



International
Labour
Organization



IOM
UN MIGRATION



UNHCR
The UN Refugee Agency



UNODC
United Nations Office on Drugs and Crime



THE

SOUTHERN

AFRICAN



MIGRATION MANAGEMENT
PROJECT

Inception Workshop Report:

18-22 January 2021





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Background & Rationale

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 Africa and Indian Ocean region guided by, and contributing to, the realisation 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 realisation 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.

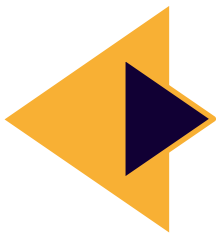
Target groups: Migrant Workers, Refugees, Internally Displaced Persons, Victims of Trafficking, and Smuggled Migrants.



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Objectives of the workshop, Expected Results & Participants



The four objectives of the launching event and inception workshop

- Present the SAMM project, announce its official launching and establish its Steering Committee.
- Identify Project priorities for RECs (SADC, COMESA and IOC) for implementation and/or elaboration /completion of their existing a) labour migration frameworks; and, b) mixed migration frameworks.
- Identify SAMM priority activities for each SADC Member State on labour migration and mixed migration strategies and/or policies, regulatory frameworks and implementation plans.
- Present the stocktaking exercises highlighting the current situation regarding labour migration and mixed migration in SADC Member States.

Expected Results

1. RECs and countries will propose priorities in terms of project activities and capacity needs at the national and regional levels.
2. Awareness and thorough understanding of the SAMM project.
3. Completed stock taking exercises.

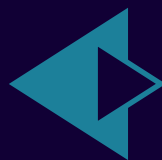
An important element of the project is to ensure that the activities are demand driven and are aligned with National and Regional priorities and needs for capacity development.

In addition, as the increased availability and quality of migration data plays a crucial role towards ensuring evidence-based policies and programming; and given the importance of ensuring a whole-of-society approach towards the production and usage of migration data, it is important to bring together the National Statistical Offices. This is to facilitate dialogue and collaboration on the establishment and management of coordination mechanisms, capacity strengthening activities, and on the migration data hub to be developed during the project.

Participants

Participants included government representatives from the Ministries of Labour, Home Affairs, Foreign Affairs, Social Development, Justice and Constitutional Development, National Statistical Offices, and representatives from Police (Organized Crime Units). Other stakeholders invited included representatives of the EU, COMESA, IOC, SADC, two representatives of the social partners from each country (workers' and employers' organizations), and the Joint Labour Migration Program (JLMP). Non Governmental Organisations working in migration were invited as observers

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Developments of the workshop

18th January 2021
Monday

Day 1: Opening

Day 1 was the official opening and launch of the SAMM project by the Directors from the four UN partner agencies (ILO, IOM, UNHCR and UNODC) and the Ambassador of the European Union to the Republic of Botswana and SADC gave official opening remarks. .

Opening Remarks by Implementing Partners

Dr Joni Musabayana, Director of ILO (DWT/CO-Pretoria)



Dr. Musabayana opened the workshop by stating that *"The SAMM project forms part of ILO's technical assistance to support the achievement of SADC Vision 2050 and the accomplishment of its Regional Indicative Strategic Development Plan (2020-2030).*

SAMM will be particularly contributing to deliver on the commitments of SADC Employment and Labour Sector, including through the SADC Decent Work Programme (DWP) (2021-2025)" He highlighted that SAMM activities will be implemented at the level of the three RECs and the 16 Member States of SADC in collaboration with the SADC, COMESA, IOC's Secretariats, the Governments, Workers' and Employers' organizations and civil society.

He concluded by reiterating the ILO's commitment to support tripartite constituents in achieving fair and effective labour migration governance and the protection of migrant workers and their family members in the SADC region.

Mr Bogdan Danila represented the IOM Regional Director



Mr. Danila expressed appreciation to the EU and partner agencies on this joint programme which is very important towards improving migration in Southern Africa and IOC regions. *"This happens to be the largest and biggest joint UN migration management initiative to date in the region"*. He noted that the IOM will continue placing a premium on collecting data, data analysis and making sure that we have data that is timely and able to influence the design of evidence based programmatic response. This formed part of IOMs pledge within the framework of the project to support the RECs, member states and other stakeholders to understand and address the complexities arising from mixed migration flows in the region.

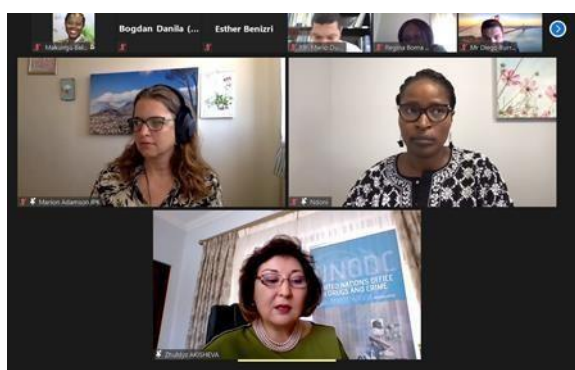
Mr. Jan Sadek, Ambassador of the European Union to the Republic of Botswana and SADC



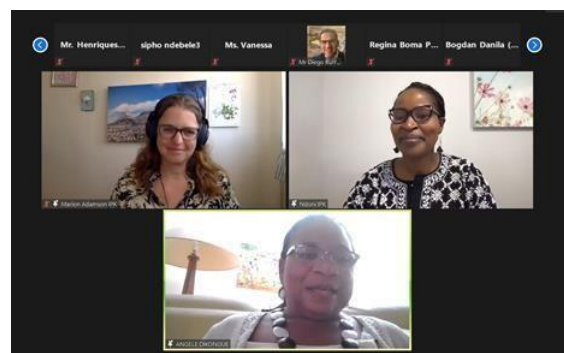
Ambassador Sadek noted that the EU has had the pleasure to sign an agreement with ILO, IOM, UNHCR and UNODC for the implementation of the Southern Africa Migration Management Project.

He highlighted the challenges COVID-19 brought which left many migrants homeless and without jobs. The cash transfers to Migrant Domestic Workers, which were part of the SAMM pilot project, was crucial in offering aid to the vulnerable. He further noted that Migration is a global problem that required global solutions and that no country can manage on its own. Migration is a key policy area at the top of the political agenda at the EU level. Working together is the best way to save lives and protect the human rights of migrants. The EU funded SAMM project is a key example of joint efforts to improve migration in the Southern Africa and Indian Ocean region.

Ms. Zhuldyz Akisheva, UNODC Regional Representative, Ms. Akisheva noted that Sustainable Development Goal (SDG) 17 is important since it speaks to partnerships and collaboration urging UN agencies to deliver as one. As a guardian of the UN organised crime convention and its protocols on trafficking of persons and smuggling of migrants, UNODC played a leading role in strengthening and coordinating the criminal justice response to both the human trafficking and smuggling of migrants. In this regard UNODC was glad to be part of the project, offering support and strengthening capacities among member states in addressing issues of trafficking and smuggling of migrants.



Ms Angele Dikongue-Atangana, Deputy Director for Africa Bureau - UNHCR



Ms. Dikongue-Atangana highlighted that "SAMM" is important and offers a holistic response to issues of asylum and migration. There is a need to support and strengthen asylum and migration management systems at regional and national level to curb the continuing negative impact on asylums so that government can improve their policies on migration."


Together with member states and other participants, UNHCR was committed to continue to support the development of frameworks and policies that can ensure effective lawful and fair systems of entry and border management. Through the participation in the SAMM project, UNHCR hoped to continue to work with the EU, SADC, individual governments as well as UN sister agencies with the view of pushing a holistic response to the migration and asylum challenges.

Mr Raj Mohabeer, Officer in charge at the IOC



Mr. Mohabeer thanked the four UN agencies and the EU for starting this important project that seeks to address hybrid challenges on behalf of IOC, COMESA and SADC. He highlighted that IOC has taken an active role in the formulation of the project.

"Migration is not something new; it has shaped the world since the beginning of humanity. Migration must also be seen as an opportunity".

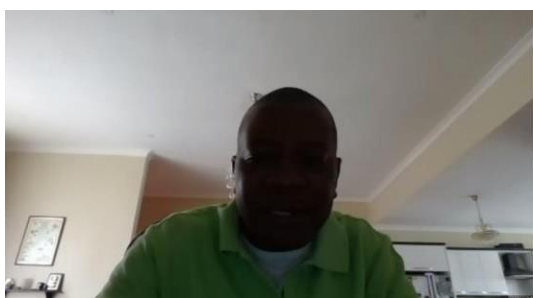


We are very much aware that we have major challenges in terms of the capacity both at National and Regional Level and that the project is expected to improve the capacity at these levels” said Mohabeer.

Mr Mohabeer went on to express their expectations as IOC from the project and hope that at the end of the four years, there would be significant changes in the way migration is managed and begin to see it as a contributor to development, particularly taking into consideration Island states as the issues of migration are very different there.

He wished everyone success in this venture forward and reiterated IOC’s commitment to contribute and work with all the agencies to implement the project.

Mr Brian Chigawa, Director of Legal and Institutional Affairs, COMESA



Mr Chigawa recognized EU ambassador and expressed deep gratitude for their support given to this project

COMESA, just like the other RECs, has taken an active part in the development of the project. For COMESA it was the implementation of its treaty provision that recognized the nexus between well managed migration and development in all its forms.

Despite the raging pandemic it was encouraging to see an online conference that brings us together under the new normal which has enhanced digitalization.

Mr Chigawa highlighted COMESA’s 3 perspective areas for the project, which are:

1. Strengthening in collaboration with COMESA’s statistical department, the collection and harmonization of migration data and statistics

2. Supporting the implementation of the COMESA protocol of the gradual relaxation of VISA requirements and protocol of free movement of persons;
3. Strengthening exchange between member states on migration governance and data and offering a platform to provide expertise and experience to Member States requiring support.

“We believe policy coherence is key.

Close collaboration by all parties involved, is going to be paramount in achieving the positive outcomes for all and COMESA remains a committed partner in this endeavour”.

Mr Sipho Ndebele, Chief Director: International Relations, Department of Employment & Labour, South Africa



Started the presentation by playing 2 clips:

1. Migrants crossing borders in an irregular situation through jumping the fence and catching taxis on the South Africa side.



2. Migrant worker died in South Africa and he is being taken home through the river to go across the border in an irregular situation.



"This is a reality we face and calls for urgency and political will. Our failure as partners in this process will sadly be judged as having contributed to the injustice we observed in the clips."

He called for political will because according to him in our own backyard (SADC), the SADC Protocol on the facilitation of movements of persons, 2005 (which seeks to fulfil the objectives of the SADC treaty) requires SADC to develop policies aiming at the progressive elimination of obstacles to the free movement of capital, labour and services, and of the people of the region. However, it has only been ratified by 4 member states, with the last rectification in 2008. *"We have the instruments and tools but not their ratifications."*

SADC Member States endorsed the new SADC Labour Migration Action Plan for 2020-2025. South Africa hoped that this joint project will support the implementation of SADC's Labour Migration Action plan.



Ms Gloria Moreno-Fontes, Regional Labour Migration Specialist and CTA of SAMM gave an overview of the Project, and highlighted the following key thematic areas underlying the Labour and Mixed Migration components:

Labour Migration

1. Gender-sensitive policies and/or strategies regulating labour migration at national and/or regional level;

2. International labour standards on the protection of migrant workers;
3. Bilateral labour migration/ circular migration agreements across the region and with third countries;
4. Fair recruitment and decent employment for migrant workers including regulatory legislation on private employment agencies, aligned to international standards;
5. Social protection for migrant workers;
6. Regional Qualifications Frameworks at REC's level and migrant workers' qualifications;
7. Labour migration statistics.

Mixed Migration

1. UN conventions relating to the status of refugees and/or the AU convention for the protection and assistance of IDPs in Africa;
2. Policies and strategies adopted and implemented at regional and/or national level for protection and assistance to refugees and IDPs; Governance/management of mixed migration flows and gender-sensitive policy instruments and/or strategies regulating mixed/irregular migration at national and/or regional level;
3. Institutional arrangements set up to provide assistance and protection to vulnerable migrants;
4. The Harmonised SADC Regional Strategic Plan on Combating Illegal Migration, Smuggling of Migrants and Trafficking in Persons;
5. Legislation to criminalize and combat trafficking in persons and/or smuggling of migrants;
6. Awareness campaigns and provision of information on the benefits of safe migration versus irregular migration.

Dr Joni Musabayana closed Day 1 of the Inception workshop by officially launching the Southern Africa Migration Management project. He thanked the EU for the partnership as well as the RECs and UN partners.

19 January 2021 Tuesday,

Day 2,

Presentation by Mr Daniel Chiwandamira, Rapid Impact Assessment COVID 19



Within the framework of the SAMM Project, the ILO defined the objectives of the Rapid Assessment of the impacts of COVID-19 on migrant workers in SADC Member States so as:

- To identify the socio-economic challenges brought about by the pandemic to migrant workers. What are the direct and indirect effects on migrant workers of the pandemic including the consequences of confinement?
- To assess the policies and measures that Member States are currently putting in place to address the COVID-19 effects, and in particular their consequences on migrant workers.

The key findings from the assessment revealed that COVID 19 has:

- 1) Increased vulnerabilities due to the reduction in social protection measures;
- 2) The state of inequality which was already pronounced in most of Southern African countries was exacerbated by the COVID-19 crisis;
- 3) Foreign Direct Investment (FDI) declined;
- 4) Debt levels increased as SADC Member State reached out internationally to attract funding not only for direct COVID-19 interventions but also to support government spending in other areas inclusive of relief grants;
- 5) Hospitality and tourism sectors sharply declined through a direct impact of lockdowns and border closures; and

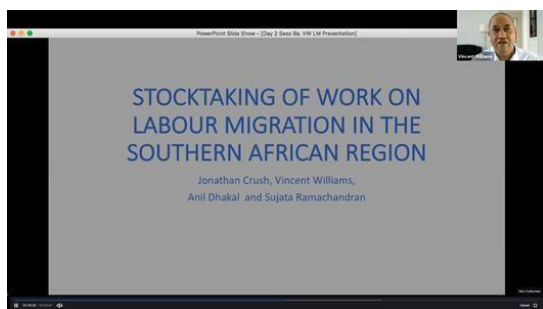
- 6) Commodity prices declined driven by weak demand in major export markets such as China and Europe.

Key Recommendations:

- Recommendation 1: Include migrant workers in national COVID-19 policy responses and recovery and development strategies to help to ensure the realisation of equality and social justice;
- Recommendation 2: Promote the rights of migrant workers within the context of universal social protection coverage and recognition of international labour standards, particularly concerning working and living conditions;
- Recommendation 3: Implement a holistic, rights-based and coherent regional policy approach to labour migration governance that addresses international migration as a whole;
- Recommendation 4: Design and implement fair and effective labour migration policies through tripartite plus social dialogue and interventions that purposefully target migrant workers with a particular focus on the most vulnerable;
- Recommendation 5: Strengthen the region's labour migration data collection, reporting and information dissemination capacities;
- Recommendation 6: Promote affordable, efficient, streamlined and safe remittance transactions, and improve knowledge and awareness among migrant workers of available, safe and affordable remittance platforms.

Presentation by Professor Vincent Williams, Labour Migration Expert and co-author of the Stocktaking of Work on Labour Migration in the Southern African Region

Key highlights and Recommendations



- There was a significant amount of data and information about labour migration in the public domain and/or recorded as part of routine administrative procedures or specialized surveys. However, there is a need for more robust, comprehensive and systematic methods of data collection, processing and analysis.
- It was not immediately apparent to what extent available data was being used for the purpose of evidence-based policymaking and planning. This may in part have been due to the lack of capacity, expertise and resources and/or a lack of cohesion, coordination and cooperation between different stakeholders.
- Very few Member States had comprehensive policies that address issues specifically related to labour migration (along the lines of the SADC Labour Migration Policy Framework), but even if such policies are in place, a lot more emphasis has to be placed on designing implementable action plans and on the subsequent implementation of such plans.
- The SAMM Project provides an opportunity to address all of these challenges, along the lines suggested in the 5 Priority Areas previously identified, but interventions need to be tailored to the needs and priorities of individual Member States and Member States collectively

Presentation by Professor Vincent Williams, Mixed Migration Data and Policy Development in the Southern African Region

Key Highlights and Recommendations




1. The SAMM project provides a unique opportunity for all the partner agencies to strengthen and enhance their cooperation in terms of the support and assistance they provide to individual Member States and in some cases, to Member States collectively.

This includes:

- (a) Joint partner interventions with Member States to conduct national level research on mixed migration and to identify priorities, needs and appropriate interventions;
- (b) Providing financial, logistical and capacity support to Member States in the design and implementation of projects to respond to identified priorities and needs;
- (c) Training and capacity-building interventions to strengthen the role of government officials and other stakeholders in the design and implementation of data collection and analysis systems, research and project design and implementation; and,
- (d) Information-sharing between the different agencies to ensure complementarity and to avoid duplication

2. As proposed in the Labour Migration Stocktaking report, what was recommended was the development of a strategic plan for the design and implementation of a 'Migration Observatory', which allowed for the collection and collation of existing official survey and administrative data but also served as an impetus for the commissioning and generation of new research data and information on mixed migration flows within, to and from Southern Africa.

3. There was broad agreement from a variety of SAMM stakeholders about the urgent need to improve the quality, comprehensiveness, integrity and coordination of data on all aspects of mixed migration within and to the region. A coordinated regional research project that included substantive fieldwork, to develop a more in-depth understanding of, and to gain insight into mixed migration – routes and corridors, dynamics, vulnerabilities, protection needs and



development impacts – was urgently needed and a proposal and implementation plan developed.

4. Mapping of key migration flows including crossing points, areas of congregation and transport routes through engagement with key informants at national and local level, as was done with the preliminary flow monitoring/population mobility studies by the IOM in Malawi and Zimbabwe. Interviews/engagements with immigration/border officials, migrants themselves, service providers (transport operators, accommodation establishments in towns near the border, shopkeepers, community leaders etc.) to get a better understanding of migration dynamics in these areas. It was also appropriate to engage with border patrol and law enforcement officials to get more in-depth information regarding irregular migration and migrant smuggling.

5. More challenging but very important research with migrants themselves was essential. Collection of personal migration narratives would be highly desirable and it is only by interviewing or surveying migrants themselves that the key elements of mixed migration drivers, strategies and impacts can be accessed. Research should ideally take place away from the border where respondents may be more forthcoming.

Steering Committee and Governance:

Dr. Gloria Moreno-Fontes led a session to discuss the steering committee and governance of the SAMM project.

Ms Moreno-Fontes presented the draft TOR of the **Project Steering Committee** (PSC) and the Technical Implementation Committee (TIC). The duties of the PSC will be to act as the governing body of the project, provide strategic leadership, general policy and overall guidance. Ms Moreno Fontes also outlined the composition of the PSC which is:

- High-level representatives and alternates of SADC, COMESA and IOC's ministerial councils of labour and home affairs, as well as the respective chairs (member states);
- High-level representative(s) of the EU Delegations to SADC, COMESA and IOC;
- Relevant ILO, IOM, UNHCR, UNODC Directors and Deputy Directors at the SADC level (or other direct subordinate)

as well as Senior Officers invited as observers;

- Representatives of Non-State Actors (e.g. Workers' and Employers' Organisations) at the SADC, COMESA and IOC level can be invited to participate as observers;
- Based on consensus and where relevant, participation to the PSC meetings will be open to other observers with a clear labour migration or mixed migration mandate (e.g. donors, other UN agencies, representatives of REC's member States, civil society representatives, research institutions, organizations implementing similar migration programmes) for specific purposes (e.g. advisory capacity) and upon invitation

The **Technical Implementation Committee** (TIC) will be responsible for the day-to-day management and implementation of activities. The committee will be accountable to the PSC for the achievements of the objectives and targets of the project. They will also be in charge of preparation of annual work plans, and ways forward in case of changes in outcomes and outputs.

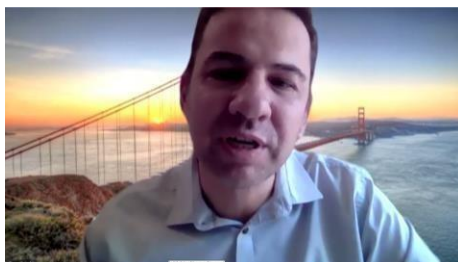
- The TIC will be composed by the following members: technical ILO team responsible for implementation as lead implementing partner;
- Technical level representatives from IOM, UNODC, UNHCR
- Technical level representatives from COMESA, IOC and SADC;
- Technical level representatives from the European Commission.
- Non-state actors (e.g. workers and employers' representatives) involved in the implementation of the action will be either invited to participate as observers or consulted (where appropriate and relevant); and; additional participants and other relevant stakeholders could be invited to the TIC meetings as observers, as appropriate and relevant



vulnerable migrants (trafficked, smuggled, disabled, children and youth);q

- Supporting Governments capture and manage data on refugees and asylum-seekers including through commitments made at the GCR/GRF.

**Mr Diego Iturralde, Chief Director:
Population & Demography statistics,
STATS, SA**



Mr Iturralde, gave a presentation on World/Africa Migration Survey which presents data and information on human migration together with analysis of complex and emerging migration issues.

He outlined the conceptual approach::

Levels of analysis	Migrant Individual	Population of Origin	Population at destination
Causes of migration	(I) Individual factors that promote migration	(II) Contextual factors that promote migration	(III) Factors that generate attraction
Consequences of migration	(IV) Changes in life course events and in life chances	(V) Links between migration and development	(VI) Immigrant incorporation processes

The piloting of the African Migration Survey involved the following process:

1. Selection of countries in which to pilot AMS, some criteria"
 - Regional representation
 - Migration corridors
 - Administrative capacity and resources.
2. Sample strategy: Using a sample nationally, representative of migrants and non-migrants in a replicable manner
3. Survey questionnaire: Using an effective and efficient survey with Households as units of analysis

Closing Remarks by UN Agencies

UNODC: Ms Jeptum Bargoria

IOM: Mr Tunde Omoyeni

UNHCR: Ms Esther Benizri

ILO: Ms Gloria Moreno-Fontes

4



Annexes

Agenda

Monday 18th January 2021

- 08:15 Participants arrive at virtual venue**
Participants join the virtual venue and explore the lobby.
- 08:45 1. Welcome & Objectives**
Participants are formally welcomed by Gloria Moreno-Fontes. The objectives for the Inception Workshop are shared.
Facilitators provide an overview of the 5 day process.
- 09:00 Check in Activity**
Participants are guided through a check in activity.
- 09:15 Welcome messages by UN Partners**
Formal welcoming by UN Partners, Directors of ILO, IOM, UNHCR, UNODC and the EU.
- 09:45 Welcome messages by Regional Organisations**
- 10:15 Welcome message by Lesotho representing SADC on the ILO Governing Body**
- 10:30 2. Health Break Mingling**
Participants have an opportunity to take a brief break, and to mingle around topics of interest in our informal mingling space.
- 11:00 3. Presentation of SAMM Project Activities**
A brief input and overview of the SAMM Project is provided by Gloria Moreno-Fontes. This is followed by break away small group discussions, as well as an opportunity to ask questions in plenary
- 12:35 4. Official launching of the SAMM Project**
- 12:40 Announcements for Day 2.**
Participants are briefed on the asynchronous activity to be completed prior to day 2.
- 12:45 End of Day 1.**

Tuesday 19th January 2021

- 08:30 Participants arrive at virtual venue**
Participants enter the virtual venue and visit the mingling space to meet with each other informally prior to the start of the workshop.
- 09:00 5. Welcome**
Welcome and overview of the activities of Day 2.
- 09:10 Check in Activity**
Participants are guided through a check in activity.
- 09:20 6. Rapid Impact Assessment COVID-19**
Following an input provided by Daniel Chiwandamira, participants work in small language groups further discovering findings on fact sheets and discussing questions to further clarify in plenary
- 10:55 7. Health Break Mingling**
Participants have an opportunity to take a brief break, and to mingle around a variety of diverse thematic areas of interest in our informal mingling space.
- 11:25 8. Labour Migration and Mixed Migration – what signals do we see through the Stocktaking Reports?**
In a lively panel interview with Prof. Jonathan Crush and Prof. Vincent Williams, participants hear about the stocktaking and how this information influences the work of the SAMM Project. Following from this activity, participants self-select which of the subsequent parallel tracks to attend.
- | | |
|--|---|
| <p>11:45 9. Track 1: Labour Migration
Participants have an opportunity to learn more about the thematic areas and insights gained from the report in a parallel session..</p> | <p>9. Track 2: Mixed Migration
Participants have an opportunity to learn more about the thematic areas and insights gained from the report in a parallel session</p> |
|--|---|
- 13:35 Lunch Break**
- 14:50 10. SAMM Governance and Steering Committee**
An overview of the Governance and Steering of the SAMM Project is provided to participants.
- 15:35 11. Health Break Mingling**
Participants have an opportunity to take a brief break, and to meet each other in the informal mingling space provided.
- 16:05 12. Preparing for National Level Working Sessions**
Preparatory activity for the work to be undertaken on day 3 and day 4.
- 16:35 13. Closing of the Plenary by COMESA.**
Announcements for remaining programme.
- 17:00 End of Day 2.**

Wednesday 20th January 2021

Morning					Afternoon				
08:30	Participants arrive at virtual venue Participants enter the virtual venue and visit the mingling space to meet with each other informally prior to the start of the workshop.				13:30	Participants arrive at virtual venue Participants enter the virtual venue and visit the mingling space to meet with each other informally prior to the start of the workshop.			
09:00	14. Welcome Welcome and overview of the activities of Day 3.				14:00	20. Welcome Welcome and overview of the activities of Day 3			
09:10	Check in Activity Participants are guided through a check in activity.				14:10	Check in Activity Participants are guided through a check in activity.			
09:20	15. Introduction to Prioritization and Activity Identification Task The facilitators introduce the tasks for National Groups to work on.				14:20	21. Introduction to Prioritization and Activity Identification Task The facilitators introduce the tasks for National Groups to work on.			
09:30	16. Working Session for National Groups Working in parallel sessions, National Groups complete a task to indicate activities within the SAMM Project Framework and provide prioritization thereof.				14:30	22. Working Session for National Groups Working in parallel sessions, National Groups complete a task to indicate activities within the SAMM Project Framework and provide prioritization thereof.			
	Botswana	Madagascar	Eswatini	Seychelles		Malawi	Mauritius	Zambia	Zimbabwe
10:25	17. Health Break Mingling Participants have an opportunity to take a brief break, and to mingle with other participants in the mingling space provided.				15:25	23. Health Break Mingling Participants have an opportunity to take a brief break, and to mingle with other participants in the mingling space provided.			
10:55	18. Working Session for National Groups National Groups continue working on the task.				15:55	24. Working Session for National Groups National Groups continue working on the task.			
	Botswana	Madagascar	Eswatini	Seychelles		Malawi	Mauritius	Zambia	Zimbabwe
11:50	19. Next Steps A brief overview of day 5 is provided.				16:50	25. Next Steps A brief overview of day 5 is provided.			
12:00	End of Day 3 morning				17:00	End of Day 3 afternoon			

Thursday 21st January 2021

Morning					Afternoon				
08:30	Participants arrive at virtual venue Participants enter the virtual venue and visit the mingling space to meet with each other informally prior to the start of the workshop.				13:30	Participants arrive at virtual venue Participants enter the virtual venue and visit the mingling space to meet with each other informally prior to the start of the workshop.			
09:00	26. Welcome Welcome and overview of the activities of Day 4.				14:00	32. Welcome Welcome and overview of the activities of Day 4			
09:10	Check in Activity Participants are guided through a check in activity.				14:10	Check in Activity Participants are guided through a check in activity.			
09:20	27. Introduction to Prioritization and Activity Identification Task The facilitators introduce the tasks for National Groups to work on.				14:20	33. Introduction to Prioritization and Activity Identification Task The facilitators introduce the tasks for National Groups to work on.			
09:30	28. Working Session for National Groups Working in parallel sessions, National Groups complete a task to indicate activities within the SAMM Project Framework and provide prioritization thereof.				14:30	34. Working Session for National Groups Working in parallel sessions, National Groups complete a task to indicate activities within the SAMM Project Framework and provide prioritization thereof.			
	Angola	Comoros	Lesotho	Namibia		Mozambique	South Africa	Democratic Republic of Congo	Tanzania
10:25	29. Health Break Mingling Participants have an opportunity to take a brief break, and to mingle with other participants in the mingling space provided.				15:25	35. Health Break Mingling Participants have an opportunity to take a brief break, and to mingle with other participants in the mingling space provided.			
10:55	30. Working Session for National Groups National Groups continue working on the task.				15:55	36. Working Session for National Groups National Groups continue working on the task.			
	Angola	Comoros	Lesotho	Namibia		Mozambique	South Africa	Democratic Republic of Congo	Tanzania
11:50	31. Next Steps Overview of next steps provided				16:50	37. Next Steps Overview of next steps provided.			
12:00	End of Day 4 morning				17:00	End of Day 4 afternoon			

Friday 22nd January 2021

- 08:30 Participants arrive at virtual venue**
Participants enter the virtual venue and visit the mingling space to meet with each other informally prior to the start of the workshop.
- 09:00 38. Welcome**
Welcome and overview of the activities of Day 5.
- 09:15 39. Exploring the Bigger Picture**
A brief call to action and invitation is shared.
- 09:30 Check-in**
In an individual check in activity, participants explore the purpose and impact of data collection and trend monitoring in Labour and Mixed Migration.
- 09:45 40. Health Break Mingling**
Participants have an opportunity to take a brief break, and to mingle with other participants in the mingling space provided.
- 10:15 41. Data Collection and Trend Monitoring in Labour and Mixed Migration**
In small mixed groups, participants discuss a number of important considerations regarding the topic at hand. Group spokespersons feedback to the plenary.
- 11:45 42. Check-out**
Participants have an opportunity to check out of the day. Announcements regarding next steps are provided.
- 12:00 End of Inception Workshop**

List of Speakers

Name	Organisation	Position
Dr Joni Musabayana	ILO Pretoria Office	Director
Mr Jan Sadek	European Union	Ambassador
Mr Bogdan Danila	IOM	director
Ms Zhuldyz Akisheva	UNODC	Regional Representative
Ms Angele Dikongue	UNHCR	Deputy Director For Africa Bureau
Ms Gloria Montes-Fontes,	ILO	Regional Labour Migration Specialist and CTA for SAMM Project
Mr Raj Mohabeer	IOC	Officer in Charge
Mr Brian Chigawa	COMESA	Director of Legal and Institutional Affairs
Mr Sipho Ndebele	Department of Employment and Labour, South Africa	Chief Director, International Relations
Mr Daniel Chiwandamira		Consultant
Mr Vincent Williams		Consultant, Labour Migration Expert
Mr Jesse Mertens	ILO	Technical Officer, Labour Migration and Data
Mr Diego Iturralde	STATS, SA	Chief Director, Population and Demography Statistics

Country level Templates – Areas for prioritization

Questions

1. Does your [country] or Regional Economic Community (RECs) have a **migration governance framework including legislation and/or gender-sensitive policies on labour migration** (skills recognition, social security portability, fair recruitment and decent employment of migrant workers, bilateral labour migration agreements, protection of migrant workers through the adoption and effective implementation of ILS, etc) **and on mixed migration** (trafficking in persons, smuggling of migrants, refugees, internally displaced persons, etc.) in place, and **if so, what are the most relevant objectives, priorities, and challenges, as well as existing protection gaps, services needed for migrant workers that SAMM project could support/address etc.?**
2. What kind of statistics/ **data is needed in your country to better inform migration policies, or governance frameworks?** What is the availability of **migration statistics in your [country] or RECs covering mixed migration** (border crossings, trafficking and smuggling data, refugee flows, internally displaced persons, etc.) **and labour migration** (no. of migrant workers benefiting from: skills recognition opportunities at all skill levels, social security portability, fair recruitment and decent working and living conditions (working time, wages, occupational safety and health protection, fair weekly and annual leave entitlements, effective protection from bilateral labour migration agreements, etc)?
2. **How can SAMM support the policy response (particularly protection gaps identified) related to the COVID-19 pandemic effects on migration issues** and/or the implementation of any existing policies which affect migration in your [country] or Regional Economic Community (RECs) (including emergence of new irregular migratory routes and protection concerns for stranded and vulnerable migrants)?
3. If a migration governance framework exists in your country or RECs (see Q1 above), how can the **SAMM project provide support to the implementation of your action plans** for these policy(ies) **over the next three years?** From your institutional perspective, can you **identify clear priorities** within those plans?
4. In case a migration governance framework does not exist in your [country] or Regional Economic Community (RECs), what are the **plans to address labour migration and mixed migration issues over the next three years?** From your institutional perspective, can you **identify clear priorities?**

Checklist

Please rank the top four issues you see as priorities for [country] from the list below:

- Y Formulating and/or implementing gender-sensitive **national-level and RECs-level labour migration strategies and/or policies, and implementation plans**
- Y Providing support on **fair recruitment and decent employment of migrant workers** across the sub-region
- Y Developing and implementing **bilateral and regional frameworks for cross-border portability of social security benefits** to enhance social protection for migrant workers
- Y Supporting **bilateral and Regional Qualifications Frameworks to ensure recognition of migrant workers' skills and qualifications**
- Y Promoting the **ratification and effective implementation of international labour standards** and regulatory frameworks on the protection of migrant workers;
- Y Fostering the **formulation, negotiation and effective implementation of Bilateral labour migration/circular migration agreements** across the region and with third countries;
- Y Facilitating regular **COMESA/SADC/IOC consultations and exchange of experiences** for monitoring and implementing their existing migration frameworks including labour migration issues.

- Y Developing harmonised guidance to collect and manage **sex-disaggregated data on demographic, migration and labour migration indicators** through the Regional Migration Data Hub (RMDhub) and Southern African and Indian Ocean labour migration observatory (SAIOLMO) respectively
- Y Making available comparable quality **statistical information on labour migration and migrant profiles, migration modules** (into existing national/regional labour force surveys and national censuses), **labour migration and RMDHub analysis and reports**;
- Y Establishing **exchanges** (at regional level and along specific corridors) **on demographic and labour and mixed migration sex-disaggregated data**
- Y Supporting relevant government services to **capture and manage harmonised cross-border and sex-disaggregated data on mixed migration flows and vulnerable groups of migrants** (trafficked, smuggled, disabled, children and youth)
- Y Supporting national and regional actors to **develop and implement harmonised mixed migration policies**
- Y Ensuring existing **regional and national platforms can conduct consultations, exchanges, and capacity building on irregular/mixed migration issues**
- Y Ensuring adequate **protection to vulnerable migrants, including victims of trafficking and smuggling, refugees, asylum seekers, and IDPs** through a Regional Mixed Migration Policy Framework
- Y Assuring improved **awareness of risks and protection for irregular and vulnerable migrants** through National referral systems, direct assistance, and participatory protection frameworks.

SAMM Thematic areas covered by its two main components

Labour Migration thematic areas covered:

8. Gender-sensitive policies and/or strategies regulating labour migration at national and/or regional level
9. International labour standards on the protection of migrant workers;
10. Bilateral labour migration/ circular migration agreements across the region and with third countries;
11. Fair recruitment and decent employment for migrant workers including regulatory legislation on private employment agencies, aligned to international standards;
12. Social protection for migrant workers;
13. Regional Qualifications Frameworks at REC's level and migrant workers' qualifications;
14. Labour migration statistics.

Mixed migration thematic areas covered:

8. UN conventions relating to the status of refugees and/or the AU convention for the protection and assistance of IDPs in Africa
9. Policies and strategies adopted and implemented at regional and/or national level for protection and assistance to refugees and IDPs*
10. Governance/management of mixed migration flows and gender-sensitive policy instruments and/or strategies regulating mixed/irregular migration at national and/or regional level
11. Institutional arrangements set up to provide assistance and protection to vulnerable migrants.
12. The Harmonised SADC Regional Strategic Plan on Combating Illegal Migration, Smuggling of Migrants and Trafficking in Persons
13. Legislation to criminalize and combat trafficking in persons and/or smuggling of migrants
14. Awareness campaigns and provision of information on the benefits of safe migration versus irregular migration.

