

# The labour migration components of the “SADC Employment and Labour Policy Framework (2020-2030)”

The **SADC Employment and Labour Policy Framework (2020-2030)** was adopted in April, 2021. It was developed to guide Member States on key priorities for addressing decent work deficits. Labour Migration is one of its five Key intervention areas.

Labour migration is reflected in **Strategic objective 5**: To enhance labour migration governance for safe, orderly and regular labour migration. Strategic objective 5 seeks to improve labour migration governance for safe, orderly and regular migration, through a whole of government/whole of society approach to effectively leverage labour mobility as a development enabler.

The SADC Employment and Labour Policy Framework (2020-2030) recalls that the expedited removal of obstacles to the free movement of goods and services, and of people in general, will be a key milestone in the process of regional integration in SADC and that the SADC Labour Migration Action Plan (2020-2025) has been adopted to enhance the contribution of labour migration to regional cooperation and integration in the region. To achieve its objectives, it prioritises the following:

1. Promoting and monitoring the ratification and domestication of key global and regional migration instruments, including core ILO conventions, through responsive legislation and practice;
2. Developing national policy frameworks that address labour migration, taking into consideration the need to leverage migration as a development enabler

and thus requiring a whole of government/societal approach to achieve and maximize the gains from well managed gender-responsive labour mobility,;

3. Strengthening bilateral and multilateral cooperation on labour migration to leverage the development potential of labour migrants throughout the mobility continuum, while preventing and mitigating exploitative migrant labour practices, including through fair and ethical recruitment initiatives;
4. Producing and disseminating labour migration knowledge products, utilising digital technologies, to enhance broad understanding of labour migration’s role in development, including aspects of social cohesion and integration/reintegration; and
5. Implementing the SADC Guidelines on Portability of Social Security Benefits, including enhancing mechanisms for remittance transfers in cooperation with finance sector, together with other state and non-state actors.

