



2016 ANNUAL REPORT



February 2017

2016 Report

A. Introduction

2016 was marked by the culmination of the Intra-Africa Talent Mobility Partnership Program (TMP) funded by Development Grant Facility, designed to facilitate Intra-Africa mobility of professionals and businesspersons in twelve countries comprising three sub-regional blocs in Sub-Saharan Africa, and conclusion of two Memoranda of Understanding in West Africa and in Accelerated Programs for Economic Integration (APEI).

In West Africa, RMCE continued to work with the African Centre for Economic Transformation (ACET) as a sub-grantee organization for program delivery in that region. Furthermore, RMCE created a Special Program with Cote D'Ivoire under the leadership of the Ivorian Ministry of Regional Integration and Diaspora Affairs.

The TMP is essentially therefore serving as a pilot for the Regional Economic Communities (RECs) and member countries to accelerate the pace of implementing protocols for economic integration. The initiative is focusing on key issues for policy reforms and for capacity building in the participating states.

RMCE has requested an extension of the closing date for the 2016 Development Grant Facility (DGF) to the end of March 2017.

B. Programmes

1. Intra Africa Talent Mobility Partnership

The World Bank made available, under the Development Grant Facility (DGF) a grant in the amount of One Million Seven Hundred Thousand United States dollars (US\$ 1,700,000) for 2016. The Program focused on the following countries: East Africa (Kenya, Uganda, Rwanda, with additional work on Tanzania and Burundi); West Africa (Cote d'Ivoire, Ghana, Benin and Sierra Leone, with additional work in UEMOA countries particularly Burkina Faso and Senegal); the Accelerated Program for Economic Integration (APEI) (Mauritius, Seychelles, Mozambique, Malawi, and Zambia); The long term goal of the TMP is to boost inclusive economic growth and solid development at national and regional levels.

1.1 East Africa

Aligning & Integrating the TMP Mechanisms into the REC Structures and Institutional

For the Eastern and Southern Africa component of the TMP (comprising of Kenya, Rwanda, Uganda), dialogue between the TMP Program Secretariat (RMCE) and the EAC Secretariat has led to commitment by EAC Headquarters (HQ) to adopt the TMP and help align and integrate the Program's objectives and outputs into the EAC structures and reporting mechanism. The EAC Secretary General designated the Deputy Secretary General (Productive and Social Sectors) to lead on this effort, which focused on three pilot countries (Kenya, Rwanda and Uganda) in the EAC, and to help convene a Ministerial Meeting as well as bring on board Tanzania and Burundi so that the TMP can impact the EAC as a whole.

A similar approach is being implemented for West Africa. A Ministerial Meeting was hosted by the Government of Cote d'Ivoire on the margins of the ECOWAS Council in Abuja Nigeria in December 2016. The event featured the President of the ECOWAS Council and other dignitaries. Follow up actions will include concerted strategy to align the TMP more closely to the REC.

COMESA secretariat also expressed interest in participating in the initiative, as the EAC Secretariat currently does.

The Government of Uganda's Ministry of East African Community Affairs (MEACA) hosted the Regional Working Group (RWG) Meeting of the East Africa Community's (EAC) pilot countries in Kampala on **July 2016**. The three pilot countries (Uganda, Rwanda and Kenya), along with Burundi, and the EAC Secretariat participated in the event in Kampala, Uganda.



Group photo of the EAC delegation and RMCE with Honourable Kirunda Kivejinja, Second Deputy Prime Minister and Minister for EAC of Uganda during the Regional Working Group, Kampala Uganda

The objectives of the RWG Meeting were to: legally vet the draft memorandum of understanding (MOU) and update the accompanying Matrix of Priority Policy Reforms and Capacity Building Actions, which have been prepared by the pilot countries to accelerate implementation of EAC Common Market Protocol (CMP) provisions on talent mobility and to agree on timelines for the core activities of the final year of the pilot initiative.

The Meeting accomplished its objectives: participants produced detailed and thorough vetting of the MOU in preparedness for presentation to the partner ministries for consideration and affirmation at an event to be organized in the second half of 2016; updates were made to the Matrix of Priority Policy Reforms and Capacity Building Actions; initial steps were made to brief Burundi on the TMP and the preliminary findings of the analytical report on the country concerning its status of implementing the EAC CMP provisions on talent mobility; and, timelines agreed on key actions for the 2016 Work Program. In addition, participation of the EAC Secretariat served as a major step in more closely aligning the TMP to the structures and mechanisms of the regional body.



Honourable Kirunda Kivejinja, Second DPM and Minister for EAC of Uganda, making his statement at the Regional Working Group meeting

1.2 Accelerated Program for Economic Integration (APEI)

The governing body of the partnership program is the Council of Ministers of the five APEI countries (Mauritius, Malawi, Mozambique, Seychelles and Zambia) that signed an agreement in September 2012 to accelerate economic integration. The Council of Ministers advises RMCE on the implementation. Members of the RWG are the chairs of the National Working Groups (NWGs) appointed by the various countries.

In 2016, RMCE in collaboration with the Government of Mauritius organised APEI Meetings amongst which a Ministerial Meeting for the signature of the Memorandum of Understanding (MoU) for Facilitation of Movement of Business Persons and Professionals between APEI Countries.

The thrust of facilitating movement of professionals and businesspersons between APEI member states is to leverage provisions of talent mobility enshrined in trade in services articles of the regional economic frameworks of Southern Africa Development Community (SADC) and the Common Market for Eastern and Southern Africa (COMESA) to enhance access of enterprises

to the right skills in time and space, so that enterprises can increase firm level competitiveness and productivity, with the long-term goal of boosting inclusive economic growth and social development at national and APEI-wide levels.

In 2016, RMCE in collaboration with the Government of Mauritius organised APEI Meetings amongst which a **Ministerial Meeting** for the signature of the *Memorandum of Understanding (MoU) for Facilitation of Movement of Business Persons and Professionals Between APEI Countries*.

The Ministerial Meeting was preceded by a meeting of APEI senior officials and a sector-specific workshop as follows:

(i) APEI Workshop on Education Services Sector

The workshop followed country analytical studies conducted in each of the 5 APEI Countries. The country work also includes national stakeholder's consultations in each country.

The workshop agreed on a Memorandum of Understanding on Training and Education and countries would prepare a National Action matrix on Trade in Education Sector Services.

(ii) APEI Senior Officials Meeting

The Memorandum of Understanding for Facilitation of Movement of Businesspersons and Professionals in APEI Countries as well as other APEI issues were discussed.

During the meeting of senior officials, the World Bank Trade and Competitiveness Practice Group facilitated discussions on the progress the countries are making on their previously agreed priority action matrix to carry out critical reforms to deepen trade and exchanges between them. The meetings also discussed some of the main instruments that the World Bank could deploy in support of the APEI process.

(iii) Outcome of the Ministerial Meeting

The MOU *for Facilitation of Movement of Businesspersons and Professionals in APEI Countries* was signed on 16 September 2016. The purpose of this MoU is to provide a framework for cooperation to establish and implement a mechanism to facilitate the movement of business persons and professionals within the APEI countries. It will also help to provide Business

Permits or short-term flexible employment permits with multiple entries to enable businesspersons or professionals to undertake a wide range of business activities and among other also facilitate the development of talents and skills within priority sectors.



Honourable Seetannah Lutchmeenaraidoo, G.C.S.K, Minister of Foreign Affairs, Regional Integration and International Trade, Mauritius, making his statement during the signature of the MOU for facilitation of business persons and professionals within APEI, Mauritius.



Honourable Seetannah Lutchmeenaraidoo, G.C.S.K with Minister of Foreign Affairs, Regional Integration and International Trade, Mauritius and APEI representatives after the signature of the MOU for facilitation of business persons and professionals within APEI, Mauritius

1.2.1 Studies Undertaken

- **Education Services Sector in APEI**

RMCE commissioned analysis of educational services and exchanges among the five APEI countries in order to strengthen country ownership of the TMP and coordinated approach toward implementation of the envisaged policy reforms and capacity building activities.

A framework was also drafted to reflect a Memorandum of Understanding on education and training. The Mauritius Ministry of Education and Human Resources, Tertiary Education and Scientific Research provided comments thereon.

- **Assessment of demand and supply of professional skills in the APEI region**

The study is to be funded from a grant from Agence Française de Développement (AFD) which aims to have adequate information on labour market system and appropriate strategies to better manage mobility of professionals in the APEI region so that businesses can access the right

expertise at the right time and place to increase productivity and FDI inflows / utilization, and ultimately boost economic growth in the APEI region.

- **Mutual Recognition Agreements (MRAs)**

The RMCE will support and develop a framework for implementing MRAs in APEI countries. Discussion has been held with the Commonwealth Secretariat for the negotiation of Mutual Recognition Agreements (MRA's) among competent authorities in APEI countries and a draft project proposal is enclosed.

1.3 West Africa

RMCE has worked closely with the sub-grantee organization in achieving the expected outcomes and results in the West Africa region. ACET led in building the NWGs and RWG for the sub-region and in rolling out the Program activities.

ACET also supervised the commissioned analytical work / reports, especially detailed studies on the status of design and implementation of labor market information systems (LMIS) in all the four pilot states.

The West Africa Program which focused on the implementation of ECOWAS provisions in five focus areas of the TMP: Work and resident permit, border management, portability of social security, information system, mutual recognition agreement and labour market.

Special Project led by Cote d'Ivoire: ACET also helped RMCE in the delivery of the *Special Project led by Cote d'Ivoire: Overview of talent mobility in the West African Economic and Monetary Union / Union économique et monétaire ouest-africaine (UEMOA)* completed (Cote d'Ivoire, Benin, Burkina Faso, Guinea-Bissau, Mali, Niger, Senegal, and Togo); and, the Ministerial Meeting on the TMP held on the margins of the ECOWAS Council Meeting in Abuja, Nigeria, December 2016 under the leadership of *the Government of Cote d'Ivoire*.

1.3.1 Memorandum of Understanding signed between Bénin, Cote d'Ivoire, Ghana and Sierra Leone

The signature of the Memorandum of Understanding signed between Bénin, Cote d'Ivoire, Ghana and Sierra Léone was a great success and took place in Abuja, Nigeria on **15 December 2016** on the sidelines of the ECOWAS Annual meetings. The event was convened by the Government of Cote D'Ivoire on behalf of RMCE and attended by the President of ECOWAS, the Minister of Finance of Sierra Leone, Ambassadors of Ghana and Cote D'Ivoire.

The signature of the MOU will facilitate free movement of talent with the driving role of Côte d'Ivoire in welcoming West African workers.

1.3.2 Meeting with the Ivorian authorities and the regional office of the World Bank

Discussions between the Ivorian authorities and the regional office of the World Bank regarding the implementation of the TMP program were held in Abidjan, Cote d'Ivoire in May 2016.

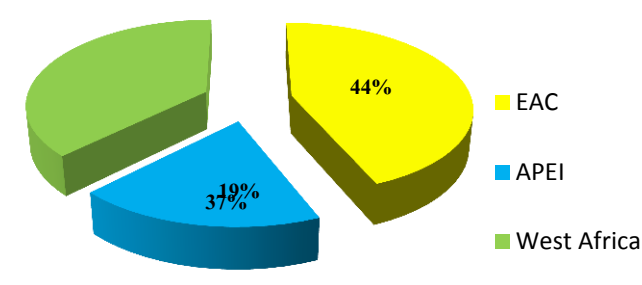
1.3.3 Donor Forum

A Donor Forum in collaboration with the Government of Cote D'Ivoire's Ministry of African Integration and Ivorian Diaspora Affairs was held in Abidjan, Cote D'Ivoire in December 2016 to strengthen partnerships and increase political ownership of the TMP toward scaling up and deepening the initiative, ensuring long-term sustainability of the TMP objectives, and enhance the impact on the regional economic integration and skills development agenda. The Donor Forum was attended by World Bank, AFDB, EU, USAID as well as ECOWAS and WAEMU secretariats. The Donor community expressed interest in partnership with governments and private sectors to implement a strategy and to enhance Talent Mobility programs among participating states.

1.4 FUNDING UNDER DEVELOPMENT GRANT FACILITY

The TMP budget allocation was effected based on the previous year's activities as follows:

- EAC- USD700,000
- APEI- USD300,000
- West Africa- USD 600,000



1.5 MANAGEMENT OF THE DGF

As from August 2016, procurement and financial management guidelines have been reinforced to implement best practices to be applied by countries beneficiaries of the Grant.

A vendors selection process has been implemented with new guidelines regarding payment of honoraria, transport and communication fees. A three-step control mechanism was set up to ensure proper verification and that authorisation has been obtained.

For payments related to RWG, Ministerial Meeting and Knowledge Sharing Forum etc, transfer is effected directly to the vendors for their services. Reimbursements are also effected based on receipts bearing company seal and signature of authorised signatories, where applicable.

1.6 VISIBILITY OF TMP PROGRAM

With the objective to enhancing the visibility of the TMP program, a website was launched, which can be accessed at www.iatmp.org and a short film on TMP was prepared by the Cote D'ivoire. In the East Africa region an online Web Application has been developed to profile professionals for cross border services trade.

1.7 TMP PROGRAM IMPLEMENTING COUNTRIES AND INSTITUTIONS

Classification	Country	Institution
DGF Grant Recipient	Mauritius	Regional Multidisciplinary Center of Excellence (RMCE), 2nd Floor, Blue Tower, Rue de L'Institut, Ebene, Mauritius Tel: +230 4641614 Email: oic@rmce.org.mu Internet: www.rmce.org.mu / Http://iatmp.org
Sub-Grantee	Ghana	African Center for Economic Transformation (ACET) 50 Liberation Road, Ridge Residential Area, Accra, Ghana
Economic Community of West African States (ECOWAS)	Cote D'Ivoire	Ministry of African Integration and Diaspora Affairs
	Ghana	Ministry of Employment & Labor Relations
	Benin	Ministry of Foreign Affairs African Integration, Francophonie and Beninoise
	Sierra Leone	Ministry of Finance and Economic Development, Treasury Building, George Street, Freetown, Sierra Leone
Accelerated Program for Economic Integration (APEI)	Mauritius	Ministry of Foreign Affairs, Regional Integration and International Trade
	Malawi	Ministry of Finance, Economic Planning and Development
	Mozambique	Ministry of Industry and Commerce, Private Sector Support Directorate (Direcção de Apoio ao Sector Privado, Ministério da
	Seychelles	Ministry of Finance, Trade and Blue Economy
	Zambia	Ministry of Commerce, Trade and Industry
East African Community (EAC)	Kenya	Ministry of Foreign Affairs and International Trade
	Uganda	Ministry of East African Community Affairs
	Rwanda	Ministry of Trade and Industry

1.8 Consultants of the TMP program

The Talent Mobility Program was supported by 17 consultants in the various pilot countries where the program implemented.

1.9 Completed activities for the 2014-2016 DGF TMP for APEI, EAC and ECOWAS regions

DGF Intra-Africa Talent Mobility Partnership Program

Commissioned analytical work / reports			
Action areas	APEI	East Africa region	West Africa region
Analytical studies on key issues of talent mobility	<ol style="list-style-type: none"> 1. Assessment of trade in education sector services among APEI countries completed; regional workshop held, recommendations produced (Sep 2016); pending design of action matrix 	<p>All 3 EAC countries carried out the ff:</p> <ol style="list-style-type: none"> 1. Social security coordination; 2. Implementing labor market information systems (LMIS); 3. Facilitating Mutual Recognition Agreements (MRAs); 4. Improving border management 	<p>The four West Africa pilot countries have prepared detailed studies on the status of design and implementation of labor market information systems (LMIS); countries currently addressing MRAs, Social Security, etc., through WAEMU/UEMOA perspectives</p>

	<p>2. ToRs prepared to engage consultant on MRAs</p> <p>3. ToRs prepared to engage consultant on LMIS with AFD resources</p>	<p>information systems;</p> <p>5. Economic and social impact of waiving work permit and visa fees, to inform policy decision in countries that are yet to abolish such fees;</p> <p>6. Sharpening competitiveness of countries for negotiating trade in services provisions in their various trade blocs;</p> <p>7. Rationalizing / consolidating national networks for facilitating trade in services.</p> <p>8. Web App developed to profile professional service providers and serve as interactive platform with public access</p>	
<p>Alignment of TMP to REC</p>		<ul style="list-style-type: none"> • EACHQ engaged and hosted the TMP RWG meeting in Arusha that produced 	<p>Cote d'Ivoire Government leading engagement of ECOWAS HQ.</p>

<p>structures and mechanisms</p>		<p>the Joint Matrix of Priority Policy & Regulatory Reforms and Capacity Building Actions in 2015</p> <ul style="list-style-type: none"> • Strategy developed for aligning the TMP to the structures and mechanisms of the EAC 	<p><i>Special Project led by Cote d'Ivoire</i> organized a ministerial meeting on the TMP on the margins of the ECOWAS Council Meeting in Abuja, Nigeria, December 2015.</p>
<p>Overall Country Assessments on Implementing Regional Articles on Mobility and MOUs</p>			
<p>Action areas</p>	<p>APEI</p>	<p>East Africa region</p>	<p>West Africa region</p>
<p>2014 Country assessments</p>	<p>All five countries assessed</p>	<p>All countries assessed</p>	<p>All countries assessed</p>
<p>Assessment of other countries within the REC</p>		<p>Country assessments have been completed for Tanzania and Burundi; validation workshop to confirm Burundi findings planned for October 7, 2016 in Bujumbura</p>	<p>In addition to 2 francophone West African states in the pilot, 6 more have been included in an <i>Overview of the West African Economic and Monetary Union / Union économique et monétaire ouest-africaine (UEMOA)</i> completed on key areas of talent</p>

			mobility. Validation workshops held in Burkina Faso and Senegal, September 2016
MOU to enhance talent mobility among the participating states	MOU has been signed by 4 of 5 countries in September 2016 in Mauritius. Mauritius, Seychelles, Malawi and Zambia signed the agreement while Mozambique requires further internal consultations prior to signing.	MOU drafted in 2015, reviewed by technical teams at RWG meetings; reviewed by legal teams of the parties at EAC RWG Meeting in Kampala, July 2016; pending and Ministerial meeting to sign the MOU	The West Africa participating countries in December 2016 signed the MOU in Abuja, Nigeria committing to address key constraints to the cross-border mobility of skilled professionals at an event convened under the auspices of the Government of Cote d'Ivoire on the side of the ECOWAS Annual Meetings and attended by the ECOWAS President, the Minister of Finance of Sierra Leone, and Ambassadors of Ghana and Cote d'Ivoire and representatives of the pilot countries. Three countries – Benin, Ghana and Sierra Leone signed the MOU, with the expectation that Cote d'Ivoire will complete the signing in February 2017 due to major government

			reshuffle and the need to re-submit the MOU to a new Ministerial Council.
Harmonization of priority policy reforms and capacity building areas	2013 Policy matrix for the five areas of the APEI includes one row entry for facilitating mobility of talents under the trade in services pillar – but this has not been fleshed out further.	Policy matrix developed and harmonized by the pilot countries covering LMIS, Social security coordination, MRAs, and Border management at a RWG meeting at the EAC HQ in 2015; national consultative forums held by each country on each issue	Policy matrix developed and harmonized by the pilot countries covering LMIS, and Border management and immigration at a RWG meeting in Accra, 2015; national consultative forums held by each country on each issue

C. Organisation and Administration of RMCE

2.1 Contribution of the Government of Mauritius

The Government of Mauritius (GoM) continued to provide financial contribution to support the administration of the RMCE as per the Host Agreement between the RMCE and the Government of Mauritius.

2.2 Annual Meeting of members

A Meeting of Members of RMCE (Indian Ocean Commission, Government of Mauritius, COMESA) was held on 21 June 2016 in Mauritius. The members expressed confidence in RMCE and agreed that the governance structure of RMCE be reviewed to include regional institutes as well as member states willing to contribute in the programmes either on a permanent basis or ad hoc basis.

COMESA agreed to explore the possibility of providing support to RMCE with necessary funding for the appointment of a consultant to prepare the new governance structure.

COMESA will also facilitate the promotion of RMCE among its member states and institutions to support capacity building in the region. This would enable RMCE to market itself with regional countries such as Malawi, Zimbabwe, Madagascar, Comoros and Zambia, among others.

2.3 RMCE 2015 Audited Accounts

RMCE Audited 2015 Accounts have been circulated and approved by the Board of Directors.

2.4 Mobilisation of Resources

Proposal for funding from the African Development Bank

The AfDB has expressed interest to fund APEI programmes being implemented by RMCE which aim to deepen economic co-operation among APEI countries.

2.5 EU

A proposal was sent to COMESA Secretariat for possible revenue mobilisation under the European Development Fund.

2.6 Re-organisation of filing system

The filing system has been re-organised with all correspondences kept in numbered files.

A separate filing system is kept for the DGF / TMP program

2.7 Management of assets

Steps have been taken to strengthen management of assets of RMCE and the stock register has been reviewed and is being updated regularly.

2.8 Reinforcement of security

In a view to increasing the security of assets and premises, a closed-circuit television system has been installed.

2.9 Visibility of RMCE

In a view to enhancing the visibility of the RMCE, the website of RMCE is being updated. Further, CDs containing program activities are being circulated at all meetings and workshops.

2.10 Operations

Prakash Hurry is acting as the Officer in Charge of the Centre. The Centre is supported by three full time staff and has benefitted from the services of an officer, under the Service to Mauritius (STM) programme funded by Government of Mauritius till 31 March 2016.

Mrs. Rukshar Bibi Sookroo has been recruited as a temporary Program Assistant to provide administrative assistance at RMCE for a period of six months from 3rd November 2016.

RMCE offered internship to Mr. Pooshan Paddia under the graduate program of the University of Mauritius.

2.11 Study Tours

RMCE assisted Burundi in organizing a study tour to Mauritius on development and implementation of financial and monetary policy in November 2015.

2.12 Observer in ATI

RMCE participates as observer in African Training Institute Steering Committee.

2.13 Strengthening Management Capacity of RMCE

The DGF resources have also contributed to strengthen the management capacity of RMCE to support regional capacity building programs on Talent Mobility and management of partnership funds.

In this regard, internal control mechanism, finance management, procurement practices and other administrative functions are being strengthened to position RMCE for efficient fund management.

In 2016 a reputable internal auditor, Moore Stephens has been engaged to examine and advise on ways to enhance the internal functions and the report of Moore Stephens was circulated to the board.

Additional corrective actions are being planned for 2017.

2.14 Vision 2030

RMCE contributed for the preparation of the vision 2030 of the Government of Mauritius regarding regional capacity building and regional trade agreement

2.15 Courtesy Call

Mr. Sindiso Ngwenya, Secretary General, COMESA and Mr Liberat Mfumukeko, Secretary General, EAC paid courtesy calls at RMCE.

2.16 CORPORATE INFORMATION

STATUS

Private Company Limited by Guarantee
 established under the Mauritius Companies Act

FOUNDING MEMBERS

Government of Mauritius
 Common Market for Eastern and Southern Africa
 Indian Ocean Commission

BOARD OF DIRECTORS

Mr. Sindiso Ngwenya	COMESA Secretariat
Dr. Ehtisham Ahmad	London School of Economics
Dr. Kingsley Y. Amoako	Africa Centre for Economic Transformation
Mr. Bertrand Belle	Seychelles
Prof. Lino Briguglio	Small States Network for Economic Development
Mrs. Usha Dwarka- Canabady	Ministry of Foreign Affairs, Regional Cooperation, and International Trade. Government of Mauritius
Mr. Raj Makoond	Business Mauritius
Dr. Thanika Devi Juwaheer	University of Mauritius

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Mauritius Commercial Bank (MCB)

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Port Louis, Mauritius

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PricewaterhouseCoopers (Mauritius)

18 CyberCity, Ebene

Mauritius

INTERNAL AUDITORS

MOORE STEPHENS

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BUSINESS REGISTRATION

NUMBER

C10094184