

ESWATINI LABOUR MIGRATION POLICY – IMPLEMENTATION PLAN

Objective: To effectively regulate labour migration, ensuring safe, orderly and regularized immigration and emigration for work

Policy Area One: Governance	Strategy	Key Activity	Output	Key Performance Indicator	Timelines	Budget E/000	Responsible Institution
1. <i>To ensure good governance in the management and regulation of labour migration</i>	Ensure that existing and new policies cover right of labour migrants as appropriate.	Review relevant legislation (Immigration Act 1982, The Employment Bill etc).	Recommendations of changes to legislation on the rights of migrants are reviewed.	Policy and regulatory frameworks that take rights of labour migrants into account are in place.	24 Months	E720 000.00	Lead: MoLSS, MoHA, MoJ (AG), MoFAIC
	Advocate for the ratification of conventions C143, C97, C181 and C102.	Endorsement of the NLMP by the LAB and Cabinet. Facilitation for the ratification of the conventions.	Legislation in place. Ratified conventions in place.	Number of ratified conventions.	24 Months	E350 000.00	MoLSS, MoFAIC, MoJ (AG Office)

	Align policy frameworks to global and regional frameworks and best practice	Review relevant legislation in view of global and regional frameworks. Domestication of ratified conventions.	Inclusion of labour migration issues in the relevant policy frameworks Report on the reviewed legislation	Most relevant international conventions ratified. Policy frameworks have been aligned with global and regional frameworks	15 Months	E700 000.00	MoFAIC, MoLSS, AG
	Adequately consult employers' and workers' organizations as well as other stakeholders in labour migration governance.	Sufficiently host consultative meetings and capacity building workshop stakeholders for participation in bodies dealing with migration. Participate actively in SADC, ELS etc. on the international governance of labour migration.	Meeting and consultations convened. Sub-regions, Regional and International forums Consultative meetings and capacity building workshops convened	Reports and minutes of all the meetings from National, Regional and International Forum SADC protocol on employment and labour ratified.	12 months	E1.5 million +20% per annum	MoLSS, MoCI&T, MoLSS, MoHA MOLSS, MOFAIC, MoHA, CSO

<p>2. To develop good governance of labour migration systems, procedures and activities.</p>	<p>Improve collaboration amongst public / private institutions required for good governance.</p>	<p>Capacity building within major institutions that are relevant to labour migrants.</p>	<p>Establishment and endorsement of a Technical Working Committee (TWC) that is all inclusive on Labour migration issues</p>	<p>Increased efficiency in addressing of Labour Migration</p>	<p>6 months</p>	<p>E750 000.00 +20% per annum</p>	<p>CSO, MoHA, MoLSS</p>
	<p>Mainstream labour migration across all sectors</p>	<p>Monitor compliance with the labour laws and other relevant laws of Eswatini.</p>	<p>Production of a Compliance Report on labour migration institutions and procedures.</p>	<p>Production of a Compliance Report on labour migration (inspections conducted, reports).</p>	<p>6 months</p>	<p>E250 000.00 +20% per annum</p>	<p>MoLSS, MoHA, MoFAIC</p>
		<p>Establishments of a technical working committee on Labour Migration to deal with the issuance of relevant permits.</p>	<p>Develop standards operating procedures on the issuance of work permits ensuring decent work in all dimensions</p>	<p>Efficient and timely issuance of work permits Harmonious operations of the relevant Ministries in dealing with labour migration issues.</p>			

			Inter-ministerial dialogue to harmonize the functions of the relevant Ministries	Number of Migration in the country of destination and look into migration welfare	24 months	E750 000.00 +20% per annum	MoHA, Molss, MoFAIC
	Manage the integration of returnees	Develop integration programs across all sectors for returnees.	Reports of Monitoring and evaluation of returnees' integration programs.	Number of returnee's integration programs.	48 months	E1.2 million +20% per annum	MoHA, MoLSS, MoFAIC
			Production of Reports on Labour Market analysis.	Develop returnee's integration programs across all sectors			
			Returnee integration programs in place				
	Develop adequate	Review, update and formulate new sub regional and bilateral arrangements	New and relevant Regional and international BLMA's. Developed and reviewed	Outcomes of compliance with (updated) bilateral arrangements across the region. Number of Bilateral Labour Migration			

	on labour migration.	<p>migration, MOU's and treaties on Labour migration</p> <p>Establish, strengthen and Capacitate labour attaché's on labour migration issues.</p> <p>Establish and constitute labour attaché offices in other embassies.</p>	Bilateral Labour Migration Agreements, treaties and MOU'S.	Agreements /MOU's (4 SADC countries)			
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Objective: Having a well-functioning, up-to-date and reliable information systems on labour migration that supports policy and programs

Policy Area Two: Labour market Information and Analysis	Strategy	Key Activity	Output	Key performance Indicator	Timeline	Budget	Responsible Institutions
<p><i>Develop mechanisms to align labour migration policy with labour market needs and produce information for evidence-based policies.</i></p>	<p>Improve labour market information system on migration.</p>	<p>Include labour migration indicators in survey and censuses with the International Conference of Labour Statisticians (ICLS) guidelines.</p>	<p>Annual Report produced on labour market information on migration in alignment with ICLS guidelines.</p>	<p>Availability of labour market information in line with ICLS guidelines</p>	<p>24 months</p>	<p>E2, 500 000.00</p>	<p>Lead: MoLSS, CSO, MoCI&T, MoHA, IOM, ILO, UNDP</p>
	<p>Harmonize existing data across producers of data.</p>	<p>Strengthen capacity for the analysis and dissemination of Labour market and migration flows surveys, censuses and admin sources.</p>	<p>Report on information of employment status for Emaswati migrants with recommendations produced.</p>	<p>Standard key indicators related to labour and migration generated within the national surveillance mechanisms</p>			
	<p>Harmonize existing data across</p>	<p>Conduct assessment of data from labour</p>	<p>Better utilization of Labour</p>	<p>Availability of comprehensive information on</p>			

	<p>producers of data within Government, Private Agencies and the international organizations.</p>	<p>market for comparison and projection purposes.</p> <p>Strengthen capacity for the Analysis and dissemination of information on remittances and the employment status for Emaswati migration.</p>	<p>Migration information and Analyses (LMIA) for policymaking.</p>	<p>employment status for Emaswati migrants.</p>			
	<p>Establish a multi-sectoral /joint labour migration coordination body for the LMIS</p>	<p>Review institutional mechanism to use LMIA for policymaking.</p>	<p>Institutional Review Body established</p>	<p>Assessment report on strengths and weaknesses of institutional mechanisms for LMIA.</p> <p>Use of National skills database as a source of a centralized repository on LM data in the form of a LMIS</p>			

				Labour migration policy development based on empirical evidence.			
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OBJECTIVE: To enhance the welfare of migrants and particularly migrant workers and the family members as well as returnees rights to access social protection mechanisms to ensure the portability of social security in the region

Policy Area Three: Decent work for migrant women and men	Strategy	Key Activity	Output	Key Performance Indicator	Timeline	Budget	Responsible Institution
<i>Decent work for emigrants</i>	Establishment of a unit/ agency to prepare emigrants for decent work abroad through improved access to information	<p>Develop pre-departure information on Country of Destination (COD)</p> <p>Conduct pre-departure information sessions, with regards to non-discrimination and equality of treatment.</p> <p>Organize information</p>	A fully functional unit aimed at ensuring decent work for emigrants.	The terms of reference (ToR) of the Unit. Data on the number of people who have access to the information provided by the unit.	7 -15 months	E400 000.00	Lead: MoLSS and Social Partners

		<p>sessions for workers abroad in collaboration with trade unions and employer's federations.</p> <p>Provide information sessions at border crossings.</p> <p>Vetting (screening) of employment contracts from COD's</p>					
	Monitor work and welfare emigrant	Conduct dialogues and document challenges faced by Emaswati workers in COD	The development of platforms for emigrants to submit concerns and report cases of abuse.	Number of Emaswati who effectively use the platform to report on work conditions and welfare while abroad.			MoLSS and MoFAIC

	Prevent migrant workers from falling into situations of human trafficking and forced labour	Conduct awareness campaigns to prevent trafficking and forced labour.	Reduced number of trafficking and forced labour cases.	Numbers of migrants trafficked or in forced labour. Number of awareness campaign to prevent trafficking and forced labour.			Lead: MoLSS and Anti-Human Trafficking Unit, Reps, UN Agencies.
	Improve social security services, coverage, and Portability of benefits for migrant workers.	Advocate for and promote social security agreements with destination countries	Social security agreements	Number of people benefitting (through improved access) from the establishment of security agreements.		E300 000.00	MoLSS, MoFAIC, MoHA
		Facilitate portability of accrued social security benefits and services and workman	Presence of relevant and functioning mechanisms for facilitating access to accrued social security benefits				

	<p>Promote non-discrimination and equal treatment for all workers: migrants and nationals abroad and at home.</p>	<p>compensation payment.</p> <p>Advocate for review of national laws and administrative policies to ensure that non-discrimination and equality of treatment are expressly provided for.</p>	<p>and workman compensation payments.</p> <p>Recommendations on review clauses to achieve non-discrimination and equality of treatment for all workers.</p>	<p>Policy that makes provision for the non-discrimination and equality of treatment for all workers.</p>			<p>MoLSS, MoJ (AG)</p>
	<p>Integrate labour migration services into all consular and diplomatic missions to focus on the protection of labour migrants' rights.</p>	<p>Capacitate consular officials on labour migration.</p>	<p>Capacitated officials</p> <p>Improved welfare of migrants.</p>	<p>Assessment of undertaken recommendations implemented. Duties and responsibilities to emphasize their role in market and employment promotion and implementation</p>			<p>MoLSS, MoFAIC, MoHA</p>

				of BLMAs and follow up.			
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OBJECTIVE : To facilitate engagement with the diaspora including effective management of remittances and to effectively manage the return and of migrants returning home

Policy Area Four: Migration for Development	Strategy	Key Activity	Output	Key Performance Indicator	Timeline	Budget	Responsible Institution
<i>To optimize the contribution of migration for national development</i>	Strengthen mechanisms and support systems to train, retain, and transfer skills needed for domestic, regional and international labour markets.	<p>Review training possibilities for Emaswati abroad.</p> <p>Review possibilities for employment of immigrants.</p> <p>Develop and strengthen mechanisms for identifying national, regional and international labour markets.</p>	Data base on opportunities for (potential) Labour Migrants.	Labour migration model.	24 months	E2 million	Lead: MoLSS, MoH, MoCI & T, MoFAIC and Social Partners

	Facilitate the employment of labour migrants (in-ward and outbound)	<p>Regulate recruitment of Labour migrants.</p> <p>Capacitate Labour Attaché Offices</p> <p>Strengthen partnership and collaborations with all partners and stakeholders.</p>	<p>Improved Policies and regulations on Labour migration. Capacitated Labour Attaches.</p> <p>Improve remittance Systems.</p> <p>Improved Collaborations with relevant stakeholders including qualifications authority, regional and international bodies that deal with labour migration.</p>	<p>Fair and orderly recruitment and migration.</p> <p>Bilateral Labour Migration Agreement and /or Collaborations Agreements.</p>	24 months	E800K	<p>Lead: MoLSS, MoHA, MoE&T, MoFAIC, MoCI&T, Central Bank and Social Partners</p>
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OBJECTION: In view of TB/HIV treatment protocol that is committing to develop a framework to harmonize management on TB/HIV among migrant workers by establishing technical and administrative cooperation across ministries and social partners such as workers association, unions and other relevant stakeholders

Policy Area Five: Health	Strategy	Key Activity	Output	Key Performance Indicator	Timeline	Budget	Responsible Institution
<i>Ensure safe and equitable access to adequate, holistic health, care services for migrants, returnees and their families.</i>	<p>Improve information on labour migrant health and welfare at local level and also in countries of destination.</p> <p>Support for Emaswati abroad that need health services assistance.</p>	<p>To develop labour migrant health information and dissemination tools and also improve migrant universal health access.</p> <p>Implement pre-departure training including health counselling with regards to financial stress as well as the health</p>	Information on labour migrant health tools made available.	Number of labour migrants that were able to access and receive migrant health information.	6 months – tools development on-going	E800k – tools development	Lead – MoH HMIS MoLSS Banks, Trade Unions, MoHA and other relevant stakeholders

		<p>background situation in destination country, occupational health and safety and other conditions of work and TB/HIV</p> <p>To establish information resource centers that provide material and awareness programs on the health rights of migrants and migrant workers and issues such as discrimination, sexual harassment and TB/HIV at both local</p>	<p>An inventory of information resource centers established.</p> <p>Harmonized labour migrant health treatment protocols in place between countries.</p>				
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		<p>level and the receiving countries.</p> <p>To establish mechanisms for migrant workers abroad to lodge complaints about abuse and violations, migrant health rights as per the bilateral agreements between ministries of health in the different countries.</p>	<p>Documents aligned to national and international health regulations that addresses migrant's rights to health services abroad in place and used as reference.</p>	<p>Number of migrants that were able to access and receive labour migrant health services abroad.</p>	<p>On-going</p>		<p>Lead: MoH, MoFAIC, MoHA, MoLSS, CSOs</p>
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