

Africa Europe Foundation High-Level Special Dialogue on Migration and Mobility

CONTEXT

The Africa-Europe Foundation has been co-founded in December 2020 by Friends of Europe and the Mo Ibrahim Foundation, in partnership with the African Climate Foundation and the ONE Campaign and with a multitude of stakeholders from civil society, business, policymaking and the youth sector across Africa and Europe. The purpose of the Africa-Europe Foundation is to facilitate multi-stakeholder dialogue and catalyse diverse partnerships that can revitalise Africa-Europe relations for the benefit of their people.

The 6th AU-EU Summit scheduled for mid- February 2022 represents a significant milestone in which to break new ground towards our shared future.

Ahead of this Summit, to facilitate an open and frank dialogue on key, potentially contentious, issues between our two continents, AEF is organising three high-level “Talking Africa-Europe” specials focusing on the priority issues of Climate and Energy (January 20), Migration and Mobility (January 27) and Vaccine Access and Equity (February 3).

DIALOGUE ON MIGRATION & MOBILITY

A point of contention between Africa and Europe for decades, the drivers of intercontinental migration are often misunderstood – which makes managing migratory flows more difficult. Working on a coherent, comprehensive, and shared approach to migration, that aims both to efficiently fight irregular migration and to foster well- managed mobility is key.

This debate will look at the best ways to reduce irregular migration, strengthen intra-continental mobility in Africa, and create relevant prospects and accessible routes for regular intercontinental migration.

SPEAKERS



H.E. Mr Paul Kagame

President of Rwanda and Chair of the AUDA-NEPAD Heads of State and Government Orientation Committee



H.E. Mr Kyriakos Mitsotakis

Prime Minister of Greece



Alexander Betts

Professor of Forced Migration and International Affairs, University of Oxford, and European Young Leader (EYL40)



Nasser Bourita

Moroccan Minister for Foreign Affairs, African Cooperation, and Moroccan Expatriates



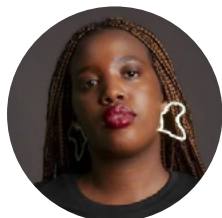
Ugochi Daniels

Deputy Director-General for Operations at the International Organization for Migration



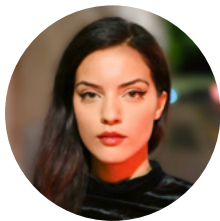
Bernard Gustin

Chairman of the Supervisory Board at the Elia Group and Co-Chair of the AEF Strategy Group on Transport and Connectivity



Judicaelle Irakoze

President of the board and Executive Director at Choose Yourself, and 2019 European Commission Young leader on Migration



Yasmine Ouirhane

Founder of We Belong Europe and 2019 Young European of the Year



Papa Amadou Sarr

Minister and General Delegate for Entrepreneurship, Republic of Senegal



Jean-Michel Severino

Chief Executive Officer of Investisseurs et Partenaires, and former Chief Executive Officer of the Agence française de développement



Patrick Youssef

Director for Africa at the International Committee of the Red Cross (ICRC)

EXTENDED REPORT OF THE DISCUSSION

27/01/2022 - Migration and Mobility in the Africa-Europe partnership

During the second of the three high level debates leading up to the 6th EU-Africa summit, participants discussed the current challenges around migration and mobility, the key drivers, and the possible solutions which included new ways of thinking about the issue.

The debate was opened by **Mo Ibrahim**, Co-founder of the Africa-Europe Foundation and Founder and Chairman of the Mo Ibrahim Foundation, who called on discussants to be ‘frank and honest’ on this “*often-emotive issue from the outset*”.

THE NEED TO THINK AND ACT DIFFERENTLY

Migrations are a key component of global history – but there is no 21st Century hike. Indeed, over the past 30 years, migration has increased, but not at the same rate as the global population.

Looking at African migrations in Europe, only slightly above a quarter (27.2%) of African migrants live in Europe, and only slightly above a tenth (12.7%) of all migrants in Europe are African. The majority of African migrants move within their own continent. Most are economic migrations, driven by the search for better prospects.

In Europe, which hosts eight out of the ten least accepting countries when it comes to migration, migrants continue to form a substantial proportion of those who work in health and care services.



President Paul Kagame, President of Rwanda, stressed that *“migration and mobility have long been at the forefront of the conversation between Africa and Europe”*.

He said he was drawing on his personal experience from having been a refugee and now a leader who needs to address some of these problems. *“I have had these two experiences [as a refugee and as a leader], so my viewpoints are based on personal sensitivities to this matter”*.

“There are several reasons why Africans migrate to Europe, some of them justified, others not. Whether political, economic, or for reasons of security, all are wrapped up in matters of governance.”

“But the terms of the debate are broken,” he cautioned, referencing the *“dangerous journeys which continue to cause loss of life and empower criminal networks”*.

“Policies focused on detention, deportation, and deterrence have not been effective and will not provide a lasting solution. Therefore, we need to think and act differently.”

“The migration challenge is a shared responsibility for Africa, Europe, and multilateral agencies. We also need to do a better job of engaging stakeholders on all sides, particularly civil society, and advocacy groups which shape the political debate”

“We need new thinking and action to give us the results we want. To make progress we must correctly diagnose the root cause of migration, and the most important driver is the imbalance in human capital opportunities between our two continents.”

“An effective and humane migration cooperation framework must address the human capital investment gap”

“Overall, our starting point is that every young African should be able to lead a dignified, productive, and safe life on the African continent, be it in their home country or elsewhere.”

“If Africans would be comfortable staying at home in their own countries and would be allowed to move from one country to another, then some of these problems would be reduced to minimal”.

President Kagame underlined that *“recent AU instruments, such as the AfCTA and the Protocol on Free Movement of persons expand the scope of mobility in Africa”*. He regretted however that *“few countries have yet signed the Protocol on Free Movement of Persons”*

“It is no longer necessary to relocate to Europe to participate in the European labour market,” he argued. *“Young Africans can do so from Africa, with public-private technology investments that create jobs. Partnerships between Africa and Europe can help address challenges both in humanitarian terms and more broadly,”* he continued, giving the example of the Emergency Transit Mechanism which was established by Rwanda in partnership with AU and UNHCR, and support from European partners, to receive vulnerable migrants from Libya in 2018.

President Kagame also stressed that *“all countries have the right to control their borders and regulate immigration but settling in another country is not an automatic entitlement. And refugee status should not be the only way to attain legal residence in destination countries”*

“There needs to be a better mechanism in place to distinguish between migrants from stable countries and those deserving of special protection who may get lost in the crowd”.

“Migration in both directions will continue to define the relationship between Africa and Europe, but it can be mutually beneficial providing it is focused on the needs and aspirations of each person.”

“The best long-term approach is to work together to rectify the human capital gap that underlies the current crisis whilst affirming human protection and humanitarian protection to those who need it.”

“This problem is not insurmountable. If we put our heads together, we will find a solution” **President Kagame** concluded.

ORGANISED AND LEGAL MIGRATION AS A WIN-WIN SOLUTION

Prime Minister Kyriakos Mitsotakis, the Prime Minister of Greece, followed on by first stating that *“problems can only be resolved if we honestly listen to each other’s concerns and grievances and try to find mutually acceptable solutions”.*

“Mobility between African and Greek shores dates back millennia and the movements are actually mutual. Demographic trends, the quest for stability and security, the need to adapt to climate change will shape our cooperation for the years to come and these elements must form key parts of our partnership on mobility and migration and the commitments of the European Union should be better communicated to the African side.”

“Well-managed migration can have a positive impact on all our societies, but this presupposes our commitment to fight irregular migration and human trafficking, with an emphasis on disrupting criminal networks.”

He listed three priorities when it comes to addressing migration between the two continents.

“First, the EU can and should offer legal migration opportunities”. To illustrate this, he highlighted the shortage of agricultural workers in Greece and how *“organised migration from Africa could be a win-win solution”.*

THE ISSUE OF RETURNS

“Second, we need to focus on ensuring effective border protection, combating traffickers, and ensuring better migration management. African countries should be open to cooperate more constructively on the issue of returns. Those who do not have the right to reside in Europe, those who are not fleeing war or persecution, those who are not granted asylum status, need to be encouraged and facilitated to return to their home countries”

“Third, we need to address the underlying causes which lead to people fleeing their country of origin,” he said, noting that *“actions and policies need to be tailor-made”.*

He mentioned also the need to *“better support African countries who already host a substantial number of migrants, refugees, and forcibly displaced persons”*

“Demography is an important factor that will shape our future actions in Africa: we need to reassure

to the greatest extent possible that younger African generations have a reason and the necessary resources to stay in their home countries (...) and the need to give opportunities for legal migration, both for studies and work, including high skill personnel without creating a brain drain”

He ended by asserting that the “*problem [of migration] will not be solved unless we engage with our African partners in an honest, equal and mutually beneficial partnership and Greece is determined to contribute to this discussion.*”

Talking on behalf of **Minister Nasser Bourita**, Minister of Foreign Affairs, African Cooperation and Moroccan Expatriates, Omar Amghar, Director for the European Union and Mediterranean Processes at the Ministry, noted that Morocco is simultaneously an origin, transit and destination country for migrants.

“*Migration has challenged European states to look at Africa and has challenged Africa to speak with one voice on migration,*” he affirmed.

“*We need to get rid of misunderstanding around migrations, we need to shape and structure migration, and we have the tools to achieve this,*” he said, mentioning the African Migration Observatory which opened in 2020 in Rabat

“*We should no longer give the keys to migration management to smugglers. Managing migration is not just about managing borders - it also contributes to legal mobility. Migration should not be outsourced, it is a shared responsibility, and this is the only way we can make migration one of the assets of the partnership.*”

EUROPE AS A FORTRESS?

Participant **Benjamin Fox**, a political journalist at *Euractiv*, challenged the reality of “partnership” on this contentious issue. “*Europe is currently a fortress that is very difficult to get into and yet we see ahead of the summit that European leaders are focusing on border controls while ignoring the demand from African leaders for legal pathways. For Africa and Europe to move forward on migration policy, we’re going to need to see clear systems of legal pathways and exchange programmes across sectors offered by Europe that will go alongside African commitments on migration control and readmission, both have to go together. Does the political will for this exist because it hasn’t in the past?*”

Alexander Betts, Professor of forced migration and international affairs at the University of Oxford and 2020-21 Young European Leader, wondered also “*how do we develop political bargains that actually demonstrate leadership. We lack a facilitator to broker that deal effectively, evidence-based and grounded on a clear understanding of the interests and values of all states involved*”

For **Judicaelle Irakoze**, President of the board and Executive Director at Choose Yourself, and European Commission Young Leader on Migration, “*Migration should not be stopped, and the focus should rather be on managing it*”. She demanded “*the media tell the real stories, not just about how Africans are dying in the oceans*”.

She added that “*there are a lot of Africans who have returned to the continent; because the continent is being opened.*”. But she also highlighted how Africans must often pay over 200 dollars for a visa

just to enter another African country and said that “African leaders need to push the free movement that we need”.

Yasmine Ouirhrane, Co-founder of We Belong Europe and 2019 Young European of the Year, underlined that she has always felt that “migration shapes us as immigrant children”.

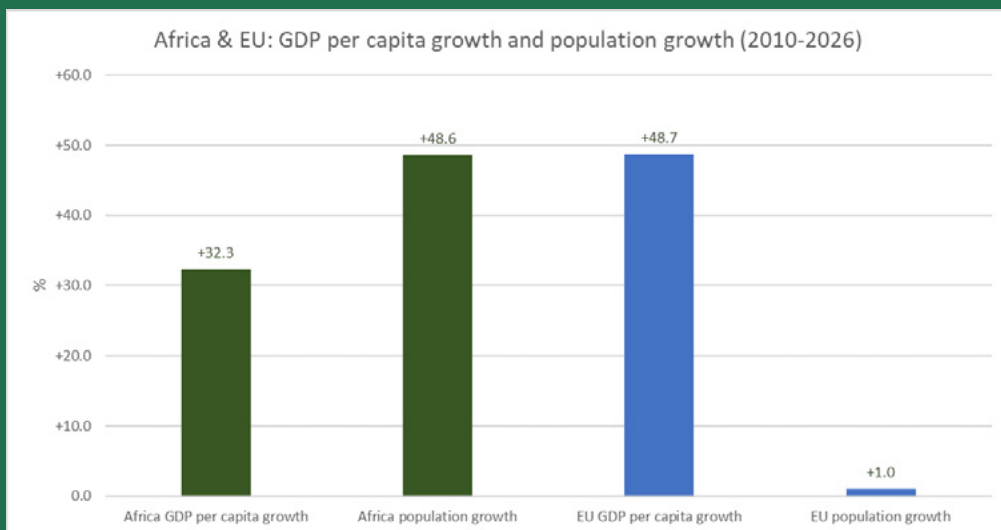
“We need to assess failures and move from urgency to a long-term process,” she insisted. “It is not easy to find joint action from an EU of 27 states. Migration is the main winning and losing point of elections, it’s a scapegoat.”

She encouraged all African countries to invite children from immigrant descent back to their countries to learn more about their culture. “It is crucial that we feel both European and African and that we make our background a strength, rather than a challenge,” she concluded.

For participant **Ridhima Shukla**, Bureau Coordinator at CNBC Africa, there is a deep sense of inequity: “Europeans can easily come to Africa to set up deals, employ foreign nationals and really live a good life in Africa but the same cannot be said for Africans who are looking to move out”

THE KEY CHALLENGE: THE LACK OF RELEVANT JOB PROSPECTS FOR AFRICA’S FAST-GROWING YOUTH

Though important, Africa’s economic growth of the last decade has been mainly jobless.



African youth consider unemployment by far the most important problem that their governments need to address.

Jean-Michel Severino, CEO at Investisseurs et Partenaires and former CEO of the Agence française de développement, explained that “people flee countries when they cannot make a living”.

“Poverty will remain the main reason for why people want to flee and move elsewhere,” he insisted.

He added that only 220-250 million jobs will be created in Africa up to 2050, and *“this is where our efforts should go – providing jobs. But this is feasible,”* he explained.

He told participants how *“entrepreneurship is an “incredible trend but African entrepreneurs need more access to finance and capacity building”*. He confirmed that *“this can be provided in relatively small numbers compared to overall ODA or FDI, “but it won’t bring returns, so investors should allow money to flow more directly to entrepreneurs”*.

He also mentioned that *“some African entrepreneurs have created opportunities to work remotely with European labour markets, and we will over the years see much more of these happening”*

PROMOTING MOBILITY IS KEY

Bernard Gustin, Co-Chair of the Africa Europe Foundation Strategy Group on Transport and Connectivity and former CEO, Brussels Airlines, said how what struck him in his former job was the difficulty of moving from one African country to another.

“When people can get jobs and move and do business in neighbouring countries - that will create a certain level of economic welfare, and people will be comfortable staying in their country and will be happy to move from one country to another,” he said, cautioning however that *“this is an area where there is much to be done”*.

He underlined the current gap in infrastructure that needs to be managed. *“There has never been so much money on the market, but it is so difficult to orient this money towards infrastructure projects in Africa.”*

The launch of the African Continental Free Trade Area (AfCFTA) in January 2021 is a key step forward, but it must be accompanied by progress in other African initiatives such as the Protocol on the Free Movement of Persons.

So far, only four countries (Mali, Niger, Rwanda, São Tomé and Príncipe) have ratified this Protocol. ECOWAS is currently the only REC whose citizens can travel visa-free to all countries in the region.

Papa Amadou Sarr, Minister, General Delegate for Entrepreneurship, The Presidency, Republic of Senegal, explained how the DGE is supporting young primo- entrepreneurs to enter the market. To date more than 150 entrepreneurs have been funded across the country at a total investment of 150 million dollars. He also mentioned a “diaspora fund” which aims to attract Senegalese abroad back to their country to invest and mentor local entrepreneurs.

“Mobility is a key area,” he said, emphasising the need for *“brain circulation, rather than brain drain.”*

“Let’s not exaggerate the invasion debate,” he concluded, *“but focus on cooperation and collaboration through positive investment.”*

“Investing in young people and children should be at the heart of Africa-EU cooperation. Empowerment, participation and involvement of young people as agents of change is key to achieving the priorities

of the Agenda 2030. We should support the mainstreaming of youth in national policies.

The EU should better spread the benefits of Erasmus + across Africa and increase the uptake of the Creative Europe programme to make the most of the creativity of the region's young people.

*In the light of the new agenda for the Mediterranean of the 21st February 2021, the expression "Empowered youth" is relatively new. However, I am delighted to see that the EU's approach is more and more comprehensive and the fact to mainstream youth is of importance." Added **Ayoub Mahi**, political analyst at the VVA Group.*

For many businesses in Africa, it is often easier to employ a skilled non- African expatriate than a skilled African expatriate.

Thanks to freedom of movement, EU citizens can reside and work in any other EU country and programmes like Erasmus+ offer incentives for educational mobility

THE SPECIFIC ISSUE OF REFUGEES

*"From a European perspective, irregular migration and asylum is a key issue," said **Alexander Betts**, Professor of forced migration and international affairs at the University of Oxford and 2020-21 Young European Leader.*

"We need international cooperation on how we respond sustainably to refugees," he added, underlying that "there are 6.5 million refugees in Africa – three times more than in Europe and most of them seek asylum in a neighbouring country". Just 0.1% of refugees hosted in East Africa will move to Europe in a year.

"With the right policies, refugees can be contributors to host societies," he said. "Key to improving welfare amongst refugees is about jobs and education," he insisted.

*"Europe and Africa can charter a roadmap for an optimal reduction of these [migration] drivers without pretending that anyone will ever stop migration." said **Patrick Youssef**, Regional Director of ICRC Africa, who explained that there are "different drivers depending on where you are".*

He emphasised the need to look at the symptoms, namely conflict, violence, and climate change, but agreed with Betts that there is a need to equally "focus on development and job creation rather than only the effects of war".

"What we are aiming at is a human perspective related to a human reality that will never change: migration and the movements of population. We need to harness rather than completely block and seal"

STRENGTHEN THE DATA

Ugochi Daniels, Deputy Director-General for Operations at the International Organization for Migration, said that *“the Global Compact for Safe Migration (GSM) can inform a renewed EU/AU partnership as the first intergovernmental partnership on migration covering all issues discussed during today’s meeting”*.

She asked for *“increased support for the newly established AU migration centres in Rabat, Mali and Khartoum, to ensure that crucial migration data and research can be harnessed for the EU and AU policy dialogue and programming”*

For IOM, *“the Africa-Europe partnership should be anchored in an evidence-based approach and data and focus on three topics: legal channels, return and reintegration, mainstreaming migration within the green and digital transitions”*.

Daniels also underlined that *“542 million Africans have no legal access to identity, which further exacerbates the problem”*. She highlighted how *“increased access to legal identity through digitalization is an area of shared AU-EU interest, [as] access to identify is crucial for development and resilience and a prerequisite for regular migration.”*

Participant **Stephen Karekezi** agreed, adding *“Building on His Excellency Paul Kagame’s pivot to also focus on opportunities presented by global IT platforms and growing regional/global services sector - in this respect, Africa has key competitive language advantages vis-a-vis other region of the world. Many Africans are fluent in key European languages (e.g. French and English) as well as Arabic (important in North Africa and Middle East) and Swahili (important in East and southern Africa). Bilingual/trilingual countries such as Mauritius and Rwanda are particularly well placed to be important players in the growing international/regional service sector and generate jobs for their youth.”*

Summarising the debate, Arancha Gonzalez, member of the Africa-Europe Foundation High Level Group, former Foreign Minister of Spain called for a *“focus on three main priorities for an efficient Africa/Europe partnership: enlarging legal pathways for migration; investing in skills and entrepreneurship in Africa; fighting against human trafficking”*.

Closing, **Mo Ibrahim** called for President Kagame and Prime Minister Mitsotakis to jointly produce a white paper in time for the summit which would include their concrete ideas as expressed during the event. *“Then we can hope for efficient action.”*

ANNEX: FACTS & FIGURES

Africa and Europe

Facts and Figures on
African Migrations

African Migrations: Back to facts

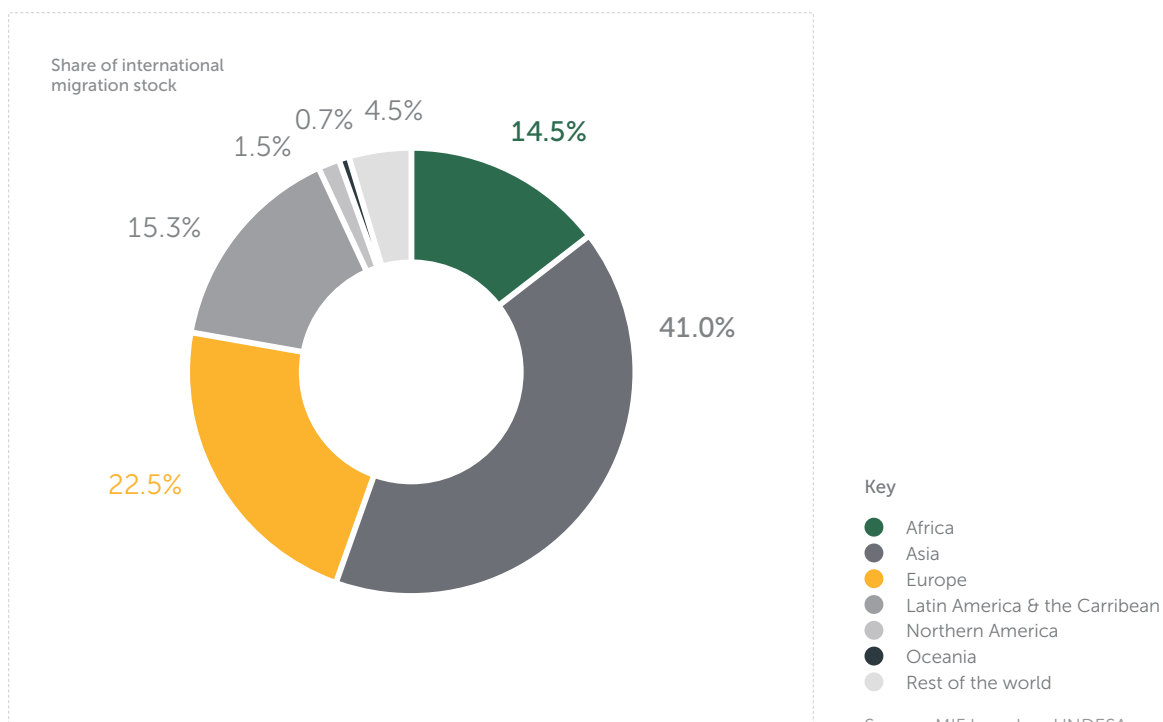
There is no “recent critical hike” in migration numbers

- Migrations are part of human history and have shaped most nations.
- The number of migrants has risen constantly in the last decades: in 2020, there are 127.6 million more people living outside their home country than in 1990.
- But migrants as a share of the global population increased only marginally: from 2.9% of the global population in 1990 to 3.6% in 2020.
 - Only 3.0% of the African population are living outside their home country in 2020 compared to 8.5% of the European population.
- Since 2010, in absolute numbers, migrations from Africa have increased more than from all other world regions but Asia, but this has **mostly been intra-African migrations**.
 - Intra-African migrations since 2010 have increased by +43.6% compared to +26.0% for Africa-Europe migrations.

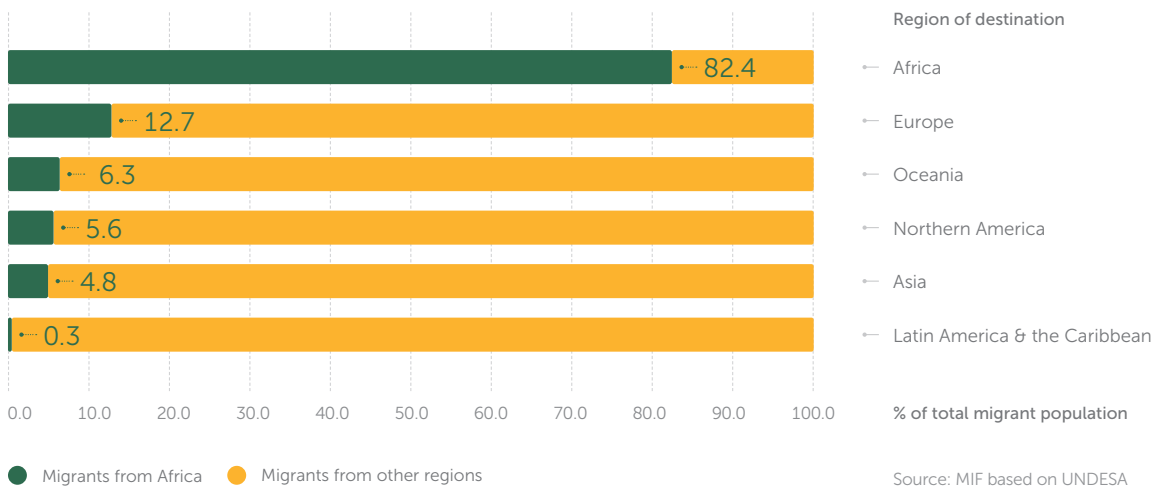
African migrants are not “overwhelming” Europe

- In 2020, the total number of African migrants is 40.6 million.
 - This is only 14.5% of the global migrant population, much less than Asia’s (41.0%) and Europe’s (22.5%) shares.
- Less than one-third (27.2%) of all African migrants live in Europe.
- African migrants constitute less than 15% of the total migrant population in all world regions other than Africa.

World regions: share of international migration stock (2020)



World regions: share of African migrants of total migrant population (2020)



Africa is not “a continent of massive exodus”

- In 2020, more than half of African migrants (51.6%) live within the continent.
- Africa hosts a growing part of the global migrant population, hosting +42.6% more migrants in 2020 than in 2010, with the number of migrants in Africa having increased from all world regions.

African migrations towards Europe are mainly economic migrations

- African migrants are not mostly “uneducated single men, looking for welfare coverage”.
- They are mostly young people, educated, looking for jobs. Almost half of them are women.
- Around 80% of African migrations are driven by the search for better economic prospects.
- Only 7.2% of African migrants in EU countries are refugees.
 - In 2020, the sole number of Syrian refugees in EU countries (≈1 million) was higher than the total number of African refugees in the EU (≈0.7 million)

African migrations into Europe are mainly regular

- Although regular channels to migrate to Europe remain limited, which causes many migrants to engage in unsafe travel across the Mediterranean, most migrants are still coming on regular routes.
 - In 2019, Frontex registered around 40,000 irregular border crossings into the EU from Africa, which represents less than 10% of the regular migrations from Africa to Europe between 2019 and 2020.
 - Irregular border crossings from Africa to Europe represent less than one-third of all irregular crossings into the Europe in 2019.
- According to the IOM, between 2011 and 2016, about 80% of all those arriving from Northern and Western Africa to Europe migrated through regular channels.

The rate of effective returns remains very insufficient, and has declined over the last years.

- In 2020, around 400,000 non-EU citizens were ordered to leave the EU. The two main countries to which people were ordered to return were Algeria and Morocco (8.6% and 8.5% of the total, respectively), behind Albania (5.8%).
- Of all return orders issued in 2020, only around 18% of people actually returned to their home country.
- Among the nationalities with at least 5,000 return orders, the return rate was particularly low for those coming from Côte d'Ivoire (2.0%), Mali (2.1%), Guinea (2.5%), Senegal (3.2%) and Algeria (4.8%).
- Among the 17 EU Member States reporting the breakdown on returns in 2020, 25% of the returns were assisted returns - persons returned received logistical, financial and/or other material assistance. 75% were non-assisted returns.

Migrants are not "a burden on local services"

- They are often a valuable and sought-after resource. In many countries, migrants constitute a key solution to labour shortages.
 - Europe's aging population will increase the demand for labour.
 - By 2055, Europe will have the world's largest and Africa the world's smallest dependency ratio. While in Europe there will be 78.2 dependent people per 100 working-age people, the ratio will be 58.9 in Africa.
 - Health care sector specific challenge: In many European countries, African migrants constitute a large part of the health care workforce.
 - In 2020, 13.7% of all doctors in Germany were migrants and around 8% of these were from Africa. The number of doctors from abroad has constantly been on the rise in Germany since the mid-1990s.
 - Africa's brain-drain in the health sector has been exacerbated by the COVID-19 crisis with for example France or Germany issuing specific calls for foreign medical professionals.
- Migrants have a positive impact on the economy of the hosting country:
 - Migrants spend approximately 85% of their incomes in the hosting country.
 - The estimated contribution of migrants to national GDPs is estimated at 19% in Côte d'Ivoire, 13% in Rwanda, and 9% in South Africa.

Public opinion and approaches towards migration diverge between Europe and Africa

- Eight of the ten least accepting countries in Gallup's 2019 Migration Acceptance Index are in Europe while four of the ten most accepting countries at world level are in Africa (in order: Sierra Leone, Burkina Faso, Chad, Rwanda). No African country features among the ten least accepting countries.
- An IOM survey shows that in 2021 63% of the world's countries meet SDG target 10.7.2 on policies to facilitate orderly, safe, regular and responsible migration, whereby only 4% meet the target in full.
 - Countries are falling short the most when it comes to granting migrants equal rights with only 16% of the world's countries fully providing this. 18% of countries in Africa are fully granting migrants equal rights, the second highest share of all regions, while only 11% of European countries do so.

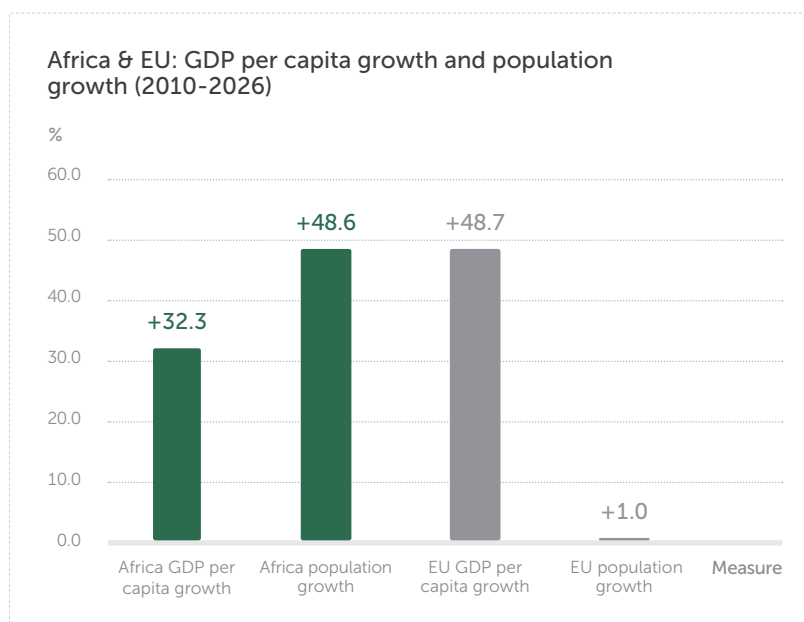
The key challenge: the lack of relevant job prospects for Africa's fast-growing youth

A massive youth bulge

- Around 60% of Africa's population is currently younger than 25 years.
- Between now and the end of the century, Africa's youth (15-34 years) is expected to grow by +168%.
 - Meanwhile Europe's youth will shrink by -24.7% and Asia's by -30.1%.
- By 2100, Africa's youth population could be equivalent to more than twice Europe's entire population.

Mostly devoid of prospects

- Deteriorating education outcomes:
 - The match between education and the skills needed by businesses is worse in Africa than in other world regions.
- Weak economic prospects: unemployment, informality... or migration and joining extremist groups and transnational criminal networks?
 - Africa's economic growth runs behind its demographic growth.
 - Between 2010 and 2026, while Africa's population is estimated to almost double, its GDP per capita is estimated to only grow by around one-third.
 - In 2026, the EU's GDP per capita is estimated to still be more than 18-times larger than Africa's.



Source: MIF based on IMF & UNDESA

- Though important, Africa's economic growth of the last decade has been mainly jobless.
 - African youth consider unemployment by far the most important problem that their governments need to address.
 - For example, in South Africa, the second largest GDP on the continent, 59.6% of young people are jobless.

- By 2030, 30 million youth are expected to enter the African labour market each year.
 - In sub-Saharan Africa alone, while 18 million new jobs would be needed annually to absorb new entries in the labour market, only 3 million are currently being created.
- Case study research on several violent extremist groups in Africa shows that many members are young people looking for 'job' opportunities when they are recruited.

The current and prospective features of the job market: a need to adapt

- Premature deindustrialisation in Africa:
 - Since 2010, manufacturing's value added to GDP has actually declined in more African countries than it has grown.
- Africa's skills gap: Africa suffers from a severe skills gap – the World Bank's Human Capital Index (HCI) measures the lost productivity of the future workforce as a consequence of neglected investment in human capital.
 - Only two African countries score above the global average (Seychelles and Mauritius) whereas the 25 lowest scoring countries are all in Africa with the exception of Yemen.
- The Fourth Industrial Revolution (4IR): a deep change in the skills profile of jobs
 - Between 2020 and 2022, 42% of core skills required to perform existing jobs will likely have changed.

The relevant strategy: organise mobility to dry out irregular migrations

Migration is a key dynamic that has always taken place over the centuries and that has shaped human history, built nations and contributed to wealth creation. Debates about “migration” should rather be about “mobility”. Given the current demographic and economic imbalances, just aiming at preventing migrations can only foster more irregular and dangerous parallel routes.

- In 2016, migrant smugglers' income worldwide was estimated up to \$7 billion, which is equivalent to the EU humanitarian aid in the same year.
- In 2019, there was an estimated revenue of at least €70 million for smugglers along the Western and Central Mediterranean routes.

Geographical mobility

- There is still a lot to be done to facilitate and better organise mobility within the continent.
 - The launch of the African Continental Free Trade Area (AfCFTA) in January 2021 is a key step forward, but it must be accompanied by progress in other African initiatives such as the **Protocol on the Free Movement of Persons**.
 - So far, only four countries (Mali, Niger, Rwanda, São Tomé and Príncipe) have ratified this Protocol.
 - ECOWAS is currently the only REC whose citizens can travel visa-free to all countries in the region.
 - Only nine African countries request no visa or just visa on arrival for all African citizens.
- Africa's **intracontinental transport network** is still very insufficient.
 - With around 204 km per 1,000 km², of which only one-quarter are paved, Africa's road network lags far behind the world average (944 km per 1,000 km², more than half of which paved)
 - In 2018, only five African countries had direct flights connecting to 20 or more other African countries: Ethiopia, Kenya, Morocco, Nigeria and South Africa.

Educational and professional mobility

- Gambia, Rwanda and Uganda are the best scoring among low-income countries globally in the capacity to enable, grow and retain human talent.
- In 2019, only around 18% of sub-Saharan African students leaving to study abroad chose an African destination.
 - In contrast, more than 80% of European students chose a European country for their studies abroad.
 - China has become the second most popular destination for African students, after France.
- In 2016, African post-secondary institutions amounted to 1 per about 471,000 people, compared to 1 per 154,000 in the EU.
- For many businesses in Africa, it is often easier to employ a skilled non-African expatriate than a skilled African expatriate.

- Educational and professional mobility within the EU
 - Freedom of movement: EU citizens can look for a job and work in any other EU country without a work permit, reside in any other EU country and enjoy equal treatment with regards to working and social rights .
 - European Higher Education Area and the Bologna process: established in 1999 bringing coherence to higher education systems in Europe to facilitate student and staff mobility and ensure quality and comparability.
 - European Credit Transfer and Accumulation System (ECTS) and Diploma Supplement: helps students move between countries and to have their academic qualifications and study periods abroad recognised and to get degrees recognised across the EU.
 - Erasmus+: scholarships for European students to study abroad which cover registration and tuition fees and a EU grant for living and travel expenses.

Digital connectivity

- The COVID-19 impact has enlarged and bolstered the use of digital connectivity.
- However, in Africa, although huge progress has been made, the digital divide remains a challenge. Both in terms of physical access to ICTs and in the resources and skills needed to use the technology effectively.
 - In 2019, there were only ten African countries where over 50% of households had internet access.
 - There is a wide gap between African countries: while 80.8% of Morocco's population have internet access, less than 1% of Burundi's population is connected.
 - There is also an urban-rural divide with most areas lacking internet coverage being predominantly rural.
 - In Africa, the proportion of women using the internet is notably smaller than for men with a gap of 17 percentage points (37% of male users compared to 20% of female users).
 - In 2019, just over half (54.7%) of the 1.3 billion people living in Africa were connected to the electricity grid. Almost 600 million Africans remain off-grid, more than 1.3 times the population of the EU. This severely limits digital engagement for Africans.

Last but not least: Know your data

- Strengthening civil registration and vital statistics across the continent is key to better manage migrations.
 - African countries represent more than 52% of the global unregistered population.
 - Over 50% of children in Africa do not have a legal existence.
 - Only eight African countries have a complete death registration system.

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