



Rabat Process

Euro-African Dialogue on
Migration and Development



**Mixed
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Mixed Migration Futures



How might the future of work drive migration in 2035 in West and North Africa?

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Mixed Migration Futures workshop: How might the future of work drive migration in 2035 in West and North Africa?



Simultaneous interpretation in English and French is available.

Une interprétation simultanée en anglais et en français est disponible.



Please raise your hand or use the chat box if you have a question.

Veillez lever la main ou utiliser la boîte de dialogue si vous avez une question.



Please turn off your microphone when you're not speaking

Veillez éteindre votre micro lorsque vous ne parlez pas.



In the spirit of participation please keep your webcam on.

Dans l'esprit de la participation, veuillez garder votre webcam allumée.



This round table is being recorded. Its content will not be shared beyond the organising team.

Cette réunion sera enregistrée. Son contenu ne sera pas diffusé en dehors de l'équipe organisatrice.

AGENDA

1. MMC-ICMPD migration futures partnership
2. Setting the scene: the future of work and impact on mixed migration dynamics
3. What are the skill profiles of people on the move? How do different economic drivers feature in people migration decision-making? What does **MMC's 4Mi data** reveal?
4. Case study from Tunisia on migrants' labor market experiences
5. Implications for future migration scenarios
6. Facilitated discussion with all participants





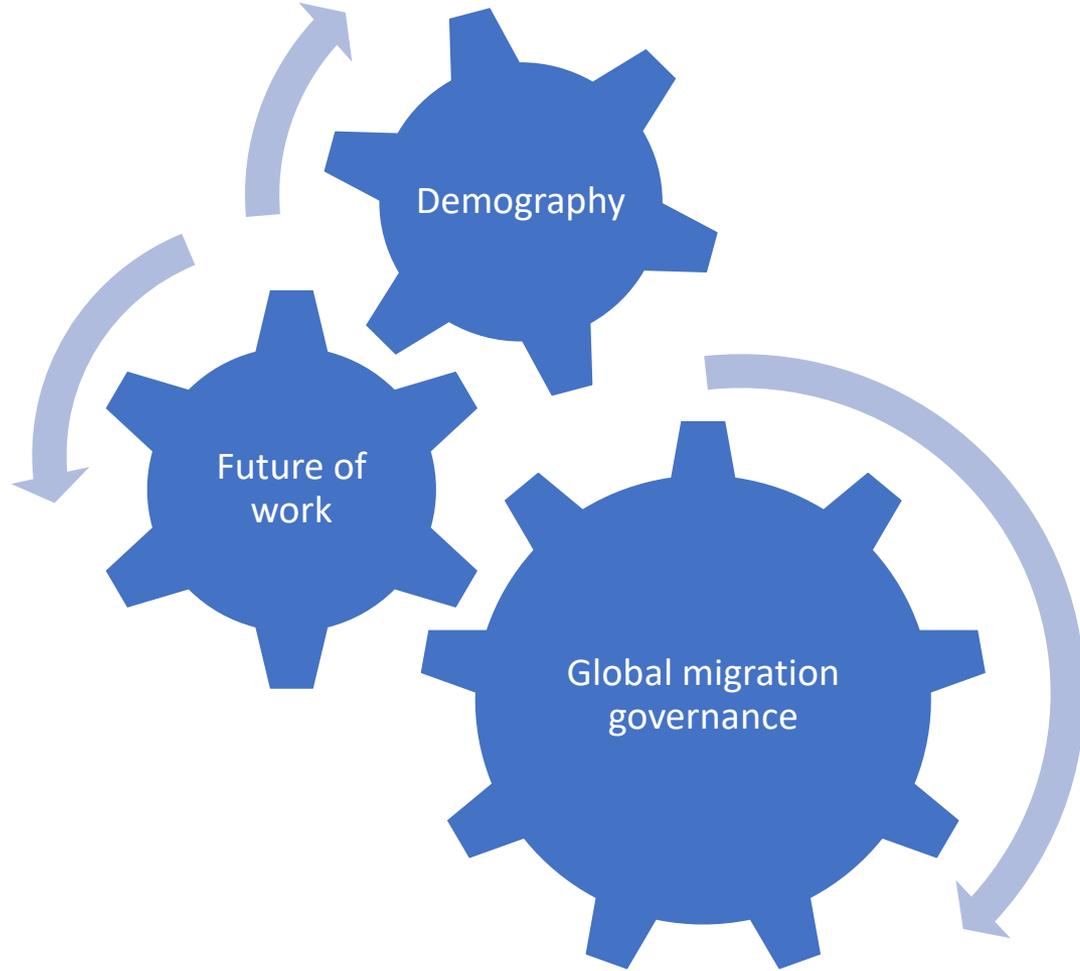
Setting the scene: demography, technology, future of work & mixed migration



The future of work and impact on mobility

“The challenges of an aging population in richer countries combined with a growing labor force in poorer countries suggest the urgent need for global coordination and reform toward mutually beneficial and considerably expanded labor mobility.”

“Global Mobility: Confronting A World Workforce Imbalance” CGD Note, September 2021



Global fertility rates

	Fertility Rate per 1,000 Women	
	1990	2019
Low income	6.5	4.6
Lower-middle income	4.3	2.7
Upper-middle income	2.5	1.8
High income	1.8	1.6
World	3.2	2.4

“Global Mobility: Confronting A World Workforce Imbalance” CGD Note, September 2021



Technology, automation and the future of work

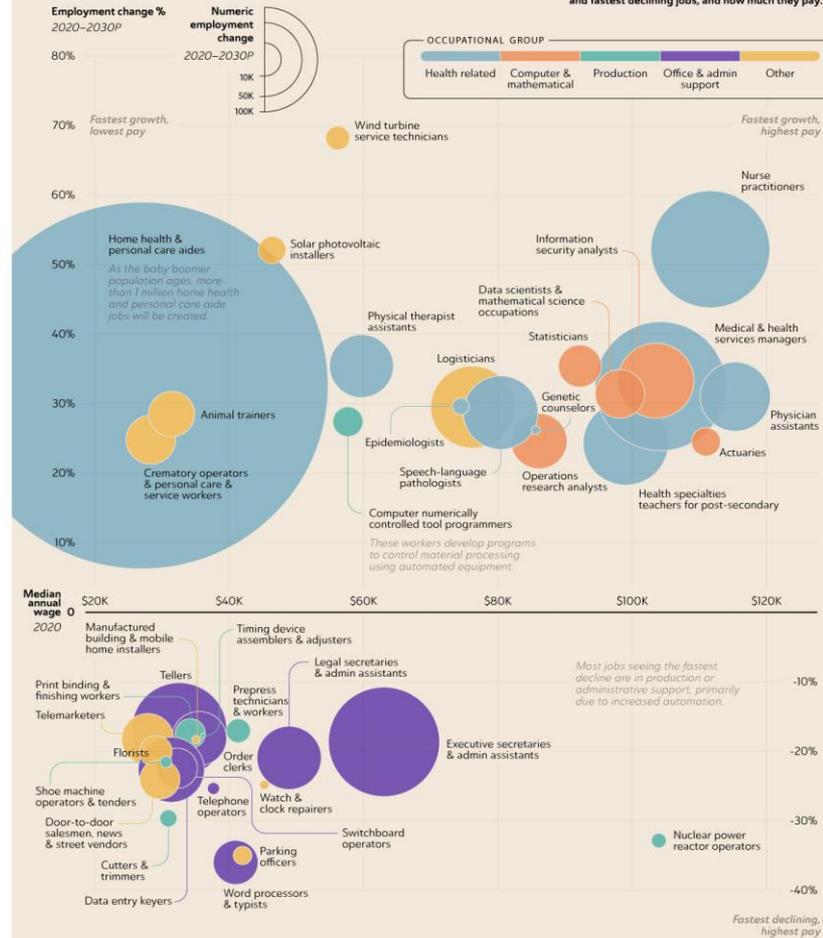
Jobs susceptible to large scale obsolescence?

Not really... nurses, health aides, teachers, construction workers and restaurant workers, will remain in high demand

The 20 Fastest Growing + Declining Jobs

OVER THE NEXT DECADE

The U.S. Bureau of Labor Statistics predicts that 11.9 million new jobs will be created from 2020 to 2030—a growth rate of 7.7%. Below, we show the fastest growing and fastest declining jobs, and how much they pay.



Future work

	Change in Working Age Population 2020–2050 (m)	2050 Worker Gap (m)
Low-income	440	-232
Lower-middle income	677	-231
Upper-middle income	-85	465
High-income	-46	202
World	986	297
India	199	-115
South Africa	12	-5
Mexico	17	-4
Argentina	6	-1
Australia	3	3
Saudi Arabia	4	6
Canada	2	6
Turkey	5	6
France	-2	7
UK	0	8
Indonesia	30	10
Italy	-9	14
Germany	-8	15
Japan	-20	19
Russian Federation	-15	23
Republic of Korea	-12	26
Brazil	0	27
USA	16	29
China	-160	384

Risk or opportunity ?

Win-Win

people moving from
low productivity / high worker availability regions
TO
high productivity / low worker availability regions

The economic reversal

- less legal pathways
- global and regional inequalities widen
- growing demand for irregular migration



...what about competition over African young workers?

One of Africa's greatest comparative advantages in the future could be the availability of young workers.

High-income countries struggling to attract the needed foreign labour force?



In short: regular or irregular migration?

Less regular channels, more border restrictions, more irregular migration and human smuggling

OR

More regular channels, more circular migration, less irregular migrants, smuggling becoming obsolete



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What are the skill profiles of people on the move? How do different economic drivers feature in people migration decision-making? 4Mi Data Analysis

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4Mi Brief Introduction

- MMC's flagship data collection initiative
- Primary data collected directly with refugees and migrants through a closed-question survey
- Standardized and continuous
- Network of enumerators in the field
- 10,000+ interviews annually, worldwide

5,826 respondents

In Mali, Niger, Burkina Faso,
Libya, Tunisia and Sudan

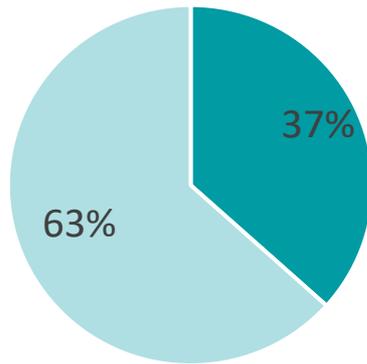
February to September 2021

Funded by

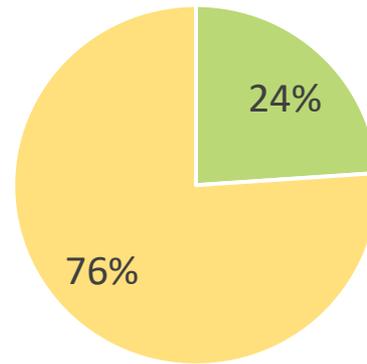


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Overview of respondents: youth and labor force



■ Female ■ Male



■ Rural ■ Urban

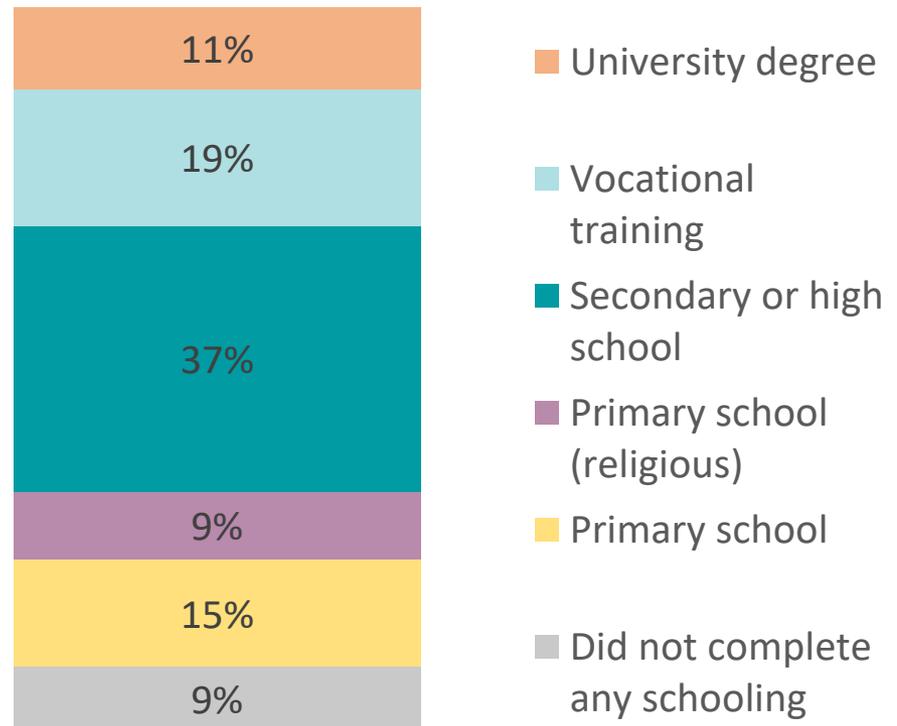
69% of men respondents were 18-29 years old

56% of women respondents were 18-29 years old

Top 10 nationalities		
1	Nigeria	18%
2	Côte d'Ivoire	10%
3	Guinea	9%
4	Mali	7%
5	Cameroon	6%
6	Niger	6%
7	Togo	5%
8	Burkina Faso	5%
9	Chad	5%
10	Benin	5%

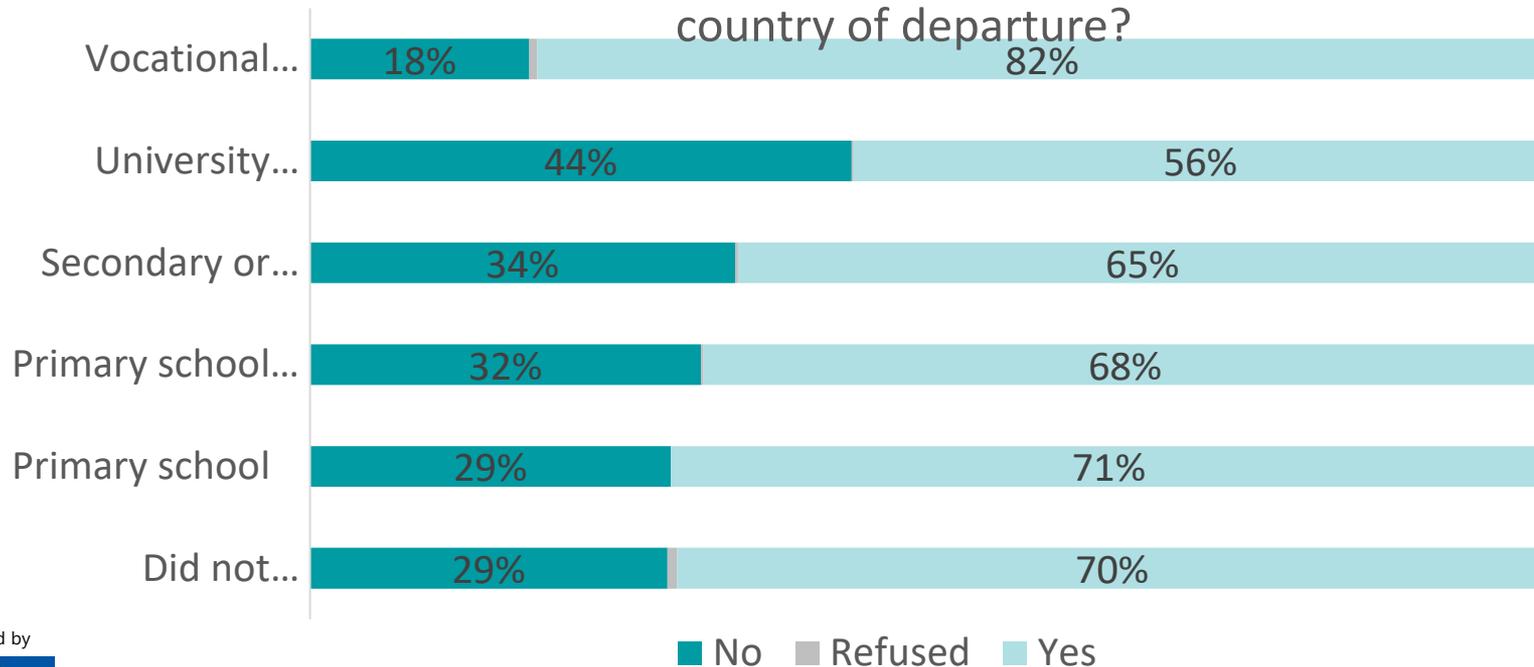
Top 5 preferred destinations		
1	France	14%
2	Italy	11%
3	Germany	9%
4	Algeria	8%
5	Belgium	7%

Education profile: Highest level of schooling completed



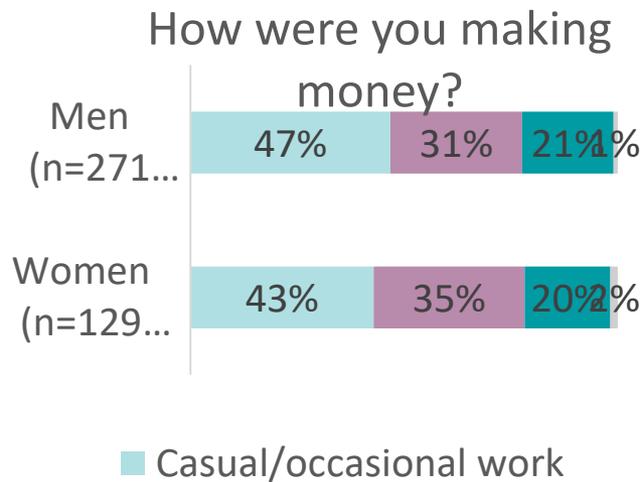
Skill profile: Income generation in country of origin per level of education

Were you making money in the 12 months before you left your country of departure?

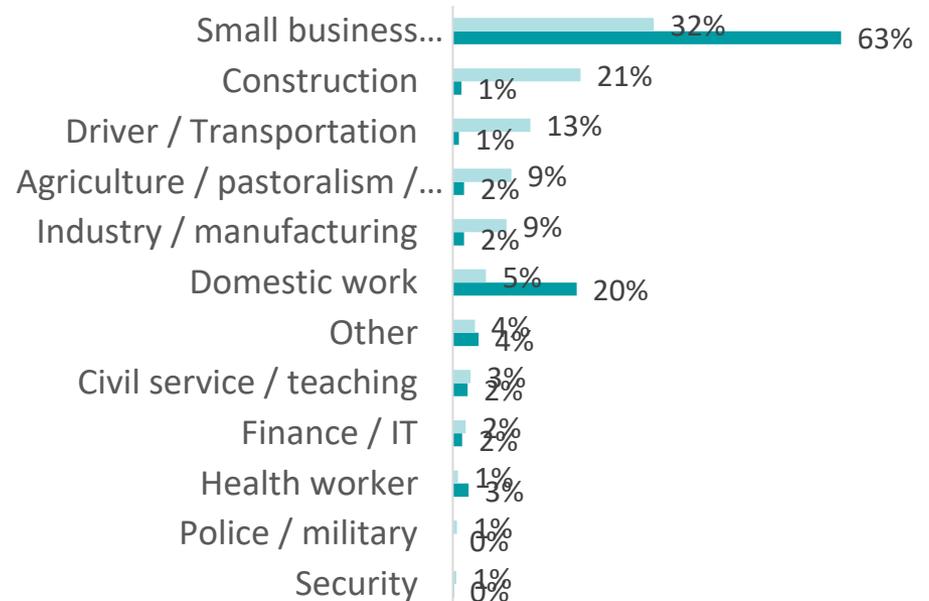


Skill profiles: Type of work & sector

Amongst those who were generating income



What kind of sector were you making money in?



■ Men (n=2714) ■ Women (n=1299)



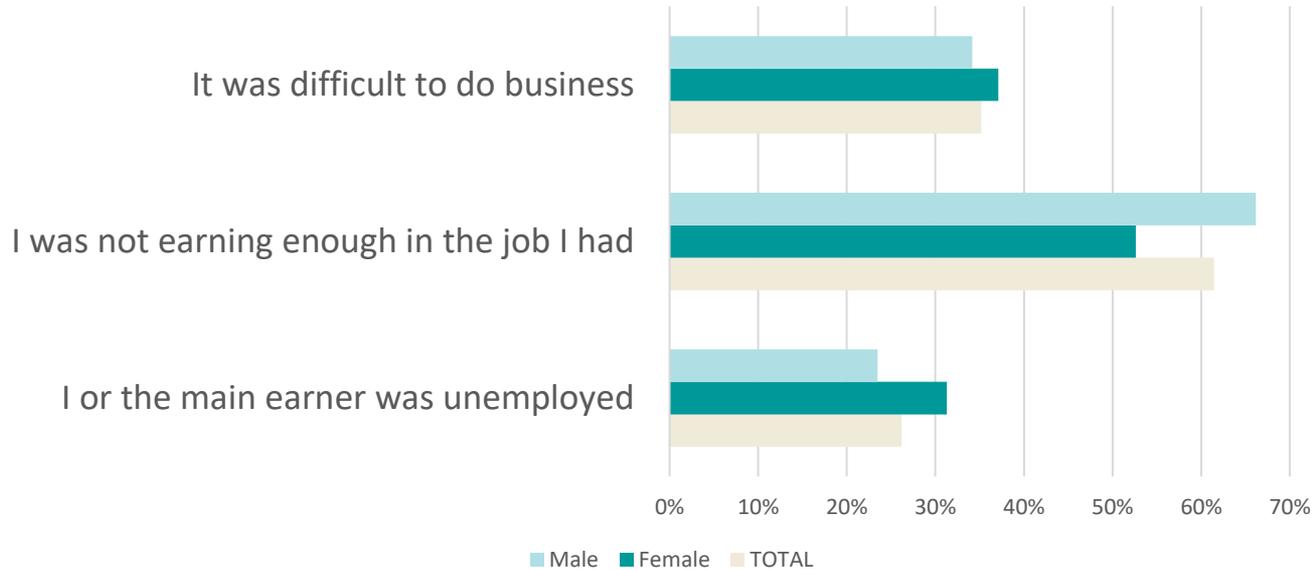
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Labor market access in origin country

Economic reasons of migration – types

What kind of economic reasons?



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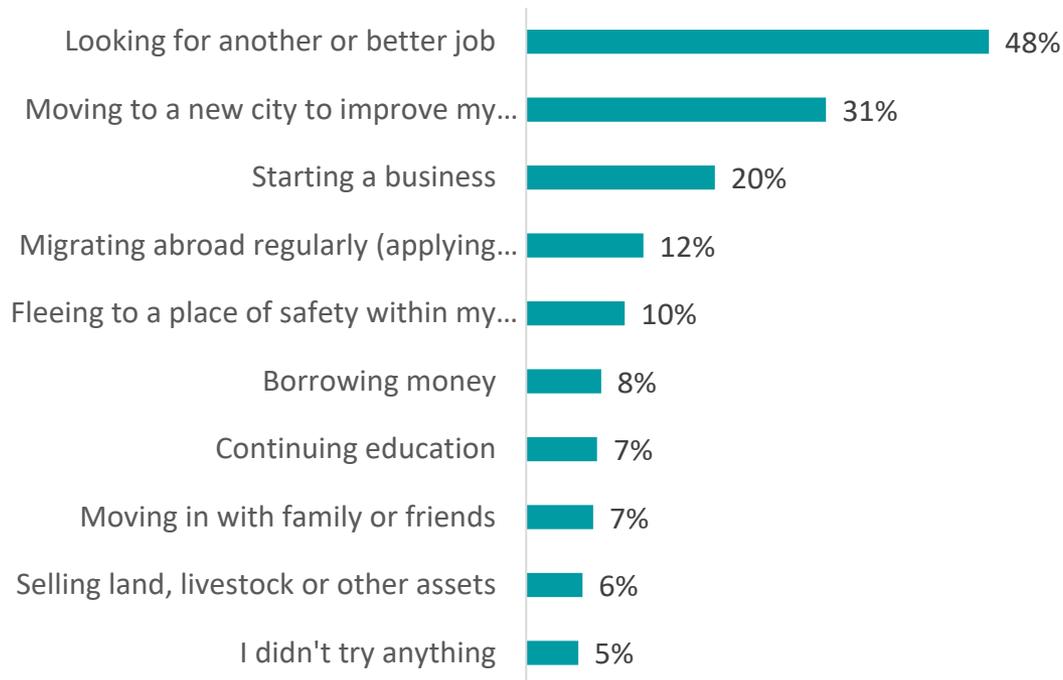




Alternatives prior to migration

Amongst respondents that thought there was something they could do to try to address the reasons given for leaving

What did you try? (n=1987)



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Key messages

1. Migration responds to current labor market in WCA

- In-work poverty and underemployment impact regional mobility
- Employment model based on individual entrepreneurship and informal sector
- Different education profiles lead to different factors, means and aspirations

2. Future work trends might further divide workers per skills

- Skills shortage within future labour markets in WCA
- Skilled workers & teleworking – limits: skills and technology transfer to country of origin
- Lower-skilled workers to engage in more chronic mobility



Implications for future migration scenarios



Future drivers shaping the volume and structure of migration in West and Central Africa

Rising education rates among West and Central Africans; but still lower rates when compared to other regions

Peak in youth cohort in West and Central Africa

Rise in flexible work in higher skilled jobs; move away from permanent jobs

Increased demand for lower skilled work in countries experiencing ageing

Increased automation leading to a decline in certain lower skilled jobs and rise in specialized higher skilled jobs

High labor demand in specialized sectors like healthcare, particularly in European countries dealing with ageing

Shifts in business models: more outsourcing, crowdsourcing,

Rise in micro-multinational businesses - small businesses that find greater efficiency in obtaining resources, operating, and targeting audiences on a global level

International environmental, human rights or other standards determining business partners

Future drivers of migration in West and Central Africa

Possible future migration scenarios

Rising education + peak in youth cohort

IF opportunities are not available in the region and IF countries do not invest in acceleration, ↗ emigration + mobility for only those with the capacity to move

Flexible + telework + rise in micro-multinational businesses

IF infrastructure is in place: ↗ hypermobility and circularity for higher and mid-skilled AND ↘ long-term or permanent movement; ↗ high-skilled work opportunities abroad while based in WCA

Demand for lower skilled work abroad

IF NOT: unemployment of highly skilled and those able will emigrate

IF legal pathways for lower-skilled work: ↗ in outmigration of lower-skilled, ↗ remittance flows; ↗ temporary migration to fill gaps in certain sectors (e.g. care)

IF NOT: potential ↗ in irregular movement and associated risks

Increased automation / workforce polarization

New opportunities for higher-skilled and specialized work; ↘ demand for certain kinds of manual labor, which may prompt movement in search of jobs

Outsourcing, crowdsourcing

IF ICT and other relevant infrastructures are in place: ↗ work opportunities for lower and mid-skilled in WCA AND ↗ opportunities for individual workers

Implications for migration policy-making

- Qualifications recognition will be key to ease the movement of workers and skill matching in the labor market
- Including strategies around mobility is key within broader migration strategies
- Establishing the right technological / governance infrastructure to align with trends around the future of work
- Portable rights and social benefits will be key in shaping decisions around mobility
- Remittance and online banking technologies will promote the contribution of migration to processes of development
- Legal pathways for lower-skilled movement will be key when ageing peaks in Europe
- Investing in ‘accelerating education’ to benefit from and take part in new digital economies

Discussion

- In 10-15 years' time, where do you see the future of work in your countries and regions?
- How do your current migration policies integrate or take into consideration the shifting skill profiles of people on the move and shifting modalities of work?
- What do you see as the main challenges and priorities within this area of policy? What's the role international cooperation should/could play?

D'ici 10 à 15 ans, comment voyez-vous l'avenir du travail dans vos pays et régions ?

Comment vos politiques migratoires actuelles intègrent-elles ou prennent-elles en considération l'évolution des profils de compétences des personnes en déplacement ?

Quels sont, selon vous, les principaux défis et priorités dans ce domaine d'action ? Quel est le rôle que la coopération internationale devrait/pourrait jouer ?