



BUILDING CAPACITIES OF LABOUR INSPECTORS IN MALI, MAURITANIA AND SENEGAL

Project type:	Labour Migration
Secondary project type:	International Migration Law
Geographical coverage:	Mali, Mauritania, Sénégal
Executing agency:	IOM
Beneficiaries:	Labour inspectors
Partner(s):	Ministry of Labour and Civil Service, Mali Ministry of Civil Service, Labour, and Modernization of the Administration, Mauritania Ministry of Labour and Professional Organizations, Sénégal International Labour Office (ILO)
Management site:	IOM office in Dakar
Duration:	12 months
Estimated budget:	USD 100 000

Summary

Protection of migrant workers is an issue of growing importance in Mali, Mauritania and Senegal, which are destination countries for many labour migrants from the West African sub-region. The existing provisions on the rights of migrant workers are still poorly understood by employers and workers themselves and therefore not always applied in practice. This project aims to strengthen the capacity of labour inspectors from the Governments of Mauritania, Mali and Senegal to better contribute to the protection of migrant workers' rights.

In the first phase, a preliminary assessment to obtain data on the situation of migrant workers will be conducted in the three target countries. To better understand the capacity building needs of labour inspectors, an assessment of training needs will also be conducted in partnership with the Ministries of Labour.

Based on the pre-diagnosis analysis and identification of needs, appropriate training modules will be developed by IOM and ILO. A training session will subsequently be held to benefit at least 25 labour inspectors in each target country. The training will cover international standards on the human rights of migrant workers and will be conducted by experts from IOM, ILO and officials from the Ministries of Labour who have already received training from IOM and/or ILO.

Through this training, labour inspectors will have a better understanding of migration issues, rights and obligations of migrant workers and strategies to identify and protect victims of abuse and exploitation. This will allow the inspectors, by virtue of their mission and responsibilities, to contribute effectively to a better protection of migrant workers.

In order to put into practice the skills acquired during their training, the labour inspectors will be tasked with conducting a field survey on the situation of migrant workers in their respective districts. Networks created between the different regional labour inspections will lead to a synergy of action and greater effectiveness in the protection of migrant workers.

I. Rationale

West Africa is marked by an increased regional mobility of its population, including workers. Because of their geographical and economic situation, Mauritania, Senegal and Mali host many transit migrants, refugees, seasonal migrant workers and long-term migrants. Mauritania is characterized by a significant increase in its migrant population in the last decade. In 2006, between 160,000 and 200,000 sub-Saharan African migrants were in transit or residing in the country besides the nationals of other regions. In Senegal, migrants mostly come from Guinea, Mauritania, Guinea-Bissau, Mali, Cape Verde, Gambia and Burkina Faso. Mali is also a place of transit and destination for nationals of Cameroon, Chad, Sierra Leone, Guinea and Senegal.

Several international human rights and international labour standards contain provisions regarding the protection of migrant workers. Although most of these instruments have been signed and ratified by Senegal, Mali and Mauritania (the three countries, for example, have signed the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, as well as the many relevant ILO instruments) these provisions are still poorly understood by employers and workers and are not always applied in practice.

IOM therefore proposes to carry out a project in Mali, Mauritania and Senegal to train labour inspectors. Labour inspectors have the role to ensure implementation of legal provisions relating to working conditions and labour protection, and to provide information and advice to employers and employees. They must also report non-compliance with labour laws in force and in the context of labour migration. This project will enable them to acquire skills in the field of application of the laws and regulations on the rights of migrant workers.

The project is consistent with the mandate of IOM: (i) Facilitate the development of policies and programs on labour migration that can benefit concerned governments, migrants and society as a whole, and (ii) Initiate an increased awareness of international migration law and increase awareness, contributing to a better understanding of the legal instruments regulating migration at the national, regional and international levels. The ILO will be a partner in the implementation of the project, because of its proven expertise in issues of labour rights and experience regarding the capacity-building of labour inspectors. The main project stakeholders are the Ministries of Labour of Mauritania, Mali and Senegal.

2. Partnerships and coordination

The project will be implemented by IOM in partnership with the ILO and the Government of Mauritania, Mali and Senegal. The roles and responsibilities of each partner are determined as follows:

IOM Regional Office for West and Central Africa

The IOM's regional office in Dakar will coordinate the development of training modules and will provide expert to conduct the training in the target countries. The IOM regional office will also conduct liaison with the ILO sub-regional office (project partner).

IOM country offices in Senegal, Mali and Mauritania

The IOM office in Senegal is the site of project management and will bear the responsibility for administering the project in general. It will ensure the implementation of activities in Senegal. The IOM offices in Bamako and Nouakchott will be responsible for the implementation of project activities in Mali and Mauritania, in partnership with the Ministries of Labour.

International Labour Office (ILO)

The ILO will provide technical and financial analysis for the diagnosis (identifying database) and will participate in the development and facilitation of training modules. ILO will bring expertise in the development of technical data relating to labour migration which will supplement the methodological guide for the inspection of businesses.

Labour ministries of Mali, Mauritania and Senegal

The Ministries in charge of labour in each target country will be key partners that will accompany the project. They will also participate in identifying needs for capacity building for labour inspectors, the validation of training modules, selecting participants for training and monitoring of actions undertaken by labour inspectors after training.

To coordinate the implementation of project activities, monitoring committees – comprising of various project partners by country – will be established and will meet regularly.

3. Sustainability

The training of labour inspectors in each target country will create a well equipped and experienced force of officers specializing in the protection of migrant workers which will allow for proper monitoring after project closure.

The investigations due to be carried out by labour inspectors in the implementation phase of the project – subsequent to the skills acquired during training – will also provide a basis for the development of other initiatives, at the decentralized level, in the field of protection of workers. The active participation of the ministries of labour in each country to support the sustainability of this exercise is highly desirable.

4. Evaluation

At the end of the training, an assessment will be made by the IOM Regional Office in each target country to analyze the effectiveness of the training and the knowledge and skills acquired by each of the participants. The results of this evaluation will be recorded in the final project report.

5. Results matrix

	<i>Indicators</i>	<i>Baseline/Target</i>	<i>Assumptions</i>
<i>Objective</i> Contribute to better protection of migrant workers in Mauritania, Mali and Senegal.	Application of the rights of migrant workers.	<i>Baseline measurement</i> Rights of migrant workers are not always respected <i>Target</i> (i) The rights of migrant workers are respected by employers (ii) Migrant workers who have been victims of abuse are assisted and protected	
<i>Outcomes</i> Strengthened capacity of labour inspectors in Mauritania, Mali and Senegal in the field of protection of migrant workers.	(i) Increase of knowledge of inspectors working for the rights of migrant workers (ii) Qualified identification of the status of migrant workers by labour inspectors	<i>Baseline measurement</i> (i) inspectors working have no knowledge of issues relating to labour migration (ii) The situation of migrant workers is not verified by inspectors working <i>Target</i> (i) Inspectors working know the rights of migrant workers (ii) Situation of migrant workers is checked by inspectors working during field visits	Labour inspectors encourage employers to respect the rights of migrant workers Inspectors working migrant workers refer instances of rights violations to the appropriate authorities
<i>Outputs</i> (i) Labour inspectors informed and educated on the issues of migration in general and protection of migrant workers in particular (ii) Training modules developed and adapted to local conditions and needs of labour inspectors (iii) Provision of methodological tools that allow labour inspectors trained to investigate the situation of migrant workers	(i) Number of labour inspectors trained (ii) Existence of methodological tools for verifying the situation of migrant workers	<i>Baseline measurement</i> (i) The inspectors are not trained work on labour migration (ii) The labour inspectors do not have the methodological tools that allow them to investigate the situation of migrant workers <i>Target</i> (i) Minimum 25 inspectors working in the target country are trained on labour migration (ii) Methodological guide for inspection of businesses including fact sheets on labour migration is available to labour inspectors	Labour inspectors are ready to use the methodological tools available to them

<p><i>Activities</i></p> <ul style="list-style-type: none"> (i) Preliminary assessment to obtain data on the situation of migrant workers in Mauritania, Mali and Senegal (ILO) (ii) Identification of training needs for labour inspectors (IOM) (iii) Development of training modules (IOM) and methodological tools (ILO), based on the preliminary assessment findings and identification of training needs (iv) Training of labour inspectors in the three target countries (IOM, ILO) (v) Practical application of skills acquired during training by labour inspectors 	<p>The Ministries of Labour of Mali, Mauritania and Senegal support the project activities</p> <p>The inspectors wish to participate in work training and subsequently put into practice the skills acquired during training</p>
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6. Work plan

Activity	Party responsible	Time frame					
		Month	Month	Month	Month	Month	Month
		1-2	3-4	5-6	7-8	9-10	11-12
(i) Analysis pre-diagnosis (identification data) of the situation of migrant workers in Mauritania, Mali and Senegal	ILO	X					
(ii) Identification of training needs for labour inspectors (IOM)	OIM (country offices) + Ministries of Labour	X					
(iii) Development of training modules (IOM) and methodological tools (ILO), based on the analysis pre-diagnosis and identification of training needs	OIM (Regional Office), ILO		X				
(iv) Training of labour inspectors in the three target countries (IOM, ILO)	OIM (Regional Office + country offices), ILO, Ministries of Labour			X	X		
(v) Practical application of skills acquired during training by labour inspectors	Ministry of Labour					X	X

7. Budget