



International
Labour
Organization



Funded by the
European Union

SOUTHERN AFRICAN LABOUR MIGRATION- TRENDS REPORT

OCTOBER 2024

Table of Contents

LIST OF FIGURES & TABLES	3
EXECUTIVE SUMMARY	5
ABBREVIATIONS.....	7
CHAPTER ONE: INTRODUCTION	8
Background:	8
CHAPTER TWO: METHODOLOGICAL APPROACH.....	12
Data availability:	12
Data quality and limitations.....	15
Minimum labour migration indicators.....	15
CHAPTER THREE: LABOUR MIGRATION TRENDS IN SADC.....	16
Share of Foreign-born (or non-citizens) in the Working-Age- Population.....	16
Stock of international migrant workers by main countries of origin.....	18
Labour Force Participation Rate of Foreign-Born (or non-citizen) Working-Age-Population	21
Employment-to-Population Ratio of Foreign-Born (or non-citizens) Working Population .	26
Unemployment Rate of Foreign-Born (or non-citizens) Working Age-Population.....	31
CHAPTER FOUR: Conclusions	32
ANNEX: DESTINATION AND ORIGIN COUNTRIES IN SADC	35

LIST OF FIGURES & TABLES

Figure 1: A summary of SADC SAMM Labour Migration Minimum Indicators	6
<i>Figure 2: Working age population in selected SADC countries by sex in thousands (2018 - 2023).....</i>	<i>16</i>
<i>Figure 3: International migrant population in millions for the SADC region dis-aggregated by sex, 2010, 2015 and 2020.....</i>	<i>18</i>
<i>Figure 4: LFPR for native-born and foreign-born population in the SADC region (2018 – 2022)</i>	<i>24</i>
<i>Figure 5: LFPR for citizens and non-citizens in the SADC Region (2019-2023)</i>	<i>25</i>
<i>Figure 6: LFPR for native-born and foreign-born youth (15-24) in selected SADC countries (2018-2022)</i>	<i>25</i>
<i>Figure 7: Employment-to-population ratio of native-born and foreign-born populations in SADC Member States (2018 -2022)</i>	<i>27</i>
<i>Figure 8: Employment-to-population ratio of citizens and non-citizens in SADC Member States (2018 – 2023).....</i>	<i>27</i>
<i>Figure 92: Employment-to-population ratio of native-born and foreign-born youth (15-24) in SADC Member States (2018 -2022)</i>	<i>28</i>
<i>Figure 104: Unemployment rates for citizens and non-citizens in selected SADC countries (2018-2023)</i>	<i>32</i>
 Table 1: Data availability on labour migration indicators (i.e., WAP, LFPR) in the SADC region (2010-2024)	 14
Table 2: Data collection periodicity and ICLS resolutions implemented across the SADC countries.....	14
Table 3: A Summary analysis of the number of working age international migrants (15+) in selected SADC countries in thousands	17
Table 4: International migrant stock as a share of the total population for SADC countries (2010 – 2020).....	19

ACKNOWLEDGEMENTS

This first edition of the southern African labour migration trends report based on SAMM minimum labour migration indicators was drafted by Nancy A Odhiambo (PhD, SADC Regional Labour Market Observatory Data Coordinator) and Anthony Oduro-Denkyirah (Labour Economist/Consultant) under the supervision of Jesse Mertens (Labour Migration and Data Technical Officer, ILO). The authors would like to thank Gloria Moreno-Fontes (Senior Labour Migration Specialist for Africa, ILO), Theo Sparreboom (Labour Migration Specialist for Southern and Eastern Africa, ILO), Maria Payet (Senior Labour Statistician for Southern and Eastern Africa, ILO), Hareeta Cunניה (Labour Migration Coordinator for Indian Ocean Countries, ILO), Richard Horne (statistical consultant), Maxwell Parakokwa (Chief Labour Officer, SADC), Jagai Deepchandsingh (Senior Officer for Statistics, SADC), and Rajive Ajodhea (Officer – Research & Statistics, SADC) for their support to data collection and review of this report.

EXECUTIVE SUMMARY

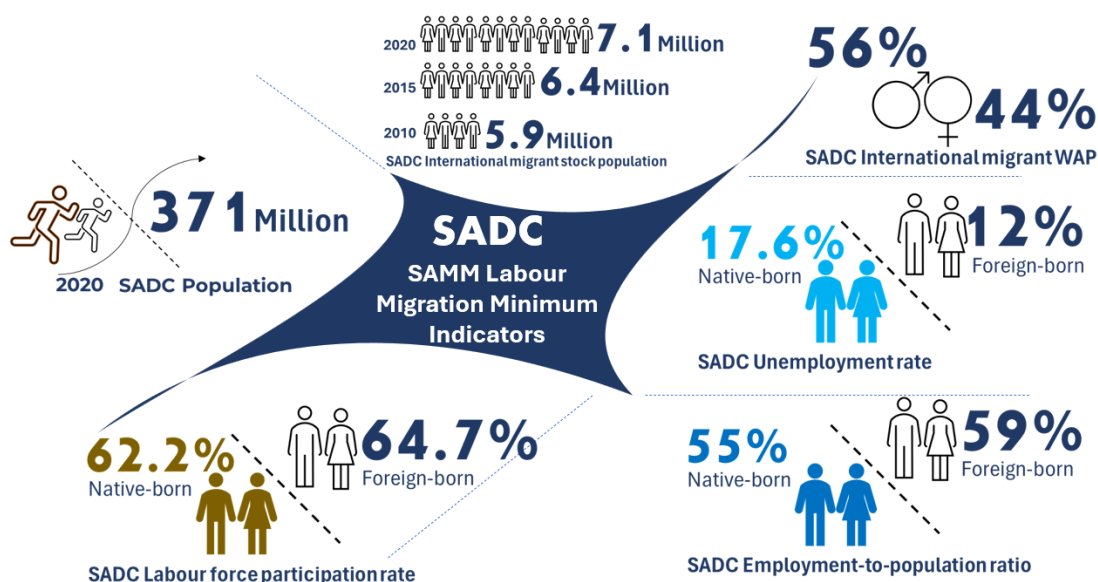
Labour migration is a global phenomenon usually triggered by the quest for better job opportunities. In the Southern African Development Community (SADC) region, labour migration is seen as an important part of development. As a result, governments in the region have worked together to create common labour migration policies and standards through bilateral and regional agreements, based on SADC Labour Migration Action Plans (2013-2015, 2016-2019, 2020-2025) and agreements such as the SADC Labour Migration Policy Framework (2014). However, even though labour migration is vital for the region, due to the scantness of data and information on labour migration indicators, responding timely to migration issues in the region remains challenging. To help address this challenge, in 2020, with funding support from EU, four UN organizations (ILO, IOM, UNODC and UNHCR) began the implementation of Southern Africa Migration Management (SAMM) project in the region with the aim of strengthening the capacity of countries in the southern Africa region to improve migration management, as well as developing a SADC Labour Market Observatory (LMO) to improve the collection and reporting of labour and labour migration statistics.

This report therefore presents **The First SADC Labour Migration Trends Report**, based on **The SAMM Minimum Labour Migration Indicators Framework**, focusing on documenting and analysing available national, regional, and international statistics on labour migration to illustrate trends as well as provide evidence-based guidance to policymakers, reflecting the approach of continental studies, such as the AU's Reports on Labour Migration Statistics in Africa.

For this report, in anticipation of the SADC LMO becoming operational, two key databases are relied upon, namely ILOSTAT's International Labour Migration Statistics Database and the UNDESA Global Migration Database. This choice is inspired by the fact that both ILOSTAT and UNDESA databases have the most up-to-date information on labour migration indicators and international migrant stock statistics, respectively.

Between 1990 and 2019, international migration to countries in the SADC region continues to increase (though at a decreasing rate) while the share of migrants coming from other SADC countries seems to be reducing slightly. The number of working age population and share of international migrant population (particularly of women) is on the rise in the region. Furthermore, international migrant workers (foreign-born workers) seem to have relatively high employability in their countries of destination, represented by high labour force participation rates and low unemployment rates across the SADC countries in comparison with non-migrants.

FIGURE 1: A SUMMARY OF SADC SAMM LABOUR MIGRATION MINIMUM INDICATORS¹



*Information presented in this infographic is for selected countries with data on labour migration indicators for different years

¹ Unemployment rate, Employment-to-population ratio and Labour force participation rate represent averages for the region. Data used is based on availability and most current from the SADC countries (2018 – 2024). The figures represented in the report are based on ILOSTAT national data, and may differ from published SADC figures.

ABBREVIATIONS

AU	African Union
DRC	Congo, Democratic Republic of the
EPR	Employment to Population Ratio
EU	European Union
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
ILOSTAT	ILO's Database on Labour Statistics
IMO	International Organization for Migration
LFPR	Labour Force Participation Rate
LFS	Labour Force Surveys
LMO	Labour Market Observatory
NSO	National Statistics Office
POB	Place of Birth
SADC	Southern African Development Committee
SAMM	Southern Africa Migration Management
UN	United Nation
UNDESA	United Nations Department of Economic and Social Affairs
UNHCR	The UN Refugee Agency
UNODC	United Nations Office on Drugs and Crime
WAP	Working Age Population

CHAPTER ONE: INTRODUCTION

Background:

International labour migration is increasingly recognized as one of the key drivers of development with the potential to bring sustained economic prosperity and reduce long-standing inequalities within and across countries. International agreements, including the Global Compact on Migration (GCM) and the United Nations 2030 Agenda for Sustainable Development (SDG Agenda) represent significant commitments by countries and the international community to mainstream international labour migration as an integral component of development policy. Both the GCM and SDG Agenda recognize that, to realize the positive outcomes of migration, policies need to be based on sound evidence. In fact, the very first objective of the GMC calls on countries to collect and use accurate and disaggregated data as a basis for evidence-based policies.

In 2020, 169 million international migrant workers made up about 5 per cent of the workforce globally. And while labour force participation is on a downward trend for all workers, migrant and non-migrant alike, migrant workers on average have higher labour force participation rates (69.0%) than non-migrants (60.4%)². In the SADC region in 2017, the last year for which the AU reports statistics, this difference in labour force participation rates is slightly more pronounced, with migrant workers at 73.7% compared to 59.9% in the total population³.

The SADC region is made up of 16 countries: Angola, Botswana, Comoros, Democratic Republic of Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Tanzania, Zambia, and Zimbabwe. All Southern African countries are involved in labour migration flows as countries of origin, transit, and/or destination, and often they play all these three roles at the same time. In the African Union, the demand in several economic sectors, such as agriculture, retail trade, transportation, and other service sectors, contributes to these flows. In addition, bilateral agreements between countries in the SADC region play a role (e.g.,

² ILO Global Estimates on International Migrant Workers Results and Methodology, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_808935.pdf.

³ Labor Migration Statistics Report in Africa Second edition: SADC Regional Migration Profile.

the bilateral arrangement between South Africa and Lesotho through the Lesotho/SA Joint Bilateral Commission Agreement of Cooperation (JCC)⁴).

To facilitate migration within the region, SADC has long worked towards a regional framework on labour migration and adopted the *SADC Labour Migration Action Plan (2020-2025)*, to enhance the contribution of labour migration to regional cooperation and integration within SADC.

The *SADC Labour Migration Action Plan (2020-2025)* re-emphasizes the call for all Member States to develop comprehensive national labour migration policies.⁵ While no specific timeline is attached, it is assumed that this must be done within the framework of the LMAP, making 2025 the target year. Among calls to *strengthen labour migration policies and regulatory systems for better labour migration governance and enhancing the participation of migrant workers in socio-economic development processes*, the Plan also calls on Member States to *improve advocacy and awareness of [migrants'] contribution to development and regional integration*, through the production of labour migration knowledge products, including statistical reports and research papers.

To date, six Member States (Eswatini, Lesotho, Namibia, Seychelles, Zambia and Zimbabwe) have comprehensive national labour migration policies and are working on implementation of commensurate Action Plans, while five other Member States are at various stages of developing such policies: Botswana, Comoros, Madagascar, Malawi, and South Africa. Several of the remaining SADC Member States have expressed interest to develop a labour migration policy. However, while many Member States also collect labour migration data in official statistics, none produce comprehensive, regular and timely labour migration statistics which are used to inform labour migration policy development and implementation at national level. This of course also limits the capability of SADC to produce regional labour migration statistics. The dearth of available labour migration statistics at national and regional level is a result of several factors, including the challenge for National Statistics Offices (NSOs) to improve coverage of migrant workers. Many NSOs struggle to adjust their sample to capture labour migration, resulting in low numbers of observations which do not permit much analysis. Additional challenges include collecting statistics on hard-to-reach-populations such as migrant workers; and on migration flows as a result of the myriad of stakeholders engaged in migration governance in the region - who all use varied reporting standards and data collection and storage mechanisms (data

⁴ This arrangement provides for (a) the broadening of the current visa exemption to being non-time bound (as compared to 30 days of stay in a year), (b) exemption from requirements of a visitor's permit and (c) category exemption to RSA and Lesotho citizens not to have to report to immigration when entering or leaving the RSA.

⁵ The earlier SADC Labour Migration Policy Framework (2014) called for all Member States to develop labour migration policies by 2020.

silos); and the challenge of long borders which makes monitoring migration flows more challenging.

It is against this backdrop that this technical report aims to contribute to the existing body of knowledge on labour migration in Southern Africa, building on existing statistical reports, particularly the African Union (AU) Report on Labour Migration in Africa⁶ as well as the ILO Global Estimate of Migrant Workers⁷. This report provides an update to existing labour migration statistics based on the most recent Minimum Labour Migration Indicators (see Chapter 2, Section 2.4) developed by the Southern African Migration Management Project (Box 1) and provides further analyses to support evidence-based governance of labour migration in the SADC region.

⁶ The African Union report on labour migration statistics in Africa Third edition (2019), https://www.ilo.org/africa/information-resources/publications/WCMS_828865/lang--en/index.htm

⁷ ILO Global Estimates on International Migrant Workers Results and Methodology, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_808935.pdf

Box 1. The Southern Africa Migration Management (SAMM) Project

The Southern Africa Migration Management (SAMM) project's objective is to improve migration management in the Southern Africa and Indian Ocean region guided by, and contributing to, the realisation of the 2030 Development Agenda (goals 8 and 10).

The project is a model of a ONE-UN approach collaborative effort between 4 UN development and humanitarian agencies: the ILO, the IOM, UNODC and UNHCR. The (SAMM) project forms part of the European Union Regional Indicative Programme (11th EDF RIP) for Eastern Africa, Southern Africa and the Indian Ocean (2014–2020) which includes among its objectives the facilitation of safe, orderly and regular migration and the prevention of irregular migration. It focuses on South-South migration flows, identifying positive spill-over effects of international migration on regional integration and regional economic development.

The project is comprised of two main project components: 1. Labour Migration; and 2. Mixed Migration. In line with supporting the implementation of the UN Global Compact on Safe, Orderly and Regular Migration, the first component also supports the strengthening of national labour migration statistics as well as those at Regional Economic Communities.

Regional Economic Communities (RECs) are key stakeholders in SAMM's implementation. One of SAMM's key project priorities is to support the formulation and realisation of International Labour Migration and Mixed Migration Frameworks of: i) the Common Market for Eastern and Southern Africa (COMESA), ii) the Southern African Development Community (SADC) and iii) the Indian Ocean Commission (IOC).

CHAPTER TWO: METHODOLOGICAL APPROACH

Data availability:

Data sources used for this report are the ILO database on labour statistics' (ILOSTAT)⁸ as well as the United Nations Department of Economic and Social Affairs (UNDESA) Global Migration Database⁹.

Labour migration indicators come primarily from the ILOSTAT database, which collates national statistics and estimates of a broad range of indicators on the labour market and decent work. Labour Migration Indicators in ILOSTAT are compiled in a set of 52 tables, which disaggregate labour market indicators by migration status, on top of other demographic characteristics. Definitions, concepts, and methodologies for measuring labour migration indicators are elaborated in the ICLS Guidelines concerning statistics of international labour migration (Box 2).

While data is requested annually from ILO Member States for all the 52 labour migration indicators, for most SADC countries these tables are either incomplete or data is entirely unavailable. In these cases, the UNDESA database, which contains tabulations on total migrant stock in countries of origin and destination, is used to supplement ILO figures in this report, and sometimes to serve as proxy indicators in the absence of specific labour statistics. For instance, most total and working-age international migrant stock data used in the report was obtained from UNDESA databases.

Available data on labour migration indicators in ILOSTAT for most SADC countries are limited. In some countries, data might be available nationally but not recorded in ILOSTAT. For instance, the working age population (WAP) and labour force participation rate (LFPR) is often only disaggregated by sex (and not by age, education and place of birth; Table 1), in most countries of the SADC region, making empirical comparison even between these countries challenging. This could be attributed to the low number of observations of migrant workers in datasets as a result of survey samples not adjusted to covering migrants; as well as irregularity and differences in the periodicity of data collection and sources used (LFS, Population and Housing Census, and other household-based surveys with migration module, etc.) in countries (Table 2).

⁸ The leading, source of labour statistics – ILOSTAT, <https://ilostat ilo org/>.

⁹ Global Migration Database | Population Division, <https://www un org/development/desa/pd/global-migration-database>.

Box 2. ICLS Guidelines concerning statistics of international labour migration

Recognizing that a significant majority of international migrants are migrant workers, the 20th International Conference of Labour Statisticians (ICLS) in 2018 endorsed a set of guidelines concerning statistics of international labour migration. to provide international recommendations regarding concepts, definitions and methodologies for the measurement of international labour migration, the lack of which being a significant obstacle to the production of comparable and harmonised statistics.

The guidelines clarify definitions and concepts covered by the generic term *international labour migration*, as well as integrate the concepts of labour market attachment and country of measurement in an analytical framework. The Guidelines are accompanied by a flexible set of labour migration questionnaire items produced by the ILO, which can be easily appended to existing censuses or household surveys, in particular to Labour Force Surveys.

Alongside ILO's existing Decent Work Indicators and Key Indicators of the Labour Market, producing a set of indicators to measure labour migration trends will provide an essential resource for effective, responsive, and evidence-based labour and labour migration governance at national and regional levels. The Guidelines provides recommendations and a basis for a set of indicators which is internationally comparable (disaggregated by sex, age group and, where relevant, by country of origin, country of destination, country of labour attachment or country of previous labour attachment).

The following list gives a general description of a set of minimum indicators, based on those collected by ILO, for the SADC region.

- Share of foreign-born (or non-citizens) in the working-age population
- Stock of international migrant workers by main countries of origin
- Labour force participation rate of foreign-born (or non-citizens) working-age population
- Employment-to-population ratio of foreign-born (or non-citizens) working-age population
- Unemployment rate of foreign-born (or non-citizens) working-age population

Data items required for these indicators include: (1) sex, (2) age or date of birth, (3) country of birth and country of birth of parent(s), (4) country of citizenship, (5) country of usual residence, (6) country of last usual residence (or country of previous labour attachment for return international migrant workers), (7) labour force status (employed, unemployed, outside the labour force), and (8.1) purpose of migration (declared or documented reason for first entry into the country, specifically the country of actual or intended labour attachment) and also, (8.2) for return international migrant workers, the main reason for last departure from the country of previous labour attachment.

SOUTHERN AFRICAN LABOUR MIGRATION TRENDS REPORT

TABLE 1: DATA AVAILABILITY ON LABOUR MIGRATION INDICATORS (I.E., WAP, LFPR) IN THE SADC REGION (2010-2024)

Source: ILOSTAT

Indicators	Data availability Year(s)		Indicators	Data availability Year(s)	
WAP-SEX-AGE-POB	Angola	2019,2021	LFPR-SEX-EDU-POB	Angola	2019,2021
	Comoros	2014,2021		Comoros	2014,2021
	DRC	2020		DRC	2020
	Eswatini	2016,2021		Eswatini	2016,2021
	Lesotho	2019		Lesotho	2019
	Namibia	2016,2018		Namibia	2016,2018
	Malawi	2011,2013,2017,2018,2020		Malawi	2011,2013,2017,2020
	South Africa	2017,2022		South Africa	2017
	Tanzania	2010,2012,2014,2020		Tanzania	2010,2012,2014,2020
	Zambia	2017,2019,2021,2022		Zambia	2017,2019,2020,2021,2022
	Zimbabwe	2014,2019,2021,2022		Zimbabwe	2014,2019,2021,2022

Source: ILOSTAT

Note: WAP = working-age population; LFPR = labour force participation rate

TABLE 2: DATA COLLECTION PERIODICITY AND ICLS RESOLUTIONS IMPLEMENTED ACROSS THE SADC COUNTRIES

Country	Periodicity of LFS	Year of Last LFS	Alternative Data Source	ICL Resolution Implemented
Angola		2021		19th
Botswana	Quartely	2023		19th
Comoros		2021		19th
DRC		2020		
Eswatini		2021		20th
Lesotho		2019		19th
Madagascar			2021	19th
Malawi	Depends on donors			19th
Mauritius	Quartely	2022		19th
Mozambique			2014 2015	
Namibia	After every 5 yrs	2018		19th
Seychelles	Quartely	2023		20th
South Africa	Quartely	2023		19th
UR Tanzania	After every 2 yrs	2020 2021		13th
Zambia	Quartely	2022		19th
Zimbabwe	Quartely	2023		19th&20th

Source: ILOSTAT

Data quality and limitations

The ILOSTAT and UNDESA databases have the most up to date and reliable statistics and information on labour and labour migration indicators, validated by their respective UN Agencies based on international statistical standards. While SADC and SADC Member States are in the process of strengthening the collection and analysis of harmonized labour migration statistics through NSOs, comparable national level data for all countries was not available for this first baseline report. However, despite the data availability challenges, the findings in this report will help to illustrate where there are large lacunae in regional data and can still provide meaningful insight into labour migration dynamics in the SADC region. Despite several SADC Member States collecting labour migration data at regular or semi-regular intervals, the limited availability of comparable labour migration statistics in SADC Member States means that this report uses ILOSTAT and UNDESA databases for most quantitative analyses. These databases are maintained by international institutions and have greater availability and comparability of statistics. For this same reason, the report's findings are limited to a few labour market indicators, summarized and collated under the collection of SAMM Minimum Labour Market Indicators. Regional statistics are calculated on the basis of available data in these datasets, meaning that migrant statistics might be based on only a selection of countries, over a range of years. Specific countries and years are recorded in related footnotes.

Minimum labour migration indicators

Given that the availability of labour migration statistics in the SADC region is relatively low, Chapter three of this report presents findings on labour migration statistics based on a set of minimum labour migration indicators developed by ILO and the SAMM Project in 2021, which consist of:

- Share of foreign-born (or non-citizens) in the working-age population
- Stock of international migrant workers by main countries of origin
- Labour force participation rate of foreign-born (or non-citizens) working-age population
- Employment-to-population ratio of foreign-born (or non-citizens) working-age population
- Unemployment rate of foreign-born (or non-citizens) working-age population

In order to support its Member States to collect labour migration data, the ILO publishes the labour migration questionnaire module, which can be appended to the core ILO labour force survey questionnaire, and which provides sufficient information to provide full ILOSTAT labour migration statistics (ILMS) database indicators, of which the SAMM minimum labour migration indicators are a subset. SADC also publishes a labour migration questionnaire module to be used by its Member States in the labour force survey, but to date only a few countries have incorporated it into their regular data collection. Boxes 3 and 4 in Chapter 3 provide examples of SADC countries providing a complete set of labour migration indicators.

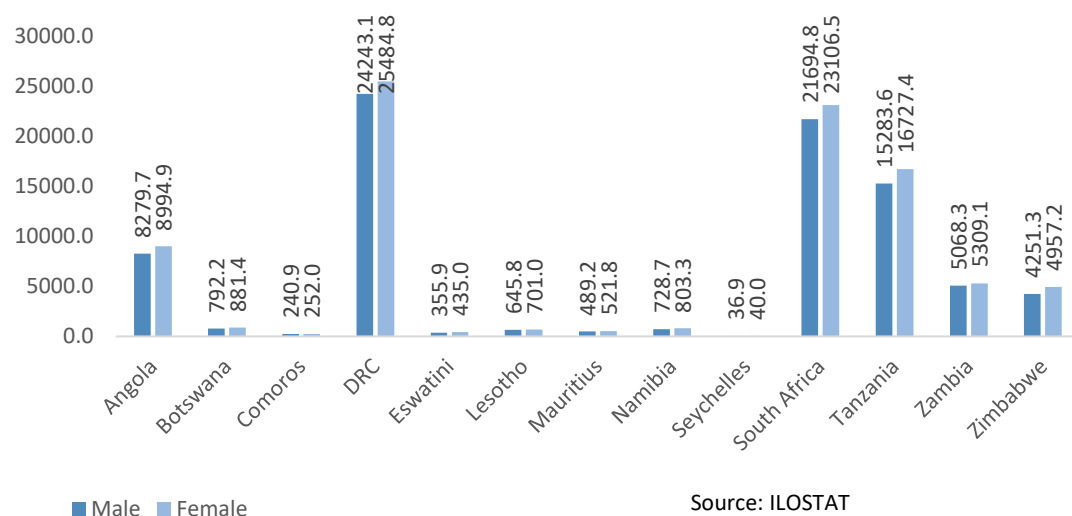
CHAPTER THREE: LABOUR MIGRATION TRENDS IN SADC¹⁰

Share of Foreign-born (or non-citizens) in the Working-Age Population

The working age population (WAP) consists of all persons in a country above the minimum working age. In most SADC countries, the minimum working age is 15 years, though this varies between 14 and 16.

Among SADC countries, the WAP increased from 147.5 million in 2008 to 189.4 million in 2017¹¹, an increase of 28.4 per cent, which is in line with the increase in the total population. The countries with the largest WAP in the SADC region are DRC, South Africa and Tanzania with 49.7 million, 44.8 million, and 32.0 million persons, respectively. Eswatini, Comoros, and Seychelles have the smallest working age populations, of 800 thousand, 500 thousand, and 77 thousand, respectively. Disaggregating the data by sex shows that women of working age outnumber men across the SADC countries (Figure 2). Reasons for this disparity include historic, demographic, and cultural factors, but might also be directly influenced by men's higher propensity to migrate for work.

FIGURE 2: WORKING AGE POPULATION IN SELECTED SADC COUNTRIES BY SEX IN THOUSANDS (2018 - 2023)



¹⁰ The latest data on SADC countries available in ILOSTAT is used in this chapter.

¹¹ Labour Migration Statistics Report Second Edition: Regional Migration Profile

Note: Data in Figure 2 on WAP for the period 2018-2023 are presented. Countries have data for different years, the most current year used. Namibia has data for 2018, Lesotho 2019, DRC, Seychelles, and Tanzania 2020, Angola, Comoros, Eswatini 2021 Mauritius, Zambia and Zimbabwe 2022, Botswana and South Africa 2023.

The migrant working age population in SADC is approximately 3 million, and within this population South Africa has the highest number of working age international migrants. Seychelles, Comoros, and Eswatini have the least (Table 3). The number of working age migrant men is approximately 1.7 million, which outnumber working age migrant women at approximately 1.3 million in the SADC region. Interestingly, this pattern seems to be the opposite of that in the general population (Figure 2). This could to some extent reflect the historically higher rate of men's emigration (higher share of working age migrant men), exacerbated by historically higher male mortality rates (lower share of working age men in the total population).

TABLE 3: A SUMMARY ANALYSIS OF THE NUMBER OF WORKING AGE INTERNATIONAL MIGRANTS (15+) IN SELECTED SADC COUNTRIES IN THOUSANDS

Country	Total	Men	Women
Angola	167,5	97,4	70,2
Comoros	13,1	5,9	7,2
DRC	71,8	28,1	43,6
Eswatini	14,1	7,5	6,6
Lesotho	15	7,6	7,4
Malawi	119,4	51,3	68,1
Namibia	82,7	46	36,7
South Africa	2299,3	1329,7	969,8
Tanzania	70,4	32	38,4
Zambia	78	45	33
Zimbabwe	95,4	48	47,5

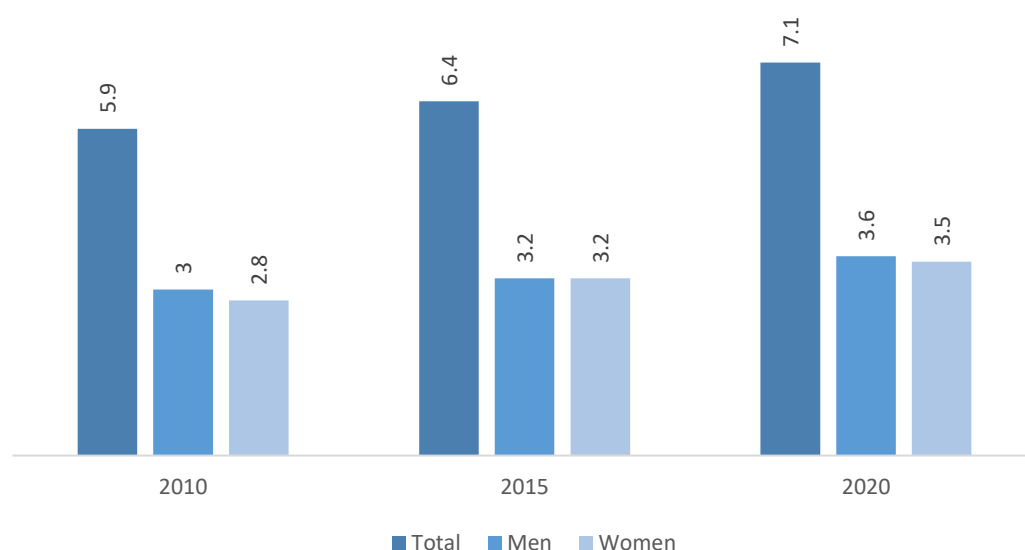
Source: ILOSTAT

Note: Data presented in Table 3 on working age international migrants is based on national estimates. All the countries with data on working age international migrants across SADC countries are presented. Namibia 2018, Lesotho 2019, DRC, Malawi and Tanzania 2020, Angola, Comoros, and Eswatini, 2021, South Africa, Zambia and Zimbabwe 2022

Stock of international migrant workers by main countries of origin

International migrant workers are defined, in the ICLS Guidelines concerning statistics of international labour migration (see Box 2), as ‘all persons of working age present in the country of measurement who are either *usual residents* in that country and in the labour force, or *not usual residents* but were present in that country and had some form of labour attachment to that country’. *Foreign-born persons* are defined by country\place of birth (PoB) and *foreign citizens* are defined by country of citizenship. PoB is often a preferred criterion to identify international migrants, as it cannot change for an individual and avoids double counting in situations where a person has multiple citizenships. However, some countries within the SADC region (i.e., Seychelles and Madagascar) are known to compile the migrant status based only on citizenship. ILOSTAT aims to produce indicators based on both criteria, allowing the analyst to decide which is most relevant to their inquiry. Over the last decade, the number of international migrant workers in the SADC region has risen over from 5.9 million in 2010 to 7.1 million in 2020 (Figure 3), which equates to an increase in the share of the international migrant population in the SADC region by about 20 percent.

FIGURE 3: INTERNATIONAL MIGRANT POPULATION IN MILLIONS FOR THE SADC REGION DIS-AGGREGATED BY SEX, 2010, 2015 AND 2020



Source: UNDESA

Note: Migrants from within SADC are included in the count of international migrants. in SADC.

Men compared to women have the largest population share of international migrants. However, in 2020 there was a notable decrease in the proportion of international migrant stock as a percentage of the total population, likely due to the effects of the COVID-19 pandemic (Table 4).

TABLE 4: INTERNATIONAL MIGRANT STOCK AS A SHARE OF THE TOTAL POPULATION FOR SADC COUNTRIES (2010 – 2020)

Country	2010	2015	2020	
Angola	1,4	2,3	2	
Botswana	4,8	4,9	4,7	
Comoros	1,8	1,6	1,4	
DRC	0,9	1,1	1,1	
Eswatini	3,1	2,9	2,8	
Lesotho	0,3	0,4	0,6	
Madagascar	0,1	0,1	0,1	
Malawi	1,5	1,2	1	
Mauritius	2	2,3	2,3	
Mozambique	1,3	1,2	1,1	
Namibia	4,9	4,4	4,3	
Seychelles	12,5	13,5	13,3	
South Africa	4,1	5,8	4,8	
Tanzania	0,7	0,7	0,7	
Zambia	1,1	0,8	1	
Zimbabwe	3,1	2,9	2,8	
SADC	2,7	2,9	2,8	

Source: UNDESA

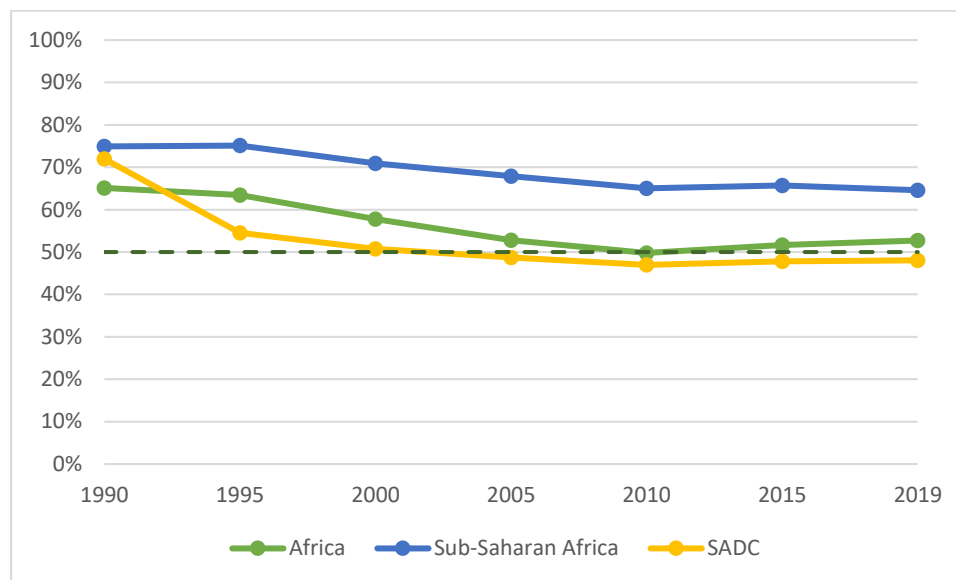
It is often said that most migration in Africa is within Africa. This claim is often applied to sub-regions within Africa as well, without empirical support. However, migrant stock statistics disaggregated by country of destination and country of origin for 1990 - 2019 in the UNDESA migration database allows for an empirical analysis of regional trends¹². Though the figure has reduced somewhat over time, more than half of all migration from Africa since 1990 has indeed been between African countries (Figure 4).

The picture becomes more nuanced when looking at sub-regions. In Sub-Saharan Africa, intraregional migration remains the main type of migration flow, staying at or above 65% of all emigration from the sub-region between 1990 and 2019. However, in the SADC region a different image emerges. While intraregional migration was comparable to that of the rest of Sub-Saharan Africa in 1990, as of 1995 the balance appears to shift away from intraregional migration to more extra regional migration. The share of migration from a SADC Member State to another SADC Member State falls and stays below 50% from 2000 onwards (figure 4).

Annex 1 provides more data points on origin and destination countries for the international migrants within the SADC countries for selected countries.

¹² Intra-regional migration – share of migrants who come from within Africa to another African country or from within SADC to another SADC country.

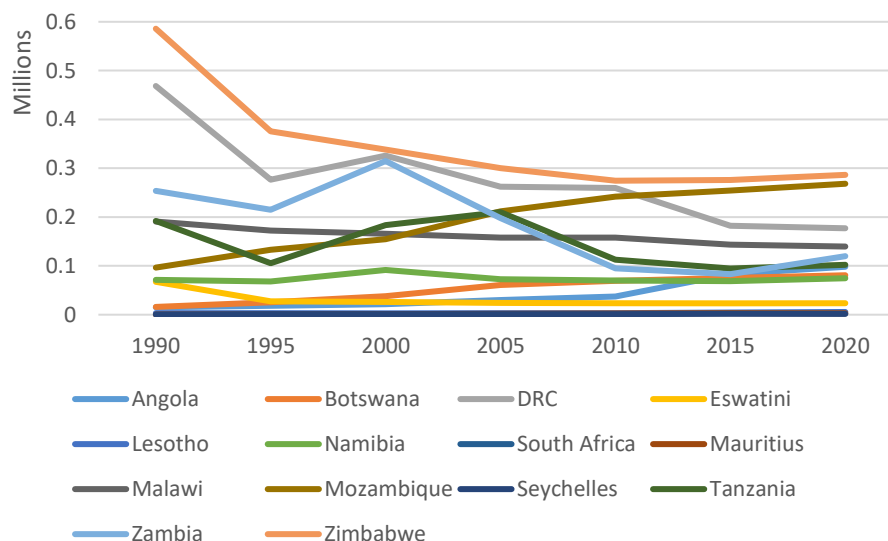
Figure 4: Intraregional migration as a share of total emigration from Africa, Sub-Saharan Africa, and SADC (1990 - 2019)



Source: UNDESA

Note: Intraregional migration refers to migration from a country in the region in question, to another country in the same region. Figures for f.e. SADC are calculated by taking: [migration from all SADC countries to other SADC countries] as a share of [migration from all SADC countries].

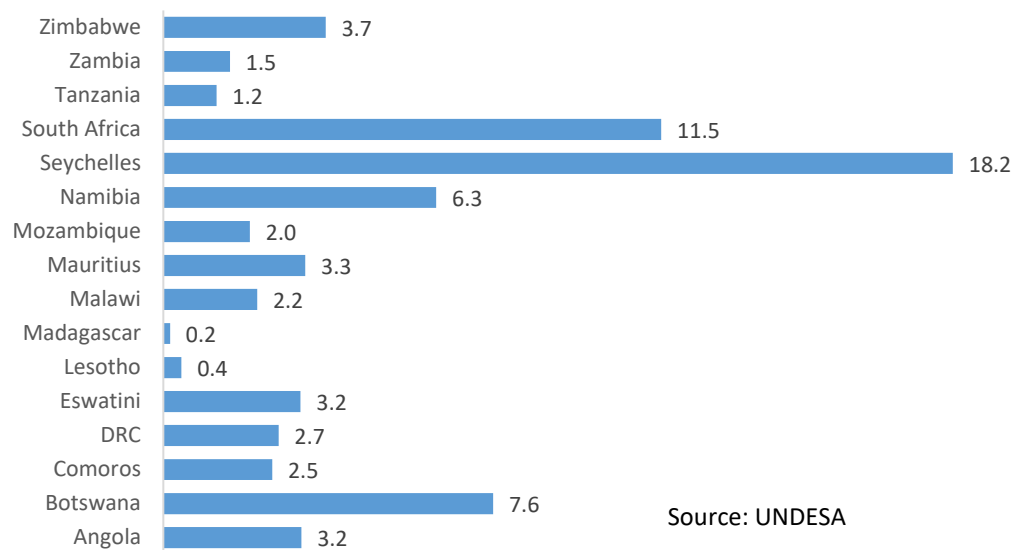
FIGURE 5: TREND ANALYSIS OF INTERNATIONAL MIGRANT POPULATION DESTINATION COUNTRIES IN THE SADC REGION (1990 – 2020)



Source: UNDESA

Note: The South African migrant population is an order of magnitude larger than almost all other countries in the region. It falls above the scale of this graph and increases from 0.7 million in 1990 to 1.6 million in 2020.

FIGURE 6: YOUTH (15 -24) INTERNATIONAL MIGRANT STOCK AS A PERCENTAGE (%) OF TOTAL POPULATION ACROSS SADC COUNTRIES (2010-2019)



The percentage share of the young (15-24) international migrants as a share of the total population across the SADC for the period 2010 - 2019 showed that in the SADC region Seychelles, South Africa and Botswana have the largest shares while Tanzania, Lesotho and Madagascar have the lowest shares (Figure 4).

Labour Force Participation Rate of Foreign-Born (or non-citizen) Working-Age-Population

The Labour force participation rate (LFPR) is the proportion of a country's working age population (15+) that engages actively in the labour market (i.e., the labour force), expressed as a percentage. The LFPR helps understand the size of a country's human resources and potential future supply. It also helps policy development and understanding the labour market behaviour of different population groups (such as migrant workers). The labour force is defined as the sum of the number of persons employed and the number of unemployed.

A comparison of country LFPRs based on "place of birth", 7 countries out of 11 have a higher LFPR for foreign-born population than that of the native-born population (Figure 7). There is a considerable difference in LFPR between the native-born and foreign-born population in Namibia (11.2 percentage points) Eswatini (13.4 percentage points) and South Africa (22.8 percentage points) with the foreign-born population having higher LFPRs to the native-born population.

Box 3. Labour migration trends in South Africa

As part of the harmonization of labour migration statistics in Southern Africa, the SAMM project has produced a set of “Labour Migration Trends Reports” in several SADC Member States. The *Labour migration trends in South Africa* report presents an overview of international labour migration statistics (ILMS) based on the South Africa Labour Force Survey, which gives the most recent estimates and characteristics of migrant workers in South Africa. The report draws mostly from the quarterly Labour Force Survey, for the years that contain a migration module, namely Q3 2012, Q3 2017 and Q3 2022.

South Africa is a country of destination and a country of origin for migration. It is one of the largest intra-African migrant-hosting countries, with the highest stock of immigrants in Africa. A draft National Labour Migration Policy (NLMP) was released in February 2022 for public comment. This was developed in line with the SADC-level commitment towards the development of such a policy at respective national levels (Department of Employment and Labour 2022).

The Government of South Africa has recently published a White Paper on Citizenship, Immigration and Refugee Protection, aiming at a complete overhaul of the immigration system in the country (Department of Home Affairs 2023). According to the press release concerning the White Paper issued by the Minister of Home Affairs on 12 November 2023, the document’s development was prompted by the escalating demand for effective policy measures and legislative interventions concerning migration amidst heightened tensions and clashes between foreign nationals and South Africans (Department of Home Affairs 2023c). It further notes that there are inadequacies in existing legislations and states that the White Paper aims to provide a cohesive and contemporary approach to migration governance.

The South Africa Labour Migration Trends report aims to contribute to the understanding of labour migration trends and impacts in the country, and also to draw attention to the available data on international labour migration statistics and the gaps therein.

Some of the main findings are as followed:

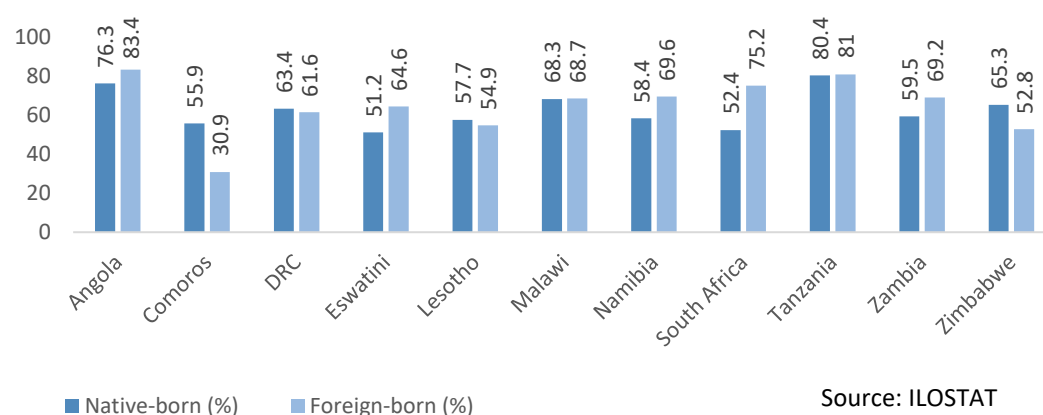
- ▶ **In 2022, the foreign-born population in South Africa was estimated at 2.3 million people, equivalent to 5.2 per cent of the working age population (aged 15+).** This is up from 1.5 million in 2012 (equivalent to 3.9 per cent of the working-age population)
- ▶ **The foreign-born population had a higher labour force participation rate than the native-born population.** Foreign-born populations typically have less access to social protection and other benefits and therefore have little option but to participate in the labour market. The labour force participation rate for the foreign-born population has increased from 72.5 per cent to 75.7 per cent between 2012 and 2017, representing an increase of 5.2 percentage points.

Box 3 continued

- ▶ **Higher employment-to-population ratios for the foreign-born population relative to the native-born population may reflect a prolonged impact of the COVID-19 pandemic.** The COVID-19 pandemic saw many people being forced to leave the labour market altogether (as reflected in the lower labour force participation rates) but also greater increases in unemployment for native-born population than the foreign-born population (the unemployment rate for the foreign-born population is considerably lower than the native-born population). This is likely to reflect higher rates of informality, and lower levels of access for the foreign-born population to social protection and other support measures during the COVID-19 pandemic, leaving little option but to continue working.
- ▶ **The foreign-born population are more likely to be employed in industry and services.** Around a quarter of the foreign-born employed population are engaged in the industry sector, compared to 18 per cent for the native-born in 2022. The demand for workers in the mining and construction sectors in the country is a key driver for labour migration between South Africa and neighboring countries. Domestic work is a key market for women migrant workers in South Africa.
- ▶ **Decreases in the high-skilled composition of migrant workers may reflect recent policy developments.** An increase in the low-skilled share of foreign-born population and a decrease in the high-skilled foreign-born population suggests that while South Africa is relatively open to skilled migrant workers that qualify for an expedited critical skills-related visa or permanent residence under the Department of Home Affairs' critical skills list, the share of high-skilled workers is falling.
- ▶ **More than two-thirds of the foreign-born population were in informal employment in 2022.** This compares to 39 per cent for the native-born population. As such, despite many of these foreign-born workers being employees, informal employment is rife and has also increased from 55.4 per cent of employment in 2012. In 2022, more than half (56.3 per cent) were employed for informal establishments, compared to 41.3 per cent for the native-born population. The higher propensity of the foreign-born population to be employed in informal establishments or informal employment reflects greater vulnerabilities to exploitation, lack of access to social protection, and other government benefits.
- ▶ **Migrant workers may have a net positive impact on native-born employment:** Regression analysis using labour force survey data, based on the most internationally accepted methodology, looked at the share of immigrants in the labour force and the impact on different labour market variables. It found that the share of immigrants in the labour force had a positive and significant effect on the employment-to-population ratio of the native-born population. This suggests that there may be net job creation impacts from the migrant population for the native-born population, or a complementary role of migrants to the native-born employed population.

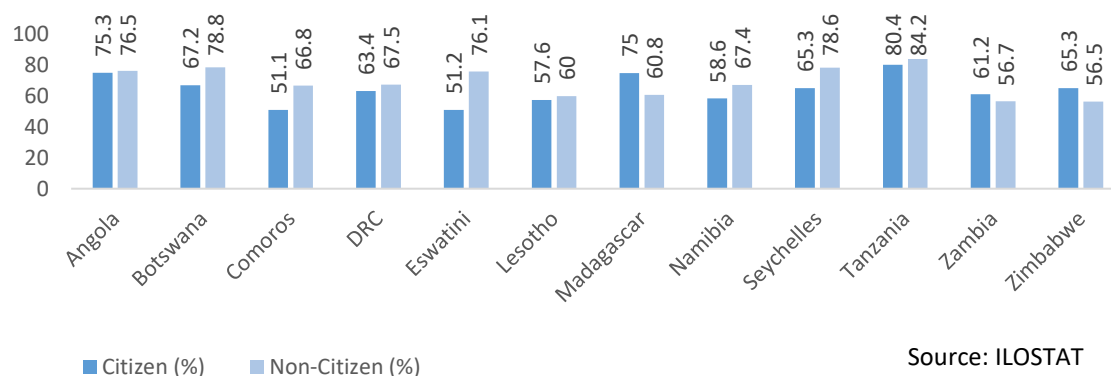
Similarly, analysis on LFPR with citizenship as the status of migration reaffirms the observation in Figure 7. Nine of the 12 countries, with data dis-aggregated by citizenship, have higher LFPR for non-citizens than citizens (Figure 8), an indication that non-citizens in their respective destination countries participate more in the labour force in comparison to citizens. However, the opposite is true for Madagascar, Zambia and Zimbabwe where the citizens have higher LFPRs than the non-citizens. While most countries show similar trends between *place of birth* and citizenship criterions, in some cases stark differences help identify potential areas for policy interventions. For instance, while foreign born workers in Comoros have a lower LFPR than native-born workers, foreign citizens have a higher LFPR than citizens. This could be a result of recent arrivals of foreign workers but could also reflect the French citizenship of workers born in Mayotte, which was considered Comorian territory at the time the data was collected¹³.

FIGURE 4: LFPR FOR NATIVE-BORN AND FOREIGN-BORN POPULATION IN THE SADC REGION (2018 – 2022)



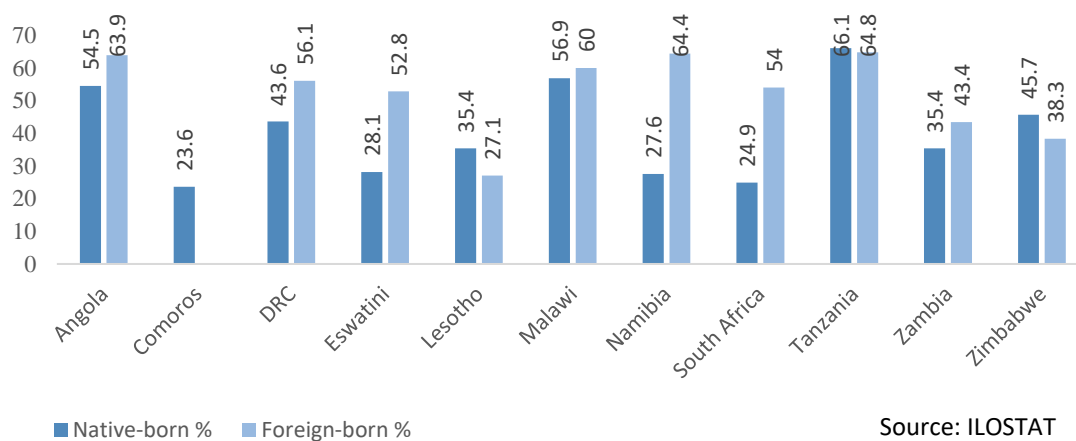
Note: Data for Figure 7 is available for different years for the different countries, Namibia 2018, Lesotho 2019, DRC, Malawi and Tanzania 2020, Angola, Comoros, and Eswatini 2021, South Africa, Zambia and Zimbabwe 2022

¹³ The Union of Comoros declared independence from France following the 1974 referendum. While the island of Mayotte voted to remain part of France, and thus maintaining French citizenship for its inhabitants, Comoros has not ceased to claim the island. As a result, workers born in Mayotte are citizens of France, but are considered native-born Comorians in official statistics of the Union of Comoros.

FIGURE 5: LFPR FOR CITIZENS AND NON-CITIZENS IN THE SADC REGION (2019-2023)

Note: Data for Figure 8 is available for different years for different countries, Namibia 2018, Angola and Lesotho 2019, DRC, Seychelles, Tanzania, and Zambia 2020, Comoros and Eswatini 2021, Madagascar and Zimbabwe 2022, Botswana 2023

LFPR of foreign-born youth (15 – 24) in selected SADC Member States is much higher than that of the native-born in Angola, DRC, Eswatini, Malawi, Namibia, South Africa and Zambia (Figure 9), suggesting that a large number of foreign-born youths in those countries are foregoing education/training in favour of work, with potential impacts on their quality of work in the future.

FIGURE 6: LFPR FOR NATIVE-BORN AND FOREIGN-BORN YOUTH (15-24) IN SELECTED SADC COUNTRIES (2018-2022)

Note: Data for Figure 9 is available for different years for different countries, Namibia 2018, Lesotho 2019, DRC, Malawi, Tanzania 2020, Angola, Comoros, and Eswatini 2021, South Africa, Zambia and Zimbabwe 2022

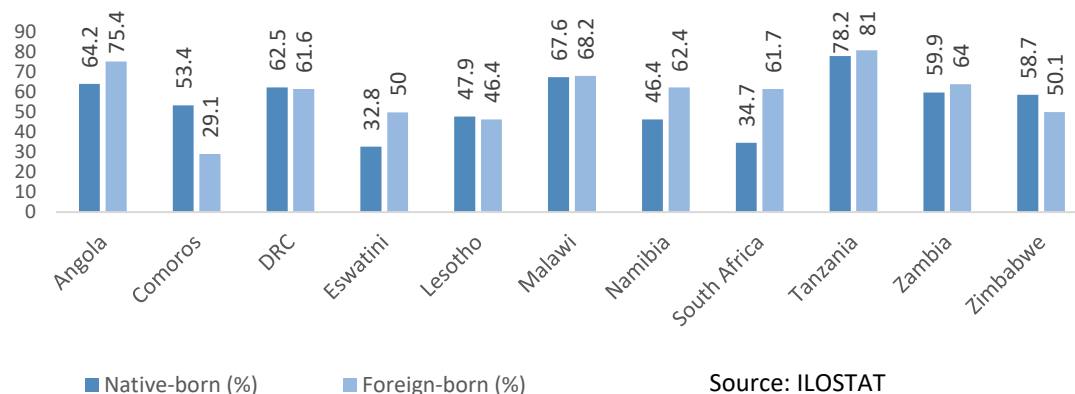
Employment-to-Population Ratio of Foreign-Born (or non-citizens) Working Population

The Employment-to-population ratio (EPR) is the proportion of a country's working-age population that is employed. A high ratio means that a large proportion of the population is employed. The EPR is often considered more useful than the unemployment rate to provide information on an economy's ability to create employment, though it is not sufficient for assessing the level of decent work. For this, additional information is required on f.e. working poverty, working hours, earnings, un- and underemployment, and working conditions. For migrant workers, EPR gives the proportion of working-age migrants employed in their destination countries.

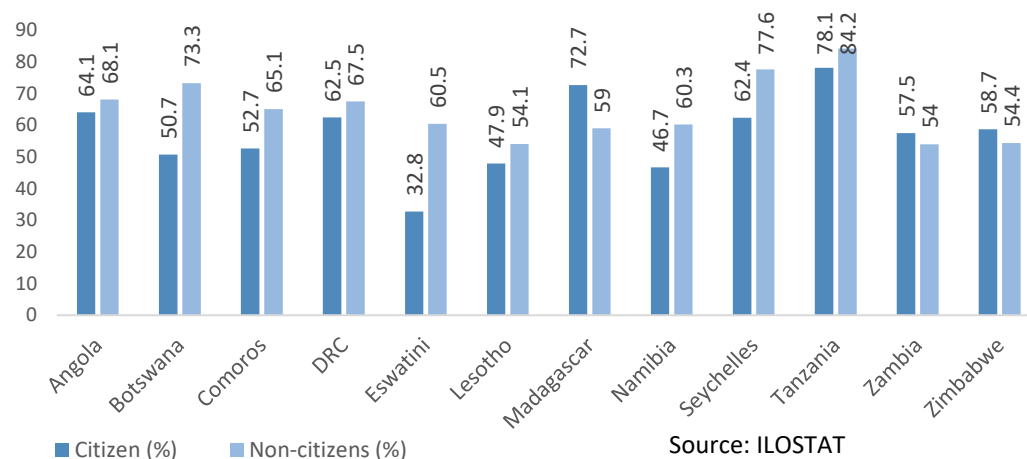
The foreign-born population in 7 of 11 countries with available data have higher EPR compared to the native-born population (Figure 10). Foreign-born workers have a higher EPR in Eswatini (17.8 percentage points), Namibia (16 percentage points) and South Africa (27.0 percentage points) than native-born workers. The large difference is likely due to the much higher employment rates of foreign-born workers¹⁴. The opposite is true for Comoros and Zimbabwe, where native-born workers have higher EPR than foreign-born workers (18,8 and 14.8 per cent, respectively). This might be attributed to the difficulty of finding employment in those countries, meaning there are likely relatively fewer work-seeking foreign-born workers than in other countries.

Foreign citizens' EPR, in 9 out of 12 countries with citizenship data, is higher than that of native citizens. This is an indication that the non-citizen populations are very actively involved in the labour markets of their destination countries in most of the SADC countries, except in Madagascar, Zambia and Zimbabwe. Eswatini and Botswana have the highest difference of 27.7 and 22.6 percentage points, while Tanzania and Lesotho have the least difference of 6.1 and 6.2 percentage points (Figure 11).

¹⁴ How Immigrants Contribute to South Africa's Economy; <https://www.oecd-ilibrary.org/docserver/9789264085398-en.pdf?expires=1702461766&id=id&accname=guest&checksum=CE73380C1F90B3315792BECC471CCB1C>

FIGURE 7: EMPLOYMENT-TO-POPULATION RATIO OF NATIVE-BORN AND FOREIGN-BORN POPULATIONS IN SADC MEMBER STATES (2018 -2022)

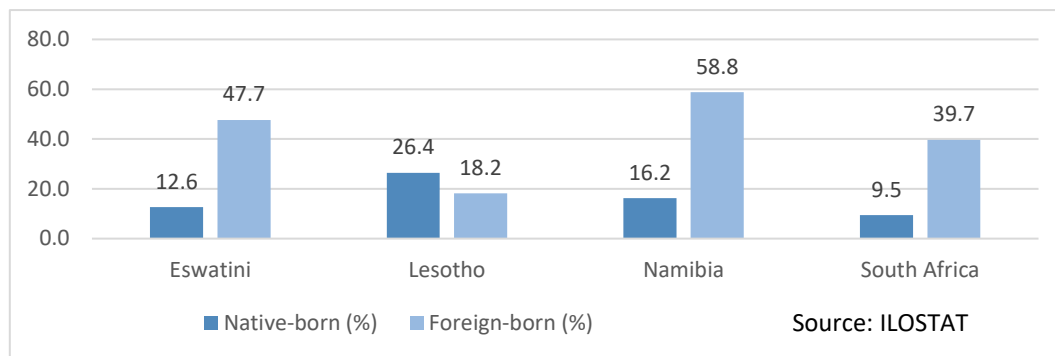
Note: Data for Figure 10 is available for different years for different countries, Namibia 2018, Lesotho 2019, DRC, Malawi, Tanzania 2020, Angola, Comoros and Eswatini 2021, South Africa, Zambia and Zimbabwe 2022.

FIGURE 8: EMPLOYMENT-TO-POPULATION RATIO OF CITIZENS AND NON-CITIZENS IN SADC MEMBER STATES (2018 – 2023)

Note: Data for Figure 11 is available for different years for different countries, Namibia 2018, Angola and Lesotho 2019, DRC, Seychelles, Tanzania and Zambia 2020, Comoros, and Eswatini 2021, Zimbabwe 2022 and Botswana 2022.

EPR of foreign-born youth (15 - 24) in selected SADC Member States is much higher than that of native-born youth in Eswatini, Namibia, and South Africa (Figure 12). In Eswatini and South Africa, the difference between foreign-born and native-born youth EPR is higher than the difference in LFPR for those groups, suggesting that young people are more likely to migrate for work than older workers.

FIGURE 92: EMPLOYMENT-TO-POPULATION RATIO OF NATIVE-BORN AND FOREIGN-BORN YOUTH (15-24) IN SADC MEMBER STATES (2018 -2022)



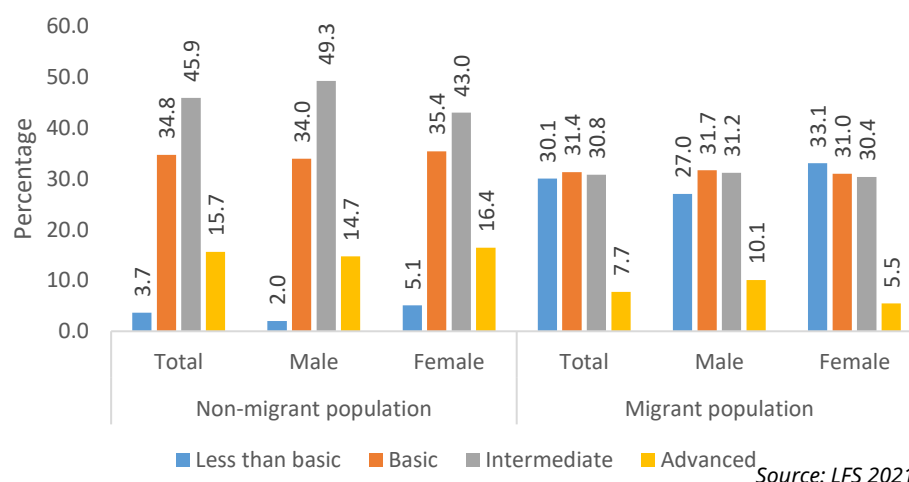
Note: Data for Figure 12 is available for different years for different countries, Eswatini 2021, Lesotho 2019, Namibia 2018, and South Africa 2022

Box 4. Labour migration trends in Zimbabwe

As part of the harmonization of labour migration statistics in Southern Africa, the SAMM project has produced a set of “Labour Migration Trends Reports” in several SADC Member States. The *Labour migration trends in Zimbabwe* report presents an overview of international labour migration statistics (ILMS) based on various data sources, namely: population censuses, administrative records, Household surveys (i.e., labour force surveys and Establishment surveys) and the ILO ILMS database.

Despite challenges in collating sufficiently comparable statistics on labour migration in Zimbabwe to do a comprehensive labour market composition and impact analysis, certain descriptive results can still be obtained from official statistics. These results include:

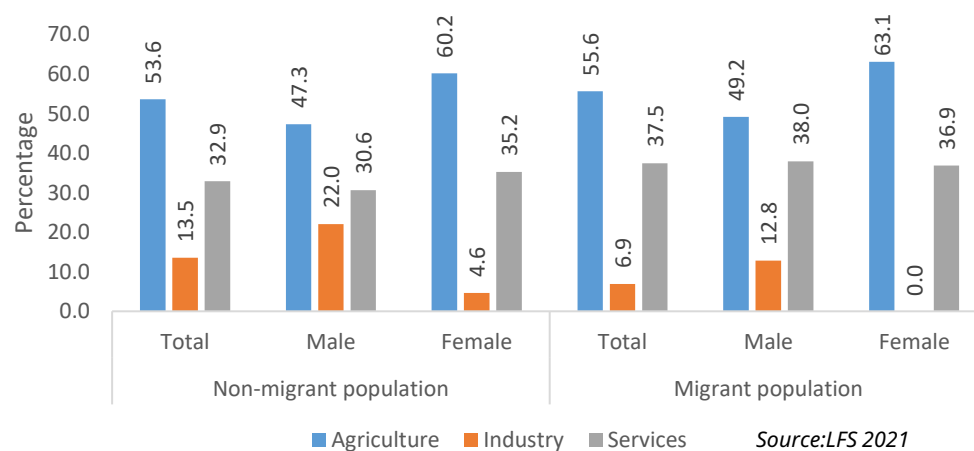
Figure 1. Composition of total working-age population (15+) by educational attainment and sex



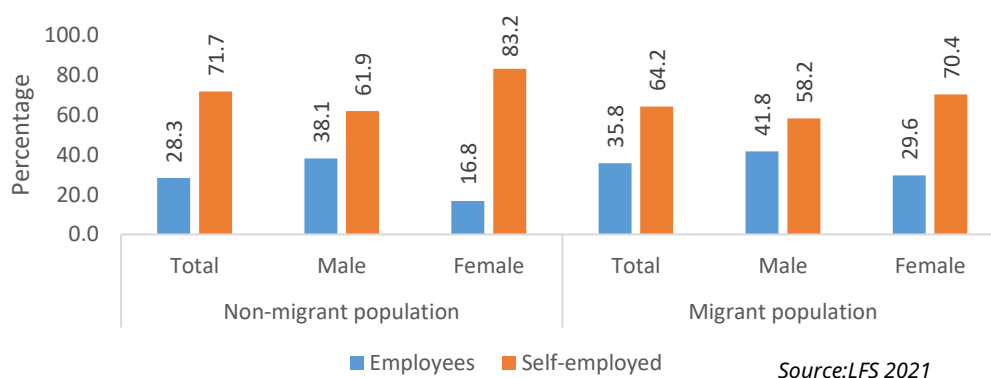
There are considerable differences in educational composition between the migrant and non-migrant populations (Figure 1). The non-migrant WAP has only a small share (3.7 per cent) of people with less than basic education, in comparison to the migrant WAP. Most have a basic (34.8 per cent) or intermediate (45.9 per cent) level, especially among men, while a higher share of women has attained an advanced level of education. Almost one-third of the migrant WAP has less than a basic level of education, suggesting that low educated workers from countries that neighbour Zimbabwe likely find informal employment as cross-border traders or casual workers.

Box 4. continued

In terms of sectoral employment composition (Figure 2), there are more people employed in the agricultural sector both for migrants (53.6 per cent) and non-migrants (55.6 per cent) compared to the other sectors. However, migrant workers are less prevalent in industrial sectors, suggesting there is a bimodal distribution of low skilled migrant workers in the agricultural sector, and highly educated, skilled migrant workers in the service sector. A similar distribution is seen among non-migrant women.

Figure 2. Composition of employed population, by broad sector group and sex

In terms of status in employment, regardless of migrant status (migrants and non-migrants alike) are mainly in self-employment (Figure 3), with more women compared to men in self-employment. However, more migrant women are in wage employment than non-migrant women, suggesting that migrant women are more likely to have sufficient skills to find more secure, formal jobs than non-migrant women.

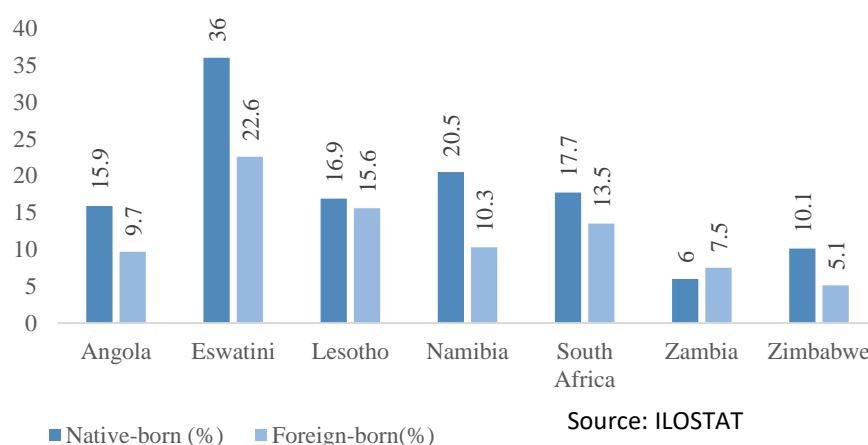
Figure 3. Composition of employed population, by status in employment and sex

Unemployment Rate of Foreign-Born (or non-citizens) Working Age-Population

The unemployment rate (UNEMP) is the percentage of the labour force which is unemployed (not working but actively seeking and ready to work). While it may be tempting to see UNEMP as one of the most meaningful indicators of the health of a country's labour market (providing a measure of an "undesirable" situation), it should not be seen as an indicator for hardship or well-being on its own, as it says nothing about other resources unemployed workers might have access to. Nor does it lend itself to unambiguous interpretation, as some short-term unemployment can be considered desirable to allow for adjustments to economic fluctuations. When disaggregated by population groups, the indicator can give insight into which groups of workers are most vulnerable to joblessness, or sectors in which there is an over- or underrepresentation of particular groups of workers. Many African countries have relatively low unemployment rates but very high informality rates among the employed, suggesting that quality of employment is a more important issue than the lack of employment altogether.

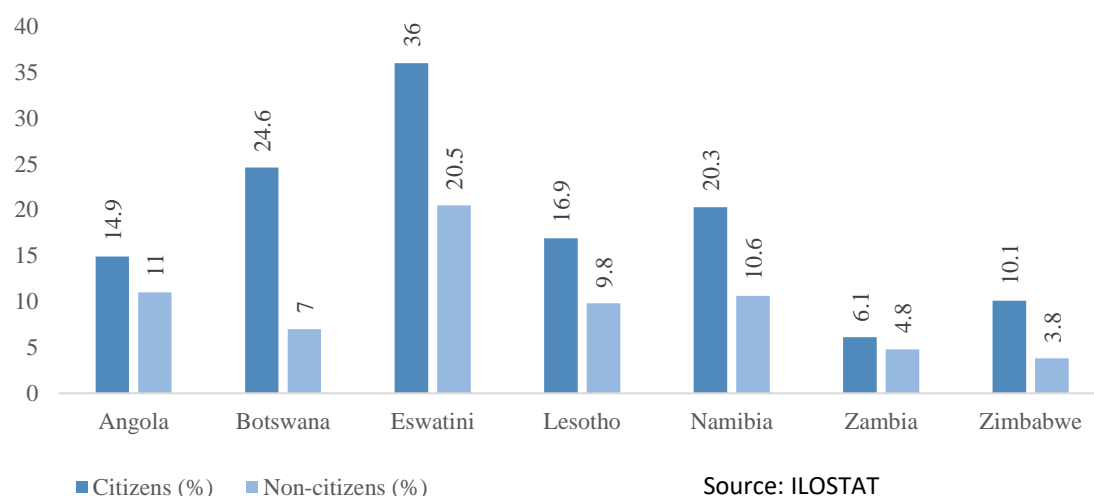
Amongst SADC countries, foreign-born populations tend to have lower unemployment rates than the native-born, an indication that foreign-born workers across SADC countries can much less afford to be without work, are more likely to be dependent on multiple jobs, than native-born workers (Figure 13 and Figure 14)¹⁵.

FIGURE 13: UNEMPLOYMENT RATE BY PLACE OF BIRTH BETWEEN NATIVE-BORN AND FOREIGN-BORN POPULATION ACROSS SADC COUNTRIES (2018-2022)



Data in Figure 13 is available in different countries for different years. Namibia 2018, Lesotho 2019, Angola, and Eswatini 2021, South Africa, Zambia and Zimbabwe.

¹⁵ The unemployment rate is higher amongst the native-born population than foreign-born regardless of the status of migration used.

FIGURE 104: UNEMPLOYMENT RATES FOR CITIZENS AND NON-CITIZENS IN SELECTED SADC COUNTRIES (2018-2023)

Data for Figure 14 is available in different countries for different years. Namibia 2018, Angola and Lesotho 2019, Zambia 2020, Eswatini 2021, Zimbabwe 2022, Botswana 2023.

CHAPTER FOUR: Conclusions

Labour is an important factor in the majority of global international migration movements. Therefore, it is crucial for SADC to have access to comprehensive statistics and indicators on labour migration trends. This information is vital for gaining a better understanding of how migrants fare in their destination countries' labour markets and for enhancing labour market outcomes for migrant as well as native workers.

The report's key findings reveal that migration between SADC Member States, though still a considerable share of total migration, has reduced to less than half of all migration, suggesting that labour migration management should focus not just on movements within SADC, but increasingly focus attention on external migration flows to and from SADC.

International migrant stock as a percentage of total population in the SADC region is increasing, with a temporary decrease observed in 2020 (likely due to impact of the COVID-19 pandemic). Women migrants outnumber men in the region. In Angola, Eswatini, Malawi, Namibia, South Africa, Tanzania and Zambia, the labour force participation rate (LFPR) and employment-to-population ratio (EPR) of foreign-born population are higher than those of the native-born population. However, in Zimbabwe and Comoros it is the opposite, LFPR and EPR is higher in native-born population and lower among the foreign-born population. Similarly, the unemployment rate (UNEMP) of the native-born population in many of the SADC countries is higher compared to that of the foreign-born population. These findings

suggest that migrants' engagement with the world of work does not necessarily lead to decent work, as migrant workers often cannot afford to be without a job and therefore tend to end up in lower paid, less desirable jobs that might not match their level of skill or experience. Nonetheless, saturated labour markets and economic

Box 5. SADC Labour Market Observatory

SADC has been advocating for strengthening official labour migration statistics in SADC countries in its labour migration action plans since 2013, and yet limited availability of official statistics has hampered national and regional evidence-based policymaking to this day. The Meeting of SADC Ministers and Social Partners responsible for employment and labour in 2014 approved a questionnaire module on migration for national labour force surveys, and in 2021 approved the establishment of a regional Labour Market Observatory (LMO), including labour migration indicators, with the financial and technical support of the ILO.

The ILO, through the SAMM project, supports SADC countries to produce a minimum set of indicators to enhance monitoring and evaluation of labour migration trends and governance at country and regional levels. To this end it is supporting SADC to implementing the LMO, as a regional repository of labour market and labour migration statistics, to be hosted by the SADC Secretariat. The aim of the LMO is to collect and publish harmonized country-level statistics/indicators in line with international standards on labour market statistics, as defined by the International Conference on Labour Statistics.

The LMO will function as a central repository for aggregating labour market statistics, including Decent Work Indicators and indicators related to labour migration. A key role of the LMO is to offer regional insights to inform governance of labour migration at the SADC level. Moreover, the LMO will play a pivotal role in addressing the existing data gaps, improving data quality, and fostering consistency and accuracy in the region's labour market information landscape.

Following Ministerial approval in 2021, a Data Coordinator was recruited in 2022 to manage the implementation of LMO software and populate it with existing statistics, and a list of LMO indicators was subsequently approved during a Data Production Workshop in February 2024 by technical experts from Ministries responsible for Employment and Labour, National Statistical Offices, and Social Partners from all SADC Member States. The SAMM Project also provided SADC with server equipment to host the data repository of the LMO.

In 2024, a Data Masterplan will be finalized which guides the development of statistical indicators, and further training sessions will be held for the SADC secretariat and SADC Member States on the use of the LMO as well as its data repository, through the Stat software suite. The official launch of a functional LMO is foreseen in late 2024 or early 2025.

To gain a more comprehensive understanding of labour migration statistics in the region, there is a pressing need for consistent and complete datasets sourced directly from SADC Member States, as well as contextual information to help guide policy interventions and guidance. Therefore, the establishment of a regional repository, a SADC Labour Market Observatory (LMO), is essential to assist the region in the compilation, harmonization, and analysis of labour migration trends and dynamics.

Actual numbers of international migrants at country levels and across the region are difficult to estimate accurately. Therefore, for SADC to contribute to the strengthening of labour migration governance in the Southern African region, there is need for more up-to date and comparable data and information on labour migration, which will only be possible if countries in the region produce and make available labour migration statistics and regionally harmonized indicators (see Box 5 for a discussion of the SADC Labour Market Observatory). Therefore, SADC should adopt regional statistical and policy standards based on international standards, encourage countries in the region to collect statistics on and report on labour migration indicators both nationally and regionally, produce comparative and regional analyses which contribute to labour, entrepreneurship, and migration policies, and ensure the sustainability of data collection mechanisms and agreements made within the region.

ANNEX: DESTINATION AND ORIGIN COUNTRIES IN SADC

Destination	Origin	1990	1995	2000	2005	2010	2015	2020
Angola	DRC	12178	14957	17735	24738	31210	75667	90444
Angola	Mozambique	97	113	128	169	205	235	248
Angola	Namibia	345	401	457	601	732	839	890
Angola	South Afri	2437	2832	3226	4241	5162	5917	6295
Angola	Zambia	119	139	158	209	254	290	307
Botswana	Angola	551	889	1320	1990	672	730	779
Botswana	Lesotho	505	816	1212	1827	241	261	277
Botswana	Madagascar	100	161	238	359	484	525	560
Botswana	Malawi	713	1150	1709	1487	1274	1384	1478
Botswana	Mauritius	292	471	700	1055	201	218	231
Botswana	Mozambique	184	297	441	665	522	566	604
Botswana	Namibia	286	462	687	1208	853	926	988
Botswana	Seychelles	45	67	95	147	11	10	9
Botswana	South Afri	5780	9329	13860	9376	4933	5359	5733
Botswana	Zimbabwe	4905	7917	11763	33411	55306	60080	64301
Botswana	Eswatini	108	174	259	391	526	570	608
Botswana	Tanzania	460	743	1104	1664	702	763	814
Botswana	Zambia	1991	3213	4773	7193	3800	4128	4415
DRC	Angola	468462	276402	325733	262144	259584	181954	177028
Eswatini	Angola	4	143	166	219	201	131	133
Eswatini	DRC	6	180	193	246	267	570	675
Eswatini	Lesotho	293	111	131	167	198	221	223
Eswatini	Mozambique	46196	18085	13127	11345	10841	9857	10011
Eswatini	South Afri	20848	9097	12272	12415	12260	12511	12712
Lesotho	Botswana	103	104	102	104	106	151	198
Lesotho	Malawi	51	44	36	36	36	51	67
Lesotho	Mozambique	32	28	23	23	23	32	42
Lesotho	Namibia	5	4	4	4	4	5	6
Lesotho	South Afri	2777	2528	2441	2492	2544	3629	4782
Lesotho	Zimbabwe	77	72	66	67	68	97	127
Lesotho	Eswatini	51	44	36	36	36	51	67
Lesotho	Tanzania	116	100	81	82	83	118	155
Lesotho	Zambia	77	72	66	67	68	97	127
Malawi	DRC	1338	2481	2389	2368	4841	11896	27773
Malawi	Mozambique	1075410	60845	58576	55817	54826	47220	40131
Malawi	South Afri	1276	9179	8837	8421	8272	7124	6054
Malawi	Tanzania	3279	10676	10278	9794	9620	8285	7041
Malawi	Zambia	5637	47571	45797	43640	42865	36918	31375
Malawi	Zimbabwe	3851	41271	39732	37861	37189	32030	27221
Mauritius	Madagascar	56	242	563	1236	1979	2277	2301
Mauritius	South Afri	184	192	307	412	541	622	627
Mozambique	Angola	14337	19720	22937	31493	35889	37206	39092
Mozambique	DRC	2315	3185	3705	5089	5799	9958	11458
Mozambique	Lesotho	2875	3955	4601	6319	7201	7465	7842
Mozambique	Malawi	22975	31600	36755	50465	57509	59620	62643
Mozambique	Seychelles	6212	8545	9939	13647	15553	16123	16940

Source: UNDESA

SOUTHERN AFRICAN LABOUR MIGRATION TRENDS REPORT

Mozambique	South Africa	7397	10175	11835	16250	18519	19198	20171	
Mozambique	Zimbabwe	35711	49118	57131	78441	89389	92671	97379	
Mozambique	Tanzania	2722	3744	4355	5981	6816	7067	7423	
Mozambique	Zambia	1948	2680	3118	4281	4880	5059	5315	
Namibia	Angola	24028	22978	49790	39319	38119	37350	40105	
Namibia	Botswana	975	932	865	683	658	644	689	
Namibia	DRC	4707	4501	4179	3522	3548	3472	4334	
Namibia	Lesotho	186	177	166	131	126	123	131	
Namibia	Malawi	545	521	485	383	369	361	386	
Namibia	Mauritius	158	151	141	111	106	103	110	
Namibia	Mozambique	203	194	182	143	137	134	142	
Namibia	Seychelles	84	80	75	59	56	54	57	
Namibia	South Africa	12536	11988	11132	8802	8481	8300	8883	
Namibia	Zimbabwe	21364	20430	18964	14995	14449	14141	15135	
Namibia	Eswatini	290	277	259	204	196	191	204	
Namibia	Tanzania	1624	1553	1442	1140	1098	1074	1148	
Namibia	Zambia	4473	4277	3971	3139	3024	2959	3167	
Seychelles	Madagascar	34	279	525	620	716	801	816	
Seychelles	Mauritius	258	383	509	502	495	554	564	
Seychelles	South Africa	83	224	366	297	228	255	258	
South Africa	Angola	6602	11043	15785	21994	32017	41296	47945	
South Africa	Botswana	18470	15678	17593	23147	33695	43461	50475	
South Africa	Comoros	194	120	83	108	157	202	234	
South Africa	DRC	7456	7488	8332	16849	35647	85380	63892	
South Africa	Lesotho	187019	130897	113578	149432	234089	181832	192008	
South Africa	Madagascar	422	263	181	237	345	444	515	
South Africa	Malawi	13336	17067	26025	34248	59208	92969	94119	
South Africa	Mauritius	4711	3604	3573	4700	6841	8823	10243	
South Africa	Mozambique	346433	320659	237813	322964	505820	315533	350463	
South Africa	Namibia	10904	23874	44274	58250	91250	40708	36671	
South Africa	Seychelles	28	133	280	368	535	693	804	
South Africa	Eswatini	34114	28635	31743	41770	65384	42038	45435	
South Africa	Tanzania	26	1698	3911	5296	7709	9943	11544	
South Africa	Zambia	6346	12880	23416	30816	25171	19527	22901	
South Africa	Zimbabwe	61875	82744	128983	169894	306521	676383	690243	
Tanzania	Angola	717	958	1018	1153	1186	1249	1115	
Tanzania	Botswana	80	108	116	132	136	141	125	
Tanzania	Comoros	343	458	487	551	567	596	533	
Tanzania	DRC	19354	21834	112286	150345	62386	59508	70736	
Tanzania	Lesotho	79	106	113	134	140	149	132	
Tanzania	Malawi	7218	7121	7098	7048	7011	6907	6153	
Tanzania	Mauritius	113	151	161	181	187	192	170	
Tanzania	Mozambique	144353	57995	46739	36267	28177	14651	13052	
Tanzania	Namibia	370	494	526	571	613	644	573	
Tanzania	Seychelles	214	286	305	345	355	374	332	
Tanzania	South Africa	409	547	582	659	678	712	633	
Tanzania	Eswatini	51	69	74	83	86	88	77	

Source: UNDESA

SOUTHERN AFRICAN LABOUR MIGRATION TRENDS REPORT

Tanzania	Zambia	18188	14501	13584	11845	10265	8573	7637	
Tanzania	Zimbabwe	488	652	693	753	809	852	759	
Zambia	Angola	123807	141001	238248	98687	37306	27864	31424	
Zambia	Botswana	469	228	111	319	918	808	1130	
Zambia	DRC	27297	31525	58237	73742	20933	26440	50661	
Zambia	Malawi	17073	12382	6937	9665	13467	10363	13422	
Zambia	Mozambique	41455	3127	545	842	1301	1146	1603	
Zambia	Namibia	2360	473	101	251	630	554	774	
Zambia	South Afri	6328	2660	1535	2170	3072	2706	3788	
Zambia	Zimbabwe	34829	23707	9056	12444	17226	13175	16816	
Zimbabwe	Botswana	2945	2924	4012	4134	3705	3725	3865	
Zimbabwe	Malawi	69618	67945	92989	102211	103681	104247	108491	
Zimbabwe	Mozambique	482855	266322	197838	145402	117799	118442	122923	
Zimbabwe	South Afri	11426	15313	17024	19010	18910	19013	19731	
Zimbabwe	Zambia	18966	22815	26337	29759	30373	30538	31692	

Source: UNDESA



www.sammproject.org
samm-project@ilo.org