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**THE SOUTHERN
AFRICAN**

MIGRATION MANAGEMENT
PROJECT

**NATIONAL TRIPARTITE DIALOGUE ON MIGRATION GOVERNANCE
– COMOROS
26 – 27 JULY 2021
HYBRID MEETING**

1. Background

The **Southern Africa Migration Management (SAMM)** project is a model of a ONE-UN collaborative effort between four UN development and humanitarian agencies: the ILO, the IOM, UNHCR and UNODC.

The SAMM project forms part of the European Union Regional Indicative Programme (11th EDF RIP) for Eastern Africa, Southern Africa, and the Indian Ocean (2014–2020), which promotes *the facilitation of safe, orderly and regular migration and the prevention of irregular migration*. It focuses on South-South migration flows, identifying positive spillover effects of international migration on regional integration and regional economic development.

The project's **overall objective** is to improve migration management in the Southern African and Indian Ocean region guided by, and contributing to, the realization of the 2030 Development Agenda (goals 8 and 10).

It is comprised of two components: **Labour Migration**, which supports the implementation of the UN Global Compact on Safe, Orderly and Regular Migration (GCM); and **Mixed Migration**, which supports the application of the UN Global Compact on Refugees (GCR), as well as of the GCM.

Key Stakeholders: Regional Economic Communities (RECs) are key stakeholders in SAMM's implementation. One of SAMM's key project priorities is to support the formulation and realization of International Labour Migration and Mixed Migration Frameworks of: i) the Common Market for Eastern and Southern Africa (COMESA), ii) the Southern African Development Community (SADC) and iii) the Indian Ocean Commission (IOC).

Timeline: January 2020 to December 2023 (4 years)

Target countries (16 SADC Member States): Angola, Botswana, Comoros, Democratic Republic



of the Congo (DRC), Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia and Zimbabwe.

Target groups: Migrant Workers, Refugees, Internally Displaced Persons, Victims of Trafficking, and Smuggled Migrants.

Objectives of the workshop, Expected Results & Participants:As part of the SAMM Project and as a follow-up to the Inception workshop in early 2021, stocktaking exercises on labour and mixed migration, capacity development workshops on labour migration governance and labour migration statistics, Virtual country-level discussions took place from July to December 2021 in order to strengthen the dialogue between the SAMM Project and the key labour and mixed migration focal points in the Member States and to develop a roadmap for each country around the outcomes and activities of the SAMM Project. Thus, it was agreed with the Tripartite Commission of the Ministry of Labour of the Union of Comoros to organize a national Tripartite Dialogue Migration Governance on 26-27 July 2021. Both components, Labour Migration and Mixed Migration were elaborated upon. For labour migration, the dialogue focused on the following seven thematic areas:

- a. Gender-sensitive policies and/or strategies regulating labour migration at national and/or regional level;
- b. International labour standards on the protection of migrant workers;
- c. Bilateral labour migration/circular migration agreements within the region and with third countries;
- d. Fair recruitment and decent employment for migrant workers, including regulatory legislation on private employment agencies, aligned with international standards;
- e. Social protection for migrant workers;
- f. Regional qualifications frameworks at REC level and recognition of migrant workers' qualifications at national and bilateral levels;
- g. Labour migration data and official statistics.

For mixed migration, the dialogue focused on the following ones:



- a. Ratification and integration of UN conventions and legislation relating to the status of refugees and/or the AU Convention for the Protection and Assistance of Internally Displaced Persons in Africa;
- b. Policies and strategies developed, adopted and implemented at regional and/or national level for the protection and assistance of refugees, IDPs and other mixed migratory flows;
- c. Dialogues and consultations at national, regional and inter-regional levels to address the challenges of mixed migration and protection issues of migrants and refugees in mixed flows;
- d. Improved protection, analysis, dissemination and use of migration data to inform policy, programming and communication related to mixed migration;
- e. Institutional arrangements in place to provide assistance and protection to vulnerable migrants;
- f. Legislation to criminalize and combat trafficking in persons and/or smuggling of migrants;
- g. Awareness campaigns and provision of information on access to protection issues for stranded and vulnerable migrants as well as asylum seekers and refugees caught in the mixed flow.

Hence, on 26 and 27 July 2021, a tripartite national dialogue on migration was held at the RETAJ Hotel in Moroni, in the Union of the Comoros, to which some thirty participants from the Ministry of Labour, the Multisectoral Commission for the follow-up and guidance on migration issues, social partners and other state institutions were invited.

Due to the bad weather (Floods across the country) on the first day, some of those invited to the dialogue were unable to attend. A total of 23 people managed to attend physically to follow the exchanges, including two IOM representatives at national level. The SAMM team and partners attended the 2-day workshop online.

All the participants who took part in this dialogue overall appreciated the exchanges and particularly the variety of subjects discussed on the theme of migration. They all showed a strong will to continue the discussion on migration issues at national level, with the support of technical and financial partners.

As regards snacks, twenty-three (23) out of thirty (30) people were served by the RETAJ Hotel during the two days, both for lunch and coffee breaks. As for the DSAs, twenty-one (21) people received fees for the two days of exchanges, for a total amount of one hundred and twenty-six thousand Comorian francs (126,000 KMF) instead of one hundred and eighty thousand francs (180,000 KMF) initially provided for in the budget.



With regards to the recommendations resulting from this dialogue (proposed by the organisers), taking into account the fact that group work could not be organised for such an in-depth discussion, it was proposed and agreed to organise a consultation meeting between local participants in order to decide on the recommendations to be formulated at the end of these exchanges, knowing that the first proposals have already been shared by email after the workshop.

Developments of the Workshop: *Day One: 26th July 2021*

I. Opening and Welcome

Speech: Dr Coffi Agossou, ILO Representative and Director CO-Antananarivo

Dr Coffi Agossou, who was intervening virtually, welcomed the participants to the National Tripartite Dialogue on Migration Governance under the leadership of the SAMM project. He thanked everyone for their participation. Key to his message, was sharing that the dialogue is aimed at addressing the subjects of labour migration and mixed migration.

He highlighted that the SAMM activities are implemented at RECs and country level covering work in 16 SADC countries in collaboration with SADC, COMESA and IOC secretariats, as well as government, employers' organisations, worker associations and civil society organizations. He elaborated that migration is mostly linked to the search for a job and better wages. Even though employment is not the main driver, it features in the migration process at some point. Considering this, the involvement of labour market actors and labour market institutions in promoting fair and effective governance of labour migration, is crucial. All member States of the Southern African Development Community (SADC) are involved in labour migration flows as countries of origin, transit or destination and often play all three roles at the same time. Over the past ten years, a significant spike has been recorded with an additional 3 million migrants in the region.

Also, according to UN DESA, Botswana, South Africa and Tanzania are the main destination countries. It is also interesting to note that Seychelles and Mauritius have a significant proportion of migrant workers relative to their local population, with a significant number of them coming from Madagascar and other SADC neighbouring countries, but others from outside the SADC region, including South Asia. UN DESA data also indicates that there has been a significant increase in women's migration reaching a level of 47% in the SADC region. Member States such



as the Comoros, DRC, Malawi, Mozambique and Tanzania have more women than men among migrant workers.

Important to note, progress has been made in promoting better governance of labour migration, including at the SADC level with the adoption of the SADC Labour Migration Policy Framework. In this context, the Employment Ministers of the Southern African Development Community (SADC) adopted a new SADC Action Plan on Labour Migration (LMAP) for the period 2020-2025 at their meeting in March 2020. The LMAP has three interrelated strategic objectives. as follows:

- Strategic Objective 1: Strengthen labour migration policies and regulatory systems for better governance of labour migration.
- Strategic objective 2: Protect the rights of migrant workers and improve advocacy and awareness of their contribution to development and regional integration.
- Strategic objective 3: Improve the participation of migrant workers in socio-economic development processes in host and home countries.

One of the main priorities of the SAMM project is to support the implementation of the SADC Action Plan on Labour Migration adopted by ministerial approval. With this, the SAMM project intends to contribute to its objectives as a central and essential area of its work, in particular in areas such as improving the portability of social security for migrant workers, recognition of skills, fair recruitment of migrant workers and improvement of labour migration statistics.

The ILO's Centenary Declaration for the Future of Work, adopted by the International Labour Conference in 2019, calls for "deepening and intensifying its work on international labour migration in response to the needs of constituents and taking a leadership role on decent work in labour migration". Other key policy frameworks guiding the ILO's work on labour migration in the Southern African sub-region are the outcomes of the 2017 International Labour Conference on the Fair and Effective Governance of Labour Migration and its accompanying action plan, as well as the 2019 Abidjan Declaration "Advancing Social Justice: Shaping the future of work in Africa,



and developing the potential for a future of work with social justice" at the continental level. As part of the priorities of the Decent Work Agenda in Africa "Building on the Human-Centred Approach to the Future of Work", Member States committed to "Strengthen the effectiveness of labour institutions to ensure adequate protection of all workers through (inter alia) the promotion of and effective governance of labour migration".

This dialogue contributes to capacity building on the implementation of labour migration components in the following continental policy frameworks:

Africa's Agenda 2063;

- the 2014 AUC Ouagadougou+ 10 Declaration and Action Plan on Employment, Poverty Eradication and Inclusive Development in Africa;
- the revised Migration Policy Framework for Africa and the Action Plan (2018-2030);
- the AU Protocol on the Free Movement of Persons; and
- the AU Common Position on the Global Compact for Safe, Orderly and Regular Migration.

To highlight a few, the Ouagadougou +10 Declaration aims to ensure equal opportunities for all, especially vulnerable and marginalized groups by facilitating efficient and productive labour migration and the free movement of workers on the continent to support the development agenda and promote regional economic integration and cooperation, notably through the Continental Free Trade Area. It also recalls the need to strengthen the capacity of regional economic communities (RECs) to monitor and evaluate productive employment and labour migration within the framework of regional and interregional cooperation.

Furthermore, to achieve the aspirations of the Ouagadougou+ 10 Declaration, the AU has adopted a five-year priority action programme on employment, poverty eradication and inclusive development (5YPP) which includes key policy area No. 5 on labour migration and regional economic integration comprising the following results:

- 1) Outcome 1: Increased ratification, domestication and implementation of key international labour standards on labour migration;



- 2) Outcome 2: Improved use of databases on skills, economic activities, education, working conditions and social protection of migrant workers;
- 3) Outcome 3: Interregional and intra-regional approach to skills and operational workforce;
- 4) Outcome 4: Social security extended to migrant workers and their families through access and portability regimes compatible with international standards and good practices;
- 5) Outcome 5: Governance of labour migration, political and administrative responsibilities effectively exercised by competent labour market institutions in the RECs and Member States;
- 6) Outcome 6: Tripartite policy consultation and coordination on operational labour migration at continental and regional levels.

II. Presentation: Dr. Gloria Moreno-Fontes Chammartin, ILO Chief Technical Adviser

Dr. Gloria Moreno-Fontes also welcomed the participants and gave a brief overview on the objectives of the dialogue and expected results. In her briefing she highlighted that the SAMM project is hosting the Virtual National Tripartite Dialogue with the Union of the Comoros on Migration Governance, over two days, the 26th and 27th of July 2021. She mentioned that the Comoros national dialogue followed the Kick-off Workshop that was held in January 2021, and on the other hand, the capacity-building workshops on labour migration governance, as well as Labour Migration Statistics, among others. The dialogue is an activity jointly implemented by ILO and IOM for the first day on strengthening of the national committees. It aims to provide participants with increased knowledge to prepare the government of Comoros and relevant stakeholders to contribute to the achievement of the 2030 Agenda for Sustainable Development, in particular Goals 8 and 10. The second day of the workshop is entirely dedicated to the mixed migration component with the active participation of notably IOM and UNHCR as well as UNODC.

ILO reiterates its commitment to support our tripartite constituents to achieve fair and effective governance of labour migration and the protection of migrant workers and members of their families.



III. Labour migration statistics

The ILO's presentation was centred around how the PEAs are regulated in Comoros, and to what extent are PEAs developed and looking at the services that they provide and the differences in services between migrant and local workers.

The presentation also looked at the partnerships between SPE-PEA and how these works including the types of services that they offer. Other factors that were looked into were around responding to the presence of informal recruiters present in the labour market, the importance of their presence.

Recruitment has become a key component in labour migration and the migration industry. This is mostly done by the public and private sectors and sometimes done by agencies/agents. The other combination is both the public and private sector working together. However, there has been an issue of abuse, exploitation and almost modern slavery due to the unregulated nature of the industry-leading to the increasing vulnerabilities of most migrant workers.

ILO's core mandate is to promote the ratification of the ILO Conventions and also the regulation of the existing recruitment agencies/agents within both the public and private sectors to achieve balance in fair and ethical practices in the labour migration and the migration industry.

We also seek to establish a partnership between the unions and employees (including those in existence).

The recommendations on employment agencies by ILO is to fight against the publication of false information and false promises that do not exist. Also, there is the need to have a clear written contract that is readable and understandable to migrants before their recruitment.

There must be also clear responsibilities stated and pay/salary among other benefits highlighted in the contract. Convention 101 deals with with private agencies to promote the norms of good recruitment practices. There is the need to promote dialogue and good practices among national and international stakeholders including recruitment agencies/agents.



There is the need to reduce the cost of migration. A study which investigated the cost of migration by migrants points out that migrant workers who are less qualified tend to spend more compared to those who are more qualified. This is also true for migrants without travel documents in comparison to those with travel documents.

In Nov 2018, a tripartite committee of experts decided and agreed on a universal fee for recruitment. While this is revised, it is important to mention that recruitment agencies should not decide their fees based on discretion.

IV. Social Protection for Migrant Workers:

Q&A: Can you further elaborate on the two-dimensional strategy to extend social protection?

The two-dimensional strategy for the extension of social protection entails a horizontal and vertical dimension.

The ILO/SAMM Consultant and specialist on Social Protection, Mr Stefan Urban explained that the horizontal dimension should aim at the rapid implementation of national Social Protection Floors, containing basic social security guarantees that ensure that over the life cycle all in need can afford and have access to essential health care and have income security at least at a nationally defined minimum level. Social Protection Floor policies should aim at facilitating effective access to essential goods and services, promote productive economic activity and be implemented in close coordination with other policies enhancing employability, reducing informality and precariousness, creating decent jobs and promoting entrepreneurship.

The vertical dimension of the social security coverage extension strategy should seek to provide higher levels of income security and access to health care – taking into account and progressing towards in the first instance the coverage and benefit provisions of Convention No. 102 (C102) to as many people as possible and as soon as possible; based, as a prerequisite, on policies aiming at encouraging participation of those in the informal economy and its gradual formalization. As



economies develop and become more resilient, people's income security and their access to health care should be strengthened.

The horizontal dimension often relies on non-contributory programmes, yet it can also involve a mix of contributory and non-contributory programmes/schemes. Higher levels of benefits as per C102 are often guaranteed through contributory (social insurance) schemes. This is illustrated by the second layer on the graph on page 7 of the presentation he made during the workshop. While these schemes are usually public, they can also be managed by private entities, as long as they qualify with the conditions specified under C102, most importantly with the requirement to provide pre-defined benefits as in the case of pensions for instance. Private schemes that run defined contribution schemes, do not fulfil the requirements under C102.

On top of the two-dimensional strategy, the ILO two-track approach aims to close social protection coverage gaps by:

- Bringing uncovered workers under the umbrella of existing social protection schemes or establishing new schemes, focusing largely on contributory mechanisms.
- Establishing a nationally defined social protection floor through a combination of non-contributory and contributory mechanisms, guaranteeing a basic level of social security to all (as described through the two-dimensional strategy).

A representative of the Ministry of Labour shed more light on the current situation prevailing in Comoros as well as a few developments linked to the same. On this point, he made reference to the Labour Code, that the Union of Comoros has a new law, namely Law N°12-012/AU of 28 June 2012, broaching, modifying and completing some provisions of Law N°84-108.

Consequently, this Law N°12-012/AU should be cited instead of Law N°84-108. And he informed that instead of Article 139 of Law N°84-108, one should refer to Articles 149 and 150 of Law N°12-012/AU, dedicated to migrant workers' issues.

Another very important element to be mentioned in this section concerns the compulsory affiliation of all companies to the *Caisse Nationale de Solidarité et de Prévoyance Sociale* (CNSPS), with a view to protecting all workers, including foreign workers (see Article 1 of Decree No. 14-____/PR,



making affiliation to the CNSPS compulsory). This Fund was established by Law N°12-021/AU of 25 December 2012, creating the National Solidarity and Social Security Fund, promulgated by Decree N°13-020/PR, of 14 February 2013.

It should also be recalled that the Generalized Health Insurance scheme (AMG), currently being introduced, will be managed by the CNSPS. In the absence of employment agencies in Comoros, individuals knowing of countries facilitating the movement of many Comorians to work in the Gulf countries notably, it remains to be testified whether these people work and live in decent conditions.

In addition to agreements on the portability of social security benefits, which are lacking, the representative of the Ministry of Labour stated consideration should also be given to entering into negotiations with some countries in the framework of labour agreements and to making all information relating to migrant workers available through a digital platform and ensuring the dissemination of information.

On the other hand, the social benefit schemes managed by Comorian social protection institutions are limited. It would be necessary to develop strategies to improve the range of social benefit schemes, taking into account the opinions and even the needs of migrant workers.

V. Attract, retain, and develop skills

The ILO Senior Specialist on skills and lifelong learning, Ms Alice Vozza, in her presentation provided a few important definitions linked to skills so as to put everyone on the same wavelength. In other words, brain drain, gain, circulation and waste: need is to understand what the main issues are in Comoros by taking into account both negative and positive effects of these dynamics.

- Brain drains often end up as '**Zero-Sum**' game for the country of origin and the country of destination, if increased investments in education in country of origins happen thanks to remittances (leading to higher average level of education of the remaining population and the next generation).
- Brain drain transforms into **brain gain with returnees** bringing back an enormous potential to enhance skills and qualifications and through the mobilization of diaspora networks, including temporary return programmes.



- Brain circulation can generate positive loops however benefits are often limited to skilled workers and they risk to reinforce duality in and across societies: (in terms of who accesses international education and circulation?)
- Brain waste happens when there is a situation of mismatch between education levels and job types performed abroad. To avoid brain waste, good systems of recognition of skills are needed in the receiving countries: recognition of prior learning (RPL), recognition of qualifications, etc. At the same time, the major challenge for the countries of origin is to retain and create decent work opportunities for their workforce.

Two main strategies to be considered in the country: **setting up of an RPL system and support to further alignment of NQF to the SADC regional QF**. Both aspects are detailed in the second part of the PPT (which could not be presented by the Specialist due to lack of time)

At the same time, it would be important to **assess the current state of TVET and skills development system**: is there any policy framework in place? Is there room to support a policy making process? What institutions are there (qualification authorities, regulatory bodies, skills sector councils?). Perhaps a roadmap toward the promotion of skills development in the country could be considered. This could kick-off through **tripartite consultations** to discuss skills development issues in the country and their linkages with migration issues.

Skills anticipation / LMIS – A cautious approach before encouraging a skills anticipation process is suggested, as skills anticipation should be linked to a strong LMIS. An initial step could be to conduct an assessment to understand the current skills mismatch (e.g. supply and demand analysis) and then, subsequently, to consider anticipation strategies, if viable. Still, even without entering into a skills anticipation exercise as such, skills indicators should be reflected in the LMIS.

A representative from the Government provided more information on the current status in the country and shared that in the Union of the Comoros, as in many other developing countries, the issue of labour migration remains a major concern that requires a thorough analysis, considering its multiple and various challenges.



The education and vocational training systems in place are not efficient enough to produce skills that meet the expectations of employers at the national, regional and international levels.

There is no mechanism in place to assess the adequation between workers' skills and existing or new jobs, let alone a process that would facilitate the recognition of migrant workers' skills, including knowledge acquired through a career pathway known as "state training". However, the core principles of equality and non-discrimination of the main labour migration Conventions are statutory provisions recognized in national law through the Labour Code.

- He explained that the following remain as main challenges in the country: Setting-up of a national vocational certification framework for the valorisation of skills acquired through experience in the labour market;
- Creation of a national directory of professional certification or recognition of qualifications;
- Establishment of a labour market data collection for migrant workers; and
- Minimising the vulnerability of migrant workers, who are often exploited due to lack of qualifications.

Day two: 27th July 2021

I. Mixed migration and data/ coordination of migration flows and borders

The IOM shared that it aims to enhance the capacity of Member States to be able to handle issues fully and sustainably on migration. Under the SAMM project, they organized a capacity development workshop in December.

Q&A/Comments

- There has not been enough data on migration since 2017. The available data is limited. We need collaboration as was put forward in the opening remarks by the general secretary indicated that they would assist.
- At the corporate level, there are different contexts of migration that must be addressed as the understanding is limited to only foreigners who come into the country without including



irregular migration. This will help us develop questions around the topic of irregular migration to gain a better understanding of migration. We need collaboration between South Africa in the region to provide a holistic solution in resolving issues.

- We need to create collaboration to be able to share information across various sectors. This can be further discussed in subsequent dialogues.
- We should also engage with other social partners to create and report on labour migration.
- We need to (re)enforce our legislation on migration.
- Concerning data, for the Custom Officials at the borders, those entering and leaving could be captured to provide accurate data on daily flows of migrants.
- Following the adoption of the GCM in Marrakesh, a lot has been done in Comoros.

Proposed Recommendations:

- a. Strengthen the response to mixed migration through capacity building of frontline officials to identify and protect vulnerable migrants including implementation of screening tools and referral mechanisms.
- b. Strengthen the governance of mixed migration through support to the formulation of policy frameworks and strategies as well as the institutional mechanisms on irregular and mixed migration through technical and financial support.
- c. Facilitating the development or consolidation of national technical working group and data focal points on migration data working on data harmonization, quality control, data analysis, data sharing and dissemination. The national coordination groups to monitor and ensure the disaggregation of data collected according to gender, age, occupation, employment status etc., also covering flow data (BMIS data) in accordance with UN-based international standards.
- d. Ensuring a whole of government approach for data harmonization and coordination, linked-up with national and regional development planning, in line with the SDGs and the Global Compact on Migration

II. Final Dialogues Recommendations



1. Labour migration policies

- Consider the formulation of a labour migration policy

2. Labour Migration Statistics

Improve data on labour migration disaggregated by sex and age, in particular on the following:

- Data on the distribution of migrant workers by economic sector, occupation and skills level.
- Employment status (employed, unemployed, underemployed, self-employed) in the formal or informal economy.
- Working conditions (working hours, wages, rest periods and other contractual conditions, occupational safety and health protection).
- Social security coverage of migrant workers
- The contribution of migrant workers to development (share of GDP, job creation, poverty reduction, etc.).

3. Fair recruitment:

- Improve information and regulation on Private Employment Agencies and Informal Agents to avoid abuse and exploitation of migrant workers.

4. Social Protection:

- Implement the SADC Plan of Action on Portability of Social Security Benefits in Comoros.

5. International labour standards:

- Ratify Conventions C. 97. C. 143 on the protection of migrant workers and other related standards (C. 181. C. 189, C. 19, C. 118. C 157
- Improving national legislation on labour migration

6. Bilateral Labour Migration Agreements:

- Improving the formulation, negotiation and implementation of Bilateral Labour Migration Agreements.

7. Recognition of skills:



- Establishing a national skills recognition system to facilitate the validation and recognition of migrant workers' skills and qualifications at different levels.

III. ANNEXES

Agenda

SCHEDULE (Comoros time)	ACTIVITIES	RESPONSIBLE/MODERATOR
08h30 – 09h00	- Arrival and registration of participants	Retaj Moroni Hotel/Multi-sectoral Commission
I. OPENING SESSION		
09:00 –09:30	- Welcome - Word of circumstances - Speech by the Minister in charge of Labour and Employment	- Master of Ceremonies, (Ministry of Labour) - Dr. Coffi Agossou, ILO Director CO-Antananarivo - Ministry of Labour
09:30 – 09:45	Coffee break and group photo	
II. PRESENTATION OF THE THEMES		
09:45 – 10:15	- Brief presentation of the SAMM Project and the Governance of Labour Migration - Presentation of the Situation of Migration to the Union of the Comoros	- ILO, Dr. Gloria Moreno-Fontes (CTA/SAMM)-IOM Mr. Jason Theede - Member appointed by the Multi-sectoral Commission
10:15 – 11:00	- Labour migration statistics, followed by a question-and-answer session	- ILO, Mr. Jesse Mertens (Labour Migration Statistics) - IOM, Ms. Princelle Dasappa Venketsamy
11:00 – 12:00	- Fair and efficient recruitment, followed by a question-and-answer session	- ILO, Dr. Gloria Moreno-Fontes, - IOM Mr. Jason Theede
12:00 – 13:00	Lunch break	
13h00 – 14h00	- Social protection, including for migrant workers	- ILO, Mr. Stefan Urban, Social Security Specialist
14h00 – 15h00	- Protection of migrant workers' rights	- ILO, Dr. Gloria Moreno-Fontes
15h00 – 15h15	Health break	
15h15 – 15h45	- Cooperation agreements with countries of destination	- ILO, Dr. Gloria Moreno-Fontes - IOM, Mr. Jason Theede
15h45 – 16h30	- Attract, retain, and develop skills	- ILO, Ms. Alice Voza, Skills Specialist



III. CLOSURE		
16H30 – 16H45	- Conclusions and Recommendations	- ILO, Dr. Gloria Moreno-Fontes
16hh45 – 17h00	- Closing Words and Acknowledgements	- Member of the Multi-Sectoral Commission

**SAMM PROJECT - NATIONAL TRIPARTITE DIALOGUE ON MIGRATION GOVERNANCE
PROVISIONAL AGENDA - MIXED MIGRATION
27 July 2021**

SCHEDULE (Comoros time)	ACTIVITIES	RESPONSIBLE/MODERATOR
09h00 – 09h15	- Welcome - Presentation of the Objectives of the Discussion	- Master of Ceremonies - Dr. Gloria Moreno-Fontes CTA-SAMM Project
09h15 – 09h25	- Presentation of mixed migration in the context of the SAMM project	- To be agreed
Discussions on identified national issues (by theme)		
09:25 – 10:45	- Mixed migration and data/ coordination of migration flows and borders. - Trafficking in human beings and smuggling of migrants - Asylum, registration and access to territories, public during recruitment, and statelessness	- IOM, Mr. Sunday Omoyeni - UNDOC, Ms. Jeptum Bargaroria - UNHCR, Dr Matloleng Matlou, Ms. Samira Roberts
III. CLOSURE		
10:45 – 11:15	- Q&A/ Recommendations	- To be agreed
11:15 – 11:30	- Closing and acknowledgments	- To be agreed



Participants List

N°	Nom et prénom des participants	Ministère/Organisation	Titre	Email	Telephone/Mobile
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