

SADC's Labour Migration Action Plan (2020-2025)

The broad objective of the **SADC Labour Migration Action Plan (2020-2025)** is to enhance the contribution of labour migration to regional cooperation and integration in SADC. The specific outcome is to improve labour migration management for regional socio-economic development. The Strategic objectives (SOs) of the Plan are the following:

- **Strategic Objective 1:** To strengthen labour migration policies and regulatory systems for better labour migration governance including the following outputs
 - Ratification and implementation of key global, continental and regional migration instruments promoted, including the SADC Protocol on Employment and Labour, 2014, and the SADC Protocol on Facilitation of Movement of Persons, 2005.
 - National policy frameworks that address labour migration, including in combination with other thematic areas, adopted and implemented in all SADC Member States.
 - Bilateral cooperation on labour migration strengthened.
 - Institutional mechanisms, including the Secretariat, strengthened
- **Strategic Objective 2:** To protect migrant workers' rights and improve advocacy and awareness of their contribution to development and regional integration comprising the following targeted outputs:
 - Core labour standards and those relating to labour migration ratified and implemented, through responsive legislation and practice
 - Fair and ethical recruitment initiatives implemented.
 - Labour migration knowledge products, including statistical reports and research papers, produced and disseminated.
- **Strategic Objective 3:** To enhance the participation of migrant workers in socio-economic development processes in countries of origin and destination that encompasses the following outputs
 - Mechanisms for remittance transfers improved.
 - Social protection for migrant workers is enhanced.
 - SADC Qualifications Framework promoted.

The SADC Labour Migration Action Plan (2020-2025) re-emphasizes the call for all Member States to develop comprehensive national labour migration policies and while no specific timeline is attached, it is assumed that it has to be done within the framework of the LMAP and 2025 would be the target year. Indeed, the most recent LMAP calls to 1.2.1 "Undertake a scoping study of existing labour migration policies and laws within SADC Member States to assess their compatibility with regional efforts on migration governance"; and "1.2.3. "Develop rights based, gender sensitive national labour migration policies/instruments in at least 10 Member States.

To date, four Member States (Lesotho, Namibia, Seychelles and Zimbabwe) have comprehensive national labour migration policies and are initiating implementation of their national Labour Migration Policies' Action Plans, whereas other four Member States are at various stages of development: Botswana, Eswatini, Malawi, and South Africa. At the same time, five additional SADC Member States (Comoros, the DRC, Madagascar, Mozambique and Zambia) recently expressed their interest to develop a labour migration policy.

