

**LESOTHO - MOHALE LABOUR MIGRATION ROADMAP FOR 2022/23 STRATEGIC ACTIVITIES IDENTIFIED**

Priority Area	Intervention	Outcome	Time-Frame	Responsibility	Support Required
<b>Labour Migration Legislative and administrative framework</b>	Implementation of Labour Migration Policy				Technical and financial support requested in all the activities
	Set up an interim labour migration working group to oversee implementation of the Mohale Tripartite Labour and mixed migration Dialogue roadmap.		June, 2023	Social partners plus	
	Conduct a study on the implications of the <b>bilateral labour agreements/arrangements</b> that Lesotho currently has with the RSA.		June, 2023		
	Exhaust all <b>outstanding compensation benefits</b> due for Basotho migrant workers		June, 2023		Consultant fees Workshop costs/validation workshop
	<ul style="list-style-type: none"> <li>Conduct a review of legislative provisions contained in the Labour Code and amend to align to the country's international commitments <b>through the involvement of NACOLA.</b></li> </ul>		June, 2023		Consultant fees
	<ul style="list-style-type: none"> <li>Ratification of the <b>SADC protocol on the Facilitation of Movements of Persons (2005) and the SADC Protocol on Employment and Labour (2014);</b></li> </ul>	Labour migration provisions included in the Labour law	June, 2023		4 Bilateral pre meetings with RSA  Signing of the BLA
<ul style="list-style-type: none"> <li><b>Develop a specific labour migration legislation.</b></li> </ul>	Participation by all stakeholders in issues pertaining to migration	June, 2023	June, 2023	4 Bilateral meetings with Mauritius- online and physical. Internal consultations with social partners plus.	

	<ul style="list-style-type: none"> <li>• Mapping of stakeholders for inclusion on implementation of the roadmap and define the roles of all agencies and institutions.</li> <li>• Conduct assessment of the NLMP to determine the gender responsiveness and climate change responsiveness to labour migration issues</li> <li>• Align the current national Bilateral guidelines with the African Union BLMA.</li> <li>• Review MOU on labour cooperation between Lesotho and South Africa as well as the Lesotho Special Permit (LSP) in collaboration with tripartite plus partners</li> </ul> <p>Negotiate the extension/ reissuance of work-permits for the 30,000 Basotho migrant farmworkers in an irregular situation in the agricultural sector in the Republic of South Africa.</p> <ul style="list-style-type: none"> <li>•</li> <li>• Finalise MOU between Lesotho and Mauritius</li> <li>• Negotiate bilateral labour agreement with the government of Qatar on Lesotho manpower employment in designated sectors in Qatar</li> </ul>	<p>Gender responsive NLMP</p> <p>Enhanced protection of migrant workers</p> <p>Enhanced protection of migrant workers</p> <p>Enhanced protection of migrant workers</p> <p>Enhanced protection of migrant workers</p> <p>Enhanced protection of migrant workers</p> <p>Consultations with the social partners on ratification held</p> <p>Domestic laws, policies and strategies aligned to International Labour Standards and best practices.</p>	<p>June, 2023</p> <p>June, 2023</p> <p>June, 2023</p> <p>June, 2023</p> <p>June, 2023</p>			<p>Qatar.- 2 online meeting(airtime purchase) 2 physical</p> <p>3 Meetings with social partners, parliament social and economic cluster</p> <p>Meeting with NACOLA and parliament social cluster</p> <p>Expertse from IL</p>
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	<ul style="list-style-type: none"> <li>• Prepare lobbying plan and advocacy plan for ratification of labour migration conventions.</li> <li>• Ratification of Conventions 97 and 143 and Recommendations 86 and 151 and C.181 private employment agencies.</li> <li>• Finalise the development of guidelines for recruitment agencies to curb recruitment malpractices, forced labour and trafficking in persons.</li> <li>• Finalise the development of Sesotho information booklet for migrant workers intending to take up employment abroad and the Training manual for Labour Inspectors.</li> <li>• Develop a checklist for to assist in identifying VOTs for labour inspectors.</li> <li>• Piloting SADC Guidelines on the Portability of Social Security Benefits.</li> <li>• Improve collection, compilation, analysis and accessing of labour migration data with the purpose of contributing to SADC's Labour Market Observatory by (Mainstreaming of statistical</li> </ul>	<p>Fair recruitment which respects rights of migrant workers</p> <p>Universal coverage on social security.</p> <p>Evidence based policy making</p> <p>Ex-mineworkers absorbed into the labour market</p> <p>Returnees absorbed in the labour market</p>	<p>June, 2023</p> <p>June, 2023</p> <p>June, 2023</p>			
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	<p>processes into daily routine activities using the proposed statistical tools for collecting migration data)</p> <ul style="list-style-type: none"> <li>• Accreditation of skills of returned migrant mineworkers through Recognition of prior learning mechanism</li> <li>• To offer skills development, start-up equipment and capital to migrant workers returnees (vulnerable categories) to address the drivers of migration and adverse effects of climate change and environmental migration</li> <li>• Development and implementation of clear guidelines for skills transfer plans.</li> <li>• Piloting of the SADC E-certificate and E-credentialing system.</li> </ul>	Returnees absorbed in the labour market				
<b>Building the Capacity on Labour Migration Management</b>	<ul style="list-style-type: none"> <li>• Undertake a performance audit of the Migrant Liaison Unit.</li> <li>• Undertake a performance audit of the workpermits Unit</li> <li>• Re-organising the Migrant Liaison Unit for it to effectively perform the following strategic activities (pre-departure training, contract vetting and</li> </ul>	Effectively functioning of migrant Liaison Unit	June, 2023			Financial support to engage a consultant who will develop a strategic plan and the organogram.
		Effectively functioning of migrant Liaison Unit	June, 2023			

	<p>registration, licensing, regulation and training of private employment agencies, support and complaints lodging, social protection)</p> <ul style="list-style-type: none"> <li>• Conduct a training <b>needs assessment for the Migrants Liaison Unit staff</b></li> <li>• Train Migrant Liaison Officers and other selected officers within the Ministry on Labour Migration.</li> <li>• Training of <b>stakeholders</b> to increase their capacity to prepare, design, negotiate, monitor and evaluate BLAs at all stages of their implementation through training and study tours.</li> <li>• Partnering with institutions of higher learning such as the National University <b>and other institutions like ARLAC, ILO, IOM</b> in designing Labour Migration capacity-building courses</li> </ul>	<p>Effectively functioning of migrant Liaison Unit</p> <p>Effectively functioning of migrant Liaison Unit</p> <p>Highly competent staff negotiating labour agreements</p>	<p>June, 2023</p> <p>June, 2023</p> <p>June, 2023</p>			
	<p>Training on Labour Migration and mixed migration,</p> <ul style="list-style-type: none"> <li>• ethical recruitment and Trafficking in persons, and Forced Labour (tri-partite plus)</li> <li>• Skills dimensions of migration</li> <li>• Governance of Labourmigration in the SADC</li> <li>• Labour migration academy</li> </ul>	<p>Stakeholders knowledgeable on labour migration dimensions</p>	<p>June, 2023</p>			

<p><b>Strengthening Coordination of Labour Migration activities</b></p>	<ul style="list-style-type: none"> <li>• Establish a committee on labour migration comprising of representatives from key institutions, governmental, and non-governmental</li> <li>• Resuscitating Coordination working Teams in the mines in RSA</li> <li>• Draft terms of reference for Coordination Teams</li> <li>• Hold quarterly coordination meetings</li> </ul>	<p>Improved coordination and coherence and cooperattion</p>	<p>June, 2023</p> <p>June, 2023</p> <p>June, 2023</p> <p>June, 2023</p>			
<p><b>Sensitisation on Labour Migration issues</b></p>	<ul style="list-style-type: none"> <li>• Conduct awareness campaigns labour migration, fair and ethical recruitment to curb recruitment malpractices, forced labour and human trafficking rights and obligations of migrant workers (through TV and Radio programmes; public gatherings; publications; social media pages and Ministerial website).</li> <li>• Trainings</li> </ul>	<p>All key stakeholders including the public knowledgable about labour migration, trafficking in persons and forced labour)</p>	<p>June, 2023</p>			