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MIGRATION MANAGEMENT  
PROJECT



**Kingdom of Eswatini  
Tripartite Dialogue on Labour Migration  
Governance  
11 to 13 April 2022  
Happy Valley Hotel**

**Dialogue Report**



## Opening Session

*The Dialogue was moderated by Mr. Charles Hlatshwako -  
Assistant Commissioner of Labour*

### **Welcome Remarks – Honourable Minister Phila. W. Buthelezi, Minister of Labour and Social Security**

The Hon. Minister noted that migrant workers were experiencing inhuman, degrading, and unethical exposure within the region. He called upon the dialogue to come out with practical recommendations on how best can labour and mixed migration be managed not only at country level but also within the SADC region. He went on to note that the Annual Meeting of SADC ministers of labour and employment and social partners (SADC ELS) addressed to the need for a SADC Labour Migration Action Plan (LMAP) reporting and monitoring tool which would seek to enhance the implementation of the SADC Labour Migration Action Plan (2020 - 2025).

He thanked all the participants for setting aside time out of their busy schedules to participate in the historic process of a technical country level dialogue on labour migration and mixed migration management.

On behalf of His Majesty's Government, the Hon. Minister extended the kingdoms profound appreciation and gratitude to the southern African Migration Management Project (SAMM) for supporting government with both technical and financial assistance to ensuring that the Kingdom of Eswatini is not left behind from amongst other SADC countries which had convened these technical dialogues on labour and mixed migration management.

### **Opening Remarks – Mr. Theo Sparreboom, Labour Migration Specialist, International Labour Organisation**

Mr. Sparreboom noted that the country-level dialogues were organised within the framework of the Southern Africa Migration Management (SAMM) project that is financed by the European Union. This four-year project (2020-2023) is designed to improve migration management in the Southern Africa and Indian Ocean region. The SAMM Project is a UN Multi-Agency programme composed of the International Labour Organization (ILO), the International Organisation for Migration (IOM), the United Nations High Commissioner for Refugees (UNHCR) and the United Nations Office on Drugs and Crime (UNODC).

SAMM's overall objective is to improve migration management in the Southern Africa and Indian Ocean region. The project targets the 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.

He noted that the objective of this Tripartite Dialogue on Labour Migration Governance is to:

- i. Explain the SAMM project activities, learn about past and ongoing related work in the countries, and identify together with Member States', priorities that are demand driven and achievable, given the capacity of each country's human and financial resources.
- ii. Identify the focal points (names, email addresses and phone numbers) for each country that are responsible for the thematic areas of the project.
- iii. Put together a roadmap on the support that the SAMM project could provide under each of the thematic areas identified as priority.



## A. Labour Migration

### Key Priority Area 1. Gender-sensitive Labour Migration policies and linkages to SDGs

**Presentation:** Gender sensitivity, was highlighted as the planning, programming and budgeting that contributes to the advancement of gender equality and the fulfillment of women's rights. It entails identifying and reflecting needed interventions to address gender gaps in sector and policies, plans and budgets. Gender-sensitive programming and policies- programme and policies that are aware of and address gender differences. Due to the increased feminization of migration, there was need to ensure that the NLMP was gender sensitive. This would see the promotion of both women and men issues and needs in the national policy. This would call for the review of all legislation on labour migrations to determine its sensitivity.

The five main elements of the action plan to operationalize gender mainstreaming are: strengthen institutional arrangements; introduce accountability and monitoring mechanisms; allocate adequate resources for gender mainstreaming; improve and increase staff's competence on gender; and improve the balance between women and men.

Main discussion points:

- A Labour Migration Policy must speak to issues of Gender Sensitive, there is a glaring gap in the policies in terms of their gender-sensitivity;
- The national policy should include the five key areas on gender sensitivity as informed by the statistics; and,
- Need to beef up the item on gender. Broaden up the gender sensitivity.

**Recommendations:** There is need to-

- ✓ review the NLMP to ensure that it is gender sensitive;
- ✓ capture the LGBTQTI community in the NLMP; and,
- ✓ strengthen the provision in the Policy on gender issues.

### Key Priority Area 2. Labour Migration Statistics

**Presentation:** In terms of statistics it was noted that the Kingdom has a total of 50,039 international migrant stock at mid-year, both sexes combined as of the end of 2020, according to UNDESA. It was noted that SADC was developing a Labour Market Observatory a mechanism for the collection, consolidation, storage and management of regional labour market information from Member States, including information on labour migration and skills. The aims of the LMO were to: (i) harmonize labour market statistical regimes across Member States; and, (ii) ensure



aggregation and the availability of up-to-date and comparable labour market information, based on international statistical standards.

It was noted that the SAMM Project was providing support this process, through:

- Capacity-development for data producers and data users;
- Support to data collection activities (statistics as well as administrative data); and,
- Strengthening regional collaboration and exchange.

**Main discussion points:** the following were noted, the need to -

- harmonise the data collection system within Government, Private Agencies and the international organizations;
- recognize all stakeholders collecting data, and the consolidation into one, the need of one joint labour migration committee
- improve the collection of data from the informal crossings and informal sectors
- include a module on labour migration in all the census. Stressed the importance of Labour Migrations statistics in informing policy.

**Recommendations:** In terms of the way forward it was note that the following will need to be implemented:

- a. Harmonizing labour migration statistics
  - ✓ Strengthening labour market and labour migration data collection at national levels, in collaboration with other SAMM stakeholders and ILO Technical Units
  - ✓ Technical support and capacity building to harmonizing statistical indicators with international statistical standards
- b. Strengthening collection and analysis of data
  - ✓ Supporting integration of up-to-date migration modules in upcoming surveys (LFS, Census, NHIES, Financial Inclusion)?
  - ✓ Strengthening administrative data collection practices, such as through recruitment of workers.
  - ✓ Technical support to analyzing existing data and data sources.

### Key Priority Area 3. Bilateral labour migration Agreements

**Presentation:** Bilateral labour agreement were defined as a cooperation agreement between origin and destination countries establishing the specific responsibilities of, and actions to be taken by each of the parties, with a view to accomplishing its goals. BLAs create legally binding rights and obligations and are more action-oriented. Whereas, Memorandum of Understanding, were noted to be a less formal instrument entailing general principles of cooperation. The MOU describes broad concepts of mutual understanding, goals and plans shared by the parties. They are softer, non-binding instruments. Other types of bilateral arrangements, were noted as Framework





agreement, Inter-agency understanding, Protocols, Statement of mutual cooperation, Trainee scheme, Cross-border worker agreements, among others.

The objectives of bilateral labour migration agreements are to manage the process of meeting labour market needs quickly and efficiently especially the sectors in which they are severe labour shortages. They may also be useful in supporting broader regional, commercial and economic relations by aiding the development of the country of origin and facilitating its regional integration. They also strengthen ties between countries that share culturally or historical links. BLMAs prevent and reduce irregular migration by offering alternative regular channels to migrate for employment. They also act as regularisation agreements that might be worked out with countries of origin.

**Main discussion points:** the Dialogue discussions noted that:

- The Kingdom of Eswatini should opt for BLMAs rather than MoUs;
- There was need to review the BLMAs that the Kingdom has entered to ensure that they are in line with the AU BLMAs Guidelines and addressed the rights of migrant workers towards the achieving decent work;
- The Kingdom should ratification of Convention No.143, No.97 and No. 181;
- There is need to get support in the re/structuring and packaging on BLMA's. To improve the potential of bilateral cooperation in the good governance of labour migration and contribution towards the protection of migrant workers; and,
- Bilateral agreements should speak to integrating migrants into the economy

**Recommendations:** the dialogue recommended the following-

- Capacity building for social partners of the development and content of BLMAs; and,
- Study to monitoring and evaluation mechanism of existing and past BLMAs. Review of existing BLMAs to ensure that they address the protection of migrant workers' rights and address the portability of social securities.

#### **Key Priority Area 4. Social protection for migrant workers**

**Presentation:** the presentation covered the following key areas in relation to migration and social protection (i) Key arguments for extending social protection to migrant workers and their families; (ii) Legal and practical barriers, and other challenges; (iii) Policy options for the extension of social protection to migrant workers; (iv) Unilateral Measures; and, (v) SADC Guidelines on portability of social security benefits. It was noted that social security is a basic human right that migrant workers, refugees and their families should enjoy throughout their life cycle.

Key arguments for extending social protection to migrant workers and their families include: alleviate poverty, reduce inequality, mitigate vulnerability, and, reduce insecurity. In terms of



barriers to the access of social protection for migrant workers, the following were noted, legal and practical barriers (the principle of territoriality and nationality), national legislation may exclude foreign nationals and practical barriers.

SADC developed guidelines on the portability of social security benefits, addressing the obstacles faced by migrant workers. The ILO has been supporting participating countries, in particular the 5 piloting countries (Eswatini, Lesotho, Malawi, South Africa, Zimbabwe) and Botswana, Comoros, DRC, Madagascar, Mauritius and Seychelles in the development of Action Plans for the implementation of the SADC Guidelines.

**Main discussion points:** the dialogue noted that in Eswatini, there existence huge gaps in terms of access to social protection for migrant workers both as a host or destination country. It was highlighted that there were no mechanisms that existed that would ensure that workers employed by PEAs were accorded access to social security. The existing BLMAs and MoUs did not address issues of social protection and need to be review. The dialogue also noted that the access to social protection should not be attached to a migrant worker being an irregular or regular migrant, given that access is a human right.

**Conclusions:** it was noted that the following should be included in the NLMP:

- Coverage in line with national laws as well as international instruments;
- Access to healthcare;
- Portability of social protection benefits; and,
- Provisions from SDGs Target 1.3, 3.8, 5.4, 8.5, 8.8 and, 10.4.

**Recommendations:**

- Review our National Laws that exclude migrant workers on Social Protection Benefits;
- Develop BLMA's that will ensure portability of Social Protection Benefits for migrants abroad and within the country. The need for support from ILO and IOM in reviewing and developing new BLMAs;
- Ratification on the International Conventions for Social Protection C102;
- Consider the protection of migrants out of the country as well as those in the country and returnees; and,
- Develop mechanisms that would see social security benefits must be extended to migrants in both regular or irregular situation.

## Key Priority Area 5. Fair Recruitment of migrant workers

**Presentation:** Well managed migration benefits all. Labour recruiters play an important role in matching jobseekers with employment opportunities. However, exploitation of workers during recruitment is far too common. Unethical recruitment practices expose labour recruiters to the risk of losing business, incurring reputational costs, and facing legal liabilities. Challenges in labour





migration commence from the recruitment stage. The vulnerability of migrant workers is caused by language in cultural barriers, living family and support networks behind, discrimination and social isolation, lack of awareness of their legal rights and protections, employer-specific work permits, fear of deportation, lack of access to justice, and, migration costs.

The IOM has established the International Recruitment Integrity System (IRIS), which is a consortium of international stakeholders committed to the fair recruitment and selection of migrant workers. The goal of IRIS is to make international recruitment fair for everyone involved: migrant workers, employers, recruiters and countries of origin and destination. It does this by: Promoting respect for the rights of migrant workers; Enhancing transparency and accountability in recruitment; Advancing the Employer Pays Principle; Strengthening public policies, regulations and enforcement mechanisms.

***Main discussion points:***

- Private Recruitment Employment Agencies are operating in Eswatini however some are not documented. There is need to develop regulation Mechanisms that will include background checks for the Country of Destination.
- The need to raise awareness to the Nation on fair recruitment;
- The need for capacitation of the relevant stakeholders on issues of fair recruitment;
- Develop urgent actions to prevent human trafficking, protect the rights of migrant workers from abusive, fraudulent practices during recruitment and placement process;
- That before a person leaves the country for a job abroad, there is need to inform the Min of Labour to allow for the verification of employer as well as monitor the opportunity abroad least it turns out exploitative or constitutes human trafficking, and,
- Set up mechanisms to vet employment contracts.

***Recommendations:*** The Dialogue noted that, there was need to:

- Ratify ILO C181, and develop mechanisms to regulate PEAs;
- Have regulations for PEAs that following the IRIS Standards and guidelines;
- Capacity building of Ministry personnel on IRIS Standards and guiding principles to stakeholders is an urgent need;
- Develop materials for migrant workers' education and raise awareness on pre-departure about the country of destination.

## **Key Priority Area 6. International Labour Standards on the protection of migrant workers**

***Presentation:*** The protection of migrant workers, has been a concern of the ILO from the beginning, hence the development of instruments that regulating labour migration and equal treatment of migrant workers. This has also seen the establishment of specific International Labour



Standards or provisions applying to migrant workers. The instruments aim to address, “a dual problem”-migration of workers and the treatment of foreign workers.

It was noted that the Kingdom had not yet ratified the following convention on labour migration:

- Migration for Employment Convention (Revised), 1949 (No. 97);
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); and,
- Private Employment Agencies Convention, 1997 (No. 181).

It was noted that Eswatini had ratified Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96), which was set to be abrogated.

**Main discussion points:** during the meeting the following issues were discussed:

- It was noted that in the context of the abrogation of the ILO C96, should the Kingdom of Eswatini, wait to ratify any other convention?
- Among the two-labour migration convention, which one should the Kingdom ratify first?

In response to the above it was noted that should look at ratifying the ILO C181, as this would allow the Kingdom to avoid and cover any legislative gaps during the process of the abrogation of the ILO C96. This would ensure that the Kingdom had legislation that ensured the regulation of the work of PEAs and the protection of migrant workers in the country.

On the choice between the ILO C97 and C143, it was noted that both are critical and should be ratified for the protection of migrant workers in and outside, by the country. But in the event that the country opted to only ratify one of them, the choice should be the ILO C143, due to the fact that it talks more to the reality of labour migration today.

**Conclusions:** the following were the conclusions noted by the Dialogue-

- All ILS are important for safeguarding the dignity and rights of migrants;
- Convention 97 and 143 applicable to Labour Migration; and,
- There is an urgent need of ratifying same.

**Recommendations:** the need for support to

- undertake gap analysis of current legislation visa vis ILS, to facilitate for the ratification and domestication of ILS that protect the rights of migrant workers.
- ratify and domesticate ILS that speak to labour migration (ILO C97, C143 and C181). In the case of C181, these will ensure that there are no gaps in legislation on the functioning of PEAs, as most are not regulated in the country; and,
- ratify ILO P029 - Protocol of 2014 to the Forced Labour Convention, 1930, as this will ensure the protection of migrant workers from the Kingdom and in the Kingdom against forced labour and other exploitative forms of work.



## Key Priority Area 7. Skills Development and Labour Migration

**Presentation:** it was highlighted that the link between labour migration and skill development, could be explored in the following manner; (i) the lack of employment opportunities in countries of origin, would see skilled people moving to other countries; (ii) there was underutilization of migrants' skills in countries of destination; and, (iii) there may exist be weak skills system and policies which does not allow for the recognition and utilisation of the skills in the country held or provided by migrant workers.

It was noted that there was need for policies, initiatives and frameworks that look at Skills Anticipation, Skills Recognition, Skills Partnership, and, Skills Development within the country and this was key in the nation moving progressively towards achieving decent work. The process of skills development should be tripartite and should have all the social partners fully and effectively participating in the process. The recognition of prior learning was also key in ensuring decent work for migrant workers.

**Main discussion points:** the following issues were discussed-

- ✓ the Kingdom has launched a National Skills Audit Report; how can the report be integrated into the labour migration discussion?
- ✓ there is no skills database in the country how can this be created and utilised for labour migration?
- ✓ in terms of skills anticipation what is it that can be put in place?
- ✓ there is need for business skills development for SME in the country, the lack of such has seen foreign based companies that are doing work in the country, having to bring in foreign SME, what are the options available?
- ✓ how can the Kingdom ensure that the skills of the national are recognised with the region?

In response to the questions, it was noted that there is need to understand the findings of the National Skills Audit Report, in relations to the sectors that it covered or focused on and how these are affected or affect the labour migration. In terms of a data on skills in the country, a Module can be included in the LFS to capture this. It was also noted that there is need to build capacity within the government institutions that work on skills development and the use of research to identify gaps and address the gaps was critical.

**Conclusions:** the following were the conclusions noted by the Dialogue-

- ✓ To avoid brain waste, good systems of recognition of skills are required in the receiving countries, recognition of prior learning, recognition of qualifications, among others;
- ✓ There is need for the Kingdom to retain and create decent work opportunities for all workforce;
- ✓ The LMP must have a skills recognition provision to promote decent employment of migrant workers;



- ✓ There was need to capacitate the TMLC in undertaking credentials evaluation, as this would further simplify the granting of work permits;
- ✓ Migrant workers needed to have access to quality training and decent jobs;
- ✓ The need for mutual recognition of qualifications; and,
- ✓ Recognition of prior learning was important.

**Recommendations:** there is need to

- ✓ include a Skills Module in the Labour Force Survey to ensure that there is available data on the skills in the country;
- ✓ have personnel from the Ministry of Labour participating in the development of the Action Plan on Skills Recognition at the National Level;
- ✓ review the MoUs that the Kingdom has entered into to address issues that relate to the skills mobility;
- ✓ develop a skill recognition framework in the country and a National Qualifications Framework that is in line with the SADC Qualifications Framework.

### Update on the implementation of the Labour Migration Action Plan

**Presentation:** the presentation on the Draft LMP noted that the Policy was divided into five (5) key areas, and these were (a) Governance; (b) Labour Migration Information Analysis System; (c) Rights and Protection; (iv) Migration and Development; and, (v) Health. It was noted that an Implementation Plan was developed in 2020, after the presentation of the Draft to the Cabinet in July 2019. It was highlighted that the Policy implementation had been held back by the COVID-19 pandemic.

**Main discussion points:** the meeting noted that-

- the policy needed to be updated and finalised, *including the Implementation Plan* and submitted for adoption by Cabinet;
- there was need to take account of the impact of COVID-19 on labour migration and access to social protection by migrant workers;
- there was need to include the LGBTQI Community needs in the Policy;
- there need for the Government with support from the social partners to identify the ILS that the country has to ratify in relation to labour migration.

**Recommendations:**

*Draft Implementation Plan*

- Need to be taken back to the stakeholders for finalization;
- The Implementation Plan need to be separated from the NLMP;
- The Implementation Plan must be clear, precise and user friendly;



- There is need to ensure that there are clear implementation agents, this will include the participation of all the key government ministries and departments including the social, with a lead agent.



## B. Mixed Migration

### Labour exploitation of victims of human trafficking and smuggled migrants

**Presentation:** The presentation noted that in terms of trends it was noted that female victims continue to be the primary targets for Trafficking in Persons. In 2018, most women and girls detected were trafficked for sexual exploitation, whereas men and boys were mainly trafficked for forced labour. The most predominant form of exploitation picked up was labour exploitation, followed by sexual exploitation. Considering that men have been the majority of victims, it makes sense that the labour exploitation was the purpose of the traffickers. Most sexual exploitation in Eswatini was inflicted on female victims deceived with the promise of work or education opportunities in South Africa, yet ultimately physically and/or sexually abused at the destination.

Children in Eswatini are subjected to the worst forms of child labor, including in forced domestic work, forced livestock herding, and commercial sexual exploitation, each sometimes as a result of human trafficking. Labour exploitation and Trafficking in Persons was noted to be more pronounced in the following areas: (i) Domestic work (mainly in houses and gardeners); (ii) Working in mines and in factories (in Eswatini, in South Africa); (iii) Drug trafficking/mules; (iv) Children beggars; (v) Sexual exploitation in brothels and others.

In terms of Policy Framework, the Kingdom in-

- 2020, made some advancement in efforts to eliminate the worst forms of child labor. The Government of the Kingdom of Eswatini published their first-ever uniform guidelines for providing shelter and care for victims of human trafficking and gender-based violence;
- 2019, adopted the National Strategic Framework and Action Plan to Combat People Trafficking (2019–2023);
- 2015, launched the victim identification Guidelines;
- 2009, a Task-Force for the Prevention of People Trafficking and Smuggling of Migrants led by Nompumelelo (Mpumie) Lukhele; and,
- 2010, a toll-line was established for ease of reporting of TIP cases.

**Main discussion points:** the Dialogue noted that-

- Need for ratifying of Protocol on Free Movement of Persons and COMESA protocol and implementation of SADC Strategy to Combat Human Trafficking and People Smuggling;
- Need to develop a tool to assess employment advertisements in the media, print, electronic and social media; and,
- There is a link in the migration route be it smuggling, trafficking or refugee movement. There needs to be a regional analysis conducted to identify possible risks to migrants, perpetrators and drivers in the region among others.





## Concretising the UNHCR Mandate: Protecting and Assisting Its Persons of Concern

**Presentation:** it was noted that based on the 1951 Geneva Refugee Convention, UNHCR's core mandate is to ensure the international protection of uprooted people worldwide. The organization promotes the basic human rights of refugees and ensures they will not be returned involuntarily to a country where they face persecution. It was highlighted that despite the pandemic the number of people fleeing was violence persecution in human rights violation rose in 2020 by 4 percent to nearly 82.4 million. Children representing 42 percent of all forced displacement and would continue to be particularly vulnerable especially if the pandemic was to continue.

It was noted that the benefits of building a quality asylum system for asylum seekers and refugees included the promotion of: (i) fairness; (ii) efficiency; (iii) adaptability; and (iv) integrity. It was also noted that the Kingdom of Eswatini had ratified the 1951 Geneva Refugee Convention and had no reservation in the implementation of its provision, hence permitted refugees to move within the country and seek employment. It was noted that the Kingdom was being assist in the development of Refugees Act since 2017.

**Main discussion points:** during the discussion it was noted that:

- ❖ The implementation of the Refugees Act is important and with the support of the UNHCR, the Kingdom has been able to employ personnel to undertake the work of the Unit responsible for refugees;
- ❖ It was noted that there was need to harmonise national laws and policies for the protection and promotion of rights for refugees. The employment laws in the country need to be in alignment with the ratified refugees' instruments and not speak to reservations in the employment of refugees; and,
- ❖ There was need to develop a comprehensive roadmap on the implementation the commitments that have been made under the GRF pledges made and the implementation of the Refugees Act.

## Protection Assistance to vulnerable individuals in the mixed flows

**Presentation:** the presentation noted that human rights are the basic rights and freedoms that belong to every person in the world, from birth until death. Everyone is entitled to all the rights and freedoms set forth in the UN Declaration of Human Rights, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Most human rights are guaranteed irrespective of any individual migration status and personal status is an irregular migrant does not exclude him/her from the protection of human rights. Like all citizens, non-citizens are entitled to the rights that are absolute and rights whose denial would never be justified. These rights include the right to life, prohibition against cruel and torture,



inhuman and degrading treatment or punishment, the right to due process of the law and the freedom of thought, conscience and religion. All these rights are protected by international and regional laws which obligate the state to observe and protect the rights of individuals who enter their territory and look beyond the documentation required for entry.

In mixed migration flows vulnerable individuals are categorised under the following groups: refugees and asylum seekers, rejected asylum seekers, victims of trafficking (including present trafficked persons and potential traffic persons), stateless persons, accompanied and separated children, stranded migrants, and other vulnerable migrants.

***Main discussion points:*** the discussions noted that, there was-

- limited understanding on mixed migration and the need for the protection of all migrants and refugees, thus there was need for capacity building across all government ministries;
- need for a fully-fledge training and education meeting/programme on mixed migration and human rights;
- need to build nation-wide awareness on the rights of migrants regardless of their status of migration, as they being human beings first entitles them to human rights and the protection of such; and,
- need to establish a national referral mechanism for mixed migration.

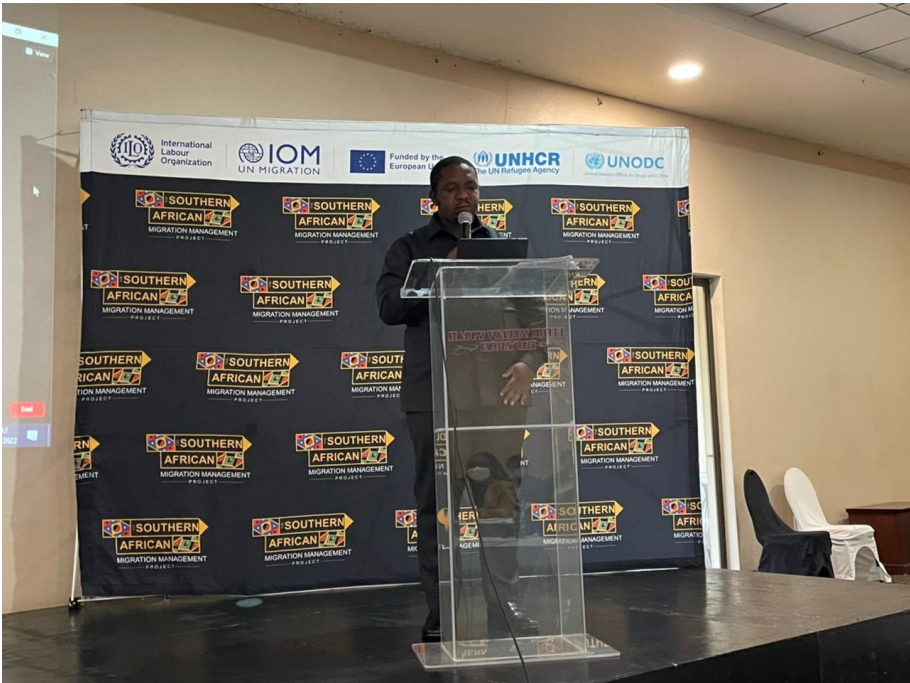
### ***Recommendations on Mixed Migration***

The following recommendations were noted as a way forward:

- there is need for a fully-fledge dialogue on mixed migration to be organized, with enough time to deliberate issues of mixed migration;
- The country is urged to domesticate the Kampala Convention and is requested to promote and protect the rights of the internally displaced;
- Promotion and protection of rights of persons of concerns in regards to social protection and other rights related to work;
- Protection assistance to be given according to different needs identified for each class of migrants after they have been profiling of their needs;
- There is need to develop mechanism that will reconcile Part 8 of the Employment Act with Trafficking Preventive Measures by enabling the verification of job opportunities that will include the vetting of employment contracts by government to ensure that they are not exploitative; and,
- Request for capacity building for government officials from different ministries on mixed migration.



Annex 1: Dialogue Pictures



## Annex 2: Participants List

No	Name and Surname	Ministry/Organisation	Male/ Female
1	Mr. Antony Masilela	MoLss (US)	M
2	Mr. Mthunzi Shabangu	MoLss (CL)	M
3	Mr. Charles Hlatshawako	MoLss (LU)	M
4	Mr. Magwabane Mdluli	MoLss (SS)	M
5	Mr. Douglas Dlamini	MoLss (GI)	M
6	Ms. Jabu Dlamini	MoLss (SS)	F
7	Ms. Nomsa Mercy Silenge	MoLss (GI)	F
8	Ms. Gcebile Dlamini	MoLss (HRPD)	F
9	Ms. Cebile Matsebula	MoLss (SU)	F
10	Mr. Sipho Mohale	MHA(Immigration)	M
11	Ms. Nozipho Nkwanyane	MHA(Immigration)	F
12	Ms. Thandi F. Khumalo	MHA (CR)	F
13	Mr. Sifiso Mndzebele	TEBA	F
14	Ms. Zanele Mlambo	AG (FS)	F
15	Mr. Nhlanhla Dlamini	MHA (LA)	M
16	Mr. Tholi Vilakati	MoLss (LA)	M
17	Ms. Joy Mavuso	Health	F
18	Mr. Mangaliso Simelane	Youth Sports and Culture	M
19	Ms. Sebentile Shabangu	Ministry Of Tinkhundla	F
20	Ms. Nomzamo Dlamini	CANGO	F
21	Ms. Ncamsile Masuku	AG (HT)	F
22	Ms.Mphumie Lukhele	Prime Minister's Office (HT)	F
23	Mr. Vama Jele	SWAMMIWA	M
24	Mr Hendry Mdluli	SNEMA	M
25	Mr. Sikhumbuzo Mkhulisi	Eswatini Drivers Associations	M
26	Mr. Mapmetutu Shulani	Eswatini Drivers Association	M
27	Ms. Khanyisile Dlamini	Business Eswatini	F
28	Ms. Phendulile Zikalala	FESWATU	F
29	Musa Sifundza	TUCOSWA	M
30	Ms. Thulie Dlamini	FSBEC	F
31	Mr. Sihle Khumalo	Foreign Affairs	M
32	Ms Nompilo Mncina	Communications Office (MoLss)	F
33	Mr. Musa Dlamini	Chairman (TLMC)	M
34	Mr. Herbet Dlamini	Ministry of Education	M
34	Mr. Kingdom Mamba	MoLSS (DCL)	M
35	Ms. Lindiwe Simelane	IOM ESWATINI	F



36	Mr. Nyasha Muchichwa	ARLAC	M
37	Mr. theodoor Sparreboom	ILO	M
38	Ms. Lucia Rodrigues	ILO	F
39	Mr. Tunde Omoyeni	IOM	M
40	Ms. Princelle Dasappa-Venketsamy	IOM	F
41	Ms. Lindiwe Simelome	IOM	F
42	Mr. Thulani Ngcamphalala	SWAMMIWA	M
43	Mr. Nkadinde Mbongeni	World Vision	M
44	Mr. Sifiso Madzebele	TEBA	M

