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NEWSLETTER

JUNE – DECEMBER | 2024



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LABOUR
MIGRATION WORK

MIXED
MIGRATION WORK





JUNE – DECEMBER 2024

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INTRODUCTION

Dear Stakeholder,

As the curtain falls on the SAMM (Southern Africa Migration Management) Project, we reflect with pride on four remarkable years of impactful work. Since its inception, the SAMM Project has been a beacon of collaboration, bringing together diverse stakeholders to strengthen migration management in the SADC region. This milestone would not have been possible without the unwavering support of our UN implementing partners, namely ILO, IOM, UNHCR, and UNODC, the Regional Economic Communities (RECs), and the European Union, whose generous funding has been instrumental in driving this initiative forward.

This last edition of the SAMM Newsletter reflects on activities undertaken between June – December 2024.

While the SAMM Project officially concludes on 31 December 2024, the mission to enhance migration management in the SADC region remains as critical as ever. The foundations we have collectively laid — through capacity building, policy development, and the promotion of regional integration — are stepping stones for all SADC Member States to build upon.

We extend our heartfelt gratitude to everyone who has been part of this journey. As we close this chapter, we carry forward the vision of a region where migration is managed effectively, ensuring dignity and prosperity for all. Together, let us continue striving toward this ideal.



SAMM Convenes final Project Steering Committee (PSC) Meeting to Review Progress and Discuss Sustainability

The Southern Africa Migration Management (SAMM) Project Steering Committee (PSC) convened its 5th meeting on December 3, 2023, in Johannesburg. The 5th PSC marked the final project meeting for SAMM. The session was attended by UN partner Implementing agencies (ILO, IOM, UNODC and UNHCR), representatives from the three Regional Economic Communities (RECs) i.e. SADC, COMESA and IOC as well as the European Union.

The meeting, chaired by Mr. Alexio Musindo, Director of the ILO's Decent Work Team for Eastern and Southern Africa, commenced with opening remarks from key stakeholders, including Ms. Laura Virgili, Programme Manager at the EU who reflected on the four-year journey of the project, noting the great strides made in migration governance across the SADC region. The RECs also buttressed on the successes achieved, noting great collaboration and coordination as one of the key drivers that allowed the SAMM Project to make an impact and drive migration management across the SADC Region.

A central discussion point was the review of the project's cumulative results from 2020 to 2024, highlighting both achievements and challenges faced during implementation. Ms. Gloria Moreno Fontes, SAMM Chief Technical Advisor, presented key findings, which were followed by feedback and insights from SAMM partner agencies.

In closing, Mr. Musindo reaffirmed the importance of continued collaboration to ensure the long-term impact of SAMM's efforts in managing migration in the Southern Africa region "Though the administrative cycle of the SAMM project comes to an end, the work continues, the work is to ensure that safe, orderly and regular migration is a reality in this region"



Collaboration and coordination as one of the key drivers that allowed the SAMM Project to make an impact and drive migration management across the SADC Region.

The SAMM project, launched in 2020, continues to support regional migration management through strategic partnerships and capacity-building initiatives across Southern Africa.



LABOUR MIGRATION

Skills Mobility Partnerships Training, Cape Town, 15–17 July 2024

IOM supported a workshop on skills-based mobility in Southern Africa, which took place from July 15–17, 2024, in Cape Town, South Africa. The discussions at the workshop focused on addressing challenges and opportunities in labour migration within the region. The workshop aimed to explore strategies for maximizing development benefits in both origin and destination countries by harmonizing labour policies, enhancing skills recognition, and leveraging diaspora contributions. Key topics included the Skills Mobility Partnership (SMP), which promotes mutually beneficial and sustainable partnerships in

skills development and mobility. The Global Skills Partnership was also highlighted as a critical framework for tackling demographic challenges and advancing mid-skills training. Additionally, participants discussed the significance of Recognition, Validation, and Accreditation (RVA) processes in acknowledging skills acquired in informal settings. The three-day workshop utilized a variety of methodological approaches and attracted government officials, private sector representatives, and international experts from organizations such as the ILO and the World Bank.



▲ Government officials, private sector representatives, and international experts from organizations such as the ILO and the World Bank attended the three-day workshop.



The Development of Ethical Recruitment Guidelines for the Southern African Region Review & Validation Workshop

During the reporting period from 11–14 July 2023, IOM, in collaboration with Member States under the SAMM Project, conducted a Regional Baseline Assessment on Forced Labour and Unethical Recruitment Practices in Southern Africa. The assessment identified challenges, best practices, and progress in the region. Following this, IOM supported the development of operational guidelines tailored to the region's labour migration dynamics, aligning with global standards. A validation workshop was held in Lusaka, Zambia, attended by 36 delegates (21 females, 15 males) from ten Southern African Member States, IOM staff, and ILO representatives. The workshop to evaluate these guidelines was held from April 23–25, 2024. The workshop facilitated knowledge exchange, highlighted gaps in existing practices, and resulted in the drafting of initial guidelines and a toolkit for ethical recruitment. Key outcomes included a strong commitment from stakeholders to implement the guidelines and the identification of the next steps, such as broader stakeholder consultations, guideline refinement, toolkit finalization, and translation into French and Portuguese.



SUMMARY OF KEY OUTCOMES:

- ▶ Strong commitment from stakeholders to implement the guidelines.
- ▶ Identification of next steps such as:
 - Broader stakeholder consultations
 - Refinement of guidelines
 - Finalisation of the toolkit
 - Translation of the toolkit into French and Portuguese.

The workshop emphasized the importance of integrating these guidelines into national and regional policies, strengthening partnerships, and launching awareness campaigns to promote ethical recruitment practices across Southern Africa. It involved 19 female and 20 male participants from 10 Southern African countries, including Technical Officials from the Ministries of Labour and SADC representatives.

Validation of the National Labour Migration Policy of Comoros, 16–17 September 2024 (Face to Face)

The Draft Labour Migration Policy for Comoros was a long overdue initiative. Migration is a key concern that the country has been dealing with for decades now. The draft Labour Migration Policy was, therefore well acclaimed by the tripartite constituents and **was validated, from a technical point of view. Adoption is expected soon** now that the new Government is in place.





Regional Capacity Development Workshop on Migration Data Analysis

The Capacity Development Workshop on Migration Data Analysis, held from 27–29 August 2024 at the Protea Hotel Johannesburg Balalaika Sandton, aimed to enhance the expertise of officials in managing and analyzing migration data from surveys and censuses. The event focused on addressing the specific needs of member states to improve data management practices and derive accurate migration indicators. With 35 participants (15 female and 20 male) from various sectors, including National Statistics Offices and migration departments, the workshop provided in-depth training on data collection methodologies, best practices in data management, and techniques for interpreting migration trends. Key takeaways included a comprehensive understanding of the current state of migration data collection, the importance of harmonized data collection methodologies, and the need for cross-border collaboration in

data sharing. The workshop also highlighted significant gaps in technical capacity and emphasized translating data analysis into effective policymaking. Recommendations included strengthening regional cooperation, enhancing data literacy and capacity, promoting inclusive data practices, and ensuring data security and privacy. The next steps involve implementing the developed action plans, organizing follow-up training sessions, and fostering ongoing regional collaboration to improve migration data management and reporting.



The Capacity Development Workshop on Migration Data Analysis **aimed to enhance the expertise of officials in managing and analyzing migration data** from surveys and censuses.



▲ Delegates at the Capacity Development Workshop on Migration Data Analysis



▲ Attendees at the SADC TCLM meeting, which was opened by Mr. Clemence Vusani

SADC TCLM Meeting

The meeting represented a significant SADC regional workshop discussing labour migration governance and implementation of the SADC Labour Migration Action Plan (LMAP). Director Mr. Clemence Vusani from Zimbabwe's Ministry of Public Service opened the proceedings, emphasizing the strong connection between labour migration and the 44th SADC Summit's focus on economic growth and industrialization. The workshop highlighted how migrant workers contribute to regional development by filling labour gaps, transferring skills, and boosting productivity.

Key outcomes included the development of ethical recruitment guidelines, with an emphasis on protecting migrant workers' rights. The guidelines stressed several critical points, including upholding human rights, ensuring transparent job information sharing, conducting non-discriminatory qualification assessments, and establishing that workers should not bear recruitment fees. The Committee noted these guidelines would be formally disseminated after final editorial revisions, marking a step forward in regional labour migration governance.

The workshop highlighted how **migrant workers contribute to regional development** by filling labour gaps, transferring skills, and boosting productivity.



Second Cohort of SAMM/ITCILO Labour Migration Experts and Practitioners Graduate in Johannesburg

On December 2, 2024, the Southern Africa Migration Management (SAMM) Project and the International Training Centre of the ILO (ITC-ILO) celebrated the graduation of the second cohort of the “Diploma for Labour Migration Experts and Practitioners” in Johannesburg, South Africa. The event recognized the successful completion of a comprehensive training program designed to enhance the skills and knowledge of professionals working in the field of labour migration across the Southern African region.

In her opening remarks, Ms Gloria Moreno Fontes, Chief Technical Advisor of the SAMM Project, congratulated the graduates for their dedication over the course of the three-year program. “This diploma is not just an academic achievement but a vital step in strengthening the governance of labour migration in Southern Africa,” she said, highlighting the critical areas

the program addresses, such as migrant workers’ rights and the linkages between migration and sustainable development.

Since its launch in June 2021, the SAMM project has provided scholarships to 400 stakeholders from the SADC and IOC regions, with participants coming from ministries, worker organizations, employers’ groups, and regional economic communities. The programme offers a rigorous combination of coursework and a capstone project to deepen participants’ understanding of labour migration governance.

The second cohort’s graduation follows the success of the first group of 30 participants who graduated in June 2024. Graduates were recognized for completing intensive training and capstone projects aimed at solving real-world migration challenges. Moreno Fontes



“This diploma is not just an academic achievement but a **vital step in strengthening the governance of labour migration in southern Africa**”.

MS GLORIA MORENO FONTES
Chief Technical Advisor
of the SAMM Project



expressed her pride in the graduates, stating that their contributions would have a lasting impact on labour migration policies and protections in the region.

In her concluding remarks, Moreno Fontes encouraged graduates to use their new skills to foster positive change in their respective sectors, emphasizing the importance of continuous learning and global collaboration. She also welcomed them into the ITC-ILO alumni

network, hoping the diploma would open new doors in their professional careers.

This graduation marks another milestone for the SAMM project. As the second cohort of graduates embarks on their professional journeys, they carry with them a shared commitment to improving labour migration governance and advocating for the protection of migrant workers' rights across southern Africa.



▲ Graduates who have earned the Diploma in Labour Migration for Experts and Practitioners.



ILO Champions Work on International Labour Standards

In collaboration with the Ministry of Labour and Employment in **Lesotho**, ILO organized **a workshop on ILO Conventions that are of major importance, particularly for migrant workers, namely C97, C143 and C181**. The workshop took place in Maseru on November 21 and was attended by a wide range of stakeholders, including workers' and employers' organizations and various ministries and other institutions concerned with migrant workers in Lesotho and migrant workers leaving Lesotho to work elsewhere.

Ratification of these conventions is part of the National Labour Migration Strategy of Lesotho which was adopted in 2018. With support from the ILO through the Southern African Migration Management Project, a so-called gap analysis was undertaken for

these three conventions. The aim of such an analysis is to inform the ratification decision-making process. In particular, the analysis provides an assessment of the extent to which domestic law is in line with the provisions of these conventions, following the methodology established for this purpose by the ILO.

A similar workshop was undertaken in collaboration with the Ministry of Labour and Social Security in Eswatini, also focusing on C97, C143 and C181. The workshop took place in Mbabane on November 14. The ratification of these conventions is part of the National Labour Migration Policy of Eswatini, which was adopted in 2023, and a gap analysis was undertaken for these three conventions. Based on the discussion, a report will be produced indicating the way forward towards ratification.

MIXED MIGRATION

Migration as a Development Catalyst in Southern Africa

From 20 to 23 August 2024, South Africa's National Planning Commission (NPC) and the International Organization for Migration (IOM) hosted a four-day high-level forum in Sandton under the theme "Migration as a Development Catalyst: through Policy Development Based on Evidence, Diaspora Involvement, and International Collaboration." The event brought together key stakeholders from the Southern Africa Development Community (SADC) and across Africa to discuss the potential of migration as a tool for development. The forum's objective was to review migration governance

in Southern Africa, identify policy gaps, and explore innovative approaches to leveraging diaspora capital through policy development, investment, and financial literacy. It also aimed to empower the diaspora to play a more significant role in humanitarian response and post-crisis recovery efforts, while strengthening collaboration among stakeholders on migration and development.

The forum addressed the critical need for well-managed migration in the SADC region, where South Africa remains a major destination





▲ High-level forum on 'Migration as a Development Catalyst' hosted by South Africa's NPC and IOM in Sandton.

for migrants. Migration, if managed effectively, could foster human development and economic growth in both host and origin countries. The discussions highlighted how diaspora contributions, such as remittances and skills transfer, could be leveraged for development.

Additionally, the forum developed strategic recommendations for improving migration management and enhancing diaspora engagement, supported by initiatives from the IOM Development Fund, the European Union (EU), and the African Development Bank (AFDB).

Angola and Mozambique Strengthen Cross-Border Efforts against Human Trafficking

Maputo, Mozambique, 27 September 2024

Angola and Mozambique have deepened their collaboration in combating trafficking in persons (TIP) following a two-day bilateral meeting in Maputo. Supported by the European Union (EU), the meeting brought together 31 officials (15 males and 16 females) from government, civil society, and international organizations, including IOM, UNHCR, UNODC, and Save the Children.

During the meeting, participants discussed strengths and challenges in addressing TIP and agreed on a comprehensive cooperation



plan. It was reported that the plan includes the establishment of a coordination group for cross-border cases, joint training for prosecutors and judges, the exchange of best practices,





and the development of a Memorandum of Understanding to formalize their collaboration.

Officials emphasized the importance of leveraging partnerships to strengthen victim protection, improve case management, and prosecute traffickers effectively. They also agreed to hold annual reviews to assess progress and refine strategies.

A representative from the Ministry of Justice reportedly stated that the meeting demonstrated how Angola and Mozambique are setting an example in regional cooperation to combat TIP.

The meeting was described as a milestone in fostering cross-border collaboration, signalling both countries' commitment to preventing trafficking, ensuring justice for victims, and holding perpetrators accountable.

KEY INITIATIVES OF THE COOPERATION PLAN:

- ▶ Establish a coordination group for cross-border cases.
- ▶ Conduct joint training for prosecutors and judges.
- ▶ Facilitate the exchange of best practices among participants.
- ▶ Develop a Memorandum of Understanding (MoU) to formalize collaboration.





UNODC and IOM Support Tanzania in Combating Trafficking in Persons and Smuggling of Migrants

Dar es Salaam, Tanzania, 19 September 2024

The United Nations Office on Drugs and Crime (UNODC) Regional Office for Southern Africa, in partnership with the International Organization for Migration (IOM) and the Tanzanian Ministry of Home Affairs' Anti-Trafficking Secretariat, conducted a three-day training session aimed at strengthening Tanzania's capacity to combat trafficking in persons (TIP) and smuggling of migrants (SOM).

Held from 17 to 19 September 2024, the training brought together 32 participants (12 females and 20 males) from key departments, including the Dar es Salaam Police, Immigration Services, and the Department of Justice. Facilitators included experts from Tanzania, IOM, and UNODC.

The training focused on enhancing participants' effectiveness in investigating TIP and SOM cases, distinguishing between the two crimes, improving inter-agency cooperation, and building capacity for prevention through awareness campaigns and community engagement. Trainees also gained insights into national and international legislative frameworks and the use of intelligence in combating TIP and SOM.

High Court Judge Hon. Dr. Yose Joseph Mlyambina, who opened the session, expressed gratitude to UNODC for its technical and financial support. He highlighted the challenges faced by Tanzania, including insufficient knowledge and skills among law enforcement officers and magistrates in handling complex



▲ Delegates participated in a three-day training session to enhance Tanzania's capacity in combating human trafficking and migrant smuggling.



TIP and SOM cases. Dr. Mlyambina emphasized the government's commitment to investing in training and called for continued collaboration with international organizations to enhance the capacity of law enforcement and judicial officers.

The training marks a significant step in strengthening Tanzania's efforts to combat TIP and SOM through specialized and coordinated responses across sectors.

Dr. Mlyambina emphasized the **government's commitment to investing in training** and called for continued collaboration with international organizations.



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