject to considerable uncertainty. The accuracy of the estimates depends very much on the accuracy of the projections: it deteriorates with increasing length of the projections.

It is impossible to put a value on the uncertainty (margin of error) resulting from the “modelling” of the data. As a rule, one can expect estimates of subgroup proportions (averages) to be subject to less uncertainty than estimates of subgroup totals. An estimate of the proportion of, for example, working migrants in the total migrant population will almost certainly be more reliable than an estimate of the total number of working migrants.

Comprehensiveness of the statistics presented in this report

Comprehensiveness has to do with how well the output of a statistical system describes a phenomenon and in particular its essential features. In the context of this report, comprehensiveness may be understood as referring to how informative the statistics presented here are about key aspects of labour migration in Africa.

As already mentioned, the scarcity of data in tables 3–4 and 8–16 was so severe that no meaningful statistics could be produced from those tables. It was therefore not possible to present statistics on the migrant stock disaggregated by country of origin, or on migration flows (inflows of migrants and outflows of migrants and nationals). This is a serious limitation of the report’s statistical coverage of the labour migration reality in Africa. However, accurately measuring inflows and outflows is always a challenge: the development of migrant flow statistics must necessarily be a long term endeavour.

Data are scarce also in tables 5–7 (disaggregation of employed persons by, respectively, economic activity, occupation and employment status). Accordingly, the decision was taken to present estimates just for the countries with full data for at least one of the tables 5–7 for 2018. Ten countries provided data for tables 5 and 7 while 11 countries provided data for table 6. That gives a snapshot of the situation in each of those countries in 2018, but it is of course not possible to extrapolate the results to Africa as a whole.

Another solution to the problem of data scarcity was used for table 2 (disaggregation of working-age population by level of education). Here the decision was taken to use all available data for the period 2010–19. In all, 36 countries had table 2 data for the total population for at least one year in that period, while 28 countries had such data for the migrant population for at least one year. The average over the period 2010–19 was calculated for each country. In this case, the estimates refer not to a specific year, but to that nine-year period. The non-response rate was high: the total population estimates are based on 65 per cent of the countries, while the migrant population estimates are based on 51 per cent of them. Still, with some degree of caution, it is possible to extrapolate the results to Africa as a whole. This relies on the assumption that the group of responding countries can be regarded as having been “selected” at random from the group of all African Union Member States. It is also necessary to keep the margins of error due to “sampling” in mind when analysing the results (see Appendix III).



CHAPTER 6

CONCLUSION AND RECOMMENDATIONS

6.1 Conclusions

Labour migration accounts for most international migratory movements, both in Africa and elsewhere in the world. In 2017, migrant workers made up approximately 59 per cent of the world's international migrant population¹ (ILO 2018a, 5).

In preparing this third edition of the *Report on Labour Migration Statistics in Africa*, the focus has been on improving the data quality and timeliness by conducting, together with the Member States, a thorough review of the national data sets shared. Through the regional economic communities, the Member States have also been fully involved in the process of dealing with data gaps by using estimations and, in some cases, drawing on supplementary data from other sources.

The main conclusions emerging from this report are summarized below:

¹ This may also include persons who initially migrated due to reasons other than for labour purposes.

Population

Africa is the second most populous continent in the world after Asia with an estimated population of 1.3 billion people in 2019 (STATAFRIC migration database). The continent's population has grown steadily over the past decade, from around 1 billion people in 2010, at an annual growth rate of 2.7 per cent. The distribution of the population by sex reveals a slightly greater number of females than that of males with an estimated 647.1 million females and 645.2 million males in Africa.

Moreover, the estimated working-age population in Africa was 730 million in 2019. This represents an increase of around 26 per cent between 2010 and 2019. A difference between the sexes can be observed in that the female working age population grew by around 30 per cent during the same period, while the corresponding male growth rate was 23 per cent.

Of the estimated 1.3 billion people in Africa in 2019, most were living in sub-Saharan Africa. West Africa accounted for the largest share, namely 30.4 per cent, of the continent's population, followed closely by East Africa with a share of 27.7 per cent. Northern Africa, Southern Africa and Central Africa each accounted for 15.5, 13.7 and 12.8 per cent of the total estimated population, respectively.

Amongst the countries, Nigeria remains the most populous country in Africa in 2019, with an estimated 209.2 million inhabitants corresponding to 16.2 per cent of the total African population. Nigeria and the three next most populous African countries, namely Ethiopia, Egypt and the Democratic Republic of the Congo, together account for approximately 39.0 per cent of the total population in the continent. Seychelles had the lowest share of the African population (0.01 per cent) in both 2018 and 2019.

Geographical distribution of the labour force

Africa's labour force grew from 402.8 million in 2010 to 511.5 million in 2019. During the entire period under review, men have outweighed women in the labour force. In 2019, men made up 53.9 per cent of the labour force – a proportion that has remained largely the same over the period under review. This is indicative of the obstacles preventing African women from entering the labour market.

East Africa and West Africa accounted for, respectively, 31.6 per cent and 30.0 per cent of the total labour force in the continent in 2019. Southern Africa and Northern Africa accounted for, respectively, 13.4 and 15.2 per cent, while Central Africa's share was even lower, at 9.9 per cent. There are significantly more men than women in the labour force in Northern Africa and Central Africa (66.8 and 60.0 per cent, respectively), while the gender distribution in the other subregions is more balanced.

At the regional economic community level, CEN-SAD¹ had the largest share of the continent's labour force, the community accounted for 240.0 million people. In the EAC, ECOWAS and IGAD the gender distribution of the labour force is balanced; in the other economic communities, men are in the majority. The AMU has the largest gender gap, with men making up 59.3 per cent of the labour force. In CEN-SAD, COMESA and ECCAS, men account for 56–57 per cent of the labour force.

In 2019, ECOWAS had the highest labour force participation rate (82.2 per cent) among the regional economic communities, followed by the EAC (80.2 per cent) and IGAD (76.2 per cent), while the lowest rate was observed for ECCAS (59.2 per cent). The participation rate of women was lower than that of men in all economic communities, but the width of the gender gap varied considerably across regions.

International migration

The number of international migrants in Africa increased from 17.2 million in 2010 to 26.3 million in 2019, with women accounting for around 45 per cent. Although this is a significant growth, migrants still constitute only a small proportion (about 2 per cent) of the African population. Labour migration movements involving Africans occur mainly within the continent and they are triggered by inadequate employment opportunities in the countries of origin and the (real or perceived) abundance of opportunities in the countries of destination.

East and West Africa together hosted more than half (58 per cent) of the international migrants in Africa, with over 7 million international migrants in each region. The other subregions' shares of the total migrant populations in 2019 were as follows: Southern Africa (23 per cent), Central Africa (12 per cent) and Northern Africa (7 per cent). There were fewer female international migrants than males in all the subregions, with the gender gap being widest in Northern Africa.

At the regional economic community level, CEN-SAD had the largest migrant population (11.0 million) in 2019, followed by COMESA (9.6 million) while AMU had the lowest migrant population (1.4 million). Female migrants were in the minority in all the economic communities. The gender gap was most pronounced in the AMU, where female migrants made up just 36 per cent of the total migrant population.

Working-age international migrants

The estimated number of working age international migrants was 20.2 million in 2019, reflecting a rising trend from 13.2 million in 2010. The working age migrants accounted for about 77 per cent of all international migrants in the continent in 2019. Most of the working age migrants were living in East Africa, Southern Africa and West Africa in both 2018 and 2019. These three subregions each hosted more than 5 million working-age international migrants. At the regional level, the international working-age migrants accounted for more than 70 per cent of the total international migrants' population in 2019 in all subregions apart from Central Africa, where the share was 68 per cent. Their share was highest in Southern and Northern Africa, with more than 80 per cent of all international migrants in both 2018 and 2019.

CEN-SAD and COMESA continue to have the highest numbers of working-age migrants: 8.2 million and 7.2 million, respectively, in 2019. There were more men than women among migrants of working-age in all the economic communities, apart from the EAC and IGAD, where the shares of men and women were balanced.

Migrants in the labour force

In Africa, migrants in the labour force account for only a small proportion of the total labour force. For instance, in 2019, the highest of all the years under review, migrant workers recorded a proportion of 2.8 per cent of the total labour force. Although they account for a small proportion the total labour force, migrant workers increased significantly from 9.5 million in 2010 to 14.5 million in 2019, which translates into an average annual growth rate of 4.8 per cent. Furthermore, of the estimated 20.2 million working-age migrants within Africa in 2019, 72 per cent (14.5 million) were in the labour force. During the period under review, the average share of women among migrant workers was 38 per cent. It was noted that lack of gender parity is more pronounced among migrant workers than for the total labour force, where the average share of women was 45 per cent.

Among the regional economic communities, CEN-SAD and COMESA had the highest numbers of international migrants in the labour force in 2019, with 6.2 million and 5.2 million, respectively. Men dominated the migrant labour force in all the economic communities. This was more pronounced in AMU with men accounting for 70 per cent of the total migrant labour force.

The number of young international migrant workers (aged between 15 and 35 years) increased from 4.4 million in 2010 to 6.7 million in 2019 with men accounting for around 60 per cent in any given year.

For this edition of the report, ten countries (Cabo Verde, Cameroon, Chad, Egypt, Liberia, Mali, Namibia, Niger, Nigeria, Seychelles) provided data on total employed persons and the number of migrant workers in employment in 2018. Among these ten countries, Nigeria and Egypt accounted for 77 per cent of all employed persons. Except for Nigeria, most of the employed migrants in the above mentioned countries were men. The aggregated data for the ten reporting countries reveal that 32.1 per cent of employed migrant workers were employees; 31.7 per cent were own-account workers; 16.1 per cent were members of producers' cooperatives; 11.5 per cent were employers; 7.0 per cent were contributing family workers; and 1.7 per cent workers were not classifiable by status.

Migration, economic activity, occupation and education

The agricultural sector, which comprises agriculture, forestry and fishing, was the biggest employer of migrants in the reporting countries, accounting for 27.5 per cent of employed migrant workers in 2018. A majority of the employed international migrants in the reporting countries are found in medium-skilled occupations, such as agriculture, forestry and fishery sectors (29.3 per cent), and plant and machine operators and assemblers (17.0 per cent).

Among the total working age population, nearly 40 per cent had basic education as their highest level of educational attainment, while just over 31 per cent had attained at least an intermediate level. The corresponding shares among migrants of working-age were 34 per cent with no more than basic education and 41 per cent with an intermediate level of education or higher.

Migration and remittances

There was a substantial increase in the volume of remittances from international migrants between 2010 and 2019, that is from US\$55.6 billion to US\$86.4 billion. Also, it was noted that between 2018 and 2019, the remittances from international migrants grew by 2.2 per cent, from US\$84.5 billion to US\$86.4 billion.

The subregions experienced the following increases during that one-year period: 11.0 per cent in Central Africa, 5.8 per cent in West Africa, 3.7 per cent in Southern Africa and 1.0 per cent in Northern Africa. However, remittances to East Africa declined by 10.2 per cent. The true volume of remittance flows to Africa however, including unrecorded flows via formal and informal channels, is believed to be considerably larger than the official data.

Social Protection

Social protection is a fundamental human right enshrined in many national, regional and global instruments. Extending social protection to all, including migrant workers and their families, is key to ensuring income security for all, reducing poverty and inequality, achieving decent work and reducing vulnerability and social exclusion. Migrants face significant challenges in exercising their right to social security and this is exacerbated by the COVID-19 crisis – exemplifying the urgent need to extend comprehensive social protection to all.

According to (ILO 2021a) There is no doubt that, migrant workers face greater challenges in enjoying rights to social Protection, that is; they may be denied access to protection coverage, insufficient duration of the period of employment and residence, inconsistencies between social security, migration laws or lack of administrative and financial coordination between social security schemes of their home and host countries, face legal and practical obstacles in accessing social protection, including healthcare. Their access to social protection may also be hindered by a lack of information

about their rights and obligations and by linguistic and cultural barriers. Women migrant workers in particular face multiple forms of discrimination accessing social protection and are at higher risk of exploitation and abuse, including sexual and gender-based violence.

Bilateral and multilateral social security remain the most comprehensive mechanism for protecting migrant workers. While a growing number of countries have been concluding social security agreements, effective implementation of these agreements depend on concrete operational mechanisms, including data exchanges between participating countries.

6.2. Recommendations

This report was prepared in 2020 during the global COVID 19 pandemic, which had a major impact on migration flows because many countries closed their borders and implemented restrictions. Migrant crossings significantly decreased, and many migrants were left stranded in foreign territories. Migrants have been recognized as being especially vulnerable to the socio economic consequences of the pandemic and the associated restrictions – for example, because they may have lost their jobs or have been exposed to a high risk of infection in overcrowded environments. From the second half of 2020 onwards, countries began to lift travel restrictions, allowing foreign citizens, including stranded migrants, to return to their countries of origin.

The pandemic has highlighted the need for structured data so that developments related to labour migration during the recovery phase can be monitored and evaluated. The statistics presented in this edition of the *Report on Labour Migration Statistics in Africa* refer to 2019 and earlier years. The effects of the pandemic on migration flows are likely to become visible in future editions of the report.

The African Union Commission has a mandate to ensure that high-quality, accurate and reliable disaggregated statistics on labour migration are available in Africa. Quality and timely data are key to the development of evidence-based policies and to decision making among various stakeholders. In addition, such data provide a better understanding of labour migration trends and dynamics and allow one to quantify the benefits of migration for both countries of origin and countries of destination. The availability of labour migration data is in particular instrumental for the development of effective policies to protect the rights of migrant workers and their families.

In this regard, the report concludes by making the case for improved collection and dissemination of data on international labour migration and setting out a number of recommendations for the African Union, the regional economic communities and Member States on how they can produce and analyse labour migration statistics that will support informed policymaking.

For the African Union

- Support Member States in collecting labour migration data in strict compliance with international statistical standards and the guidelines of the International Conference of Labour Statisticians.
- Support Member States in adhering to harmonized concepts, definitions, methodologies and tools related to labour migration so as to ensure the comparability of data collected across Member States and regional economic communities.
- Support Member States in producing disaggregated labour migration statistics on the key indicators required for policymaking, including such socio economic characteristics as educational attainment, status in employment, economic activity and occupation.

- Support Member States in the collection and analysis of gender responsive migration data, reflecting differences and inequalities between women and men. Further creating awareness on gender stereotypes and social prejudices and practices that may induce gender bias in migration data.
- Support Member States in collecting data on irregular migrants as well as population and migrants active in the informal sector.
- Support the African Institute for Remittances and Member States in the production of regular and timely disaggregated data on remittances.
- Strengthen the capacity of national statistical offices (NSO), the ministries of labour and foreign affairs, and the government agencies responsible for immigration matters to produce, analyse and disseminate labour migration statistics.
- Promote the development and harmonization of estimation procedures and support Member States in adopting and using these.
- Develop guidelines and methodologies for collecting quality and reliable data during pandemics.
- Finalize the development and promote the use of the STATAFRIC Migration Database and the associated online portal for the dissemination of population and migration data.
- Establish effective coordination mechanisms (or strengthen existing ones) among the national institutions that are responsible for producing labour migration statistics in order to bring about regular and sustainable dialogue between all stakeholders, including key government bodies, civil society, social security institutions, research institutes and other non-State actors such as the private sector.
- Look further into expanding the use of administrative data sources and new data types to produce labour migration statistics and share relevant good practices.
- Establish a system for the regular production of labour migration statistics based on administrative data sources.
- To mobilize resources and support in production and dissemination of social protection statistics for migrant workers to inform policy responses and monitoring progress.

For the regional economic communities

- Establish a mechanism for the dissemination of labour migration data at the regional economic community (REC) level.
- Strengthen the statistical system at the REC level and support member countries in the production of reliable and timely data on labour migration.
- Facilitate the use of harmonized definitions and indicators relating to labour migration in each of the regions.
- Promote the collection of accurate, reliable and timely labour migration data at the REC level.
- Foster regular and sustainable dialogue between representatives of all the stakeholders involved in producing and disseminating labour migration statistics.
- Facilitate dialogue and coordination between the various international organizations supporting work in labour migration statistics.
- Strengthen the coordination and use of administrative data sources to produce labour migration statistics at the REC level.

For Member States

- Coordinate and harmonize the collection of labour migration data between government ministries and institutions, other stakeholders and the NSO by establishing effective national coordination mechanisms or strengthening existing mechanisms.
- Facilitate the transfer of administrative data to NSOs in alignment with existing data sharing protocols and data protection laws.
- NSOs should provide all stakeholders with clear guidance on the production of regular, reliable and high-quality labour migration statistics.
- Make full use of census and survey data to collect and analyse data on international labour migration.
- Develop and implement representative national surveys, including a labour force survey with suitable modules on migration, to ensure a continuous stream of labour migration data at the national level.
- Establish a system for the regular production of labour migration statistics based on administrative data sources.
- Adopt good practices (including capacity building initiatives) in the use of administrative data sources to produce labour migration statistics.
- Coordinate with statistical authorities in other countries to gather data on emigrants (and nationals abroad).
- Strengthen the process for producing disaggregated statistics on the key indicators of labour migration, including socio-economic characteristics, educational attainment, skills and occupation.
- Explore alternative data sources to facilitate the production and dissemination of data on the employment status, economic activity and occupation of migrant workers.
- Ratification and application of ILO Conventions and Recommendations, conclusion of agreements (bilateral/multilateral) to provide for the coordination and portability of social security, and inclusion of social security provisions in bilateral labour arrangements or Memorandums of Understanding (MoUs).
- Adopt unilateral measures including national Social Protection frameworks to provide social protection to all within a jurisdiction.
- To invest in statistics on social protection for migrant workers to inform policy responses and monitoring progress.

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APPENDIX I.

DATA TABLES

Table A1
African Union Member States by geographical subregion

Subregion	Central Africa	East Africa	Northern Africa	Southern Africa	West Africa
Member States	Burundi Cameroon Central African Republic Chad Congo Equatorial Guinea Gabon Republic of the Congo Sao Tome and Principe	Comoros Djibouti Eritrea Ethiopia Kenya Madagascar Mauritius Rwanda Seychelles Somalia South Sudan Sudan Uganda United Republic of Tanzania	Algeria Egypt Libya Mauritania Morocco Tunisia Sahrawi Arab Democratic Republic	Angola Botswana Eswatini Lesotho Malawi Mozambique Namibia South Africa Zambia Zimbabwe	Benin Burkina Faso Cabo Verde Côte d'Ivoire Gambia Ghana Guinea Guinea-Bissau Liberia Mali Niger Nigeria Senegal Sierra Leone Togo

Table A2Estimated distribution of **African population**, by subregion and sex, 2010–19 (millions)

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Subregions										
AFRICA	1 017.2	1 045.2	1 074.5	1 105.4	1 134.2	1 163.8	1 195.1	1 227.1	1 259.4	1 292.2
West Africa	300.7	310.2	320.6	330.7	340.4	350.9	361.2	371.4	381.8	393.0
East Africa	282.9	290.2	296.5	306.5	314.4	322.7	333.0	340.7	350.7	357.3
Northern Africa	168.2	171.5	175.3	178.4	181.8	185.4	186.9	193.7	197.2	200.5
Southern Africa	141.6	145.5	150.3	153.8	157.2	161.0	164.8	168.5	172.2	176.6
Central Africa	123.8	127.8	131.9	136.1	140.4	143.8	149.2	152.8	157.5	164.8
AFRICA	510.1	524.2	539.5	554.8	568.9	583.8	599.5	614.4	630.8	647.1
West Africa	149.7	154.5	159.7	164.9	169.4	174.7	179.8	184.9	190.1	195.5
East Africa	141.7	145.4	149.0	153.8	157.6	161.8	167.1	170.8	175.8	179.2
Northern Africa	83.2	84.9	86.8	88.4	90.1	91.9	92.6	95.2	96.9	98.6
Southern Africa	72.8	74.9	77.3	79.1	80.8	82.7	84.6	86.4	88.4	90.5
Central Africa	62.6	64.6	66.7	68.8	70.9	72.7	75.3	77.2	79.5	83.2
AFRICA	507.1	521.0	535.0	550.6	565.3	580.1	595.5	612.7	628.6	645.2
West Africa	150.9	155.7	160.9	165.8	171.0	176.3	181.4	186.5	191.8	197.5
East Africa	141.2	144.8	147.4	152.7	156.7	160.9	165.9	169.9	174.9	178.1
Northern Africa	85.0	86.6	88.5	90.0	91.7	93.5	94.3	98.5	100.2	101.9
Southern Africa	68.8	70.6	73.0	74.7	76.3	78.3	80.2	82.1	83.8	86.1
Central Africa	61.2	63.2	65.3	67.3	69.5	71.1	73.9	75.7	78.0	81.6
Both sexes										
Female										
Male										

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

Table A3

Estimated distribution of **African working-age population**, by subregion and sex, 2010–19 (millions)

	Subregions	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Both sexes	AFRICA	577.4	589.9	606.3	622.3	640.8	657.1	677.1	692.1	713.0	730.0
	East Africa	161.8	166.6	171.0	176.8	183.7	188.8	195.0	198.2	206.3	208.7
	West Africa	143.8	148.8	152.9	156.7	162.0	167.2	171.7	176.8	181.6	186.5
	Northern Africa	115.2	117.6	120.4	122.4	124.9	127.5	128.7	132.8	135.2	137.4
	Southern Africa	86.4	89.0	91.9	94.1	96.0	97.0	101.0	101.6	104.5	105.6
	Central Africa	70.3	67.9	70.1	72.3	74.2	76.6	80.7	82.7	85.4	91.9
	AFRICA	289.3	298.0	310.3	318.4	327.5	337.8	348.6	356.9	368.7	374.7
Female	East Africa	84.3	86.8	88.8	92.1	95.4	98.4	101.7	103.1	107.4	108.4
	West Africa	68.9	71.5	78.0	78.9	81.7	86.2	89.4	92.9	96.4	98.0
	Northern Africa	57.1	58.2	59.6	61.0	61.9	63.1	63.8	65.8	67.0	68.1
	Southern Africa	45.3	46.6	47.9	49.3	50.3	50.8	52.9	53.2	54.8	55.3
	Central Africa	33.7	34.8	36.0	37.1	38.2	39.3	40.8	41.9	43.2	44.9
	AFRICA	288.1	291.9	296.0	303.9	313.3	319.3	328.4	335.2	344.3	355.3
	East Africa	77.5	79.8	82.2	84.7	88.3	90.4	93.3	95.1	98.9	100.3
Male	West Africa	74.8	77.3	74.9	77.8	80.3	81.0	82.3	83.8	85.2	88.5
	Northern Africa	58.2	59.4	60.8	61.5	63.0	64.3	64.8	67.0	68.2	69.4
	Southern Africa	41.0	42.4	44.0	44.8	45.8	46.2	48.2	48.4	49.8	50.2
	Central Africa	36.6	33.1	34.1	35.2	36.0	37.4	39.8	40.9	42.2	47.0

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

Table A4Estimated distribution of **African labour force**, by subregion and sex, 2010–19 (millions)

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Subregions										
AFRICA	402.8	413.7	426.0	440.6	444.6	459.2	472.6	486.1	501.4	511.5
East Africa	127.4	129.7	131.9	137.1	141.0	144.9	149.9	153.7	158.3	161.7
West Africa	116.9	122.0	125.3	131.3	129.0	135.2	139.2	144.6	149.6	153.3
Northern Africa	65.1	66.3	67.9	68.9	70.2	71.5	72.1	74.8	76.2	77.6
Southern Africa	55.4	56.3	60.2	61.1	61.7	63.8	65.6	66.0	68.7	68.6
Central Africa	38.1	39.5	40.7	42.2	42.6	43.8	45.8	47.1	48.5	50.4
AFRICA	177.8	183.0	192.9	199.6	199.6	208.9	216.1	222.9	231.2	235.9
East Africa	63.0	64.0	64.9	67.6	69.6	71.5	74.1	75.9	78.2	80.1
West Africa	51.1	53.7	59.6	62.1	59.5	64.9	67.6	71.2	74.5	76.3
Northern Africa	27.0	27.5	29.7	30.0	30.2	31.3	32.1	32.2	33.9	33.6
Southern Africa	21.6	22.0	22.5	22.8	23.3	23.8	24.0	24.8	25.3	25.7
Central Africa	15.1	15.8	16.3	17.0	17.0	17.5	18.3	18.8	19.4	20.2
AFRICA	225.1	230.8	233.1	241.1	245.0	250.4	256.6	263.2	270.1	275.6
East Africa	64.4	65.7	67.0	69.5	71.4	73.4	75.8	77.7	80.1	81.6
West Africa	65.7	68.2	65.7	69.2	69.5	70.3	71.6	73.5	75.2	76.9
Northern Africa	43.5	44.4	45.4	46.0	46.9	47.8	48.1	50.0	50.9	51.8
Southern Africa	28.5	28.8	30.5	31.1	31.5	32.6	33.4	33.8	34.8	35.0
Central Africa	22.9	23.7	24.4	25.2	25.7	26.4	27.5	28.2	29.1	30.3
Both sexes										
Female										
Male										

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

Table A5

Estimated **labour force participation rates** in Africa, by subregion and sex, 2010–19 (percentage)

	Subregions	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Both sexes	AFRICA	69.8	70.1	70.3	70.8	69.4	69.9	69.8	70.2	70.3	70.1
	West Africa	81.3	82.0	81.9	83.8	79.7	80.8	81.1	81.8	82.4	82.2
	East Africa	78.8	77.8	77.1	77.5	76.8	76.8	76.9	77.5	76.7	77.5
	Southern Africa	64.2	63.2	65.5	65.0	64.2	65.8	64.9	64.9	65.7	64.9
	Northern Africa	56.5	56.4	56.4	56.2	56.2	56.1	56.1	56.4	56.4	56.4
	Central Africa	54.2	58.2	58.1	58.4	57.5	57.2	56.8	56.9	56.8	54.9
Female	AFRICA	61.4	61.4	62.2	62.7	60.9	61.8	62.0	62.5	62.7	62.9
	West Africa	74.2	75.2	76.4	78.7	72.9	75.3	75.6	76.6	77.3	77.9
	East Africa	74.7	73.7	73.0	73.4	72.9	72.6	72.8	73.6	72.9	73.8
	Southern Africa	59.5	59.0	62.0	61.0	60.1	61.6	60.7	60.5	61.8	60.7
	Northern Africa	44.8	45.4	45.3	45.8	44.4	44.5	44.9	44.9	44.9	44.9
	Central Africa	37.8	37.7	37.7	37.4	37.7	37.6	37.6	37.7	37.8	37.8
Male	AFRICA	78.1	79.1	78.8	79.3	78.2	78.4	78.1	78.5	78.5	77.6
	West Africa	87.8	88.3	87.7	89.0	86.6	86.7	87.0	87.6	88.2	87.0
	East Africa	83.1	82.3	81.6	82.1	80.9	81.2	81.3	81.7	80.9	81.4
	Southern Africa	74.8	74.7	74.7	74.9	74.4	74.2	74.2	74.7	74.7	74.7
	Northern Africa	69.4	68.0	69.4	69.4	68.8	70.5	69.4	69.8	70.0	69.6
	Central Africa	62.8	71.6	71.6	71.6	71.4	70.5	69.1	69.1	69.1	64.4

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

Table A6Estimated distribution of **total migrant population** in Africa, by subregion and sex, 2010–19 (millions)

	Subregions	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Both sexes	AFRICA	17.2	18.3	19.3	20.4	21.4	22.9	23.6	24.3	25.3	26.3
	East Africa	3.9	4.3	4.6	4.9	5.3	5.9	6.3	6.8	7.2	7.7
	West Africa	6.5	6.6	6.7	6.8	6.8	7.0	7.2	7.2	7.4	7.6
	Southern Africa	3.3	3.7	4.2	4.6	5.0	5.4	5.5	5.7	5.9	6.1
	Central Africa	2.1	2.2	2.3	2.3	2.5	2.6	2.7	2.8	2.9	3.1
	Northern Africa	1.4	1.5	1.6	1.7	1.8	1.9	1.9	1.9	1.8	1.9
Female	AFRICA	7.9	8.4	8.8	9.2	9.7	10.4	10.5	10.9	11.4	11.9
	East Africa	1.9	2.0	2.1	2.3	2.4	2.8	2.8	3.1	3.3	3.6
	West Africa	3.1	3.2	3.2	3.2	3.3	3.3	3.4	3.4	3.5	3.5
	Southern Africa	1.4	1.6	1.8	1.9	2.1	2.3	2.3	2.4	2.5	2.5
	Central Africa	1.0	1.0	1.1	1.1	1.2	1.3	1.3	1.3	1.4	1.5
	Northern Africa	0.5	0.6	0.6	0.6	0.7	0.7	0.7	0.7	0.7	0.7
Male	AFRICA	9.2	9.9	10.5	11.2	11.8	12.5	13.0	13.4	13.9	14.5
	East Africa	3.3	3.4	3.5	3.6	3.6	3.7	3.8	3.8	3.9	4.1
	West Africa	2.1	2.3	2.5	2.7	2.9	3.1	3.5	3.7	3.9	4.1
	Southern Africa	1.9	2.1	2.4	2.6	2.9	3.2	3.2	3.3	3.4	3.5
	Central Africa	1.1	1.1	1.2	1.2	1.3	1.4	1.4	1.5	1.5	1.6
	Northern Africa	0.9	0.9	1.0	1.0	1.1	1.2	1.1	1.1	1.1	1.2

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

Table A7

Estimated distribution of **working-age migrant population**,
by subregion and sex, 2010–19 (millions)

	Subregions	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Both sexes	AFRICA	13.2	14.0	14.9	15.7	16.4	17.6	18.1	18.8	19.5	20.2
	West Africa	5.0	5.1	5.1	5.2	5.2	5.3	5.5	5.5	5.6	5.7
	East Africa	2.8	3.1	3.3	3.5	3.8	4.2	4.5	5.0	5.3	5.6
	Southern Africa	2.8	3.2	3.5	3.9	4.3	4.7	4.8	4.9	5.1	5.3
	Central Africa	1.4	1.5	1.6	1.6	1.7	1.8	1.8	1.9	2.0	2.1
	Northern Africa	1.1	1.2	1.3	1.4	1.5	1.5	1.5	1.5	1.5	1.5
Female	AFRICA	6.0	6.3	6.7	7.0	7.3	8.0	8.2	8.5	8.9	9.1
	West Africa	1.4	1.5	1.6	1.8	1.9	2.1	2.2	2.5	2.6	2.8
	East Africa	2.3	2.3	2.4	2.4	2.3	2.5	2.5	2.6	2.7	2.6
	Southern Africa	1.1	1.3	1.4	1.6	1.7	1.9	1.9	2.0	2.1	2.1
	Central Africa	0.7	0.7	0.8	0.8	0.8	0.9	0.9	0.9	1.0	1.0
	Northern Africa	0.4	0.4	0.5	0.5	0.5	0.6	0.6	0.5	0.6	0.6
Male	AFRICA	7.2	7.7	8.2	8.6	9.1	9.7	9.9	10.3	10.7	11.2
	West Africa	2.7	2.7	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.1
	East Africa	1.6	1.9	2.1	2.3	2.5	2.8	2.9	3.0	3.0	3.1
	Southern Africa	1.4	1.5	1.7	1.8	1.9	2.1	2.2	2.5	2.7	2.8
	Central Africa	0.7	0.8	0.8	0.8	0.9	0.9	0.9	1.0	1.0	1.1
	Northern Africa	0.7	0.8	0.8	0.9	0.9	1.0	1.0	0.9	1.0	1.0

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

Table A8

Estimated distribution of **migrant workers (employed and unemployed)** in Africa, by subregion and sex, 2010–19 (millions)

	Subregions	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Both sexes	AFRICA	9.5	10.1	10.6	11.2	11.7	12.5	12.9	13.3	13.9	14.5
	West Africa	3.6	3.7	3.7	3.8	3.7	3.9	3.9	4.0	4.1	4.3
	East Africa	2.1	2.3	2.4	2.6	2.8	3.1	3.3	3.6	3.8	4.1
	Southern Africa	1.9	2.1	2.4	2.6	2.8	3.1	3.2	3.3	3.4	3.5
	Central Africa	1.1	1.1	1.1	1.2	1.2	1.3	1.3	1.4	1.4	1.5
	Northern Africa	0.8	0.9	0.9	1.0	1.1	1.1	1.1	1.1	1.1	1.1
Female	AFRICA	3.5	3.8	4.0	4.2	4.4	4.8	4.9	5.1	5.3	5.6
	West Africa	1.0	1.0	1.1	1.2	1.3	1.4	1.5	1.6	1.8	1.9
	East Africa	1.2	1.2	1.3	1.3	1.3	1.4	1.4	1.4	1.5	1.6
	Southern Africa	0.7	0.7	0.8	0.9	1.0	1.1	1.1	1.1	1.1	1.2
	Central Africa	0.5	0.5	0.5	0.5	0.5	0.5	0.6	0.6	0.6	0.6
	Northern Africa	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0.3	0.4	0.4
Male	AFRICA	5.9	6.3	6.6	7.0	7.3	7.8	8.0	8.2	8.5	8.9
	West Africa	2.4	2.5	2.4	2.5	2.5	2.5	2.6	2.6	2.6	2.7
	East Africa	1.2	1.4	1.6	1.7	1.9	2.1	2.1	2.2	2.2	2.3
	Southern Africa	1.1	1.2	1.3	1.4	1.5	1.7	1.8	2.0	2.1	2.2
	Central Africa	0.6	0.6	0.7	0.7	0.7	0.7	0.7	0.8	0.8	0.9
	Northern Africa	0.6	0.6	0.6	0.7	0.7	0.8	0.7	0.7	0.7	0.8

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

Table A9

Estimated distribution of **young migrant workers** (aged 15–35 years), by subregion and sex, 2010–19 (millions)

	Subregions	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Both sexes	AFRICA	4.4	4.7	5.1	5.3	5.6	6.0	6.1	6.3	6.5	6.7
	Southern Africa	1.1	1.2	1.4	1.5	1.7	1.9	1.9	1.9	2.0	2.1
	West Africa	1.7	1.8	1.9	1.9	1.9	1.9	2.0	2.0	2.0	2.0
	East Africa	0.8	0.9	0.9	1.0	1.0	1.2	1.2	1.3	1.4	1.5
	Central Africa	0.5	0.5	0.5	0.5	0.5	0.6	0.6	0.6	0.6	0.7
	Northern Africa	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Female	AFRICA	1.8	1.9	2.0	2.1	2.1	2.4	2.5	2.5	2.6	2.7
	Southern Africa	0.7	0.7	0.8	0.8	0.7	0.9	0.9	0.8	0.8	0.9
	West Africa	0.4	0.4	0.4	0.4	0.5	0.5	0.6	0.6	0.7	0.7
	East Africa	0.4	0.4	0.5	0.5	0.6	0.6	0.6	0.6	0.7	0.7
	Central Africa	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
	Northern Africa	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Male	AFRICA	2.6	2.8	3.0	3.2	3.5	3.5	3.6	3.8	3.9	4.0
	Southern Africa	0.7	0.8	0.9	1.0	1.1	1.2	1.3	1.3	1.3	1.4
	West Africa	1.0	1.1	1.1	1.1	1.2	1.1	1.1	1.2	1.2	1.2
	East Africa	0.4	0.5	0.5	0.5	0.6	0.6	0.7	0.7	0.8	0.8
	Central Africa	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.4
	Northern Africa	0.2	0.2	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.3

Note: The data presented in this table are based on national sources, which have been supplemented by estimates for missing observations. Because of rounding, some totals for Africa do not match the sum of the subregional subtotals.
Source: STATAFRIC Migration Database.

APPENDIX II. DEFINITIONS AND CLASSIFICATIONS USED IN THE REPORT

Definitions of key concepts

Resident population

The “resident population” comprises people of all ages who are usual residents of the country regardless of sex, national origin, citizenship or the geographical location of their place of work. This includes stateless persons and non-citizens who are usual residents but have no residence permit. It also includes some usual residents who work outside the country (such as frontier workers, seasonal workers, other short-term migrant workers, volunteer workers and nomads) (ILO 2018b, para. 11).

Usual residence

The concept of “usual residence” is used in population censuses to denote the place at which a person has lived continuously for most of the 12 months preceding the census (that is, for at least six months and one day), not including temporary absences for holidays or work assignments, or intends to live for at least six months (UNDESA 2017a, para. 2.50).

Usual resident

This refers to an individual who lives or intends to live at a place or in a country continuously for most of 12 months (that is, for at least six months and one day), not including temporary absences for holidays or work assignments.

Youth population

“Youth” in this report refers to individuals aged between 15 and 35 years (inclusive).

Working-age population

To determine the working-age population:

(a) the lower age limit should be set taking into consideration the minimum age for employment and exceptions specified in national laws or regulations, or the age of completion of compulsory schooling;

(b) no upper age limit should be set so as to enable comprehensive coverage of the work activities of the adult population and to make it possible to study transitions between employment and retirement (ILO-2016a).

For purposes of international comparability, the working-age population is defined as all persons over the legal age to work, i.e. 15 years and over.

Labour force

The ‘labour force’ comprises all persons who are of working age (i.e. aged 15 or above) and are either ‘employed’ or ‘unemployed’ (i.e. seeking employment) during the reference period, according to national convention. (ILO-2016a).

Employed person

A person of working age who, during a short reference period, was engaged in any activity to produce goods or provide services for pay or profit. (ILO-2016a).

International migrant

This refers to any individual who changes his or her country of usual residence (UNDESA 1998, para. 32).

International migrant worker

This concept is used to measure the current attachment to the labour market of international migrants in a country, irrespective of the initial purpose of migration, and of others who are not usual residents of the country but participate in its labour market. For statistical purposes, international migrant workers are defined as all international migrants of working-age who are usual residents in the country of measurement and who, during a specified reference period, were in that country’s labour force, either in employment or in unemployment (ILO 2018b, para. 14).

Stock of international migrants

The stock of international migrants refers to the total number of international migrants present in a given country at a particular point in time (UNDESA 2017b, para. 43).

Flow of international migrants

The flow of international migrants refers to the number of international migrants entering or leaving (moving to or from) a given country during a given period of time, usually one calendar year (UNDESA 2017b, para. 44).

Flow of international immigrants

The flow of international immigrants is the number of international immigrants entering a given country over the course of a specified period, usually a calendar year (UNDESA 2017b, para. 44).

Flow of international emigrants

The international flow of emigrants is the number of international emigrants leaving a given country over the course of a specified period, usually a calendar year (UNDESA 2017b, para. 44).

Personal transfers

This refers to all current cash or in kind transfers made or received by resident households to or from non resident households. Personal transfers include all current transfers between resident and non-resident individuals.

Classifications used

Education

For the purposes of this report, educational attainment was classified into “Basic”, “Intermediate” and “Advanced” levels on the basis of the 2011 version of the International Standard Classification of Education (ISCED 2011). This categorization follows previous studies conducted by the Organisation for Economic Co-operation and Development (OECD) and other international organizations. An additional subcategory has been added to distinguish those with no qualifications whatsoever (that is, who have never attended an education programme, not even early childhood education). Details of the ISCED 2011 classification can be found in UIS (2012).

Level of qualification, based on ISCED 2011 or ISCED 1997 coding of educational attainment

Qualification	ISCED 2011 level	ISCED 1997 level	Description (in ISCED 2011)
Basic	0	0	Less than primary education
	01		<i>Never attended an education programme</i>
	02	0	<i>Some early childhood education</i>
	03		<i>Some primary education (without completion of ISCED level 1)</i>
	1	1	Primary education
	2	2	Lower secondary education
Intermediate	3	3	Upper secondary
	4	4	Post-secondary non-tertiary education
Advanced	5	5	Short-cycle tertiary education
	6		Bachelor's or equivalent level
	7		Master's or equivalent level
	8	6	Doctoral or equivalent level

Economic activity

The “High-level SNA/ISIC aggregation (A*10)” classification of economic sectors was used on the basis of the fourth revision of the International Standard Industrial Classification of All Economic Activities (ISIC, Rev.4) (UNDESA (2008)). As shown in the table below, it consists of ten categories (1–10) and one subcategory (2a).

High-level SNA/ISIC aggregation (A*10)

A*10	ISIC, Rev.4 sections	ISIC, Rev.4 divisions	Description
1	A	01–03	Agriculture, forestry and fishing
2	B, C, D and E	05–39	Manufacturing, mining and quarrying and other industrial activities
2a	C	10–33	<i>Of which: manufacturing</i>
3	F	41–43	Construction
4	G, H and I	45–56	Wholesale and retail trade, transport and storage, accommodation and food service activities
5	J	58–63	Information and communication
6	K	64–66	Financial and insurance activities
7	L	68	Real estate activities
8	M and N	69–82	Professional, scientific, technical, administrative and support service activities
9	O, P and Q	84–88	Public administration and defence, education, human health and social work activities
10	R, S, T and U	90–99	Other service activities

Occupation

This report uses the most recent version (2008) of the ILO's International Standard Classification of Occupations commonly known as ISCO-08, which replaces the previously used ISCO-88. The technical files and conversion tables are available online at www.ilo.org/public/english/bureau/stat/isco/isco08/. National statistical offices could report the data using either ISCO-08 or ISCO 88 as outlined in the tables below:

International Standard Classification of Occupations 2008 (ISCO-08)

ISCO-08	Major Group
1	Managers
2	Professionals
3	Technicians and associate professionals
4	Clerical support workers
5	Service and sales workers
6	Skilled agricultural, forestry and fishery workers
7	Craft and related trades workers
8	Plant and machine operators and assemblers
9	Elementary occupations
0	Armed forces occupations

International Standard Classification of Occupations 1988 (ISCO-88)

ISCO-88	Major Group
1	Legislators, senior officials and managers
2	Professionals
3	Technicians and associate professionals
4	Clerks
5	Service workers and shop and market sales workers
6	Skilled agricultural and fishery workers
7	Craft and related trades workers
8	Plant and machine operators and assemblers
9	Elementary occupations
0	Armed forces

Status in employment

This report uses the ILO's International Classification of Status in Employment, referred to as ICSE-93, which was adopted by the 15th International Conference of Labour Statisticians in January 1993 and comprises the categories outlined below:

International Classification of Status in Employment 1993 (ICSE-93)

ISCE-93	Major Group
1	Employees
2	Employers
3	Own-account workers
4	Members of producers' cooperatives
5	Contributing family workers
6	Workers not classifiable by status

APPENDIX III.

HANDLING OF MISSING DATA

The International Labour Migration Questionnaire (ILMQ) consists of 17 Excel tables. The adjustments for missing data were performed only in table 1, which contains the number of people in the general population and the migrant population disaggregated by sex, working-age cohort (15+ years), youth (15–35 years), people in labour force and people in employment.

Table 1 has 36 variables, which refer to the number of people in the population and in the various subgroups. Thus, variable 1 is “total population”, variable 2 is the subgroup “male population” and so on all the way until variable 36, which is the subgroup “migrant women aged 15–35 years in employment”. Each variable has ten observations, one for every year in the period 2010–19. For each country there are thus 360 values (cells in the table). The countries filled in all the data that they were able to provide. The data set, before handling missing data, contains total and migrant population data for 47 Member States. After estimation procedures were applied, the analysis underlying this report for total and migrant populations is based on data for 54 of the 55 Member States of the African Union¹. Many values are missing because the national statistical offices (NSOs) simply do not have the data for a particular year or variable. The table below shows the response rates for the six parts of ILMQ table 1.

¹ The data set does not include data for the Sahrawi Arab Democratic Republic.

Variables (subgroups)	Number of observations reported	Number of observations if table fully filled in (60 cells x 54 countries)	Response rate (%)
Part 1: Total population			
1. Population (male/female)	2 129	3 240	66
2. Working-age population (male/female)			
Part 2: Migrant population			
3. Migrant population (male/female)	985	3 240	30
4. Working-age migrant population (male/female)			
Part 3: Total labour force			
5. Labour force (male/female)	1 619	3 240	50
6. Labour force aged 15–35 years (male/female)			
Part 4: Migrant labour force			
7. Migrant labour force (male/female)	805	3 240	25
8. Migrant labour force aged 15–35 years (male/female)			
Part 5: Total employed			
9. Employed (male/female)	1 286	3 240	40
10. Employed aged 15–35 years (male/female)			
Part 6: Total employed migrants			
11. Employed migrants (male/female)	849	3 240	26
12. Employed migrants aged 15–35 years (male/female)			

As can be seen from the table, a large part of the data requested by the survey is missing. In order to nevertheless obtain reasonably reliable survey results, a “modelling” exercise was performed. The first step in the process was to create a full data set for each country by imputing values for the empty cells in the data tables.

Imputation process

1. The first step was to convert all subgroup values to proportions of the total population for population data and to proportions of total number of migrants for migrant data. The values for subgroups 2, 5 and 6 (see table above) were converted to proportions of subgroup 1. Likewise, the values for subgroups 4, 7 and 8 were converted to proportions of subgroup 3. Subgroups 9–12 (employed) were not used for the analysis.
2. The next step was to check each empty cell (variable/year) and carry out imputation as follows:
 - a. If there were data (subgroup proportions) for one or more years for that particular variable, the mean of the proportions was calculated and that mean value was used as an imputed value in the empty cell.
 - b. If there were no data at all for the variable, the cell was left empty.
3. A rather large number of cells remained empty after the first imputation round. For these cells, the imputation was carried out using proportions calculated from data collected in the previous survey – that is, the survey conducted to gather data for the second edition of the *Report on Labour Migration Statistics in Africa* (AUC 2020).

The result of the imputation process is a full set of subgroup proportions, where the base is the country population or the country migrant population from the questionnaire. For the estimation, the proportions must be converted to numbers by multiplying the proportions by the total population or the total migrant population for each year. A problem here is that data on the total population and the migrant population are not available for all countries and all years. Furthermore, some of the data submitted by the NSOs appeared to contain inconsistencies. The next two sections describe the process of preparing “control totals”. These are estimates, as accurate as possible, of the total population and the migrant population for all the countries covered by the survey and all the years in the period 2010–19.

Preparation of data on total population

The data provided by the NSOs on total population were not complete for all of the years in the period 2010–19. A separate data collection exercise was therefore carried out by the technical team in order to obtain the total population for each country and year. The exercise resulted in a situation where data from three sources were available:

- Data on population from the ILMQ. Most countries did not provide figures for every year. Some figures seemed inconsistent. Some countries did not provide any data at all.
- Consultations with the regional economic communities on population numbers for member countries.
- Published data from the NSOs (for example, from their websites).

The figures from the various sources more or less matched in many cases, but when substantial differences were found, the NSO was contacted, and the differences were analysed. In this way, it was possible to establish “correct” total population numbers (male and female) for each country and each year.

Preparation of data on total migrant population

It was more difficult to obtain the migrant population numbers for the entire period 2010–19. The following procedure was applied:

1. For those countries that had provided migrant population numbers, these were compared with the numbers presented in the United Nations (UN) database on the international migrant stock: <https://www.un.org/en/development/desa/population/migration/data/estimates2/estimates17.asp>

If there were substantial differences, the country’s NSO was contacted and in some cases corrections were made. This was done for six countries.

2. Nineteen countries did not provide any data on migrants. For these it was decided to use data from the UN database on the international migrant stock. Data are available for the years 2010, 2015, 2017 and 2019. Simple linear interpolations were performed for the years in between so that a full series could be obtained.
3. If the country’s NSO had provided migrant population numbers for at least two years, and the data were deemed correct, these data were used for the calculations. Simple linear interpolation or extrapolation was performed to estimate the population for years with no data and to obtain estimates of the migrant population in all years in the period 2010–19. This was done for 21 countries. The empirical base for the NSO estimates are to a large extent census data, mostly from the 2010 census round. The UN and the NSO, thus, have the same empirical base.

4. Eleven countries provided data for only one year. Three countries provided data for two years, but the data for at least one year were deemed incorrect and it was not possible to establish the correct numbers. For these 14 countries, UN data were used in the same way as in (2).

The process resulted in the best possible estimates, under the circumstances, of migrant population totals for each country and each year.

Estimation and assessing the accuracy of estimates

For the estimation, the subgroup proportions must be converted to numbers by multiplying the proportions (obtained by imputation) by the total population or the total migrant population (obtained as described in the two sections above). This was done for each country and each year.

The relatively small set of actual data on population and migrant totals means that estimates of the number of people in subgroups are bound to be subject to considerable uncertainty. The accuracy of the estimates depends very much on the accuracy of the projections: it deteriorates with increasing length of the projections.

The combined effect of the imputations, interpolations and extrapolations is that year-to-year variation in the numbers will not be captured correctly. That is a problem in the statistics for an individual country but less of a problem when statistics are presented for a group of countries (or for geographical subregions, regional economic communities, or the whole of Africa).

The process for obtaining estimates of educational attainment (ILMQ table 2) differs from that used for table 1 estimates. No imputations were performed on the data. In all, 36 countries had table 2 data for the total population for at least one year in the period 2010–19, while 28 countries had such data for the migrant population for at least one year. The average over the period 2010–19 was calculated for each country. The non-response rate was high: the total population estimates are based on 65 per cent of the responding countries, while the migrant population estimates are based on 51 per cent of them. Still, with some degree of caution, it is possible to extrapolate the results to Africa as a whole. This relies on the assumption that the group of responding countries can be regarded as having been “selected” at random from the group of all African Union Member States. It is also necessary to keep the margins of error due to “sampling” in mind when analysing the results. The following tables give confidence intervals calculated under the assumptions described above.

Proportion of the **population** at different levels of educational attainment

Education level	Estimate	Standard error	95% confidence interval	
			Lower bound	Upper bound
Never attended	0.296	0.022	0.251	0.340
Basic	0.391	0.019	0.351	0.430
Intermediate	0.227	0.027	0.171	0.282
Advanced	0.087	0.012	0.062	0.111

Proportion of the **migrant population** at different levels of educational attainment

Education level	Estimate	Standard error	95% confidence interval	
			Lower bound	Upper bound
Never attended	0.250	0.043	0.162	0.338
Basic	0.342	0.021	0.299	0.386
Intermediate	0.307	0.053	0.198	0.416
Advanced	0.101	0.006	0.087	0.114

APPENDIX IV. INTERNATIONAL LABOUR MIGRATION QUESTIONNAIRE

2019 EDITION, launched in August 2019

ILMQ: Modules A, B and C

2019 EDITION, launched in May 2019

A. INTERNATIONAL MIGRANT STOCK

Tables 1-8 collect data on the stock of INTERNATIONAL migrants currently residing or working in your country. Please fill in the missing cells (highlighted in blue) as completely as possible.

Table 1. Resident population, by sex and labour force participation - total and youth (total & migrant population)

	TOTAL POPULATION						TOTAL LABOUR FORCE						TOTAL EMPLOYED					
	All ages			Working age (15+)			Labour Force (15+)			Youth (15-35)			Employed (15+)			Youth (15-35)		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2010																		
2011																		
2012																		
2013																		
2014																		
2015																		
2016																		
2017																		
2018																		
2019																		
	MIGRANT POPULATION						MIGRANT LABOUR FORCE						TOTAL EMPLOYED MIGRANTS					
	MIGRANTS (all ages)			MIGRANTS (all ages)			Labour Force (15+)			Youth (15-35)			Employed (15+)			Youth (15-35)		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2010																		
2011																		
2012																		
2013																		
2014																		
2015																		
2016																		
2017																		
2018																		
2019																		

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

(e.g. Labour Force Survey 20xx, Housing and Population Census, Administrative Records of Immigration Bureau, etc.)

(e.g. Central Statistics Office, Ministry of Labour, Immigration Bureau, etc.)

(e.g. Annual, quarterly, monthly, constant/rolling, ad hoc, etc.)

(Please refer to our definitions in the 'DEFINITIONS' sheet and highlight any differences...)

(Please note any limitations in the scope of the data: e.g. only registered migrants; excludes agricultural labour, etc.)

Table 2. Working age population, by sex and education (total & migrant population) (ISCED 2011--Annex 3_Codifying of education attainment)

	WORKING AGE POPULATION											
	WORKING AGE (15+)				Men (15+)				Women (15+)			
	0_01 Never attended an educ. prog.	0, 1, 2 Basic	3, 4 Intermediate	5, 6, 7, 8 Advanced	0_01 Never attended an educ. prog.	0, 1, 2 Basic	3, 4 Intermediate	5, 6, 7, 8 Advanced	0_01 Never attended an educ. prog.	0, 1, 2 Basic	3, 4 Intermediate	5, 6, 7, 8 Advanced
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

	WORKING AGE POPULATION											
	WORKING AGE (15+)				Men (15+)				Women (15+)			
	0_01 Never attended an educ. prog.	0, 1, 2 Basic	3, 4 Intermediate	5, 6, 7, 8 Advanced	0_01 Never attended an educ. prog.	0, 1, 2 Basic	3, 4 Intermediate	5, 6, 7, 8 Advanced	0_01 Never attended an educ. prog.	0, 1, 2 Basic	3, 4 Intermediate	5, 6, 7, 8 Advanced
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

Table 3. Migrants, by country of origin

	Total Migrants	Stock of all international migrants by country of origin (please add more if applicable...)																			
2010																					
2011																					
2012																					
2013																					
2014																					
2015																					
2016																					
2017																					
2018																					
2019																					

Data source(s):
Responsible institution/service(s):
Frequency of data collection:
NOTES on data definitions:
NOTES on the scope of the data:

Table 4. Migrants, by country of origin

	Employed Migrants	Stock of Employed Migrants by country of origin (please add more if applicable...)									
2010											
2011											
2012											
2013											
2014											
2015											
2016											
2017											
2018											
2019											

Data source(s):
Responsible institution/service(s):
Frequency of data collection:
NOTES on data definitions:
NOTES on the scope of the data:

Table 5. Employed persons, by economic activity (total & migrant population) (ISIC, Rev.4)

	TOTAL EMPLOYED										
	A	B,C,D,E	C	F	G,H,I	J	K	L	M,N	O,P,Q	R,S,T,U
Total Employed	Agriculture, forestry & fishing	Manuf. mining & quarrying & other ind...	Manuf. (only)	Construction	Wholesale & retail trade, transport, & storage, accomm...	Information & comm.	Financial & insurance activities	Real estate activities	Professional, scientific, technical, admin. & support...	Public admin. & defence, education, human...	Other service activities
2010											
2011											
2012											
2013											
2014											
2015											
2016											
2017											
2018											
2019											

	EMPLOYED MIGRANTS										
	A	B,C,D,E	C	F	G,H,I	J	K	L	M,N	O,P,Q	R,S,T,U
Total Employed	Agriculture, forestry & fishing	Manuf. mining & quarrying & other ind...	Manuf. (only)	Construction	Wholesale & retail trade, transport, & storage, accomm...	Information & comm.	Financial & insurance activities	Real estate activities	Professional, scientific, technical, admin. & support...	Public admin. & defence, education, human...	Other service activities
2010											
2011											
2012											
2013											
2014											
2015											
2016											
2017											
2018											
2019											

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

Table 6. Employed persons, by occupation (total & migrant population) (ISCO-08)

	TOTAL EMPLOYED									
	1	2	3	4	5	6	7	8	9	0
Total Employed	Managers	Professionals	Technicians & associated professionals	Clerical support workers	Service & sales workers	Skilled agricultural, forestry & fishery...	Craft & related trades workers	Plant & machine operators, & assemblers	Elementary occupations	Armed forces occupations
2010										
2011										
2012										
2013										
2014										
2015										
2016										
2017										
2018										
2019										

	EMPLOYED MIGRANTS									
	1	2	3	4	5	6	7	8	9	0
Total Employed	Managers	Professionals	Technicians & associated professionals	Clerical support workers	Service & sales workers	Skilled agricultural, forestry & fishery...	Craft & related trades workers	Plant & machine operators, & assemblers	Elementary occupations	Armed forces occupations
2010										
2011										
2012										
2013										
2014										
2015										
2016										
2017										
2018										
2019										

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

Table 7. Employed persons, by sex and status in employment (total & migrants) (ICSE-93)

	TOTAL EMPLOYED MEN						TOTAL EMPLOYED WOMEN					
	1	2	3	4	5	6	1	2	3	4	5	6
Total employed	Employees	Employers	Own-account workers	Members of producers' coop.	Contributing family workers	Workers not classifiable by status	Employees	Employers	Own-account workers	Members of producers' coop.	Contributing family workers	Workers not classifiable by status
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

	EMPLOYED MIGRANTS MEN						TOTAL EMPLOYED WOMEN					
	1	2	3	4	5	6	1	2	3	4	5	6
Total employed	Employees	Employers	Own-account workers	Members of producers' coop.	Contributing family workers	Workers not classifiable by status	Employees	Employers	Own-account workers	Members of producers' coop.	Contributing family workers	Workers not classifiable by status
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

Table 8. Employed persons, by sex and average monthly wages - mean & median (total & migrant population)

Please provide figures on average monthly wages below in your local currency (units), as both the mean and the median.

	TOTAL EMPLOYED						EMPLOYED MIGRANTS					
	Mean monthly wage			Median monthly wage			Mean monthly wage			Median Monthly Wage		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

B. INTERNATIONAL MIGRANT FLOW

Tables 9-12 collect data on the annual flows of international migrants into your country. Please fill in the cells (highlighted in blue) as completely as possible.

Table 9. Inflows of migrants, by sex and by country of origin

	Inflows of Migrants			Inflows of migrants by country of origin (please add more if applicable...)																			
	Total	Men	Women																				
2010																							
2011																							
2012																							
2013																							
2014																							
2015																							
2016																							
2017																							
2018																							
2019																							

Data source(s):
Responsible institution/service(s):
Frequency of data collection:
NOTES on data definitions:
NOTES on the scope of the data:

Table 10. Inflows of migrants, by sex and education (ISCED 2011)

	Total				Men				Women			
	0_01	0_1,2	3,4	5,6,7,8	0_01	0_1,2	3,4	5,6,7,8	0_01	0_1,2	3,4	5,6,7,8
	Never attended an educ. progr.	Basic	Intermediate	Advanced	Never attended an educ. progr.	Basic	Intermediate	Advanced	Never attended an educ. progr.	Basic	Intermediate	Advanced
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

Table 11. Inflows of employed migrants, by economic activity (ISIC, Rev.4)

	Total					Men					Women		
	A	B,C,D,E	C	F	G,H,I	J	K	L	M,N	O,P,Q	R,S,T,U		
Total inflow (employed migrants)	Agriculture, forestry & fishing	Manufacturing, mining & quarrying & other industrial...	Manufacturing (only)	Construction	Wholesale & retail trade, transport & storage, accomm...	Information & comm.	Financial & insurance activities	Real estate activities	Professional, scientific, technical, admin. & support...	Public admin. & defence, education, human...	Other service activities		
2010													
2011													
2012													
2013													
2014													
2015													
2016													
2017													
2018													
2019													

Data source(s):
Responsible institution/service(s):
Frequency of data collection:
NOTES on data definitions:
NOTES on the scope of the data:

Table 12. Inflows of employed migrants, by occupation (ISCO-08)

	1	2	3	4	5	6	7	8	9	10
	Managers	Professionals	Technicians & associated professionals	Clerical support workers	Service & sales workers	Skilled agricultural, forestry & fishery...	Craft & related trades workers	Plant & machine operators, & assemblers	Elementary occupations	Armed forces occupations
2010										
2011										
2012										
2013										
2014										
2015										
2016										
2017										
2018										
2019										

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

C. NATIONALS ABROAD

Tables 13-17 collect data on the stock of your country's nationals currently residing abroad, the flow of your country's nationals towards and the personal transfers sent by nationals abroad. Please fill in the cells (highlighted in blue) as completely as possible.

Table 13. Nationals abroad, by sex and by country of residence

	Nationals abroad			Nationals abroad by country of residence (please add more if applicable...)																			
	Total	Men	Women																				
2010																							
2011																							
2012																							
2013																							
2014																							
2015																							
2016																							
2017																							
2018																							
2019																							

Data source(s):
Responsible institution/service(s):
Frequency of data collection:
NOTES on data definitions:
NOTES on the scope of the data:

Table 14. Outflows of nationals, by sex and by country of destination

	Outflows of nationals			Outflow of nationals by country of destination (please add more if applicable...)																			
	Total	Men	Women																				
2010																							
2011																							
2012																							
2013																							
2014																							
2015																							
2016																							
2017																							
2018																							
2019																							

Data source(s):
Responsible institution/service(s):
Frequency of data collection:
NOTES on data definitions:
NOTES on the scope of the data:

Table 15. Outflows of migrants, by sex and education (ISCED 2011--Annex 3: Coding of educational attainment)

	Total				Men				Women			
	0_01	0_1,2	3,4	5,6,7,8	0_01	0_1,2	3,4	5,6,7,8	0_01	0_1,2	3,4	5,6,7,8
	Never attended an educ. progr.	Basic	Intermediate	Advanced	Never attended an educ. progr.	Basic	Intermediate	Advanced	Never attended an educ. progr.	Basic	Intermediate	Advanced
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

Table 16. Outflows of nationals for employment, by occupation (ISCO-08)

	1	2	3	4	5	6	7	8	9	10
	Managers	Professionals	Technicians & associated professionals	Clerical support workers	Service & sales workers	Skilled agricultural, forestry & fishery...	Craft & related trades workers	Plant & machine operators, & assemblers	Elementary occupations	Armed forces occupations
2010										
2011										
2012										
2013										
2014										
2015										
2016										
2017										
2018										
2019										

Data source(s):
Responsible institution/service(s):
Frequency of data collection:
NOTES on data definitions:
NOTES on the scope of the data:

Table 17. Personal transfers sent from nationals abroad, by country of origin

	Country of origin (please use one column per country of origin and add more if needed ...)											
	Total											
2010												
2011												
2012												
2013												
2014												
2015												
2016												
2017												
2018												
2019												

Data source(s):

Responsible institution/service(s):

Frequency of data collection:

NOTES on data definitions:

NOTES on the scope of the data:

END OF SHEET. THANK YOU FOR FILLING IN THIS QUESTIONNAIRE



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