

# NATIONAL STUDY OF THE LABOUR MARKET IN CÔTE D'IVOIRE



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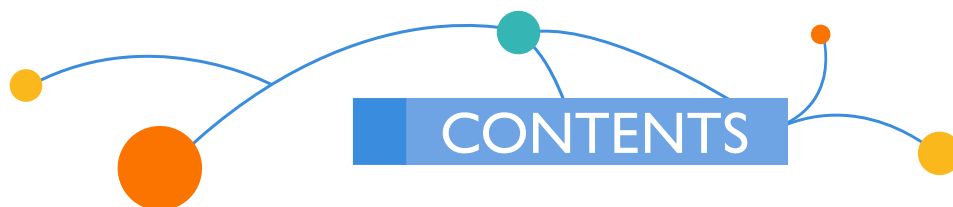
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List of diagrams, tables, maps, figures and text boxes.....	v
Acronyms.....	vii
Terminology.....	viii
Executive summary .....	xii

## Part I

### INTRODUCTION

1. Methodology .....	3
1.1. Methodological approach .....	3
1.1.1. Literature review .....	3
1.1.2. Data collection .....	3
1.1.3. Data utilization and limitations of the study .....	6
1.2. Cities targeted by the study .....	7
2. Sociodemographic and economic contexts.....	9
2.1. Sociodemographic context.....	9
2.1.1. Background on the Ivorian population.....	9
2.1.2. Migration landscape in Côte d'Ivoire .....	10
2.2. Economic context.....	11
2.2.1. A dynamic economy .....	11
2.2.2. Declining income poverty.....	11
2.2.3. Employment status and poverty.....	12
2.2.4. Promising employment sectors.....	12

## Part II

### ANALYSIS AND RESULTS

3. Analysis of labour market imbalances.....	15
3.1. Analysis of labour supply .....	15
3.1.1. Overview of unemployment and underutilization of the workforce in Côte d'Ivoire.....	15
3.1.2. Hindrances to youth integration into the Côte d'Ivoire labour market.....	19
3.1.3. Focus on domestic workers .....	23
3.1.4. Descriptive analysis of employed youth .....	24
3.1.5. Difficulties encountered by employed youth .....	25
3.2. Labour demand analysis .....	25
3.3. Skills development programmes.....	32

4. Training and certification system in Côte d'Ivoire .....	35
4.1. Structure of the training courses offered in Côte d'Ivoire .....	35
4.1.1. Mapping of the vocational training courses offered .....	35
4.1.2. Mapping of higher education training programmes being offered .....	38
4.1.3. Skills assessment system in Côte d'Ivoire .....	40
5. Analysis of the drivers of migration in Côte d'Ivoire .....	43
5.1. Sociodemographic characteristics of respondents .....	43
5.2. Youth's perception of plans to migrate .....	47
5.3. Needs expressed by the youth for their integration .....	56

### Part III

## CONCLUSIONS AND RECOMMENDATIONS

6. Conclusions of the analysis .....	59
6.1. Analysis of imbalances (axis 1) .....	59
6.2. General analysis of migration drivers (axis 2) .....	59
6.3. Synthesis .....	60
7. Recommendations .....	61
7.1. Consideration of government initiatives .....	61
7.2. Proposals of the study .....	62
7.2.1. Improving the production and quality of labour market data .....	62
7.2.2. Acting on migration drivers through projects of an appropriate scale .....	62
7.2.3. Acting on indirect migration drivers by continuing and strengthening current initiatives .....	65
Annex .....	68
Bibliography .....	72



# LIST OF DIAGRAMS, TABLES, MAPS, FIGURES AND TEXT BOXES

Diagram 1	Axes of the study.....	4
Diagram 2	Technical and vocational education and training areas in Côte d'Ivoire.....	37
Diagram 3	Main challenges for Côte d'Ivoire Ministry of Technical Education, Vocational Training and Apprenticeship .....	38
<hr/>		
Table 1	Identification of data collection targets.....	6
Table 2	Breakdown of companies by size .....	26
Table 3	Summary of job needs in promising employment sectors.....	29
Table 4	Skills development programmes in Côte d'Ivoire .....	33
Table 5	Degrees offered and admission requirements.....	36
Table 6	Migration plans to the Maghreb.....	50
<hr/>		
Map 1	Identification of study cities.....	7
Map 2	Visualization of the geographical origin of the respondents.....	43
<hr/>		
Figure 1	Distribution of the Ivorian population by nationality.....	9
Figure 2	Immigration rate as a percentage of the total population living in Côte d'Ivoire.....	10
Figure 3	Côte d'Ivoire GDP growth rates.....	11
Figure 4	Côte d'Ivoire poverty rates .....	12
Figure 5	Net job creation flows by sector.....	13
Figure 6	Youth unemployment trends in Côte d'Ivoire.....	16
Figure 7	Unemployment rates by education level .....	16
Figure 8	Unemployment rate dynamics among men and women in Côte d'Ivoire.....	17
Figure 9	Change in rates of youth neither in education, employment or training.....	18
Figure 10	Distribution of technical education and vocational training graduates by sex and major .....	20
Figure 11	Job creation in the formal sector.....	21
Figure 12	Changes in the informal employment rate since 2012.....	24
Figure 13	Distribution of jobs by institutional sector and sex of youth.....	24
Figure 14	Breakdown of companies by sector of activity.....	25
Figure 15	Age and sex of respondents .....	44

Figure 16	Educational attainment of respondents .....	44
Figure 17	Respondents in training.....	44
Figure 18	Professional experience of respondents.....	45
Figure 19	Exercise of a professional activity .....	45
Figure 20	Occupational sector of respondents with work.....	45
Figure 21	Employment in the formal sector.....	46
Figure 22	Income scale of employed respondents.....	46
Figure 23	Thoughts on possible migration plans .....	47
Figure 24	Reasons for not having migration plans.....	47
Figure 25	Perceptions of migration.....	48
Figure 26	Preparation for migration.....	48
Figure 27	Items included in the preparation for migration .....	49
Figure 28	Desired migration destinations .....	49
Figure 29	(Perceived) Probability of actual migration.....	51
Figure 30	Level of perceived information on living conditions in the destination country.....	51
Figure 31	Level of perceived information on possibilities of integration in the destination country .....	51
Figure 32	Respondents' image and perception of the country of destination.....	52
Figure 33	Sources of information on the destination country .....	52
Figure 34	Motivations for migrating.....	54
Figure 35	Participants in the initial decision-making process.....	54
Figure 36	Residency of those involved in the decision to migrate.....	55
Figure 37	Types of people involved in the decision to migrate (by sex of respondent).....	56
Figure 38	Sectors of activity targeted for integration.....	57

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Text box 1	Some of the views of girls on their choice of majors .....	19
Text box 2	Selected companies' perceptions of the youth employment agency .....	26
Text box 3	Youth labour market signals .....	27
Text box 4	Some employers' perceptions of women.....	28
Text box 5	Some companies' perception of skilled workers trained in schools other than the National Polytechnic Institute–Félix Houphouët Boigny of Yamoussoukro... ..	28
Text box 6	Information and communications technology skills and requirements .....	29
Text box 7	Human resources difficulties encountered by companies.....	31
Text box 8	Conditions for a partnership between companies and training institutions.....	32





<b>AEJ</b>	Youth Employment Agency
<b>BEP</b>	vocational diploma (brevet d'études professionnelles)
<b>BTS</b>	Advanced Technician's Certificate (Brevet de technicien supérieur)
<b>CAP</b>	Certificate of Vocational Aptitude
<b>CODINORM</b>	Côte d'Ivoire Normalization
<b>DECO</b>	Directorate of Testing and Competitive Exams
<b>DGE</b>	General Directorate of Employment
<b>DPPSE</b>	Directorate of Economic Forecasting, Policy and Statistics
<b>ENE</b>	National Employment Survey
<b>GSP</b>	Global Skills Partnership
<b>ICLS</b>	International Conference of Labour Statisticians
<b>IGA</b>	income-generating activity
<b>ILO</b>	International Labour Organization
<b>INP-HB</b>	National Polytechnic Institute–Félix Houphouët Boigny of Yamoussoukro
<b>LMIS</b>	labour market information system
<b>MESRS</b>	Ministry of Higher Education and Scientific Research
<b>NEET</b>	Youth neither in education, employment or training
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>ONEF</b>	National Employment and Training Observatory
<b>RERS</b>	network of reciprocal exchange of knowledge
<b>RIDDEF</b>	Ivorian Network for the Defense of the Rights of Children and Women
<b>SME</b>	small and medium-sized enterprise
<b>TBE</b>	Employment Dashboard
<b>VTC</b>	passenger vehicle with a driver (véhicule de tourisme avec chauffeur)



### **Bilateral labour agreements**

All forms of bilateral agreements between States, regions and public institutions involved in the recruitment and employment of foreign labour force on a short- or long-term basis.

*Note:* Bilateral labour agreements include non-legal agreements, such as memorandums of understanding, as well as “non-governmental” agreements, such as agreements between national employment agencies of different countries.

### **Bilateral labour migration agreements**

Agreements between two States that are legally binding with a focus on inter-State cooperation on labour migration.

*Note:* The International Labour Organization (ILO) Recommendation concerning Migration for Employment (Revised) (RO86 (1 July 1949)), adopted in the context of the ILO Convention (No. 97) concerning Migration for Employment ((adopted 1 July 1949, entered into force 22 January 1952) 120 UNTS 71), in its annex “Model Agreement on Temporary and Permanent Migration for Employment, including Migration of Refugees and Displaced Persons”. In some cases, trade agreements or other regional cooperation platforms also include provisions on labour mobility.

### **Diaspora**

Migrants or descendants of migrants who live outside their native country or the country of their parents, on a temporary or permanent basis, while maintaining emotional and material ties to their country of origin.

### **Employment**

Refers to any activity of production of goods and services in exchange for remuneration or profit.

### **Employed persons**

Employed persons are defined as all persons of working age who, during a short period of reference, were engaged in any activity to produce goods or provide services in exchange for remuneration or profit.

### **Human trafficking (trafficking in persons)**

The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation includes, at a minimum, benefiting from the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

<sup>1</sup> Unless otherwise noted, the primary sources for this section are IOM, 2019a and ILO, 2018.

**International migrants**

All persons who leave their place of habitual residence to go to a country of which they are not a national, thereby crossing an international border or, in the case of a stateless person, their State of birth or habitual residence.

**Irregular migration**

International migration that violates the legal framework of the country of origin, transit or destination.

**Labour market**

A system consisting of employers as buyers and workers as sellers, whose purpose is to match job openings with applicants and to set wages (JDN, 2019).

In an economy, a labour market operates with a demand and a supply of labour. In this market, the demand for labour is the hiring company's demand for labour and the supply is the worker's supply of labour. The supply of and demand for labour in the market are influenced by changes in bargaining power. A labour market is generally the place where workers and employees interact with each other. In the labour market, employers compete to hire the best, and workers compete to get the most satisfying job.

**Labour migration**

Movement of people from one State to another, or within their own country of residence, for the purpose of employment.

*Note:* Consistent with the definition of a migrant, labour migration covers both migrants who move within a given country and those who cross international borders. This choice is also justified by the large number of people who move within a country for work purposes and who may face the same barriers or challenges as international migrants, such as discrimination and integration difficulties. While these challenges may be greater for migrants moving across borders, they are not entirely absent for internal migrants.

**Labour mobility (mobility of workers)**

This can be either occupational (movement along the occupational ladder) or geographic (movement across geographic locations). In the context of migration, geographic labour mobility is implied.

*Note:* The term "labour mobility" has the same meaning as "labour migration" but is more frequently used nowadays to reflect the dynamic and multi-directional nature of modern migration, indicating that those who move for employment purposes may do so more than once, may move to different destination countries and that their employment abroad does not necessarily result in a move to another country, retaining their primary place of residence in their home country.

**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.

## Potential workforce

This refers to all persons who, although of working age and not employed, either looked for a job in the last four weeks but were not available to work in the following two weeks, or did not look for a job in the last four weeks but were available if given the opportunity.

## Promising profession<sup>2</sup>

A promising profession is understood to be any regular activity, occupation or profession that is useful to society, that provides a livelihood for the person doing it and whose content promotes development, both economically and socially. This definition distinguishes between promising professions and economic survival activities; the distinction is also made in relation to professions that offer no outlets or no prospect of evolution or adaptation to the socioeconomic context. The skill requirements and the associated responses are therefore not limited to technical aspects alone but include a systemic understanding of what is the effective and specific implementation of a “promising profession”.

## Promising sector<sup>3</sup>

A sector can be defined as “promising” when it brings real added value to the country’s development but does not consist of “promising professions” with, for example, low-skilled jobs that are more in line with a survival logic. Conversely, in a sector considered not to be promising, certain professions may, for example, call for innovative skills, provide real added value and thus be perceived as “promising sectors”.

## Skills

There are many<sup>4</sup> definitions of the concept of skills. For the purposes of this study, which focuses on technical skills, a skill is the ability to combine a set of knowledge, know-how and interpersonal abilities in order to carry out a task or an activity in a professional context. The result of its implementation can be evaluated in a given context, taking into account autonomy and resources available. Skills that are common to many occupations or sectors can be described as cross-cutting, generic and can be used in a variety of professional situations, although this does not mean that they can be used in any professional situation from the start.

## Skilled migrant worker

A migrant worker who has the appropriate level of skill and specialization to perform the tasks and duties of a given job.

*Note:* While what constitutes a skilled migrant varies between States and is often determined by a range of factors such as labour market needs, skilled migrants generally receive preferential treatment regarding admission to a country (and are therefore subject to fewer restrictions on length of stay, change of employment and family reunification).

<sup>2</sup> Barlet et al., 2011.

<sup>3</sup> Ibid.

<sup>4</sup> The ILO (2018) defines a skill as “the innate or learned ability to apply knowledge gained through experience, study, practice or instruction, and to perform tasks and duties required for a given job”.



**Skills mismatch**

Imbalance between the skills offered and those demanded in the labour market.

**Workforce**

According to the Nineteenth International Conference of Labour Statisticians (ICLS) the labour force includes all persons who meet all required conditions to be considered either unemployed or employed.



# EXECUTIVE SUMMARY

Côte d'Ivoire, a West African country, is a subregional economic powerhouse with an economic growth rate that has remained stable over the recent period. However, this economic boom has not had the expected effects on the labour market. Indeed, the country suffers from youth unemployment and the precariousness of most of the jobs in the informal sector. This situation has led the youth to look for better job opportunities in foreign countries.

However, the migratory path of these young people is not always in accordance with accepted norms; Ivorian migrants most often use irregular routes to reach their destination countries. This irregularity subjects them to all kinds of abuses, to human trafficking and to slavery. Maghreb countries are destination and transit countries for Ivorian migrants. Moreover, among sub-Saharan migrants, Ivorians constitute the largest group of victims of trafficking, abuse and slavery in Maghreb countries, such as Tunisia.

The objective of this study is to analyse the Ivorian labour market in order to identify potential market imbalances and drivers of migration.

## Methodology

In order to achieve this objective, two lines of analysis were identified – the first line is concerned with the analysis of imbalances (supply and demand of labour) in the labour market and the second line consists of an analysis of the drivers of migration in Côte d'Ivoire. The target of this study was young potential migrants aged 16 to 35. In order to analyse the two identified axes, the study used mixed approaches that included a documentary review, the collection of qualitative information through semi-structured interviews and focus group discussions. Questionnaires were also sent to different targets of potential migrants. This approach also took into account gender equality and regional specificities. The analysis was based primarily on aggregating the data collected to retain relevant information. This study was conducted in Abidjan, San Pedro and Bouaké, which are all economic hubs and departure cities for migrants in Côte d'Ivoire.

## Key results

The analysis of youth labour supply reveals that the youth in Côte d'Ivoire are affected by unemployment more than the adults. The underemployment rate, which takes into account those who are not employed but have not looked for work during a reference period and those who are not employed but are not immediately available for work, is four times higher than the strict unemployment rate.

Youth employment in the labour market is mostly precarious and poorly paid, with about 90 per cent of youth employment in the informal sector.

Girls are victims of inequalities in the labour market; their unemployment rate remained higher than that of men over the 2012–2019 period. They are less present in scientific fields that offer better job opportunities in the labour market and they are overrepresented in service fields. In addition, gender stereotypes still persist among some employers that are reluctant to hire women for certain positions deemed suitable for men.

Young people in the labour market prefer to use personal relationships for job search than to use employment agencies.

The supply of training and therefore of labour in local cities does not take into account the needs of businesses.

Companies in Côte d'Ivoire find that the skills on the labour market are not adapted to their needs. These companies also find that the training of these young people is lacking, not focused on the acquisition of technical skills.

Missing skills were identified in promising sectors during the study period. The sectors include construction and public works, manufacturing and trade.

Most companies do not have formal partnerships with training institutions.

The vocational training system in Côte d'Ivoire suffers from many ills, including the inadequacy of its infrastructure to accommodate more learners, the obsolescence of its equipment, the unsuitability of training curricula to the needs of companies, the unsuitability of the training offered in local towns to the needs of companies in said towns, the lack of capacity-building to bring trainers up to standard and the lack of funding.

There are more institutions qualified to authenticate the skills of secondary and higher education graduates than for skills acquired in the informal sector. However, these institutions suffer from not only the cumbersome process of issuing certificates and diplomas but also from the fact that young people are not familiar with them.

The factors explaining youth emigration in Côte d'Ivoire differ according to their levels of education. For young graduates of higher education and vocational training, it is more the quality of the training and the greater consideration given to diplomas obtained abroad that could explain their departure.

As for young people who have dropped out of school, have graduated from general secondary education, or have no educational attainment and instead are engaged in small-scale activities, it is rather the lack of funding for the creation of income-generating activities, the lack of prospects on the labour market, low pay and the lack of respect for their rights when they do get a job, and the regard, respect and consideration accorded to young returnees who managed to get a job abroad that motivate them to migrate. However, the act of actually migrating depends on the network of acquaintances in the desired destination countries and on the mobilization of the financial means necessary for emigration.

## Recommendations

Based on the key findings, the following policy recommendations are proposed.

Recommendation	Target
<p>1. <b>Improve the production and quality of labour market data.</b></p> <ul style="list-style-type: none"> <li>▫ It is recommended that the effort to identify the impacts of migration be continued through the production of relevant data and analysis.</li> </ul>	<p>The Government, through its technical ministries and dedicated institutions (with the help of development aid organizations)</p>
<p>2. <b>Design training and capacity-building programmes.</b></p> <ul style="list-style-type: none"> <li>▫ Since the irregular migration risk identified in the IOM data concerns those who have attained secondary education and those without any education, these projects will need to include in particular voluntary secondary schools, along with migrant and diaspora associations.</li> </ul>	<p>The Ministry of Foreign Affairs, African Integration and Diaspora; and METFPA (with the support of IOM)</p>

Recommendation	Target
<p>3. <b>Create regular labour migration information offices.</b></p> <ul style="list-style-type: none"> <li>▫ These information offices will help prevent irregular migration and human trafficking. These offices should be decentralized in the main cities of departure of migrants in Côte d'Ivoire.</li> </ul>	<p>The MEPS; the Ministry of Youth Promotion, Professional Integration and Civic Service; and the Ministry of Foreign Affairs, African Integration and Diaspora (with the support of IOM)</p>
<p>4. <b>Create RERSs, as well as diaspora and migrant associations.</b></p> <ul style="list-style-type: none"> <li>▫ This is to target employable skills in the Maghreb and other targeted destination countries. An RERS is an association operating on the scale of a town, a rural area, a school, a class, or a company and whose members share and receive knowledge and know-how.</li> </ul>	<p>The Ministry of Foreign Affairs, African Integration and Diaspora (with the support of IOM)</p>
<p>5. <b>Experiment with alternative approaches to skills certification.</b></p> <ul style="list-style-type: none"> <li>▫ Explore the resources offered by alternative approaches and new forms of certification. These will cover, for example, a broad range of skill sets and micro-credentials, digital badges and industry-recognized certificates.</li> </ul>	<p>The Government, the private sector, the consular chambers and the Ministry of Technical Education and Vocational Training</p>
<p>6. <b>Include skills in the bilateral labour agreements with the main destination countries of Ivorian migrants.</b></p> <ul style="list-style-type: none"> <li>▫ It is recommended that the skills component of these bilateral agreements be included in the GSP.</li> </ul>	<p>The Ministry of Foreign Affairs, African Integration and Diaspora (with the support of IOM)</p>
<p>7. <b>Act on indirect migration drivers by continuing and strengthening current initiatives.</b></p> <ul style="list-style-type: none"> <li>▫ Promote the creation of a multi-stakeholder social dialogue platform including government, employers, private recruitment and employment agencies, and civil society organizations to encourage discussion and exchange on labour recruitment and migrant worker protection issues at the national and regional levels.</li> <li>▫ Strengthen and revitalize the public-private partnership already underway as part of the reform of technical education and vocational training.</li> </ul>	<p>The Government, the private sector, recruitment agencies and civil society</p>



Recommendation	Target
<p>8. <b>Promote the attractiveness of secondary cities and, in particular, cities of departure for migrants.</b></p> <ul style="list-style-type: none"> <li>▫ This will allow for the development of these cities in terms of infrastructure, recreation and the creation of employment opportunities for the youth. This study highlights the reluctance of young people to seek employment opportunities in some inland cities because of their low attractiveness.</li> </ul>	<p>The Government of Côte d'Ivoire (with the support of development actors)</p>
<p>9. <b>Develop an international employment strategy.</b></p> <ul style="list-style-type: none"> <li>▫ Côte d'Ivoire has an employment strategy that does not integrate migration. This study suggests the development of an international employment strategy to expand employment opportunities for the youth. This could be a solution to the mismatches identified in this study.</li> </ul>	<p>The MEPS; the Ministry of Youth Promotion, Professional Integration and Civic Service; and the Ministry of Foreign Affairs, African Integration and Diaspora (with the support of development actors)</p>
<p>10. <b>Strengthen the protection of vulnerable workers in Côte d'Ivoire.</b></p> <ul style="list-style-type: none"> <li>▫ Coordinate and promote different measures to better protect vulnerable workers (e.g. domestic workers, agricultural workers) against abusive recruitment (for instance, through awareness-raising, information dissemination, training and verification procedures on demand).</li> <li>▫ Open up the possibility for public employment services to register job announcements and applications for domestic work, and also conduct a census of domestic workers.</li> </ul>	<p>The MEPS and the AEJ</p>



PART I

# INTRODUCTION

In Africa, employment issues are at the heart of the sustainable development process. With a galloping demography and an essentially young population, African economies are facing a growing number of job seekers who are difficult to be absorbed by labour markets that do not have a high supply of decent jobs. The majority of workers in countries faced by this challenge work in the informal sector, where jobs are mostly precarious and the majority of available jobs are self-employment opportunities and with a fairly high level of underemployment. Informal workers are often poorly paid and generally receive wages below the poverty line (Mbaye and Gueye, 2018). In addition, they lack social security coverage and are often exposed to strenuous or hazardous tasks.

Côte d'Ivoire, a West African country, is not immune to this employment problem. Indeed, according to the country's latest employment survey of 2019 (Côte d'Ivoire INS, 2019), 21.3 per cent of the expanded workforce is underemployed, which is the composite rate of unemployment, time-related underemployment and potential labour force. In addition, the unemployment rate for youth aged 15–24 years is 5.4 per cent, and for individuals aged 25–35 years, it is 4.7 per cent. Also, 57.3 per cent of 16- to 24-year-olds and 40.9 per cent of 25- to 35-year-olds have incomes below the minimum wage.<sup>5</sup>

Moreover, gender norms create disparities in the decent employment of women and men in the labour market. Gender norms shape the experiences and challenges faced by young people, especially women, as they transition from the educational system to the labour market. Typically, these norms reserve for women the tasks they are expected to perform in traditional societies. This directs them into training for which there are few opportunities or which require few skills. As a result, women are more exposed to unemployment and precarious employment in Côte d'Ivoire. The unemployment rates among young women and men are 4.6 per cent and 3.1 per cent, respectively. Moreover, 91.4 per cent of jobs for young women are informal, compared to 86.7 per cent for young men (ibid.). These difficulties of integration into quality jobs translates for the youth<sup>6</sup> into a continuous deterioration of their welfare aspirations (Lefevre et al., 2017).

This situation of young people in the labour market is a source of political, social and economic instability in States. Some young people are increasingly resorting to massive and irregular migration in search of decent jobs and better economic opportunities abroad. As documented by IOM, this irregular migration exposes them to all kinds of abuses, including the violation of their human rights. In this migration path, Maghreb countries are among the countries of destination (transit), final destination or return (IOM, 2020). However, Tunisia is the Maghreb country where Ivorians suffer the most trafficking, exploitation and violation of their rights. According to the Instance Nationale de Lutte Contre la Trafic des Personnes of Tunisia, 40.5 per cent of trafficked persons taken care of by this institution in 2018 were Ivorian nationals (ILO, 2023), 37.3 per cent in 2019 and in 2020, 88 per cent, of whom 76.6 per cent were women. Based on these findings, IOM in Côte d'Ivoire has implemented the project Strengthening the Capacity of the Ivorian Government to Effectively Manage Labour Migration along the Côte d'Ivoire–Tunisia Migration Corridor. The first step of this project is to conduct a national study of the labour market in Côte d'Ivoire.

<sup>5</sup> This is the guaranteed interprofessional minimum wage, which amounts to CFAF 60,000.

<sup>6</sup> In Côte d'Ivoire, according to Decree No. 72-746 of 24 November 1972, the youth are those between 16 and 35 years old.

## Objectives of the national study of the labour market

The main objective of this study is to analyse the labour market in order to identify potential imbalances in the market and the drivers of migration.

Specifically, this involves:

- Examining the labour supply by targeting the youth aged 15–35 years;
- Analysing the demand for labour by targeting the sectors with the greatest potential for employment;
- Mapping the training courses offered;
- Identifying different skill development programmes;
- Analysing the qualifications recognition system and the institutions involved.

# 1. METHODOLOGY

## 1.1. METHODOLOGICAL APPROACH

The methodological approach used in this study is structured around three parts. First, the literature review; second, the data collection phase; and, finally, the utilization of the data and the limitations of the study.

### 1.1.1. Literature review

This part consists of a review of existing literature on the issues of labour migration, skills mismatch, driving forces behind migration, and graduate and worker mobility. It includes an analysis of scientific articles, studies, theses and dissertations. This first part of the analysis also made it possible to map out the key actors to be interviewed during the data collection phase. The snowball method<sup>7</sup> was also used to identify additional resource persons likely to provide relevant information to enrich the analysis.

### 1.1.2. Data collection

#### *Development of data collection tools*

The data collection tools were developed according to the different targets identified during the literature review. Semi-structured interview guides were used to gather information from stakeholders (e.g. key ministries, civil society, professional groups, private sector, private employment agencies). A questionnaire was then sent to different categories of potential migrants (elaborated in the next subsection). Finally, an interview guide was developed for focus group discussions.

#### *Data collection*

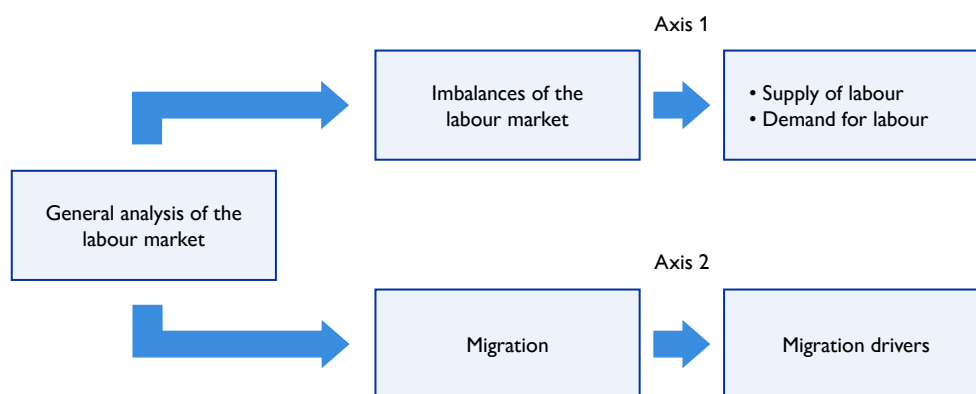
The data collection phase was conducted in the cities of Abidjan, Bouaké and San Pedro. Taking into account the constraints of this national labour market study, these cities were selected based on their representativeness of the entire Ivorian population and on the structure of the labour market and the economic activities in Côte d'Ivoire,<sup>8</sup> and also because these cities were among the points of departure of Ivorian migrants. The city of Daloa, despite being the second largest city of departure for migrants in Côte d'Ivoire, was not chosen for this study because research studies have been conducted, in particular, about the promising sectors and migration drivers in this city (Konaté, 2016; Marc et al., 2017; Kouakou and Yapo, 2019; IOM, 2019b).

The analysis was carried out along two axes represented in Diagram 1: the study of imbalances in the labour market (axis 1) and a more in-depth study of migration, in order to identify the factors that drive migration (axis 2).

<sup>7</sup> In social sciences, snowball sampling refers to a non-probability sampling technique (which includes purposive sampling) in which a researcher starts with a small population of known individuals and expands the sample by asking these initial participants to identify others who should participate in the study. Thus, the sample starts small but snowballs into a larger sample over the course of the research. This technique, usually used for a target population that is difficult to identify or locate, was appropriate for the target groups identified.

<sup>8</sup> Thus, despite the fact that Daloa, the fourth most populous city in the country and the second most important city of departure for Ivorian migrants, was not included, the samples chosen for this study were very representative.

**Diagram 1. Axes of the study**



Source: Created by the author, 2022.

Notes: 1. Imbalances in axis 1 can be drivers of migration in axis 2.  
2. Imbalances can be resolved through safe and orderly migration.

Among the population segments surveyed, the available workforce (young people with low or no qualifications, available on the Ivorian labour market) is also the “breeding ground” for irregular migration. Since the study focuses on the determinants of the decision to leave and the drivers of migration, these data, which are socioeconomic in nature, were investigated.

In order to survey a population in Côte d’Ivoire, “potential migrants” has not yet been defined in any specialized literature, since migration projects can potentially cover a very large number of people, the collection tools have been adapted in order to refine the profiling of potential migrants.

Therefore, with regard to axis 2 of the analysis (targeting emigration in the labour market and the analysis of migration drivers), the initial approach was to investigate targets that were categorized for the purposes of the study as follows:

- Category 1: Survey dissemination to a local target group through returnee migrants’ messengers (Abidjan);
- Category 2: Administration of the questionnaire in high schools and universities (Abidjan);
- Category 3: Administration of the questionnaire to a sample drawn from the AEJ server;
- Category 4: Survey of youth in technical and vocational training (Abidjan);
- Category 5: Random street survey of target individuals in two inland cities (Bouaké and San Pedro).

The study surveyed these different categories by collecting data through gender-specific focus group discussions<sup>9</sup> and targets as listed below. A total of 12 people were interviewed per focus group (six young women and six young men), and questionnaires were sent out to identify migration drivers, collecting complete responses from 248 people.

Sessions were conducted with focus groups, to whom the questionnaire was first administered, before qualitative interviews were held with each group. The sessions were very rich and everyone’s voice was heard. The discussions also allowed for interaction and feedback among the different participants.

<sup>9</sup> A focus group discussion is a research interview method used to conduct a qualitative analysis. The objective of the focus group discussion is to gather information by bringing out various opinions through debate. In this study, the focus group sessions aimed to deepen the discussions to gather additional information not captured in individual interviews. In the following sections, the execution process, monitoring and consolidation of data, and the results are discussed.

The sessions took place in Abidjan and included the following focus groups:

- A focus group of returnees, drawn using the “messenger” network;
- A sample of respondents drawn from the AEJ database;
- A sample of college graduates;
- A sample of youth in vocational training.

In Abidjan, other channels were also used to cross-reference and thus consolidate the quality and representativeness of the data collected. To further enrich the representativeness of the responses, survey questionnaires were distributed (without qualitative interviews) to various complementary groups, including the following:

- Ananeraie Football Club Yopougon (a soccer club registered with the Ivorian Football Federation, with a large number of young members under 25 years of age, located in a specific district in Abidjan);
- A manager of a VTC company, a female higher-education graduate.<sup>10</sup>

In the regions, focus group sessions were held, where the questionnaire was first administered and then qualitative interviews were conducted with each group. These sessions were held in the following cities for the following groups:

- A sample of vocational training graduates from San Pedro;
- Young people randomly selected in different neighbourhoods of San Pedro;
- Graduates from universities and colleges in Bouaké;
- Random surveys of youth in different neighbourhoods.

Survey questionnaires were distributed (without qualitative interviews) to various groups:

- Random surveys administered on WhatsApp among groups of INP-HB graduates in Yamoussoukro,
- Surveys carried out among young high school graduates in Abidjan and Yamoussoukro.

This methodology made it possible to collect a large number of responses from groups with different educational levels, fields of study, social origins and career aspirations.

For both axes, the different targets identified are described in Table 1.

<sup>10</sup> A manager of VTC company cited in this study is not representative of all the VTC managers. The person's educational background did not predispose her to become a VTC driver.

**Table 1. Identification of data collection targets**

Target	Number of respondents
Business confederations and professional unions	10
Institutional actors of the labour market	5
Private companies	20
Vocational high schools (one school in each city of origin)	6
Technical and vocational colleges	5
Private employment agencies	5
Focus groups (12 groups): <ul style="list-style-type: none"> <li>• Returning migrants (1 group of 6 men and 1 group of 6 women)</li> <li>• Vocational graduates (1 group of 6 men and 1 group of 6 women)</li> <li>• Sample of youth from the AEJ server (1 group of 6 men and 1 group of 6 women)</li> <li>• Young university graduates (1 group of 6 men and 1 group of 6 women)</li> <li>• Young people engaged in food-producing activities in the informal sector in the cities of Bouaké and San Pedro (1 group of 6 men and 1 group of 6 women)</li> </ul>	72
Additional potential young migrants	176
Representatives of technical structures and ministries at the regional level <sup>11</sup>	8
<b>Total</b>	<b>307</b>

### 1.1.3. Data utilization and limitations of the study

The utilization phase included sorting, formatting, grouping and cross-referencing the collected data to make the most of them and identify the relevant information for the study's objectives.

#### *Limitations of the study*

Although the work was successfully completed, certain limitations were noted:

- The analysis focused on a general study of the labour market and did not allow for the study of the employment areas of the different cities;
- The number of private companies interviewed (20) cannot be considered representative of all companies in Côte d'Ivoire. However, the information collected was supplemented by information obtained from professional groups and business confederations (10) and through literature review. As a result, the data obtained allows for understanding the skill needs in certain sectors in Côte d'Ivoire.
- Some of the databases used in this study were not from the last five years, but these were used to conduct the analysis in the absence of other alternatives.
- The city of Daloa, which is the second largest city of departure for migrants in Côte d'Ivoire, was not included in the study.

<sup>11</sup> Interviews were also carried out to study specific regional dimensions.



## 1.2. CITIES TARGETED BY THE STUDY

Map 1. Identification of study cities



Source: Adapted by IOM from Wikipedia, 2022.

Note: This map is for illustration purposes only. The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the International Organization for Migration.

Abidjan, San Pedro and Bouaké were the three cities selected for this study because they were representative of the diversity of the country's economic activities, the different parts of the Ivorian population and the regions from which Ivorian emigrants depart.

Abidjan is the economic capital of the country with nearly 5,616,633 inhabitants, accounting for about 22 per cent of the total population (Côte d'Ivoire INS, 2021). In addition, the city of Abidjan alone accounts for 80 per cent of the country's economic activity. In terms of the number of businesses, Abidjan has about 20,000 formal businesses (World Bank, 2019). According to the IOM (2021a) profile report on Ivorian migration, covering 2017–2020, Abidjan is the city of departure for about 66 per cent of migrants.

As for the city of Bouaké, it is the second largest city in the country in terms of area after the city of Abidjan and is located at the centre of Côte d'Ivoire. Bouaké has about 265 formal businesses. It is also the fourth largest city of departure for migrants according to the same report (ibid.). According to the latest 2021 population census, Bouaké is the second most populous city in Côte d'Ivoire, with approximately 832,371 inhabitants.

The city of San Pedro is the country's second largest economic city after Abidjan and the sixth largest city of departure for Ivorian migrants. It is located in the south-west of the country on the Ivorian coast, with a population of 390,654 inhabitants according to the overall results of the 2021 census. The city of San Pedro has about 316 formal businesses.



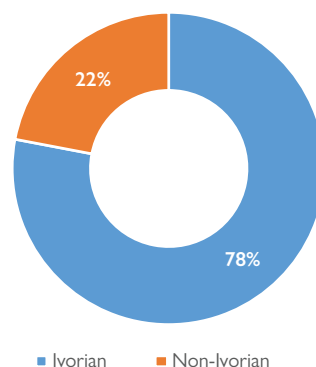
## 2. SOCIODEMOGRAPHIC AND ECONOMIC CONTEXTS

### 2.1. SOCIODEMOGRAPHIC CONTEXT

#### 2.1.1. Background on the Ivorian population

The total resident population of Côte d'Ivoire according to the global and final results of the last general population and housing census (Côte d'Ivoire INS, 2021) was 29,389,150 inhabitants. The Ivorian population is predominantly male with about 15,344,994 men or 52.2 per cent of the population; on the other hand, there are 14,044,160 women, accounting for 47.8 per cent of the total population. The average annual growth rate of the population was 2.9 per cent between 1998 and 2021. In terms of dynamic analysis, it is noteworthy that the Ivorian population is constantly declining, with growth rates of 3.8 per cent between 1975 and 1988 and 3.3 per cent between 1988 and 1998. Moreover, the census reveals that the population of ordinary households of Ivorian nationality is 22,840,169, or 78 per cent of the total population, compared to 6,435,835 persons of non-Ivorian nationality, or 22 per cent (see Figure 1). Furthermore, it is notable that the majority of the population living in the country resides in cities, that is, 15,428,957 people (52.5%), versus 13,960,193 living in rural areas (47.5%).

**Figure 1. Distribution of the Ivorian population by nationality**



Source: Côte d'Ivoire INS, 2021.

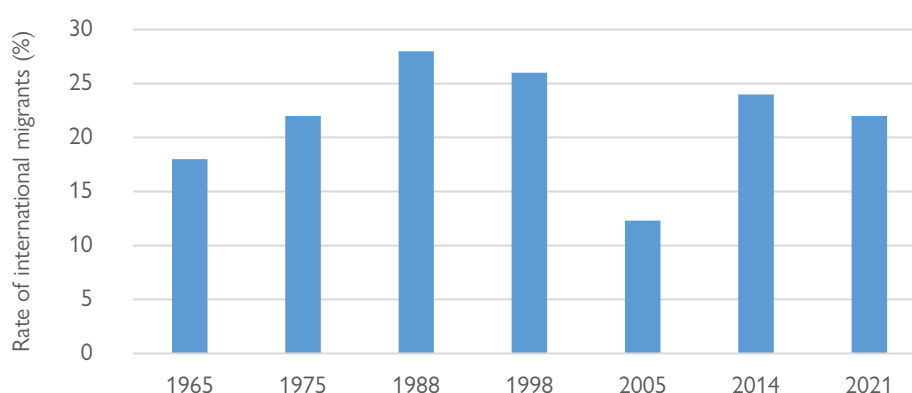
In terms of age structure, the Ivorian population is still very young. In fact, 75.6 per cent of the total population is under 35 years of age, with approximately 38.3 per cent under 15 years of age and 37.3 per cent between 15 and 34 years of age. The proportion of the population that is between 35 and 64 years of age accounts for 21.8 per cent compared to 2.6 per cent that is 65 years of age and older.

## 2.1.2. Migration landscape in Côte d'Ivoire

Migration flows in Côte d'Ivoire began with the movement of forced labourers during the colonial period (Kipré, 2006). Then, in the 1950s, the country received voluntary migrants consisting mainly of free seasonal workers from other West African colonies who came to work on the coffee and cocoa plantations.

These immigration flows continued to increase after the country's independence, thanks to the open immigration policy, which aimed to attract foreign labour to foster the development of agricultural wealth. Thus, the share of non-Ivorians in the country first increased between 1965 and 1988 before declining steadily beginning in 1998. In addition, immigration rates rose from 18 per cent in 1965 to 22 per cent in 1975; 28 per cent in 1988; 26 per cent in 1998; 12.3 per cent in 2005; and 24 per cent in 2014, and according to the latest census of 2021, the foreign population rate in Côte d'Ivoire is 22 per cent (Figure 2).

**Figure 2. Immigration rate as a percentage of the total population living in Côte d'Ivoire**



Sources: Created by the author, based on Binet and Delaine, 1980; Côte d'Ivoire INS, 1998, 2014a and 2021; Côte d'Ivoire Direction de la Statistique et de la Comptabilité Nationale, Ministère de l'Industrie et du Plan, Secrétariat Général du Recensement, Comité National du Recensement, 1988.

Then, following the various political crises (which negatively affected economic indicators), notably the 1999 coup d'état, the 2002 military–political crisis and the 2010–2011 post-electoral crisis, there has been an increasing but slow emigration of Ivorians abroad (IOM, 2009). In 1980, for example, emigrants<sup>12</sup> accounted for 2 per cent of the population; in 1990, the rate increased to 3 per cent of the population (i.e. 370,832 emigrants); and in 2010 emigrants represented 6 per cent of the population (OECD, 2017). However, Ivorian emigration intensified after the post-election crisis of 2010–2011: the number of nationals from Côte d'Ivoire who emigrated to OECD countries increased by 25 per cent between 2011 and 2012 and then by 73 per cent from 2014 to 2017 (OECD, 2020). In 2010, for example, the stock<sup>13</sup> of Ivorian emigrants as a percentage of the population was 5.4 per cent or 1,170,900 people (OECD, 2017).

According to the OECD (2022) report, the main destination countries for these Ivorian migrants are France, Italy, Canada, the United States, Germany and Spain.

<sup>12</sup> According to the World Bank definition, emigrants are people born in Côte d'Ivoire but living in another country.

<sup>13</sup> Stock, or more commonly referred to as *migrant stock*, is a statistical term which means “the total number of international migrants present in a given country at a particular point in time who have ever changed their country of usual residence” (IOM, 2019a). In the context of this study, the stock of Ivorian emigrants in 2010 identifies the number of Ivorian emigrants as of 2010 (the number of emigrants up to 2010 is cumulated), which is different from the emigrant flow, which refers to the number of Ivorian emigrants only during the year.

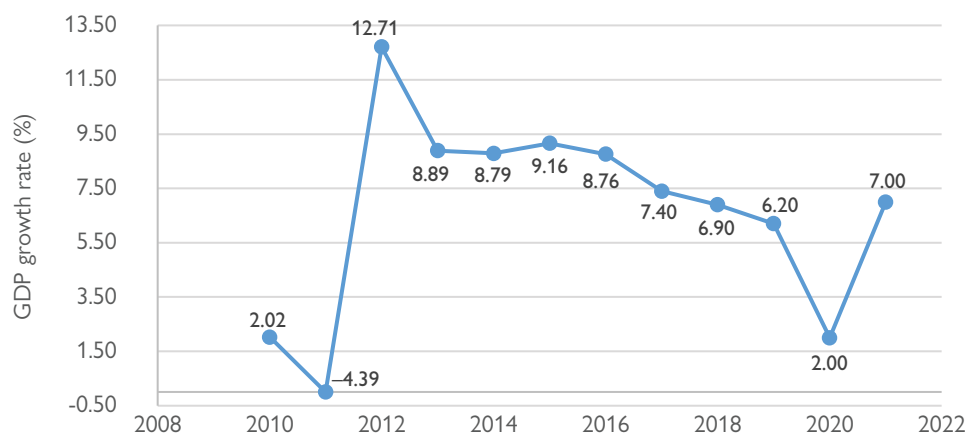
In terms of irregular migration, approximately 31,064 Ivorians arrived irregularly on the Italian coast and 10,811 Ivorians arrived in Spain during the same period (IOM, 2021a). The three main reasons for departure mentioned by Ivorians in order of importance are the search for jobs (39.39%), education (24.42%) and family reunification (23.39%) (Côte d'Ivoire INS, 2019).

## 2.2. ECONOMIC CONTEXT

### 2.2.1. A dynamic economy

Côte d'Ivoire is a subregional economic power. It contributes 38 per cent to the GDP<sup>14</sup> of the West African Economic and Monetary Union. As the world's leading cocoa producer, Côte d'Ivoire has also been the leading cashew nut producer since 2015, accounting for nearly 20 per cent of global production. The primary sector accounts for about 22 per cent of GDP, the secondary sector holds 23 per cent and the tertiary sector accounts for about 55 per cent. In addition, Côte d'Ivoire's GDP has remained high and stable over the period from 2012 to 2021 at an average of 7 per cent. In contrast, its economy experienced a decline in 2020 (2% GDP growth rate), due to the COVID-19 pandemic. This performance is based on structural factors, such as political and monetary stability (membership in the CFA franc zone), diversification of the economy and improvement in the business climate. However, this economic upturn does not hide the fact that this growth is not very inclusive and that socioeconomic and geographic disparities persist (between Abidjan and the country's other cities). The country ranks 162nd out of 189 on the Human Development Index (UNDP, 2020). In addition, the economy is mostly informal, with an estimated 51 per cent share of the GDP, and informal employment accounting for nearly 90 per cent of the workforce. These factors constitute threats to the achievement of poverty reduction objectives.

Figure 3. Côte d'Ivoire GDP growth rates



Source: Created by the author based on World Bank, n.d.

### 2.2.2. Declining income poverty

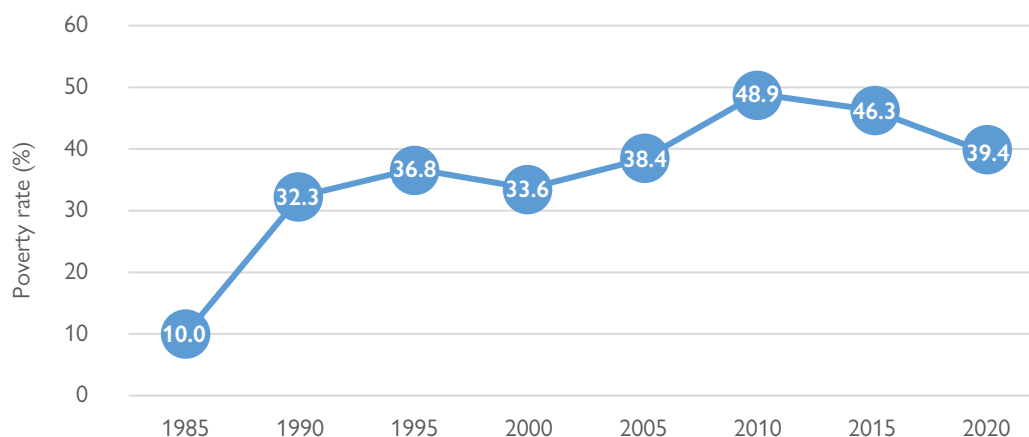
The latest poverty statistics shows that national income increased by 80 per cent between 2012 and 2015 and that the poverty rate decreased for the first time in 40 years. Indeed, the poverty rate fell from 48.9 per cent to 46.3 per cent, with the same number of poor Ivorians as in 2008, or about 10.7 million people (Côte d'Ivoire INS, 2015). In 2015, nearly 46 per cent of Ivorians were still living on less than CFAF 750 per day (about USD 1.3). Moreover, the poverty rate is expected to fall sharply to 39.4 per cent in 2020.<sup>15</sup> Although Côte d'Ivoire's economic growth had been significant, this has not

<sup>14</sup> This is according to the West African Economic and Monetary Union ranking of countries by nominal GDP in 2020.

<sup>15</sup> Data available on the World Bank [website](#).

succeeded in changing the labour market outcomes for poor households. On the contrary, a decrease in employment opportunities and low inclusion of the most vulnerable households have been observed.

**Figure 4. Côte d'Ivoire poverty rates**



Sources: Compiled by the author based on the 1985–2020 data from the National Institute of Statistics and on Côte d'Ivoire INS, 2015.

### 2.2.3. Employment status and poverty

A look at employment status and sector of activity shows that more than one third of the employed population is poor (35.5%). This poverty is more pronounced among people working in the informal sector, where the poverty rate is 37.3 per cent, as opposed to those in the formal sector, where barely a quarter (15.6%) of individuals are affected by poverty. Analysis by industry reveals that poverty is most pronounced among farmers, where about 5 out of 10 people are poor. The lowest poverty rate is recorded among people working in services, where fewer than 3 out of 10 individuals (22.4%) are affected by poverty.

According to sociodemographic characteristics, the analysis shows that the rate of working poor is higher among women (34.68%) and in rural areas (43.1%). Furthermore, it can be seen that among the employed population, the higher the level of education, the lower the poverty rate. Thus, the rate of working poor is 41.1 per cent for those with no education, 32 per cent for those with primary education, 20.8 per cent for those with secondary education and 5.9 per cent for those with higher education. On the other hand, the in-work poverty rate varies by age –among the 14- to 24-year-olds, it is 32.8 per cent, and among the 25- to 35-year-olds it is 30 per cent.

### 2.2.4. Promising employment sectors

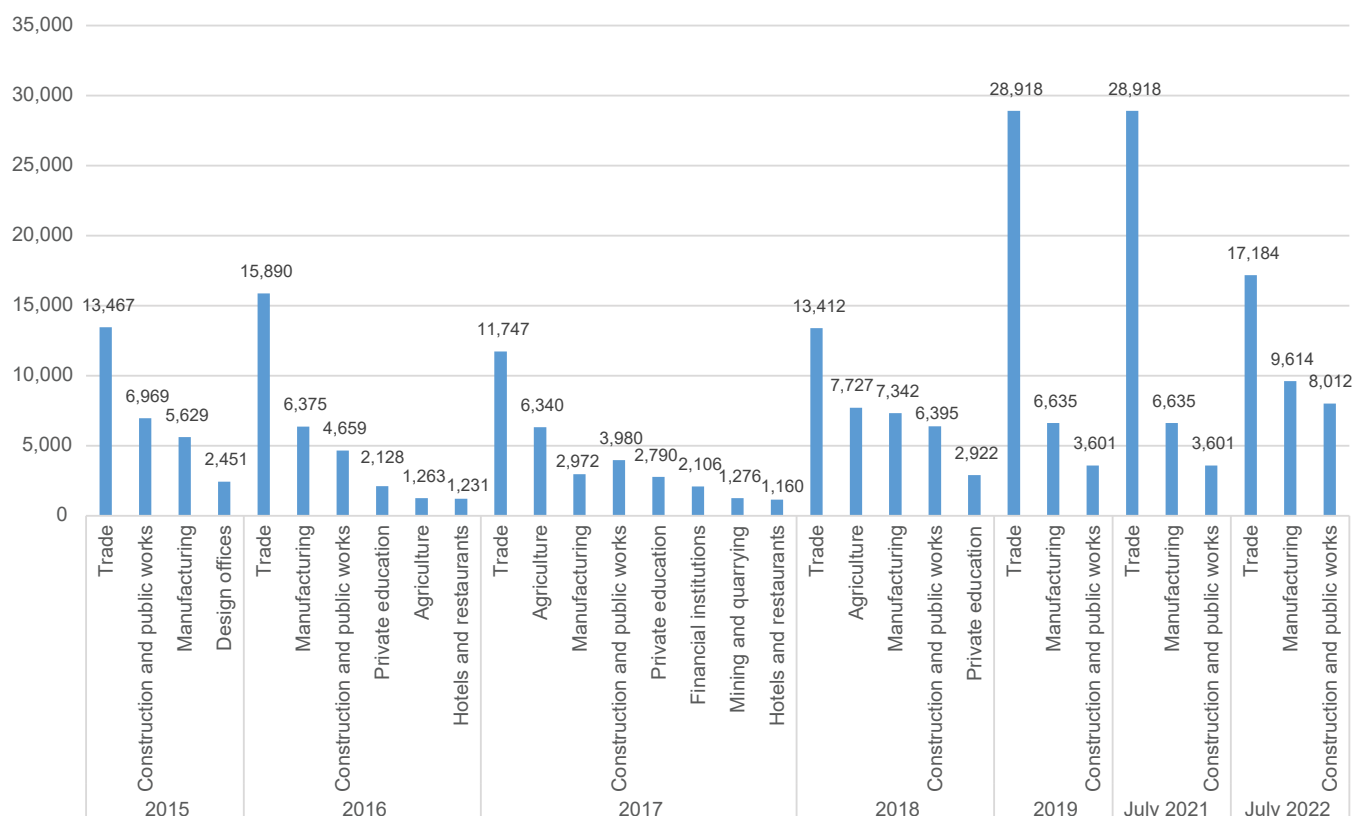
Promising employment sectors are sectors of the economy that generate a large volume of recruitment or in which the number of jobs created is significant. As the Ivorian economy is dynamic, the job-creating sectors fluctuate from one year to the next. In Côte d'Ivoire, information on job creation flows<sup>16</sup> is provided by the TBE, which is under the MEPS, and the economic and financial report of the DPPSE. In addition, the information provided by the TBE and the DPPSE concerns formal jobs, which represent only 10.8 per cent of jobs in Côte d'Ivoire (Côte d'Ivoire INS, 2019). Information on job creation in the various sectors of the economy is available in various employment survey reports.

<sup>16</sup> New registrations with the Caisse Nationale de Prévoyance Sociale (National Social Security Fund) for the private sector and for civil servants and government employees newly registered with the Payroll Office for the public sector are considered job creation flows.

According to the ENE (2019), agriculture (44.3%) remains the largest sector providing jobs (formal and informal jobs), followed by trade (22.9%), services (22.1%) (formal and informal) and industry (10.7%). An analysis of job creation in the formal sector shows that between 2011 and May 2021, a total of 926,315 jobs were created, 85 per cent of which were in the formal private sector (May 2021).

A dynamic analysis from 2015 onward shows a variation in job-providing industries depending on the year considered (see Figure 5). Between the years 2019 and 2022, the job-creating industries have remained the same. They are trade, manufacturing<sup>17</sup> and construction (see Figure 5). Consequently, in this study, the job-creating sectors selected are those of the last three years from the formal private sector, which is the main provider of employment. Its contribution to net job creation is about 75 per cent on average. This is particularly true of the trade, manufacturing and construction sectors. These three sectors serve as the basis for the analysis of labour market imbalances.

**Figure 5. Net job creation flows<sup>18</sup> by sector**



Sources: Created by the author based on DPPSE, 2015, 2016, 2017, 2018, 2019, 2020 and 2021.

<sup>17</sup> According to a World Bank (2015) report, the manufacturing industry is characterized by a strong representation of the agri-food (52% in value added and 48% of employment), the wood and other industries.

<sup>18</sup> New registrations with the National Social Security Fund for the formal private sector are considered job creation flows.



PART II

# ANALYSIS AND RESULTS





## 3. ANALYSIS OF LABOUR MARKET IMBALANCES

### 3.1. ANALYSIS OF LABOUR SUPPLY

According to the latest 2019 employment survey, the labour force in Côte d'Ivoire is estimated at 8,825,695 people, or 63.1 per cent of the working-age population.<sup>19</sup> The workforce is 58.5 per cent male and is young with an average age of 35.7 years.

It should be noted that, in addition to the labour force, there is another category of individuals who are part of the working-age population but who are neither employed nor unemployed during the reference period – the potential labour force. This potential labour force takes into account those individuals who, although unemployed, would not have made a job search during the reference period and who are not counted among the unemployed in the ILO sense.<sup>20</sup> This non-labour force population represents 36.9 per cent of the working-age population, is composed of 62.3 per cent women and 37.7 per cent men, and is predominantly young, with those in the 16–24 age group accounting for 45.5 per cent.

In the following section, the unemployed and underemployed youth are characterized, and then the possible sources of unemployment in Côte d'Ivoire are studied according to the existing literature and data collected. Finally, the last part explores understanding the characteristics of employed youth.

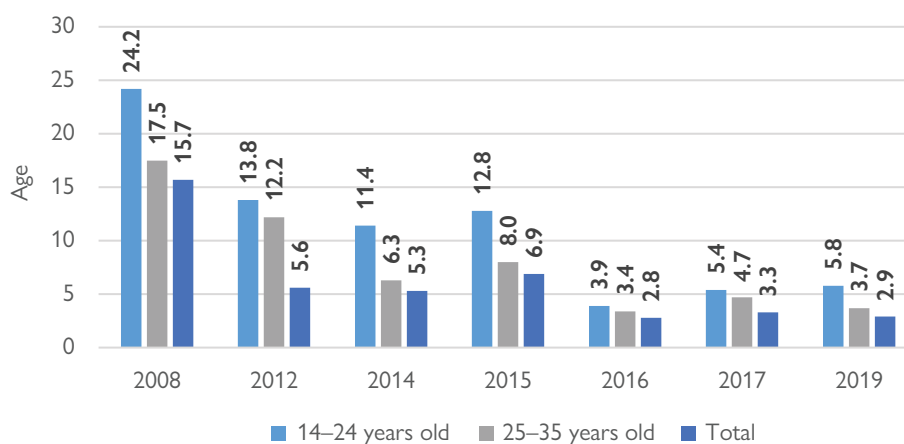
#### 3.1.1. Overview of unemployment and underutilization of the workforce in Côte d'Ivoire

The unemployment rate according to the latest 2019 employment survey stands at 2.9 per cent or 259,602 individuals. This rate varies by age and educational level. An analysis by age shows that the unemployment rate is 6.2 per cent in the 20–24 age group. A dynamic analysis shows that the unemployment rate has decreased since 2008 – from 24.2 per cent among 14- to 24-year-olds in 2008 to 5.8 per cent in 2019. The unemployment rate among 25- to 35-year-olds fell from 17.5 per cent in 2008 to 3.7 per cent in 2019. However, these low levels of youth unemployment obviously hide more complex labour market realities, such as labour force underutilization.

<sup>19</sup> In Côte d'Ivoire, since the adoption of the new constitution, which sets mandatory schooling up to 16 years old, the minimum working age has been reviewed and set at 16 years. The recommended working age is 15 years and over at the international level. Therefore, the working-age population in Côte d'Ivoire is 16 years and older.

<sup>20</sup> All persons of working age who were not employed, had engaged in job search activities during a specified recent period and were currently available for employment if the opportunity for employment existed are considered unemployed according to the 19th ICLS.

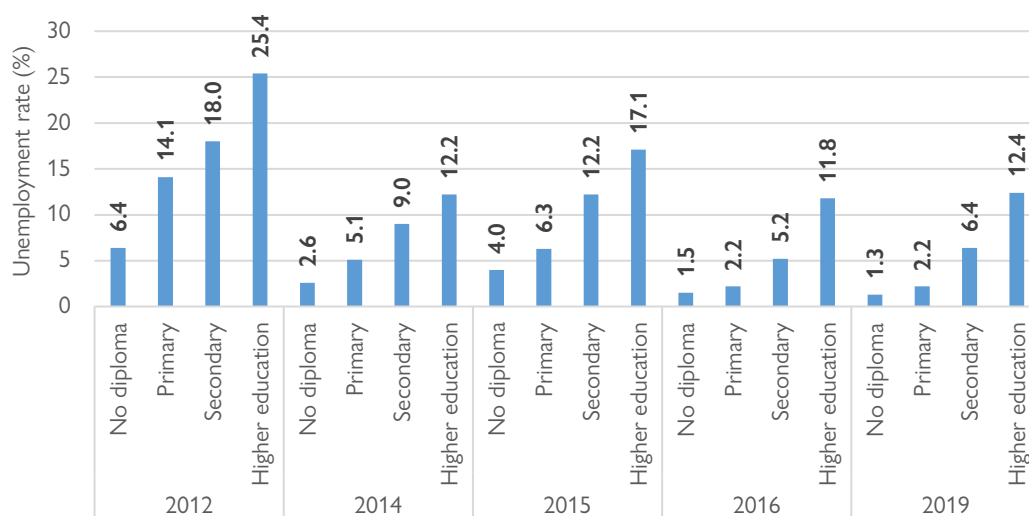
**Figure 6. Youth unemployment trends in Côte d'Ivoire**



Source: Kloman-Kouakou, 2022.

It should also be noted that youth unemployment increases with the level of education. Unemployment among youth with higher education stood at 12.4 per cent, higher when compared with their counterparts with secondary (6.4%), primary (2.2%) and no education (1.3%) in 2019. This trend is also observed in the previous years as shown in Figure 7.

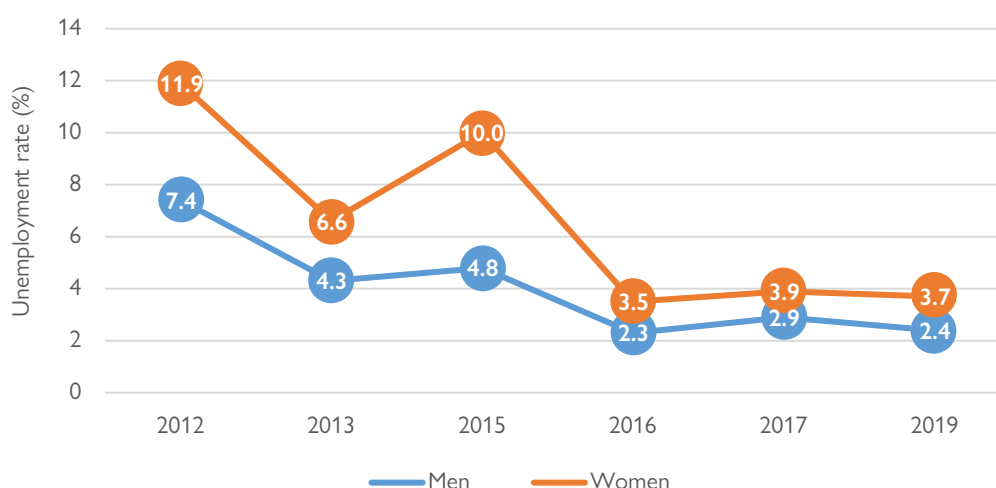
**Figure 7. Unemployment rates by education level**



Source: Kloman-Kouakou, 2022.

A gender-based description of unemployment rate trends highlight a significant difference between the unemployment rates among women and men. Over the period from 2012 to 2019, the unemployment rate among women in Côte d'Ivoire had remained much higher than that among men, as shown in Figure 8. At the youth level, unemployment rates among men and women were 3.1 per cent and 4.6 per cent, respectively, in 2019. These trends highlight the inequality experienced by women in the Ivorian labour market.

**Figure 8. Unemployment rate dynamics among men and women in Côte d'Ivoire**

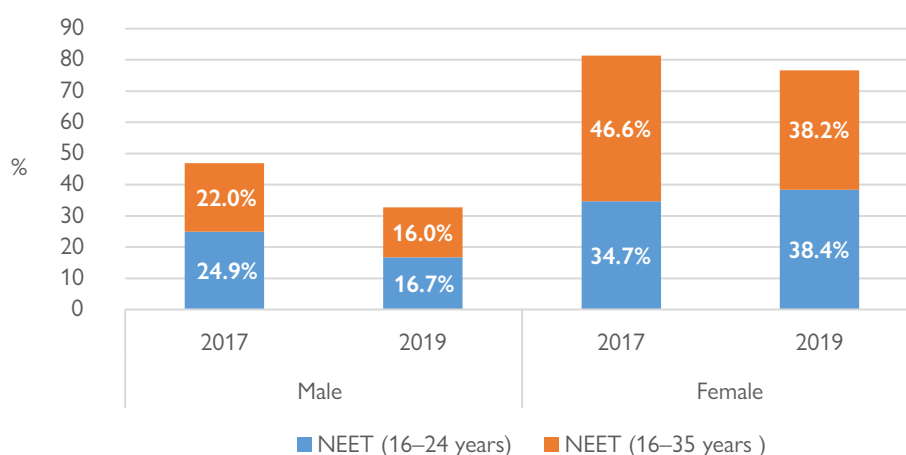


Source: Kloman-Kouakou, 2022.

Note that the unemployment rate as defined by the ILO excludes the potential labour force, which underestimates the actual situation experienced by young people in the labour market. In order to take these excluded people into account, a composite indicator that considers the unemployment rate and the potential labour force was developed. This indicator provides a better understanding of the difficulties of integration into the labour market. According to the results of the 2019 ENE, the underutilization rate of the expanded workforce – at 12.9 per cent of the expanded workforce – is four times higher than the overall unemployment rate and is slightly higher than the 2017 rate of 12.3 per cent (Côte d'Ivoire INS and AFRISTAT, 2019). Underutilization among women in the expanded workforce (17.8%) is slightly higher compared to that among men (9.1%). Among the youth aged 16–24 years, the underutilization rate is 24.4 per cent; in the 25–35 age group, it is 13.8 per cent. Among graduates of vocational training and technical secondary education, underutilization is 49.4 per cent, while among graduates of higher education, it is 21.2 per cent. Another indicator of labour force underutilization is the NEET.<sup>21</sup> For example, the NEET rate among males aged 16–24 declined (from 24.9% to 16.7%), while among females in the same age group, the rate increased from 34.7 per cent to 38.4 per cent. In contrast, among the youth in the 16–35 age group, the rate declined for both sexes (see Figure 9). Most NEET stopped looking for a job because of discouragement and despair.

<sup>21</sup> This indicator refers to the share (in percentage) of young people in a given age group (in this case 15–24, 15–35 or 15–40) who are not in employment or training and who are out of school in the total number of young people in that age group.

**Figure 9. Change in rates of youth neither in education, employment or training**



Sources: Created by the author using data from Côte d'Ivoire INS and AFRISTAT, 2019 and Côte d'Ivoire INS, 2019.

### **Job search patterns of unemployed youth**

Various employment surveys conducted in Côte d'Ivoire show that the unemployed prefer to use personal relations, family and friends to find a job. In 2019, for example, 82.9 per cent of the unemployed turned to their personal relations for job search. Only 36.0 per cent went directly to employers and 12.5 per cent used official services recommended by the State. Gender analysis shows that women predominated in using personal contacts (86.6%) compared to men (79%). The results of the data collection confirm this trend. The most cited sources of job opportunities include personal contacts (47.5%), publications on specialized websites (19.9%) and the AEJ (17.9%). Spontaneous applications submitted to potential employers (11.2%) was the fourth most cited among the responses given.

These job search figures reflect the lack of trust or lack of knowledge of today's youth of the main public institution in charge of intermediation in the labour market, namely the AEJ. Moreover, the use of personal connections for job search could be a source of inequality in the labour market, as only those who know people who can help them will get a job (Kloman-Kouakou et al., 2020).

### **Regional analysis of supply of skills**

Studies conducted in the region, particularly in the cities of Bouaké and San Pedro, reveal a mismatch between the supply of skills of young people and the needs of large companies located in these cities. As the supply of skills is dependent on the supply of vocational and general training in these cities, it is unfortunate that the training courses being offered do not take into account the needs of the companies on site. As a result, these young people have difficulty finding internship opportunities on site after their training and they are obliged to go to Abidjan, the capital, to look for a job and thus increase their chances of professional integration. It should also be noted that assignment to public vocational and higher education schools is mainly decided by ministries and departments based in Abidjan.<sup>22</sup> The young people undergoing training in these educational institutions are therefore not necessarily from the city where they are supposed to undergo training. This situation is likely to generate difficulties for young people who are not natives of these cities, as they relocate to pursue education. Girls are the ones who suffer the most from this situation since most vocational schools do not have dorms. These factors could lead to early school dropouts among the youth.

<sup>22</sup> The guidance system for vocational and higher education establishments is centralized at the Ministry in Abidjan, which means that the secondary towns do not decide which skills should remain in the locality to meet its skills needs and which skills should leave the locality, thus creating a mismatch between the needs of the secondary towns and the needs of companies based in these towns.

“When the State assigned me to the College of Technical Education in San Pedro, I didn’t know anyone in the town, so I had to sleep at the car station and often at school until I could find a tutor.”

*Young female learner at the College of Technical Education in San Pedro*

### 3.1.2. Hindrances to youth integration into the Côte d’Ivoire labour market

Three categories of obstacles have been identified as potential hindrances to youth integration into the labour market (Côte d’Ivoire MPJIPSC, 2021). These include issues relate to the characteristics of young people, the dysfunctions of the labour market and the education system, and institutional hindrances.

#### *Issues related to the characteristics of young people*

The characteristics of young people are a factor that works against the integration of young people into the labour market. Their profiles are not in line with the real needs of companies. The years of military and political crises that the country has experienced have affected the quality of training and have influenced its ability to provide students with the skills needed to become a productive workforce. The level of educational excellence remains modest among working-age youth, with more than 50 per cent of 15- to 34-year-olds not having completed elementary school and about 24 per cent of working-age youth having gone beyond primary school (Kouakou and Koba, 2015).

In addition, these young people experience difficulties in job and internship searches in terms of frequency and mode of search, résumé creation and cover letter writing. Most of the young people interviewed in the focus group discussions are waiting for the State or the Executive Secretary for Employment Training Relations to find them internships, and on average they sent their résumés to employers only twice in the past year to find jobs. In addition, some of the youth interviewed claimed to have been matched with degree majors they did not choose. The choice was made by the computer system of the MESRS, which matches the students with a field of study and a college using their scores in the official exams.

As far as girls are concerned, they are influenced by gender stereotypes that determine their choice of educational pathway. For example, some girls chose literary studies over scientific studies. They explained this by the fact that someone in their families or one of their teachers in school advised them against it, judging the science courses to be too difficult and not suitable for girls.

#### **Text box 1. Some of the views of girls on their choice of majors**

“I liked physics and mathematics, but my parents advised me against these subjects in favour of human resources and communication.”

*Respondent in a focus group of young girl university graduates from Bouaké*

\*\*\*

“I am afraid of the scientific fields because since I was little, we were told that the scientific fields are difficult.”

*Respondent in a focus group of young university graduates in Bouaké*

\*\*\*

“I like mathematics, but after the third grade, I was assigned to study literature. I wanted to change but my uncle advised me against it because according to him, the scientific majors are made for men.”

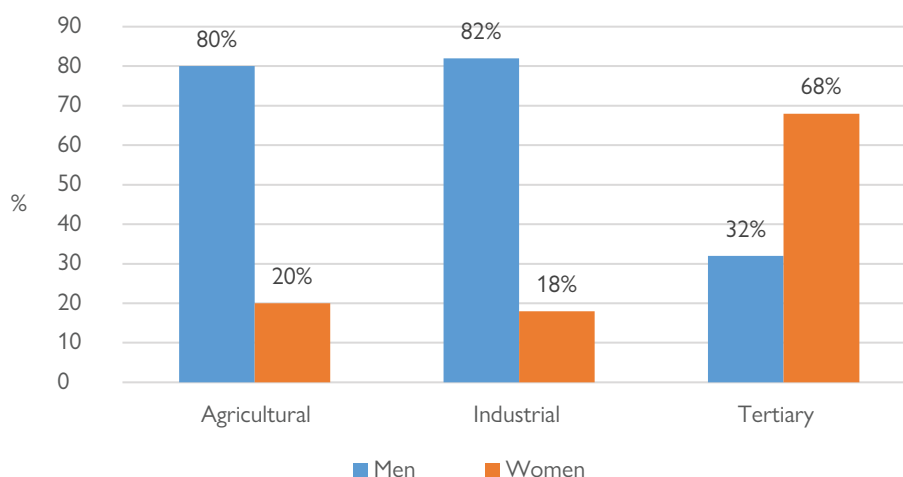
*Respondent in a focus group of young girls from San Pedro*

It should be noted that Côte d'Ivoire has ratified several national, regional and international legal instruments for the protection of women in the labour market. They are among others:

- The Convention on the Elimination of All Forms of Discrimination against Women (1995);
- The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (also known as the Maputo Protocol) (2003);
- The ILO Convention (No. 100) on Equal Remuneration for Men and Women Workers for Work of Equal Value (1951);
- The ILO Convention (No. 111) concerning Discrimination in Respect of Employment and Occupation of (1958).

Although these measures contribute to improving women's status, women's situation on the labour market and in terms of supply of skills is still less favourable than that of men. Although the number of girls and boys in vocational training is almost equal, the presence of girls in the agriculture and industrial sectors is low, at 8.6 per cent and 18.3 per cent, respectively. However, they make up the majority of the enrolment in the tertiary sector with a proportion of 60.7 per cent (Côte d'Ivoire MENETFP<sup>23</sup> and MESRS, 2017). The statistics on supply of skills is also to the disadvantage of women. Indeed, indicators show that women are underrepresented in technical fields that can provide them with decent jobs.

**Figure 10. Distribution of technical education and vocational training graduates by sex and major**



Source: Côte d'Ivoire METFPA, 2021.

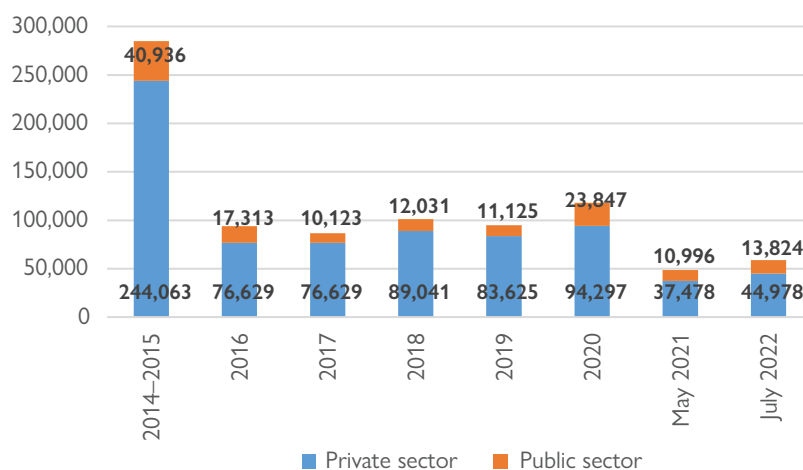
Scientific research has also shown that certain social characteristics influence the chances of integration of these young people. These include the parents' socioprofessional categories or financial situations, and the neighbourhood of residence (those living in precarious neighbourhoods have less chances of integrating compared to young people living in residential neighborhoods) (Kloman-Kouakou et al., 2020).

<sup>23</sup> MENETFP, or the Ministère de l'Éducation Nationale, de l'Enseignement Technique et de la Formation Professionnelle (Ministry of National Education, Technical Education and Professional Training), is now known as the Ministère de l'Enseignement Technique, de la Formation Professionnelle et de l'Apprentissage (METFPA, Ministry of Technical Education, Vocational Training and Apprenticeship).

### Issues related to the dysfunctions of the labour market and the educational system

The formal sector contributes 10.8 per cent to the workforce, according to the ENE (2019), which is low compared to the flow of graduates entering the labour market each year, about 300,000 graduates (Côte d'Ivoire INS and AFRISTAT, 2019).

Figure 11. Job creation in the formal sector



Source: Created by the author based on Côte d'Ivoire MEPS, 2022.

To date, Côte d'Ivoire's LMIS is still in its infancy. To compensate for this deficiency, the ONEF was created by a decree<sup>24</sup> in 2021. However, this institution is struggling to really take off. Its main role is to periodically draw up a statistical and qualitative portrait of the various sectors of the national economy (including branches of activity in the informal sector); workforce by sector, profession and geographical distribution; and mapping of professions by field and job description cards/skills cards.

In addition to these issues, there is the dysfunction of the educational system with training offers that do not correspond to the needs of the socioprofessional world because of the low level of cooperation between educational institutions and the private sector. In addition, labour supply is largely inferior to the demand. Another important observation is that access to public education (vocational and/or general) is severely restricted by the competitive examination system, while access to private education is conditioned by the financial means of families and contributes to the imbalance between rich and poor families in the country (Lolwana, 2017).

In the agriculture sector, 200,000 young people enter the rural labour market each year, the majority of whom have no education and technical skills. These young people also face difficulties in finding quality, productive jobs in the rural areas.

Finally, the difficulties in managing public universities and vocational schools are also a factor. In fact, these institutions still lack adequate infrastructure and equipment, combined with an overcrowded student body. In terms of vocational training, there is a lack of technical facilities, and those that exist are outdated and unsuited to technological change. The uneven distribution of technical training facilities throughout the country fails to reflect the specific skills needed in each region.

<sup>24</sup> Decree No. 2021-364 of 7 July 2021 established the ONEF.

These dysfunctions of the training institutions were highlighted during the focus group discussions where the young people stressed that their training was too theoretical at the university level, and, therefore, without an internship in their field of training, it is difficult for them to get a job. However, according to some university students, the academic calendar (scheduling of courses and testing) at the university is not fixed and steady, which makes it difficult for them to find time to complete internships.

### *Institutional and structural issues*

The difficulties in integrating young people into the labour market also originate at the institutional level. There is a lack of synergy in the actions of certain government institutions in charge of youth integration (Côte d'Ivoire MPJIPSC, 2021). These are in particular:

- The Directorate of Youth Employment Empowerment and Cooperation;
- The AEJ;
- The National Agency for Vocational Training;
- The Employment Programs Coordination Office;
- The Vocational Training Development Fund;
- The Ivorian Institute of Enterprise;
- The Service Platform;
- The Directorate of Professional Integration (DIP) of the MESRS;
- The Observatory of Professional Integration of Higher Education Graduates.

There is also little monitoring of the enforcement of certain decrees and laws. This could be justified by the fact that these laws are not known. Among them are the following:

- Law No. 2014-338 of 5 June 2014, relating to crafts in its Article 45, for the promotion of craftsmanship: This law aims to include in the master plan of urbanization of cities a space dedicated to artisans to help them get set up after their training. In fact, the craftsmen, especially mechanics, are still experiencing difficulties in getting set up, which hinders their integration after their training.
- Decree No. 2018-383 dated 4 April 2018, on school internships: This decree indicates the number of interns that must be hosted by a company in Côte d'Ivoire.
- Decree No. 2018-33 dated 17 January 2018, on the practical arrangements for implementing a qualifying or professional experience internship contract.

In addition, we note the existence of several reforms introduced by the Government in order to improve the professional integration of young people, including the National Higher Education Policy, the technical education and vocational training reform, the second chance school, the academy of talents<sup>25</sup> and the BTS degree reform, among others.

<sup>25</sup> See [formation-professionnelle.gouv.ci](http://formation-professionnelle.gouv.ci).



### 3.1.3. Focus on domestic workers

As studies (Friedrich Ebert Foundation in Tunisia, 2018; IOM, 2021a) along the migration corridor with the Maghreb have revealed that many Ivorian women are victims of trafficking and mistreatment in the context of domestic employment, this study sets out to investigate the reality of this employment sector in Côte d'Ivoire.

Domestic workers in Côte d'Ivoire are estimated at several hundred thousand, mostly women. The sector is poorly regulated and there are no official statistics. Côte d'Ivoire has not ratified the ILO Domestic Workers Convention (C189). As a result, the status of domestic workers is theoretically defined by the Ivorian Labour Code, but this code is poorly respected by households, as our interviews have revealed.

The RIDDEF and Friedrich-Ebert-Stiftung investigation report (2019) finds that one in four women workers is a victim of sexual violence, and that more than a third of them (35%) are not entitled to any day of rest or pay and are subjected to daily humiliation, confinement and food deprivation. The ILO and the United Nations describe these situations as “servitude”.

In addition, about 25 per cent of domestic workers are minors. These uneducated girls come from remote rural areas in the north and east of the country to work for wealthy families, including business owners. The same RIDDEF/Friedrich-Ebert-Stiftung study indicates that 80 per cent of domestic workers receive CFAF 22,000 a month (EUR 35), which is only one third of the guaranteed interprofessional minimum wage in Côte d'Ivoire. Employers of domestic workers (generally called *gens de maison* in Côte d'Ivoire) who declare their employees to the social security organization that covers salaried workers in Côte d'Ivoire often do not assist them in receiving their social benefits, because most often they themselves are unaware of the conditions and procedures to follow in order to receive them. The lack of knowledge of the procedures and social legislation in force, as well as the fear of any litigation for the legal recovery of unpaid contributions with this important social security organization, leads employers of domestic workers not to declare their domestic workers.

In addition to the abuses suffered by domestic workers, their lack of professionalism must be emphasized (Asseman, 2006). In fact, no formal or informal structure exists for training domestic workers to work as household workers, housekeepers or cooks, or childcare worker in response to household demand. Government initiatives<sup>26</sup> have not yielded convincing results. Domestic workers are therefore hired on the job without any employment contract.

Despite the Government's current awareness of these issues, the campaigns conducted by the Federation of Autonomous Trade Unions of Côte d'Ivoire,<sup>27</sup> for example, including campaigns to enrol in the universal medical coverage and the social security scheme for the self-employed, a study currently underway indicates that the foreign communities residing in Côte d'Ivoire do not feel concerned (alleged reasons include the low level of education and the reluctance to register for fear of being charged fees one day) and that migrants in Côte d'Ivoire fall under two separate categories: those under the official authorities of foreign countries such as consulates (our letters to embassies have no impact), and those under informal community organizations, which does not raise awareness.

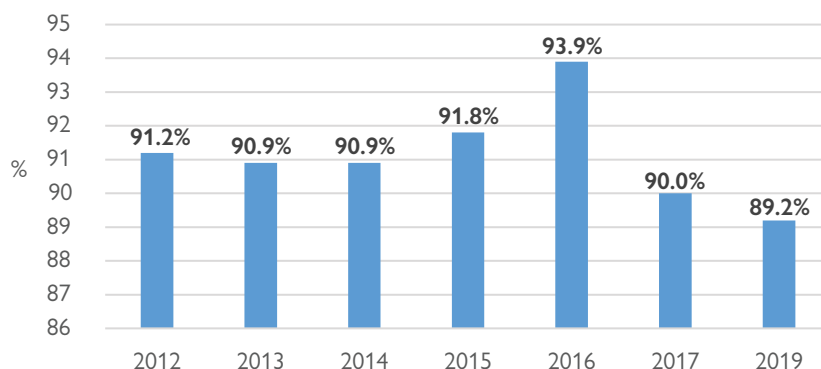
<sup>26</sup> One of these initiatives is the creation of the Institutes for Women's Training and Education.

<sup>27</sup> Among the five main trade union centres in Côte d'Ivoire, the Intersyndical Committee for the Transition to Formal Economy is carrying out activities for these communities, and those of potential migrants, which include campaigns carried out during the COVID-19 crisis in Abidjan markets to raise awareness of how the virus is spreading.

### 3.1.4. Descriptive analysis of employed youth

In 2019, the employed population represented 61.3 per cent of the working-age population. Of this employed population, 70.9 per cent are men and 51.3 per cent are women. Nine out of 10 jobs in Côte d'Ivoire are in the informal sector, which is 89.2 per cent of all jobs. This rate had been the lowest in the past six years (see Figure 12).

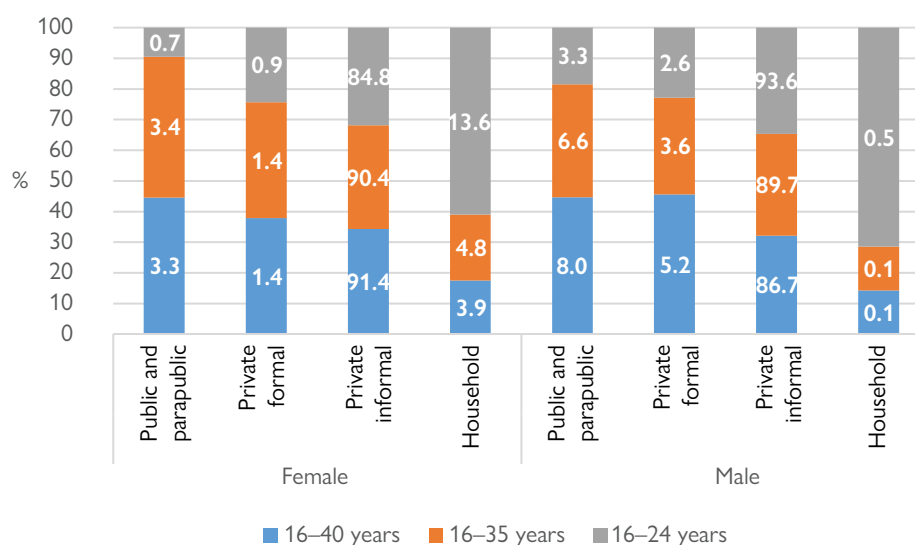
**Figure 12. Changes in the informal employment rate since 2012**



Sources: Created by the author based on Côte d'Ivoire INS, 2012; Côte d'Ivoire INS, 2014b; Côte d'Ivoire INS, 2015; Côte d'Ivoire INS, 2016; Côte d'Ivoire INS, 2019; and Côte d'Ivoire INS and AFRISTAT, 2019.

Survey results show that when the proportion of Ivorian nationals with informal jobs is low, it follows that their level of education is also low. Among people with no education, 96.3 per cent have informal jobs, while in the category of those with secondary education, 81.6 per cent are in the informal sector, and among those with higher education, 45.5 per cent are employed in this sector. In 2019, 94.3 per cent of women worked in the informal sector compared with 85.5 per cent of men. In the formal private sector, more than half of the workers are young people (54.3%), and only 1.40 per cent of jobs in this sector are held by young women aged 16 to 35 (see Figure 13). As for the youth, 44.6 per cent of those employed in 2019 had an income below the minimum wage of CFAF 60,000. There is a huge gap in low wages, to the disadvantage of women. Indeed, 53.2 per cent of young women earn less than the minimum wage compared to 38.1 per cent of their male counterparts. Finally, the jobs held by young people differ from those of young men. Women are predominantly found in sewing, cooking and hairdressing (the three Cs in French), as well as in hospitality and travelling sales (Nordman and Pasquier-Doumer, 2012).

**Figure 13. Distribution of jobs by institutional sector and sex of youth**



Source: Côte d'Ivoire INS, 2019.

### 3.1.5. Difficulties encountered by employed youth

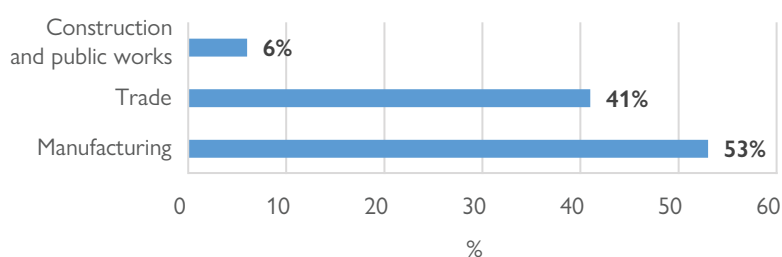
According to a study by Kouakou and Yapo (2019), more than 75 per cent of young graduates who are employed have been professionally mismatched. Moreover, the largest number of them hold jobs for which the degrees required are below the degrees possessed by these young people (vertical mismatch). As to workers in general and temporary workers in particular, there is little control by the labour inspectorate, which can be explained by the small number of technical agents of the MEPS in the field compared to the number of employees they are supposed to protect. Those workers are therefore subject to abuses (e.g. unjustified deductions from their salaries, unlawful termination, employment without a contract of employment). In terms of employment contracts, it appears from the ENE (2019) that domestic workers and apprentices have the lowest rates of formal employment contracts, at 12.4 per cent and 6.7 per cent, respectively.

In summary, the predominance of informal jobs reflects the difficulty of accessing good (stable and well-paid) jobs and suggests working conditions are below national standards (Nordman and Pasquier-Doumer, 2012). In addition, informal sector workers are overwhelmingly highly undereducated (Lolwana, 2017; Nordman and Pasquier-Doumer, 2012). Finally, the jobs held by women in the informal sector remain largely stereotypical; these jobs are constrained to roles traditionally played by women, where they have little power and are paid less.

## 3.2. LABOUR DEMAND ANALYSIS

The labour demand analysis consists of data collection from companies in the three sectors that are expected to generate employment in Côte d'Ivoire (as identified in 2019). These are the trade, manufacturing and construction sectors (see Figure 14). Fifty-three per cent of the companies surveyed are in the manufacturing sector, 41 per cent are in the trade sector, while only 6 per cent of the companies surveyed are in the construction and public works sector. It should also be noted that the information gathered from these companies was corroborated by interviews with various professional groups and consular chambers.

**Figure 14. Breakdown of companies by sector of activity**



Source: Data from the current study, 2022.

### *Size of the companies surveyed*

Fifty-three per cent of the companies surveyed are large companies with a workforce of 400 permanent employees to over 1,000 employees. The remaining 47 per cent are small and medium-sized companies with 5–50 employees. In terms of temporary employees, large companies have between 100 and 8,000 temporary employees, while SMEs have between 2 and 10 temporary employees.

**Table 2. Breakdown of companies by size**

Taille Enterprise	Proportion (%)
400-plus employees	53
2–10 employees	12
11–50 employees	35

Source: Data from the current study, 2022.

### **Recruitment method**

Ninety per cent of the companies surveyed use private staffing agencies to recruit temporary workers. They prefer to entrust the management of their temporary staff to these staffing agencies. In addition, when it comes to recruiting permanent staff, most large companies have an internal recruitment department. Also, for the recruitment of certain profiles that are difficult to find locally, some of these large companies turn to recruitment firms that have international expertise. These companies often hire from the Ivorian diaspora who have been trained abroad in schools that they consider prestigious.

As for the SMEs, they mostly turn to their social network instead of staffing agencies, which could be justified by the cost of the services provided by these agencies and also by the fact that the SMEs do not find it necessary to use them. However, 80 per cent of the companies in the panel do not use the government employment agency, namely the AEJ. The reason given is that the services provided by this agency are not suitable for their needs.

Companies post their job announcements on social networks, specialized websites and their own websites. Most of the companies on the panel that are reluctant to work with the AEJ are those whose core business is industrial production, telecommunications and transport-logistics. However, commercial companies, especially in the retail sector, not only use the AEJ but also find the profiles recommended by the agency to be suitable.

### **Text box 2. Selected companies' perceptions of the youth employment agency**

"We do not find it useful to work with the Youth Employment Agency."

...

"Their procedures are too long."

...

"Their services are not adapted to the real needs of private companies."

...

"It's a waste of time to turn to the Youth Employment Agency, and they don't get close enough to the SMEs."

### **Preferred recruitment criteria**

The first criterion of choice for most of the companies on the panel is professional competence, followed by experience for some and a degree for others, and, finally, the last criterion favoured by employers is relational and human skills.

### *Insufficiency of the current workforce*

All companies deplore the lack of technical skills among young graduates on the Ivorian job market. In addition, they also note that the current workforce lacks cross-cutting skills such as soft skills, lacks knowledge of the work environment, has insufficient computer skills and has insufficient professional attitude (e.g. work ethic, attention to quality). Companies also deplore a substantial deficiency in the writing skills of young people in the job market. The language used by these young people is mostly colloquial, and basic mistakes are found in writing. Employers feel that academic programmes are not adapted to their needs. They also deplore the lack of curiosity of today's youth. This observation of skill deficiencies noted by companies among young people is also confirmed by private staffing firms. The private staffing agencies that were interviewed noted the inability of these young people to properly write a résumé and their lack of people skills.

#### **Text box 3. Youth labour market signals**

“The jobs exist but young people are not looking hard enough, they are lazy.”

*Human resources director of a company*

...

“Young people don't try the best to get well trained at school. They don't have the will, they are not curious.”

*Human resources director of a company*

...

“Young people today are lazy. For example, the first concern of a young person applying for an internship is to know whether it will be a paid internship.”

*Human resources director of a company*

...

“I imported a machine from China to automatically pack my products and this machine cost me CFAF 5 million. For the installation of the machine on my production site, I recruited a young technician graduate of BTS level. It turned out he did not have the required skills, despite having the appropriate diploma, so [he] damaged the machine which is now out of order.”

*Manager of an SME*

### *Taking into account gender equality in the skilled labour needs of companies*

Two observations were made by the companies on the panel about gender equality. First, in the case of multinational companies, the issue of gender is part of the overall policy of these companies. Thus, the attention to gender equality is reflected in the recruitment processes of these companies and even in their strategic plans. For example, during the recruitment process, multinational companies require an equal proportion (50/50) of applications from women and men; some companies plan to achieve gender parity in management positions by 2025. This attitude among multinationals could be explained by the fact that the headquarters of these companies (the parent company) is subject to other norms and laws of the country or regional space of creation that have an advance in gender equality. Secondly, in the case of other companies that are not multinationals, there is persistence of gender stereotypes and cultural constraints at the employer level that negatively influence the recruitment of women for positions that require technical industrial skills. This prejudice against women could thwart certain government initiatives aimed at encouraging girls to enter industrial fields.

#### Text box 4. Some employers' perceptions of women

"The work in the factory is not easy for women, because of cultural realities and to avoid problems in marriages. There are certain positions where women are not recruited."

*Human resources director of an agro-industrial company*

...

"Factory work is too dirty for a woman and incompatible with her physical build. A woman's place is in an office, not in a factory."

*Human resources director of a brewery*

#### Skills that are difficult to find on the job market in Côte d'Ivoire (growth sectors)

In this study, skill needs were identified in the sectors that generate employment. In contrast, studies have been conducted in Côte d'Ivoire on the issue to identify the skill needs of the Ivorian economy in general (Dognimon, 2020; Ibourk, 2020). Table 3 lists the skills required by companies in the manufacturing, trade and construction sectors.

In prospective terms, companies in the manufacturing sector will need graduates in computer science to run their processing lines. However, most of the current vocational training schools have not yet integrated computer science into their training curricula. Industries also deplore the fact that engineering schools in Côte d'Ivoire, including the INP-HB, do not provide training in industrial project management. There is therefore a deficit in skills in the management of industrial projects.

#### Text box 5. Some companies' perception of skilled workers trained in schools other than the National Polytechnic Institute–Félix Houphouët Boigny of Yamoussoukro

"Industrial engineers are rare, only the INP-HB trains good profiles but not enough of them are being trained to meet the needs of all the companies in Côte d'Ivoire."

*Human resources director of an industrial company*

...

"There are other schools that train industrial engineers but we will not entrust our factories to these young people trained in schools other than the INP-HB."

*Human resources director of an industrial company*

The companies surveyed in the trade sector are large-scale businesses in distribution, transport and logistics, and telecommunications and ICT. The skills that are difficult to find in this sector are digital,<sup>28</sup> telecommunications,<sup>29</sup> digital finance (e.g. financial IT engineer, product owner,<sup>30</sup> consumer credit analyst, test and automation engineer), cybersecurity jobs (e.g. cloud computing engineer, cryptologist, cybersecurity lawyer) and big data (there is a significant need for senior big data experts). In short, in view of the skills needs expressed by the companies on the panel, it seems that the challenges in terms of skills needs in this sector are all mainly related to the acquisition of digital skills in all sectors of activity.

<sup>28</sup> The DGE has conducted a study specifically on the current and future needs of companies for skills in the digital professions. The report is not yet available.

<sup>29</sup> Telecommunications professions are those that facilitate the transmission of information remotely. This type of transmission is made possible by computer and electronic technologies.

<sup>30</sup> The role involves supervising a team of developers and designers in the design of a product.

### Text box 6. Information and communications technology skills and requirements

“We recruit 70 per cent of our skills needs locally in Côte d’Ivoire; however, we resort to out-of-State workers to fill the remaining 30 per cent of our skills needs that we cannot find locally.”

*Human resources director of a multinational company*

...

“Companies evolve according to the realities of their environment. If we do not have enough skills in quality and quantity, in the near future we risk being in trouble.”

*Human resources director of a multinational company*

...

“The training modules in schools are not adapted to the needs of companies in the field of ICT.”

*Human resources director of a multinational company*

**Table 3. Summary of job needs in promising employment sectors**

Manufacturing sector	Trade sector	Construction sector
<ul style="list-style-type: none"> <li>Industrial engineers</li> <li>Quality control jobs</li> <li>Jobs related to the digitalization of the industry</li> <li>Industrial project engineers</li> <li>Milling turners</li> <li>Sharpeners</li> <li>Automotive electronics technicians</li> <li>Jobs related to packaging and conditioning</li> <li>Automation technicians (certified level)</li> </ul>	<ul style="list-style-type: none"> <li>Professions of mass distribution</li> <li>Telecom professions</li> <li>Digital professions and jobs related to digital finance</li> <li>Qualitative need for skills related to logistics and transportation</li> <li>Cybersecurity professions</li> <li>Big data jobs</li> <li>Jobs related to the restaurant and the hotel industry</li> </ul>	<ul style="list-style-type: none"> <li>Large project managers</li> <li>Construction engineers, construction technicians</li> <li>Machine operators</li> <li>Construction equipment mechanics</li> <li>Drillers and miners</li> <li>Career managers</li> <li>Aggregate processing plant pilots</li> <li>Construction site managers</li> <li>Construction team leaders</li> <li>Operators of public works machines</li> <li>Geomatic operators</li> <li>Surveyors</li> <li>Qualified masons</li> <li>Qualified carpenters</li> <li>Diver welders</li> </ul>

### Skills needs in other sectors of the economy

In addition to the skills needs of the promising employment sectors, other skills needs were identified by the study, notably in the health, agriculture and craft sectors.

In the health sector, needs were identified in the private health sector, namely private clinics and pharmacies. There are 2,036 private clinics in the country (GIZ, 2019); however, these clinics have difficulties in finding qualified personnel to carry out their activities at the paramedic<sup>31</sup> level. The only institution authorized to train paramedics is the Institut National de Formation des Agents de la Santé (National Training Institute for Health Workers), which trains an insufficient number and those who

<sup>31</sup> Medical professionals are the only ones that can provide prescriptions (except in special cases). Paramedics, on the other hand, support medical professionals to optimize their services.

graduate are automatically recruited as government workers. Private clinics, therefore, find it hard to meet their needs for qualified paramedical staff. The only available graduates in that sector are trained in private institutions that do not provide quality training. As a result, there is a qualitative need for paramedical personnel in the private health sector. On the other hand, there is a quantitative need for ambulance drivers, stretcher bearers, and health and biomedical technicians<sup>32</sup> (who are trained locally but are in short supply). As for private pharmacies, which are very numerous (1,100 were counted as members of the National Union of Private Pharmacies in Côte d'Ivoire), they have qualitative needs for pharmacy assistants.<sup>33</sup>

In the agriculture sector, skills are needed to modernize agriculture in order to increase productivity (and income). To achieve this objective, it is necessary to move towards more intensive production systems and diversification of production as well as the production of higher-value crops. These goals will require not only better access to technology and funding but also the development of technical skills.

During interviews with farmers and cooperatives in the rubber and coffee-cocoa sector, both qualitative and quantitative needs for skilled labour emerged, in particular the need for agricultural technicians, tappers<sup>34</sup> rural engineers and agricultural hydraulics engineers. The needs include skills to ensure agricultural services in cocoa and coffee plantations, technical skills in agritech (use of technology in agriculture), and managerial and commercial skills in the field of agribusiness, agricultural economics, rural finance, agricultural marketing and others. In addition, skills needs for the production of fish hatcheries and fish feed were highlighted during the interviews.

The need for skills in the agriculture field is explained on the one hand by the lack of interest of young people in agriculture. They find agriculture a “dirty” and devaluing profession. Young people today prefer jobs in the public service or private companies, which they find more rewarding and prestigious. On the other hand, the fact that the mode of production in agriculture is still manual, not yet mechanized, is likely to discourage the current youth to be interested in this sector. Finally, working in the cities within the country, especially in rural areas, does not interest young people today.

In prospective terms, skills needs have been identified in the field of green jobs<sup>35</sup> and also in certain branches of green jobs that call for ICT. These are, among others, natural disaster management, precision agriculture, sustainable agriculture, natural resource management, waste management, energy efficiency, forestry and fisheries.

In the craft sector, there is also a need for qualitative skills in all branches (e.g. professional dressmakers, professional hairdressers). The interviews conducted highlight the growing need for personnel with the required technical qualifications and sufficient cross-cutting skills.

<sup>32</sup> A biomedical technician is responsible for the maintenance of the biomedical equipment of the medical facility, supervising the installation and start-up of the medical equipment, monitoring and repairing the equipment, as well as training and assisting users.

<sup>33</sup> Pharmacy assistants are then, like physicians, health-care professionals. They work under the responsibility and supervision of a pharmacist. Their role consists mainly of serving products to customers and advising them on the dosage of these products.

<sup>34</sup> The need for tappers is so great in the rubber industry that farmers turn to foreign labour, mainly Togolese migrants. Tapping is currently a well-paid job.

<sup>35</sup> The OECD defines green jobs as jobs that contribute to environmental protection (mitigation) or that help to better cope with current climate conditions (adaptation).



### Other human resources challenges

Apart from the problem of skills mismatch, the companies on the panel encounter other difficulties, particularly in attracting candidates from within the country.

According to these companies, young people are not interested in a job within the country because of the low attractiveness of these cities. In addition, companies are faced with the problem of employee poaching, which makes it challenging to retain talents within companies. Employee poaching is a major cause of companies' reluctance to train workers locally and preference for foreign labour.

Another difficulty encountered by companies, but of limited scope, is brain drain linked to migration for reasons of education and employment. Some companies in particular are confronted with post-recruitment difficulties, such as lack of professionalism (e.g. repetitive absences, non-compliance with procedure), poor work ethics, attention to quality and professional misconduct. Other companies, especially SMEs, have difficulty in finding suitable profiles who would accept their salary proposals. This situation forces them to recruit skills that are not adapted to their needs but that will accept their pay scales.

#### Text box 7. Human resources difficulties encountered by companies

"We are facing a brain drain in our company – 15 per cent of the company's departures from October 2017 to June 2020 were due to migration; 6 per cent of departures for education abroad; and 9 per cent of departures for a job abroad, and most of them are in Canada."

*Human resources director of an agro-industrial company*

...

"Our salary scale varies between (60,000 and 250,000), but young qualified engineers have higher salary expectations. We are obliged to make do with BTS-level graduates who do not necessarily have the skills."

*Manager of an SME*

...

"We suffer from the poaching of our employees. In fact, we spend money to train our employees in order to bring them up to standard. Alas, once trained, these people are immediately poached by a competitor. This is quite detrimental to companies that are now reluctant to provide training and prefer to recruit foreign workers who meet our needs."

*Human resources director of an agro-industrial company*

### Partnerships between companies and training institutions

Partnership is a very important element of the labour market because if there are more and more partnerships between training institutions and companies, this could help to reduce mismatches in the labour market and also allow young trainees to easily find internships. Most of the large companies on the panel have non-formalized relationships with training institutions. On average, each company has informal interactions with, at most, three training institutions. When asked about the requirements for partnering with these institutions, respondents from companies felt that it was up to the training institutions to approach them.

### Text box 8. Conditions for a partnership between companies and training institutions

“We need the training institutions to get closer to us and tell us what we can gain with them.”

*Human resources director of a company*

...

“Schools must sell their content to companies and demonstrate to companies that they can meet their needs in terms of skills.”

*Human resources director of a company*

...

“We need these schools to train quality workers for the professions related to our core business.”

*Human resources director of a company*

### **Regional specifics of labour demand**

At the regional level, the study was conducted in Bouaké and San Pedro. Two key findings emerged: first, unskilled labour is recruited locally in each city; second, companies in these cities recruit skilled labour through the company headquarters, which is generally located in Abidjan. Jobseekers in these cities are therefore not given preference in recruitment at these companies. It should be noted that the needs of companies do not align, in most cases, with the training specialties of the vocational schools in these cities and therefore with the supply of skills in these cities.

### **3.3. SKILLS DEVELOPMENT PROGRAMMES**

Skills development programmes are part of active employment policies that aim to reduce the unemployment rate by promoting professional integration. In Côte d'Ivoire, skills development programmes are implemented by several ministries. These include the MEPS; the Ministry of Youth Promotion, Professional Integration and Civic Service; the Ministry for the Promotion of SMEs, Craft Industry and the Transformation of the Informal Sector; the Office of the First Lady; the Ministry of Women, Family and Children; and the Ministry of Technical Education, Vocational Training and Apprenticeship.

Table 4 provides a few of the various current integration programmes (the rest of the programmes are presented in the Annex). It should be noted that the comments made in the focus group discussions and corroborated by certain scientific studies (Kouakou, 2006; Kloman-Kouakou, 2022) point to poor targeting of the beneficiaries of the various programmes.

**Table 4. Skills development programmes in Côte d'Ivoire**

Institution	Programme	Objective	Target
<b>Ministry of employment and social protection</b>			
DGE	Socio-professional Integration Project for Vulnerable People (2022–2024)	Including vulnerable low-income people in income-generating activities	<ul style="list-style-type: none"> <li>Vulnerable people (women, persons with disabilities, low-income men over 40 years old)</li> </ul>
	Household Employment Promotion Project (2023–2024)	Valuing domestic work in accordance with decent work standards	<ul style="list-style-type: none"> <li>Young women/men with low education levels</li> <li>Practising domestic workers</li> </ul>
Directorate General of Social Protection	Overriding recruitment in public service to be favourable for persons with disabilities	Contributing to the integration of qualified persons with disabilities into public service	<ul style="list-style-type: none"> <li>Qualified persons with disabilities</li> </ul>
Service Platform	Highly Labour-Intensive Work	Reducing unemployment among young people and vulnerable people with low educational levels by offering them the possibility of carrying out a useful public activity, which allows them to socialize and improve their employability	<ul style="list-style-type: none"> <li>Young men and women with no qualifications, who do not go to school or are illiterate</li> </ul>

Source: Côte d'Ivoire MEPS, 2021.



## 4. TRAINING AND CERTIFICATION SYSTEM IN CÔTE D'IVOIRE

### 4.1. STRUCTURE OF THE TRAINING COURSES OFFERED IN CÔTE D'IVOIRE

#### 4.1.1. Mapping of the vocational training courses offered

According to the 2020–2021 statistical yearbook of vocational training, vocational training institutions include public training institutions, public rural intervention institutions (mobile training units and application and production workshops) and private training institutions.

##### *Public training institutions*

Public training institutions are formal training institutions, such as schools. There are 75 public training institutions in the country. They include the following:

- 3 technical high schools in preparation for BTS accreditation;
- 12 vocational high schools in preparation for BT (Technician's Certificate (Brevet de technicien)) and BTS accreditations;
- 1 multisector centre in preparation for CAP, BT and BTS accreditations;
- 1 sector-specific high school in preparation for BT accreditation;
- 6 centres for craftsmanship development and for BEP accreditation;
- 4 office communication and management centres in preparation for BT and BTS accreditations;
- 1 centre of electronics and applied computer science in preparation for BT and BTS accreditation;
- 10 colleges of technical education in preparation for CAP, BEP and BT accreditations;
- 30 vocational training centres in preparation for CAP and BEP accreditations;
- 1 transport logistics sector centre;
- 1 agro-livestock sector centre;
- 1 vehicle maintenance sector centre;
- 1 agri-food and industrial maintenance centre;
- 1 vocational school for the hotel industry;
- 1 jewellery and related trades school;
- 1 vocational agricultural high school.

### Public intervention institutions in rural areas

Public intervention institutions are those located in the rural areas, such as mobile workshops and production workshops. There are 13 public intervention institutions in the rural areas:

- 10 mobile training units for vocational training;
- 3 application and production workshops for the development of craftpersons and logistical support to young graduates.

### State-approved private training institutions and firms

State-approved private training institutions are privately owned but authorized by the Government to operate. There are 460 State-approved private training institutions in the country. In Côte d'Ivoire, there are more private vocational training institutions than public vocational training institutions.

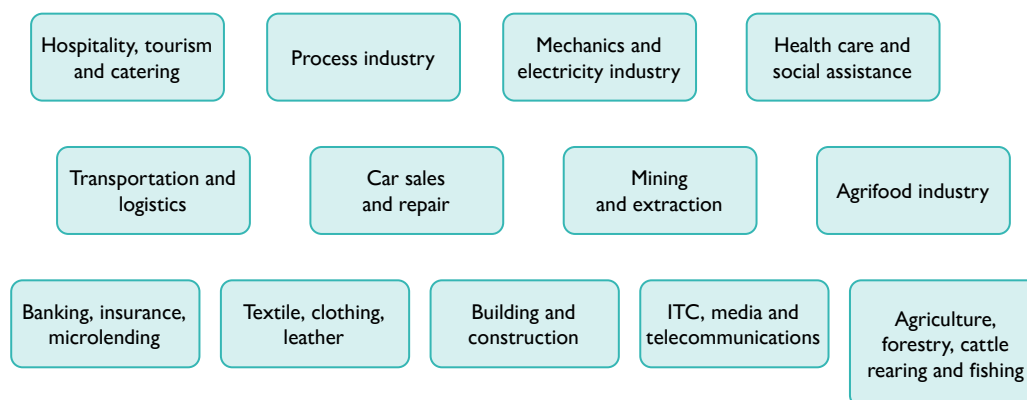
**Table 5. Degrees offered and admission requirements**

Abbreviated degree	Degree	Duration of training	Age eligibility for training application	Minimum level of education	Recruitment method
CQP	Certificate of Vocational Training	2 years	15–27 years old	Sixth grade	Free registration
CAP	Certificate of Professional Aptitude	3 years	15–27 years old	Eighth grade	Competitive examination
BEP	Vocational Training Certificate	2 years	15–27 years old	Tenth grade	Government assigned
BT	Technician's Certificate	3 years	15–27 years old	Tenth grade	Government assigned and competitive examination
BP	Professional Certificate	3 years	15–27 years old	CAP + 3 years of professional experience	Competitive examination
				BEP + 1 year of work experience	
BTS	Advanced Technician's Certificate	3 years	15–27 years old	Score of 160 points at baccalaureates A, B, C and D	Competitive examination
				Score of 192 points at BAC E, F1, F2, F3, F4, F7, G1 and G2	

Source: Côte d'Ivoire METFPA, 2021.

It should be noted that the technical education and vocational training system accounts for only 5 per cent of secondary school enrolment in Côte d'Ivoire, with 51 per cent boys and 49 per cent girls. The training fields are presented in Diagram 2.

**Diagram 2. Technical and vocational education and training areas in Côte d'Ivoire**



Source: Côte d'Ivoire METFP, 2022.

### ***Challenges in vocational and technical education***

The vocational training system in Côte d'Ivoire suffers from certain deficiencies, including the following:

- The instability of the institutional portfolio of vocational training in recent years, as evidenced by changes in the ministry in charge, has undermined the effectiveness of the sector's transformation policy (Côte d'Ivoire METFP, 2020).
- Funding for the METFPA in the face of the growing demand for training is insufficient; a major part of the budget is used for wages.
- The training courses being offered are still poorly adapted to the needs of private companies; these courses essentially cover the tertiary sector and are supported by a private sector with limited resources.
- The absence of a real support system in funding new infrastructures (and their preventive maintenance) and adapted training equipment remains an obstacle to offering diversified training programmes by the private sector.
- Training content is not standardized: the framework for developing curricula and training programmes has several limitations.
- There is still a lack of trainers in some fields, especially in the industrial sector.
- Insufficient attention to gender specificities in TVET: the budget for taking gender into account in the operation of METFPA are limited.

A graphic presentation of the challenges facing the department in charge is provided in the Diagram 3.

**Diagram 3. Main challenges for Côte d'Ivoire Ministry of Technical Education, Vocational Training and Apprenticeship**



Source: Côte d'Ivoire METFP, 2022.

#### 4.1.2. Mapping of higher education training programmes being offered

The landscape of higher education in Côte d'Ivoire is made up of public institutions under the supervision of the MESRS, private universities, and colleges and institutions outside the supervision of the MESRS.

##### ***Public institutions supervised by the Ministry of Higher Education and Scientific Research***

The MESRS supervises the following State universities, as well as the 287 (according to the 2015–2016 statistical yearbook of higher education) private colleges and universities:

- Félix Houphouët Boigny University of Cocody;
- Nangui Abrogoua University of Abobo Adjamé;
- Alassane Ouattara University of Bouaké;
- Jean Lorougnon Guédé University of Daloa;
- Péléforo Gon Coulibaly University of Korhogo;
- University of San Pedro;
- Virtual University of Côte d'Ivoire;
- University of Man;
- Polytechnic Institute Houphouët Boigny of Yamoussoukro;
- Ecole Normale Supérieure of Abidjan.



### *Institutions outside the supervision of the Ministry of Higher Education and Scientific Research*

Some training and education institutions are supervised by other ministries:

- The Centre for Animation and Educational Training, under the supervision of the Ministry of National Education Technical Education and Professional Training;
- The National Pedagogical Institute of Technical and Vocational Education; Office Automation, Communication and Management Centres; and technical high schools, under the supervision of the Ministry of Vocational Training;
- The National Institute of Social Training, under the supervision of the MEPS;
- The National School of Statistics and Applied Economics, under the supervision of the Ministry of Planning;
- The National Institute of Arts and Cultural Action;
- The National Institute of Youth and Sports, under the supervision of the Ministry of Sports and Leisure;
- The National Training Institute for Health Workers, under the supervision of the Ministry of Health;
- The National School of Administration; under the supervision of the Ministry of Civil Service;
- The African School of Information and Communication Technologies, under the supervision of the Ministry of Communications and Information Technology;
- The Regional Academy of Marine Sciences and Technology, under the supervision of the Ministry of Transportation;
- The National Institute of Judicial Training, under the supervision of the Ministry of Justice.

The Ivorian higher education is confronted with the massification of the student population and the insufficiency of infrastructure and human resources. The number of students has increased from 169,946 in 2013 to 203,555 in 2016 (MESRS, 2017). There is also a shortage of teachers in higher education. In the private education sector, for example, institutions are subject to authorization before they are established, and then they undergo inspections when they open and unannounced checks. In spite of this process, it has been noted that the training provided by these institutions does not enable students to acquire the skills necessary for their professional integration. The groups interviewed during the study raised questions with regard to the criteria that define the control exercised by the entities which are in charge of private higher education, namely the Directorate of Higher Education and the sub-directorate of private higher education.

As for public higher education, in addition to overcrowding, it suffers from the inadequacy of training curricula to meet the needs of the private sector. Numerous reforms have been taken to improve the higher education system, including the BTS reform,<sup>36</sup> the Medium-Term Expenditure Framework (MTEF) of the MESRS 2011–2014<sup>37</sup> and the Medium-Term Action Plan of September 2011 resulting from the MTEF. These reforms are being implemented gradually and suffer from a lack of funding.

<sup>36</sup> This reform aims at eliminating courses that are no longer in demand in the private sector and replacing them with courses that are in demand in the labour market.

<sup>37</sup> This framework is a budgeting document. It sets the institutional framework for the decentralization of universities and the opening of vocational institutes.

### 4.1.3. Skills assessment system in Côte d'Ivoire

#### *Components of the national qualifications recognition system*

In Côte d'Ivoire, the national system for the recognition of qualifications encompasses all the institutions and procedures put in place to have prior learning recognized in terms of skills or qualifications obtained in both formal and non-formal ways (Dognimon, 2020). The national credential recognition system has two components: formal and informal.

#### ► Formal component

The formal component of the system of recognition of qualifications is the recognition of skills at the primary and secondary levels up to the baccalaureate and diplomas of technical and vocational education acquired both in Côte d'Ivoire and abroad. The institution in charge is the DECO. The DECO is assisted in its task by the Directorate of Testing, Competitive Exams, Admissions and Scholarships for the recognition of diplomas of technical education and vocational training.

The recognition of higher-level diplomas is ensured by the Commission for the Recognition and Equivalence of National and Foreign Diplomas, which is under the supervision of the MESRS.

#### ► Informal component

The informal component of the skills recognition system is handled by CODINORM. This is a non-profit association, recognized as being of public utility, created by the private sector on 24 September 1992, with the authorization of the Council of Ministers on 26 August 1992. Technical supervision of CODINORM is ensured by the Ministry of Industry and managed by a board of directors of 23 members including 9 representatives of the State and 14 from the private sector.

#### *Main challenges of the national qualifications recognition system*

The study of the system of professional certifications and the validation of acquired experience in Côte d'Ivoire makes it possible to understand which avenues of intervention should be retained.

#### ► Difficulties in generalizing validation of acquired experience in the formal sector

Training centres must be able to follow up on graduates and thus become a permanent pool of resources that companies can call upon in the event of an increased need for talent.

Companies would like to have a better understanding of the skills of their employees, especially seasonal workers. Seasonal workers are positioned directly on the site so that their abilities can be assessed, and then they are assigned to the workstation that seems most suitable. The implementation of a system of validation of experience would make the skills of these employees more visible.

The national system of recognition of formal diplomas, although credible and reliable, suffers from the cumbersome administration of its implementation. Users are very quickly confronted with the slowness in the delivery of diploma equivalence.

The DECO and the Commission for the Recognition and Equivalence of National and Foreign Diplomas, in the context of their mandates, are experiencing some difficulties in the recognition process. These include late responses or non-responses to requests for confirmation of authenticity that they send to certain countries (foreign schools, evaluation institutions, etc.). In addition, they are faced with obstacles related to the translation of diplomas into other languages, such as English, Arabic, Spanish and Chinese. Finally, it should be noted that the lack of funding limits their ability to travel to other countries to better understand these countries' training systems for benchmarking or to organize information sessions for users.

## ► Certification needs and challenges in the informal sector

The importance of the informal sector in the Ivorian economy is proven. It offers many opportunities that are yet to be exploited.

However, the informal sector continues to be seen by some as marginal; a sector to which people turn to escape unemployment or the formality of administrative procedures. The analysis shows that workers (including the illiterate, school dropouts, non-integrated graduates) in the informal sector generally train on the job (i.e. learning by doing, learning by repeating and imitating) or through self-training, in an environment marked by the transmission of practices and the continuity of techniques and gestures that are sometimes rudimentary or outdated.

These workers acquire, over the years, competences, skills and professional experiences “without official papers”, without proof and without social and/or administrative recognition. This constitutes a real obstacle to their socioprofessional integration, the development of their human capital and the improvement of their social well-being.

By means of questionnaires and sessions conducted within the regions, it was possible to define the perimeter and components of the informal sector in Côte d’Ivoire under different aspects – the various set-up of companies, most represented sectors of activity, make-up of human resources and attitude towards the validation of acquired experience, among others.

The professionals, employers and young people interviewed for this study showed an interest in the qualification of people working in the informal sector and the implementation of a system of validation of acquired experience. Due to a lack of adequate certifications, a large proportion of people face the impossibility of obtaining a decent job even in cases where they would have the required knowledge and skills. Respondents admit that the process of validation of prior learning can help a person obtain a formal certification that matches their knowledge and skills, which would improve their employability, mobility, lifelong learning, social inclusion and self-esteem. Validation of prior learning has the potential to provide an alternative learning pathway to formal education and training, and to facilitate multifaceted bridges between the educational system and the labour market.

However, the system of recognition of informal skills has only existed since 2016 and is therefore unknown to most of the actors. This explains why CODINORM is rarely called upon and why deliberations are rarely held, given that a required number of applications must be submitted before the commission can sit. Finally, the coverage of the skills certification system is still low and only takes into account three branches of activity through a pilot project that is still not operational: vehicles and machinery (car mechanics, car electricians and car painters); construction and public works (electricians); and quality management systems.



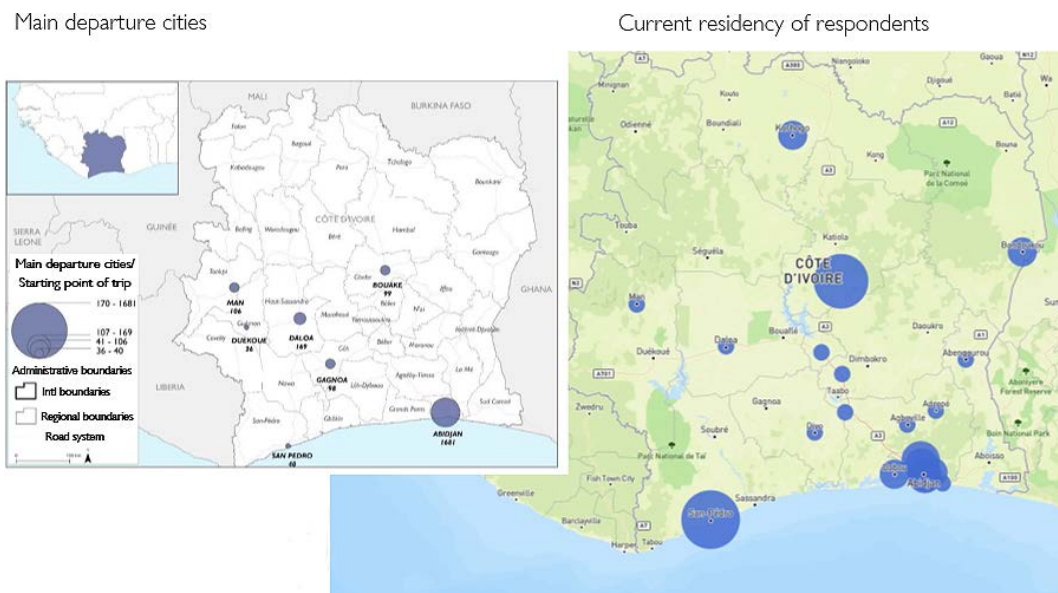
## 5. ANALYSIS OF THE DRIVERS OF MIGRATION IN CÔTE D'IVOIRE

This section reviews the factors that drive migration among young Ivorians. In fact, given the precarious situation of young people in the labour market as described in the first part of the study, it would be appropriate to understand what motivates their departure for foreign countries. To do this, the sociodemographic characteristics of the young people interviewed is the subject of the first session of this part, which is followed by an exploration of the perceptions of young people on migration plans.

### 5.1. SOCIODEMOGRAPHIC CHARACTERISTICS OF RESPONDENTS

The study covered the main migration departure areas identified by IOM in its profile report.

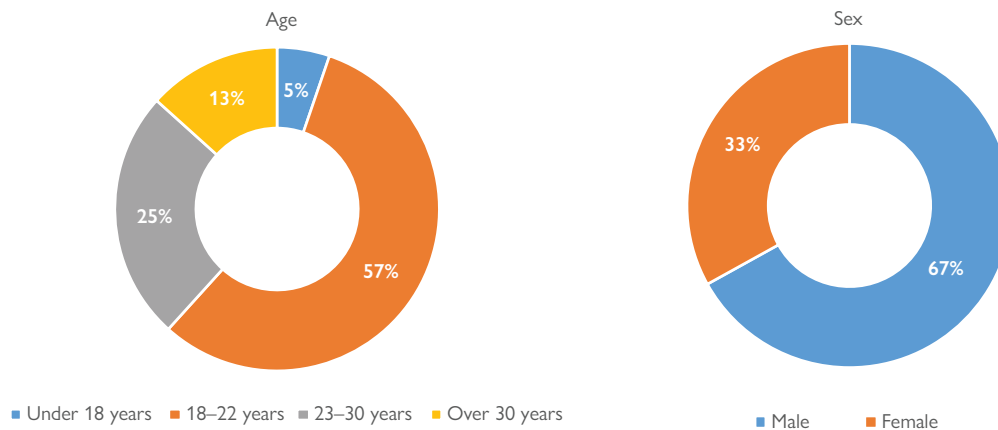
**Map 2. Visualization of the geographical origin of the respondents**



Sources: Compilation based on IOM, 2021a and data from the current study, 2022.

Note: This map is for illustration purposes only. The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the International Organization for Migration.

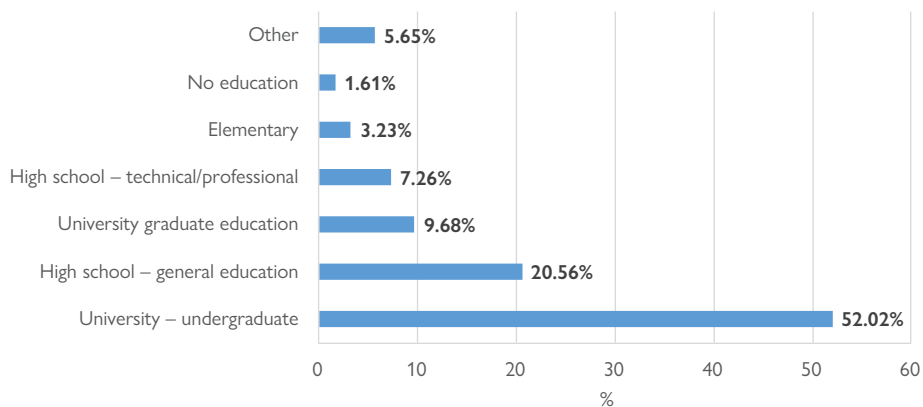
**Figure 15. Age and sex of respondents**



Source: Data from the current study, 2022.

The educational levels of the respondents represent all the existing levels in Côte d'Ivoire, with a good representation of the groups identified as “at risk of migration” in the reports that were reviewed (general education secondary level).

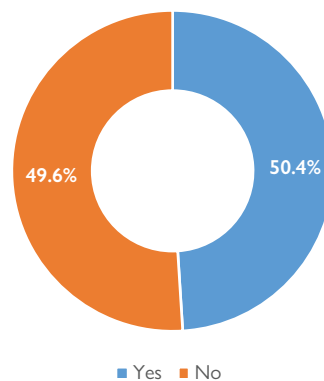
**Figure 16. Educational attainment of respondents**



Source: Data from the current study, 2022.

The overall sample of respondents is evenly divided between those who are in training and those who are not (see Figure 17).

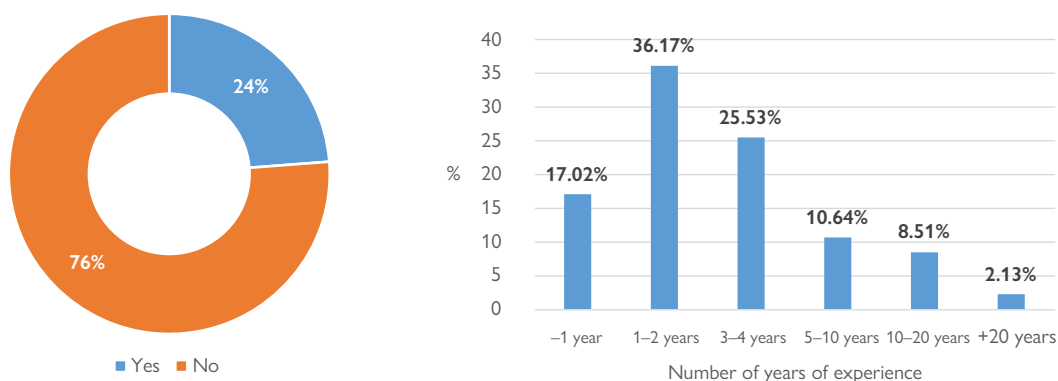
**Figure 17. Respondents in training**



Source: Data from the current study, 2022.

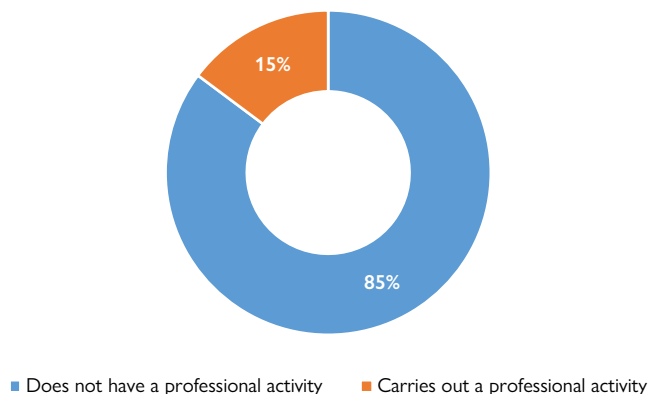
The majority of respondents have no professional experience (76%), or a low number of years of experience: less than four years for most of them (over 78%).

**Figure 18. Professional experience of respondents**



Source: Data from the current study, 2022.

**Figure 19. Exercise of a professional activity**



Source: Data from the current study, 2022.

A vast majority of respondents (85%) answered that they did not work.

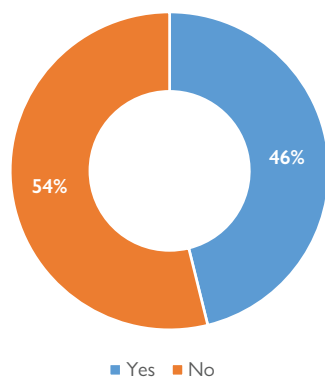
**Figure 20. Occupational sector of respondents with work**

Sewing	Bleeding	Football	Trade	Education
Air conditioning and refrigeration	Shoemaker	Transport	Company employee	Business management
Teaching in private schools	Manager of my start-up	Fan repair and sales	IT	Event decoration
Painting	Repair and sales	Football manager	Gas agent and cyber manager	Mechanics (automobile)
Safety	Agriculture	Transcription of audio files	Cosmetics sales	Bush meat sale

Among the respondents currently employed, a large number of different sectors and occupations were mentioned; these include sewing, cattle raising, sales, transportation, start-up manager, computer science, air conditioning and refrigeration repair, among others. This illustrates the great (and necessary in order to be able to ensure a stable income over time) versatility of the activities carried out by this young population of respondents.

Among those who are employed, nearly 54 per cent are in the informal sector (Figure 21).

**Figure 21. Employment in the formal sector**



*Source:* Data from the current study, 2022.  
*Note:* Respondents with work were asked if they were employed in the formal sector. “Yes” indicates working in the formal sector; “no” means working in the informal sector.

Among the minority of respondents with incomes, there are two poles of near parity: those reporting incomes below or well below the minimum wage and those reporting incomes around the minimum wage (and up to CFAF 100,000 per month).

The scale of current monthly income contrasts with the desired monthly income, since the majority of respondents aspire to receive an income greater than CFAF 100,000 per month. The difference in aspirations is therefore significant between the current situation and the desired situation if they migrate.

**Figure 22. Income scale of employed respondents**



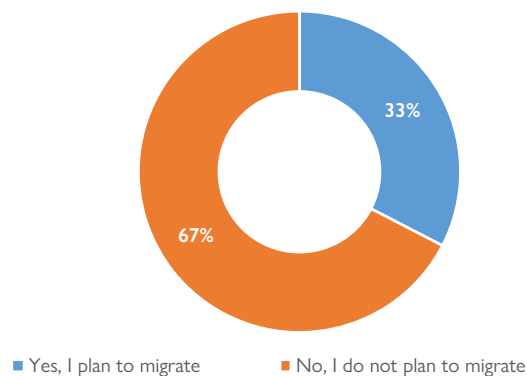
*Source:* Data from the current study, 2022.



## 5.2. YOUTH'S PERCEPTION OF PLANS TO MIGRATE

With regard to their plans to migrate, the majority (67%) of young people think about emigrating as a possibility.

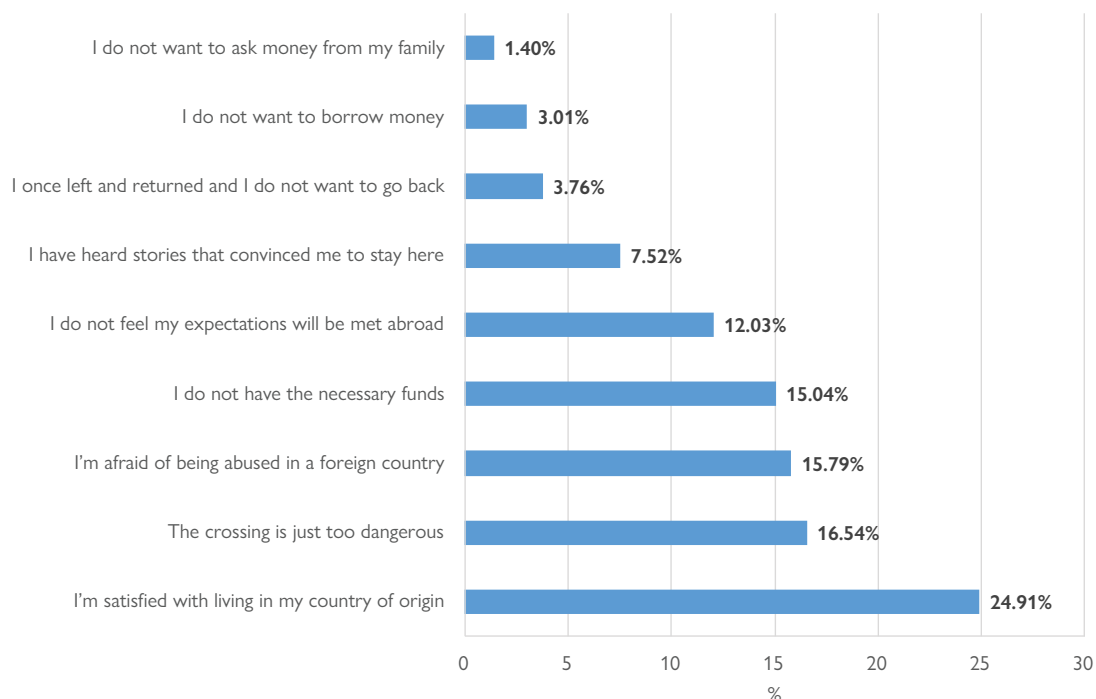
**Figure 23. Thoughts on possible migration plans**



Source: Data from the current study, 2022.

Among the minority who do not have a plan, satisfaction with living conditions in Côte d'Ivoire, fear of the dangers of the travel and the lack of means were the main reasons given.

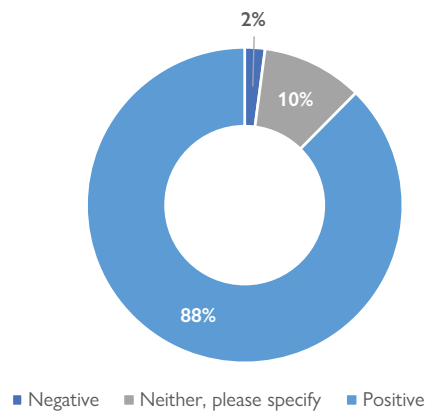
**Figure 24. Reasons for not having migration plans**



Source: Data from the current study, 2022.

For the largest percentage of respondents who have plans to migrate, migration is overwhelmingly perceived as positive.

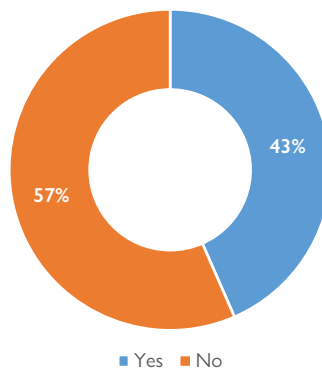
**Figure 25. Perceptions of migration**



Source: Data from the current study, 2022.

However, of those who intend to migrate, most have not yet begun to work out the details.

**Figure 26. Preparation for migration**



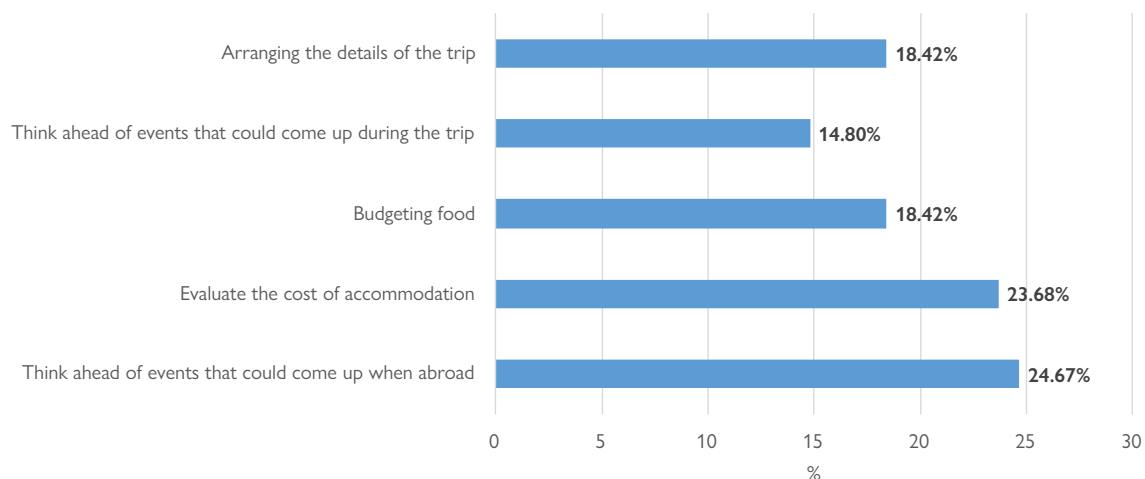
Source: Data from the current study, 2022.

Note: The respondents were asked if they had begun preparing for migration. "Yes" indicates preparation is ongoing; "no" means steps have not been taken to migrate.

Thus, preparation for migration is not advanced or is nonexistent in most cases.

Among those who thought about migration, issues related to housing and events that may occur during the trip were the main concerns put forward (Figure 27).

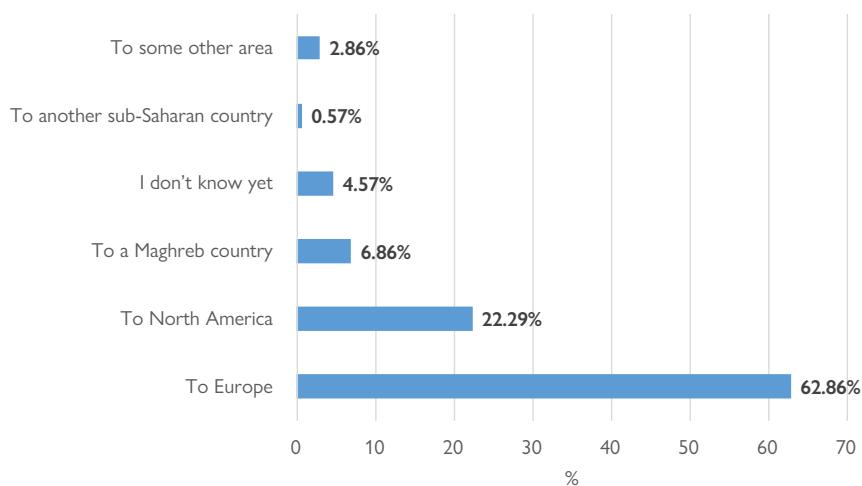
**Figure 27. Items included in the preparation for migration**



Source: Data from the current study, 2022.

Among the desired destinations, Europe and North America constitute the bulk of responses (85% for both destinations combined). The Maghreb is perceived as a final destination by only a very small percentage of respondents (6.8%).

**Figure 28. Desired migration destinations**



Source: Data from the current study, 2022.

For those who mentioned the Maghreb (with low number of responses), Morocco is a priority among the various North African countries proposed (Table 6).

**Table 6. Migration plans to the Maghreb**

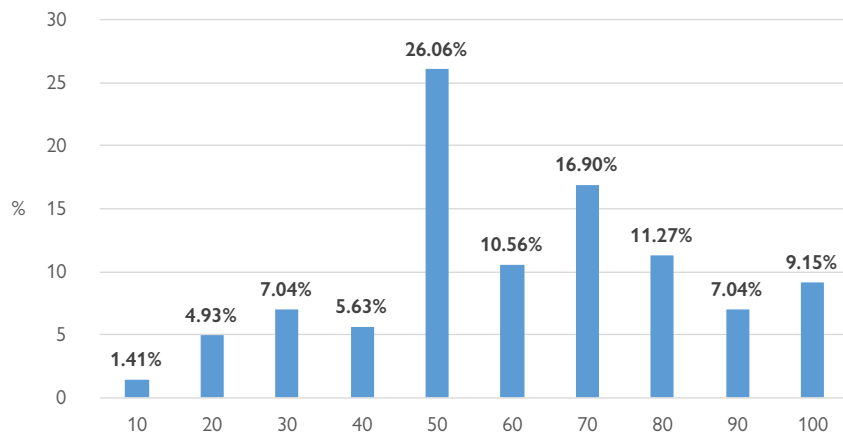
Country	Ranking (1–5 scale)*	Percentage of responses
Algeria	2	41.7
	3	33.3
	4	25.0
	5	0.0
	1	0.0
Egypt	4	50.0
	2	25.0
	1	8.3
	3	8.3
	5	8.3
Libya	5	91.6
	4	8.3
	3	0.0
	2	0.0
	1	0.0
Morocco	1	91.7
	2	8.3
	5	0.0
	4	0.0
	3	0.0
Tunisia	3	58.3
	2	25.0
	4	16.6
	5	0.0
	1	0.0

Source: Data from the current study, 2022.

Note: \*Respondents were asked to rank the countries from 1 (most preferred) to 5 (least preferred).

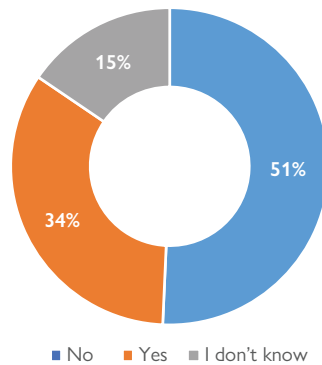
The estimated probability (in percentage) that migration will be carried out demonstrates a certain confidence, since 82 per cent of respondents indicated that there is a 50 per cent or more likelihood of them migrating.

**Figure 29. (Perceived) Probability of actual migration**



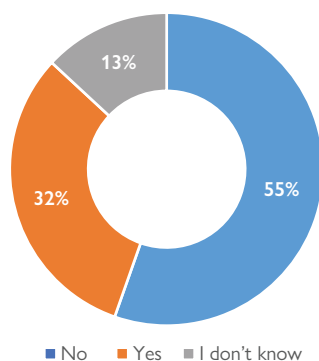
In terms of how well informed potential migrants are about the living conditions in their destination countries, it is noteworthy that most of them admit that they are not sufficiently informed (Figure 30).

**Figure 30. Level of perceived information on living conditions in the destination country**



Source: Data from the current study, 2022.

**Figure 31. Level of perceived information on possibilities of integration in the destination country**

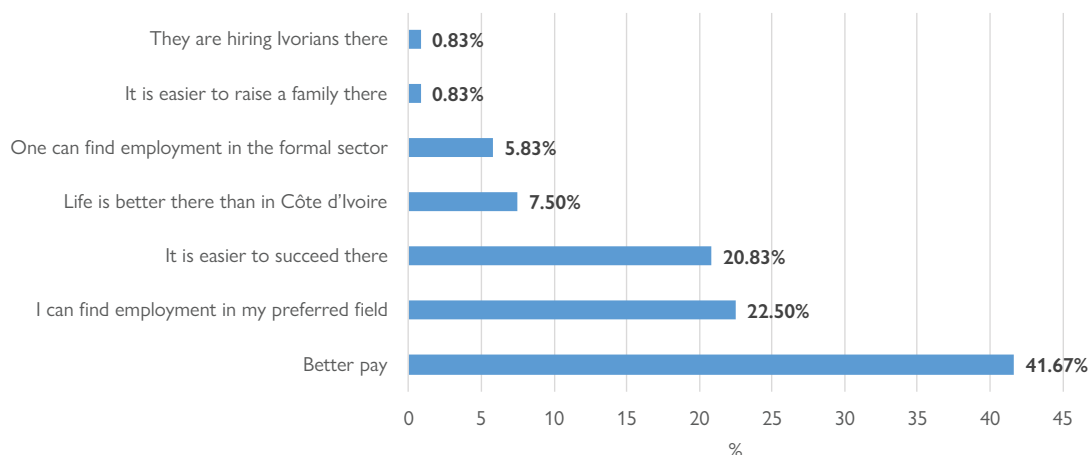


Source: Data from the current study, 2022.

This result becomes even clearer when integration possibilities in the destination country are looked into. Of the respondents, 55 per cent believe that they do not have sufficient information about job opportunities once they are there.

When trying to understand the image and perception respondents have of their destination countries, to justify the optimism regarding a possible departure, the answers reveal the assurance of a better income in the destination country, as well as better integration possibilities, more in line with their wishes to work in their fields of activity.

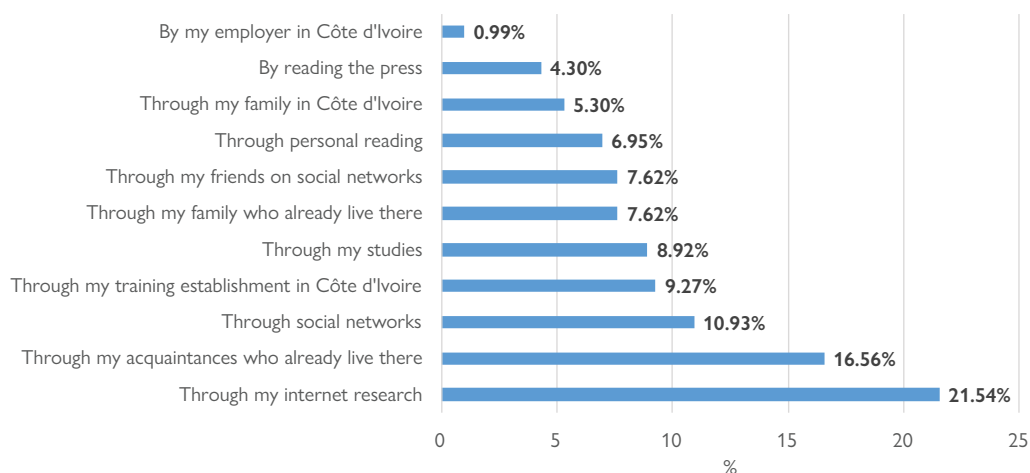
**Figure 32. Respondents' image and perception of the country of destination**



Source: Data from the current study, 2022.

These opinions are based on various information channels about the target country. Among the means usually used by respondents to educate themselves about the destination country are personal research online (in addition to posts on social networks) and networks of acquaintances or family already established in the target country or holding information about it. Information from educational institutions comes only later. This shows the importance of both online channels and the personal networks of potential migrants as sources of information (Figure 33).

**Figure 33. Sources of information on the destination country**



Source: Data from the current study, 2022.

Regarding the reasons and motivations for leaving, it is noteworthy that the respondents attach great importance, first of all, to the possibility of contributing to the income of their families or their communities, and also to the possibility of education (continuing or beginning education abroad). The utilization of the network of acquaintances or family members established in the target country is also at the top of the list of the responses given.

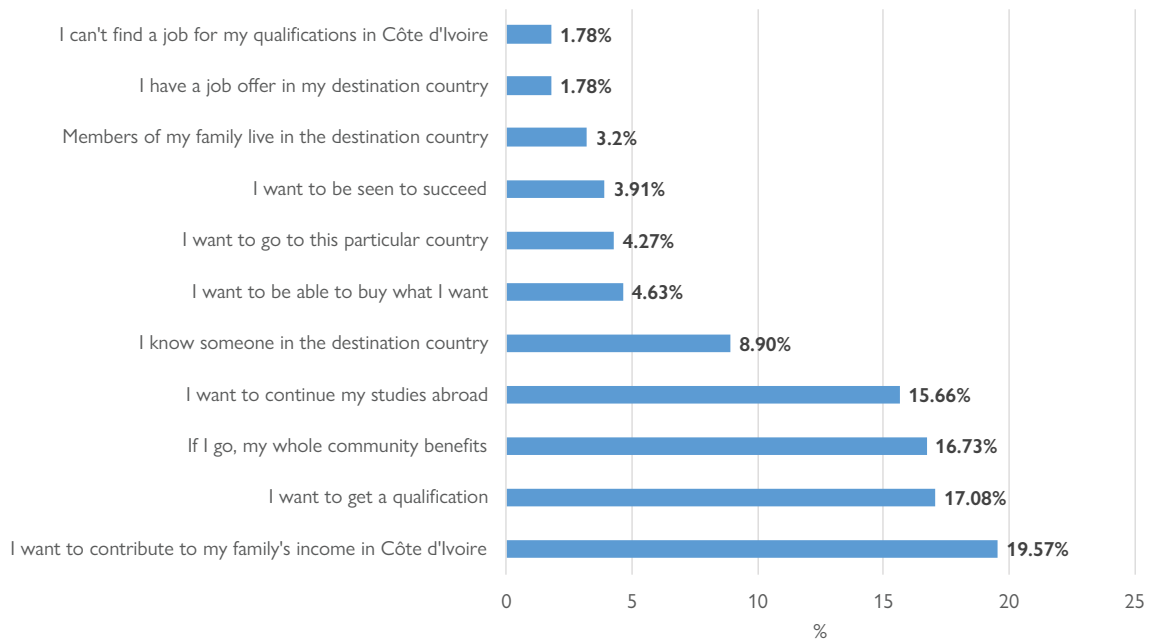
Aspirations for material success, acquisition of assets or personal “image gains” are not at the top of the list of priorities motivating migration. The desire to help one’s relatives, the needs commanded by one’s sense of “duty” towards one’s relatives, contribution to the budget for expenses of the family back in Côte d’Ivoire, the aspiration to reach living conditions that allow one to provide for the needs of one’s “group” are the top motivations for migration.

The destination as such does not appear to be a determining criterion either, since the respondents do not seem to link their aspirations to provide for the needs of the family or community to a particular destination (the choice “I want to go to that particular country” accounts for only 4.2% of responses). Among the least frequently mentioned responses, the almost total absence of job offers as a reason for leaving is worth noting. Similarly, not being able to find a job in Côte d’Ivoire that meets one’s qualifications is hardly ever mentioned as a reason for leaving.

However, the analysis carried out during the focus group discussions gives a new insight into the factors that would be likely to motivate migration. In fact, when the analysis was conducted at the level of young people with little or no qualifications and were engaged in small-scale activities, the lack of funding for their professional activities, the lack of prospects on the labour market, the inability to provide for their needs and the lack of family support came out as factors that exacerbate the desire to leave. Those who have been able to work in companies as employees feel that their rights are not always respected and that their pay is low and does not allow them to support themselves and their families. In addition to these factors, there is the consideration and respect that the community shows those young people who have emigrated; they are respected more and held in high regard than those who stay in Côte d’Ivoire. As well, possession of material things, such as a nice car or a house, is a factor to be taken into account. Finally, the currency exchange rate difference between Côte d’Ivoire and the destination countries is an argument put forward by the young people interviewed, which makes them believe that they could carry out their usual activities abroad and earn more money than in Côte d’Ivoire.

As for the groups of young graduates, their reasons for leaving the country are the educational circumstances in universities, the low quality of training offered (training is judged to be theoretical and not adapted to the needs of the labour market) and the non-valuation of their diplomas compared to diplomas obtained abroad. For these young graduates, those who obtained their diplomas abroad have a better chance of getting a job than those who stayed in the country. Emigrating is, therefore, perceived by young graduates as a way to get quality education and increase their employability.

**Figure 34. Motivations for migrating**

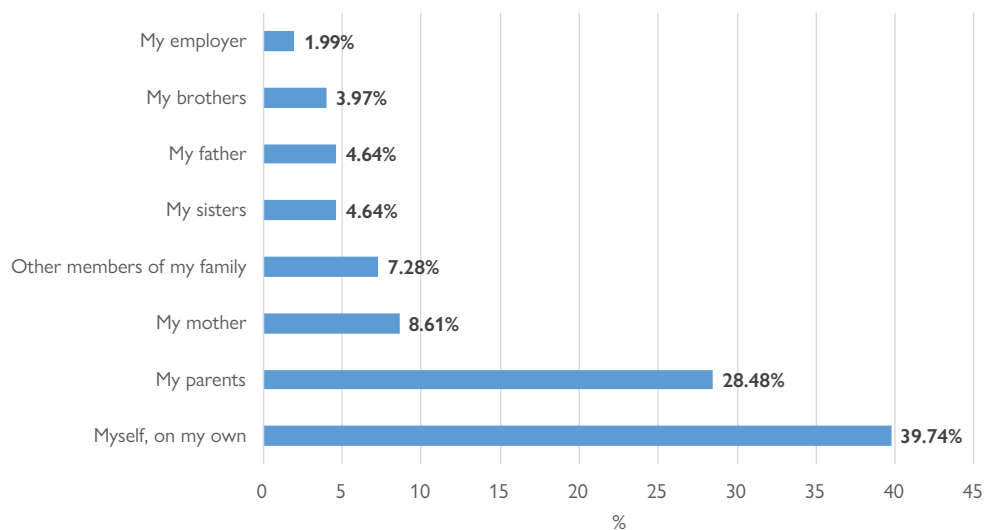


Source: Data from the current study, 2022.

In terms of the circumstances surrounding the decision to leave, the majority of respondents (39.7%) said that they retained control over the act of leaving. Migration is, therefore, mainly a personal journey and an individual decision. Parents rank second among the participants in the decision-making process (28%). Among family members, the relative preponderance of the influence of female members (mother and sisters totaling 13% of responses, compared with father and brothers totaling only 8%) in making the decision to migrate is also worth noting.

The role of employers appears negligible in the responses received, illustrating the fact that the decision to leave among the respondents has almost nothing to do with a connection to a possible available job or a particular job offer. It is apparent here that respondents do not expect to find a formal job in the destination country.

**Figure 35. Participants in the initial decision-making process**



Source: Data from the current study, 2022.



The decision to migrate is mainly motivated by the parents' opinion (57%) or personal opinion (39%). This shows that for the young population surveyed in this study, the family plays a preponderant role in their migration decisions. This trend is higher in this study than what was derived from the IOM (2021a) profile report on Ivorian migration between 2017 and 2020.

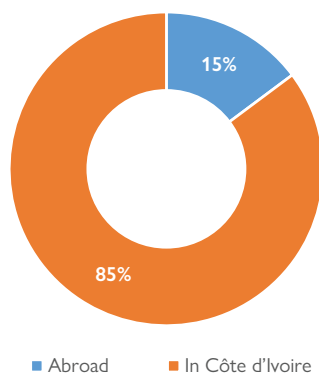
This finding could be explained by the difference in the average age of the different samples used to conduct the two studies. In fact, the sample in the migration profile report consists of a significant number of adults who are over 35 years old. As adults are more autonomous than younger ones, the proportion of adults could play a role in the result that the decision to migrate is personal (ibid.). For the present study, the sample is composed of young people between 15 and 35 years, who are not yet autonomous and whose parents' opinions count in their decision-making.

These family members, whose voices count in the decision to leave, reside primarily in Côte d'Ivoire. It can be concluded that the decision is therefore not likely to be the result of a family reunification move.

Regarding the financial contribution of the participants in the decision to migrate,<sup>38</sup> IOM Côte d'Ivoire already has data on the subject from the IOM migration profile report (ibid.):

- “In 62 per cent of the cases, the migrants declared that they had financed their trip themselves (65% of men and 50% of women). Women therefore seek more help from their family and friends to contribute to funding their trip.”
- “Most often relatives, and more rarely friends, are asked to co-fund the trip with the migrant, with potential hopes of a return on investment, financial support through sending money home once the destination country is reached or when they start working in the transit country(ies).”

**Figure 36. Residency of those involved in the decision to migrate**



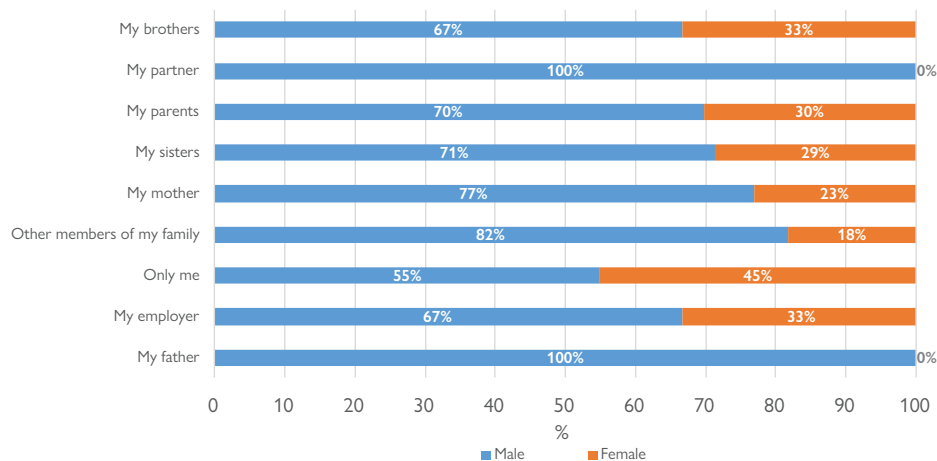
Source: Data from the current study, 2022.

Data from the IOM migration profile report (ibid.) indicates that “family pressure and influence on the decision to leave appears to be stronger for women than for men, even if it remains marginal”.

<sup>38</sup> The choice for this collection was made to: (1) focus on the gaps in knowledge that appeared following the literature review; and (2) to limit the number of sub-questions, in order to keep the survey questionnaire within limits that would allow for the collection of a large number of complete responses.

If the data on the preponderance of the influence of female family members in the pre-departure decision is disaggregate by sex, this preponderance is most marked among men. In fact, male respondents more often mentioned both their parents and their female family members as the main participants in the decision to migrate:

**Figure 37. Types of people involved in the decision to migrate (by sex of respondent)**



Source: Data from the current study, 2022.

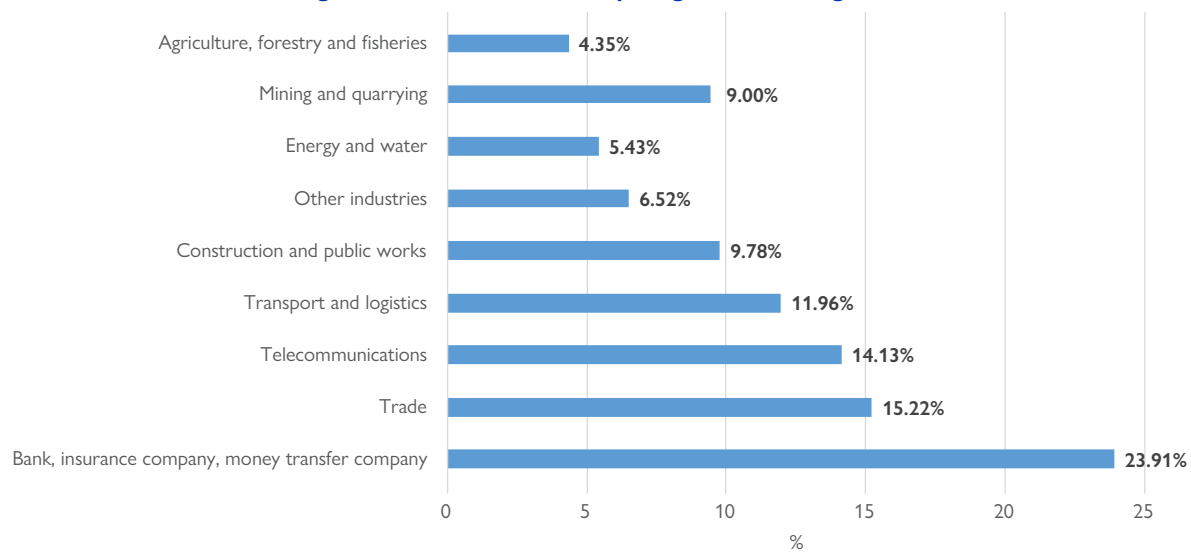
### 5.3. NEEDS EXPRESSED BY THE YOUTH FOR THEIR INTEGRATION

When respondents were asked if they needed additional training for their integration, a majority (67.35%) wanted financial support more than technical support. This confirms the results of the focus group discussions, which show a generalized spirit of initiative and numerous business ideas. Many project leaders told the interviewers that their concern was more about access to larger, better-paying markets and the growth of their businesses rather than strictly technical support.

In addition, the (positive) responses reveal a wide variety of areas for which support is desired. This illustrates the great propensity of these young respondents, confirmed during the focus group discussions, to move towards activities where they believe that their chances of receiving and especially stabilizing an income are the best.

To the question on the sectors of activity in which the respondents aspire to work, the answers once again show a very wide range of professions and integration wishes, whether by sector or by branch of activity targeted. Also, a predominance of choices for the services sector is notable compared to the industrial and construction sectors. In fact, 6.52 per cent of the respondents would like to work in the services sector, while only 9.78 per cent would like to work in the construction sector and 14.13 per cent in the telecommunications sector. This result is consistent with the literature review in the first part of this report, according to which the supply of skills in Côte d'Ivoire is dominated by services sector specialties.

**Figure 38. Sectors of activity targeted for integration**



Source: Data from the current study, 2022.



PART III

# CONCLUSIONS AND RECOMMENDATIONS

## 6. CONCLUSIONS OF THE ANALYSIS

### 6.1. ANALYSIS OF IMBALANCES (AXIS 1)

With respect to labour market imbalances, the findings can be summarized as follows:

- Young people in the labour market have difficulty finding stable employment.
- Those who manage to get in have precarious jobs, with difficult working conditions.
- Many young people who have difficulty integrating or who have precarious jobs resort to irregular migration.
- Shortage of skills is observed in certain sectors of the economy not met by the local workforce.
- There is a plethora of training opportunities in the tertiary sector, producing a number of graduates in fields that are not adapted to the needs of the economy.
- Gender inequality exists in the labour market on both the supply and demand sides.

### 6.2. GENERAL ANALYSIS OF MIGRATION DRIVERS (AXIS 2)

When the qualitative analyses of Part 4 are put into perspective with the conclusions of Part 3, there is an undeniable consistency between the findings of the questionnaires and interviews and the results of literature review.

The analyses and literature review also point to similarities with evidence from other sub-Saharan African countries. Thus, most of the macro- and microstructural factors identified in the reviewed literature (Dago and Barrussaud, 2021; Epiney, 2008; Carling and Collins, 2018) are also present in Côte d'Ivoire:

- Great importance is given to the possibility of contributing to the income of the potential migrants' families or communities, and also to the possibility of training (continuing or starting their training abroad).
- Aspirations for material success, acquisition of possessions or personal "image gains" are not at the top of the list of priorities for motivating a departure (unlike the importance given to caring for loved ones, constraints of "duty" towards loved ones, contribution to the budget for family expenses in Côte d'Ivoire and the aspiration to achieve living conditions that will allow one to meet the needs of one's "group").
- The use of network of acquaintances, or family members established in the target country, is at the top of the list of possible drivers.
- Among the least frequently mentioned responses, the almost absence of a job offer in the destination country as a reason for leaving is worth noting.

### 6.3. SYNTHESIS

In an attempt to synthesize the driving factors in Côte d'Ivoire in light of the study of labour supply and demand conducted, the findings can be summarized as follows:

- There are mismatches between labour supply and demand in Côte d'Ivoire; hence, the difficulty of integration into professions and the low-income prospects as anticipated by the young workforce in the country, the lack of curiosity among young people as alleged by some employers or the employers' perception of the youth's discouragement as disinterest in trade and jobs available.
- In Côte d'Ivoire, the dissemination of information on the supply of and demand for skills and the requirements of the jobs (e.g. skills, education, certifications, licences) presents gaps.

## 7. RECOMMENDATIONS

Traditionally a destination country of migrant workers from the region, Côte d'Ivoire has experienced successive waves of immigration since the 1960s. Encouraged by a development policy centred on agriculture, migration into the country has had an impact on land conflicts and the political crises that have ensued. Today, Côte d'Ivoire enjoys a triple status of host, transit and departure country.

Concerted management of migration with destination countries is necessary in a context of security threats in border countries, persistent intercommunity clashes in certain areas and the increase of irregular migration.

The difficulties identified for a concerted management of migration, not only labour migration, are technical, political, institutional, financial and sociological. In order to get away from a piecemeal approach, the formulation of a real labour migration management strategy must be an integral part of the ongoing dialogue between the Government and the international organizations concerned.

The analysis of labour market imbalances and the study of migration drivers in Côte d'Ivoire, proposed in the previous sections, should be taken into account for such a coordinated management of labour migration within the overall migration strategy framework for Côte d'Ivoire.

### 7.1. CONSIDERATION OF GOVERNMENT INITIATIVES

The purpose of this report is to extend the initiatives undertaken by successive governments, within the legislative (Law No. 90-437<sup>39</sup>) and regulatory (Ordinance No. 2007-604 of 8 November 2007) frameworks in force. Indeed, the Government of Côte d'Ivoire has so far undertaken actions to try to curb the challenges related to irregular migration, such as the following:

- Awareness-raising and information campaigns on migratory routes;
- Profile studies initiated with international partners including IOM;
- Assistance for voluntary return to Côte d'Ivoire and reintegration efforts for returnees to settle and undergo training;
- Ongoing validation of the national return and reintegration plan;
- Initiation of the process of investigating and dismantling smuggling networks.

Initiatives that provide alternatives to irregular migration are noteworthy to mention:

- Strengthening of youth and women's projects and vocational training centres gradually;
- Creation of the AEJ to promote the integration and employment of young people.

In order to strengthen migration governance, Côte d'Ivoire:

- Adopted the Global Compact for Safe, Orderly and Regular Migration (hereinafter the Global Compact for Migration) in December 2018;

<sup>39</sup> Other examples are Anti-Human Trafficking Act (2016) and Smuggling of Migrants Act (2018).

- Conducted an assessment of migration governance indicators in 2019;
- Is in the process of developing its migration policy with the support of IOM.

All these national initiatives are carried out at various levels by several technical ministries and civil society organizations with coordination that needs to be improved.

While the purpose of these projects is to assist the Government of Côte d'Ivoire in developing a national migration policy as part of the effective implementation of the Global Compact for Migration, the policy must include intermediate steps and specific objectives that are essential prerequisites.

## 7.2. PROPOSALS OF THE STUDY

In harmony with the initiatives carried out by the Government, the following intervention proposals can serve as a basis for the formulation of useful projects that respond to the needs of young people in the labour market.

### 7.2.1. Improving the production and quality of labour market data

It is recommended that efforts to identify the impacts of migration be continued through the production of relevant analyses and data. At this level, it is important to emphasize the need to improve the Ivorian LMIS<sup>40</sup> in general and the migration information system in particular. Despite the efforts made by the Government of Côte d'Ivoire to improve the general level of the LMIS, the current system does not allow for the capture of all job demands and offers, including in the informal sector, and the flow of immigrants and emigrants.

Indeed, a better understanding of the gaps between the demand and supply of skills in the labour market allows for anticipating and formulating training, capacity-building and employment programmes to better meet the needs of businesses that will be identified in order to improve the employability of young people, especially for target groups at risk of migration.

In addition, having real-time and updated data on migration and irregular migration facilitates the formulation of appropriate policies. The LMIS should allow for an analysis of the supply and demand of skills abroad and also monitoring of Ivorian workers abroad.

Finally, it is suggested that similar labour market studies be conducted (on a regular basis) with more refined targets and also that more in-depth, sector-related studies be carried out to identify the current and future skills needs of each sector.

### 7.2.2. Acting on migration drivers through projects of an appropriate scale

In the absence of a defined migration policy, and in a fragmented institutional landscape where labour migration issues do not explicitly appear among the immediate strategic priorities, it seems important to focus on the Global Compact for Migration whose scope can be controlled.

The choice of institutional partners in Côte d'Ivoire is therefore important to give these projects the impetus and dynamism required to address the migration drivers identified in this study.

Thus, the recommendations presented here can constitute a first working basis for the emergence of projects accepted by Ivorian institutional partners, where the chances of obtaining their active participation are the best.

<sup>40</sup> Under an African Union initiative with technical support from the ILO and IOM, the Government of Côte d'Ivoire is improving the LMIS to include a labour migration model.



The identified migration drivers proposed to be prioritized include:

- The asymmetry of information, for example from social media, on the conditions of the labour markets in Côte d'Ivoire and in the countries of destination for potential migrants, which is a source of misconceptions and false hopes about the real benefits to be expected from migration (beyond its inherent risks);
- The mismatch between the portfolios of skills available in the population (available workforce) and the skills needs that were identified during the study of the demand for skills, which is a recurring concern expressed by the business community;
- The risk of trafficking along the migration corridor with the Maghreb.

This study also presents the following recommendations to address the gaps in the labour market in the country and the irregular migration of Ivorian nationals:

► **Design training and capacity-building programmes.**

Since the migration risk identified in the IOM data is among people with secondary educational attainment and those who lack education, training and capacity-building programmes will need to involve voluntary (secondary) technical education and vocational training institutions, migrant associations and possibly diaspora associations.<sup>41</sup> As presented earlier, the study found that there are skills needs that are not being met by the local workforce, and it would be possible to identify skilled workers within the diaspora that would be willing to train young people in Côte d'Ivoire to fill the identified skills gaps.

It is recommended that skills portfolios and matching approaches between the workforce and the available jobs to be filled (supply and demand) in the identified sectors be enhanced. To this end, focus should be on the dynamization and generalization of transferrable skills (soft skills).

Another direction concerns digital skills identified in many recent reports as a source of inclusive growth in many countries. Indeed, digital transformation and the widespread dissemination of the skills associated with and necessary for it holds the promise of decent jobs both for the economy as it stands (largely informal) and also for industrialization needs in Africa (Abreha et al., 2021). In addition to the need for Côte d'Ivoire to rely on digital tools in order to offer better-quality education to the greatest number of Ivorians (AUC and OECD, 2021), developing specific skills related to digital transformation underway is crucial, so that the qualifications of the Ivorian workforce are in line with current markets while facilitating the adoption of digital innovations in the informal sector. Given the changing environment of the labour market, digital transformation must be leveraged to reduce the skills mismatch as documented in this study.

Finally, it is suggested that modules in résumé writing, cover letter writing and job search techniques be included in both vocational and general training curricula.

<sup>41</sup> For reference, see the projects involving the transfer of diaspora skills in promising sectors with the aim of contributing to the development of Rwanda, with support from IOM: [www.idiaspora.org/en/projects/engaging-rwandan-diaspora](http://www.idiaspora.org/en/projects/engaging-rwandan-diaspora).

► **Create regular labour migration information offices.**

These information offices will help prevent irregular migration and human trafficking. These offices should be decentralized in the main departure cities of migrants in Côte d'Ivoire. Their function will be to raise awareness and provide up-to-date information about legal migration options. This could be essential to ensure the protection of migrant workers.

In the specific case of women who work mainly in the personal services sector, they should be informed and trained on the processes of certification of acquired experience existing in Côte d'Ivoire so that they can have their sector-specific skills certified to qualify for better jobs in the destination countries.

► **Set up RERSs, including diaspora and migrant associations, to target employable skills in the Maghreb and other targeted destination countries**

A knowledge exchange network is an association operating on the scale of a town, a rural area, a school, a class or a company, whose members share and receive knowledge and know-how. Some are associations; others have no legal framework.

In order to inform discussions around possible projects involving the diaspora, it is recommended that the conditions for the creation of RERSs be studied by the Government and diaspora associations together. This will help provide credible information on the real possibilities of integration in the destination countries and prepare migrants for their departure with full knowledge of the prerequisites, in particular in terms of skills needed.

RERSs have been created, mainly in countries, such as Belgium, Switzerland, Spain, Italy, Quebec (Canada), Mali, Burkina Faso and Kenya.

The RERS is a platform for informal learning, which, this study has noted, would benefit if information about it would be better disseminated and if the network would be recognized and certified officially. The importance of informal learning is recognized as the primary form of learning at work.

► **Experiment with alternative approaches to skills certification.**

Given the difficulties described in section 4 in setting up a system of recognition of informal skills and diplomas, it is recommended to explore the resources offered by alternative approaches and new forms of certification. These include, for example, skills portfolios and microcredentials, digital badges and industry-recognized certificates, which are also emerging as useful practices (Kato et al., 2020). The European Centre for the Development of Vocational Training survey on microcredentials and new forms of certification/qualification in Europe is designed to provide greater flexibility in responding to industry needs.

An open badge is a digital image that provides an objective recognition of knowledge, skills, know-how, experience or even practices.

Digital credentials are digital attestations or certificates issued by an institution. Examples are a diploma and a transcript of records.

Open badges are more specific: they are digital credentials that value and attest to the mastery of skills (e.g. soft skills). They are in a way micro digital credentials.

Digital badges, simply put, replace paper certificates. The learner takes control of their learning and the institution that awards the confirmation of learning can be an association where the learner has volunteered or a company where the learner works. The badge can also be awarded by a peer who has taught the learner. The learner keeps these badges in a virtual “backpack” (also known as an e-portfolio or e-backpack) and continues the “journey” in real life through application of learnings.

This approach can be very useful in the case of potential migrants whose confidence in the education system is very low, as pointed out by the survey. It may also be of interest to labour market actors in the Maghreb whose confidence in the certifications issued in sub-Saharan Africa is limited.

- ▶ **Include skills in the bilateral labour migration agreements with the main destination countries of Ivorian migrants.**

It is recommended that the skills component of these bilateral agreements be included in the GSP.<sup>42</sup> A GSP<sup>43</sup> is a migration model that ensures that mobility contributes to development for all. At this level, Côte d'Ivoire has bilateral agreements with some countries, such as France, Qatar and Burkina Faso.

GSPs respond to global skills shortages by providing targeted (skills) training in countries of origin and by helping some of the trainees to travel. Both sending and receiving countries benefit from new workers with the skills to help businesses grow and prosper. Sending countries get support for their broader development goals. Destination countries gain the ability to manage migration in a safe, legal and ethical manner. The trainees involved gain access to safe migration routes, new opportunities and a better life.

### 7.2.3. Acting on indirect migration drivers by continuing and strengthening current initiatives

It is recommended that the creation of a multi-stakeholder social dialogue platform including government, employers, private recruitment and employment agencies, and civil society organizations be fostered to encourage discussion and exchange on labour recruitment and migrant worker protection issues at the national (or even regional) level. Such a forum for dialogue would provide a framework for regular exchanges, more systematic than the provision of studies and analytical reports, to promote concrete projects.

Strengthening of public–private partnerships is also suggested. Within the framework of the reform of the technical education and vocational training, strategic axes have been defined, the first of which is the partnership between training institutions and businesses and professional integration. To this end, a framework partnership agreement was signed on 23 October 2009, between the private sector, the METFPA and the consular chambers. This partnership aims at integrating productive sectors into the technical education and vocational training system for quality training and congruence between training and employment. It also covers the development of curricula and the involvement of professionals from training institutions. However, 13 years after its implementation, this partnership is struggling to really take off. It is therefore necessary to reevaluate and take action to boost the effective implementation of the activities of this partnership.

<sup>42</sup> To learn more about the GSP model, see <https://gsp.cgdev.org> and [www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/publication/wcms\\_653993.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_653993.pdf).

<sup>43</sup> Refer to <https://gsp.cgdev.org/start-a-gsp/> for the detailed description of the Center for Global Development Process.

► Foster the attractiveness of secondary cities and in particular cities of departure of migrants.

This could allow for the development of these cities in terms of infrastructure, recreation and the creation of employment opportunities for the youth. As highlighted in this study, young people are reluctant to seek employment opportunities in certain cities within the country because of their low attractiveness. Therefore, to address this, it is recommended that these cities be developed and a supply of skills capable of meeting the needs of existing companies and those to be created be promoted in these cities. The prerequisite will therefore be to restructure the training specialties of the existing professional establishments in these cities in order to adapt them to the needs of the private sector. In addition, the study suggests putting in place policies that will favour the recruitment of local skills trained in these cities by local companies, which will avoid the recruitment of external skills and thus reduce migration to these cities.

It is also suggested that gender dimension be integrated into the local offerings of skills in order to avoid discrimination, to raise awareness among girls about training programmes being offered in fields that will allow them to be matched with better jobs and to raise awareness among companies about considering gender in their recruitment processes.

It is desirable to communicate on the skills needed in the agriculture sector and feature in campaigns the life stories of farmers who have become wealthy through agriculture to encourage the young people to work in this sector.

► Develop an international employment strategy.<sup>44</sup>

Côte d'Ivoire has an employment strategy that does not include migration in its strategies. This study suggests the development of an international employment strategy to expand employment opportunities for the youth. This could be a solution to the mismatches identified in this study. To do this, it is necessary to strengthen the capacities of the AEJ in this area and also those of private placement agencies specifically, as they are engaged in headhunting and ethical job placement at the international level, as well as to establish a monitoring system for these agencies. The implementation of such a strategy requires, among other things, the ratification of certain international conventions and the revision of labour legislation in Côte d'Ivoire.

Private placement agencies are only operating at the national level and are less solicited compared to social networks and personal relationships in Côte d'Ivoire. The nature of their operations is defined in the provisions of Decree No. 96-193 of 7 March 1996, regulating private employment agencies. According to this decree, the placement of an Ivorian abroad requires a prior approval of an employment contract, under penalty if its being null (see Article 12, paragraph 2).

It would therefore be appropriate to strengthen the legal provisions in order to specify the conditions of recruitment of candidates abroad, in particular, the information related to their working conditions and their rights. This could be done by ratifying the main international conventions on migrant workers (e.g. ILO Migration for Employment Convention (Revised), 1949 (C097); ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (C143); and ILO Night Work for Young Persons (Industry) Convention (Revised), 1948 N090) and adopting IRIS.<sup>45</sup>

<sup>44</sup> See the examples of Ghana ([https://diasporaforddevelopment.eu/wp-content/uploads/2021/10/CF\\_Ghana-v.4.pdf](https://diasporaforddevelopment.eu/wp-content/uploads/2021/10/CF_Ghana-v.4.pdf)) and Tunisia ([https://diasporaforddevelopment.eu/wp-content/uploads/2020/07/CF\\_Tunisia-v.6.pdf](https://diasporaforddevelopment.eu/wp-content/uploads/2020/07/CF_Tunisia-v.6.pdf)) in terms of international employment strategy.

<sup>45</sup> The International Recruitment Integrity System, more commonly known as IRIS, is a certification system created by IOM and its partners for ethical recruitment of migrant workers. For more information, see <https://iris.iom.int/>.

► **Strengthen protection of vulnerable workers in Côte d'Ivoire.**

It is recommended that different measures be coordinated and promoted to better protect vulnerable workers (domestic workers, agricultural workers) against abusive recruitment, for instance, through awareness-raising campaigns, information sessions, training programmes and verification of recruiters on demand.

It is also appropriate to strengthen the labour and sanctions inspectorate to allow inspectors to investigate and intervene at all stages of the recruitment process in any sector of activity. Make it possible for public employment services to post job announcements for domestic work. Lastly, conducting a census of domestic workers will help.

► **Act on indirect migration drivers.**

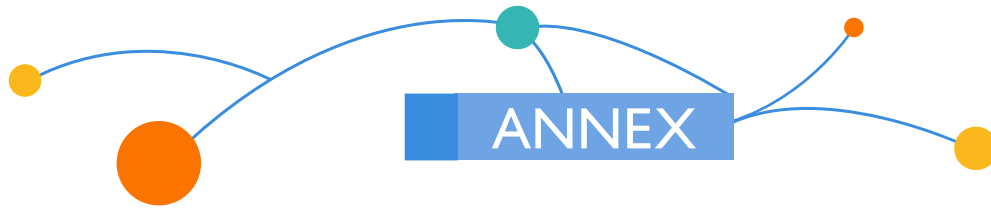
Beyond the projects that the representatives of the United Nations system can propose to the Government, and which can therefore be the object of concrete and tangible programming, it is recommended that IOM continue its efforts to propose solutions to indirect drivers of migration.

For both permanent and temporary migration, the opening of regular migration channels would greatly benefit migrants and their families. It would also allow for realistic labour immigration quotas that reflect the labour market requirements in destination countries (especially in Europe).

Therefore, in addition to the project proposals described above, other provisions are necessary and are part of the priorities for action to organize labour migration in a concerted manner, such as family reunification, granting of study visas, and strengthening of assistance and protection for migrants in transit and destination countries.

Similarly, remittances are increasingly becoming a consistent and reliable source of foreign currency (see in particular Ratha et al., 2021; France AFD, 2020). Even if migrants only send money to family members, these resources stimulate economic activities in all sub-Saharan countries.

Particularly, in light of the responses received from migrants regarding family support, advocacy should focus on how to facilitate sending of remittances or at least control the costs of sending money.



## PROFESSIONAL INTEGRATION PROGRAMMES IN CÔTE D'IVOIRE (JANUARY 2022)

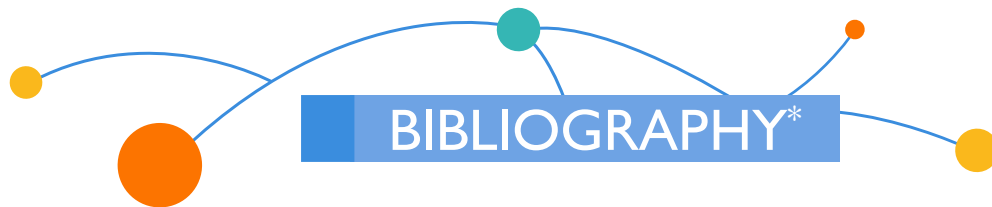
Institution	Programme	Objective	Target
<b>Ministry of Youth Promotion, Professional Integration and Civic Service (MPJIPSC)</b>			
Youth Employment Agency (AEJ)	Hiring Assistance Programme (HAP)	To encourage the recruitment of young graduates through preemployment internships (qualification or work experience internships)	Young graduates of technical and professional higher education, aged 18 to 40, first-time jobseekers and regularly registered with the AEJ
	Supplemental qualifying training	To help improve the training–employment balance through training courses that meet the needs of companies	
	AGIR 3 (IGAs)	To help solve or curb youth unemployment and promote their empowerment by providing them with loans to start microbusinesses or IGAs	Young people with income-generating projects, living in Côte d'Ivoire and registered on the AEJ platform
	Collective structuring projects	To establish groups of entrepreneurs through the implementation of structuring of promising sectors	Group of young people aged between 18 and 40, registered on the AEJ platform
	Job site school	To curb unemployment of young people who have dropped out of school or who have never attended school, through placement and training in the fields of construction, public works and carpentry, for instance, on the sites of actual construction projects	Out-of-school youth or those who have never received formal education seeking to be integrated into the job market

Institution	Programme	Objective	Target
	Driver's licence	To facilitate the socioprofessional integration of young people into the land transportation services sector	Young people between 21 and 40 seeking to be integrated into the job market
	School internships	To facilitate the validation of diplomas or professional training for young graduates, through practical training in a company	Students of training centres of universities and colleges
	Highly Labour-Intensive Work	To curb unemployment of young people and vulnerable people whose profiles are not aligned with the available employment opportunities by offering a possibility of engaging in activities in a public services to develop their interpersonal skills and improve their employability	Young men and women with no qualifications who are out of school or illiterate
	Special Programme to Support the Integration of Young People in the Northern Border Areas (2022–2024)	To tackle the fragility of the northern border areas by increasing the State's interventions in terms of integration and employment of the youth in the northern region	Vulnerable Ivorian youth living in six northern regions (Boukani, Tchologo, Poro, Bagoué, Kabadougou and Folon)
Office of Coordination of Employment Programmes	Debt Reduction and Development Contract (C2D-Employment)	To help reduce poverty and youth unemployment through: <ul style="list-style-type: none"> <li>• Assistance in creating IGAs</li> <li>• Assistance in creating micro- and small enterprises</li> <li>• Preemployment training courses</li> <li>• School site programmes/ Construction site schools</li> <li>• Placement in highly labour-intensive work</li> </ul>	Young men and women aged 18 to 40, unskilled, skilled, unemployed and not enrolled in any other integration programme
	Youth Employment and Skills Development Project (PEJEDEC)	To help improve the employability of young people seeking to be integrated into the job market through: <ul style="list-style-type: none"> <li>• Internship in companies and requalification</li> <li>• Vocational training through apprenticeship</li> <li>• Training in entrepreneurship (micro- and small enterprises)</li> <li>• Assistance in self-employment and business development</li> <li>• Placement in highly labour-intensive work</li> </ul>	Young men and women aged 18 to 40, unskilled, skilled, unemployed and not enrolled in any other integration programme

Institution	Programme	Objective	Target
Office of the National Civic Service (OSCN)	Volunteering	To contribute, through volunteerism, to the reconstruction of Côte d'Ivoire's social structure, environment and education	Anyone who wants to get involved
	Civic and citizenship training	Assist in the resocialization of vulnerable and at-risk youth	Vulnerable and marginalized young men and women, aged 15–35, unskilled, illiterate, unemployed
	Functional literacy	Initiate illiterate people to reading and writing, in order to improve their professional integration	Young men and women, aged 15–35, without qualifications, illiterate, unemployed, who failed school and about to be marginalized
<b>Ministry for the Promotion of SMEs, Craft Industry and the Transformation of the Informal Sector</b>			
Executive Secretariat of the SME Support Fund (directed by the Côte d'Ivoire SME Agency)	Support Fund for Small and Medium-Sized Enterprises (FSPME)	To fund and support SMEs strongly impacted by the health crisis through subsidies and loans at reduced interest rates, and to maintain employment and production tools	SMEs
Côte d'Ivoire SME Agency	Status of the Entrepreneur	To grant legal and fiscal status and technical support to groups of and individual entrepreneurs	All persons aged at least 18 years running alone a civil, commercial, artisanal or agricultural professional activity and with incomes that do not exceed the following thresholds in two consecutive years: <ul style="list-style-type: none"> <li>• CFAF 30 million for trade companies;</li> <li>• CFAF 20 million for artisanal companies;</li> <li>• CFAF 10 million for service companies</li> </ul>



Institution	Programme	Objective	Target
<b>Office of the first Lady</b>			
Executive Secretariat of the Support Fund for Women in Côte d'Ivoire (FAFCI)	Support Fund for Women in Côte d'Ivoire	To contribute to the empowerment of women by offering them low-interest loans to be used for IGAs	Women 18 years and older
<b>Ministry of Women, Gender and Children</b>			
General Directorate of Gender and Women's Empowerment	Women and Development Fund (FFD)	To contribute to the empowerment of women by offering them low-interest loans to be used for IGAs	Women 18 years and older, not employed
<b>Ministry of Technical Education, Vocational Training and Apprenticeship</b>			
Directorate of Learning and Professional Integration (DAIP)	Monitoring of and support for trainees in their professional integration process	To ensure monitoring of and support for recent graduates in their professional path in order to facilitate their integration into the job market	<ul style="list-style-type: none"> <li>• Graduates of technical education and vocational training (from public and private vocational training institutions)</li> <li>• Those who were trained through short-term qualifying training projects and programmes developed by vocational training institutions</li> </ul>



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