THE SOUTHERN AFRICAN

MIGRATION MANAGEMENT

— PROJECT —

Republic of Mozambique
Tripartite Dialogue on Labour Migration Governance

16-18 May 2023

Radisson Blue, Maputo
Dialogue Report

1. Brief Description of the Sessions and Summary of Main Discussion Points, Conclusions and Recommendations

Dialogue on Labour Migration Governance

Moderator: The
Ministry of Labour and Social Security

Opening Session

Welcome Remarks- Honorable Mr. António Máquina, Permanente Secretary of Minister of Labour and Social Security

In his welcome remarks Honorable Máquina noted that labour migration when well managed can balance the demand for labour supply, help to develop and transfer skills at all levels. This contributes to the strengthening of social protection mechanisms, and also contribute to the economic development of countries through remittances or foreign exchange inflows.

He added that the Government of Mozambique continues to make efforts to improve its approach of Labour Migration at the country level in order to align it with international and regional instruments, which includes frameworks such as the Global Compact on Migration, as well as the SADC Labour Migration Action Plan 2020-2025. All these actions meant to promote legal and efficient channels for safe and orderly labour mobility and combat unethical practices of recruitment and respond to the legitimate concerns of migrant workers while safeguarding respect for labour rights and social protection.

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.

Remarks by Organised Labour – Mr. (OTM-CS and CONSILMO)

The workers' representatives (OTM-CS and CONSILMO) highlighted the weak capacity to capture statistical data on population mobility in Mozambique because there are no adequate statistical devices in the country to capture population movements, from the village level to the territorial borders of the country.

They also pointed out that the population policy in force in Mozambique should be dynamic and adjusted to political and economic moments, and to national and international contexts. According to the unions, the policy should not be limited only to aspects of fertility, mortality, health, and development, but should include aspects of migration and its management, and other aspects such as basic rights for migrants, including human freedoms, protection, and decision-making power.

Presentations and Discussions

The GCM, the Revised AU Migration Policy Framework, the AU Free Movement of Persons Protocol, the SADC Protocol on Facilitating the Movement of Persons and the SADC Labour Migration Policy Framework

Presentation: It was noted that the term international migrant worker refers to both international migrants and non-resident foreign persons who are employed or unemployed in the country of measurement. The ILO estimated that there were 169 million migrant workers in 2019, an increase by 5million from the 2017 estimate. The number of migrant workers in Africa increased from 9.5 million in 2010 to 14.5 million by 2019, and the average share of women migrant workers was 38 percent.

The following were noted as the global and regional framework for evidence-based labour migration policy: (i) Agenda 2030 and the Social Development Goals; (ii) Global Compact for Safe, Orderly and Regular Migration (GCM) and Global Compact on Refugees; (iii) Migration Policy Framework for Africa and Plan of Action (2018-2030); and, (iv) SADC Labour Migration Policy Framework (2014) and Action Plan (2021-25). It was noted that labour migration in Africa is largely intra-regional, often characterized by significant shares of both low-skilled and high skilled workers. Consolidation of South-South migration corridors to neighbouring labour markets in the search for a job and better wages.

Discussions
- It was noted that Mozambique had initiated the process of developing a National Labour Migration Policy and the process included the identification of the key issues to be covered in the Policy
- Government reiterated its commitment of the improving labour migration governance and noted that it had developed Terms of Reference for the hiring of the Consultant for the development of the Migration Policy, and a Concept Note was drafted that will guide the design of the National Labour Migration Policy, with technical support from ILO and IOM.
- Government also noted that a preparatory session had been scheduled for the development of National Labour Migration Policy and it will involve all the relevant stakeholders.
- The Government highlighted the need for Technical support in the formulation of the Policy

Key Priority Area 1. Gender-sensitive and evidence-based labour migration policies, gender equality & women migrant workers' empowerment

Presentation: Gender-sensitive labour migration policies take into account the differences in socio-cultural roles, needs, opportunities, constraints and vulnerabilities of women and men. They guarantee that human rights, including labour rights, are enjoyed equally by women and men migrant workers, and that migration legislation, policies and programmes promote equality of opportunity and treatment in respect of employment and occupation with a view to eliminating any discrimination based on sex. The main elements of such policies include: rights should be enjoyed by men and women migrant workers respecting the principles of

gender equality and non-discrimination. Not necessarily mean equal treatment in all instances. Promoting gender equality in labour migration policies may include special gender-specific provisions (e.g. preferential treatment or affirmative action to compensate for long-term discrimination, particularly that suffered by women).

It was noted that the examples GSLMP during the 5 phases of the migration cycle were:
   i.   Decision-making, planning and preparation: Ensuring that migration policies provide women with equal opportunities to safe, fair and regular migration channels, pre-departure training (e.g. language skills, etc.) and information about legislation and rights' protection in countries of destination.
  ii.   Recruitment and placing : Ensuring fair recruitment and placing, safe transportation, provision of legal assistance in case of abuse.
 iii.   Journey or transit to country of destination : Safe transportation protecting them from physical and sexual abuse and protection on fundamental human and labour rights.
  iv.   Working and living conditions abroad : Ensuring equal opportunities and treatment concerning labour market integration, respect for contracts, non-withholding of i.d. papers, respect for working conditions, fair wages,
   v.   Return and re-integration to country of origin : Ensuring equal opportunities in terms of training and provision of entrepreneurship skills

Discussions
   - It was noted that it was important to ensure that gender issues were included in the development of the National Labour Migration Policy and measures put in place to promote the ratification of key ILO and UN conventions so that the domestication contributes to the improvement of the Governance of Labour Migration.
   - It was highlighted that the National Labour Migration Policy should ensure the protection of rights of people at all stages/phase of the migration process.
   - The provisions of the ILO Conventions and those of the UN can provide information that should be taken into consideration in the Policy;
   - Countries should look for ways to protect their fellow citizens, even if they do not have consular representation.

Key Priority Area 2: International Labour Standards
Presentation: It was noted that international Labour standards are an atypical body of standards with a pioneering supervisory system. ILS provide: (a) "Rules of the game" through international tripartite dialogue; (b) Application is supervised by means of: Periodic reports and Proceedings upon request; and, (c) Supervision entails two types of assessments: Technical, and Tripartite.

There are two specific standards on the protection of migrant workers: the Migration for Employment Convention (Revised), 1949 (No. 97) and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143). These are supported by three more ILS, of particular relevance to labour migration issues, these are: the Private Employment Agencies Convention, 1997 (No. 181); the Domestic Workers Convention, 2011 (No. 189); and the Violence and Harassment Convention, 2019 (No. 190).

Discussions:
- It was noted that the ILO Conventions 97 and 143 had not yet been ratified by Mozambique, and a proposal for the ratification of Convention 97 had been submitted by the trade unions in the Labour Advisory Board (CCT) and committed themselves to also endorse the ratification of Convention 143.
- The need for a comparative study of national legislation and international conventions (gap analysis) to identify the main legislative gaps to be filled before and after ratification;
- Government was called to initiated the process of reviewing the Dialogue Platform on Migration Management with support from SAMM and to all stakeholders in the labour migration arena, especially trade unions.

Key Priority Area 3: Bilateral Labour Migration Agreements (BLMAs)

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.

Discussions
- It was highlighted that Mozambique was in the process of signing bilateral agreements on labour migration with United Arab Emirates (UAE) and Portugal. The country faced difficulties in concluding bilateral agreements on labour migration, so there was a need to design a strategy to strengthen the existing bilateral agreements in Mozambique.
- There was need for Mozambique to review the agreements and negotiate more benefits for migrant workers and ensure the commitment of the signatory countries in their compliance.
- The need to institute and strengthen ethical recruitment and its guidelines, in the formulation of the National Labour Migration Policy and the BLMAs;

- It was noted that there is need for institutional capacity building in the drafting of bilateral agreements, with support from the ILO and IOM, and technically support the conclusion of agreements with UAE and Portugal.

Key Priority Area 4: Social protection for migrant workers and the implementation of the SADC Guidelines on Portability of social security benefits

Presentation: An overview of migration trends and patterns in Africa, focusing on subregional patterns, showed South Africa as a major receiving country but also a significant number of South Africans leaving abroad across SADC countries – underscoring the need for social protection for migrant workers. The normative and policy framework for extension of social protection to migrants and their families and existing bilateral and multilateral social security agreements involving African countries, and on-going and planned studies on the functioning of these agreements was highlighted.

The SADC Guidelines on Portability of Social Security - the sub-regional framework for social protection for migrant workers, adopted by SADC Minsters in March 2020 was presented, underscoring that South Africa was one of five countries that volunteered to pilot the Guidelines. The presentation on the Guidelines included the negotiation process, objectives, scope of application and core principles and elements. The presentation concluded with an overview of support the SAMM project is providing countries (including South Africa) on implementation of the Guidelines. The key areas of support include unpacking the Guidelines, identifying country priorities and developing related Action Plans, regional and country level dialogues, awareness and communications and capacity building.

Discussions
- It was noted that Mozambique was in the process of registration Mozambican workers through its consulates in South Africa and Eswatini due to the fact that they have been contributing to social security for many years, but when they return, they do not benefit from it due to lack of information. This process covers mostly miners and workers from the informal economy who are joining in an effective way.

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.

Discussions
- The need for Mozambique to register with IRIS to prevent exploitation of migrant workers, defends workers' rights for fair recruitment. Guarantees transparency. Recommends governments on the best employment agencies to be authorized in the country.
- It was noted that although recruitment through agencies is done through a decree, but there is weak control of the validity of the licenses of recruitment agencies. Thus there was need to review the legislation on the operations of PrEAs and ensure that the legislation is inline with international standards as a foundation for ethical recruitment.
- The need for a consistent review of the operation of recruitment agencies and ensure that they were operating within the confines of the law and were offering protection to workers in alignment with international laws and standards. It was also highlighted that there was need to develop guidelines on how PrEAs were to operate.
- The need to identify companies abroad that hire mostly Mozambicans and request the regular visit of IOM officials to evaluate the conditions of the workers.

SAMM media campaigns to promote a positive image of migrant workers, highlighting their contribution to development - To be implemented in South Africa, Seychelles, Lesotho, Zambia and Zimbabwe

Presentation: The SAMM Project had launched a media campaign to address issues of: (i) Negative perception of labour migration/ migrant workers, including seeing migrant workers as stealing jobs, taking social security benefits away from national workers, etc; (ii) Existing discrimination practices in countries of destination (Xenophobia, racism); (iii) Lack of evidenced-based labour migration data to mitigate negative perceptions and contribute towards policy development and implementation; (iv) Lack of understanding that labour migration is part of the development agenda including its causes and effects.

The SAMM Awareness Raising Campaigns #WeAllBelong Initiative had three components:

SAMM Media Campaigns	*SAMM Media Toolkit*	*SAMM Media Awards*
▪ Raising Awareness on Migrant Workers' Rights and Remediation Mechanisms as a well as recognizing migrant workers' contribution to development ▪ Promoting the Portability of Social Security Rights for Migrant Workers ▪ Rights and responsibilities of Persons of Concern (PoC) as	▪ Following the Media Training a SADC Media Toolkit focusing on balanced reporting of migration in the SADC and IOC region will be produced in 2022. TOR is being prepared and work will commence in June 2022	▪ Outstanding stories on migration and how it contributes to development and realisations of SDGs. ▪ Promote balanced reporting on Migration in the SADC Region

outlined in both domestic and international laws and considering country pledges ▪ Fair Recruitment of Migrant Workers	▪ Reporting on combatting xenophobia	

Discussions on Formulating a Labour Migration Policy

In preparation for the group work, the facilitator focused on two key questions, namely:
- What is the purpose of migration policy making?
- Why does the country need migration policy?

Group Work

	Group 1	Group 2	Group 3	Group 4
Relevance of Policy Making	- The geostrategic interests of the country; - Mozambique's policy within the SADC objectives, always bearing in mind its final objective which is the free movement of people and goods	- Enable alignment and decent work, with rights in active and passive life	- Allows the conversion of an intention into a regulatory instrument, target identification and monitoring; - Allows equal treatment; - Allows fair recruitment;	- Outline the legal framework of rights and duties of the migrant worker - Protecting the Migrant Worker
Pathways for Policy Making	- Dialogue between public authorities, institutions and entities of civil society and especially migrants and refugees; - To have a multisectoral and whole-of-society approach, and to forge strong internal and international partnerships to capitalize on safe, orderly, humane and regular migration for the benefit of all	- Situational analysis - what exists in the country on the matter. - Consultation with key and strategic actors - Elaboration of a draft for collecting opinions of all stakeholders on the subject; - Validation of the Policy;	- Identify and know the International Labour Standards and other relevant instruments on labour migration; - Identify gaps in national legislation; - Identify key actors working on this issue; - Designing the Policy Draft; - Hiring an expert to draft the Policy.	- Consultation with key stakeholders
Ways to make the Policy Effective	- Comprehensive consultations with all stakeholders, thus: Government ministries and sub-national departments/local authorities; Civil Society and migrant associations; Migrants and their communities; and Legislators	- Mass dissemination - media and border points - Implementation through bilateral agreements - Monitoring and evaluation by all strategic partners (ILO and IOM)	- Permanent dissemination of the Policy; - Overseeing the implementation of the policy;	- Continuous dissemination to the target group of the policy - Full compliance with the policy in a humanized perspective

Challenges in policy making	- Stakeholder Analysis	- Lack of political will; - Mobilization of resources - The need for human resources training for policy implementation; - Creation of lobbies	- Financial limitation; - Lack of ratification of conventions does not allow knowledge of their provisions	- Mobilization of human and financial resources

Dialogue on Mixed Labour Migration

Mixed Migration in Mozambique

Presentation: It was highlighted that:
- ✓ Servico Nacional de Migracao (SENAMI) [National Migration Services] is working on the elaboration of a Diaspora policy and this will include the scope and will be called National Diaspora Policy;
- ✓ Defined regular migration as being that in which people prepare themselves from the documentation and comply with the formalities of their trip and migration is irregular when people are caught by surprise and have the need to migrate without prior preparation for various reasons ranging from economic or political;
- ✓ The opening of visa exemption for all types of passports in an attempt to ensure free circulation started to create problems of false declarations of the reason for travel;
- ✓ The government created the National Institute for Refugee Support (INAR) because refuges, even irregular ones, travel and upon arrival encounter several challenges;
- ✓ In the internal legislation we have a legal device that protects the refugee;

Discussions
- It was highlighted that the SENAMI's role was mostly documentary, as permits were the responsibility of the Ministry of Labour, so SENAMI deals very little with labour migration and we also notice little interaction between the Ministries of Interior and the Ministry of Labour.
- The country has developed a joint inspection, to inspect the working conditions of migrant. The nation has a deficit in the training of technicians, as training should be continuous because the world of work is dynamic, so we still need more training.
- The dialogue between the countries was difficult because of the leak of responsibility, since the declaration of nationality can be false and we have no way of crosschecking the information in their diplomatic representations.

Labour exploitation of victims of human trafficking and smuggled migrants

Presentation: The presentation noted that Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs."

It was noted that the following were the role of labour inspectors:

- While the most important function of labour inspectors is to ensure compliance with national labour law, labour inspectors can play a crucial preventative, advisory and enforcement role in the fight against human trafficking;
- In carrying out their functions, labour inspectors are likely to come across situations of trafficking/forced labour at workplaces or situations that indicate a risk of exploitation;
- Given their responsibilities, labour inspectors are well placed to engage in anti-trafficking action, including prevention, identification of trafficked persons, as well as investigation of suspected cases of trafficking;
- Labour inspectors usually have the power to enter freely at any time of the day or night any workplace liable to inspection without prior notice; and,
- They can carry out inquiries freely and in particular speak to workers alone, examine documents and take samples.

Discussion
- Limited capacity to gather information about or identify victims of trafficking;
- The protection of victims of trafficking should not wait for harm to happen before acting, but rather prevent it;
- Trafficking of human beings was a very complex process because it is a transnational crime and it is difficult to identify the traffickers for the proper referral to justice because the principals may not be in the country of origin.
- There is a need to work in the communities and to disseminate information about trafficking in human beings;
- There is a need to create policies and regulations that prevent human trafficking.

Assistance to vulnerable vulnerable individuals in mixed flows

It was highlighted that the mixed nature of these movements, consisted of different groups of migrants with differing motivations to travel and different protection needs, makes it necessary to put in place migration policies, legislation and referral mechanisms that respond to individual needs. Individuals of different categories traveling in mixed migration flows shared the same journey and therefore face the same dangers and hardship on the way. Thus, she noted that the journey was usually harsh and dangerous, may create new vulnerabilities, including physical injuries or emotional trauma.

Vulnerable individuals in mixed migration flows included: refugees and asylum seekers; rejected asylum seekers; victims of trafficking (including 'presumed' trafficked persons and 'potential' trafficked persons); stateless persons; unaccompanied and separated children (UASC); stranded migrants; and, other vulnerable migrants

- *Discussions*
- The country does not have a completed migration profile, due to low quality of the statistical data collected;

- The vulnerability of some borders does not allow the control of the migratory flow and therefore the lack of statistics on migrants.
- Look at the possibility of strengthening the partnership and coordination between the various institutions that have a database, so as to create an information profile on migrant workers;
- The need to involve other entities that work on the issue of labour migration, for example the Secretary of State for Youth and Employment that works on the reintegration of young Mozambicans returning from other countries.

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. Persons under UNHCR Mandate include- Refugees; Asylum seekers; Stateless persons; and, Internally displaced persons

The key applicable conventions and laws in Mozambique, were noted as follows:
- the 1951 Convention and 1967 Protocol Relating to the Status of Refugees, with reservations on Article 17 – right to wage earning employment and Article 26 - freedoms of movement and choice of place of residence;
- 1969 Convention Relating to Specific Aspects of Refugee Problems in Africa; and,
- 1954 Convention Relating to the Status of Stateless Persons.

Closing and conclusions of the Labour and Mixed Migration Governance Dialogues

Trade Unions
Trade union represented noted that, there was need to:
- chart the ways forward for policy making and picking good practices;
- ratify Conventions 97 and 143;
- collect and have disaggregate data on labour and mixed migration for policy formulation.

Ali Ibrahim - On behalf of the IOM Chief of Mission
Mr. Ibrahim thanked the ILO, UNHCR, UNODC for their support of the tripartite dialogue. He noted that the IOM is was and would be ready to assist in the policy formulation and offer technical support on migration related issues including capacity building of Government officials and Communities. The also highlighted that IOM was there to support in implementing the outcomes of the tripartite dialogue.

Permanent Secretary

The Permanent Secretary noted that the discussion would contribute a lot in the design of policies on migration, as the results will serve as guiding tools for an ethical management of migration in Mozambique. He also highlighted that there was need to look at the ethical recruitment component of our policy, and ensure alignment of the National Migration Policy with the International Labour Standards, the Regional Policy Framework on labour migration and other international instruments dealing with migration. He concluded by highlighting the commitment from the Government to materialize the debates arising from the dialogue.

Annex 1: Participants List

No	Name and Surname	Ministry /Organisation	Title	Male / Female
1	Carmina Durao	OIM	Official Program	M
2	Chomwa Mbewe	UNODC	TIP/SOM Officer	F
3	Maria Hamene	UNHCR	Asst Prog Officer	F
4	Honidia Martins	ENAR	Ass Technica	F
5	Jonado A Coveli	DTM	Technico	
6	Gasvaldo Maquetels	DTM	Technico	
7	Celsa Cactano Noquico	DTM	Technico	
8	Artwell Elias Bila	INSS		
10	Celsa Zingiye	INE	Technico	
11	Daniel M Ngoque	OTM	Chef Departito	
13	Lucia Rodrigues	ILO	Finance Officer	F
14	Makungu Baloyi	ILO	Communication Officer	F

15	Jesse Mertens	ILO	Technical Officer	M
16	Antonio Paunde	ARLAC	Consultant	M
17	Nyasha Muchichwa	ARLAC	Consultant	M
18	Vania Faruk	MISAU		
19	Silva da Barca	MITTS	Technico	
20	Cidalia Hene	CCT	Technico	
21	Gedro Mamul Sruh	MAPEL	Colaborador	
22	Ezequil Nhambate	MITSS	Technico	
23	Marcia Caello	TEBA	Administrator	
24	Iven Lozan Matorn	CCT	Technico	
25	Palueco Tiner	INEP	Chef Depto	
26	Manual Jose	MITSS	Technico	
27	Romao Nbertonhamale	Amimo	P. Assemblies	
28	Arturr Jese Cessa	Amimo	Heubso Senior	
29	Aime Wata	UNHCR	Sur Protection	
30	Xavier Nunjoro	SENANI	Technico	
31	Edgar Bermando Nhamumune	SENDAI	Chef DJ	
32	Tunde Omoyeni	IOM	RPC	
33	Coada Muchiona	MITSS	Technico	
34	Alice Brito	MITSS	Chef Dpto	
35	Avesewa Muchong	MTSS	Technico	
36	Gloria Moreno Fontes	ILO	CTA	
37	Emilia Maibag	DPC	Technico	
38	Hontious Bronze	INSS	Delegada	
39	Frestas Salita Thored	Dept Trala S Soua	Chef Dpto	
40	Alfredo Bardoros Balimbe			
41	Theo Sparedoom	ILO	Migration Specialist	
42	Anesio De Casto	CONSILMO	Assessor	
43	Raquel T Los	MITSS	Technico	
43	Raquel Macitele	MITSS	Deporteure	
44	Jordan Egen	IOM	Chitern	
45	Nilton Cumbe	Magazine Independ	Fotojomalista	
46	Antonio Nhangebe	Magazine	Jomalista	
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58	Canlota Taole	DTM	Tec Sup N1	
59	Amaldo Cossin	Kloor Mine		
60	Inomo Manicame	MITSS	Technico	
61	Formondo Cevele	MITSS	Technico	
62	Hilario Colombo	MJCR	Technico	
63	Antonio Safrao Jose	INACE/MINEC	Chef Dpto	
64	Andrew Allieu	ILO	Social Protection Specialist	
65	Gabriel Nhochngo	MICROTIC LDA	Technico	

Dialogue Pictures