



LABOUR MIGRATION STRATEGY PLAN OF ACTION 2022-2026



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LIST OF ACRONYMS

AIR	African Institute for Remittances
AU	African Union
CBG	Central Bank of The Gambia
CITLAW	Citizenship Law Indicators
DDF	Diaspora Development Fund
DDI	Diaspora Direct Investments
DSW	Department of Social Welfare
DTM	Displacement Tracking Matrix
ELECLAW	Electoral Law Indicators
ECOWAS	Economic Community of West African States
EU	European Union
EUTF	Emergency Trust Fund for Africa
GBOS	Gambia Bureau of Statistics
GCCI	Gambia Chambers of Commerce and Industry
GDD	Gambia Diaspora Directorate
GID	Gambia Immigration Department
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GIEPA	Gambia Investments and Export Promotion Agency
GLFS	Gambia Labour Force Survey
GPU	Gambia Press Union
ICMPD	International Centre for Migration Policy Development
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
IMPIC	Immigration Policies in Comparison
IMVF	Instituto Marquês de Valle Flôr
ITC	International Trade Centre
IOM	International Organization for Migration
JSF	Jobs, Skills and Finance (JSF) for Women and Youth in The Gambia Program
LGA	Local Government Area
LoCAL	Local Climate Adaptive Living
MGI	Migration Governance Indicators
MIDAS	Migration Information and Data Analysis System
MIPEX	Migration Policy Index
MMO	Mobile Money Operators
MOCDE	Ministry of Communication and Digital Economy
MOFA	Ministry of Foreign Affairs
MOFEA	Ministry of Finance and Economic Affairs
MOHERST	Ministry of Higher Education, Research Science and Technology
MOI	Ministry of Interior
MOICI	Ministry of Information, Communication and Infrastructure
MOYS	Ministry of Youth and Sports
MOTIE	Ministry of Trade Industry Regional Integration and Employment
MSDG	Migration and Sustainable Development in The Gambia
NAATIP	National Agency Against Trafficking in Persons
NCM	National Coordination Mechanism for Migration
NDP	National Development Plan



NMP	National Migration Policy
NRM	National Referral Mechanism
MPFA	Migration Policy Framework for Africa
NQAA	National Accreditation and Quality Assurance Authority
NGO	Non-governmental Organization
OVP	Office of the Vice President
PES	Public Employment Service
PICMD	Policy and Institutional Coherence for Migration and Development
SDGs	Sustainable Development Goals
SSC	Sector Skills Council
TVET	Technical and Vocational Education and Training
UNCDF	United Nations Capital Development Fund
UNDESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
WGA	Whole-of-Government Approach
YEP	Youth Empowerment Project

KEY TERMS

Back way.¹ A local concept used by Gambians, implying the dangerous land/sea migration journey across the Mediterranean to reach Europe.

Country of destination. In the migration context, a country that is the destination for a person or a group of persons, irrespective of whether they migrate regularly or irregularly.

Country of origin. In the migration context, a country of nationality or of former habitual residence of a person or group of persons who have migrated abroad, irrespective of whether they migrate regularly or irregularly.

Emigration. From the perspective of the country of departure, the act of moving from one's country of nationality or usual residence to another country, so that the country of destination effectively becomes his or her new country of usual residence.

Immigration. From the perspective of the country of arrival, the act of moving into a country other than one's country of nationality or usual residence, so that the country of destination effectively becomes his or her new country of usual residence.

Integration. The two-way process of mutual adaptation between migrants and the societies in which they live, whereby migrants are incorporated into the social, economic, cultural, and political life of the receiving community. It entails a set of joint responsibilities for migrants and communities and incorporates other related notions such as social inclusion and social cohesion.

Internal migration. The movement of people within a State involving the establishment of a new temporary or permanent residence.

International migration. The movement of persons away from their place of usual residence and across an international border to a country of which they are not nationals.

Irregular migration. Movement of persons that takes place outside the laws, regulations, or international agreements governing the entry into or exit from the State of origin, transit, or destination.

Labour force. The labor force captures those persons of working age who are actively engaged in the labour market. It is the sum of persons employed and the unemployed. Together these two groups of the working-age population represent the supply of labour for the production of goods and services in exchange for remuneration existing in a country at a given point in time.

Labour force participation rate. The labour force participation rate is the number of persons in the labour force as a percentage of the working-age population.

Labour migration. Movement of persons from one State to another, or within their own country of residence, for the purpose of employment. Labour migration is defined as covering both migrants moving within the country and across international borders. This choice is also justified by the significant number of persons moving within the same country for work purposes who sometimes face the same barriers or challenges faced by international migrants, such as discrimination and difficulties in integration. Although such challenges may be greater for migrants

¹ See <https://www.iom.int/key-migration-terms#Immigration>. To define “Labour force” and “Labour force participation rate”, we use ILO standard definitions.



moving across borders, they are not totally absent also for internal migrants.

Migrant. An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students.

Migrant worker. A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.

Migration. The movement of persons away from their place of usual residence, either across an international border or within a State.

Migration cycle. Stages of the migration process encompassing departure, in some cases transit through a State, immigration in the State of destination and return.

Migration governance. The combined frameworks of legal norms, laws and regulations, policies, and traditions as well as organizational structures (subnational, national, regional, and international) and the relevant processes that shape and regulate States' approaches with regard to migration in all its forms, addressing rights and responsibilities and promoting international cooperation.

Regular migration. Migration that occurs in compliance with the laws of the country of origin, transit, and destination.

Vulnerability. Within a migration context, vulnerability is the limited capacity to avoid, resist, cope with, or recover from harm. This limited capacity is the result of the unique interaction of individual, household, community, and structural characteristics and conditions.

Whole-of-government approach. WGA refers to the joint activities performed by diverse institutional stakeholders to provide a common solution to a particular problem.

RATIONALE FOR AN ACTION PLAN 2022-2026

This document complements the recently drafted Labor Migration Strategy. It presents a strategic plan of action to move from the status quo towards an enhanced labor migration governance in 2026. The document builds on recent developments in issues connected with migration policy in The Gambia, the results of ongoing programs, the National Migration Policy, regional and continental protocols, and global frameworks to identify key policy challenges, priorities, activities as well as related short-term and medium-term goals.

Table 1. List of relevant legislative and policy instruments²

The Sustainable Development Goals (SDGs)
Global Compact for Safe and Orderly Migration
Global Compact on Refugees
Addis Ababa Action Agenda of the Third International Conference on Financing for Development
UN Human Rights Conventions
ILO Convention. Freedom of Association and Protection of the Rights to Organize Convention
ILO Convention. Right to Organize and Collective Bargaining Convention
Agenda 2063: The Africa We Want
AU Plan of Action on Employment Promotion and Poverty Alleviation pressing for equity in international governance and for facilitating labor migration in Africa - 2004 Ouagadougou PoA
AU Social Policy Framework (2008)
African union convention for the protection and assistance of internally displaced persons in Africa – _2009 Kampala Convention
Joint Labor Migration for Development and Regional Integration (JLMP)
AU Migration Policy Framework for Africa and Plan of Action 2018-2030
ECOWAS General Convention on Social Security
ECOWAS Action Plan for the Elimination of Child Labor Especially the Worst Forms
ECOWAS General Convention on the Recognition and Equivalence of Degrees, Diplomas, Certificates, and other Qualifications in ECOWAS member states
ECOWAS Declaration on The Fights Against Trafficking in Persons
National Development Plan 2018-2022
National Migration Policy 2020-2030
National Employment Policy and Action Plan (2022 -2026)
The Gambia 2050 Climate Vision
Diaspora Engagement Strategy
Department of Labour National Strategy Plan (2021 -2025)
Constitution of the Republic of The Gambia (1997)
1965 Immigration Act (LN 1 of 1996)
2007 Labour Act
2008 Refugee Act

² Labor Migration Strategy and Compendium of International Agreements and Treaties (IOM 2021). See Annex 1 to the Labor Migration Strategy for a detailed list of specific provisions (IOM 2021).



METHODOLOGY AND LIMITATIONS

Research for this strategy was conducted from July to August 2022. The action plan draws upon a thorough reviews of legal and legislative policy frameworks at the national, continental, and global level as well as a careful study of existing IOM and ILO activities, programs, national, and regional interagency plans, funding needs, and staff organization in the country.

Secondary data was collected through online resources, including IOM migration profiles, IOM and ILO reports, AU reports, studies by other relevant organizations and government agencies, as well as academic articles and books. In addition to a descriptive analysis of available data, an extensive review of academic publications, reports, studies by UN agencies, especially the ILO, and other organizations has informed the priorities of the action plan.

CONTEXT OVERVIEW

Because of its geographical location, The Gambia has a history of international and internal migration (Zanker and Altrogge 2017). And there is no reasonable expectation that labor migration will not continue shaping the economic and social environment of the country for the foreseeable future. Yet, migrant workers in The Gambia face significant impediments to secure residence and work entitlements. In addition to a labor market affected by high unemployment rates (UNDP calculates unemployment to be over 35%), where Gambians in the working age population rely mainly on friends or relatives to find a job (2018 GLFS), the slow ratification, harmonization and implementation of regional protocols exacerbate the vulnerabilities of migrant workers in the country. High unemployment rates, particularly tough socioeconomic conditions, and the widespread desire for economic emancipation have also contributed to a steady increase in the emigration from The Gambia to Americas, Asia (mainly Middle East), Europe other countries in West Africa.

According to the last extensive survey on labor force in the country, the main sectors of employment are agriculture, forestry, and fishing (9%), wholesale and retail trade (11%), construction (8%), and education (7%) (GLFS 2018). About 54% of the population is within the working-age (above 14, less than 64 years) group. Only 34% of the population within the working-age is employed in the formal economy, 53% of those working is self-employed. Among the employed, 64% are males and 66% reside in urban areas. In a context where informal training is widespread, even if the Skills Qualification Framework proposes a system for the accreditation of prior experiential learning, the lack of formal means for recognizing work-based learning is an important challenge (ILO 2020).

Table 2. Stock of immigrants and emigrants by top five countries of origin/destination in 2020³

	TOTAL	RATE	FIRST	SECOND	THRID	FOURTH	FIFTH
TO THE GAMBIA	215,659	8.92	SENEGAL	GUINEA	GUINEA- BISSAU	MALI	MAURITANIA
FROM THE GAMBIA	118,485	5.76	SPAIN	UNITED KINGDOM	UNITED STATES	SIERRA LEONE	GHANA

According to the 2018 Labor Force Survey, 61,515 people left the country between 2014 and 2018, out of which 62.6% used irregular means (GLFS 2018). Two reliable sources give an idea of today's global Gambian diaspora: UNDESA (2019), which estimates the Gambian diaspora population to be 118,485 in 2019, of which 71,987

in Europe; the Government of The Gambia, considering both irregular migrants and multigenerational diaspora, states that the diaspora population may include as high as 200,000 diaspora people.

Channels for regular labor migration are limited and most skilled Gambians take the so-called backway (Conrad Suso 2019). The Gambia is also a recurring example in studies on the so-called brain-drain phenomenon. According to ICMPD and IOM (2015), the country has one of the highest emigration rates of tertiary educated individuals among ECOWAS Member States, but, in destination countries, tertiary educated individuals end up being employed in jobs well below their education background.

Most of the migrant population is in irregular situations and therefore vulnerable to exploitation, tortures, enslavements, and other forms of social marginalization (GBoS 2018: 73-74). Frontex (2019), which is the European Border and Coast Guard Agency, reports that more than 45,000 Gambians arrived in the EU by irregular means

³ Immigration: UNDESA 2020. Top 5 countries of origin: <https://www.knomad.org/data/migration/immigration>
Emigration: https://migrationdataportal.org/data?i=stock_abs_origin&t=2020.
Top 5 destination countries: <https://www.knomad.org/data/migration/emigration>



between 2009 and 2018. In a context where there is a lack of a formal structure to support Gambians who migrate for employment, a lack of affordable and accessible channels for regular migration, and where formal labor recruitment is restricted to the national level, individuals and agencies engaging in smuggling and trafficking have exploited the widespread aspiration to search for economic emancipation through emigration, exacerbating, therefore, vulnerability to risky conditions (IOM 2022). At the same time, recent research (Jinkang 2021) shows that potential migrants tend to mistrust formal and institutional channels and that misinformation about life in Europe is widespread.

Migration, however, has important implications for poverty reduction and economic growth in The Gambia. Evidence shows that households with migrants are more likely to report improved wellbeing (World Bank 2021) and international mobility is associated with a very large inflow of remittances. The Gambia is one of the most remittance-dependent countries in the world. In 2020, remittances to The Gambia increased by 79%, to the sum of \$589.81, from \$329.79 million in 2019. Such an increase was a result of the COVID19 pandemic, which motivated restrictions in international travel and reduced cash transactions, forcing Gambians in the diaspora who previously used informal channels to use formal channels for remittances. In February 2022, the CBG announced that the updated and verified remittance inflow to The Gambia through formal channels for 2021 was \$776.67 million.

KEY POLICY CHALLENGES 2022-2026

The labor migration strategy highlights a series of policy gaps in five different domains: labor migration statistics, skills and labor migration, social protection and migrant workers, labor migration and remittances, and socio-economic reintegration. Albeit they generate specific problems within and outside The Gambia (see Table 3), these five domains should not be understood as separate silos. In different, yet interconnected, ways, gaps in these areas contribute towards the vicious circle (see Figure 1) of labor migration. A radical approach to labor migration policy would require sweeping reforms, including the enactment of regulations empowering seasonal and nonseasonal workers as well as a series of programs designed to engage with the engine of good job creation, such as increasing productivity and competitiveness of key sectors, such as agriculture and tourism. The Gambia epitomizes a common trend across several countries of origin where skills development systems are often underdeveloped, underfunded, irresponsive to labor market needs, and access to training is restricted for certain disadvantaged groups (ILO 2018). There are however key areas of interventions in which national authorities, by building on recent developments in the labor migration policy environment, can generate positive outcomes that, between 2022 and 2026, will empower internal and international migrant workers and boost labor migration as one of the instruments of an inclusive growth.

Table 3. Policy challenges within and outside The Gambia.

STAT Labour Migration Statistics migration statistics;
SK Skills and Labour Migration and labor migration;
PRO Social Protection for Migrant Workers protection for migrant workers;
REM Labour Migration and Remittances migration and remittances;
REI Socio-economic Reintegration

	STAT	SK	PRO	REM	REI
WITHIN	Limited IT and human resources	Approximately 75 % of accredited TVET providers are located in Banjul and Kanifing local government area (ITC 2019)	Lack of pre-departure training	Low financial inclusion	Lack of awareness of migration hurdles
THE GAMBIA	Lack of an academic infrastructure to support policy-oriented research on labor migration.	Limited enrollment of women in TVET institutions (ITC 2019)	Delays in ratifying and implementing international protocols	Low financial literacy	Lack of programs reintegrating returnees in their communities
	Insufficient dissemination of migration-related knowledge across the public	Lack of labor market information provision to develop training curricula	Limited access to a social safety net for internal migrants	High transaction fees	
		Lack of formal means for recognizing work based learning is an important challenge (ILO 2020)	High reliance on informal recruiting agency and people	Digital payment system is too fragmented	



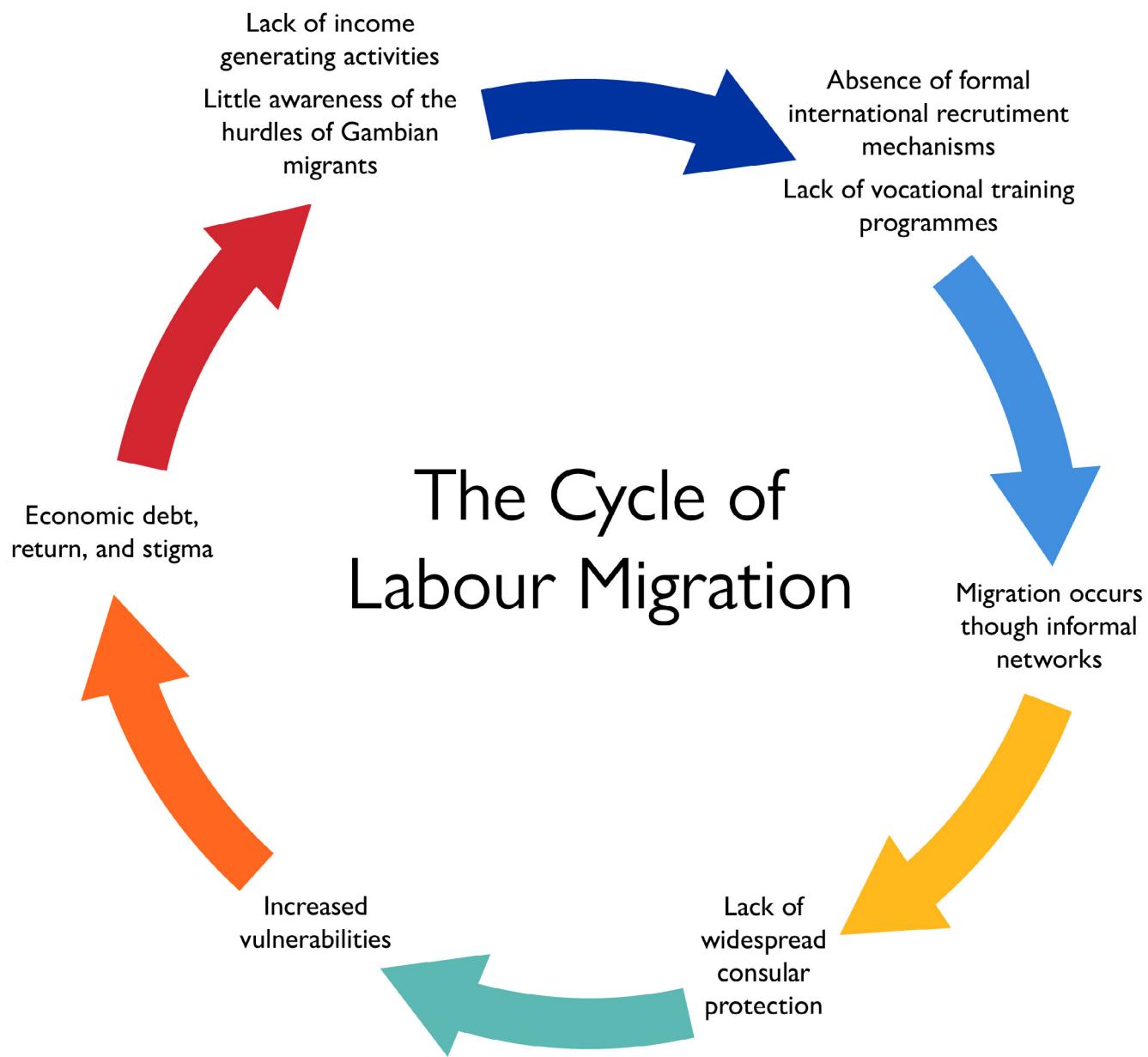
	STAT	SK	PRO	REM	REI
OUTSIDE THE GAMBIA	Lack of cooperation with researchers and academic institutions outside The Gambia	Lack of international formal recruitment mechanisms	Lack of consular support Few bilateral agreements with destination countries High transaction fees	High transaction fees Absence of instruments to channel investments from the diaspora community	Lack of consular support Absence of agreements with destination countries
	Lack of harmonization with other ECOWAS countries				

First, it is important to create a regulatory environment that can be conducive to a sustainable approach to labor migration (Adepoju et al. 2007; IOM and African Union 2020). Legislators should therefore speed up the processes of ratification, harmonization, and implementation of regional protocols. It is against this backdrop that it is imperative to raise awareness of the migratory phenomenon from, to, and within the country. Despite the publications of several new reports (e.g., IOM 2017 2019 2020; ILO 2020) covering issues connected with labor migration, too little, especially if we compare available evidence with the wealth of knowledge for policy making about other countries in the region, is known about the distinctive aspects of labor migration within and outside The Gambia. All available reports rely on the same data (the 2018 GLFS) and, in some cases, they generate new qualitative data on small-size samples of the migrant population. Recent efforts to gather and disseminate new evidence through the IOM Displacement Tracking Matrix (DTM) platform should therefore be a starting point to enhancing data collection system. A stronger quantitative and qualitative data collection system is not only instrumental to the identification of enduring vulnerabilities, but also can it provide a shared common ground for raising awareness of the legal, social, and economic barriers faced by several Gambians who migrate abroad or who move from rural to urban areas.

A lack of widespread knowledge about the hurdles of migration contributes towards the reproduction of exploitative situations inside and outside the country. It is therefore important to continue sharing the experience of Gambian migrant workers to sensitize the public about the risks of migrating irregularly and the common hardships of life in Europe or in countries along the backway. More awareness of migration hurdles can disincentivize Gambians to embark in dangerous journeys, but, in order to protect migrants from exploitation and mistreatments, it is important to expand consular representation, to negotiate agreements with destination countries, to expand the network of vocation training institutions and include in teaching modules knowledge about labor market demand and supply abroad, and to expand a system monitoring and supporting international recruitment practices.

The lack of access to protection systems in destination countries aggravate the economic and social burdens on Gambian migrant workers who can stuck in irregular situations for years. On the one side, widespread situations of precarity, by elevating migrant debt burdens, damage the prospect of translating labor migration into an engine of inclusive and sustainable development. On the other side, the precarity of migrant workers also worsens the economic condition of families and friend who invested their small savings in the journey. Therefore, the condition of Gambians returning to their communities from a perilous journey is further aggravated by social stigma and marginalization.

Figure 1. Labor migration vicious circle



To disincentivize the choice of embarking in dangerous journeys, it is important to expand the set of income generating activities in both rural and urban areas. It is against this backdrop that the COVID-19 pandemic offers an important lesson about the inflow of remittances that can be realistically channeled through formal channels in the following years. Given the fact that remittances account for a significant share of Gambian GDP, the digital payment system is too fragmented (Remitscope 2020), remittances costs are still too high (according to the World Bank (2021), on average financial intermediaries charge USD 11 for every USD 100 sent through formal channels; according to Remitscope, the average price of remittances to send USD 200 was 8.8%), efforts to streamline diaspora investments are still at the very early stages, and too small segments of the population have the necessary knowledge to invest remittances in ways that can generate shared prosperity for their communities, or even access to financial institutions – only 19% of adults have an account at a financial institution, including mobile money (Finscope 2019).



Table 4. Key policy challenges 2022-2026

LABOR MIGRATION STATISTICS Statistics on issues connected with labor migration in The Gambia are still too scarce, unsystematic, and rarely disaggregated with significant gaps in the collection and processing of data due to lack of human and equipment resources.
SKILLS AND LABOUR MIGRATION The absence of systematic formal recruitment services, counseling, vocational training exacerbates the vulnerabilities of Gambians who migrate for employment to other countries or within the country.
SOCIAL PROTECTION AND MIGRANT WORKERS Ensure that all migrant workers have access to social protection programs that prevent, manage, and overcome situations that affect their well-being.
LABOR MIGRATION AND REMITTANCES Mainstream the economic and cultural gains of labor emigration in national development.
SOCIO-ECONOMIC REINTEGRATION Reintegrate returnees who may face stigma and blame from their families.

POLICY AND ENABLING ENVIRONMENT

Since 2016, The Gambia has made significant progress in recognizing the importance of migration governance for the social and economic development of the country. The NDP (2018-2021) highlights the need for enhancing the role of Gambian diaspora in national development. The National Coordination Mechanism for Migration (NCM), a government led inter-agency coordination platform for all migration actors, was launched and established in 2019. Through the leadership of the Office of the Vice President (OVP), this platform facilitates the mainstreaming of migration in national development plans, creates the conditions for more timely responses to migration issues, facilitates the implementation of continental and regional policies and protocols on migration at the national level, and enables policy coherence. The NCM oversees the activities of 8 Thematic Working Groups (TWGs), Border Management, Communication and Advocacy, Cross-Cutting Issues, Internal Migration, Labor Migration, Migration Data, Policy and Legislation, Migration and Development, Return and Reintegration.

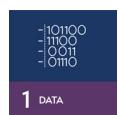
In December 2020, the Government of The Gambia, led by the Ministry of Interior (MOI) and with the technical support of the IOM, the National Migration Policy (NMP) 2020-2030 was launched. It is the first stand-alone comprehensive document to provide a national framework for migration management. The Government has also formulated an updated National Employment Policy and Action Plan (NEAP) 2020-2025, formulated the National Climate Change Policy (2016-2025), conducted national voluntary review reports on the progress of implementation of Sustainable Development Goals (SDGs) and on the status of implementation of the Global Compact for Safe, Orderly and Regular Migration (GCM). The Government has prioritized 15 out of the 23 GCM objectives (see Table 5) as priority in the short and medium time frame.

The Ministry of Trade, Industry, Regional Integration and Employment (MOTIE), the Department of Labor, The Ministry of Foreign Affairs (MOFA), the Ministry of Interior, the National Agency Against Trafficking in Persons (NAATIP), and the Gambian Bureau of Statistics (GBoS) are directly involved in issues connected with migration policy. MOTIE is responsible for the Expatriate Quota Secretariat and works on investment facilitation for the Gambian diaspora. MOFA is responsible for diaspora engagement, consular affairs, and related migration issues, implementing bilateral, regional and international agreements regarding migration, and the identification and repatriation of Gambians living abroad. The Ministry of Interior collect information regarding irregular migration and cases of trafficking in persons, which are then referred to the Ministry of Justice. In 2004, NAATIP established a Task Force to evaluate trafficking. The Labor Department developed a Labour Market Information that contains some old data on employment at the national level. The GBoS oversees data collection, analysis and providing assistance to Ministries in policymaking and implementation

The Gambia Chambers of Commerce and Industry (GCCI) is the national association of employers. It aims to promote trade, facilitate business development and capacity-building. In The Gambia, there are several trade unions, but lack organization and human resources to address fully workers' rights, including migrant workers' rights, related issues.



GCM PRIORITY OBJECTIVES IN THE GAMBIA



1 DATA

Objective 1 - Collect and utilize accurate and disaggregated data as a basis for evidence-based policies.



2 MINIMIZE ADVERSE DRIVERS

Objective 2 - Minimize the adverse drivers and structural factors that compel people to leave their country of origin.



3 INFORMATION PROVISION

Objective 3 - Provide accurate and timely information at all stages of migration.



4 LEGAL IDENTITY AND DOCUMENTATION

Objective 4 - Ensure that all migrants have proof of legal identity and adequate documentation.



5 REGULAR PATHWAYS

Objective 5 - Enhance availability and flexibility of pathways for regular migration.



8 SAVE LIVES

Objective 8 - Save lives and establish coordinated international efforts on missing migrants.



9 COUNTER SMUGGLING

Objective 9 - Strengthen the transnational response to smuggling of migrants.



10 ERADICATE TRAFFICKING

Objective 10 - Prevent, combat, and eradicate trafficking in persons in the context of international migration.



11 MANAGE BORDERS

Objective 11 - Manage borders in an integrated, secure, and coordinated manner.



14 CONSULAR PROTECTION

Objective 14 - Enhance consular protection, assistance, and cooperation throughout the migration cycle.



15 ACCESS TO BASIC SERVICES

Objective 15 - Provide access to basic services to migrants.



17 ELIMINATE DISCRIMINATION

Objective 17 - Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration.



19 MIGRANT AND DIASPORA CONTRIBUTIONS

Objective 19 - Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries.



20 REMITTANCES

Objective 20 - Promote faster, safer, and cheaper transfer of remittances and foster financial inclusion of migrants.



23 INTERNATIONAL COOPERATION

Objective 23 - Strengthen international cooperation and global partnership for safe, orderly and regular migration.

THE LABOR MIGRATION STRATEGY

POLICY STATEMENT

The Labor Migration Strategy

- should provide a national framework for labor migration management that complies with global and regional frameworks on labor migration;
- should provide specific guidance on the revision of national legislation on labor, social protection and migration in order to address challenges connected with labor migration from, within and to The Gambia;
- should identify key areas of intervention to maximize the positive impact of future legislations on labor migration management;
- should promote a joint-action across Ministries, Departments and Agencies (MDAs) to ensure the protection of migrant workers' human, civil and economic rights, be they nationals, citizens abroad or foreign persons in the Gambian territory;
- should provide a national framework to improve labor migration policies that can generate benefits towards more equitable development.

CONCEPTUAL FRAMEWORK

VISION



Labor migration from, to, and within The Gambia is an engine of sustainable and inclusive economic growth.

STRATEGIC OBJECTIVES



Empower all migrant workers as potential resources for the social and economic development of the country.

OVERALL GOAL



Strengthen and expand labor migration mechanisms to ensure the protection of migrant workers' human, civil, and economic rights.

STRATEGIC PRIORITIES

LABOUR
MIGRATION
STATISTICS

SKILLS AND
LABOUR
MIGRATION

SOCIAL PROTECTION
FOR MIGRANT
WORKERS

LABOUR
MIGRATION AND
REMITTANCES

SOCIO-ECONOMIC
REINTEGRATION



STRATEGIC OBJECTIVES

LABOR MIGRATION STATISTICS



- Ensure labor migration policies that address the real effects of migration on labor markets and national development.
- Inform evidence-based debates on migration at the national level.
- Provide targeted services and evidence-based intervention.
- Evaluate and build upon good practices.

SKILLS AND LABOR MIGRATION



- Ensure coherence among migration, employment, education, and training policies.
- Optimal utilization of labor force, including migrant workers, in the country.
- Put in place mechanisms that will create an enabling environment for youth to develop their potentials.
- Capitalize on the economic potential of migrant workers in The Gambia.

SOCIAL PROTECTION



- Put in place mechanisms to discourage the irregular migration of young women and men from The Gambia.
- Support the establishment of national social protection floors to ensure basic security guarantees to migrants and their family.
- Ensure equal treatment and non-discrimination in the field of social security between nationals and non-nationals.
- Ensure access to information through the simplification of administrative procedures.
- Work with the Social Protection Secretariat to ensure that migrants are captured in their programs and activities.

LABOR MIGRATION AND REMITTANCE



- Step up to outreach Diaspora communities.
- Strengthen the capacity to make informed choices about the use of remittances.
- Encourage sustainable entrepreneurship development through the investment of remittances.
- Move informal transactions into the formal sectors.

SOCIO-ECONOMIC REINTEGRATION



- Covering of all return migrant workers, and the entire migration process.
- Ensuring sustainable processes of reintegration, which are economically and psychologically secure.
- Ensuring a level playing ground for both return migrant workers and those who do not migrate through attention to improvement of community infrastructure.
- Promoting a broader understanding of the challenges faced by returnees.



RECENT DEVELOPMENTS

LABOR MIGRATION STATISTICS

The 2005 Statistics Data supports the processing and dissemination of statistics. Within this framework, national authorities in partnership with several international organizations have made significant progresses in the collection, processing, and dissemination of migration policy data. According to the National Voluntary Review Report on the Status of Implementation of the Global Compact for Safe, Orderly and Regular Migration (2022), GBoS is preparing to include migration related modules for the upcoming national census due to be conducted in 2023. Moreover, even if the 2018 GLFS remains the main entry point to labor migration in the country, several new reports have been produced in the last years.

In 2019, IOM conducted the first mobility assessment of internal migration in the country. Albeit small in scale, this study provides government agencies with data on the drivers of rural-urban migration in the Gambia. In 2020, within the framework of the IOM DTM platform, GBoS in coordination with IOM as well as national and local authorities started conducting monitoring activities at key transit points (Barra, Basse, Brikama, and Farafenni) to monitor the mobility within and outside The Gambia. Between 2020 and 2021, GBoS in collaboration with the Directorate of Development Planning of the MOFEA conducted a Sustainable Development Goals Survey. In 2021, the Ministry of Interior in coordination with the Gambia Immigration Department also adopted the IOM Migration Information and Data Analysis System (MIDAS) at four entry points. This will help to monitor those entering and exiting their territory while providing a sound statistical basis for migration policy-related planning.

SKILLS AND LABOR MIGRATION

The National Development Plan (2018-2021) recognizes that youth's productivity and acquisition of skills are one of the most important key policy challenges.⁴ However, according to a recent mapping (ITC 2019), 115 TVET institutions (of which 92 were accredited by NAQAA) were identified showing a clear gap between the coastal area and other LGAs.⁵ Currently, 68 tertiary-level institutions are accredited by the NAQAA. Seven of those higher-level institutions are higher education institutions, of which the University of the Gambia is the most important (ILO 2020). According to the ILO (2020), The Gambian TVET sector remains dominated by private training providers, including non-governmental organizations, such as the Njawara Agricultural Training Centre, and for-profit institutions, such as the Quantum Net Institute of Technology and the Institute of Travel and Tourism of the Gambia.

Against this backdrop, in 2017, the ITC, with the economic support of the EU Emergency Trust Fund for Africa, launched "The Gambia Youth Empowerment Project" to support youth employment and entrepreneurship, skills upgrading through technical and vocational training program, compliance of Gambian products with international standards, activating market linkages, and improving national ownership in job-centered growth. Under the tutelage of MOFEA, and funded by the EU, UN Capital Development Fund (UNCDF) and the ITC have also launched the "Jobs, Skills and Finance (JSF) for Women and Youth in The Gambia Program", which, with a budget of 15,205,000 EUR, aims to generate 3,000 jobs through technical assistance and grants. The program agreement between the EU Delegation in The Gambia and UNCDF was signed in June 2018 with an implementation period of 48 months. The program is focused on the supply side of labor market, such as strengthening income-generating

⁴ Besides The Gambia Songhai Initiative and Njawara Agricultural Training Centre in Kerewan, there is a lack of registered TVET institutions in the fields of agriculture, manufacturing, and processing in the LGAs upriver (ITC 2019).

⁵ The TVET landscape includes public and non-state training institutions. The public TVET institutions, which offer courses at certificate level and diploma level, registered by NAQAA include, among others, Gambia Tourism and Hospitality Institute, Gambia Telecommunications and Multimedia Institute, Gambia Technical Training Institute, National Youth Service Scheme and President's International Award.

opportunities and improving the employability of the workforce. Activities under the LoCAL program, funded by the EU as part of European support for increased economic, social and security stability in the country, support decentralization, small and medium-sized enterprises and employment-focused skills development for Gambian women and youth.

In collaboration with IOM, MOICI and the Gambia Press Union (GPU) provide various capacity building trainings and sensitization programs to the media, government, and civil society officials to improve reporting on migration issues, combatting misinformation around migration and promoting use of accurate terminology to support a more comprehensive and positive discourse on migration. With the support of the EU Trust Fund for Africa, GIZ, the International Trade Centre, IMVF, and Enable, the MOFEA launched the “Make it in The Gambia-Tekki Fii” program, which uses radio shows, TV broadcast, community outreach, school-based orientations, sport activities and other platforms to raise awareness of irregular migration and opportunities for socio-economic development in the country. The program aims at boosting skills development, entrepreneurship, access to finance, social cohesion in key areas such as agribusiness, information and communication technologies, poultry, tourism, and creative industries. In 2019, a Sector Skills Council (SSC) for the ICT was constituted with participation from key employers, employer organizations, ministries and TVET institutions. The goal was that of developing a new course to strengthen the competences of junior app developers and testers in The Gambia through the development of a pilot App Developer curriculum to be delivered across TVET institutions. Moreover, the MOTIE created a Public Employment Service (PES) Unit in Banjul to administer labor market programs to improve the employability of job seekers, raise awareness of labor market conditions, organize training, collect information on migrant's rights and job opportunities abroad, and subcontract labor exchange agreements. With the support of IOM, a document stating a series of policy guidelines for labor migration and ethical recruitment in The Gambia has been drafted. MOHERST has established the National TVET Committee to coordinate and guide the development of the sector's policy. With the support from the ITC, the National TVET Committee has drafted the first “Gambia Technical And Vocational Education And Training (TVET) Roadmap 2020-2024”. Meanwhile, the MOFA has designated First Secretaries or Counselors in The Gambia's diplomatic missions abroad as diaspora and migration liaisons or focal points. Moreover, the Government of The Gambia organized a consular mission to Libya in March 2018 and to Niger in January 2021 to discuss the feasibility of opening a consular presence in Tripoli and Niamey, among other topics. In August 2021, representatives of the MOFA travelled across migrant destination countries in Europe to collect firsthand information on ways to ensure they received consular protection with the EU.

SOCIAL PROTECTION FOR MIGRANT WORKERS

The Gambia is a party to the Supplementary Act A/SA 5/07/13 Relating to the General Convention on Social Security of Member States of Economic Community of West African State (ECOWAS) 17-18 July 2013. The Convention should guarantee the portability of social security rights within ECOWAS and aims to extend social security coverage to migrants and their families. In The Gambia, migrant workers, non-national pensioners and permanent residents are entitled to a Type A Residence Permit that allows for portability of social security benefits from countries that admit portability of such benefits.

The Gambia National Social Protection Policy (2015-2025) includes migrants among its main target groups and recognizes that migrants and refugees rarely feature in social protection programming. In August 2021, the Ministry of Justice and the Ministry of Gender, Children and Social Welfare in collaboration with IOM launched the National Referral Mechanism for Vulnerable Migrants including Victims of Trafficking. Meanwhile, in August 2020 standard operating procedures for identification of responsibilities and procedures to assist vulnerable migrants were validated. In 2020, a training curriculum on such procedure was developed. These standard procedures



aimed at enhancing the understanding of first line officials and non- government actors to effectively respond to the protection needs of vulnerable migrants including victims of trafficking. The Gambia Red Cross provides referral for migrants to access services. IOM and the Department of Social Welfare (DSW) provide psychological assessment to the returnees.

LABOR MIGRATION AND REMITTANCES

Enhancing the role of the Gambian Diaspora in national development is one of the central commitments in the National Development Plan. In 2018, MOFA launched the Gambian Diaspora Directorate ‘to promote, support and facilitate consultative, productive and purposeful engagement of the Gambian diaspora in national development’. Since 2018, the Ministry of Finance and Economic Affairs, Central Bank of The Gambia (CBG), and the Migration and Sustainable Development in The Gambia Project team have been convening regular Technical Roundtables to discuss and implement improvements in policy and practice relating to remittances and diaspora finance. In 2018, the African Institute for Remittances (AIR) assisted CBG with the goal of strengthening statistics on remittances. In 2019, IFAD launched the PRIME AFRICA in seven African countries, including The Gambia. With a budget of EUR 15.1 million between 2019 and 2024, PRIME AFRICA aims at improving the management of remittances and their use for development in Africa.

CBG has also developed a platform for collecting data from the over 150 registered Forex Bureaus that serve as remittance pay-out agents. Through ongoing engagement and support from CBG as the regulator, The Gambia has achieved a high level of compliance regarding the timely submission of monthly remittance reports. In 2021, the 12 commercial banks with their 80 branches; all the 5 registered MFIs with their 112 branches; the three Mobile Money Operators (MMOs); most of the 153 registered Forex Bureaus with their 833 branches; some of the 64 Credit Unions; and all the estimated 150 MTO-owned outlets and agents offered remittance pay-out services. Meanwhile, COVID-19-related restrictions drove a significant number of Gambians living abroad to use registered and digital money transfer operations as well as a reduction of informal cash couriers. In 20201, the Ministry of Foreign Affairs, with the support from the IOM, launched a diaspora website. The Gambian Diaspora Strategy (2024-2027) also sets specific targets for the issuance of Diaspora Bonds, facilitated Diaspora Direct Investments (DDIs) and creation of a Diaspora Development Fund (DDF). The Ministry of Finance is therefore finalizing work on Diaspora Bonds for issuance in 2022/2023 and the Gambia Investment and Export Promotion Agency is setting up a Diaspora Desk to support diaspora investors and entrepreneurs.

SOCIO-ECONOMIC REINTEGRATION

In recent years, The Gambia has participated to the Africa-EU Valletta Summit on Migration and cooperated with the IOM to ensure a safe and dignified return. The Gambia is one of the partners of the EU-IOM Joint Initiative for Migrant Protection and Reintegration, a flagship initiative that aims to enable the assistance voluntary return of migrants, and the Joint Reintegration Services, a program launched by FRONTEX, that should support EU Member States and Schengen Associated Countries in providing post-arrival and reintegration assistance to non-EU nationals returning their countries of origin.

IOM has also been implementing a project called Migrants as Messengers. Within this framework, returnees share their experience and provide their communities with the opportunities to learn more about the dangers of irregular migration. The Government of The Gambia has also set up a Thematic Working Group on Return and Reintegration which is headed by the Ministry of Interior. This working group aims at providing technical advice in collaboration with key stakeholders through technical or thematic working group meetings.

Figure 2. Strengths and weaknesses in the labor migration policy landscape

Strengths	Weaknesses
<ul style="list-style-type: none">• A governance standing ready to coordinate in the management of labor migration policy• A proactive diaspora community willing to take an active social, economic, and political part in the development of the country• Active cooperation with international organizations	<ul style="list-style-type: none">• Lack of coordinated and regular data collection mechanisms• Exclusion of migrants and refugee from most social protection programs• The extant Labor Act10 does not envisage the full implementation of ethical recruitment scheme through the use of Private Employment/ Recruitment Agents/Agencies and does not provide for pre-departure training to adequately prepare would be Labor Migrants for life and employment outside the Gambia.



ACTION PLAN 2022 – 2026

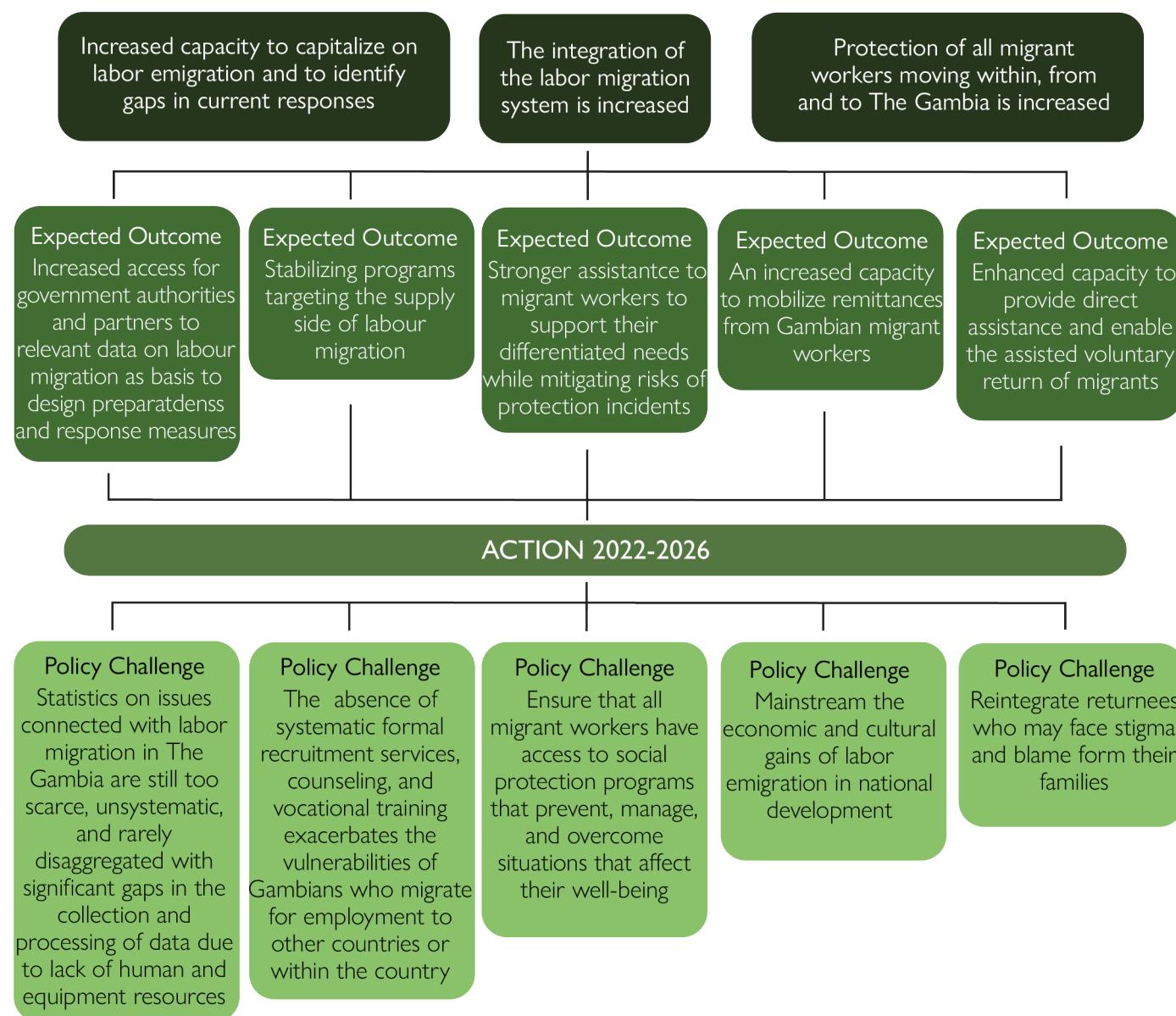
GOAL

The Action Plan 2022-2026 is conceptualized with the idea of creating an enabling environment for Gambian migrants to opt for regular pathways. The medium-term goal therefore is not to disincentivize migration, but rather to create the conditions for Gambians to know the risks and vulnerabilities connected with irregular situations and to maximize the chances that the social and economic benefits of labor migration will contribute to economic and social growth.

KEY ASSUMPTIONS

In identifying priorities, the present action plan makes the following assumptions: there will be a gradual introduction of new programs between 2022 and 2026; the national census will be conducted in 2026; existing key labor migration documents (such as, labor migration strategy, and diaspora engagement strategy) will be published between 2022 and 2023; a new development plan will replace the 2018 National Development Plan, cooperation with the IOM and with other UN agencies will continue throughout the five-year plan; donors will ensure at least as much funds as they have been granted between 2018 and 2022.

OVERALL THEORY OF CHANGE



ACTION PLAN 2022-2026 AND BUDGET

Table 5. Detailed Action Plan and Budget

STAT	Labour Migration Statistics migration statistics;
SK	Skills and Labour Migration and labor migration;
PRO	Social Protection for Migrant Workers protection for migrant workers;
REM	Labour Migration and Remittances migration and remittances;
REI	Socio-economic Reintegration
LEG	Legislation

STAT

Year 1

- Reinforce data analysis units with human resources and IT capacity.
- Continue collecting and disseminating DTM-related data.
- Coordinate with other ECOWAS member states to improve harmonization of data source.
- Mainstream the Guidelines for the harmonization of migration data management in the ECOWAS region.
- Develop monitoring and follow-up mechanisms that institutionalize a coordinated approach to monitor labour migration.

Year 2

- Reinforce data analysis units with human resources and IT capacity.
- Continue collecting and disseminating DTM-related data.
- Conduct census and include labor migration statistics.
- Support open calls for evidence-based research projects on labor migration issues.
- Include representatives of GBoS in inter-ministerial committees.
- Coordinate with other ECOWAS member states to improve harmonization of data source.
- Liaise with academic institutions.

Year 3

- Reinforce data analysis units with human resources and IT capacity.
- Continue collecting and disseminating DTM-related data.
- Support open calls for evidence-based research projects on labor migration issues.
- Conduct household surveys.
- Apply labor migration stats to revise the labor migration strategy.
- Liaise with academic institutions

Year 4

- Reinforce data analysis unit with human resources and IT capacity
- Continue collecting and disseminating DTM-related data
- Support open calls for evidence-based research projects on labor migration issues.
- Liaise with academic and TVET institutions

Year 5

- Reinforce data analysis units with human resources and IT capacity.
- Continue collecting and disseminating DTM-related data.
- Conduct household surveys.

Budget

- * Envisaged budget: projection from the 2022 Annual Budget



- Expand the geographical reach of TVET institutions.
- Monitor the skills that exist and are lacking in the Gambian labor market through the timely collection of data and strengthen the activities of Labor Market Information System (LMIS).
- Continue empowering and expanding the Personnel Management Office to attract and develop professionals that are responsive to national development goals.
- Replicate the “Jobs, Skills and Finance (JSF) for Women and Youth in The Gambia” program.
- Replicate the “Make it in The Gambia-Tekki Fii” program.

- Expand the geographical reach of TVET institutions.
- Design and launch a job matching database.
- Design and launch a project to support jobseekers who are not capable of using electronic platform.
- Monitor the skills that exist and are lacking in the Gambian labor market through the timely collection of data and strengthen the activities of Labor Market Information System (LMIS).
- Continue empowering and expanding the Personnel Management Office to attract and develop professionals that are responsive to national development goals.
- Establish access to facilitate internships and apprenticeships abroad for qualified Gambians in collaboration with Gambian academia in the Diaspora.

- Expand the geographical reach of TVET institutions.
- Make the Public Employment Service Agency fully functional.
- Monitor the skills that exist and are lacking in the Gambian labor market through the timely collection of data and strengthen the activities of Labor Market Information System (LMIS).
- Continue empowering and expanding the Personnel Management Office to attract and develop professionals that are responsive to national development goals.

- Expand the geographical reach of TVET institutions.
- Encourage licensed PEAs to organize themselves into a national body or association and come up with Self-regulation/Codes of Conduct to effectively control the PEAs.
- Monitor the skills that exist and are lacking in the Gambian labor market through the timely collection of data and strengthen the activities of Labor Market Information System (LMIS).
- Continue empowering and expanding the Personnel Management Office to attract and develop professionals that are responsive to national development goals.
- Replicate the “Jobs, Skills and Finance (JSF) for Women and Youth in The Gambia” program.
- Replicate the “Make it in The Gambia-Tekki Fii” program.

- Expand the geographical reach of TVET institutions.
- Monitor the skills that exist and are lacking in the Gambian labor market through the timely collection of data and strengthen the activities of Labor Market Information System (LMIS).
- Continue empowering and expanding the Personnel Management Office to attract and develop professionals that are responsive to national development goals.

- *Envisaged budget: estimates from the TVET Roadmap (2021-2024) and financial commitment to JSF 2018-2022 and Tekki 2019 2022.

PRO

Year 1

- Continue negotiating legal paths of migration with main destination countries to support circular migration.
- Disseminating information on migrant workers' social security rights through cooperation with trade unions, the private sector, and international organizations.
- Strengthen a resource mobilization strategy to increase social protection spending for migrant workers.

Year 2

- Continue negotiating legal paths of migration with main destination countries to support circular migration.
- Disseminating information on migrant workers' social security rights through cooperation with trade unions, the private sector, and international organizations.
- Design and implement a training module on the condition of migrants in vulnerable situations for public officials and frontline borders officials.

Year 3

- Continue negotiating legal paths of migration with main destination countries to support circular migration.
- Disseminating information on migrant workers' social security rights through cooperation with trade unions, the private sector, and international organizations.
- Pilot a social protection scheme for informal sector employees.
- Enact a monitoring state-centered mechanisms to overcome the dependence on community leaders in reporting aliens.

Year 4

- Continue negotiating legal paths of migration with main destination countries to support circular migration.
- Disseminating information on migrant workers' social security rights through cooperation with trade unions, the private sector, and international organizations.
- Define and develop a minimum package of benefits and services for migrant workers in times of shock.

Year 5

- Continue negotiating legal paths of migration with main destination countries to support circular migration.
- Disseminating information on migrant workers' social security rights through cooperation with trade unions, the private sector, and international organizations.

Budget

- *Envisaged budget: estimates starting from Wadda, Khan and Menon (2017)

REM

Year 1

- Continue addressing the data gap.
- Issue Diaspora Bonds.
- Advocate at the continental and global level for more accessible financial infrastructures.
- Devote staff of Gambian diplomatic missions to reach out and engage with expatriate communities.

Year 2

- Continue addressing the data gap.
- Co-finance financial literacy programs addressing remittances receivers.



- Promote annual Diaspora meetings and Diaspora meetings.
- Develop outreach programs to demonstrate the benefits of using formal services.
- Advocate at the continental and global level for more accessible financial infrastructures.

Year 3

- Continue addressing the data gap.
- Facilitate Diaspora Direct Investments and the creation of a Diaspora Development Fund.
- Advocate at the continental and global level for more accessible financial infrastructures.

Year 4

- Continue addressing the data gap.
- Promote incentives of return and investment in the form of tax incentives, land access and start-up funding.
- Set up a Diaspora Desk to support diaspora investors and entrepreneurs.
- Advocate at the continental and global level for more accessible financial infrastructures.

Year 5

- Continue addressing the data gap.
- Advocate at the continental and global level for more accessible financial infrastructures.

Budget

- *Envisaged budget: projection from the MSDG3 Three-Year Budget (2021-2024).

REI

Year 1

- Support cooperation between youth leaders, returnee associations, and the Ministry of Youth and Sports to broadcast messages based on returnees' experience.
- Continue cooperating with the IOM in supporting community-level and community-led conversations to promote a broader understanding of the challenges faced by returnees and their families.
- Extensive dissemination of material informing potential returnees and other relevant stakeholders about current return assistance programs.

Year 2

- Support cooperation between youth leaders, returnee associations, and the Ministry of Youth and Sports to broadcast messages based on returnees' experience.
- Continue cooperating with the IOM in supporting community-level and community-led conversations to promote a broader understanding of the challenges faced by returnees and their families.
- Extensive dissemination of material informing potential returnees and other relevant stakeholders about current return assistance programs.
- Launch a program to ensure pre-departure knowledge of how to access opportunities and vacancies in case of return.
- Promote pre-departure training, including training on how to develop a savings plan, financial literacy training, and matching schemes.
- Introduce modules on the experience of returnees as a key activity in vocational training activity.

Year 3

- Support cooperation between youth leaders, returnee associations, and the Ministry of Youth and Sports to broadcast messages based on returnees' experience.
- Continue cooperating with the IOM in supporting community-level and community-led conversations to promote a broader understanding of the challenges faced by returnees and their families.

- Pilot projects to support local value chains that contribute to food security and integration of returnees in their communities.
- Extensive dissemination of material informing potential returnees and other relevant stakeholders about current return assistance programs.

Year 4

- Support cooperation between youth leaders, returnee associations, and the Ministry of Youth and Sports to broadcast messages based on returnees' experience.
- Continue cooperating with the IOM in supporting community-level and community-led conversations to promote a broader understanding of the challenges faced by returnees and their families.
- Extensive dissemination of material informing potential returnees and other relevant stakeholders about current return assistance programs.

Year 5

- Support cooperation between youth leaders, returnee associations, and the Ministry of Youth and Sports to broadcast messages based on returnees' experience.
- Continue cooperating with the IOM in supporting community-level and community-led conversations to promote a broader understanding of the challenges faced by returnees and their families.
- Extensive dissemination of material informing potential returnees and other relevant stakeholders about current return assistance programs.

Budget

- *Budget estimates: projection from the European Union Emergency Trust Fund for Africa (EUTF) Initiative for Migrant Protection and Reintegration: The Gambia (2017-2020). xxxx

BUDGET

- USD 122,194,369.00 + 10% contingency (USD 12,,219,436.9) = USD 134,413,805.9

LEG

1. Implement Phase III on the right of establishment as regulated by the 1990 Supplementary Protocol A/SP.2/5/90 on the Implementation of the Third Phase (Right to Establishment).
2. Ratify the updated Arusha Convention (now Addis Convention) on the recognition of Studies, Certificates, Diplomas, Degrees, and other academic Qualifications in higher education in African States.
3. Establish a regulatory framework for private labor recruitment.⁶
4. Strengthen regulatory mechanisms designed to address abusive and fraudulent recruitment practices.
5. Encourage the establishment of workers' organization that include migrant workers in order to ensure the right to collective bargaining and freedom of associations.
6. Ensure portability provisions for formal and informal migrant workers.
7. Ratification of ILO Conventions and Recommendations which make provision for the social security rights of migrant workers and their families.
8. Ensure the right for all workers, including migrant workers, to pursue civil claims against their employers and supporting them to access this right.
9. Increased coordination with other ECOWAS member states and implement the ECOWAS revised

⁶ The 2007 Labour Act does not contain provisions specifying procedures neither for the recruitment of Gambians to work abroad nor for the protection of all Gambian migrant workers prior to departure. The 2007 Labour Act does not contain provisions specifying procedures neither for the recruitment of Gambians to work abroad nor for the protection of all Gambian migrant workers prior to departure. Even if the Sections 145 and 3(4) of the Labour Act of 2007 give the Secretary of State the entitlement to develop legal instruments to regulate PEAs' activities and establish precise terms and conditions for employment of domestic workers; these provisions are not enacted.



General Convention of Social Security (2013)

- Integrate Migration and Development into the National Development Plans, sector and regional strategies, and as a tool for the achievement of the Sustainable Development Goals, and the African Union Agenda 2063.
- Strengthen regulatory mechanisms designed to recognize work-based learning.

MILESTONES AND TARGETS 2022-2026

Table 6. Milestones and measurable targets 2022-2026⁷

	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
MILESTONES	Diaspora bonds have been issued.	Funds to replicate successful programs are secured	The Public Employment Service Agency is fully functional	A Diaspora Desk is in place	A new labor migration strategy is drafted
	A monitoring and evaluation plan is drafted.	Launch of a job-matching database.	First monitoring and evaluation report.		Second monitoring and evaluation report.
	2023 Census has been conducted.				
TARGETS	At least 180 Gambians are assisted to return home	Add at least 15 TVET institutions in noncoastal areas	Add at least 2 consular offices in countries of destination.	Irregular (back-way) migrants reduced by 70%	Negotiate and sign 4 migration and development bilateral agreements
			Transaction cost of remittances sent to The Gambia reduced to an average of 3%	At least 3,000 youth and women have directly benefitted from vocational training	
				At least 1600 Gambians are assisted to return home	

⁷ Source: National Development Plan (2018-2021), Jobs, Skills and Finance (JSF) for Women and Youth in The Gambia. Mid-term Evaluation Report (UNCDF 2021), EU-IOM Joint Initiative for Migrant Protection and Reintegration. Targets are built on the results achieved as of August 2022 and considering a 25% increase in results thanks to policy learning, and program consolidation mechanisms.

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