

REPORT ON LABOUR MIGRATION STATISTICS IN AFRICA SECOND EDITION (2017)





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JLMP partners



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African Union Commission
PO Box 3243
Roosevelt Street, W21K19,
Addis Ababa, Ethiopia
Website: www.au.int
Email: DIC@africa-union.org
Website: www.au.int

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FOREWORD

Africa is a continent of migration by tradition. Throughout its history, the internal circulation of people, goods and ideas has contributed to the evolution of this continent. Today, this phenomenon has intensified further in the face of demographic, socio-economic and environmental factors. It is therefore important for the African Union to put in place a framework to guarantee the good governance of this phenomenon and to ensure its effective implementation.

In this regard, I am delighted to present the *second edition of the Africa Labor Migration Statistics Report*, which is released to support the implementation of the African Union's (AU's) Agenda 2063 (AU), 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. This publication demonstrates the sustained commitment of the African Union Commission to provide Member States, Regional Economic Communities and partners with tools that can help them make meaningful decisions on migration governance.

The first edition – *Report on Labor Migration Statistics in Africa in 2015, published in March 2017* – had the expected effect of highlighting the importance of the governance of labor migration in development efforts in Africa. There are several policy frameworks - including the revised AU Migration Policy Framework for Africa (2018) and the AU Plan of Action on Jobs, Poverty Eradication and Development inclusive (2015) - which contain provisions designed to facilitate national and regional governance of free movement as well as migration.

Reliable statistics on labor migration are essential for this and other key objectives of the agreement to be achieved.

As part of our activities through the Joint Program on Labor Migration, the AU Commission is building a database on international labor migration in Africa, which now contains a relatively long series of up-to-date data spanning ten years (2008-2017). This database will improve understanding of statistics on labor migration and facilitate the design of comprehensive policies in various sectors, including labor, migration, education, employment and development.

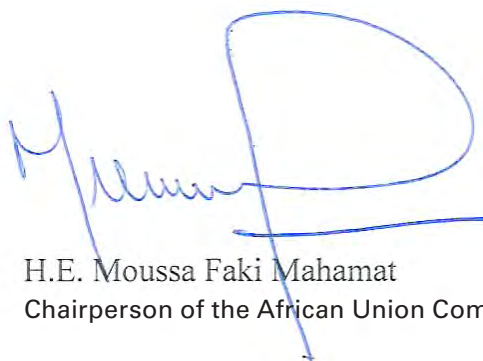
In addition to providing comparable statistics on labor migration for the indicators covered by the first edition of the report, this new edition also examines the social protection of migrant workers and remittances made by migrants for migrants. family members in their country of origin. Since statistics on labor migration are very dynamic and constantly change in response to economic, social, environmental and political factors, each subsequent edition should take into account new trends. This will ensure that the *Africa Labor Migration Statistics Report* continues to be relevant and useful to its target audience.

I commend the constructive approach that prevailed throughout the drafting process, with 48 AU Member States fully participating in this important project. In this regard, I sincerely hope that future editions contain equally high quality data on the main indicators of labor migration for all African countries.



Once again, I encourage all Member States to ensure that their national statistical offices and other entities producing official statistics on labor migration participate in the preparation of subsequent editions of the report.

May all concerned with labor migration at all levels find this publication useful.



H.E. Moussa Faki Mahamat
Chairperson of the African Union Commission

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EXECUTIVE SUMMARY

The present report has been prepared in fulfilment of the request made in July 2015 by the Assembly of Heads of State and Government that the African Union Commission should submit a biennial report on labour migration statistics in Africa.

This second edition of the *Report on Labour Migration Statistics in Africa* summarizes statistical information for a period of ten years (2008–17), building on the first edition, which captured data from 2008 to 2015. The focus of this report is on emerging patterns and trends in the stock of international migrants living in African countries. An in-depth analysis of the various factors shaping labour migration does not fall under the report's scope.

The initial step in preparing the new report was to send the first iteration of the International Labour Migration Questionnaire to the national statistical offices of all African countries, of which 48 eventually provided data: a total response rate of around 87 per cent. However, this high response rate is somewhat deceptive, because many countries did not provide information on a significant number of indicators covered by the questionnaire. Appropriate imputation methods were therefore used to supplement the available data where necessary.

Despite the difficulty in obtaining comparable data because of the use of various sources (e.g. population surveys and administrative records) based on different definitions and approaches, a number of key findings were extracted as outlined below.

Africa is still the continent with the fastest-growing population in the world (UNDESA, 2019). Over the ten years covered by this report, the African population increased from 944,433,089 in 2008 to 1,215,953,341 in 2017 (JLMP database, 2018): an increase of about 271.5 million, or 28.75 per cent, which translates into an average annual growth rate of 2.8 per cent.

The world female population is slightly higher than the male. A similar slight preponderance of women may be observed in Africa as a whole (in 2017, there were 608.6 million women and 607.3 million men) and in each of the eight regional economic communities formally recognized by the African Union.

Demographic factors play a significant role in regional economic communities. The country grouping with the highest population in 2017 was the Community of Sahel-Saharan States (646.0 million people), followed by the Common Market for Eastern and Southern Africa (509.6 million people), the Economic Community of West African States (371.4 million people) and the Southern African Development Community (326.8 million people). By contrast, the Arab Maghreb Union, which comprises five countries, had the smallest population (95.2 million people).

There was a net increase in the working-age population in Africa: in 2017, it was estimated at 662.5 million, compared with 509.5 million in 2008, which represents an increase of 30.04 per cent. In 2017, the number of working-age women, at 335.6 million, was slightly higher than that of working-age men, at 329.6 million (Table P2). However, the total labour force of 433.8 million in 2017 contained more men (245.5 million) than women (188.4 million) (Table P3). More efforts clearly need to be undertaken to achieve gender parity, particularly for more women participating in productive works, including counting women involved in own-use production work (i.e. home-based activities, family business and caregiving) as another form of participation in productive work.

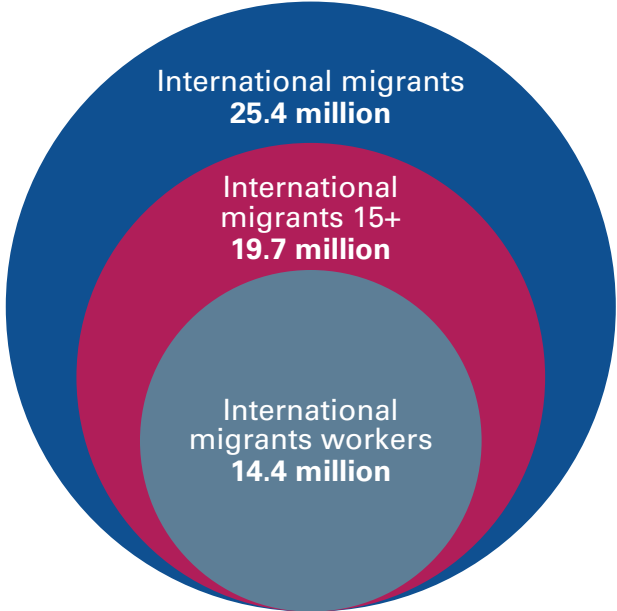
International migration in Africa accelerated over the decade covered by this report, increasing from 13.3 million migrants in 2008 to 25.4 million in 2017: a massive increase of 91.2 per cent, which translates into an average annual growth rate of 7.5 per cent. Working-age migrants, who totalled 19.7 million in 2017, predominate in the international migrant stock in Africa (figure 1).

There were an estimated 14.4 million international migrant workers in 2017¹ – a significant increase from 7.5 million in 2008.

The speed of increase of migrant workers is more quickly than the speed of increase of people in the labour force of African countries. The average annual growth rate of the migrant worker population between 2008 and 2017 was 7.5 per cent, which was more than the average annual growth rate of the total population.

In producing this edition of the *Report on Labour Migration Statistics in Africa*, the most significant challenge lay in determining the number of employed migrant workers. Only a few countries provided relevant data, for example, Algeria, Botswana, Eswatini, Ghana, Liberia, Namibia, Niger and Nigeria. Among these countries, 84.3 per cent of migrant workers were employed in 2016. The data from the above-mentioned responding countries in 2016 indicate that the proportion of female migrant workers who were in employment highlights the need for further efforts to provide equal opportunities for male and female migrant workers. Young people aged 15 to 35 years accounted for 26.6 per cent of the total number of employed migrant workers in 2016 in those aggregated reporting countries.

Figure 1. Estimates of the stock of international migrants and international migrant workers in Africa in 2017



1 The estimates of 14.4 million of international migrant workers in Africa in 2017 is different from the ILO global estimate on international migrant workers of 13 million (ILO, 2018a) due to different methodological approaches used.

The agricultural sector (fisheries, livestock, forestry and other agriculture-related activities) was by far the largest employer of migrant workers in the responding countries in 2016, accounting for 24.9 per cent of such workers. The next three most significant employment sectors for migrant workers in 2016 were trading (including wholesale and retail and related services) at 17.7 per cent; public administration (including education, health and social services) at 17.1 per cent; and the construction sector at 10.4 per cent. Altogether, these four sectors accounted for over 74 per cent of employed migrant workers in the responding countries.

The majority of employed migrant workers across the responding countries have basic skills and tend to work in elementary occupations, including agricultural workers, independent traders in the informal sector and labourers on construction sites. Nevertheless, the number of higher-skilled migrant workers has increased over the years. For example, the proportion of directors, executives and managers among migrant workers rose from 7.1 per cent in 2010 to 9.1 per cent in 2016, while the share of administrative employees went up from 8.9 to 13.0 per cent over the same period.

This report attempted to bring to the fore the evidence of the contribution of remittances to the development of migrants' countries of origin, particularly towards alleviating poverty and social inequality in the recipient households and communities of origin. Unfortunately, it is essential to note that the magnitude of remittances entering African countries continue to be underestimated due to the proliferation of informal remittance networks to avoid high transaction costs affecting many migrant workers. Hence, there is the scarcity of good coverage in reporting the volume of remittances by migrant workers. The available data indicates that migrant workers' remittances from Nigeria and Egypt amounted to an estimated US\$75,747.4 million in 2017, US\$69,616.77 million in 2016 and US\$70,795.57 million in 2015.



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
GCM	Global Compact for Safe, Orderly and Regular Migration
ICSE	International Classification of Status in Employment
IGAD	Intergovernmental Authority on Development
ILMQ	International Labour Migration Questionnaire
ILO	International Labour Organization
IMF	International Monetary Fund
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 (formally: Joint Programme on Labour Migration Governance for Development and Integration in Africa)
MFPA	Migration Policy Framework for Africa
NELM	New Economics of Labour Migration
NSO	national statistical office
REC	regional economic community
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SHaSA	Strategy for the Harmonization of Statistics in Africa
UIS	UNESCO Institute for Statistics
UN	United Nations
UNDESA	United Nations Department of Economic and Social Affairs
UNECA	United Nations Economic Commission for Africa
UNESCO	United Nations Educational, Scientific and Cultural Organization



CHAPTER 1

INTRODUCTION

International migration plays an important role in the socio-economic development of countries of origin, destination and transit. Across the world, migration, more specifically labour migration, has become increasingly prominent in policy discussions. An evidence-based debate on migration policies is necessary if the global development agenda is to be successfully implemented, particularly with regard to providing access to decent work and improving social protection for both native and migrant workers.

In this connection, the Assembly of Heads of State and Government of the African Union (AU) requested the African Union Commission (AUC) in July 2015 to submit a report on labour migration data in Africa every two years. Accordingly, the AUC – in collaboration with the International Labour Organization (ILO), the International Organization for Migration (IOM) and the United Nations Economic Commission for Africa (UNECA), and as part of the Joint Programme on Labour Migration Governance for Development and Integration in Africa (JLMP) under the Migration Policy Framework for Africa (MPFA) – issued the first edition of the *Report on Labour Migration Statistics in Africa* in March 2017 (AUC, 2017) and promptly embarked on preparing a second edition. Like the first, this new edition is intended to contribute to national, subregional and international discourse on labour migration policies and programmes.



Thanks to greater engagement with the AU Member States, this second edition of the *Report on Labour Migration Statistics in Africa* is able to present more comprehensive statistics than the first. In particular, data have been collected on migrant workers' remittances and the level of social protection they enjoy.

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Most international migration in Africa occurs between African countries, as reflected in the fact that around 53 per cent of African migrants were born in the continent (UNDESA, 2017). Even though international migrants represent just 2.1 per cent of the total population of Africa, their number has continued to grow rapidly in recent years, putting increasing pressure on the host countries' labour markets. African countries need to align their development priorities, for which purpose they can use this report as an evidence-based tool to monitor their progress towards the objectives of the AU 2063 Agenda and the 2030 Agenda for Sustainable Development.

The present chapter gives an overview of labour migration statistics in Africa, taking into account the political, demographic and regional/international context. It also outlines the report's objectives and sets the scene for later chapters, which are structured as follows:

- **Chapter 2:** Methodological approach
- **Chapter 3:** Profile of the African population
- **Chapter 4:** Profile of international migration in Africa
- **Chapter 5:** Additional characteristics of international migrant workers in selected countries
- **Chapter 6:** Conclusions and recommendations

1.1 Political context

Migration has become an issue of significant concern in Africa in recent years, and several policy frameworks and legal instruments have been developed to deal with it more effectively (see box 1).

In particular, the AU Migration Policy Framework for Africa (MPFA) for 2018–2030 and its associated Plan of Action, both of which were adopted in 2018, build on the achievements of the previous MPFA and seek to guide Member States and regional economic communities (RECs) in the management of migration, taking into account the current migration dynamics in Africa. The new MPFA and its Plan of Action reflect AU priorities and policies (including Agenda 2063), the United Nations (UN) Sustainable Development Goals (SDGs)

and international policies and standards on migration management. The two instruments provide comprehensive guidelines to assist the Member States and RECs in 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.

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”).

Additionally, the AU Free Movement of Persons Protocol contains several provisions related to labour migration and mobility, the emphasis being on protecting the fundamental human rights of migrant workers and their families. The Protocol also calls for the absolute prohibition of child labour and the elimination of all forms of forced labour across the continent.

BOX 1. Key milestones in the governance of labour migration in Africa

- **2006 – Joint Africa–EU Declaration on Migration and Development adopted in Tripoli**
- **2012 – Action Plan for Boosting Intra-Africa Trade adopted: this recognizes the key role of the free movement of persons and the need to regulate flows of migrant workers.**
- **2015 – AU–ILO–IOM–UNECA Joint Programme on Labour Migration Governance for Development and Integration in Africa**
- **2018 – AU Migration Policy Framework for Africa and Plan of Action for 2018–2030**
- **2018 – African Continental Free Trade Agreement**
- **2018 – AU Free Movement of Persons Protocol**

Several RECs have adopted regional instruments to facilitate the free movement of people and, consequently, labour migration. Those instruments are listed below in ascending chronological order:

- 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 the Member States 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 States 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 States.
- The Treaty Establishing the Community of Sahel-Saharan States (CEN-SAD), adopted in 1998, called 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 States' citizens with a view to achieving a true common market.
- The Protocol on Facilitation of the 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 Common Market Protocol, 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 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 owing 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.

1.2 Socio-demographic context

Africa's demographic profile is an issue of growing concern in relation to development policy. While most other regions are faced with ageing populations, Africa has the largest concentration of young people in the world. According to UNICEF (2017), Africa is expected to double its population from 1.2 billion in 2016 to nearly 2.5 billion in 2050, half of whom will be under 25 years of age. In particular, sub-Saharan Africa is projected to account for more than half of the growth of the world's population between 2019 and 2050 (UNDESA, 2019). The cohort of working-age people in Africa as a whole grew by 3 per cent between 2010 and 2017 – a faster rate than other age groups. African countries should take advantage of their “demographic dividend” to accelerate their economic growth.

Unfortunately, the number of jobs created every year in Africa is not sufficient to absorb the growing working-age population. Many people decide to migrate in order to seek employment opportunities elsewhere. Various economic, political and environmental crises in Africa are also contributing to an increase in labour migration (Ozel et al., 2017).

It is worth noting that most migrant workers in Africa stay attached to their countries of origin by sending remittances to family members still living there. Moreover, many of them decide to settle permanently in their countries of destination because of the socio-economic opportunities that are open to them there. Migrants in the labour force make a significant contribution to poverty reduction and socio-economic development in both countries of origin and destination.

Promoting the organized mobility of the young labour force between countries and within the RECs can help to tackle the problems caused by uncoordinated migration. A well-designed migration policy framework for the whole of Africa would mean that it is no longer necessary to employ skilled workers from outside the continent, which generally entails high costs.

Effective policies are required to deal with the challenge of unemployment faced in particular by young people in Africa. Domestic and international migration can open up new opportunities for young people, such as participation in higher education, finding decent work and acquiring new skills and expertise.

Policy-makers in Africa need to have access to reliable labour migration statistics in order to be able to maximize the demographic dividend and achieve better labour market outcomes for their countries' citizens. By making it possible to analyse the impact of migration on socio-economic development, such statistics are crucial in the design of policies that meet the needs of governments, employers and workers.

1.3 Regional and international context

The two key international development frameworks that are currently being implemented in Africa – namely, the 2030 Agenda for Sustainable Development and the Global Compact for Safe, Orderly and Regular Migration (GCM) – both recognize the essential role of migration, emphasizing the positive contribution that migrants can make to sustainable and inclusive development and to the economic and social life of both their countries of origin and their host countries.

The principle of “leaving no one behind” enshrined in the SDGs places an obligation on African governments to alleviate the distress of specific population groups such as migrants (and of particularly vulnerable subgroups of migrants) by combating abuse and exploitation, modern slavery and human trafficking. The ultimate aim is to achieve a brighter future in which all African people are empowered to realize their full potential and share the benefits of growing prosperity. This is in line with the 2030 Agenda, which calls for bold and transformative steps towards achieving a sustainable, resilient and peaceful world that is free of poverty.

The Global Compact for Migration commits its signatories to improve cooperation on international migration. Effective migration governance would ensure that migration is recognized as a catalyst for prosperity, sustainable development and innovation in the modern world. By adhering strictly to the GCM's cross-cutting principles, UN Member States can promote safe, orderly and regular migration. This, in turn, would facilitate the collection and use of reliable data for the design of evidence-based

policy instruments and the promotion of best practices. The GCM takes into account all aspects of international migration, including humanitarian, development and human rights-related matters. It provides a blueprint for comprehensive international cooperation on migration and human mobility, which should be guided by the 2030 Agenda for Sustainable Development and the Addis Ababa Action Agenda.

1.4 Rationale for updating the labour migration statistics

This report seeks to improve understanding of labour migration dynamics in Africa and, as such, it should be useful to policy-makers tasked with designing evidence-based labour migration policies. The analysis presented in the report identifies past, present and emerging trends in international labour migration in Africa.

In line with the request made by the AU Assembly of Heads of State and Government in July 2015 (see the introduction), the report aims to provide African countries with a single authoritative source of quantitative data on international labour migration in the continent. The statistics presented here can be used to measure progress towards the goals of Agenda 2063, the SDGs and the Global Compact for Migration.

Measuring international migration is a very challenging task. Specifically, the official sources of data are characterized by a considerable degree of uncertainty. For instance, population censuses, which are considered to be the primary official source of data on migrant stocks, are updated only every ten years in most cases. Moreover, censuses do not detect “circular migration”, in which labour migrants move back and forth between their home countries and foreign places of work, mainly because of the limited duration of their contracts in the destination countries. Most African countries are unable to provide additional information to supplement that contained in population censuses, such as data from administrative records on the country of birth or citizenship of international migrants, their age and reasons for migration.

For effective policy-making, it is essential to have comprehensive statistics on international migrant stocks and flows, including key data on the level of educational attainment of migrants, their skills, duration of stay and legal status in the destination country. Additional data are also required, particularly for employed migrants, on occupational distribution, working conditions, wages, access to services, and health and safety conditions. Statistics that reflect the dynamics of the labour market are important in efforts to reduce decent work deficits among international migrants (such as limited access to social protection and health benefits). Such statistics also make it possible to assess the capacity of labour markets in host countries to absorb international migrants.

In line with international standards on labour statistics (e.g. ILO, 2018a), African countries should continue their efforts to improve the availability and quality of data on international migration. One of the main challenges in collecting international migration statistics is the consolidation of data from different sources. Enhancing that process would increase the coverage and accuracy of statistics on stocks and flows of international migrants; it would also enable more detailed disaggregation by socio-economic dimensions. The next chapter will look more closely at the difficulties encountered in gathering and processing information from different sources, and at the resulting shortcomings of the data presented in this report.

CHAPTER 2

METHODOLOGICAL APPROACH

2.1 Provision of data by national statistical offices

Statistics on international migration in Africa, including labour migration, are collected by the organizations that make up the African Statistical System, with the main contributors reporting at the national and regional level. To prevent the confusion that would arise from relying on several data sources at the national level, 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.

According to the Strategy for the Harmonization of Statistics in Africa 2017–2026, the aim of the African Statistical System is to generate “timely, reliable and harmonized statistical information covering all aspects of political, economic, social, environmental and cultural integration for Africa”. The African countries have therefore committed themselves to coordinate and producing high-quality statistics, including data derived by NSOs from population censuses, household surveys and economic surveys; and data from other national bodies, such as the government departments in charge of immigration matters, central banks and employment service centres.

Although a total of 48 African countries submitted data for the purposes of this report (mainly on their total population and labour force), fewer than 30 of these had data on international migrants in the labour force. It is therefore important that their NSOs should develop strategies to resolve the various problems related 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.

This chapter outlines the technical consultations held with focal points from NSOs and other producers of statistics on migration; the International Labour Migration Questionnaire used to collect the data; the process of data consolidation; the various consistency checks that were applied; and the shortcomings of the data. The data are presented in this report mostly as reported by countries. However, in constructing the final reference database an inferential approach was used in cases where data were not available.



2.1.1 Consultations with national focal points

Focal points on migration statistics were designated within NSOs and other national entities dealing with migration-related matters. The focal points were responsible for coordinating and managing the collection of data from various sources at the national level.

A first consultative meeting was held in Dakar in March 2018 to discuss the process of producing the first edition (2017) of the *Report on Labour Migration Statistics in Africa*, to draw lessons from that process and to develop a roadmap for preparing the second edition. A second consultative meeting was held in Abidjan in October 2018 with all AU Member States to discuss the data and strengthen the capacity of focal points to provide information that was missing in the initial responses to the questionnaire. Representatives of several economic communities (AMU, COMESA and ECOWAS) took part in both consultative meetings.

2.1.2 International Labour Migration Questionnaire

For this report, an updated version of the International Labour Migration Questionnaire (ILMQ) used was prepared on the basis of the outcomes of the technical workshop organized by the AUC Statistics Division in Dakar in December 2016, which dealt with developing and harmonizing concepts, definitions and tools related to labour migration statistics. It is important to note that the statistics presented in this report do not reflect the new definitions adopted by the 20th International Conference of Labour Statisticians in 2018 (ILO, 2018a); these will be used in the next edition.

The new version of the ILMQ has 17 tables – three more than the questionnaire used for the first edition of this report – and covers the following key indicators related to international labour migration: total population; labour force; working-age population; level of education (based on the ISCED 2011 classification); total number of people in employment; industry (based on the ISIC Rev.4 classification); occupation (based on the ISCO-08 and ICSE-93 classifications); average monthly salary (mean and median); total population of migrant workers; total number of international migrants in employment; and country of origin.

The original questionnaire comprised the following tables:

- Table 1:** Resident population, by sex and labour force participation – total and youth (total and migrant population)
- Table 2:** Working age population, by sex and education – total and migrant population
- Table 3:** Migrant population, by country of origin
- Table 4:** Migrant population in employment, by country of origin
- Table 5:** Employed persons, by economic activity (total and migrant population) (based on ISIC Rev.4 classification)
- Table 6:** Employed persons, by occupation (total and migrant population) (based on ISCO-08 classification)
- Table 7:** Employed persons, by sex and status in employment (total and migrant population) (based on ICSE-93 classification)
- Table 8:** Employed persons, by sex and average monthly salary (total and migrant population)
- Table 9:** Inflows of migrants, by sex and country of origin
- Table 10:** Inflows of migrants, by sex and level of education

(based on ISCED 2011 classification)

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

Table 12: Inflows of employed migrants, by occupation
(based on ISCO-08 classification)

Table 13: Emigrants (nationals abroad), by sex and country of residence

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

In addition to the above, the new version of the questionnaire used for this report includes the following three new tables:

Table 15: Outflows of migrants, by sex and level of education (based on ISCED 2011, specifically on Annex III, “Coding of educational attainment”)

Table 16: Outflows of nationals seeking employment, by occupation (based on ISCO-08 classification)

Table 17: Remittances, by country of residence of migrants

2.1.3 Data collection and consolidation

The ILMQ was sent (in either English or French) to all African countries together with a manual defining the concepts used and a handbook to assist focal points in completing the questionnaire. 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 sources. For the data collection, the AUC continued to rely on the designated migration focal points at the NSOs in coordination with other national departments dealing with migration matters.

Out of the all-African countries, 48 provided data, which translates into an aggregate response rate of 89 per cent. However, many of the countries that completed and returned the questionnaire only managed to fill in the 17 tables partly. The variation in the responses rates for specific tables is indicative of the validity and representativeness of the data for the corresponding variables over the reporting period (2008–17) (see Appendices VI and VII).

The limited information from official sources can be supplemented with secondary data, which are now easier and less expensive to collect thanks to technological innovations and greater Internet use. However, there is still the challenge of how to use the secondary data as part of the regular reporting of labour migration data (e.g. to track the movement of labour migrants on the basis of other non-official sources). Unfortunately, most NSOs have provided information limited to certain years mainly from population censuses and household surveys, where comparisons are possible only in case of common demographic variables.

An attempt was made to harmonize the data from official data sources in order to achieve greater comparability across countries and regional economic communities. As it is difficult to collect primary data through longitudinal studies within a short time frame for most African countries, secondary data were used (mainly administrative records) for some variables. The fact that the data sources were from government departments and other official institutions was assumed to serve as a guarantee of the certain acceptable level quality of the official reporting of data.

2.1.4 Quality checks

Many NSOs measure the quality of the statistics they release by considering the extent to which the data are fit to be used by policy-makers and other stakeholders. Accordingly, the quality of the data presented in this report may be measured not just in terms of accuracy but also in terms of whether the information is relevant and easy to interpret.

Various quality checks were conducted when consolidating and incorporating the data into the main JLMP database, with a focus on:

- Completeness and availability of the data;
- Data consistency across variables and years; and
- Coherence in the definitions of the concepts used.

Some shortcomings in the data – caused by the lack of consistency across variables and the unavailability of data for certain years – were remedied by making adjustments on the basis of data from previous years or from external benchmark sources. For example, the data provided by Benin, Cabo Verde, Cameroon, Côte d'Ivoire, the Gambia, Ghana, Senegal and Togo showed some discrepancies in the total male and female populations. Comments on inconsistencies within individual tables and across variables were provided to the NSOs so that they could be corrected by the focal points. Where data were unavailable or inconsistencies remained unresolved, imputations were used to fill in the missing cells in the tables or to adjust the data.

Methods used to impute unavailable data and to adjust for inconsistencies

As some African countries did not provide the required data for all years and indicators, the data gaps were filled in and the inconsistencies adjusted for by using substitute values derived from previous estimates, other international reference databases, or computation from the available data. However, this was only done after assessing the magnitude of the discrepancy between the values reported by the NSO focal point and by other external sources. No imputation was carried out if the discrepancies were small. Data gaps were filled in and inconsistent values substituted by:

1. Using published data from the NSOs (e.g. from their websites).
2. Using published data from the national agencies responsible for labour migration, immigration and border control.
3. Using the data portals of international organizations. (The ILOSTAT database was the preferred source because it draws most of its core data from different NSOs. The other main source was the United Nations Department of Economic and Social Affairs.)
4. In the case of large discrepancies or missing values, taking into account other available data for the country in question (e.g. sex ratio, labour force participation rates, international migration rate, population growth rate).

2.2 Limitations of the data

The statistics on labour migration in Africa presented in this report are limited in terms of completeness and coverage. There are several reasons for this:

a) Limitations due to the scope of analysis

Because of the nature of the questionnaire, the scope of analysis in this report is limited to the international migrant stock in individual African countries rather than migration flows between host countries and countries of origin. With the exception of data on remittances, most of the data were not collected on the migration of people of African citizenship to countries outside Africa.

b) Limitations due to the data sources

Population censuses are the main official source of migration data, but not all countries include a module on migration in their censuses and 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 very 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.

c) Limitations due to the concepts and definitions used

The concepts and definitions used in the questionnaire were agreed upon before the 20th International Conference of Labour Statisticians in October 2018. This means that some countries may have determined which workers were international migrants on the basis of the country of birth or citizenship. However, there is likely to be bias in the data obtained from administrative records because of different interpretations of the concept of an international migrant.

d) Limitations due to lack of coverage

Some household surveys may have been conducted in areas in which no international migrants are living. Apart from the bias due to the sampling approach adopted, international migrants tend to be difficult to reach during data collection because not all household members may be available to be interviewed at the same time (Most household surveys use the proxy of one resident responding on behalf of other members of the household). The use of administrative records, such as employment contracts and immigration service files, to fill data gaps remains an experimental approach; further research is necessary to assess its feasibility. Moreover, the porosity of the borders between most countries in the region is likely to lead to underestimation of recorded migrations because some people may not use the official border crossing points where they would be registered as migrants. Also, there is some confusion when accounting some migrants due to historical artificial border that have split family members over different neighbouring African countries.

e) Limitations due to the irregular collection of data

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. This report is therefore unable to present continuous annual trends for certain variables.

CHAPTER 3

PROFILE OF THE AFRICAN POPULATION

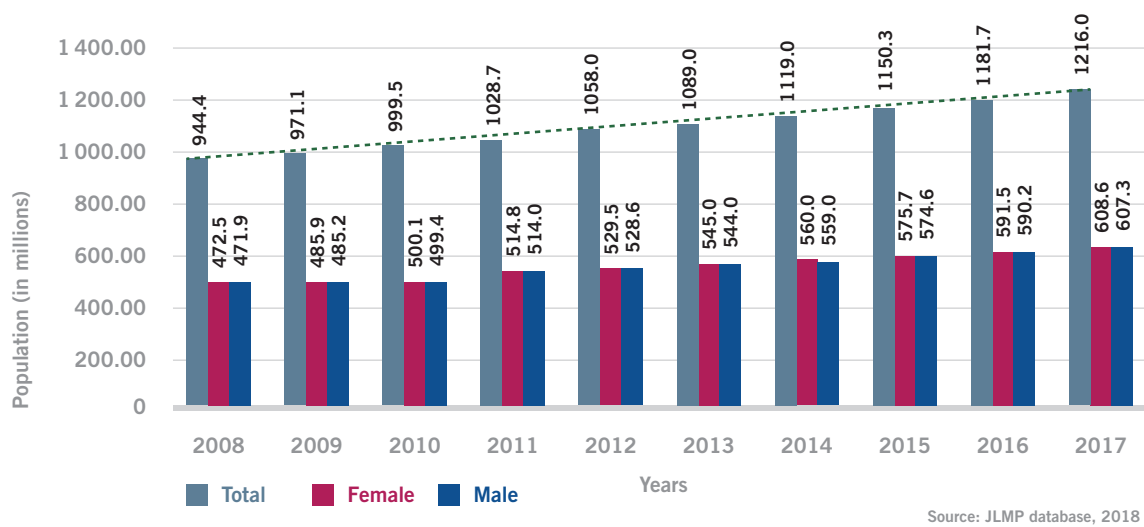
The database used to prepare this second edition of the Report on Labour Migration Statistics in Africa expands on the database underlying the first edition (AUC, 2017) and contains statistics for a relatively long series of ten years (2008–17). African countries were given the opportunity to submit updated data, particularly from the 2010 rounds of censuses, resulting in different estimates for the period 2008–14.

3.1 Population Size

It is essential to understand trends in the population size of Africa, which is strongly influenced by international migration. Any planning of measures to meet basic needs, such as schooling, health care and employment opportunities, should be based on sound information about the distribution of the population (UNDESA, 2019).

On the basis of the data collected from the AU Member States, Africa’s population in 2017 has been estimated at 1,215,953,341. The updated estimate for 2008 is 944,433,089, which means that there was an increase of 271,520,252 people, or 28.8 per cent, between 2008 and 2017, equivalent to an average annual growth rate of 2.8 per cent. In 2017, there were 608.6 million women in Africa, compared with 607.3 million men (figure 2). Africa – particularly sub-Saharan Africa – continues to contribute significantly to the rapid growth of the world’s population.

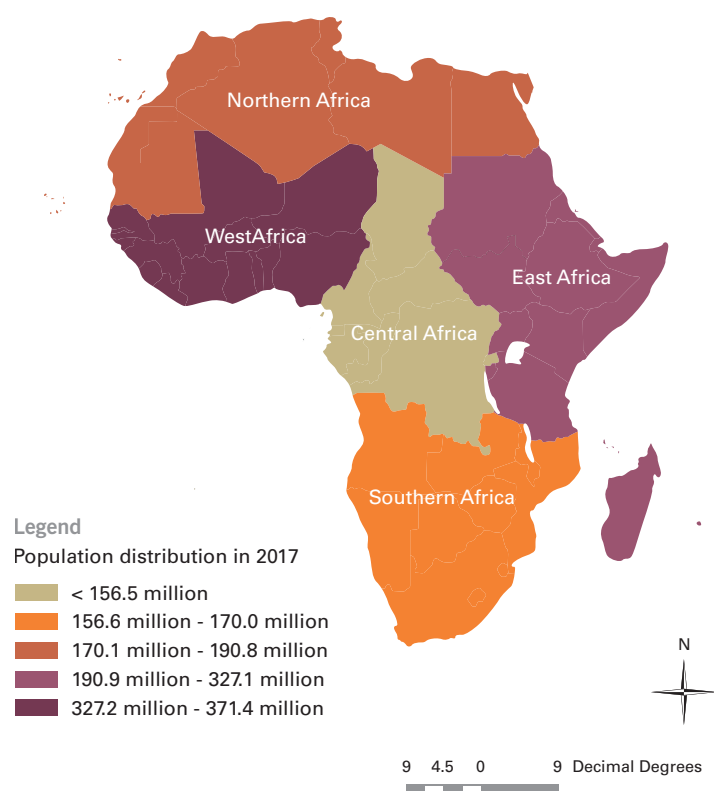
Figure 2. Population of Africa by sex, 2008-17 (millions)



Note: The data shown are for all reporting African countries.



Figure 3. Spatial distribution of the African population across the geographical subregions, 2017 (millions)



According to the 2018 JLMP database, Nigeria remains the most populous country in Africa with an estimated population of 197,572,281 in 2017 (compared with 150,168,115 in 2008). Moreover, Nigeria's share of the total African population increased from 15.90 per cent in 2008 to 16.25 per cent in 2017. Seychelles had the lowest share of the African population (0.01 per cent) in both 2008 and 2017. However, in absolute terms, the country's population rose from 89,867 in 2008 to 98,865 in 2017.

As international migration has become a significant driver of population change in Africa, it is important to study the spatial distribution of the African population. The African countries may be grouped into five subregions according to geographical location: Northern Africa, West Africa,

Central Africa, East Africa and Southern Africa (table A1).

The most populous subregion is West Africa, which accounts for 30.5 per cent of the continent's total population, followed by East Africa (27.8 per cent), Northern Africa (15.7 per cent), Southern Africa (14.0 per cent) and Central Africa (12.0 per cent) (figure 3 and Table P1).

Table A1. African countries grouped into geographical subregions

Subregion	Countries
Central Africa	Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Sao Tome and Principe
East Africa	Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Madagascar, Mauritius, Rwanda, Seychelles, Somalia, South Sudan, Sudan, United Republic of Tanzania, Uganda
Northern Africa	Algeria, Egypt, Libya, Mauritania, Morocco, Sahara Arab Democratic Republic ² , Tunisia
Southern Africa	Angola, Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe
West Africa	Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, the Gambia, Ghana, Guinea, Guinea Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo

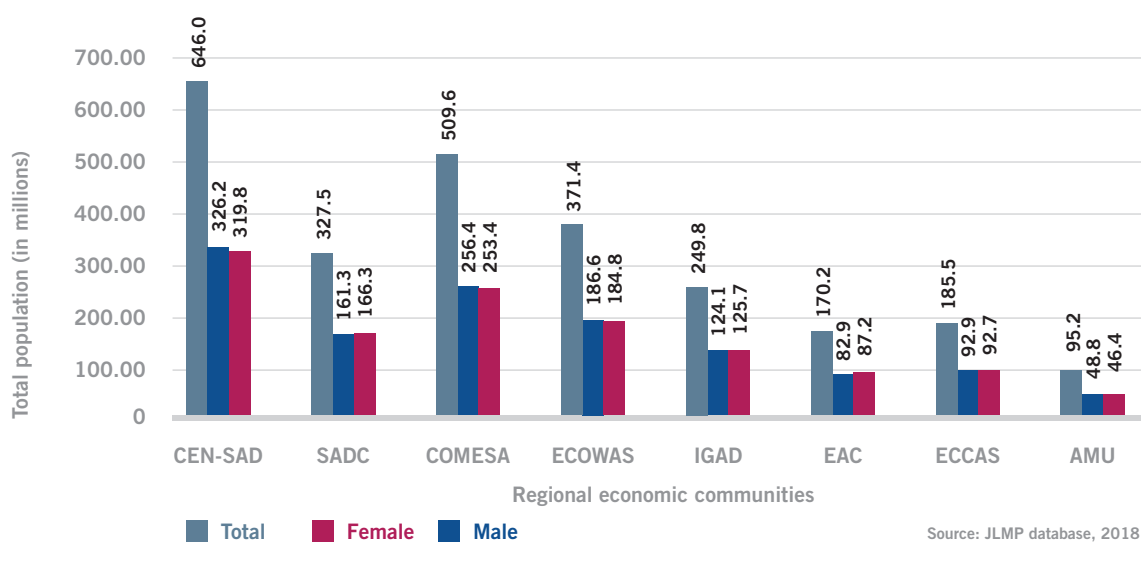
A second spatial grouping of African countries is possible by listing them under the following eight regional economic communities (the list of Member States of each REC can be found in Appendix V):

- Arab Maghreb Union (AMU): 5 Member States;
- Common Market for Eastern and Southern Africa (COMESA): 19 Member States;
- Community of Sahel-Saharan States (CEN-SAD): 29 Member States;
- East African Community (EAC): 6 Member States;
- Economic Community of Central African States (ECCAS): 11 Member States;
- Economic Community of West African States (ECOWAS): 15 Member States;
- Intergovernmental Authority on Development (IGAD) 8 Member States;
- Southern African Development Community (SADC): 16 Member States.

The economic community with the largest population in 2017 was CEN-SAD (646.0 million people), followed by COMESA (509.6 million people), ECOWAS (371.4 million people) and SADC (327.5 million people). The economic community with the smallest population (95.2 million people) was AMU, which comprises just five countries: Algeria, Libya, Mauritania, Morocco and Tunisia (figure 4).

The demographic dominance of CEN-SAD, COMESA, ECOWAS and SADC can be explained by the fact that each of these communities has a country (or countries) accounting for a large share of the community's total population: Ethiopia (14.6 per cent) and Nigeria (30.6 per cent) in CEN-SAD; the Democratic Republic of the Congo (15.5 per cent), Egypt (18.4 per cent) and Ethiopia (18.1 per cent) in COMESA; Nigeria (53.20 per cent) in ECOWAS; the United Republic of Tanzania (27.9 per cent), South Africa (31.8 per cent) and the Democratic Republic of the Congo (46 per cent) in SADC. It is worth pointing out that some countries belong to more than one community.

Figure 4. Population of Africa, by regional economic community and sex, 2017 (millions)



Note: AMU – Arab Maghreb Union; COMESA – Common Market for Eastern and Southern Africa; CEN-SAD – Community of Sahel-Saharan States; EAC – East African Community; ECCAS – Economic Community of Central African States; ECOWAS – Economic Community of West African States; IGAD – Intergovernmental Authority on Development; SADC – Southern African Development Community.

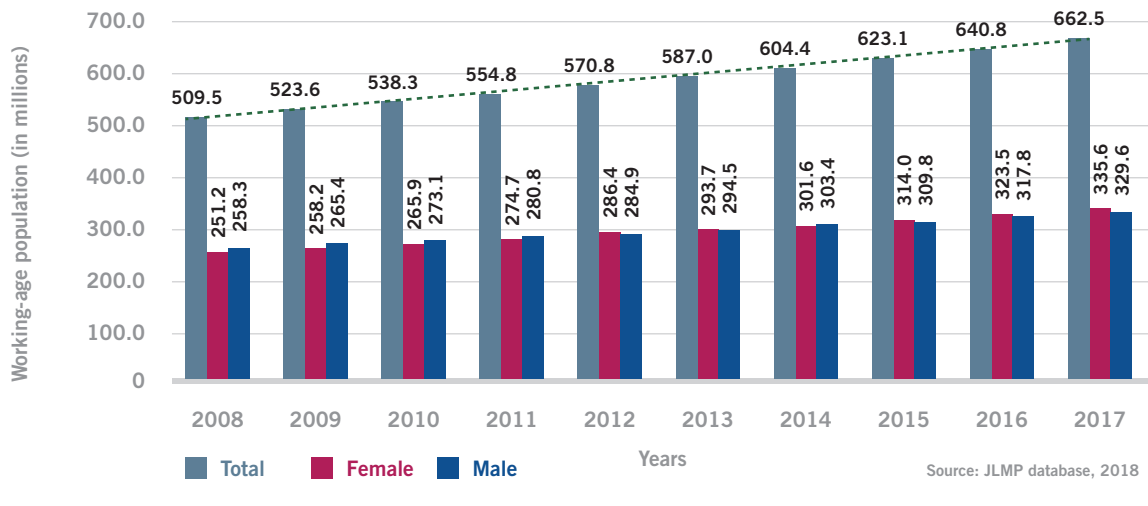
3.2 Working-age population

The working-age population consists of all people who can account for their involvement in any economic activity and therefore gives the number of potential workers in a country's economy. For the purposes of this report, the working-age population is defined as all people aged 15 years and above.

According to our estimates, the working-age population in Africa increased from 509.4 million in 2008 to 662.8 million in 2017, which represents an increase of around 30.0 per cent (figure 5 and Table P2).

The male working-age population increased from 258.3 million in 2008 to 328.33 million in 2017 (an increase of 27.1 per cent), while the female working-age population increased from 251.2 million to 335.6 million over the same period (an increase of 33.6 per cent). There is a need for firm policy commitments by African governments to ensure that the continent has a steadily growing working-age population that can be absorbed into the labour market. Every year, large numbers of young people expand the working-age population considerably as they reach the age of 15. Specific policy measures are necessary to harness fully their labour market potential, particularly the potential of those young people not in education, employment or training.

Figure 5. Working-age population of Africa, by sex, 2008–17 (millions)



Note: The data shown are for all reporting African countries.

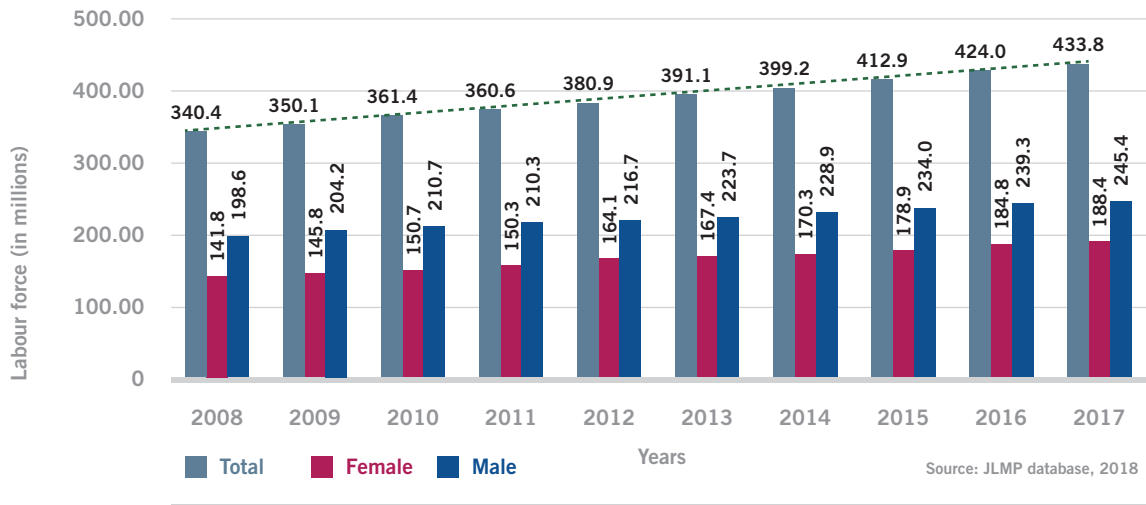
3.3 Labour force and labour force participation rate

The labour force comprises all working-age people who are working (employed) and those who are available to take up a job and are seeking work (unemployed). It represents a country's supply of labour for the production of goods and services in exchange for remuneration or a profit.

The data reported by the NSOs indicate that the African labour force increased from 340.4 million in 2008 to 433.95 million in 2017 – a trend that is driven by male workers, who numbered 244.6 million in 2017, compared with 189.3 million female workers (figure 6 and table P3). Men dominate the labour force in most African countries, which highlights the need for policies to improve gender parity. African women still face many obstacles preventing them from participating fully in the labour market.



Figure 6. Labour force in Africa, by sex, 2008–17 (millions)



Note: The data shown are for all reporting African countries.

Figure 7. Spatial distribution of the African labour force across the subregions, 2017 (millions)

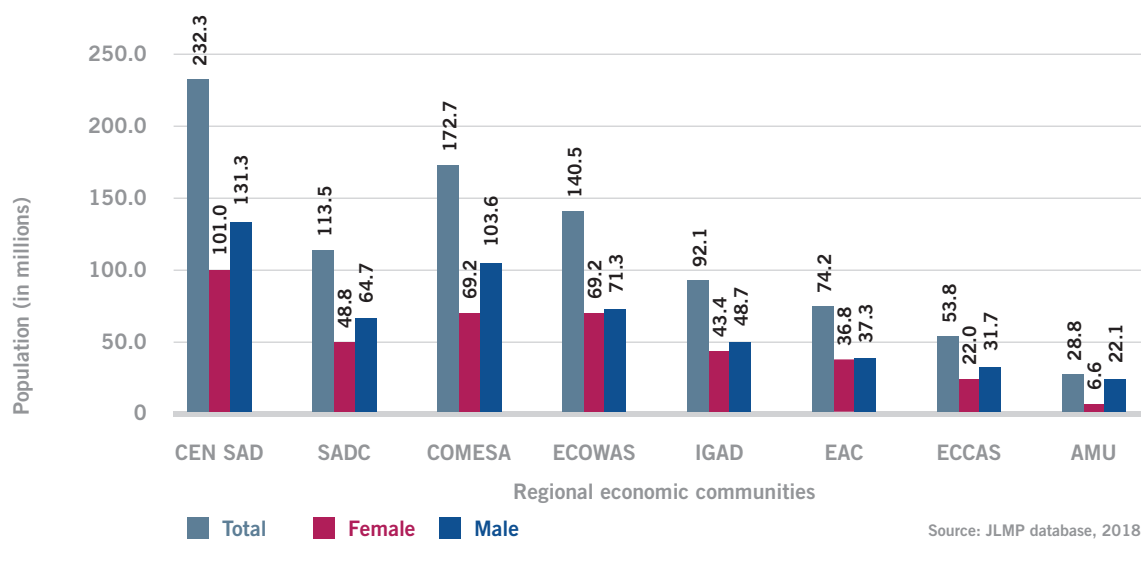


Like the population distribution, the African labour force is concentrated in West Africa and East Africa, which respectively accounted for 32.4 per cent and 27.1 per cent of all people in the labour force in the continent in 2017. These two subregions are followed by Southern Africa (14.8 per cent), Northern Africa (13.7 per cent), and Central Africa (9.7 per cent) (figure 7 and Table P3).

The male dominance in the labour force can also be observed across the RECs (figure 8). In terms of bridging the gender gap, the EAC performs best, with a difference of just 2 per cent between the male and female labour force in 2017, followed by ECOWAS (5 per cent) and IGAD (12 per cent). Across the eight economic communities, COMESA, ECCAS and AMU have the lowest relative share of women

in the labour force.

Figure 8. Labour force in Africa, by regional economic community and sex, 2017 (millions)

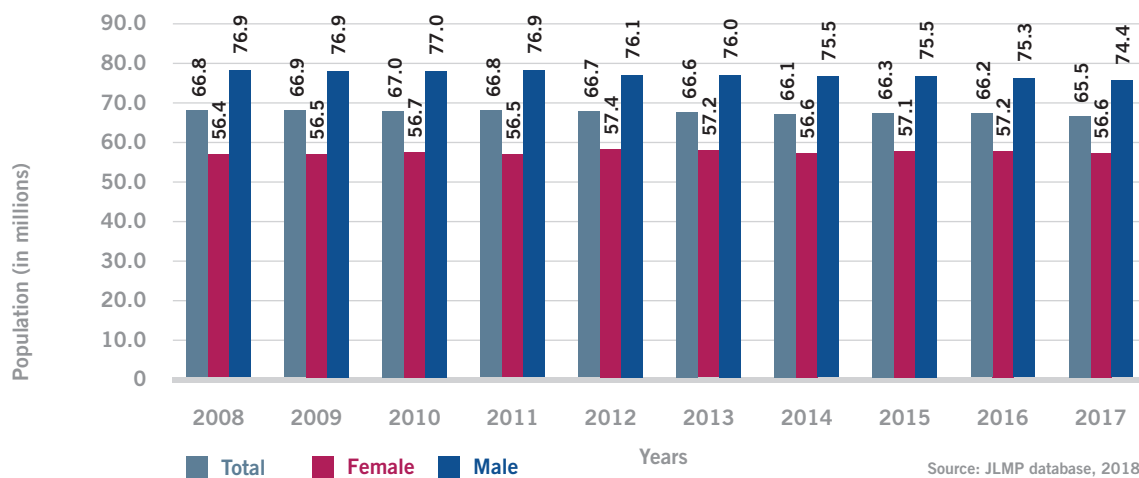


Note: The data shown are from the reporting African countries. AMU – Arab Maghreb Union; COMESA – Common Market for Eastern and Southern Africa; CEN-SAD – Community of Sahel-Saharan States; EAC – East African Community; ECCAS – Economic Community of Central African States; ECOWAS – Economic Community of West African States; IGAD – Intergovernmental Authority on Development; SADC – Southern African Development Community.

The labour force participation rate is the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work. It provides an indication of the labour supply available to engage in the production of goods and services, relative to the working-age population.

The data reported by the NSOs indicate that around two-thirds (65.5 per cent) of the African population of working age participated in the labour force in 2017 (figure 9 and table P4). Throughout the ten-year reporting period, the male labour force participation rate was consistently higher than the female rate: 74.5 per cent versus 56.6 per cent, respectively, in 2017, and 76.9 per cent versus 56.5 per cent, respectively, in 2008. The wide gender gap narrowed slightly from 20.4 percentage points in 2008 to 17.9 percentage points in 2017.

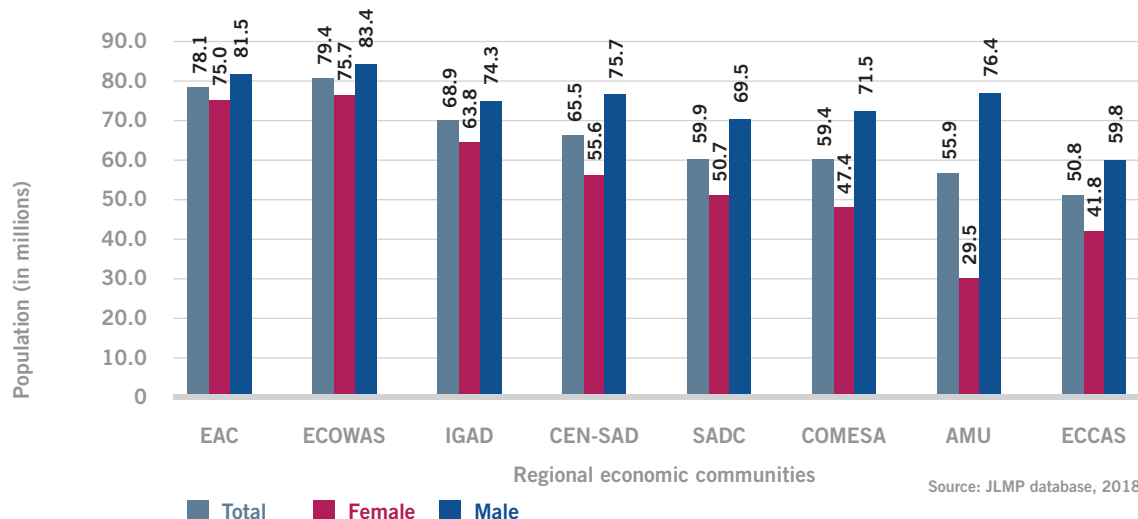
Figure 9. Labour force participation rate in Africa, by sex, 2008–17 (%)



Note: The data shown are for all reporting African countries.

In 2017, the highest labour force participation rate was registered by the ECOWAS (79.5 per cent), followed by the EAC (78.1 per cent) and IGAD (68.9 per cent); the lowest rate was observed in ECCAS (50.8 per cent). The female rate is lower than the male rate in all RECs, but the width of the gender gap varies considerably across the different economic communities, ranging from just 7.3 and 7.7 percentage points in EAC and ECOWAS, respectively, to a staggering 46.8 percentage points in AMU (figure 10).

Figure 10. Labour force participation rate in Africa, by regional economic community and sex, 2017 (%)



Note: The data shown are from the reporting African countries. AMU – Arab Maghreb Union; COMESA – Common Market for Eastern and Southern Africa; CEN-SAD – Community of Sahel-Saharan States; EAC – East African Community; ECCAS – Economic Community of Central African States; ECOWAS – Economic Community of West African States; IGAD – Intergovernmental Authority on Development; SADC – Southern African Development Community.



CHAPTER 4

PROFILE OF INTERNATIONAL MIGRATION IN AFRICA

This chapter deals with the measurement of stocks of international migrants crossing the borders of the AU Member States. Various types of migration and mobility take place across the African geographical space; the migration dynamics are greatly influenced by economic and political factors. The incentive for migration is generally to take up a new job, to search for a job or to attain economic stability. In view of the possible impacts on countries of origin and destination, it is crucial to have reliable statistics on the international migrant stock in Africa.

An international migrant may be defined as “any person who changes his or her country of usual residence” (UNDESA, 1998). 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, 2017a).

Data on international migrants and their characteristics are extracted mainly from population censuses, which have a specific reference period. However, there are issues regarding the comparability of data between countries and across years, depending on the definitions of international migration and the type of source used. For instance, some sources of data differentiate between long-term migrants – those who move to a country other than that of their usual residence for a period of over 12 months – and short-term migrants – those who moves to a country other than that of their usual residence for at least three months but less than one year (UNDESA, 1998). Some population censuses and household-based surveys define migrants according to either their birth-place or their citizenship (ILO, 2015). The criterion of citizenship may be interpreted differently in different countries, depending on the naturalization laws that apply in each case.

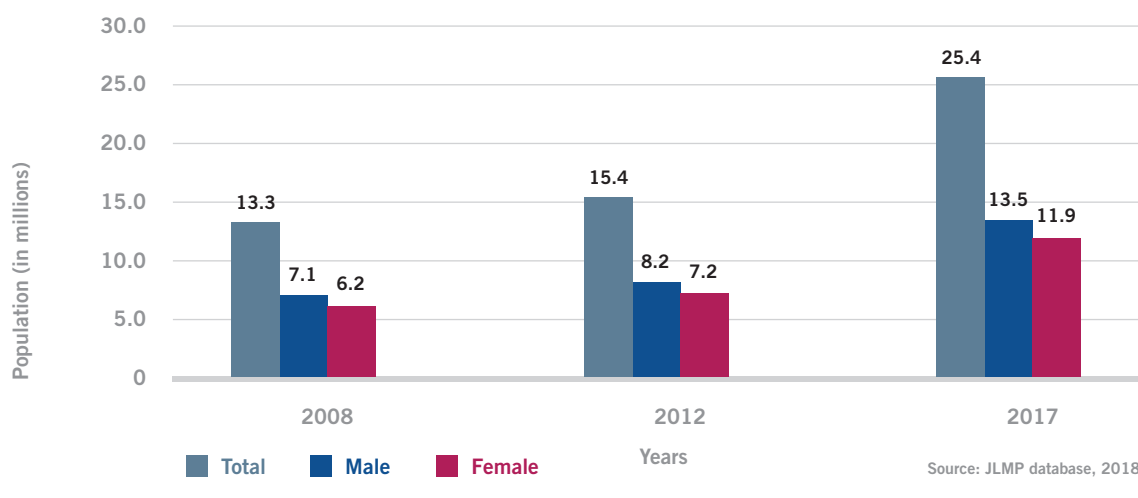
Caution should be exercised when dealing with data on migration in Africa, particularly because of the difficulty in distinguishing between short-term migration (i.e. prospective temporal visits within less than three months in search for better work) and long term migration (i.e. moved permanently as a usual resident). For instance, according to the common lay understanding, someone who moves away from their place of usual residence would be perceived as a migrant irrespective of whether they had crossed the border temporarily or permanently. Even though the NSOs in African countries have been asked to refer to the *Principles and Recommendations for Population and Housing Censuses* (UNDESA, 2017a) when measuring international migration, some of the data they reported on the basis of administrative records were not adjusted to take into account insufficient coverage for certain years.

4.1 Stock of international migrants

4.1.1 Trends in the size of the international migrant population

International migration within Africa has intensified over the past ten years. Thus, the total number of international migrants in the continent increased from 13.3 million in 2008 to 25.4 million in 2017: a tremendous increase of 91.2 per cent, which translates into an average annual growth rate of 7.5 per cent (figure 11).

Figure 11. International migrant population in Africa, by sex, 2008–17 (millions)



Note: The data shown are for all reporting African countries.

International migration within Africa is clearly on the rise. To a considerable extent, this may be attributed to the cooperation agreements between countries within certain economic communities (e.g. ECOWAS, IGAD), which uphold the free movement of people and their freedom of establishment. Other important factors are the continent's population growth, the age structure of the population and individual countries' policies on the movement of people.

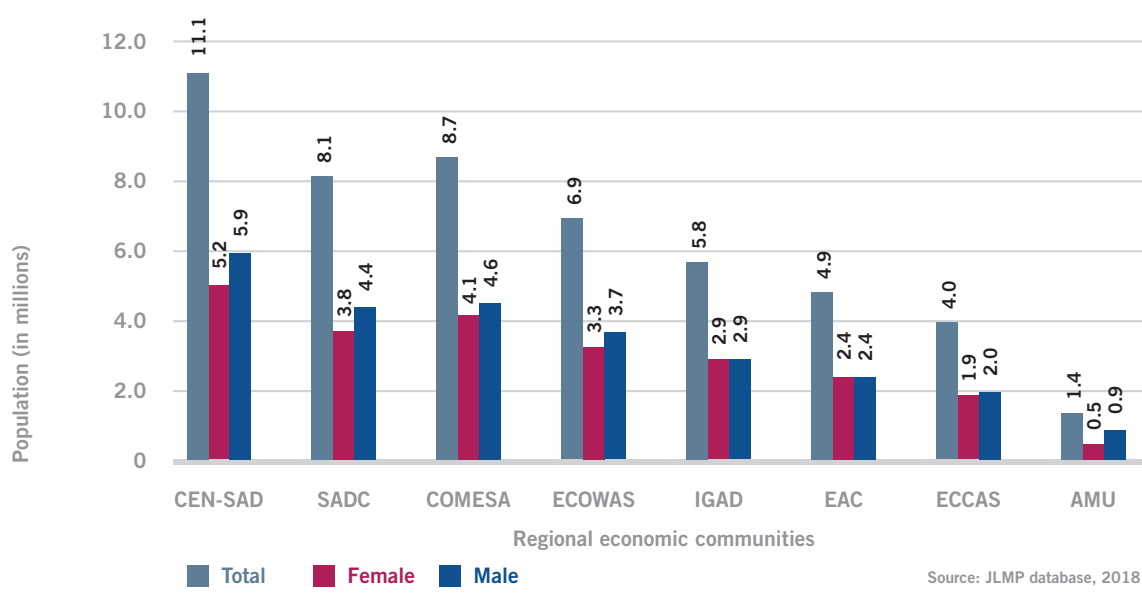
The share of international migrants in Africa's total population increased from 1.4 per cent in 2008 to 2.0 per cent in 2017. In 2017, the leading countries of destination for migrants were South Africa (accounting for 16.5 per cent of the total migrant population in Africa), Côte d'Ivoire (8.9 per cent), Uganda (6.9 per cent), Nigeria (5.0 per cent), Ethiopia (5.0 per cent) and Kenya (4.4 per cent). The data show that, in any given year, the number of male migrants exceeded that of female migrants. Thus, in 2017, there were 13.51 million male migrants (accounting for 53.1 per cent of the total migrant population) and 11.93 million female migrants (46.9 per cent), while in 2008 there were 7.13 million male migrants and 6.17 million female migrants. Despite the relatively small difference, this gender gap reflects the fact that the labour force is still dominated by male workers and that the main reason for migration is searching for work (see Chapter 5).

While migration in Africa was once traditionally a male phenomenon, women are now increasingly present in migratory flows. The number of migrant women increased by 93.4 per cent between 2008 and 2017, compared with an increase in the total female population of just 28.8 per cent. Even though the increase in the number of female migrants in Africa appears to be correlated with a slight increase in the female labour market participation rate, it is worth noting that many of them end up working in informal jobs. It is very difficult for migrant workers, in general, to overcome decent work deficits when entering the labour market in their countries of destination.

4.1.2 Spatial distribution of the international migrant population

In 2017, as expected, CEN-SAD had the largest migrant population at 11.1 million migrants, followed by COMESA, SADC and ECOWAS, with 8.7 million, 8.1 million and 6.6 million migrants, respectively. AMU had the smallest migrant population (1.4 million). CEN-SAD also exhibited the greatest difference between the numbers of male and female migrants (0.87 million). In 2017, men made up the majority of migrants in all communities except EAC and IGAD, where there are almost parity among female migrants and male migrants. (Figure 12).

Figure 12. International migrant population in Africa, by regional economic community and sex, 2017 (millions)



Note: The data shown are from the reporting African countries. AMU – Arab Maghreb Union; COMESA – Common Market for Eastern and Southern Africa; CEN-SAD – Community of Sahel-Saharan States; EAC – East African Community; ECCAS – Economic Community of Central African States; ECOWAS – Economic Community of West African States; IGAD – Intergovernmental Authority on Development; SADC – Southern African Development Community.

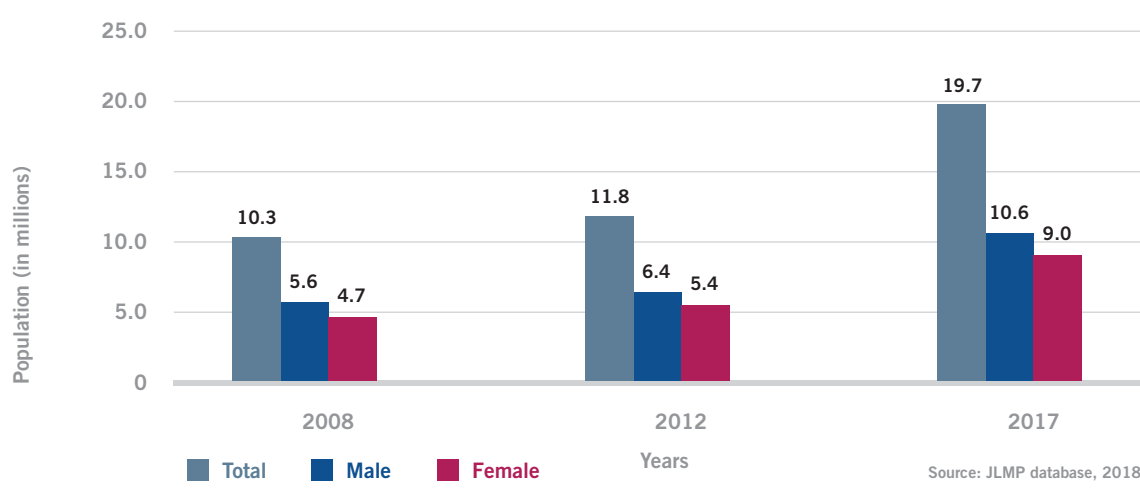
While ECOWAS has seen many benefits from the Protocol Relating to Free Movement of Persons, Residence and Establishment that it adopted in 1979, there continue to be difficulties in implementing the Protocol. Alarming high levels of unemployment still affect many of the countries in the community, and the inflow of higher-skilled migrant workers aggravates the intense competition for jobs.

The regional economic communities in Africa were created to remove barriers to trade and to the free movement of goods, capital and people. Some of these communities (ECOWAS, SADC, ECCAS, EAC and COMESA) have introduced rules restricting the free movement of people between their Member States. Apart from the fact that Member States may be signatories to such treaties, other obstacles are counteracting the right of their nationals to settle and work freely in other countries.

4.1.3 Working-age international migrants

The migrant population aged 15 years and above increased from 10.29 million in 2008 to 19.65 million migrants in 2017: an increase of 84.3 per cent. A similar, generally rising trend is observed when the migrants are disaggregated by sex. Thus, in 2017, there were 10.7 million male and 9.0 million female migrants aged 15 years and above, compared with 5.6 million male and 4.7 million female migrants in the same age category in 2008. The female migrant population aged 15 years and above increased by 93.2 per cent over that period, while the male migrant population in that age category increased by 89.2 per cent. In any one year, there were more male migrants aged 15 years and above than female migrants (figure 13).

Figure 13. Working-age international migrants in Africa, by sex, 2008–17 (millions)

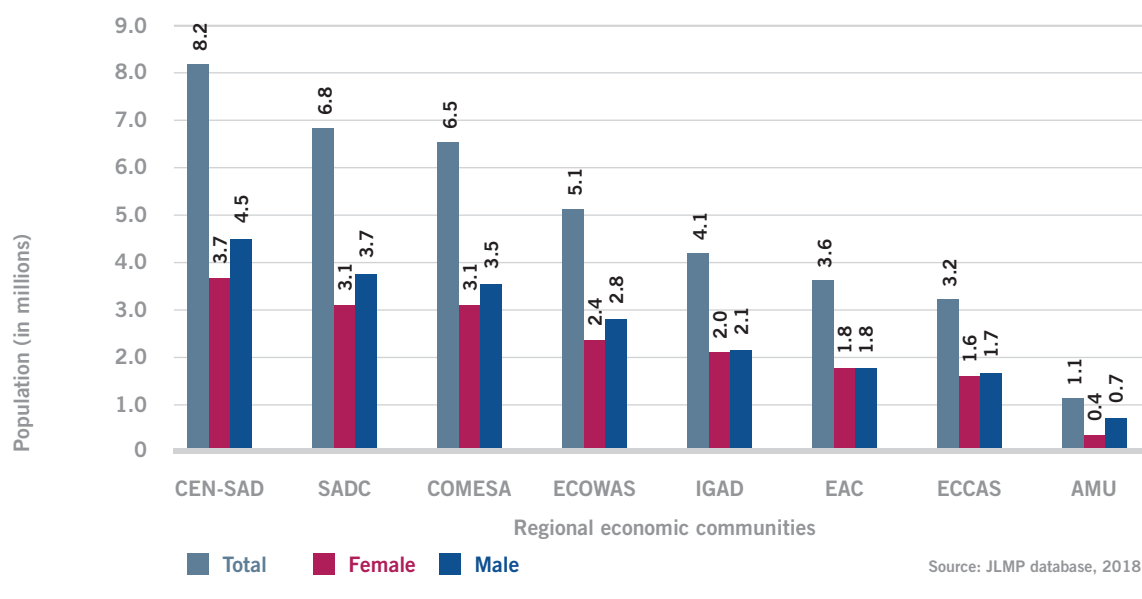


Note: The data shown are for all reporting African countries.

The four economic communities with the most international migrants aged 15 years and above in 2017 were CEN-SAD (8.2 million), SADC (6.8 million), COMESA (6.5 million), and ECOWAS (5.1 million). The community with the least number of working-age migrants was AMU (1.1 million) (figure 13).

Most of the economic communities had more working-age male migrants than female migrants, reflecting the trend observed for Africa as a whole from 2008 to 2017. In EAC, there was no difference between female migrants aged 15 years and male working-age migrants (figure 14).

Figure 14. Working-age international migrants in Africa, by regional economic community and sex, 2017 (millions)



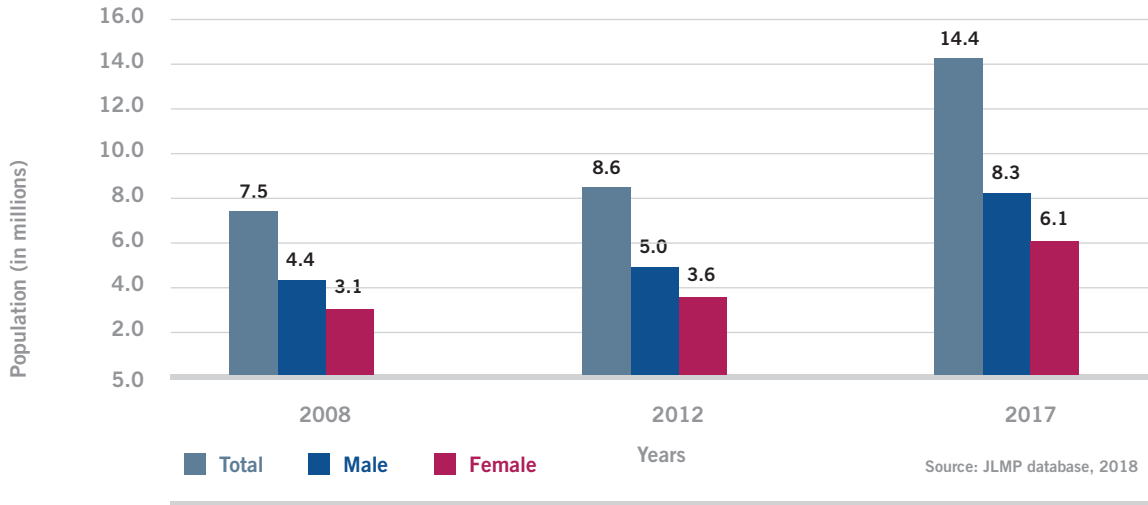
Note: The data shown are from the reporting African countries. AMU – Arab Maghreb Union; COMESA – Common Market for Eastern and Southern Africa; CEN-SAD – Community of Sahel-Saharan States; EAC – East African Community; ECCAS – Economic Community of Central African States; ECOWAS – Economic Community of West African States; IGAD – Intergovernmental Authority on Development; SADC – Southern African Development Community.

4.2 Stock of international migrant workers

4.2.1 Trends in the size of the international migrant worker population

The international migrants in the labour force are commonly referred to as “migrant workers”. Their number nearly doubled over the ten years considered, increasing from 7.5 million in 2008 to 14.4 million in 2017: an increase of 91.7 per cent. In any one year, less than half of the migrant workers were women: their average share was 41.6 per cent, with 3.1 million female migrant workers in 2008 (41.5 per cent of the total) and 6.1 million in 2017 (42.3 per cent). Male migrant workers accounted for an average of 58.1 per cent of the total migrant labour force over that period (figure 15). The lack of gender parity in the migrant labour force in Africa calls for greater attention on the part of policy-makers.

Figure 15. International migrant workers in Africa, by sex, 2008–17 (millions)

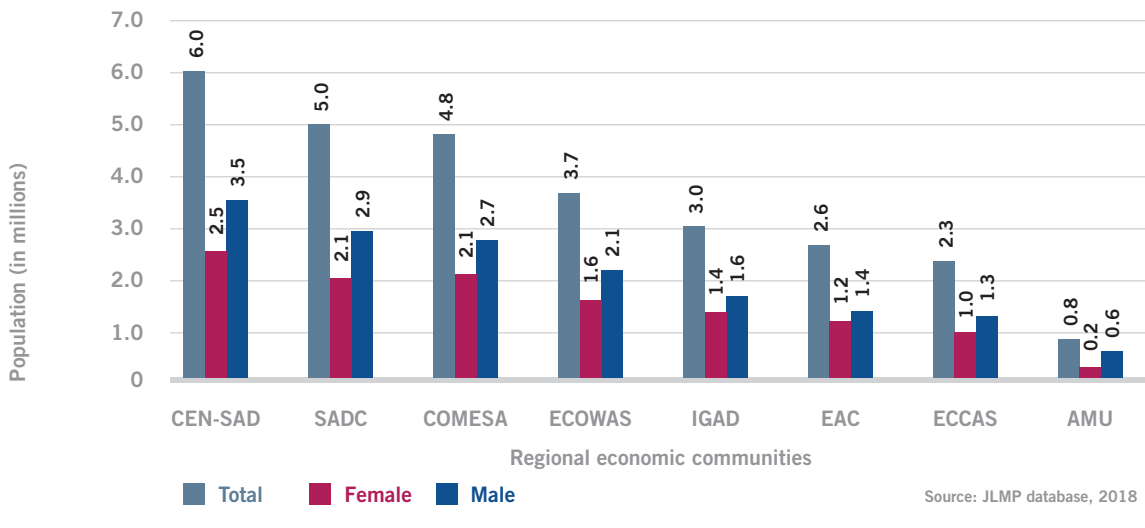


Note: The data shown are for all reporting African countries.

4.2.2 Spatial distribution of international migrant workers across Africa

The migrant workers are unevenly distributed across the economic communities, with CEN-SAD, SADC and COMESA recording the highest numbers of migrant workers aged 15 years and above in 2017, at 6.0 million, 5.0 million and 4.8 million, respectively (figure 16). At the lower end of the spectrum, AMU had 800,000 migrant workers. There were more male than female migrant workers in all eight communities.

Figure 16. International migrant workers in Africa, by regional economic community and sex, 2017 (millions)



Note: The data shown are from the reporting African countries. AMU – Arab Maghreb Union; COMESA – Common Market for Eastern and Southern Africa; CEN-SAD – Community of Sahel-Saharan States; EAC – East African Community; ECCAS – Economic Community of Central African States; ECOWAS – Economic Community of West African States; IGAD – Intergovernmental Authority on Development; SADC – Southern African Development Community.

The stock of migrant workers is concentrated in Southern Africa and, to a lesser extent, in West Africa and East Africa (figure 17). The Northern African countries have reported the least number of migrant workers: this has to do with the fact that migrants in that subregion tend to be in transit to Europe or the Middle East and do not stay on as residents. Unfortunately, this report is unable to provide information on migratory flows and corridors West African countries recorded the lowest average annual growth rate of migrant workers during the period from 2008 to 2017. The Southern African and East African countries have been attracting more migrant workers, with annual growth rates of, respectively, 13.4 per cent and 9.8 per cent over the same period. The continuous growth in the number of migrant workers in these two subregions stands in contrast to the moderate growth of their populations and labour force. The average annual growth rate of the number of international migrant workers in Africa is almost three times that of the labour force, which puts additional pressure on the labour market (table A2).

Figure 17. Spatial distribution of international migrant workers in Africa across the geographical subregions, 2017

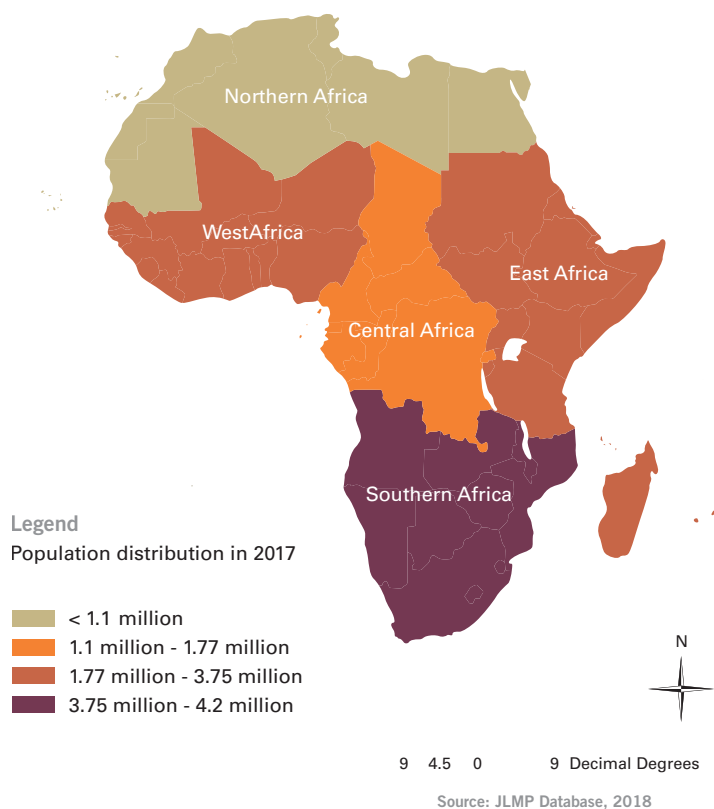


Table A2. Average annual growth rate of population, labour force, international migrants and number of migrant workers in Africa, by geographical subregion, 2008–17 (%)

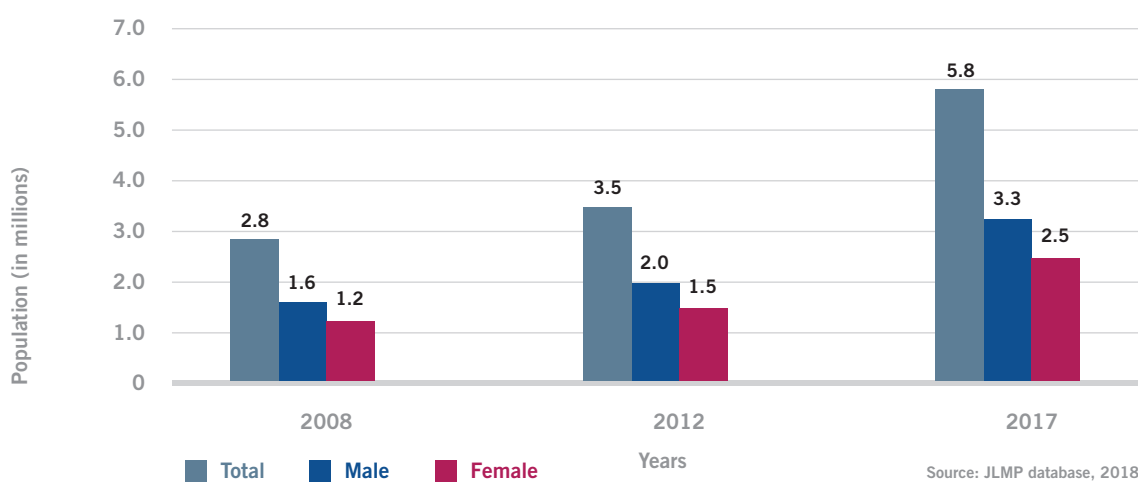
Region	Population	Labour force	international migrants	Migrant workers
Central Africa	3.6	4.3	6.6	6.8
East Africa	2.8	2.9	9.9	9.8
Northern Africa	2.0	1.7	5.9	5.8
Southern Africa	2.6	2.6	13.3	13.4
West Africa	3.1	2.7	3.0	2.6
Africa	2.8	2.7	7.5	7.5

4.2.3 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, “youth” was defined as referring to all people between 15 and 35 years of age in order to take into account the African context. The data collected for this report indicate that the number of young migrant workers (aged 15–35 years) in Africa increased from 2.8 million in 2008 to 5.8 million in 2017.

A rising trend can be observed for both sexes over the same period, though the number of young male migrant workers increased more quickly, with an average annual growth rate of 8.3 per cent, compared with 7.2 per cent for young female migrant workers. Young men accounted for more than half of the migrant youth labour force population in Africa in any given year (figure 18).

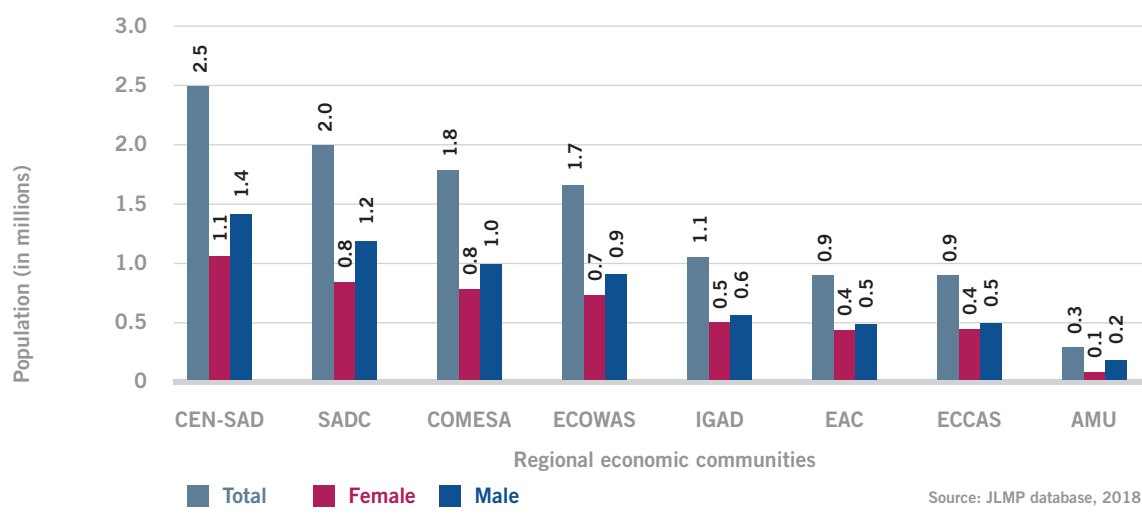
Figure 18. Young international migrant workers (aged 15–35 years) in Africa, by sex, 2008–17 (millions)



Note: The data shown are from the reporting African countries.

In 2017, CEN-SAD, SADC and COMESA were the economic communities with the three largest youth migrant worker populations, at 2.5 million, 2.0 million and 1.8 million, respectively. AMU had the least number of youth migrant workers, namely 0.3 million (figure 19).

Figure 19. Young international migrant workers (aged 15–35 years) in Africa, by regional economic community and sex, 2017 (millions)



Note: The data shown are from the reporting African countries. AMU – Arab Maghreb Union; COMESA – Common Market for Eastern and Southern Africa; CEN-SAD – Community of Sahel-Saharan States; EAC – East African Community; ECCAS – Economic Community of Central African States; ECOWAS – Economic Community of West African States; IGAD – Intergovernmental Authority on Development; SADC – Southern African Development Community.



CHAPTER 5

ADDITIONAL CHARACTERISTICS OF INTERNATIONAL MIGRANT WORKERS IN SELECTED COUNTRIES

This chapter focuses on the following characteristics of employed migrant workers: employment status, economic activity, occupation and level of education. However, only a few African countries presented relevant data, for instance, Algeria, Botswana, Eswatini, Ghana, Liberia, Namibia, Niger and Nigeria.

While censuses are valuable statistical sources on the characteristics of the population (particularly on migrants within the population), disaggregation of the migrant worker population according to additional attributes is desirable. This can be done using household surveys, in which migration and labour force data are collected concurrently and more frequently than the standard ten-year intervals of censuses.

5.1 Profile of migrant workers in employment in selected countries

Employment remains the main factor prompting workers to migrate to another country. Migration puts more pressure on the labour market of the host country, which may already be struggling to improve access to decent work opportunities for its native workers. Even though they expect to obtain higher wages than in their countries of origin, many migrant workers end up being employed in subsistence or informal activities and living in poverty in their country of destination.

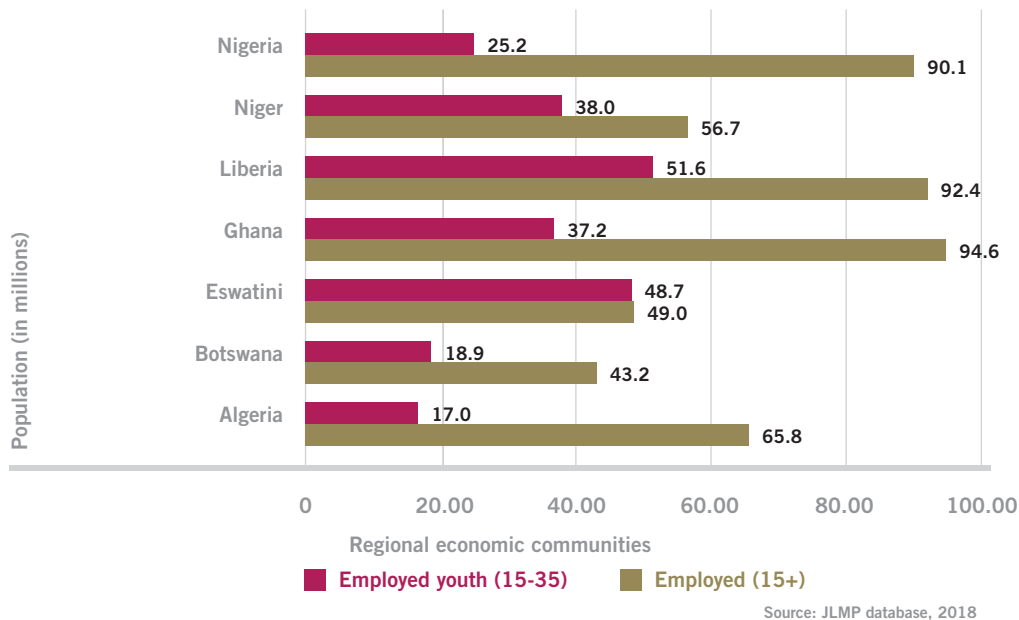
A considerable proportion of migrants are still searching for employment, which suggests that they continue to face difficulties in entering the labour market of their host countries, despite the free movement of people promoted in most RECs. In the African countries that provided relevant data, the share of employed migrant workers in 2016, who are 15 years and above, indicates that migrant workers managed to be in employment mainly for 94.6 per cent in Ghana, 92.4 per cent in Liberia and 90.1 per cent in Nigeria on one hand (figure 20). However, work opportunity is not always possible for migrant workers in some African countries as only 43.2 per cent ended up being employed in Botswana and 49 per cent in Eswatini.

Young migrant workers have difficulty in being absorbed in the labour market of the host country. In 2016, the employed migrant youth who managed to be employed represented 17 per cent of migrant workers, 18.8 per cent in Botswana, 37.2 per cent in Ghana, 38 per cent in Niger and 25.2 per cent in Nigeria. Unfortunately, the limited information on employed migrant workers needs to be improved as part of the household surveys programme within the national statistics system beyond those countries that have provided the data.



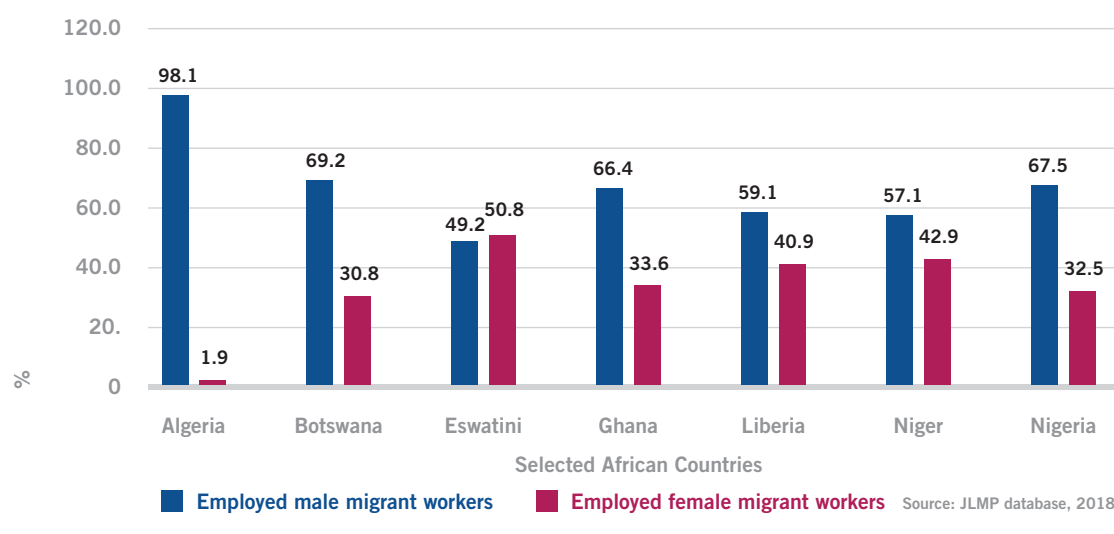
Overall, there are more men migrant workers in the labour force of the host country (figure 15). The gender gap distribution varies from different extreme. For instance, Algeria has almost 98.1 per cent of male migrant workers employed in contrast with only 1.9 per cent of female migrant workers in employment in 2016 (figure 21). Eswatini is one of few countries where the gender gap was almost closer to parity in 2016 with 1.6 points among employed migrant workers. The other countries show a differential distribution of the gender gap in 2016 among employed migrant workers varying for instance from 38.4, 35.1 and 32.8 difference points respectively in Botswana, Nigeria and Ghana to 18.1 and 14.2 difference points in Liberia and Niger respectively. The African countries need to strengthen their labour market policies that support the improvement of decent work deficit affecting migrant workers in employment, particularly women. More interventions are required also supporting those migrant workers who are looking forward to being absorbed in the labour market in the host country.

Figure 20. International migrant workers in employment, by age group (15 years and above, and 15–35 years), selected African countries, 2016 (%)



Note: The data for Algeria, Botswana, Eswatini, Ghana, Liberia, Niger and Nigeria.

Figure 21. International migrant workers in employment, by sex, selected African countries, 2016 (%)



Note: The data for Algeria, Botswana, Eswatini, Ghana, Liberia, Niger and Nigeria.

5.2 Characteristics of migrant workers in employment

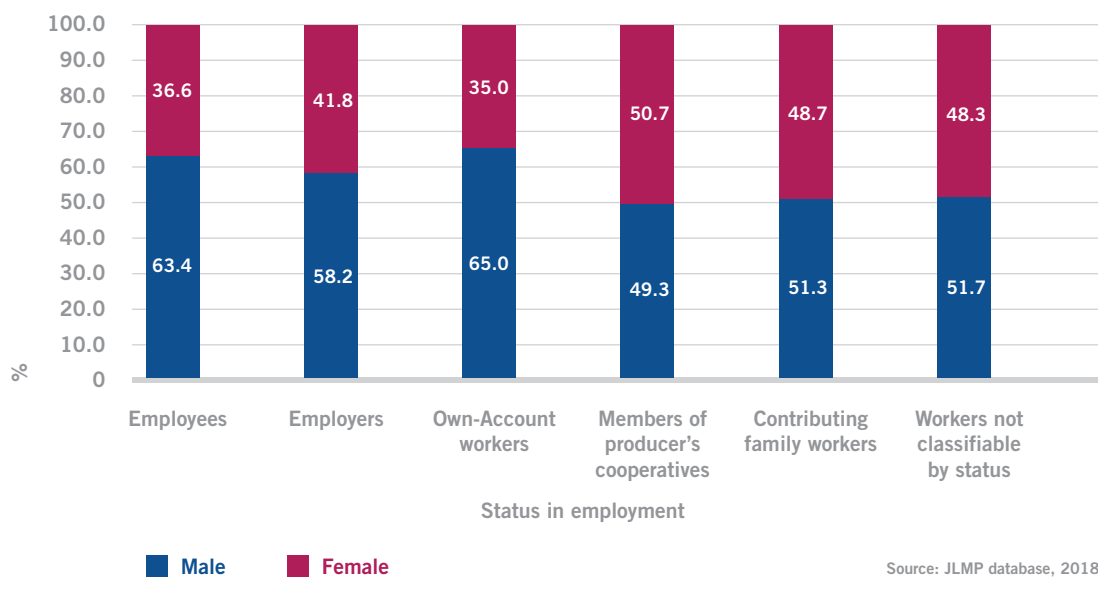
5.2.1 Employment status

Studying the distribution of employed migrant workers by status in employment enables us to understand the economic risks that their jobs may entail and the level of authority that they may have in their workplace. The International Classification of Status in Employment (ICSE-93) classifies employed people into: (a) employees; (b) employers; (c) members of producers' cooperatives; (d) own-account workers; and (e) contributing family workers (formerly referred to as unpaid family workers). Only in very few cases are workers not classifiable by employment status.

In the countries that provided relevant data in 2016 (Algeria, Botswana, Cabo Verde, Eswatini, Chad, Ghana, Liberia, Mali, Namibia, Niger and Nigeria), 39.3 per cent of employed migrant workers were employees; 31.0 per cent were own-account workers; 5.3 per cent were contributing family workers; 9.4 per cent were employers; and 8.8 per cent were members of producers' cooperatives.

Male migrant workers predominate in all categories of employment status except for members of producers' cooperatives, where the female share in the selected countries was 50.7 per cent in 2016. Significantly, 63.4 per cent of migrant employees were male (figure 22a).

Figure 22a. Employed migrant workers, by sex and status in employment, selected African countries, 2016 (%)

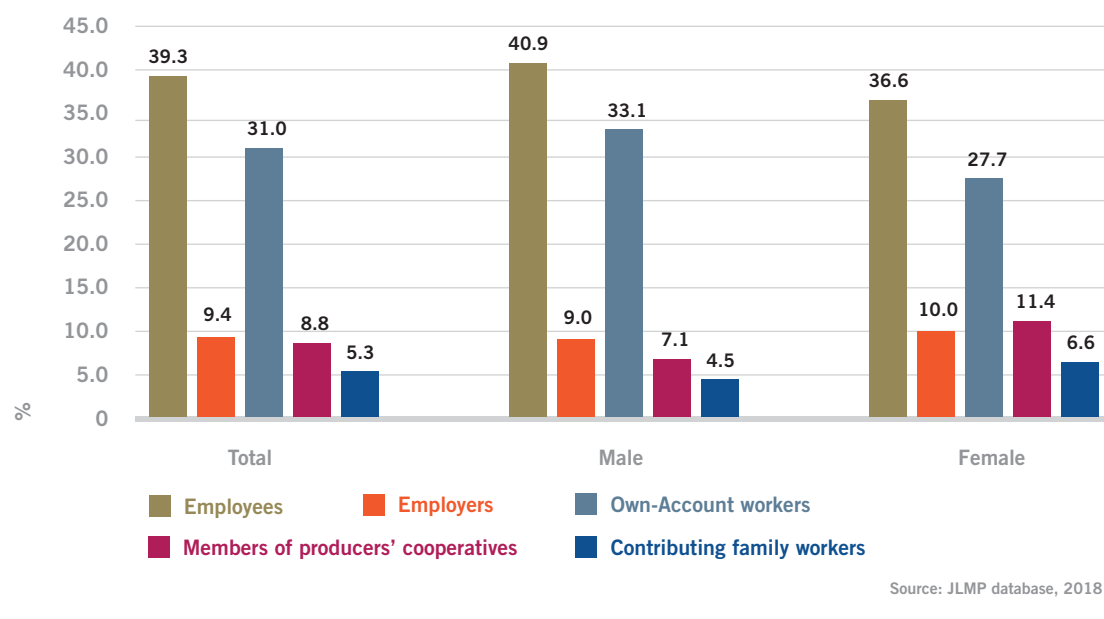


Note: The figure shows aggregate data for Algeria, Botswana, Cabo Verde, Eswatini, Chad, Ghana, Liberia, Mali, Namibia, Niger and Nigeria.

African countries should be encouraged to report on the employment status of migrant workers together with other complementary indicators. This would make the extent of decent work deficits among employees and the self-employed clearer. It is particularly important to understand the involvement of migrant workers in the informal sector and in informal employment. The stability (or lack thereof) of the contracts of migrant workers in employment is another area that deserves further attention. Such statistics would help in the design of policy interventions to remedy decent work deficits among migrant workers.

Differential analysis within each sex category (male, female, total) by status in employment indicates that employees make up by far the largest group of employed migrant workers (39.3 per cent of the total; 40.9 per cent of male and 36.6 per cent of female). Own-account workers are also quite well represented among employed migrant workers (31.0 per cent of the total; 33.1 per cent of male and 27.7 per cent of female workers). Unlike their male counterparts, relatively few female employed migrant workers were members of producers' cooperatives (11.4 per cent) or contributed to the activities of their household or family (10 per cent) (figure 22b).

Figure 22b. Share of employed migrant workers by status in employment within each sex category, selected African countries, 2016 (%)



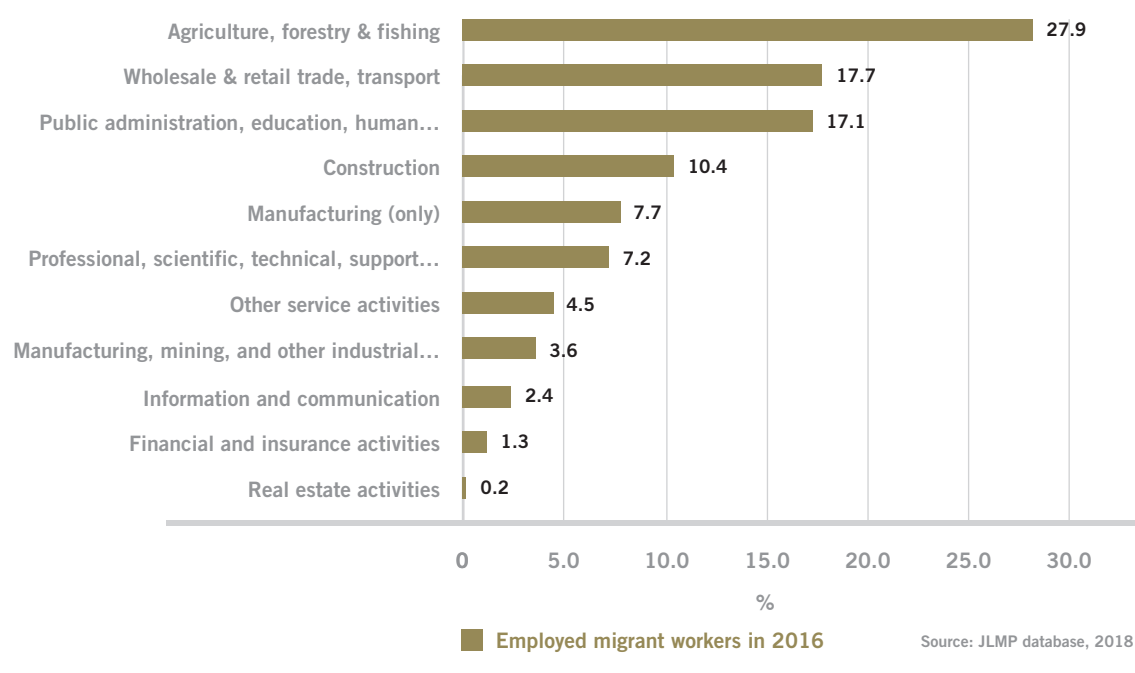
Note: The figure shows aggregate data for Algeria, Botswana, Cabo Verde, Eswatini, Chad, Ghana, Liberia, Mali, Namibia, Niger and Nigeria.

5.2.2 Economic activity

“Economic activity” refers to the type of work executed by a worker as defined in the International Standard Industrial Classification of All Economic Activities. Having access to data on the distribution of employed migrant workers by economic activity is vital in order to know which sectors attract the most migrants and to design policies aimed at tackling labour shortages and skills gaps in both countries of origin and destination. However, such information is not readily available for the whole continent: most countries were able to provide only partial data and, what is more, not for all years. For instance, the countries providing relevant data for 2016 were Algeria, Botswana, Cabo Verde, Chad, Eswatini, Ghana, Lesotho, Liberia, Namibia, Niger and Nigeria.

In the countries mentioned above, the agricultural sector, which comprises agriculture, forestry and fishing, was the biggest employer of migrants, accounting for 27.9 per cent of employed migrant workers in 2016. It is worth noting, though, that the agricultural sector attracts migrants because it is labour-intensive, but that such work is very often poorly paid. The three next largest employers of migrants were the “wholesale and retail trade; motor vehicle and motorcycle repairs; transport and warehousing; accommodation and catering” sector, which employed 17.7 per cent of employed migrant workers; the “public administration, compulsory social security, education, health and social work activities” sector (17.1 per cent); and the construction sector (10.4 per cent). Altogether, these four sectors accounted for 74 per cent of employed migrant workers in 2016 (figure 23).

Figure 23. Employed migrant workers, by economic activity, selected African countries, 2016 (%)



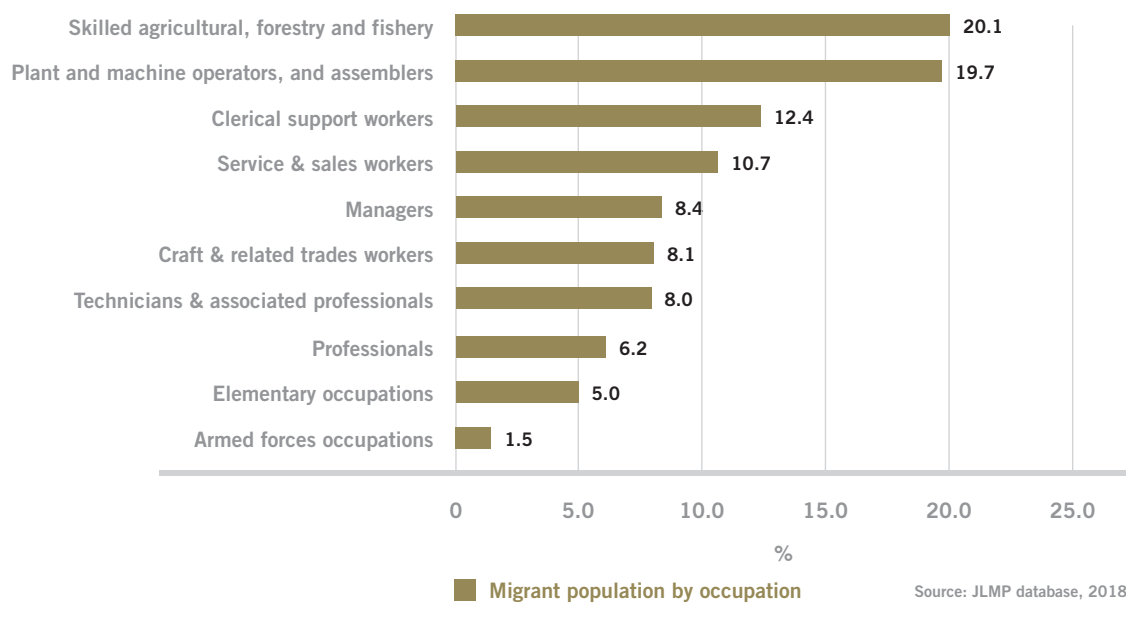
Note: The figure shows aggregate data for Algeria, Botswana, Cabo Verde, Chad, Eswatini, Ghana, Lesotho, Liberia, Namibia, Niger and Nigeria.

5.2.3 Occupation

The majority of migrant workers are employed in low-skilled occupations, such as agricultural, forestry and fishery labourers (20.1 per cent), plant and machine operators (19.7 per cent), clerical support workers (12.4 per cent) and service and sales workers (10.7 per cent). These socio-professional categories accounted for most of the migrants in employment in 2016 in the countries that provided relevant data, namely Algeria, Botswana, Cabo Verde, Chad, Eswatini, Ghana, Lesotho, Liberia, Namibia, Niger and Nigeria (figure 24).

Highly skilled professions, including directors, managers and knowledge workers, accounted for only 16.0 per cent of migrant workers in employment in 2010 and for 20.2 per cent in 2016.

Figure 24. Employed migrant workers, by occupation, selected African countries, 2016 (%)



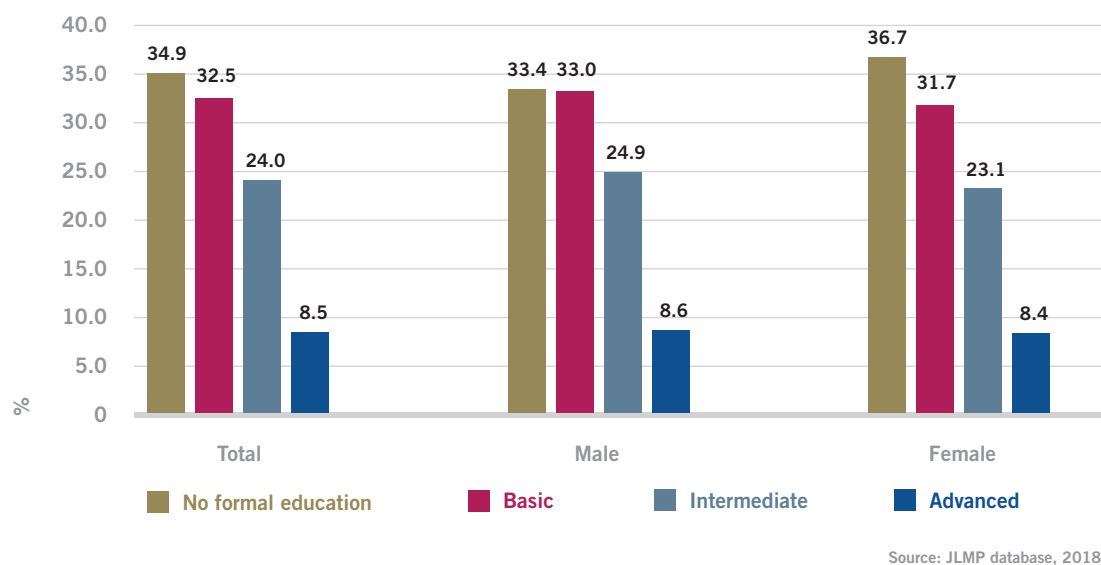
Note: The figure shows aggregate data for Algeria, Botswana, Cabo Verde, Chad, Eswatini, Ghana, Lesotho, Liberia, Namibia, Niger and Nigeria.

5.2.4 Level of education

Most migrant workers choose their country of destination in the hope of finding jobs that are suitable for their skills and qualifications. However, migrant workers may not be treated fairly because of the lack of a uniform definition of “skills” in the countries of origin and destination. The lack of comprehensive data means that this report is able to examine the level of educational attainment of migrant workers only for a few countries in 2016: Côte d’Ivoire, Liberia, Namibia, Niger, Nigeria and South Africa.

In the six countries mentioned above, the majority (34.9 per cent) of employed migrant workers in 2016 had no formal education; 32.5 per cent had a basic level of education, while 24.0 per cent had an intermediate level. Across all levels of education in these six countries, male migrants outnumbered female migrants in 2016 (figure 25).

Figure 25. Employed migrant workers, by level of education and sex, selected African countries, 2016 (%)



Note: The figure shows aggregate data for Côte d'Ivoire, Liberia, Namibia, Niger, Nigeria and South Africa.

5.3 Social protection for migrant workers

The ILO (2018b) estimates that there were 164 million migrant workers across the world in 2017. International migrant workers in that year constituted 59.2 per cent of all international migrants and 70.1 per cent of all working-age migrants. Analysis of the limited data in this report indicates that quite a significant number of migrant workers across different countries, particularly men are in employment in Africa. Intra-African migration flows remain very large and occur mainly between neighbouring countries. Indeed, it has been estimated that over 80 per cent of migration flows of African nationals take place within Africa (Flahaux and De Haas, 2016). Despite the many socio-economic benefits of international migration, migrants and their families face considerable challenges, including limited access to social protection.

Social protection is a fundamental human right enshrined in primary international instruments. It currently ranks high on the international policy agenda as an instrument for the eradication of poverty – some SDG targets (e.g. 1.3, 3.8, 5.4, 10.4) refer explicitly to social protection – and it is one of the pillars of the ILO's concept of Decent Work. Several studies conducted in sub-Saharan Africa have found that social protection has a consistently positive impact on poverty reduction, nutrition and food security, and other human development outcomes. However, coverage is limited in many countries and regions. The ILO (2017) estimates that only 45 per cent of the world's population is covered by at least one social protection benefit (relevant to SDG indicator 1.3.1). In Africa, this proportion is even lower, namely 17.8 per cent. On the whole, social protection coverage is much lower in Africa than the world average.

Statistics on the social protection coverage of migrants and their families are generally scanty or non-existent, but coverage is likely to be much lower than for the rest of the population because migrant workers face greater obstacles in accessing social protection. There are two critical concepts

regarding social protection for migrant workers: access and portability. The principle of “nationality” in social security legislation often leads to less favourable treatment of non-national workers in destination countries. Although a number of countries recognize the principle of equal treatment of nationals and non-nationals, migrant workers may in practice be denied or given only limited access to social protection because of their status or nationality, or because they have not worked or resided long enough in the host country. Specific categories of migrant workers (e.g. domestic and informal sector workers) may face additional barriers. As pointed out by the ILO (2016): “Migrant domestic workers, estimated at approximately 11.5 million persons worldwide, face even greater discrimination than that experienced by domestic workers in general. Approximately 14 per cent of countries whose social security systems provide some coverage for domestic workers do not extend the same rights to migrant domestic workers.”

The principle of “territoriality” limits the scope of application of social security legislation to the territory of the State in which it is enacted. Consequently, migrant workers may lose coverage under the social protection scheme of their home country. In addition, territoriality may result in restrictions on the portability of accrued rights and the coordination of benefits abroad, in the absence of bilateral and multilateral social security agreements. Unlike nationals, migrant workers often fail to qualify for benefits under contributory social insurance schemes, owing to shorter periods of employment and residence or because of their status as non-nationals. The lack of bilateral or multilateral agreements may prevent migrant workers from continuing to receive benefits when they move from one country to another. This is particularly true of long-term benefits (e.g. invalidity, old age and survivors’ benefits) for which the qualifying periods are often considerable. Moreover, where bilateral and multilateral social security agreements exist, they tend to cover only migrant workers in formal employment, leaving migrants working in the informal economy without any significant level of protection. Portability arrangements help migrant workers to fulfil the required qualifying periods for entitlements by aggregating periods of contribution from all their countries of employment.

At the international level, several ILO Conventions and Recommendations have laid down key principles for the provision of social security to migrant workers and their families. These include the Social Security (Minimum Standards) Convention, 1952 (No. 102), notably Article 68; the Equality of Treatment (Social Security) Convention, 1962 (No. 118); the Maintenance of Social Security Rights Convention, 1982 (No. 157), which calls for the maintenance of rights in the course of acquisition by providing for the totalization of qualifying periods completed in different countries; the Migration for Employment Convention (Revised), 1949 (No. 97), which establishes the principle of equality of treatment in respect of social security (Article 6); the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143), which addresses the problem of migrant workers in irregular situations and stipulates that they should enjoy equality of treatment in respect of rights arising out of past employment as regards remuneration, social security and other benefits (Article 9); and the Social Protection Floors Recommendation, 2012 (No. 202), which sets out four basic social security guarantees that should be available to all residents of a country, whether nationals or non-nationals. Recently, in adopting the Global Compact for Safe, Orderly and Regular Migration (2018), many UN Member States committed themselves to ensuring that migrant workers at all skills levels have access to social protection in their countries of destination, and to upholding the portability of applicable social security entitlements and benefits earned by migrant workers in their countries of origin. In Africa, the extension of social protection to all, including migrant workers, is a priority for the AU and its Member States. The principle of equal treatment of migrant workers is emphasized in the AU Agenda 2063, the new MPFA for 2018–30, the Social Protection Plan for the Informal Economy and Rural Workers (which covered the period 2011–15) and the recent draft additional protocol to the African Charter on Human and Peoples’ Rights concerning the right of citizens to social protection and social security.

More specifically, under the AU–ILO–IOM–UNECA Joint Labour Migration Programme for Africa, the ILO is implementing the project “Extending access to social protection and portability of benefits to migrant workers and their families in selected regional economic communities in Africa”. Funded by the European Commission and the International Centre for Migration Policy Development, the project seeks to extend social protection to migrant workers, including those in the informal economy, and their families, by strengthening the capacities of RECs to promote the implementation of regional social protection and migration frameworks. Enhancing the quality of data on social protection for migrant workers through systematic collection and analysis is a key project goal. Moreover, the project is supporting the integration of a module on social protection for migrant workers into the ILO’s Social Security Inquiry questionnaire, which is the primary data collection tool for the World Social Protection Report. The updated version of that questionnaire was presented at the Second Session of the AU’s Specialised Technical Committee on Social Development, Labour and Employment in April 2019. The project is also supporting the East and Central Africa Social Security Association to create a dashboard on social protection, including a component on migrant workers.

It is expected that these initiatives on data collection and analysis will (a) facilitate the production of comparable statistics across social security agencies at the national and regional level; (b) inform policy-making and support the management and implementation of social protection schemes; and (c) help countries, the AUC and regional institutions to monitor progress towards the achievement of social protection-related SDGs and targets under the AU Agenda 2063. Ultimately, the improvement of data quality in this area will benefit future editions of the ILO’s World Social Protection Report (i.e. the section on Africa), the AUC *Report on Labour Migration Statistics in Africa* and other regional, subregional and national reports produced in Africa.

5.4 Remittances in selected countries

The International Monetary Fund defines remittances as “household income from foreign economies arising mainly from the temporary or permanent movement of people to those economies” (IMF, 2009, p. 18). Remittances consist mainly of financial and non-financial transfers made by individuals who have migrated to a new country and settled there. In line with the New Economics of Labour Migration (NELM) school of thought, Lubambu (2014) notes that remittances act as a “social insurance” and a means of investment for the migrants’ countries of origin.

It may be argued that migrants base their decision to migrate on a strategy for maximizing their household’s income and/or to obtain funds that they can invest in new activities aimed at diversifying the risks associated with a decrease in household income. Researchers are increasingly focusing their attention on remittances as evidence of the potential of migrants to contribute indirectly to the development of their countries of origin. This section presents some significant trends related to remittances in Africa.

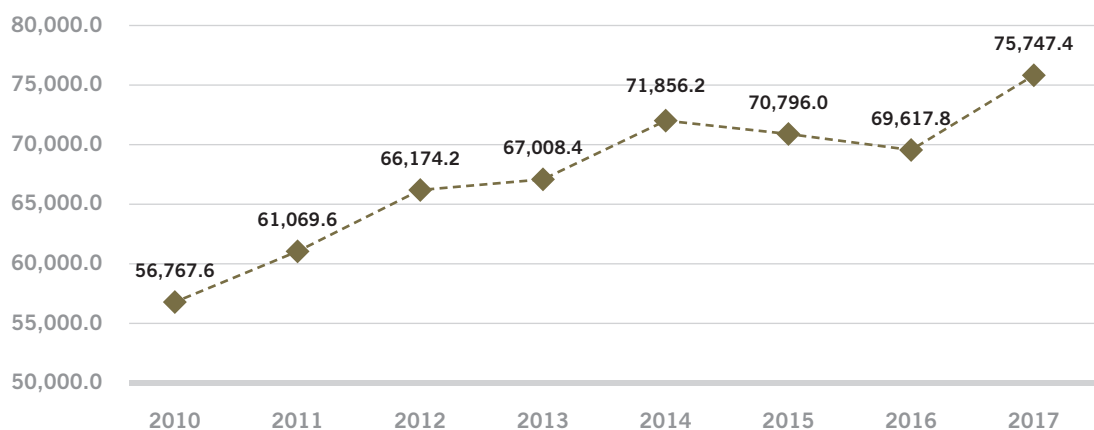
The empirical literature on the contribution of remittances to the development of migrants’ countries of origin yields mixed results. On the one hand, such transfers undoubtedly have a positive effect by alleviating poverty and social inequality in the recipient households and communities of origin. Remittances also support savings and investments, strengthening the financial system and economic growth in the countries of origin. On the other hand, remittances may have adverse effects such as reducing the workforce in the communities of origin, which in turn increases poverty and inequality. Moreover, the movement of large numbers of the labour force into other sectors puts greater strain on the economy, compounding the impact of other factors such as inflation, currency

appreciation and loss of competitiveness. It is worth noting that the real magnitude of remittances remains considerably underestimated, because of the proliferation of informal remittance networks as a consequence of the still high transaction costs and the uncertain status of many migrants. Nevertheless, remittances are now widely acknowledged to play an essential role in financial development and investment across Africa. Many countries have accordingly included in their national development plans measures to ensure that diaspora savings can be mobilized in a more formal framework and used for public investment.

Between 2010 and 2017, the volume of remittances in Africa increased by more than 30 per cent. In absolute terms, the increase amounted to US\$18,979.77 million, which highlights the diaspora's potential as a catalyst for development in many African countries. There was a slight decrease between 2014 and 2016, but by 2017 the total estimated transfers received from African international migrants, including those living and working outside Africa, amounted to US\$75,747.40 million (Figure 26).

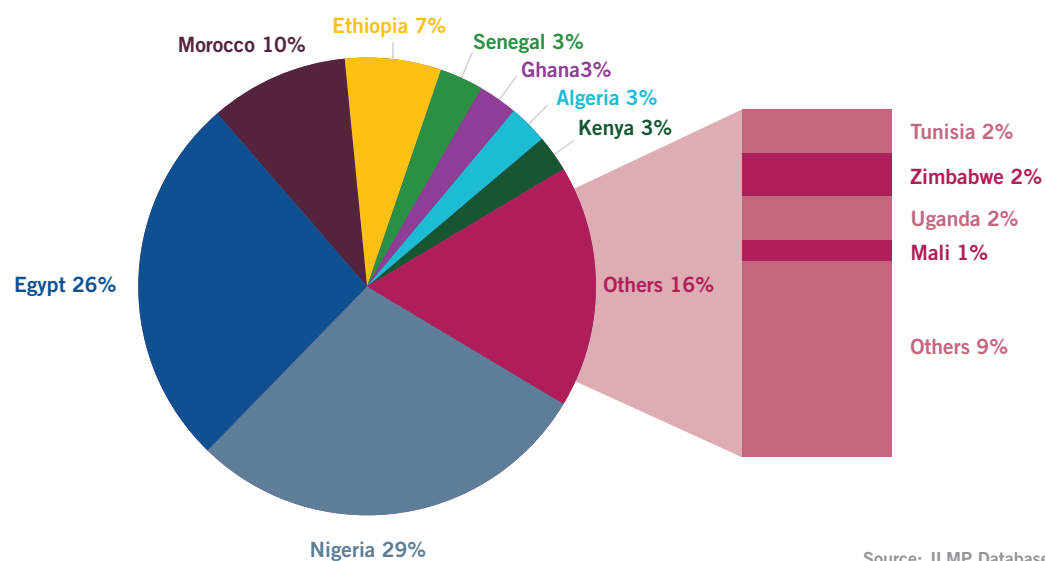
There is considerable disparity between African countries in terms of the amount of remittances received. Thus, two countries (Nigeria and Egypt) together received just over 55 per cent of total transfers in 2017; 12 countries (over one-fifth), including Nigeria and Egypt, received approximately 90 per cent (Figure 27). A compelling case is that of Ethiopia. The World Bank estimated remittance flows to Ethiopia in 2017 at US\$800 million on the basis of formal transfers alone; the National Bank of Ethiopia also considered informal transfers, which were estimated at almost US\$5.0 billion for the same year. The volume of informal transfers to Ethiopia is therefore over five times that of formal transfers (table A3).

Figure 26. Total remittances from migrants received in African countries, 2010–17 (US\$ million)



Source : JLMP database, 2018

Figure 27. Distribution of migrant remittances among African countries, 2017 (%)



Source: JLMP Database, 2018

Table A3. Distribution of migrant remittances among African countries, 2017 (US\$ million)

Nigeria	21,975.00
Egypt	19,982.66
Morocco	7,467.19
Ethiopia	4,951.72
Senegal	2,237.70
Ghana	2,190.00
Algeria	2,092.67
Kenya	1,969.86
Tunisia	1,903.37
Zimbabwe	1,412.01
Uganda	1,374.88
Mali	1,039.90
Others African countries	7,150.44

Source: JLMP Database, 2018



CHAPTER 6

CONCLUSION AND RECOMMENDATIONS

6.1 Conclusions

This second edition of the *Report on Labour Migration Statistics in Africa* makes available to AU Member States up-to-date data covering ten years (2008–17) to support them in the design, implementation and management of their labour migration policies. Great efforts have been made to disaggregate the data by regional economic community and sex, wherever this is possible. The report gives a clear overview of the total population, labour force, and stocks of international migrants and international migrant workers across Africa during the above mentioned period. It is intended to serve as an advocacy document encouraging African policy-makers to take account of labour migration in their national development programmes.

The main conclusions emerging from this report are summarized below:

- This report provides, for the first time, estimates of the stock of international migrant workers (in the first edition, estimates of the stock of international migrants were presented separately from estimates of the labour force). Moreover, the data have been broken down by subregion and, to a certain extent, by socio-demographic characteristics in selected countries.
- The total population of Africa was estimated at almost 1.2 billion in 2017, with an average annual growth rate of 2.8 per cent between 2008 and 2017. However, this growth was not evenly distributed across the various subregions: Central Africa (at an average annual growth rate of 3.6 per cent) and West Africa (3.1 per cent) have been growing faster than East Africa (2.7 per cent), Southern Africa (2.6 per cent) and North Africa (2.2 per cent). Nigeria is still the most populous country, accounting for 16.3 per cent of the continent's total population; it also accounts for the largest population share of the two main regional economic communities (CEN-SAD, ECOWAS).
- The total number of African international migrants increased from 13.3 million in 2008 to 25.4 million in 2017, an increase of 91.2 per cent, corresponding to an average annual growth rate of 7.5 per cent. The share of international migrants in the total African population increased from 1.4 per cent in 2008 to 2.0 per cent in 2017. This increase confirms the contribution that migrants are making to population change in many African host countries. The leading countries in terms of hosting international migrants are South Africa (accounting for 16.6 per cent of the total), Côte d'Ivoire (8.9 per cent), Uganda (6.9 per cent), Nigeria (5.0 per cent), Ethiopia (5.0 per cent) and Kenya (4.4 per cent).
- The total number of migrants in the labour force (i.e. migrant workers) in Africa was estimated at 14.4 million in 2017, compared with 7.5 million in 2008, which translates into an average annual growth rate of 7.5 per cent. Male migrant workers have dominated this increase, although the number of female migrant workers has been rising in recent years. It is worth noting that the number of migrant workers is increasing more rapidly than the labour force of the host countries (annual average growth rate of 2.7 per cent). The increasing number of migrant workers across Africa is clearly an additional strain on the ability of host countries to absorb jobseekers into their labour markets.
- In line with the African Youth Charter, "youth" was defined for the purposes of this report as all people between 15 and 35 years of age. The number of young migrant workers in Africa increased from 2.8 million in 2008 to 5.8 million in 2017. Around 40 per cent of migrant workers in 2017 were young people.
- This report affords a number of insights into the situation of migrant workers who are in employment, even though few countries provided relevant data. Most migrant workers (84.3 per cent) in the reporting countries were in some sort of employment in 2016, even if some are deprived of the decent work conditions in informality. Young people (aged 15 to 35 years) represented 26.6 per cent of the total number of migrant workers in 2016 in those reporting countries.
- The agricultural sector (fisheries, livestock, forestry and related agricultural activities) was by far the largest provider of employment for migrants in Africa in 2016, accounting for 24.9 per cent of migrant workers. It was followed by the "wholesale and retail trade; motor vehicle and motorcycle repairs; transport and warehousing; accommodation and catering" sector (17.7 per cent), the "public administration, compulsory social security, education, health and social work activities" sector (17.1 per cent), and the construction sector (10.4 per cent). The four most significant sectors in terms of migrant workers in employment accounted for more than 74 per cent of migrant workers in the responding countries.

- The majority (62.91 per cent) of migrant workers in the responding countries were employed in low skilled occupations such as agricultural, forestry and fishery labourers, plant and machinery operators, clerical support workers, and service and sales workers.
- In 2017, the total amount of remittances sent by African international migrants, including migrants living and working outside Africa, to their countries of origin was US\$75,747.40 million, which is higher than the combined total of official development assistance and foreign direct investment received by the continent. For future editions of the *Report on Labour Migration Statistics in Africa* it would be necessary to obtain a breakdown of the volume of remittances by migration status.
- Social protection deficits among migrants continue to be a cause for significant concern and call for even greater attention from policy-makers not only at the national level but also at the level of the RECs and the AUC. In future editions it will be necessary to include data on the portability of accrued rights and on the benefits enjoyed by migrant workers in host countries.
- In view of the limitations of the data presented in this report, one critical lesson learned is the need to strengthen the methodology, particularly by consolidating the data from different sources (i.e. population census, mid-year estimates, household surveys and administrative records). Moreover, future editions will need to fill data gaps on migrant workers outside Africa and on migrant flows across various corridors in the continent.

6.2 Recommendations

Bearing in mind the findings from this second edition of labour migration statistics report in Africa, but also the various constraints on the data analysis, the following recommendations were drawn up:

For the African Union

- Strive to establish legislative, regulatory and policy frameworks that maximize the benefits of labour migration for all stakeholders.
- Continue to strengthen the capacity of Member States to provide thorough and informative responses to the International Labour Migration Questionnaire.
- Encourage national authorities to engage more actively in the collection and processing of statistical data on labour migration.
- Strengthen the capacity of national focal points on labour migration.
- Ensure that there is coordination at the REC level in the use of administrative sources of labour migration data.
- Conduct a harmonized survey on labour migration at the REC level.
- Establish a mechanism for providing Member States with technical assistance in the collection of labour migration data.
- Share good practices in the use of administrative sources of labour migration data.
- Develop a detailed questionnaire on social protection for migrants.
- Support the African Institute of Remittances in the consolidation of data on the remittances received by Member States.
- Set up an Africa-wide labour migration database.

For the regional economic communities

- Monitor and coordinate the collection of data on labour migration within their blocs.
- Promote the use of administrative sources of labour migration data.
- Take part in a harmonized survey on labour migration at the REC level.

For the Member States of these communities

- Enhance the collection of labour migration data covering all relevant aspects, including remittances and social protection of migrants as well as incorporating the labour migration module in household surveys programme.
- Involve the entities in charge of social protection in the collection of data regarding coverage for migrants.
- Adopt good practices in the use of administrative sources of labour migration data.
- Implement the new ILO guideline on measuring the labour migration statistics as adopted by the 20th ICLS in October 2018.

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APPENDIX I.

DATA TABLES

Table P1:
Estimated distribution of **population**, by sex, subregion and year (thousands)

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
AFRICA	944 433	971 119	999 467	1 028 743	1 058 037	1 089 018	1 118 992	1 150 291	1 181 709	1 215 953
Central Africa	105 400	109 225	113 206	117 701	121 798	126 047	130 462	135 801	140 904	145 530
East Africa	265 106	272 403	279 577	286 926	294 234	304 323	312 277	320 588	329 334	338 133
Northern Africa	157 155	160 613	164 130	167 446	171 282	174 302	177 791	181 329	184 780	190 834
Southern Africa	134 902	138 346	141 898	146 282	149 961	153 817	157 609	161 640	165 835	170 081
West Africa	281 870	290 531	300 655	310 388	320 761	330 529	340 854	350 933	360 855	371 375
AFRICA	471 923	485 233	499 377	513 963	528 579	544 012	558 960	574 554	590 212	607 312
Central Africa	53 291	55 218	57 222	59 485	61 547	63 685	65 905	68 576	71 143	73 475
East Africa	131 880	135 499	139 056	142 706	146 334	151 323	155 271	159 396	163 732	168 093
Northern Africa	80 460	82 225	84 020	85 716	87 669	89 216	90 993	92 799	94 560	97 652
Southern Africa	64 642	66 289	67 988	70 082	71 842	73 688	75 501	77 430	79 438	81 470
West Africa	141 650	146 002	151 090	155 975	161 187	166 100	171 290	176 352	181 339	186 621
AFRICA	472 510	485 886	500 090	514 780	529 458	545 006	560 032	575 737	591 498	608 641
Central Africa	52 108	54 007	55 984	58 216	60 251	62 362	64 557	67 225	69 762	72 055
East Africa	133 226	136 904	140 521	144 220	147 900	153 000	157 006	161 192	165 602	170 040
Northern Africa	76 695	78 388	80 110	81 730	83 613	85 086	86 798	88 530	90 220	93 182
Southern Africa	70 260	72 057	73 910	76 200	78 119	80 129	82 108	84 210	86 397	88 611
West Africa	140 220	144 530	149 565	154 414	159 574	164 429	169 564	174 580	179 516	184 753
Central Africa	Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Sao Tome and Principe									
East Africa	Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Madagascar, Mauritius, Rwanda, Seychelles, Somalia, South Sudan, Sudan, United Republic of Tanzania, Uganda									
Northern Africa	Algeria, Egypt, Libya, Mauritania, Morocco, Tunisia									
Southern Africa	Angola, Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe									
West Africa	Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, the Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo									

Source: JLMF Database, 2018

Table P2:
Estimated distribution of **working-age population**, by sex, subregion and year
(thousands)

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
AFRICA	509 452	523 564	538 267	554 759	570 849	587 021	604 378	623 139	640 782	662 469
Central Africa	57 106	59 167	62 657	65 153	67 486	69 885	72 380	75 405	77 784	84 157
East Africa	142 119	146 028	149 564	153 983	158 504	162 810	168 579	173 317	178 331	183 084
Northern Africa	95 727	97 819	99 946	101 774	104 437	106 842	108 011	111 485	113 653	117 031
Southern Africa	80 201	82 164	84 188	86 969	89 367	91 746	94 007	96 508	99 270	101 821
West Africa	134 299	138 385	143 257	148 272	152 576	157 328	161 990	167 054	171 744	176 711
AFRICA	258 258	265 402	273 105	280 793	284 899	294 454	303 419	309 821	317 841	329 606
Central Africa	29 028	30 067	31 849	33 110	34 292	35 508	36 772	38 441	39 661	42 773
East Africa	69 957	71 879	73 889	75 578	78 548	80 400	83 826	84 989	87 462	89 783
Northern Africa	51 319	52 444	53 589	54 409	55 769	57 019	57 546	59 387	60 491	62 293
Southern Africa	38 068	38 998	39 956	41 305	42 679	43 876	44 776	45 947	47 299	48 511
West Africa	69 887	72 014	74 449	77 065	74 643	78 089	80 420	81 022	82 406	84 967
AFRICA	251 194	258 162	265 880	274 685	286 441	293 719	301 626	313 983	323 464	335 570
Central Africa	28 078	29 101	30 808	32 043	33 194	34 377	35 608	36 964	38 123	41 384
East Africa	72 163	74 149	75 675	78 405	79 956	82 409	84 753	88 328	90 869	93 301
Northern Africa	44 408	45 375	46 357	47 365	48 668	49 824	50 464	52 098	53 162	54 737
Southern Africa	42 133	43 167	44 232	45 664	46 688	47 870	49 231	50 561	51 972	53 310
West Africa	64 412	66 371	68 808	71 208	77 933	79 239	81 570	86 032	89 339	92 837
Central Africa	Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Sao Tome and Principe									
East Africa	Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Madagascar, Mauritius, Rwanda, Seychelles, Somalia, South Sudan, Sudan, United Republic of Tanzania, Uganda									
Northern Africa	Algeria, Egypt, Libya, Mauritania, Morocco, Tunisia									
Southern Africa	Angola, Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe									
West Africa	Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, the Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo									

Source: JLMIP Database, 2018

Table P3:
Estimated distribution of **labour force**, by sex, subregion and year (thousands)

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Total	340 402	360 647	370 813	380 865	391 077	399 428	412 935	424 023	433 812	1 215 953
	28 677	31 676	31 980	33 128	34 330	35 819	37 532	39 185	42 048	145 530
	99 095	104 866	107 804	109 447	113 867	117 936	121 305	124 487	127 844	338 133
	50 821	51 944	53 092	54 669	56 185	55 987	57 144	57 656	59 347	190 834
	50 795	52 119	53 485	57 890	59 903	61 809	64 041	66 007	64 196	170 081
	111 014	114 389	118 321	122 299	127 201	127 625	132 913	136 688	140 517	371 375
	198 605	204 225	215 942	216 719	223 704	228 980	234 006	239 253	245 387	607 312
Men	17 879	18 536	19 615	20 578	21 293	22 161	23 109	24 073	25 595	73 475
	53 575	55 103	56 763	59 580	61 797	63 953	65 748	67 315	69 147	168 093
	39 295	40 175	41 075	42 217	43 091	42 834	43 567	44 013	45 315	97 652
	26 482	27 158	27 855	29 717	30 647	31 590	32 719	33 707	33 275	81 470
	61 375	63 254	65 430	64 628	67 032	68 345	68 864	70 146	71 308	186 621
	141 797	145 842	150 317	164 146	167 373	170 449	178 929	184 771	188 425	608 641
Women	10 799	11 221	12 061	12 550	13 037	13 658	14 424	15 112	16 454	72 055
	45 520	46 757	48 103	49 867	52 070	53 983	55 556	57 172	58 696	170 040
	11 526	11 769	12 017	12 452	13 094	13 152	13 577	13 642	14 031	93 182
	24 313	24 961	25 630	28 173	29 257	30 219	31 322	32 300	30 921	88 611
	49 639	51 135	52 892	61 103	60 169	59 280	64 049	66 542	69 208	184 753
Central Africa	Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Sao Tome and Principe									
East Africa	Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Madagascar, Mauritius, Rwanda, Seychelles, Somalia, South Sudan, Sudan, United Republic of Tanzania, Uganda									
Northern Africa	Algeria, Egypt, Libya, Mauritania, Morocco, Tunisia									
Southern Africa	Angola, Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe									
West Africa	Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, the Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo									

Source: JLMP Database, 2018

Table P4:
Estimated labour force participation rate, by sex, subregion and year (%)

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
AFRICA	66.8	66.9	67.0	66.8	66.7	66.6	66.1	66.3	66.2	65.5
Central Africa	57.0	57.1	57.1	56.2	56.3	56.3	55.8	55.9	55.9	56.0
East Africa	59.1	59.2	59.4	59.4	59.0	59.7	59.8	59.9	59.8	59.9
Northern Africa	53.0	53.0	53.1	52.8	52.7	52.8	52.2	52.2	51.7	51.7
Southern Africa	64.4	64.4	64.4	64.4	65.6	66.8	66.5	66.7	67.0	63.0
West Africa	67.7	67.7	67.7	67.7	67.7	65.7	63.5	64.5	65.0	64.7
AFRICA	76.9	76.9	77.0	76.9	76.1	76.0	75.5	75.5	75.3	74.4
Central Africa	68.0	68.2	68.3	67.3	67.4	67.5	67.0	66.7	66.6	66.6
East Africa	70.5	70.6	70.7	71.0	70.3	71.1	70.7	71.5	71.3	71.4
Northern Africa	72.9	73.0	73.2	72.9	72.8	72.7	71.3	71.0	70.8	70.8
Southern Africa	71.3	71.3	71.2	71.1	71.3	71.5	72.3	72.9	72.5	69.4
West Africa	75.8	75.8	75.8	75.8	75.8	74.3	73.3	73.4	74.5	72.1
AFRICA	56.4	56.5	56.7	56.5	57.4	57.2	56.6	57.1	57.2	56.6
Central Africa	46.1	46.0	45.9	45.1	45.2	45.2	44.6	45.1	45.3	45.4
East Africa	48.1	48.1	48.4	48.3	48.0	48.6	49.3	48.7	48.8	48.8
Northern Africa	32.2	32.2	32.1	32.1	32.2	33.1	32.7	33.5	31.9	31.9
Southern Africa	58.1	58.1	58.1	58.2	60.6	62.6	61.3	61.1	62.1	57.1
West Africa	60.2	60.2	60.2	60.2	60.2	57.7	54.5	56.4	56.3	56.0
Central Africa	Burundi, Cameroon, Central African Republic, Chad, Congo, Democratic Republic of the Congo, Equatorial Guinea, Gabon, Sao Tome and Principe									
East Africa	Comoros, Djibouti, Eritrea, Ethiopia, Kenya, Madagascar, Mauritius, Rwanda, Seychelles, Somalia, South Sudan, Sudan, United Republic of Tanzania, Uganda									
Northern Africa	Algeria, Egypt, Libya, Mauritania, Morocco, Tunisia									
Southern Africa	Angola, Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe									
West Africa	Benin, Burkina Faso, Cabo Verde, Côte d'Ivoire, the Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone, Togo									

Source: JLMIP Database, 2018

Table M1:
Estimated distribution of **total migrants**, by sex, subregion and year (thousands)

		2008	2012	2017
Total	AFRICA	13 304	15 409	25 441
	Central Africa	1 807	1 979	3 201
	East Africa	2 908	3 579	6 780
	Northern Africa	1 097	1 270	1 837
	Southern Africa	2 172	2 491	6 684
	West Africa	5 319	6 090	6 939
Men	AFRICA	7 133	8 197	13 506
	Central Africa	918	1 001	1 649
	East Africa	1 480	1 822	3 423
	Northern Africa	695	796	1 136
	Southern Africa	1 182	1 356	3 646
	West Africa	2 858	3 223	3 653
Women	AFRICA	6 171	7 212	11 934
	Central Africa	889	978	1 552
	East Africa	1 429	1 757	3 357
	Northern Africa	402	475	701
	Southern Africa	990	1 135	3 038
	West Africa	2 462	2 867	3 286

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

Source: JLMF Database, 2018

Table M2: Estimated distribution of working-age migrants, by sex, subregion and year (thousands)

		2008	2012	2017
Total	AFRICA	10 290	11 782	19 655
	Central Africa	1 331	1 456	2 398
	East Africa	2 150	2 657	4 971
	Northern Africa	900	1 044	1 498
	Southern Africa	1 850	2 120	5 672
	West Africa	4 060	4 506	5 117
Men	AFRICA	5 629	6 388	10 649
	Central Africa	681	740	1 249
	East Africa	1 094	1 353	2 519
	Northern Africa	586	671	950
	Southern Africa	1 026	1 177	3 169
	West Africa	2 243	2 447	2 763
Women	AFRICA	4 661	5 395	9 006
	Central Africa	650	715	1 149
	East Africa	1 056	1 304	2 452
	Northern Africa	314	373	548
	Southern Africa	824	943	2 503
	West Africa	1 817	2 059	2 354

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

Source: JLMP Database, 2018

Table M3: Estimated distribution of migrant workers
(employed and unemployed), by sex, subregion and years (thousands)

		2008	2012	2017
Total	AFRICA	7 514	8 605	14 401
	Central Africa	966	1 057	1 744
	East Africa	1 561	1 929	3 608
	Northern Africa	667	773	1 108
	Southern Africa	1 352	1 550	4 197
	West Africa	2 967	3 296	3 744
Men	AFRICA	4 391	4 964	8 303
	Central Africa	531	577	974
	East Africa	853	1 056	1 965
	Northern Africa	457	523	741
	Southern Africa	800	918	2 479
	West Africa	1 749	1 890	2 144
Women	AFRICA	3 123	3 641	6 098
	Central Africa	435	479	770
	East Africa	707	874	1 643
	Northern Africa	210	250	367
	Southern Africa	552	632	1 718
	West Africa	1 218	1 406	1 600

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

Source: JLMF Database, 2018

Table M4: Estimated distribution of young migrant workers (aged 15–35 years), by sex, subregion and year (thousands)

		2008	2012	2017
Total	AFRICA	2 832	3 460	5 760
	Central Africa	348	384	649
	East Africa	590	718	1 318
	Northern Africa	249	291	417
	Southern Africa	511	588	1 706
	West Africa	1 134	1 479	1 669
Men	AFRICA	1 599	1 954	3 287
	Central Africa	188	207	362
	East Africa	319	388	710
	Northern Africa	169	195	277
	Southern Africa	304	350	1 013
	West Africa	618	814	925
Women	AFRICA	1 233	1 505	2 473
	Central Africa	159	177	287
	East Africa	271	329	608
	Northern Africa	80	96	140
	Southern Africa	207	238	693
	West Africa	516	665	744

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

Source: JLMP Database, 2018

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 (e.g. frontier workers, seasonal workers, other short-term migrant workers, volunteer workers and nomads) (ILO, 2018a).

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 (i.e. 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).

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 (i.e. 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, 2013).

To ensure international comparability, the working-age population is defined in this report as all people over the legal age to work, i.e. 15 years and over.

Labour force

The “labour force” comprises all people who are of working age (i.e. aged 15 or above) and are either employed or unemployed (i.e. not in employment, available and seeking employment) during a short reference period (i.e. the last seven days) (ILO, 2013).

Employed person

This refers to 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, 2013).

International migrant

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

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, 2018a).

Stock of international migrants

The stock of international migrants comprises of all people who have changed their country of usual residence, that is to say, 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, 2017a).

International immigrant

This refers to any person who (a) enters a country by crossing the border; (b) was a usual resident of another country before entering, or who is not a usual resident of the country of destination when entering; and (c) is staying or intending to stay in the country of destination for at least one year (UNDESA, 2017b).

International emigrant

This refers to any person who (a) leaves a country by crossing the border; (b) was a usual resident of that country; and (c) is staying or intending to stay in another country or abroad for at least one year (UNDESA, 2017b).

Stock of immigrants

The stock of immigrants is the number of immigrants present in a given country at a particular point in time, or the stock of people who have spent at least one year of their lives in a country other than the one in which they are present for at least one year or intend to live for at least one year at the time data are gathered (UNDESA, 2017b).

Stock of emigrants

The stock of emigrants is the number of people who have emigrated out of a country and are currently living abroad, or the stock of people who have spent at least one year of their lives in the reporting country and who are currently absent from that country for at least one year or intend to be absent for at least one year (UNDESA, 2017b).

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).

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).

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).

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 “Low”, “Medium” and “High” on the basis of the International Standard Classification of Education of 1997 (ISCED 1997) or that of 2011 (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 (i.e. who have not even attained a primary level of education) within the “Low” group. Details of the ISCED 1997 and ISCED 2011 classifications 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 based on 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)

ICSE-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.

IMPUTATION PROCEDURE FOR MISSING DATA

Imputation of missing total population

The total population is used as the benchmark reference for all other related statistics on population, including for calibration when adjusting the estimated values of several other variables. During this round of data gathering, the response rate for the total population was high. However, there are a few countries with missing data for certain years. Imputation of the missing population data was performed, for example, for Angola, Côte d'Ivoire, Djibouti, Gabon, Madagascar, Mali, Mauritania, Senegal, Seychelles and South Sudan in 2017. A geometric model was used to impute the missing values on the basis of average annual population growth rates from the period for which data were available. The population P at time t was calculated using the following formula:

$$P_t = P_0(1-r)^t$$

Imputation of the distribution of the population by sex

Missing sex-disaggregated population data were imputed by using the sex ratio for the year i to decompose the target population by sex for the subsequent year $i+1$.

Imputation of missing data on the working-age population

The share of the working-age population (aged 15 years and above) within the total population was calculated for the year i with available data, using the formula:

$$\frac{\text{Population aged 15 years and above}}{\text{Total population of country}} \times 100$$

and this was then used to impute the missing data for the subsequent year $i+1$.

Imputation of missing data on the labour force

The labour force participation rate was calculated for the year i with available data, using the formula:

$$\frac{\text{Employed persons} + \text{Unemployed persons}}{\text{Total persons in working population}} \times 100$$

and this was then used to impute the missing data for the subsequent year $i+1$.

Imputation of missing data on young people (aged 15–35 years) in the labour force

The share of young people (aged 15–35 years) in the labour force was calculated for the year i with available data, using the formula:

$$\frac{\text{Young persons (15-35 years) in labour force}}{\text{Total number of persons in labour force}} \times 100$$

and this was then used to impute the missing data for the subsequent year $i+1$.

Imputation of missing data on the international migrant population

The benchmark data used are the estimates by the United Nations Population Division for the years 2005, 2010, 2015 and 2017 (UNDESA, 2017b). The following ratios were used as adjustment coefficients when imputing the missing data:

$$R_{2005-2010} = 100 = \frac{\text{Migrants in 2010}}{\text{Migrants in 2005}}$$

$$R_{2010-2015} = 100 = \frac{\text{Migrants in 2015}}{\text{Migrants in 2010}}$$

$$R_{2015-2017} = 100 = \frac{\text{Migrants in 2017}}{\text{Migrants in 2015}}$$

The geometric mean of these three ratios was used to obtain an average adjustment coefficient, which was then used as a multiplier to determine migrant stocks in the years $(n+1)$ or as a deflator to determine migrant stocks in the years $(n-1)$.

Imputation of missing data on the working-age migrant population

The share of the working-age migrant population (aged 15 years and above) within the total migrant population was calculated for the year i with available data, using the formula:

$$\frac{\text{Migrant population (aged 15 and above)}}{\text{Total migration population}} \times 100$$

and this was then used to impute the missing data for the subsequent year $i+1$.

Imputation of missing data on migrants in the labour force (“migrant workers”)

The share of migrants in the labour force within the total working-age migrant population was calculated for the year i with available data, using the formula:

$$\frac{\text{Migrants in labour force}}{\text{Total migrants in working population}} \times 100$$

and this was then used to impute the missing data for the subsequent year $i+1$.

Imputation of missing data on young migrant workers (aged 15–35 years)

The share of young migrants (aged 15–35 years) in the labour force within the total migrant labour force was calculated for the year i with available data, using the formula:

$$\frac{\text{Young migrants in labour force (15-35 years)}}{\text{Total migrants in labour force}} \times 100$$

and this was then used to impute the missing data for the subsequent year $i+1$.

Imputation of missing data on migrants in employment

Very few countries provided data on employed migrant workers. Missing data on the type of activity, professional status and level of education of such workers were imputed by using a benchmark for the characteristics of the labour force in the country concerned.

Remittances

Only a few countries provided data on the total amount of remittances that they received from abroad during the reference period 2010–17. In cases where a country submitted data in the local currency, the official exchange rate at the beginning of the year in question was used to convert the amounts into United States dollars. World Bank data on remittances were used for some countries that did not provide data.

APPENDIX IV. LIST OF COUNTRIES IN EACH REGIONAL ECONOMIC COMMUNITY

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

APPENDIX V.

LIST OF COUNTRIES IN EACH REGIONAL ECONOMIC COMMUNITY

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

APPENDIX VI.

RESPONSE RATE FOR THE INTERNATIONAL LABOUR MIGRATION QUESTIONNAIRE, BY TABLE

Table No	Table title	Response Rate
Table 1-A	Total population, total labour force, total employed population	89%
Table 1-B	Migrant, active and employed population	63%
Table 2-A	Resident population of working age	76%
Table 2-B	Migrant population of working age	50%
Table 3	Migrant population, by country of origin	54%
Table 4	Migrant population in employment, by country of origin	50%
Table 5-A	Total population in employment, by economic activity	61%
Table 5-B	Migrant population in employment, by economic activity	50%
Table 6-A	Total population in employment, by occupation	57%
Table 6-B	Migrant population in employment, by occupation	41%
Table 7-A	Total population in employment, by sex and status in employment	65%
Table 7-B	Migrant population in employment, by sex and status in employment	50%
Table 8	Employed population (total and migrant), by sex and average monthly salary	37%
Table 9	Inflows of migrants, by sex and country of origin	39%
Table 10	Inflows of migrants, by sex and level of education	22%
Table 11	Inflows of employed migrants, by economic activity	22%
Table 12	Inflows of employed migrants, by occupation	24%
Table 13	Emigrants (nationals abroad), by sex and country of residence	20%
Table 14	Outflows of nationals, by sex and country of destination	20%
Table 15	Outflows of migrants, by sex and level of education	15%
Table 16	Outflows of nationals seeking employment, by occupation	13%
Table 17	Remittances, by country of residence of migrants	28%

APPENDIX VII. RESPONSE RATE FOR THE INTERNATIONAL LABOUR MIGRATION QUESTIONNAIRE, BY COUNTRY

TABLE No.	1-A	1-B	2-A	2-B	3	4	5-A	5-B	6-A	6-B	7-A	7-B	8	9	10	11	12	13	14	15	16	17	
Countries																							
Algeria	54	0	0	0	0	100	0	100	0	100	0	100	29	0	0	0	100	0	0	0	0	0	0
Angola	14	14	14	14	57	57	14	19	14	19	14	19	0	0	0	0	0	0	0	0	0	0	0
Benin	14	14	14	14	14	14	0	0	0	0	0	0	0	71	0	0	0	0	0	0	0	0	0
Botswana	88	28	28	28	14	25	28	28	30	30	26	26	7	0	0	0	0	14	14	0	0	0	0
Burkina Faso	62	28	43	28	25	25	34	25	0	0	36	24	0	0	0	0	0	0	0	0	0	0	14
Burundi	24	14	14	14	14	14	14	14	14	14	14	14	14	14	2	2	2	9	9	2	2	100	100
Cameroon	52	28	28	28	26	26	14	14	11	11	28	28	14	0	0	0	0	0	14	14	1	54	54
Cabo Verde	85	85	85	85	14	14	85	85	85	85	85	85	0	0	0	0	0	0	0	0	0	0	0
Central African Republic	83	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chad	88	88	100	100	100	100	100	100	100	100	85	85	0	100	100	100	100	0	0	0	0	0	0
Comoros	100	33	100	0	100	0	100	0	100	0	100	0	7	83	0	0	0	0	0	0	0	0	100
Congo	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Côte d'Ivoire	14	4	14	14	14	5	0	0	14	0	14	14	0	14	14	14	14	0	0	0	0	0	0
Djibouti	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D.R. of the Congo	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

TABLE No.	1-A	1-B	2-A	2-B	3	4	5-A	5-B	6-A	6-B	7-A	7-B	8	9	10	11	12	13	14	15	16	17	
Countries																							
Egypt	100	0	100	0	0	0	100	0	90	0	90	0	0	0	0	0	78	0	0	0	0	100	
Equatorial Guinea	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eritrea	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eswatini	41	28	28	28	17	15	28	28	39	28	37	24	28	60	0	0	35	0	0	0	0	0	0
Ethiopia	48	17	14	0	66	11	14	75	14	0	14	0	7	0	0	0	0	51	57	57	0	100	
Gabon	14	14	14	14	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
The Gambia	36	8	1	0	14	0	18	14	14	14	14	7	7	86	0	0	0	0	0	0	0	0	57
Ghana	100	100	100	100	100	100	100	100	100	100	85	85	0	0	0	0	0	0	0	0	0	0	100
Guinea	100	26	100	14	51	29	87	0	100	0	100	0	6	29	14	0	0	71	0	0	0	100	
Guinea-Bissau	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenya	48	0	14	0	0	0	0	100	0	0	0	0	36	0	0	0	0	0	0	0	0	0	0
Lesotho	33	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liberia	100	100	100	100	100	100	100	100	100	100	100	100	0	100	100	100	100	0	0	0	0	100	0
Libya	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Madagascar	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Malawi	28	0	14	0	0	0	14	0	14	0	14	0	0	0	0	0	0	0	0	0	0	0	0
Mali	14	14	14	14	14	14	14	14	0	0	12	8	9	14	14	12	0	14	0	14	0	0	5
Mauritania	14	14	14	14	14	14	14	14	14	14	14	14	0	0	0	0	0	14	0	0	0	0	0
Mauritius	100	28	17	17	14	14	14	14	14	14	14	14	50	0	0	0	0	0	0	0	0	0	0
Morocco	100	0	100	0	0	0	0	0	0	0	100	0	0	0	0	0	0	0	0	0	0	0	0
Mozambique	14	0	14	0	0	0	10	0	0	0	0	0	0	54	0	38	0	0	0	0	0	13	0
Namibia	57	14	14	0	0	0	38	0	38	0	48	0	28	34	0	0	0	0	0	0	0	0	0
Niger	100	100	100	100	100	100	100	100	100	100	100	100	0	100	100	100	100	0	100	100	100	90	0
Nigeria	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Rwanda	39	0	0	0	0	0	28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100
Sao Tome and Principe	0	0	0	0	51	0	0	0	0	0	0	0	0	35	0	0	0	43	0	0	0	0	0
Senegal	14	0	14	0	0	0	0	0	14	0	10	0	0	14	14	0	14	0	14	14	14	14	0
Seychelles	14	0	14	0	0	0	14	14	14	14	10	10	0	0	0	0	0	0	0	0	0	0	0
Sierra Leone	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100
Somalia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
South Africa	100	28	100	28	15	15	100	28	100	0	64	13	50	0	0	0	0	0	0	0	0	0	0
South Sudan	14	14	14	14	0	0	14	14	14	14	14	14	0	42	14	14	14	0	0	0	0	0	0
Sudan	69	17	8	0	100	100	10	0	14	57	14	7	0	4	0	0	0	100	4	0	0	0	0
Tanzania, United Rep. of	43	43	43	43	43	43	39	35	39	39	31	31	14	0	0	0	0	0	0	0	0	0	0
Togo	28	28	28	28	0	0	28	28	28	28	28	28	14	0	0	0	0	0	0	0	0	0	0
Tunisia	51	14	51	14	14	14	11	11	0	52	71	14	0	14	14	10	0	71	14	14	14	0	0
Uganda	71	19	100	28	15	14	57	0	57	0	57	0	21	14	5	12	12	0	100	0	0	100	0
Zambia	54	5	14	14	14	0	40	0	39	0	23	10	7	0	0	0	0	57	0	0	0	0	57
Zimbabwe	28	14	28	14	14	14	28	14	28	14	14	14	0	57	0	57	28	0	12	0	0	0	0



African Union Headquarters
P.O. Box 3243, Roosevelt Street
W21K19, Addis Ababa, Ethiopia
Tel: +251 (0) 11 551 77 00
Fax: +251 (0) 11 551 78 44
www.au.int

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