THE SOUTHERN AFRICAN

MIGRATION MANAGEMENT
PROJECT

Reporting on Labour
Migration in the SADC Region

Media Toolkit

International Labour Organization

IOM UN MIGRATION

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REPORTING ON LABOUR MIGRATION IN THE SADC REGION

MEDIA TOOLKIT

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The "Media Toolkit: Reporting on Labour Migration in the SADC region" was developed by the International Labour Organization (ILO). The ILO is a specialized agency of the United Nations which has brought together governments, employers and workers of 187 member States to set international labour standards, develop policies and devise programmes promoting decent work for all women and men since 1919.

This media toolkit was developed for the Southern African Migration Management (SAMM) project which aims to improve labour and mixed migration management in the Southern Africa and Indian Ocean region guided by, and contributing to, the realisation of the 2030 Development Agenda: goal 8 on decent work and economic growth and goal 10 on reducing inequalities. It contributes notably to the following two targets:

- **SDG target 8.8** "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment";

- **SDG target 10.7** "Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies".

The Media toolkit: "Reporting on Labour Migration in the SADC Region" also recognizes the UN Global Compact for Safe, Orderly and Regular Migration (GCM) which was adopted by one hundred and sixty-four Nations in December 2018. The GCM encompasses 23 objectives of which Objective 17: "Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration"; and, Objective 1, Collect and utilize accurate and disaggregated data as a basis for evidence-based policies" are very relevant to this work.

This media toolkit aims to foster contributions to the United Nations **TOGETHER**: Respect, Security and Dignity for all Refugees and Migrants" campaign launched in 2016 by the UN Secretary-General. The UN TOGETHER campaign has the purpose of promoting global action in promoting non-discrimination and addressing the problem of rising xenophobia against migrants and refugees. **TOGETHER** is a growing coalition of Member States, private sector, civil society representatives and individuals committed to combat hate speech, change negative narratives on migration and to strengthen the social cohesion between host communities and refugees and migrants.

TOGETHER's strategy is to:

- engage and mobilize global citizens to show support for refugees and migrants;
- speak to communities hosting refugees and migrants as well as people concerned that refugees and migrants may bring physical and economic insecurity to their lives;

- create a strong, persuasive narrative of solidarity toward refugees and migrants and showcase the shared benefits of migration to economies and nations, while also acknowledging legitimate concerns of host communities;
- provide a platform for stories of and by refugees and migrants and host communities that have benefitted from welcoming them, and tell stories of children on the move;
- help host communities and refugees and migrants to know each other better.

Since 2015 through its **Global Media Competition on Labour Migration**, the ILO recognizes exemplary reporting on labour migration.[1] In 2020, the Joint Labour Migration Programme (JLMP), implemented by the African Union, the IOM and the ILO, also organised the African Labour Migration Media Awards[2] with the aim to celebrate and honour African journalists committed to labour migration issues in their reportage.

Within the SAMM project, the ILO and its project partners – IOM, UNHCR and UNODC – have engaged with journalists in several target countries. A media training course "Promoting a positive image of migrants and recognizing their contribution to development in the SADC region" was organized in October 2022. The training course was followed by an IOM-organized in-person training on migration and sustainable development in Mauritius (April 2022) with Media Trust, and by an ILO-organized in-person media dialogue in Botswana (July 2023).

The Southern African Migration Management (SAMM) project is also developing and implementing four Media campaigns:

1. Raising Awareness on Migrant Workers' labour rights as a well as recognizing migrant workers' contribution to development – Seychelles and South Africa
2. Promoting the Portability of Social Security Rights for Migrant Workers – South Africa and Zimbabwe
3. Rights and responsibilities of Persons of Concern[3] (PoC) as outlined in both domestic and international laws and considering country pledges – Zambia
4. Fair Recruitment of Migrant Workers – Lesotho

This Media toolkit was originally prepared by: Charles Autheman, Ashok Beeharry, Estevão Chavisso and Mamaponya Motsai. It was subsequently revised by Gloria Moreno-Fontes, Theo Sparreboom, Makungu Baloyi, Jesse Mertens, Abibo Ngandu and Miriam Boudraa.

The official launch of the toolkit was held on June 20th 2024 in Cape Town, South Africa, on the occasion of the presentation of the SAMM Labour Migration Media Competition in the SADC Region Awards Ceremony.

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1   ILO: Labour migration: 2021 Global Media Competition on Labour Migration (ilo.org)

2   AU-ILO-IOM: The Labour Migration Media Awards | African Union (au.int)

3   Persons of concern (PoC) include refugees, asylum-seekers, stateless persons, the internally displaced, and returnees.

CONTENTS

INTRODUCTION

WHY THIS GUIDE?

Worldwide, migrants are still too often victims of racist, discriminatory and xenophobic attacks. The media inadvertently often promotes a toxic public narrative on migration, and reinforces stigmatisation that can contribute to hate speech. and their contribution to the development of countries of origin, transit and destination is not recognized. Indeed, the media often portrays migrants as criminals, illegals and as "stealing jobs from national workers". Furthermore, migrants are frequently scapegoats during economic recessions.

It is essential to change negative perceptions and attitudes through evidence or fact-based journalism and broadcasting that contribute to eliminate public misconceptions. Indeed, a fair and balanced reportage that recognizes migrants' contribution to the economic growth and development of countries of origin, transit and destination is urgently needed.

International migration today is largely linked to the search for a job and better wages. Even if employment is not the primary driver, it usually features in the migration process at some point. Labour migration is a foundation of Africa's socio-economic development and regional integration.

Labour migration is a global phenomenon involving a number of World of Work (representatives of Ministries of Labour, Workers and Employers' Organisations) actors and other different stakeholders such as Ministries of Foreign Affairs and Home Affairs, Ministries of Health, Ministries of Education, Ministries on Gender, etc. Understanding the specific responsibilities of these different actors is critical in order to produce accurate Thus, specific measures to counter labour exploitation, abuse and discrimination in the labour market and at the workplace need to be ensured. The real question is how to ensure that labour migration is part of the **national and continental economic and social African development strategy**.

This toolkit was created to support the media report on labour migration in the SADC region contributing to fostering fair and effective labour migration governance and the protection of migrant workers.

The Southern African region has had a long history of intra-regional migration. All Member States of the Southern Africa Development Community (SADC) are involved in labour migration flows as countries of origin, transit, or destination and often they play the three roles at the same time. In the SADC region, migrant workers are present in agriculture, fishing, mining, construction, food processing, domestic work, caregiving, cleaning, restaurants-hotels, transportation and retail trade.

South Africa is the most important SADC country of destination in terms of numbers counting with 4,224,256 international migrants in 2019, followed by Eswatini, DRC, Angola and Tanzania. However, it is also interesting to note that Seychelles is the most important

SADC country of destination in terms of migrants as a percentage of its total population. South Africa (7.1%), Botswana (4.7%), Namibia (4.2%), Eswatini (3%), Zimbabwe (2.8%), Mauritius (2.3%), and Angola (2.0%) follow with a migrant population representing more than 2% of their total population. Migrants originating from the SADC region are also significantly present in South Africa (3.6%), Botswana (3.5%), Namibia (2.9%) and Eswatini (2.0%). Seychelles and Mauritius count with a substantial number of migrants originating from Madagascar and other SADC neighboring countries, but also from outside the SADC region (notably South Asia).

Table 1: Migrants by Country of Origin and Destination in SADC (migrants as percentage of total population), 2019

	Total number of International migrants	Within SADC Migration by Country of Origin	Within SADC Migration by Country of Destination	Within SADC Net Migration	Total Population of Destination Countries	Total Migrants as % of Total Population	SADC Migrants as % of Total Population
Seychelles	12,926	18,686	1,625	-17,061	98,460	12.7	1.7
South Africa	4,224,256	89,226	2,137,519	+2,048,293	59,308,690	7.1	3.6
Botswana	110,596	79,136	82,169	+3,033	2,351,630	4.7	3.5
Namibia	107,561	187,691	72,978	-114,713	2,540,920	4.2	2.9
Eswatini	32,310	93,536	23,394	-70,142	1,160,160	3.0	2.0
Zimbabwe	411,257	607,420	283,387	-324,033	14,862,930	2.8	1.9
Mauritius	28,849	15,956	3,050	-12,906	1,265,740	2.3	0.2
Angola	669,479	358,473	100,140	-258,333	32,886,270	2.0	0.3
Comoros	12,504	12,806	9,755	-3051	869,600	1.4	1.1
Malawi	247,652	298,831	165,951	-132,880	19,129,960	1.3	0.9
DRC	963,833	295,509	179,065	-116,444	89,561,400	1.1	0.2
Mozambique	334,665	921,513	269,161	-652,352	31,255,440	1.1	0.9
Tanzania	509,166	42,139	110,956	+68,817	59,734,210	0.9	0.2
Zambia	170,249	192,970	113,621	-79,349	18,383,960	0.9	0.6
Lesotho	6,928	339,943	3,199	-336,744	2,142,250	0.3	0.2
Madagascar	34,934	14,027	11,932	-2,095	27,691,020	0.1	0.0
Total	7,877,165	3,567,902	3,567,902		363,242,640	2.1 (ave)	1.0 (ave)

Source: UNDESA, UN Migrant Stock by Origin and Destination 2019 Update, Table 1

Note: Population data from https://data.worldbank.org/indicator/SP.POP.TOTL

Expert studies and data show that migration, particularly labour migration, is an **important enabler and beneficiary of regional integration and economic development in Africa**. For example, the key findings of a 2018 **ILO/OECD study on the impacts of immigration on developing countries' economies**,[4] showed the following:

- **Migrants can have a positive impact on economic growth.** The study's conclusions state that overall immigration is unlikely to depress gross domestic product (GDP) per capita, on the contrary. In some countries, the estimated contribution of immigrants to GDP represents up to 19% such as in **Côte d'Ivoire**.[5]

- **Immigrants may also generate additional employment opportunities for native-born workers**. Overall, in **South Africa**[6] the study shows that recently arrived migrants actually represent a positive impact on native-born employment rates and monthly wages as well as a decrease in unemployment rates.

- At the same time, **when migrant workers are employed in the formal economy, their employment can have a positive effect on public finance**. In **Ghana**,[7] the contribution of immigrants to the government's fiscal balance exceeds the contribution of the native-born population (on a per capita basis). In addition, in **South Africa** immigrants have a positive net impact on the government's fiscal balance.

However, migrant workers' contribution to the economy depends on their **job and working conditions as well as migration status**. Good governance of labour migration is therefore critical in order to harness the full potential of the benefits from labour migration for both origin and destination countries, as well as migrant workers themselves. Thus, specific measures to counter exploitation, abuse and discrimination in the labour market and at the workplace should be put in place, as well as legislation, policy and practical measures to improve labour and social protection.

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4   ILO-OECD: How Immigrants Contribute to Developing Countries' Economies
http://www.oecd.org/migration/how-immigrants-contribute-to-developing-countries-economies-9789264288737-en.htm

5   ILO-OECD: How Immigrants Contribute to Ivory Coast's Economy
https://www.oecd-ilibrary.org/development/comment-les-immigres-contribuent-a-l-economie-de-la-cote-d-ivoire_9789264293304-fr

6   ILO-OECD: How Immigrants Contribute to South Africa's Economy
https://www.ilo.org/global/topics/labour-migration/events-training/WCMS_620797/lang--en/index.htm

7   ILO-OECD: How Immigrants Contribute to Ghana's Economy
https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_634506.pdf

THE ROLE OF THE MEDIA

LABOUR MINISTERS MEET IN VIC FALLS

Ministers and deputy ministers from 13 of the 16 SADC member States are in Victoria Falls for the high level tripartite dialogue on labour migration governance in Southern Africa. The meeting's major objective is to identify gaps and key challenges facing labour migration within the region and possible areas of cooperation.

The International Labour Organisation (ILO) and International Organisation for Migration (IOM) are jointly facilitating the meeting which ends today when President Mnangagwa is expected to address the delegates. The indaba is expected to come up with concrete recommendations to be submitted to the SADC Council of Ministers and then to the SADC Summit where a decision will be made by Heads of State.

Full story: https://www.herald.co.zw/labour-ministers-meet-in-vic-falls

This story highlights the importance of labour migration in Southern Africa and how several important interconnected policies are at stake.

On such issues, journalists have a voice that many people do not. They have the ability to shine a light on abusive practices and denial of fundamental human rights as well as to alert readers or viewers to the abuses. Journalists have the opportunity to change public opinion, even policy, impacting on the lives of workers. In addition, journalists have a clear ethical duty not to make matters worse, which can happen when reporters and editors use derogatory language for workers and sensationalist headlines.

Writing stories on labour migration is not like writing a routine news story. In many circumstances, it takes more time because of the effort required to investigate: speak to a variety of sources; weigh; and verify them in the process.

Many stories are "glocal": they have a local impact and produce repercussions globally. For instance, workers who are trapped in the garment industry may be producing clothing that some of your readers wear. Therefore, understanding contemporary economic interactions and global production mechanisms is also important for the reporting.

In the following pages, information and advice is provided to help report more accurately and effectively on labour migration. Many examples of good reporting are included as well as tips from journalists experienced in covering these often-challenging subjects.

You don't need any prior knowledge to browse through the content of this guide. You can work your way through the material in your own time and at your own pace.

We recommend that you follow the course in logical order, but it is not strictly necessary. If time is short, you can dip in to find the information you need most at the moment and return later to expand your knowledge.

MODULE 1.

UNDERSTANDING THE LABOUR MIGRATION STORY

UNIT 1.1 – LOOKING FOR A COMMON TERMINOLOGY

While telling stories on labour migration, it is important to know that some words are legally defined while others aren't. Understanding the definitions and interpretations is part of the preparatory work that should be done before any reporting. If you do not have a clear understanding of the meaning(s) of the words you use, your capacity to report accurately and to challenge the discourse of your sources of information is weakened.

Labour migration is defined as the movement of persons from their State of origin to another State for the purpose of employment. The ILO advices that labour migration governance's decisions should always be based on labour market needs. According to the International Conference of Labour Statisticians "Guidelines concerning statistics of international labour

migration", the term international labour migration[8] is used as a generic term to refer, in general, to concepts related to the process and outcome of international labour migration and, in particular, to the following three concepts:

a.   international migrant workers;
b.   for-work international migrants;
c.   return international migrant workers.

International labour migration may take the form of international labour mobility, as temporary or short-term movement of persons across countries for employment-related purposes in the context of the free movements of workers in regional economic communities. The latter are considered migrant workers if they meet the criteria listed above under the definition of international migrant workers: (a) usual residents, and, (b) not usual residents, or non-resident foreign workers.

According to ILO C 143 Migrant Workers (Supplementary Provisions) Convention, 1975 the term **migrant worker** means a person who migrates or who has migrated from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant worker. The Convention does not apply to: (a) frontier workers; (b) artistes and members of the liberal professions who have entered the country on a short-term basis; (c) seamen; (d) persons coming specifically for purposes of training or education; (e) employees of organisations or undertakings operating within the territory of a country who have been admitted temporarily to that country at the request of their employer to undertake specific duties or assignments, for a limited and defined period of time, and who are required to leave that country on the completion of their duties or assignments.

The International Labour Organisation's International Labour Standards on the protection of migrant workers cover displaced persons and refugees where they are employed as workers outside their country of origin. information.

Migrant workers usually concentrate at both ends of the skills ladder. At the low-skill level, a large number of them can be concentrated in "3D" jobs (dirty, demeaning and degrading), usually jobs not attractive to national workers due to their low-pay and harsh or difficult working conditions.

Fair media reporting should consider balancing the various interests of countries of origin and destination and national workers while at the same time addressing migrants' needs and vulnerabilities. It entails not overlooking the negative aspects of the labour market situation of migrant workers (e.g. often a hard reality of exploitation and violation of human and labour rights), while at the same time ensuring to show the advantages of diverse workforces and promoting the principles of non-discrimination in employment and occupation[9] (e.g. wages and other working conditions).[10]

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8   ILO: Guidelines concerning statistics of international labour migration, International Conference of Labour Statisticians, Geneva, 2018.

9   ILO: Elimination of discrimination in respect of employment and occupation (DECLARATION) (ilo.org)

10   ILO: Business, Non-discrimination and Equality (ilo.org)

UNIT 1.2 – THE SADC LABOUR MIGRATION ACTION PLAN (2020-2025)

The broad objective of the SADC Labour Migration Action Plan (2020-2025) is to enhance the contribution of labour migration to regional cooperation and integration in SADC. The specific outcome is to improve labour migration management for regional socio-economic development. The Strategic objectives (SOs) of the Plan are the following:

STRATEGIC OBJECTIVE 1: To strengthen labour migration policies and regulatory systems for better labour migration governance including the following outputs:

- Ratification and implementation of key global, continental and regional migration instruments promoted, including the SADC Protocol on Employment and Labour, 2014, and the SADC Protocol on Facilitation of Movement of Persons, 2005.
- National policy frameworks that address labour migration, including in combination with other thematic areas, adopted and implemented in all SADC Member States.
- Bilateral cooperation on labour migration strengthened.
- Institutional mechanisms, including the Secretariat, strengthened

STRATEGIC OBJECTIVE 2: To protect migrant workers' rights and improve advocacy and awareness of their contribution to development and regional integration comprising the following targeted outputs:

- Core labour standards and those relating to labour migration ratified and implemented, through responsive legislation and practice
- Fair and ethical recruitment initiatives implemented.
- Labour migration knowledge products, including statistical reports and research papers, produced and disseminated.

STRATEGIC OBJECTIVE 3: To enhance the participation of migrant workers in socio-economic development processes in countries of origin and destination that encompasses the following outputs:

- Mechanisms for remittance transfers improved.
- Social protection for migrant workers is enhanced.
- SADC Qualifications Framework promoted.

The SADC Labour Migration Action Plan (2020-2025) re-emphasizes the call for all Member States to develop comprehensive national labour migration policies and while no specific timeline is attached, it is assumed that it has to be done within the framework of the LMAP and 2025 would be the target year. Indeed, the most recent LMAP calls to 1.2.1 "Undertake a scoping study of existing labour migration policies and laws within SADC Member States to assess their compatibility with regional efforts on migration governance"; and 1.2.3. "Develop rights based, gender sensitive national labour migration policies / instruments in at least 10 Member States."

To date, five SADC Member States (Eswatini, Lesotho, Namibia, Seychelles and Zimbabwe) have adopted and are implementing a labour migration policy, and two (Malawi and South Africa) are very near adoption. In addition, four SADC Member States are at various

stages of developing either a labour migration policy or a strategy: Botswana, Comoros, Madagascar and Zambia. Furthermore, two Portuguese-speaking countries (Angola and Mozambique); and one English-speaking country (Tanzania) recently expressed their interest to develop either a labour migration policy or a strategy.

Labour migration policies can consider including the formulation and implementation of temporary[11] and seasonal[12] migrant workers schemes ; the carrying out of regularization[13] programmes, (if necessary) to regularize the situation of migrant workers in an irregular situation[14] that are usually present in the informal economy; to determine refugees' access to the labour market or not, etc.

Evidence-based labour migration policies require producing and compiling labour migration statistics to ensure consideration of labour market needs at all skill levels (low skilled, semi-skilled and highly skilled) and based on periodic and objective labour market analysis and the identification of sectoral, occupational and regional labour shortages.

Evidence-based or facts-based labour migration policies should ensure a positive impact of labour migration on economic growth and development in order to avoid a "social dumping"[15] effect or a "race-to-the-bottom"[16] approach in national labour markets through

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11 **Temporary international migrants** are defined as international migrants entering the country of labour attachment or country of destination with the intention of stay for a limited period of time which may be less or more than 12 months.

12 **Seasonal migrant workers** are defined as not usual residents of the country of employment, whose work by its character is dependent on seasonal conditions and is performed during part of the year.

13 Migration **Regularisation or Amnesty Programmes** are administrative schemes to allow migrants in an irregular or undocumented situation to apply for legal residence and work permits. They take place for economic and humanitarian reasons and they have the long term goal of curbing irregular immigration. Arguments against state that such programs reward lawbreakers and encourage further unauthorized immigration; arguments for point to their importance in increasing tax revenues, integrating migrants and reducing their vulnerability to exploitation, formalizing the informal economy, and "wiping the slate clean" for future immigration enforcement. There are usually two categories of regularization programs: de facto or "one-shot". De facto regularization programs automatically grant permanent residency to migrants after they have lived in a country for a certain number of years and are implemented on a rolling basis. The "one-shot" regularizations target a limited number of migrants who have specific residency and work requirements; such programs also have deadlines for applications.

14 Migrants are considered to be in an irregular situation or non-documented situation if they are unauthorised «to enter, to stay and to engage in a remunerated activity in the State of employment pursuant to the law of that State and to international agreement to which that State is a party.

15 "**Social dumping**" is **a practice to use cheaper labour than is usually available at the site of production or provision of services**.

16 **The** "**Race to the bottom**" approach refers to a competitive situation where employers, companies, or the state/nation attempt to undercut the competition's prices by reducing labour costs, sacrificing quality standards or worker safety (often defying regulation).

the effective utilization of policy tools such as labour market/vacancy tests,[17] and Skills/Occupations Shortage lists or Critical Skills Lists[18] as well as fair and flexible immigration quota[19] systems (among other practical tools) to ensure non-discrimination between national and migrant workers.

Indeed, if discrimination in terms of working conditions (remuneration, working hours, leave entitlements, occupational safety and health, social security protection, etc.) is not detected on time and fully addressed, it can create a sentiment of unfairness among national workers. The latter is highly relevant particularly in terms of low-skilled migrant workers in order to safeguard the respect for the "equal pay for the work of equal value" principle to protect migrant workers themselves and make sure that migrant workers do not displace national workers in certain economic sectors and occupations.

As such, evidence-based labour migration policies should ensure policy coherence with employment, and education/training policies related to existing unemployment, underemployment, jobs and skills mismatch, as well as labour surplus or skills shortages in certain economic sectors and occupations, and consider the presence of migrant workers

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17 A **labour market or vacancy test** takes place to establish that no national worker can be found to fill a job or position available. It involves the procedure of acquiring information about the actual labour market demand and supply situation. Such procedure should confirm the lack of eligible nationals who could be employed in that given job or position. It implies that a foreign worker may be granted a work permit for a specific employer under the condition that among the national unemployed or job seekers there are none who would meet the job requirements or show interest in taking the job. The procedure usually involves the following:
   a. An employer submits a notification of a vacancy to the National Employment Agency or Service (e.g. Public Employment Service, the Private Employment Agency or the Labour Office);
   b. The employer and/or the National Employment Agencies or Services publicly place and announce the vacancy (e.g. public employment networks, national and/or local newspapers) for at least 4 weeks;
   c. The vacancy notice must include the following information: a description of the employment; the name of the employer; the minimum monthly and/or annual remuneration; the location/s of employment; and the hours of work.
   d. The Employment Agencies or Services analyze and compare the vacancy with unemployed and job-seekers' records (qualifications, job experience, etc.);
   e. If the analysis reveals an adequate number of persons meeting the requirements arising from the job description, the Employment Agencies or Services, offer the job and organize the recruitment among the unemployed and job-seekers;
   f. The Employment Agencies or Services compare the amount of remuneration proposed by the employer with the remuneration that can be obtained in the same, or similar occupation or for performance of similar type of work;
   g. If no unemployed or job seeker accepts the job offer within a determined fair period of time, the national authority issues a relevant decision;
   h. Once the labour market or vacancy test is completed, the decision issued is passed to the employer who attaches it to an application for a foreign worker work permit.

18 **"Critical Skills/Occupations Lists"** are also called "Occupation in-Demand Lists", "Skill Shortage Lists" or "Catalogues of occupations difficult to cover". They consist of a list of skills or occupations for which demand cannot be met locally in countries of destination. Aspiring migrant workers with skills/occupations on these lists are often given preferential treatment during visa or work permit applications to help fill this demand. Labour market information systems, including regular needs assessments, coupled with labour migration statistics and trends, provide the most up-to-date and accurate information on the occupations and skills to be included in such lists. It is important to not only include highly-skilled occupations, but to also allow for semi-skilled and low-skilled occupations (e.g. jobs in the agricultural sector, construction, domestic sector, etc.). If these are not included in shortage lists, demand for these jobs could attract migrants in an irregular situation to the informal economy."

19 An **immigration quota** is established by countries of destination for the purposes of limiting the entry of immigrants. It represents a quantitative restriction on the number of migrants to be admitted by the State. Immigration quotas can determine the number of migrant workers to be accepted per economic sector, industry and occupational level per an established period of time.

in an irregular situation in the informal economy. Finally, they should prevent the "deskilling"[20] and "brain waste"[21] of the workforce (national and foreign) while promoting the recognition of their qualifications, certificates and diplomas.

Evidence-based labour migration policies should also be factored with a significant involvement of labour market institutions in their implementation:

   a.   Labour Inspection Service;
   b.   Labour Market Observatory;
   c.   Social Security Institute;
   d.   Public Employment Service;
   e.   Vocational Training Institute;
   f.   Occupational Safety and Health Service;
   g.   Working Conditions Service.
   h.   Skills Recognition/Recognition of prior learning Agencies
   i.   Anti-discrimination and Labour Market Integration Agencies.

UNIT 1.3 – DECENT WORK OPPORTUNITIES THROUGH FAIR AND ETHICAL RECRUITMENT

In today's globalized economy, millions of people are looking for job opportunities beyond their community or country of origin and the recruitment and employment of workers along global supply chains is ever more common. Migration today is more and more about the world of work. In addition, millions of workers migrate within their own country in search of decent work. Making sure that the recruitment process of women and men migrant workers is fair and ethical, is a key aspect in securing decent work opportunities for all.

A. WHAT IS FAIR RECRUITMENT OF MIGRANT WORKERS?
Article 2 of Annex I of Convention 97 defines "recruitment" as follows:

   i.   the engagement of a person in one territory on behalf of an employer in another territory, or

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20 **Deskilling**: Labour market-related term that describes the phenomenon experienced by skilled or highly-skilled workers who enter the labour market and obtain a job below their skills or qualification level (compared to their acquired qualifications) and are considered to be "overqualified" for the job they occupy. This practice results in situations where workers perform lower-skilled jobs, and are often badly paid. If they stay (which is often the case) in that same job, they rarely climb the occupational ladder. The longer they stay in that lower-skilled job, the harder it is for those foreign workers to obtain a job in accordance with his/her qualifications, since unused skills might be lost or use value after time – and workers suffer deskilling. The end result is an unfair loss of the time and money that the worker spent in obtaining (eventually unused) qualifications and the waste of funds that his/her family and country spent on human resources.

21 **Brain waste**: A term commonly used in migration terminology in relation to other terms such as brain drain and brain gain. It determines the lack or bad utilization of potential foreign human resources available in the labour market. It relates to migrant workers' skills, qualifications and job experience acquired in the country of origin that are not properly utilised in the labour market of the country of destination. The main causes include the lack of recognition of skills and qualifications and hence underutilization of workers' skills, and/or difficulties to obtain work permits, also driving migrant workers to work in the informal economy and often in jobs below their skills level. This results in a loss-loss situation for workers, countries of origin and countries of destination.

ii. the giving of an undertaking to a person in one territory to provide him with employment in another territory,

iii. together with the making of any arrangements in connection with the operations mentioned in (i) and (ii) including the seeking for and selection of emigrants and the preparation for departure of the emigrants.

In terms of the definition of "fair", the ILO General Principles and Operational Guidelines on Fair Recruitment mention the need to consider the following:

- Respect for migrant workers' human rights and fundamental principles and rights at work (including 10 Fundamental Conventions);
- Recruitment and employment of migrant workers should not serve as a means to displace or diminish the workforce's labour and social protection or undermine decent working conditions;
- No recruitment fees or related costs should be charged to workers or jobseekers;
- Non acceptance and combat against abusive and fraudulent recruitment methods, including those that could result in forced labour or trafficking in persons;
- Terms and conditions of employment of migrant workers should be specified in written contracts in a language they can understand and not be subject to contract substitution;
- Provide migrant workers' access to free, comprehensive and accurate information;
- Migrant workers' agreement to the terms and conditions of recruitment and employment should be voluntary and free from deception or coercion;
- Freedom of workers to move within a country or to leave the country should be respected;
- Migrant workers' identity documents and contracts should not be confiscated, destroyed or retained;
- Migrant workers should be free to terminate their employment and change employers in case of labour exploitation and abuse;
- Where abuse and labour exploitation has occurred and irrespective of their legal status, migrant workers should have access to free or affordable grievance and other dispute resolution mechanisms and effective remedies.

The Fair Recruitment Initiative is an ILO global initiative looking to improve recruitment practices. It is based on a four-pronged approach: improving global knowledge on national and international recruitment practices (1), improving laws, policies and enforcement (2), promoting fair business practices (3), and empowering and protecting workers (4).

The concept of fair recruitment is embedded in the ILO General Principles and Operational Guidelines for Fair Recruitment,[22] which look at various aspects of the recruitment process, and in particular the following:

- **Information on job opportunities.** Fair recruitment starts at the beginning of the recruitment process when information on the existence of a job opportunity is shared. Unfair practices such as deception can happen at that moment, for example

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22 ILO, 2019. ILO General Principles and Operational Guidelines for Fair Recruitment, and Definition of Recruitment Fees and Related Costs

through the publication of false promises in the classifieds section of a newspaper. Governments can issue press releases or can publish advertisements to reject such lies.

- **Direct recruitment or agents?** Recruitment processes can be complex and involve different private or public actors. The more intermediaries there are between the employer and the worker, the more risks there are of unethical practices. One of the common problems workers face is the payment, directly or indirectly, of recruitment fees or costs.

The ILO General Principles and Operational Guidelines for Fair Recruitment state that workers should not pay recruitment fees or related costs, and yet in many countries, recruitment fees are still legally charged to the workers whether in part or in full. In addition, it is important to understand the full range of costs that workers end up paying. These can include "recruitment fees", usually charged by a recruitment agency for the services of connecting a worker with an employer, but can also include related costs, such as costs for identity documents, travel documents, medical checks and pre-departure training.

- **Appropriate job matching.** The recruitment process should ensure that an efficient job matching is made so that workers are offered a placement with job opportunities that are best suited for their qualifications, abilities and aspirations.

ZIM CLAMPS DOWN ON ILLEGAL RECRUITMENT

This article looks at efforts by the Zimbabwean government in strengthening inter-agency cooperation to address unethical recruitment practices.

📖 Read the story: https://www.herald.co.zw/zim-clamps-down-on-illegal-recruitment/

B. ELIMINATING WORKER-PAID RECRUITMENT FEES AND RELATED COSTS

The recruitment process often involves third-party intermediaries charging high fees, which frequently burdens migrants in the lowest-paying jobs. ILO-World Bank surveys[23] show that low-income migrants - disproportionately the least skilled or educated – are paying the highest costs relative to their earnings. This has made migrant workers vulnerable to debt bondage and abuses that amount in different criminal justice frameworks to human trafficking or forced labour. The ILO General Principles and Operational Guidelines for Fair Recruitment, and Definition of recruitment fees and related costs, clearly call for recruitment fees and related costs to be borne by employers, not workers.

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23 The World Bank, 2017. KNOMAD-ILO Migration Costs Surveys

C. WHO ELSE HAS A ROLE TO PLAY IN THIS STORY?

Many different actors have a role to play in promoting fair and ethical recruitment and ensuring its effective implementation. Governments bear the ultimate responsibility for advancing fair and ethical recruitment and should adopt and enforce laws and policies meeting international standards.

Enterprises – including labour recruiters, public employment services, private and public employers - as well as trade unions and civil society organizations – are all essential to promote fair and ethical recruitment. Finally, the media can also play a role, by making sure that workers are informed and by exposing malpractices publicly.

D. FAIR AND ETHICAL RECRUITERS

Some private employment/recruitment companies/agencies have made the choice to be "fair and ethical recruiters". The terms and conditions they offer to employers and workers are transparent and respect fair recruitment guidelines. Their experience is important in demonstrating that compliance with the law and ethical behaviour in recruitment works.

UNIT 1.4 – GENDER SENSITIVE LABOUR MIGRATION POLICIES AND STRATEGIES

A. GENDER AND LABOUR MIGRATION IN THE SADC REGION

Whereas the contemporary economic migration in Africa has traditionally been largely male dominated, women's migration is rising in importance. A growing number of women migrate for work and education and to pursue other economic opportunities in the region. This phenomenon has been termed the feminization of migration.

Over the past two decades the number of women migrating for employment has increased drastically in the Southern African region. African women migrants are an invaluable, yet undervalued workforce that works mostly in sectors characterised by significant decent work deficits. Labour migration can be a tool for women's economic empowerment, including through labour market integration and gendered remittances, yet women and men face different risks, experiences and vulnerabilities. Relative to men migrants, women migrants are less likely to be in formal employment and economic activities. For example, 70% of informal cross-border trade is undertaken by women migrants, and accounts for as much as 30 to 40% of Southern Africa Development Cooperation (SADC) trade.[24] Due to the hidden nature of informal work, women's rights are not effectively guaranteed, and their capacity as economic agents therefore operates below potential.

This calls for an intersectional approach in the analysis of the trends and gaps in decent work outcomes for migrant workers, taking intersecting forms/bases of discrimination such as gender, migration status, race and age into consideration.[25] Sex-disaggregated data of

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24 https://www.migrationdataportal.org/regional-data-overview/southern-africa

25 See, for example, Hurlbert, E.L., 2020. Undocumented women domestic workers in South Africa: and intersectional look at marginalisation and inequality

high quality is another cornerstone to develop and implement gender-responsive policies and measures.

Gender considerations are crucial, and they affect both the reasons for and the experiences of migration. Socially constructed roles, expectations and power relations affect the whole migration process and translate into inequality of opportunity and treatment for women and men migrant workers. Women migrant workers face a dual challenge: they are at the intersection of two groups – women and migrants – that are often undervalued and face various labour market barriers.

UN DESA data suggests that the feminization of migration has reached significant levels in the Southern African region with 47% of all migrants being female (Table 1). In all countries (with the exception of Seychelles) at least 40% of the migrant stock is female. Five countries (Comoros, DRC, Malawi and Tanzania) have more female than male migrants.

Table 2: **Breakdown by Sex of Migrant Stock in Southern Africa, 2019**

	Male	Female	% Female
Angola	341,719	327,760	49.0
Botswana	62,943	47,653	43.1
Comoros	6,047	6,457	51.6
DRC	463,954	499,879	51.9
Eswatini	16,582	15,728	48.7
Lesotho	3,751	3,177	45.9
Madagascar	19,897	15,037	44.2
Malawi	117,932	129,720	52.4
Mauritius	15,979	12,870	44.6
Mozambique	161,731	172,934	51.7
Namibia	57,938	49,623	46.1
Seychelles	9,049	3,877	30.0
South Africa	2,350,362	1,873,894	44.4
Tanzania	251,424	257,742	50.6
Zambia	86,098	84,151	49.4
Zimbabwe	233,652	177,605	43.2
Total	4,199,058	3,678,107	46.7

Source: UN DESA, International Migrant Stock by Origin and Destination 2019 Update

Since almost half of all migrant workers in the SADC region are women, labour migration policies should be gender-responsive and evidence-based. As such, labour migration policies should ensure coherence with employment, social protection and skills policies, and should be factored in development policies with a significant involvement of labour market institutions in their implementation.

For many women, as for men, migration can represent a positive experience and have important emancipating and empowering impacts. But often female migrants are confronted with gender-specific disadvantages and vulnerability in the migration process and in their employment. Women workers, especially young female migrants, often end up in situations of double or even triple discrimination, disadvantage, marginalization and vulnerability (including violence and harassment as well as forced labour). The multiple layers of discrimination and vulnerability can come in the form of:

- **Being women vis-à-vis men:** During every stage of their migration experience, women migrant workers tend to be more exposed to human rights violations compared to their male counterparts because they lack access to and control over resources and decision-making. For example, women are more likely than men to lack access to realistic and accurate information concerning recruitment and the migration process and the economic and social costs and benefits of employment abroad and are, therefore, much more at risk of being deceived by unscrupulous recruitment agents and traffickers. Stereotyped labour roles for men and women lead to the concentration of female and male migrants in different sectors or occupations which bring specific and different risks and vulnerabilities. Women are typically concentrated in low-paid feminized jobs which are not, or are only partially, covered by labour laws and social protection provisions. Domestic and care work are performed within the private sphere of the home where abuse and poor labour practices are less visible and support of peers largely unavailable. Men are often concentrated in highly hazardous occupations such as construction or fishing, where their vulnerabilities are often unrecognized and unaddressed.

- **Being foreigners vis-à-vis nationals:** A key source of vulnerability of women migrant workers is that their jobs often lack labour and social protection. Additionally, women -because of gender discrimination in access to information, education and support networks- are less likely than women and men nationals to be aware of the laws and regulations of the destination country and do not have effective means to seek legal redress in case of violation of their rights. As their male counterparts, women migrants frequently have to deal with difficult living and working conditions, increased health risks, lack of access to social services and various forms of abuse, but their situation of relative disadvantage in societies of origin and destination exacerbates their exposure to abuse. With xenophobia and discrimination against migrant workers on the rise, especially in unstable and poor economic times, female migrants tend to be more vulnerable than women and men national workers, overall.;

- **Being dependent compared to autonomous migrants:** Strong dependency on a specific employer is one source of vulnerability for migrants, especially for female migrants, as their dependent status can be used by the employer or by co-workers, not only for general mistreatment, but also for sexual harassment. Migrant workers are sometimes not allowed to change employers or are required to have their visas sponsored by a national. The 'one employer rule' and the visa sponsorship system tend to put migrants almost totally under the control of the employer/ sponsor, which can show to be particularly challenging for women due to their relative weaker power positions. The specific situation of domestic workers brings this dependency situation to its extreme as the workers are sharing with the employer the work and living space, households typically fall outside the mandate of labour inspection and the lines between personal and employment relationships tends to become very blurred. Some employers foster dependency of a worker by isolating her, confiscating her passport, work or residency papers, limiting her contact to the outside world or evoking fear in her that any

complaint will result in job loss and/or deportation. Finally, women might face specific barriers when their migration status is linked to consent of a male family member who "signs off" to their migration (and hence restrict their decision power) or when they migrate as accompanying family members and depend from their spouse/father for the renewal of their residence/work permits;

- **Being undocumented or irregular migrants:** Migrants can enter a country irregularly or they can fall into irregularity because they fail to comply with relevant requirements at destination, for example if they lose their regular job. In some cases, restrictive policies introduced by countries of origin on their mobility (eg age bars, consent from spouses, or even pregnancy test prior to departure), leave no or limited legal migration channel open to women and can push many of them into irregular paths, with higher risk of abuse. In some cases national legislation at destination criminalizes any migrants who leave their job, arguably forcing them to stay in exploitative workplaces. Women can be more vulnerable than men to be undocumented or irregular migrants. Those who are in irregular situations in the destination country have no recourse to the law in case of violation of their rights. They are also too scared to complain or even to approach the authorities for any kind of official assistance.

The main elements of gender-responsive labour migration policies are that rights should be enjoyed by men and women migrant workers respecting the principles of gender equality and non-discrimination. They do 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 migrant workers not only vis-à-vis men migrant workers, but also between them and women and men national workers).

Gender-responsive labour migration policies should include specific measures to counter exploitation, abuse and discrimination of women and men migrant workers in the labour market and at the workplace. They should take into account the differences in socio-cultural roles, needs, opportunities, constraints and vulnerabilities of women and men and 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.

SADC PARLIAMENTARY FORUM WANTS BARRIERS AGAINST WOMEN IN AGRICULTURE TO FALL

The chairperson of the Regional Women's Parliamentary Caucus (RWPC) of the SADC Parliamentary Forum has called for urgent intensified efforts and transformative action in the SADC region to remove barriers thwarting women's empowerment and hindering the achievement of gender parity.

Read the story: https://www.herald.co.zw/sadc-pf-wants-barriers-against-women-in-agriculture-to-fall/

B. THE IMPORTANCE OF JOURNALISM AND COMMUNICATION

Public debates around labour migration do not always capture these gender-related disparities. Stories about "migrants" tend to be gender neutral or gender blind and the specific challenges that women or men can face in their labour migration experiences are seldom detailed. To help journalists and communicators introduce a gender-sensitive approach in their work, the ILO has developed specific guidance on the matter.[26]

UNIT 1.5 − BILATERAL LABOUR MIGRATION AGREEMENTS

A. BILATERAL LABOUR MIGRATION AGREEMENTS (BLMAS)

Bilateral labour migration agreements[27] can be useful migration governance tools to facilitate safe, regular and orderly labour migration between countries, when addressing both labour market needs and the protection of migrant workers and can be more beneficial if they are based on social dialogue. The advantages of such agreements are that they can be adapted to the particularities of specific groups of migrants, and that both the sending and the receiving State can share the burden of ensuring adequate living and working conditions as well as monitoring, and more actively managing, the pre- and post-migration processes.

> **FOCUS ON ONE BLA**
>
> Zimbabwe and Botswana are in the process of negotiating a bilateral agreement to eliminate visa requirements for their respective citizens, according to BBC. Both countries join the growing list of African nations that have recently implemented bilateral agreements allowing visa-free movement between them.
>
> 📖 Read the story: Zimbabwe and Botswana introduce visa-free travel deal | Business Insider Africa

B. MEMORANDA OF UNDERSTANDING (MOUS)

Memoranda of understanding (MOUs) are less formal than BLAs and most countries of destination prefer them, probably because as non-binding agreements they are easier to negotiate and implement — and to modify according to changing economic and labour market conditions. Countries may sign such agreements for political reasons, to reflect friendly relations or to reinforce cooperation in managing irregular migration.

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26 Gender-sensitive reporting and communication on labour migration https://www.ilo.org/global/topics/fair-recruitment/publications/WCMS_858566/lang--en/index.htm

27 The ILO has mapped, categorized and analyzed over 150 BLAs which can be searched on an online repository: https://www.ilo.org/global/topics/labour-migration/policy-areas/measuring-impact/agreements/lang--en/index.htm

C. CIRCULAR MIGRATION AGREEMENTS

Circular migration refers to temporary movements, of a repetitive character and either formally or informally, of persons across borders. Managed or regulated circular migration programmes have emerged as a migration policy tool to mitigate the effects of brain drain and promote development in origin countries through a steady flow of remittances, return of skilled workers, and support for enterprise development.

D. REGIONAL AGREEMENTS

In addition to various bilateral arrangements there are also a number of multi-lateral/ regional or sub-regional agreements on various aspects of labour migration. Regional agreements on labour migration typically involve a series of meetings to ensure not only a good negotiation, but also an effective implementation of the agreement since that is the stage of the process that requires more attention.

UNIT 1.6 – SOCIAL SECURITY PORTABILITY OF BENEFITS FOR MIGRANT WORKERS

A. SOCIAL PROTECTION NEEDS

Social protection is defined by the ILO as the set of public measures that a society provides for its members to protect them against economic and social distress that would be caused by the absence or a substantial reduction of income from work as a result of various contingencies (sickness, maternity, employment injury, unemployment, invalidity, old age, and death of the breadwinner); the provision of health care; and, the provision of benefits for families with children.

By definition, social protection is broader and more inclusive than social security since it incorporates non-statutory or private measures for providing social security, but still encompasses traditional social security measures such as social assistance and social insurance. For the purpose of the Social Protection Floors Recommendation, 2012 (No. 202), social protection floors are nationally defined sets of basic social security guarantees which secure protection aimed at preventing or alleviating poverty, vulnerability and social exclusion.As social security systems remain less developed in SADC Member States, with coverage being extended to mostly formal sector workers, the situation of migrant workers remains precarious when it comes to access to social protection and particularly to the portability of accrued social security benefits. This is especially the case with migrant workers in an irregular situation that have been able to contribute to the social security systems of countries of destination. Yet, the COVID-19 pandemic has reinforced the importance of ensuring adequate social protection coverage for all, including migrant workers. They have been among the most affected category of workers in terms of both health and economic impact of the pandemic – as they often work in high-risk sectors such as health care, caregiving, agriculture, agro-food processing, transportation, etc.

ILO standards that address the issue of social security for migrant workers globally comprise the **Equality of Treatment (Social Security) Convention, 1962 (No. 118)**, and the **Maintenance of Social Security Rights Convention, 1982 (No. 157)**. Conventions Nos. 118 and 157 establish a system based on a number of basic principles: equality of

treatment, the maintenance of acquired rights and the maintenance of rights in the course of acquisition.

a. **Equality of treatment:** By virtue of the principle of equality of treatment, non-national workers must benefit in the host country from the same conditions as nationals in terms of coverage and entitlement to social security benefits.

b. **Maintenance of acquired rights and the provision of benefits abroad:** The maintenance of acquired rights permits migrant workers to receive benefits which are due to them from a State, even when they cease to be resident on its territory. This principle, which is essential for the social protection of migrant workers, is intended to ensure them real equality of treatment and not just legal equality. In the case of long-term benefits (particularly invalidity, old age and survivors' benefit, and annuities paid as a result of an employment accident or an occupational disease), there is a direct obligation to maintain acquired rights, in the sense that it is not dependent on the conclusion of an agreement between the States concerned. With regard to short-term benefits, the obligation to maintain acquired rights is indirect. States have to endeavour to participate in schemes for the maintenance of these rights.

c. **Maintenance of rights in course of acquisition:** The maintenance of rights in the course of acquisition makes it possible to add together periods of coverage of migrant workers under the social security legislation of the various countries in which they have lived.

d. **Applicable legislation:** The States concerned have to determine by common agreement the applicable legislation, in accordance with certain principles set out in the Convention itself. The applicable legislation is normally that of the State in which the persons concerned carry out their occupational activity or, in the case of persons who are not active, in which they are resident.

e. **Administrative assistance and assistance to persons:** Convention No. 118 provides that States parties shall afford each other administrative assistance free of charge with a view to facilitating the application of the Convention and the implementation of their respective social security legislation. The matters covered by Conventions Nos. 118 and 157 are very complex. With a view to facilitating the conclusion of agreements between the States concerned and their coordination at the international level, the Maintenance of Social Security Rights Recommendation, 1983 (No. 167) contains model provisions in annex for the conclusion of bilateral and multilateral social security instruments.

Social security is a set of interventions and benefits aimed to reduce and prevent poverty, vulnerability and social exclusion throughout the life cycle through nine main benefits:

1. Retirement benefits
2. Unemployment benefits
3. Survivors benefits
4. Occupational injury and disease benefits
5. Health insurance benefits
6. Maternity benefits
7. Invalidity benefits
8. Sickness benefits
9. Family benefits

Portability is defined as the maintenance of the right to social security benefits that are acquired, or in course of acquisition, in two or more different countries. Portability enables a migrant worker to preserve, maintain, and transfer those social security benefits. It requires cooperation between the country of origin and destination.

B. THE SADC GUIDELINES ON PORTABILITY OF SOCIAL SECURITY BENEFITS

In March 2020, the Southern African Development Community (SADC) Ministers of Employment and Labour and Social Partners adopted the Guidelines on Portability of Social Security Benefits and urged Member States to consider them in multilateral and bilateral cooperation. At the same time, five Member States (Eswatini, Lesotho, Malawi, South Africa and Zimbabwe) volunteered to pilot implementation of the Guidelines.

The Guidelines are an integral part of the SADC Labour Migration Action Plan (LMAP) (2020-2025), also adopted by Member States in March 2020. The Guidelines seek to assist Member States to create a favourable system of policies and regulations that enable workers in SADC to accumulate and access social security benefits across different countries in the region. They recognise the importance of workers' ability to move between borders, without loss of their accrued benefits or entitlements. Such guarantees are essential for SADC to achieve self-sustaining development based on collective self-reliance and the interdependence of Member States.

> ### ESWATINI COMMITS TO SADC SOCIAL SECURITY BENEFITS GUIDELINES
>
> Eswatini is amongst four other countries (Lesotho, Malawi, South Africa and Zimbabwe) that have committed to implement the recently adopted regional guidelines on portability of security benefits by the employment and labour sector in SADC.
>
> Read the story: http://new.observer.org.sz/details.php?id=14831

C. KEY PROVISIONS

The Guidelines seek to assist Member States to create a favourable system of policies and regulations that enable workers in SADC to accumulate and access social security benefits across different countries in the region. The Guidelines recognise the importance of workers' ability to move between borders, without loss of their accrued benefits or entitlements.

The Guidelines include provisions on non-discrimination and preservation/totalisation of acquired rights. Also noteworthy, are provisions on mutual administrative assistance, aimed at effective coordination and cooperation between SADC Member States on enhancing access and portability of social security in the SADC region. This includes, for example, the payment of accrued benefits abroad/export of benefits to overcome territorial restrictions on cross-border payments.

UNIT 1.7 – SKILLS MOBILITY AND RECOGNITION OF MIGRANT WORKERS SKILLS

Labour migration is linked to the issue of skills at three different levels:

LEVEL 1.
SKILLS ANTICIPATION: Addressing Labour and Skill Shortages at all Skill Levels (low, semi and highly-skilled)

Element 1.1.   Enhancing the identification of labour shortages or labour market needs (if possible, by economic-sector, industry and occupational-level) at all skill levels through the elaboration of lists of occupations in high demand or critical skills lists and other means.

Element 1.2   Improving skills profiling of the national workforce as well as of foreign workers through labour market information systems (LMIS), particularly through labour migration statistics (including data that is disaggregated by gender).

Element 1.3.   Establishing systematic information flow between the private sector and educational institutions to address skills mismatch and better meet industry requirements and needs.

LEVEL 2.
UPSKILLING: Developing, Attracting and Retaining Skills in Demand

Element 2.1.   Strengthening secondary and tertiary education systems particularly through vocational and professional training as well as technology programmes.

Element 2.2.   Implementing student exchange programmes, international scholarships, and professional exchange, (e.g. trainee, mentoring, internship, apprenticeships programmes) between countries.

Element 2.3.   Fostering skills transferability between migrant and national workers as well as migrant entrepreneurs.

Element 2.4.   Migration of foreign teachers and professors for secondary and tertiary education systems.

LEVEL 3.
PORTABILITY OF ACQUIRED SKILLS: Ensuring Skills Recognition and Employability

Element 3.1.   Improving the portability of skills (e.g. equivalence and comparability) by ensuring the recognition of foreign qualifications (diplomas, certificates) and non-formally acquired skills (e.g. job experience) through credential evaluation, mutual or bilateral skills recognition agreements, qualification

frameworks, the harmonization of occupational labour standards and the recognition of prior learning systems.

Element 3.2.   Promoting joint efforts to ensure that Recognition of Prior Learning (RPL) processes are coupled with reskilling and upskilling initiatives to improve the employability of national (with a specific focus on women and youth) and migrant workers.

In the case of this manual, only one of the above-mentioned areas will be covered.

A. MIGRANT WORKERS FACE SKILLS RECOGNITION CHALLENGES

Migrant workers are over-represented in jobs and tasks that require fewer and lower level skills, are lower paid and offer limited career prospects.

Migrant workers, especially women migrant workers, are often subjected to "deskilling" and "brain waste" during their migration experience. In order to gain access to employment migrant workers not only need to possess relevant skills, but also need to be able to signal and validate these skills to potential employers. They need to have relevant and verifiable skills in order to gain access to job opportunities and to adjust to changing labour markets. This means skills need to be transferable between jobs and easily recognized by employers – i.e. portable.

The low capacity of national recognition bodies and processes in both countries of origin and destination has been one of the major barriers of skills portability and recognition of migrant workers' skills, but is not the only one. Skills recognition at country level and between countries can be promoted by instruments available at international level or negotiated at bilateral, regional, or multilateral levels.

B. THE AFRICAN CONTINENTAL QUALIFICATIONS FRAMEWORK

The African Union is working on the development of an African Continental Qualifications Framework[28] (ACQF). The ACQF is a policy instrument that will contribute to enhance comparability and transparency of qualifications; facilitate mutual recognition of certificates; improve mobility of learners and workers across the continent; and promote cooperation and alignment between different qualifications frameworks (national, sub-regional) in Africa, and eventually with other frameworks globally.

C. THE SADC QUALIFICATIONS FRAMEWORK

The SADC Qualifications Framework (SADCQF) is a Regional Qualification Framework (RQF) to enable easier movement of learners and workers across the SADC region and internationally. It is underpinned by learning outcomes and quality assurance principles that provide a regional benchmark for qualifications and quality assurance mechanisms in 8 SADC Member States; namely, Botswana, Lesotho, Mauritius, Namibia, Seychelles, South Africa, Swaziland and Zambia. The outcome of aligning the National Qualification Frameworks of Member States with the SADCQF allows for the mutual recognition and transferability of skills and qualifications across the region.

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28 See African Continental Qualifications Framework — ACQF https://acqf.africa

A REVIEW TO BE COMMISSIONED ON SADC QUALIFICATIONS FRAMEWORK

Ministers who are responsible for education, training, science, technology and innovation from the member states of the SADC met in Lilongwe, Malawi, on 17 June 2022 to evaluate various initiatives in the sector, including the Southern African Development Community Regional Qualifications Framework (SADCQF).

📖 Read the story: https://www.universityworldnews.com/post. php?story=20220615163658694

UNIT 1.8 – LABOUR MIGRATION STATISTICS

A. LABOUR MIGRATION DATA

The collection, analysis and utilization of accurate and disaggregated data are the basis for evidence-based policies. Migration is a very sensitive political area that requires comprehensive, up to date and high-quality data to guide policy makers in taking the right policy decisions. Access to reliable data on labour migration is necessary to understand migration flows and their implications for labour markets. Accurate sex-disaggregated data and in-depth gender analysis of international labour migration and its gender dimensions and gaps are more important than ever to help with the design of effective, evidence-based and gender-responsive policies that address the specific needs of women and men migrant workers and enable them to access decent work, equal pay, equal opportunities and fair treatment in their countries of destination.

Such data and analysis can inform the policy solutions to address those gaps so that the enormous potential of labour migration contribute to sustainable development in SADC and its Member States is fully harnessed. The ILOSTAT website includes a section[29] dedicated to labour migration with access to data sets, edited content, tutorials, and publications. It serves as the go-to website for anyone interested in accessing the latest reliable data on migrant workers.

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29 https://ilostat.ilo.org/topics/labour-migration/

WORKING WITH MIGRATION STATISTICS IS A COMPLICATED EXERCISE NOT JUST FOR ROOKIES.

Because migrants are relatively small percentages of the population (3 - 5% on average, globally), it can be difficult to find enough migrants to respond to national household surveys, which themselves only look for about 5% of a country's population to survey. Moreover, in many places migrants are housed in collective or institutional housing arrangements, which are usually not covered by these surveys. Informal workers or irregular migrants are also often reluctant to talk to survey enumerators, for fear of being found out, fired, or deported, despite assurances that any information provided to the survey is anonymous. All of these factors make it challenging to produce reliable and valid migration statistics.

Countries also use different definitions to identify who is a 'migrant' in official statistics. A distinction can be made between migration statistics based on 'country of birth' and those based on 'citizenship'. Depending on the policy being developed, it might be more relevant to look at one or the other. For this reason, the ILO collects and produces statistics using both definitions.

Finally, in many places migration is a politically sensitive topic. Being on the unpopular side of the migration debate has made or broken careers, institutions, even entire governments. Just like any other statistics, interpreting migration statistics can serve a range of purposes or ideologies. While there are often very few statistics to base analytical conclusions or policy recommendations on, it is essential to use a broad range of information, which all point to a reasonable interpretation from different angles, to substantiate an evidence-based conclusion.[30]

Improvement of labour migration data in SADC Member States comprises the implementation of the 20th International Conference of Labour Statisticians (ICLS) Guidelines concerning Statistics of International Labour Migration adopted in October 2018. Most SADC countries were part of their adoption. It will be implemented through the SHaSA 2, the Strategy for the Harmonization of Statistics in Africa: 2017-2026, adopted by most African States.

UNIT 1.9 – A RIGHTS-BASED APPROACH TO LABOUR MIGRATION

In principle, all international labour standards, unless otherwise stated, are applicable to migrant workers. More specifically, the protection of migrant workers and their families is firmly rooted in ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); and, the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICRMW) adopted in 1990 by the United Nations General Assembly.

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30 For additional guidance, see: https://ilostat.ilo.org/avoid-these-5-rookie-mistakes-when-using-ilo-databases/

Lack of labour protection for migrant workers undermines protection generally for all workers. In order to ensure an effective protection of migrant workers by improving labour migration legislation at the country, RECs and continental level.

Using a rights-based approach[31] to labour migration, journalists and communicators should consider the heightened vulnerability of women and men migrant workers to human rights and labour rights violation. Instances of abuse and labour exploitation can happen throughout the migration cycle, prior to departure, in the country of destination, or upon return to the country of origin.

There are several issues that labour migration raises : the protection of the human and labour rights[32] of migrant workers, the prevention of unfair competition (mainly in terms of wages and other working conditions) with national workers. This is the reason why the principles of equal treatment[33] and opportunities[34] between migrant workers and national workers included in ILO Conventions are so significant. ILO's Fundamental Convention no. 100 warrants *Equal Remuneration for Men and Women Workers for Work of Equal Value.* The latter is highly relevant particularly in terms of low-skilled migrant workers in order to

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31 A rights-based approach is a **conceptual framework that is based on international human rights standards and aims to promote and protect human rights. It involves developing the capacity of duty-bearers to meet their obligations and rights holders to claim their rights**. It also means that all forms of discrimination must be prohibited, prevented and eliminated, and that priority should be given to the most marginalised or vulnerable people. A rights-based approach can be applied to development, as well as other fields.

32 **Recognition of fundamental rights at work of all migrant workers:** Convention No. 143 **recognizes the need to ensure full respect of human rights of all migrant workers, including those in an irregular situation (Article 1). Notably, these comprise the fundamental rights at work contained in the eight ILO fundamental Conventions:** the right to freedom of association and collective bargaining (Conventions Nos 87 and 98), the prohibition and abolition of forced labour (Conventions Nos 29 and 105 as well as the 2014 Protocol to the Forced Labour Convention No. 29), the elimination of child labour (Conventions Nos. 138 and 182), as well as the right to equal remuneration and the prohibition of all forms of discrimination in employment and occupation (Conventions Nos 100 and 111).

33 **Equal treatment between migrant workers in a regular situation and national workers:** Convention No. 97 (Article 6) guarantees **equal treatment without discrimination on the basis of nationality, race, religion or sex, to migrants lawfully within the territory of countries of destination** in relation to the following:
   - working conditions (remuneration, hours of work, overtime arrangements, holidays with pay, restrictions on home work, minimum age for employment, apprenticeship and training, women's work and the work of young persons);
   - membership of trade unions and enjoyment of the benefits of collective bargaining;
   - accommodation;
   - social security;
   - employment taxes, dues or contributions payable in respect of the person employed;
   - access to justice

Equal treatment between migrant workers in an irregular situation with regard to rights arising out of previous employment: Convention No. 143 (Article 9) also establishes that equal treatment must be **guaranteed to migrant workers in an irregular situation with regard to rights arising out of previous employment** concerning:
   - remuneration due;
   - social security and other benefits accrued as entitlements;
   - access to justice in defending their rights before a competent body;

the costs of expulsion, which should not be borne by migrant workers and their families

34 **Equality of treatment and opportunity between migrant workers in a regular situation and national workers:** Convention No. 143 (Art. 10) also calls on member States to pursue a national policy designed to promote and guarantee, **by methods appropriate to national conditions and practice, for persons who, as migrant workers or as members of their families, are lawfully within its territory**, **equality of opportunity and treatment,** in respect of:
   - employment and occupation;
   - social security;
   - trade union and cultural rights; and,
   - individual and collective freedoms.

safeguard the respect for the "equal pay for the work of equal value" principle to protect migrant workers themselves and make sure that migrant workers do not displace national workers in certain economic sectors and occupations.

Indeed, if discrimination[35] against migrant workers in terms of working conditions is not detected on time and fully addressed, it can create a sentiment of unfairness among national workers due to a possible "race to the bottom" approach or "social dumping" effect. In general, the migrant pay gap continues to be very significant in most regions of the world.[36] while having a negative impact on migrant workers' labour market integration and labour protection.

XENOPHOBIA IS ON THE RISE IN SOUTH AFRICA: SCHOLARS WEIGH IN ON THE MIGRANT QUESTION

Migration scholars sign an opinion piece to inform discussions about the actual effect of migration on the South African labour market.

Read the opinion: https://theconversation.com/xenophobia-is-on-the-rise-in-south-africa-scholars-weigh-in-on-the-migrant-question-181288

Relevant ILO and UN Labour Migration Conventions, and regional Protocols in the SADC region with ratifications are as follows:

- ILO: Migration for Employment Convention (Revised), 1949 (No. 97)
  - Six SADC countries (**Comoros**, **Madagascar**, **Malawi**, **Mauritius**, **Tanzania** (Zanzibar), and **Zambia**) have ratified this Convention.

- ILO: Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
  - **Comoros** and **Madagascar** are the only two SADC countries that have ratified this Convention.

- ILO: Employment Service Convention (No. 88)
  - 18 African States have ratified it: Algeria, **Angola**, Central African Republic, **DRC**, Djibouti, Egypt, Ethiopia, Ghana, Guinea-Bissau, Kenya, Libya, **Madagascar**, Mali, **Mauritius**, **Mozambique**, Nigeria, Sierra Leone, **Tanzania** (Tanganyika).

- ILO: Private Employment Agencies Convention, 1997 (No. 181)
  - Madagascar and **Zambia** have ratified this Convention in the SADC region.

- ILO: Domestic Workers Convention, 2011 (No. 189)
  - Four countries in the SADC region (**Mauritius**, **Madagascar**, **Namibia**, and **South Africa**) have ratified this Convention.

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35 Migrants face "significant discrimination" in job markets (ilo.org)

36 ILO: Full report: The migrant pay gap: Understanding wage differences between migrants and nationals (ilo.org)

- ILO: Violence and Harassment Convention, 2019 (No. 190)
  - ▸ Four countries in the SADC region (**Mauritius**, **Namibia**,**Lesotho** and **South Africa**) have ratified this Convention.

- UN: 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICRMW)
  - ▸ 25 African States have ratified the 1990 UN Convention: Algeria; Benin; Burkina Faso; Chad; Congo; Egypt; Gambia; Ghana; Guinea Bissau; **Lesotho**; Libya; **Madagascar**; Mali; Morocco; Mauritania; **Mozambique**; Niger; Nigeria; Rwanda; Sao Tomé; Senegal; **Seychelles**; Sierra Leone; Togo; Uganda.

Relevant Policy Frameworks:

- SADC: Protocol on Facilitation of Movement of Persons
  - ▸ Six countries (**Botswana, Eswatini, Lesotho, Mozambique, South Africa,** and **Zambia**) have ratified it.

- COMESA: Protocol on Free Movement of Persons, Labour, Services, the Right of Establishment and Residence
  - ▸ Four countries have signed it (**Burundi, Kenya, Rwanda and Zimbabwe**), and only one country, **Burundi**, has ratified it.

Table 3: Ratification of ILO Migrant Workers Conventions (C. 97 and C. 143) as well as the Private Employment Agencies Convention (C.181), the Domestic Workers Convention (C. 189), the Protocol of 2014 to the Forced Labour Convention (P 29), and the Violence and Harassment Convention (C.190) in Southern Africa

	Migration for Employment Convention (Revised) 1949 (No. 97)	Migrant Workers (Supplementary Provisions) Convention 1975 (No. 143)	Private Employment Agencies Convention, 1997 (No. 181)	Domestic Workers Convention, 2011 (No. 189)	Protocol of 2014 to the Forced Labour Convention, 1930 (P 29)	Violence and Harassment Convention, 2019 (No. 190)
Angola						
Botswana						
Comoros	2021	2021			2021	
DRC						
Eswatini						
Lesotho					2019	
Madagascar	2001	2019	2019	2019	2019	
Malawi	1965				2019	
Mauritius	1969			2012		2021
Mozambique					2018	
Namibia				2020	2017	2020
Seychelles						

	Migration for Employment Convention (Revised) 1949 (No. 97)	Migrant Workers (Supplementary Provisions) Convention 1975 (No. 143)	Private Employment Agencies Convention, 1997 (No. 181)	Domestic Workers Convention, 2011 (No. 189)	Protocol of 2014 to the Forced Labour Convention, 1930 (P 29)	Violence and Harassment Convention, 2019 (No. 190)
South Africa				2013		2021
Tanzania – Zanzibar	1964					
Zambia	1964		2013			
Zimbabwe					2019	
TOTAL	6 ratifications	2 ratifications	2 ratifications	4 ratifications	7 ratifications	3 ratifications

MODULE 2.

FINDING THE STORY

UNIT 2.1 – GETTING PREPARED

Being fair to the story is a challenging task. It requires good preparation, understanding of the subject matter, hard work as well as long-term dedication. According to photojournalist and documentary filmmaker Mimi Chakarova, the biggest preparation is mental. Beyond the mental preparation, she also suggests that quality reporting comes from extensive research. In doing so, you should bear in mind the following do's and don'ts:

Table 4: Do's and Don'ts

👍 DO	👎 DON'T
Read what is currently being reported by the media and look for stories that are poorly covered: decent work deficits or even abuses in some sectors, gaps in legislation, victim protection, and discrimination in services provided to victims.	Look for stories that are sensational or try to fit into an existing narrative by distorting the reality.

👍 DO

Reach out to relevant expertise: civil society organizations, academia, professionals working on labour migration.

👎 DON'T

Overlook that you are dealing with vulnerable persons. Rushing, even if you are working on tight deadlines, can have dramatic consequences.

👍 DO

Assess the feasibility of possible stories (time, format, legal and personal risk, resources) and potential consequences for you and your sources of information.

👎 DON'T

Forget that your responsibility is to inform your audience and not to advocate.

UNIT 2.2 – FINDING A STORY

There are examples of reporting on situations of labour migration in this section, the focus of this module is not on revealing a story of abuse. Positive stories can be powerful and provide information that can both prevent situations of abuse and improve public perception about the benefits of labour migration, which, if it takes place under fair recruitment and decent working conditions, can contribute to development, to the wellbeing of countries of origin and destination and to migrants themselves.

Journalists can also tell stories of positive changes in policies, laws, business practices, and how these changes might affect the lives of thousands of people.

This section is organized by theme and provides a brief introduction, examples of reporting and, when relevant, a list of questions that can be the starting point of a story.

A. HUMAN STORIES

The most compelling stories are those where people tell their own stories. There is no need to sensationalize these accounts: you can just let the facts and the personal testimonies speak for themselves, adding any required factual information that is missing. Support groups may be able to put you in touch with someone, for example, who has escaped. You must protect their identity if they request it. Human interest stories are often widely shared and can raise awareness about the issues and create social pressure for change.

In the case of countries of destination of migrant workers, some key questions you may wish to consider are featured in a comprehensive document,[37] the labour migration governance in the SADC region guidance notes. Conversely, a similar document provides guidance from a country of origin perspective.[38]

B. LABOUR AND THE WORKPLACE

Decent work sums up the aspirations of people in their working lives. The four pillars of the Decent Work Agenda include: employment creation, social protection, rights at work and social dialogue. The recruitment conditions of migrant workers may affect the realization of each of these pillars and fair recruitment should apply to all workers. Yet abuses can occur in many industries that can lead to trafficking or abuse. It can happen out of sight, for example in migrant domestic work; or in remote areas, such as agriculture, mining and fishing; as well as in sectors closer to our everyday lives, such as catering and hospitality.

Key questions you may wish to consider include:

- What are the main sectors of activity and employment in your region?
- What are the steps workers need to take to get a job? Do they have to pay recruitment fees? How can advance payments force workers into "debt bondage"?
- Do employers and workers know about their rights at work?
- What are the working conditions?
- What information is provided about safety and health on the job?

EXAMPLE OF STORIES ABOUT WORK

Landmark minimum wage hike brings relief to domestic workers in South Africa, but challenges remain

South Africa increased the minimum wage in March 2022, deciding to align the minimum wage of domestic workers to the same level as other workers.

📖 **Read the story:** https://www.equaltimes.org/landmark-minimum-wage-hike-brings

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C. BUSINESS AND ECONOMICS

In particular when migration is well managed, migrant workers can make economic contributions to the countries of destination and the countries of origin. As evidenced in research, migrants can contribute to an increase in the country GDP, boost income per capita, and have a net positive impact the fiscal balance[39].

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37 See https://resource.sammproject.org/wp-content/uploads/download-manager-files/CoD-Policy-Brief-_002.pdf

38 See https://resource.sammproject.org/wp-content/uploads/download-manager-files/CoO_Policy_Brief.pdf

39 See for example, How Immigrants Contribute to South Africa's Economy, ILO-OECD, 2018

On the other hand, migrant workers, especially low-wage migrant workers, may experience wage related abuses such as the non-payment of wages[40].

News reports can unveil the economics behind these issues and encourage employers and businesses to address the risk of labour exploitation and promote fair recruitment and decent working conditions in their own operations as well as in their supply chains.

Key questions you may wish to consider include:

- What are the economic incentives behind unfair recruitment practices, exploitative working conditions and wage theft?
- How can these be reversed or overcome?
- What are businesses doing to promote decent working conditions in their operations?
- How do public and private employers ensure due diligence in their supply chains?
- How are corporate promises integrated into actual business practices?
- What are some of the positive economic contributions of migrant workers in your country?
- How are remittances sent by migrant workers contributing to the development of their country of origin?
- Has consumer pressure resulted in improvements for workers?

EXAMPLE OF STORIES ABOUT MONEY

Diaspora remittances hit US$1,17b mark

In the first nine months of 2023, remittances sent by the diaspora to Zimbabwe were up 8% compared to the same period in 2022, as evidenced by data from the central bank. Remittances are the second biggest source of foreign currency, after exports.

Read the story: https://www.newsday.co.zw/thestandard/business/article/200019081/diaspora-remittances-hit-us117b-mark

D. MIGRATION

The ILO estimates that there are 169 million migrant workers in the world today[41]. Stories about migration can highlight the difficult choices individuals and their families face in searching for better opportunities. Stories about migration can also help show the positive contribution migrant workers make to countries' economies, helping to overcome common negative stereotypes and xenophobia.

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40 ILO issues wage protection guidance for migrant workers

41 ILO, 2021. ILO Global Estimates on International Migrant Workers – Results and Methodology (https://www.ilo.org/global/topics/labour-migration/publications/WCMS_808935/lang--en/index.htm)

Key questions you may wish to consider include:

- Why do people look for work opportunities away from their country of origin?
- What are the legal opportunities to migrate?
- How do people travel?
- Who facilitates migration?
- What happens when legal or established migration routes are suddenly shut?
- How are migrant workers welcomed in countries of destination? Are they treated fairly?

EXAMPLE OF STORIES ABOUT MOBILITY

'There is always risk': The Zimbabwean de-miner in South Sudan

Job Tawengwa has lived on the road for about 25 years in his job defusing unexploded ordnances.

Read the story: https://www.aljazeera.com/features/2023/7/14/there-is-always-risk-the-zimbabwean-de-miner-in-south-sudan

E. DISCRIMINATION

Discrimination can be based on gender, race, ethnicity, indigenous identity and disability. All these types of discrimination can influence recruitment and working conditions. In some cases, workers can be discriminated because they belong to a certain ethnic group or caste, or even for holding some form of political opinion. In other cases, women migrant workers can experience discriminatory labour practices in the country of destination. It is important to take discrimination into account when you look at issues of labour migration. Stories about overcoming discrimination in the workplace and promoting equality of treatment on the job can raise awareness and change mind-sets.

Key questions you may wish to consider include:

- Are some people facing discrimination in terms of job opportunities, recruitment, working conditions? In which sectors?
- Are efforts being made to ensure equality in the workplace?
- Does internal and international migration affect some groups of people differently?
- Are some people more vulnerable to discrimination than others? Children? Women? Men? Indigenous people?
- Do women and men have equal rights at work? Are they equally aware of their rights?

EXAMPLE OF STORIES ABOUT DIFFERENCES

Labour ministry condemns abuse of migrant workers

The Ministry of Labour, Industrial Relations and Employment Creation has condemned the abuse of workers after claims of Angolan migrant workers being abused emerged in the northern regions.

Read the story: https://www.namibian.com.na/labour-ministry-condemns-abuse-of-migrant-workers/

F. LAW, ENFORCEMENT AND CRIMES

The justice system in most countries shines light into some of humanity's most unsavoury practices – such as the violation of labour rights. If your country takes action against labour abuses, make contact with the organizations and people who are responsible for this, whether they are in the mainstream police or a specialist agency. If there are laws, but they are not enforced, ask; 'Why not?'.

Key questions you may wish to consider include:

- What relevant laws are in place in your country?
- Who is in charge of enforcing the laws?
- How do they go about doing it?
- How well are laws enforced?
- What are the consequences for those who abuse workers' rights?

EXAMPLE OF STORIES ABOUT JUSTICE

Zimbabwean truckers head to court to stop unlawful 'purging' by SA employers

Some workers were notified by WhatsApp that they do not have a valid work permit and are not legally allowed to drive a South African truck.

Read the story: https://www.moneyweb.co.za/news/south-africa/zimbabwean-truckers-head-to-court-to-stop-unlawful-purging-by-sa-employers/

G. INFORMATION, EDUCATION AND ADVOCACY

Stories can be inspired by people who are making a difference to tackle labour abuses and to promote decent work for all.

Key questions you may wish to consider include:

- What is being done to inform people about their rights?
- Who is acting for the abused?
- What expressions of public support or hostility are there for migrant workers, especially those who suffer from labour abuses?
- Are there adverse effects to the policies promoted by advocacy groups?
- What role do celebrities or other figures play in raising awareness?

EXAMPLE OF STORIES ABOUT AWARENESS

"You won't be making mistakes if you invest in immigrants"
Scalabrini Centre event highlights need for university scholarships for foreign nationals

Read the story: https://www.groundup.org.za/article/more-tertiary-education-support-and-funding-for-refugees-and-immigrants-says-scalabrini-legal-advisor/

UNIT 2.3 - GETTING SUPPORT

A. GAINING SUPPORT

If you are a reporter aiming to do a story which will take time and resources and which may attract hostile attention, you will probably face a tough task in convincing your editors to let you do so.

The only option is persuading editors that the work is important and adds value to the news organization. You might remind your superiors that:

- Investigations are at the heart of journalism.
- Strong investigative reports will raise the profile of the news organization, improve its standing and potentially increase its revenue.
- The report or reports will be of a uniquely high quality and will bring attention and kudos.
- Your organization can 'own' the subject – that is to say, become the natural home of coverage of the subject. Other people will come forward with related stories.
- There may be the chance to enter the report(s) for awards.

B. FUNDING

In investigations, when you are looking for extra time and resources, it helps if you can set out all the likely costs, including staff time, travel and accommodation costs, and other costs.

Look for external funding[42] for a story: an international non-governmental organization might agree to pay the costs of a reporter travelling to another country to produce a series of reports on migration. Sometimes grants are made to the winners of a competition.

Be aware of the risks that the report becomes one-sided and only reports what the funder wants. It is important that the news organization retains its editorial control and remains in charge of what is ultimately published.

C. COLLABORATING WITH OTHER MEDIA OUTLETS

Collaborating with another news organization can help to reduce costs and increase impact[43]. Local examples include the Luanda Leaks[44] which gathered 36 media organizations, including L'Express Maurice (Mauritius), Jornal @Verdade (Mozambique), The Namibian (Namibia), Financial Mail (South Africa) and a freelance journalist from Angola. Even global news organizations like the Guardian and the Washington Post have done it, to great effect. There are also opportunities for smaller news organizations to collaborate across borders.

Collaborative efforts are also useful when the time of publication comes. The simultaneous launch of stories, in different media and possibly, in different countries, can yield a bigger impact and audience.

The Global Investigative Journalism Network, in its Human Trafficking Resources,[45] lists several interesting collaborations.

D. EXTERNAL SUPPORT

Ensure that your reporting has strong support both outside and inside your media house.

Possible candidates include:

- Elected politicians
- Business leaders
- Law enforcement officials
- Leaders of NGOs and campaign groups
- Experts such as academics
- Celebrities

Explain your story and ask for their support. Publish a few words of support alongside their picture. This will demonstrate to those who would wish you ill that you have support in the community.

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42 For a list of Africa-specific grants and funding opportunities, see: https://gijn.org/resource/gijn-africa-funding-and-grants/

43 To learn about the relevance of cross-border collaboration when reporting on labour migration, see ILO webinar "Ushering a new era of cross-border labour migration reporting"

44 https://www.icij.org/investigations/luanda-leaks/about-the-luanda-leaks-investigation/

45 https://gijn.org/topic/human-trafficking/

MODULE 3.

GETTING THE STORY

UNIT 3.1 – RESOURCES

A. FACTS AND FIGURES

Facts are the basis for all investigative journalism. Mostly, facts are nothing more than dry numbers on a page but with a proper understanding and interpretation they can reveal stories of real interest. Learn to love documents. Look for official or highly respected documents such as official statistics, legal and regulatory frameworks, court documents, company publications and newspaper.

B. PHOTOGRAPHS AND VIDEOS

Photographs, and increasingly video, are a vital part of modern storytelling. When producing or commissioning visual illustrations, journalists should weigh carefully their decisions and, when possible, work with professional photographers or videoproducers.

If someone agrees to be photographed (or filmed), but asks that they not be identified, it is far, far better to protect their identity during the filming – for example, by only photographing them in silhouette or by filming only the interviewee's hands, rather than relying on postproduction techniques such as pixelating or hiding the person's face during the edit or production process.

What can you do if you can't get original images?

- You could use stock images from a picture library but the image may not match your story. Do not use sensationalized images, such as people bound in chains.
- You can illustrate your story with visual arts such as drawings, cartoons and paintings.
- You might even leave the story without illustration and explain your reader why that is your choice.

Images play an important role but lack of professionalism or resources often leads to sloppy photo editing and, in the end, to a major disservice to the audience.

UNIT 3.2 – SAFETY

A. THE PRINCIPLES OF ETHICAL JOURNALISM

Here are some top tips for staying safe in your reporting:

Be accurate. Only report those facts which you have checked and double checked and know to be true. Everything else is a claim and should be attributed. Take care to report claims accurately. Do not draw conclusions. Report according to the limits of your ability. If you are covering a sensitive issue, report on what you can see, or at least what you are told by those around you. Leave the analysis, interpretation and speculation to others who have other sources and can see the bigger picture.

Be sceptical. Analyse all information you are given on a situation. Consider recording the conversations you have with anyone involved in a sensitive story you are covering. Later, they may be pressured to deny your reports, and you may need to present your recordings and transcripts to a court.

Be balanced. Actively seek out the views of all parties. If they won't speak to you, or you can't reach them, look for an authoritative source of their position, such as their official website or news agency. If you fail, explain why: "For such and such reason, it has not been possible to reach the following source of information."

Don't act as a judge, advocate or human rights activist. Leave this to the experts who can brief you and give you analyses.

Be impartial. Don't promote the views of one of the parties to the conflict.

Don't use language (usually adjectives) to describe how good (strong, heroic, determined, rightful) one side is, or how terrible (evil, weak, cowardly) the other side is.

Recognise that words used widely and without intended prejudice in one community can cause offence among another. Would you like to be described as a 'tribal' or 'aboriginal'? Show respect to other people. Find out how they themselves prefer to be described.

Recognise when your own bias appears in your reporting and remove it[46].

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46 Ethical Journalism Network, 2018. Five-point guide for migration reporting (https://www.youtube.com/watch?v=aongjvQ-QCE)

B. PERSONAL SAFETY

Journalists who are reporting on issues such as abusive labour practices are particularly at risk – even if they do so in a balanced and objective way. You are likely to be exposing criminal organizations or powerful individuals, or even government abuses. Reprisals may range from intimidation and harassment to actual violence, illegal arrest and arbitrary detention. You need to be aware and to be prepared.

RESOURCES

Committee to Protect Journalists. (2012). Journalist security guide. [Online]. Available at: https://cpj.org/security/guide.pdf

Council of Europe. (n.d.). Platform to promote the protection of journalism and safety of journalists. [Online]. Available at: https://www.coe.int/en/web/media-freedom

Digital Platform for Safety of Journalists in Africa [Online]. https://safetyofjournalistsinafrica.africa/resources/

Media Institute for Southern Africa (MISA) https://misa.org

IFJ. (n.d.). Safety. [Online]. Available at: https://www.ifj.org/what/safety.html

IFJ. (n.d.). Gender Equality. [Online]. Available at: https://www.ifj.org/what/gender-equality.html

INSI. (n.d.). INSI Safety Code. [Online]. Available at: https://newssafety.org/about-insi/insi-safetycode

UNESCO. (n.d.). Basic Texts Related to the Safety of Journalists. [Online]. Available at: http://www.unesco.org/new/en/communication-and-information/freedom-of-expression/safety-ofjournalists/basic-texts

UNESCO. (2015). Safety guide for journalists. A handbook for reporters in high-risk environments. [Online]. Availableat:http://www.unesco.org/new/en/communication-andinformation/resources/publications-and-communication-materials/publications/full-list/safetyguide-for-journalists

UNESCO. (n.d.). UN Plan of Action on the Safety of Journalists and the Issue of Impunity. [Online]. Available at: https://en.unesco.org/un-plan-action-safety-journalists

C. PHYSICAL AND MENTAL HEALTH

Be mentally prepared for a traumatic assignment. Share stories and experiences with your fellow journalists. Debrief your bosses and colleagues.

Be aware of any potential risks to your physical health.

D. DIGITAL SECURITY

- Don't keep contact details of sensitive sources in your handwritten notes, books, in your mobile phone or in computer files.
- Give your sensitive contacts a code name and use this in your notes.
- Protect your mobile phone with a strong PIN code.
- Store the contact details of sensitive sources under an assumed name.
- Delete records of sensitive calls.
- Delete text messages.
- Disguise sensitive numbers in another format.
- Learn how to use higher security for your web browsing.
- Learn how to send encrypted emails.
- Take care with what you post on social media.

E. GOING UNDERCOVER

It is a general rule of journalism that reporters should be open and honest about who they are. They should not disguise their identity or activity in order to gain access to information that would not be shared with a reporter. However, it can be very hard to gather convincing evidence of crime and anti-social behavior while being fully transparent.

This is why when - and only when - there is genuinely strong public interest reason to suggest crime or serious antisocial behavior, some investigative reporters will take on an assumed identity, for example, by pretending to be an unskilled worker to take a job where workers are abused. This is known as 'going under cover'.

If the reporter makes covert sound or video recordings, a court may decide that they are an invasion of privacy and illegal. Reporters who are uncovered may be subjected to threats and even physical violence.

Consider:

- How will you join the organization you are about to expose?
- Will you work alone?
- How will you make sure that you are safe?
- What is your undercover identity and story?
- How will you avoid asking too many questions and arousing suspicion?
- How will you get the information out?
- How will you get yourself out if/when things go wrong?

RESOURCES

Peril on the migrant route in southern Africa (2022), DW Africa https://www.dw.com/en/peril-on-the-migrant-route-in-southern-africa/a-64077749

New Vision (2021) [Podcast]. Undercover in Saudi Arabia. Available at: https://podcasts.apple.com/fr/podcast/new-vision-podcast/id1537095765?i=1000581248870 (episode #1)

UNIT 3.3 – SOURCES

You can get information from a diversity of sources, including workers and their families, employers or agents and intermediaries that orchestrate recruitment as well as academics.

However unhappy they are about the situation they find themselves in, speaking out may only exacerbate the problem and possibly put them in danger. You will need to be sensitive and respectful, while at the same time encouraging them to provide you with information.

Stories about labour migration may address good or bad practices leading to very different outcomes for the workers' concerned, affecting both their professional and personal life.

Journalists reporting on these stories need to work carefully and methodically to build up a body of evidence, ensuring accurate, fair and balanced reporting.

A diversity of sources must be considered. In the following section you will find tips on addressing particular types of sources.

A. SURVIVORS

You must not pressure them, but it is fair to tell victims that speaking out will inform the public about the scale and nature of the problem. It may give others the confidence to speak. And it may warn others of the dangers they may face in travelling across borders.

If you want people to open up to you about traumatic experiences, you need to win their trust. Victims must know that they will not be denigrated or re-victimized by your reporting. The stories that you write about survivors of abuse and atrocities will also determine whether your interviewees will want to talk to you again for follow-up stories.

You should always treat victims/survivors and their families with compassion, care, respect and dignity. This does not mean you should stop being a skeptical journalist working to find the truth.

Depending on the situation, it is advisable to let the interviewee choose the interview venue. You want them to be in a place where they feel comfortable talking.

Victims and survivors may request that you do not publish any information which could lead to them being identified. News organizations are often reluctant to use anonymous sources because it has the effect of weakening the impact of the testimony.

There may also be the danger that those accused attempt to punish those who speak out. It is vital that reporters do not allow this to happen.

If you promise to protect their anonymity, you must ensure that you do so. Take care that their identity is not revealed, even inadvertently by publishing so much information about the person that someone close to them could work out who you are talking about.

In some very sensitive cases, it goes beyond not mentioning their name or identity in pieces that you publish. You must also keep their identity secret in your own notes, in case these fall into hostile hands.

B. SUPPORT GROUPS, ADVOCACY ORGANIZATIONS, ACADEMICS

Whereas much of the power and emotional impact of a story will come from testimonies of those directly impacted, it will gain strength when bringing a wider perspective, placing the story of one or more individuals into context.

To do this, get information from experts working in the field, such as:

- Support groups for victims and survivors
- Associations
- Trade unions
- Law enforcement agencies
- Social services and other public services
- Academics
- Politicians with a specialist interest in the issue.
- Lawyers
- Global organizations, such as the ILO and IOM.

When you meet them, ask them to suggest someone else you should speak to. Build up your network of contacts. Follow them on social media; read their published articles. When you are researching your story, be sure to take detailed notes of what each person says to you. If, when you come to write the story, you are unsure of your understanding, you will be able to go back and check with the right person. You will also be able to attribute the opinions to the right people. You will soon lose the trust of anyone you mis-quote or attribute the wrong opinion to.

C. ACTORS SUSPECTED OF ABUSE

People accused of crimes or anti-social behaviour should be the last people you contact in your investigation, when you have gathered all the evidence and built a strong case against them.

If you contact them too early, they will have the chance to put pressure on witnesses, destroy evidence – and scupper your investigation.

However, in the interest of fairness, you do need to give them a chance to respond properly to any allegations of wrongdoing made against them.

Many news organizations would consider one or two days sufficient time for the accused to give a considered response – but not enough for them to take action – whether legal or illegal – to prevent publication.

If they agree to meet, consider your own safety:

- Take a colleague along with you.
- Inform your editor where you are going.
- Have someone check up on you.
- Take detailed notes or make a recording.
- Conduct the discussion professionally and politely.
- Do not permit yourself to become angry or indignant.

If they refuse to meet, you could ask them to answer your questions by phone or email.

A third option is for them to prepare a written (or recorded) statement for you to use as their response to the allegations against them.

You should be persistent in seeking a response, repeating that you want to hear their view of events in the interests of accuracy and fairness.

If you receive no reply after repeated contact, you should seek to represent their position as best you can, using publicly available sources.

Always be polite. As a journalist, your role is not to determine guilt, but to set out the facts as far as they can be established so that the public can reach their own conclusions.

MODULE 4.

TELLING THE STORY

UNIT 4.1 - WHICH MEDIUM?

Journalists have a number of platforms on which they might publish their story. It is worth considering at an early stage how you might make best use of the material you have to reach the largest number of people and make the most impact.

You don't have to select just one. You can publish your material in different forms on different platforms such as newspaper, web, television etc.

A. WEB

Almost all news outlets have a website and some of them exist only as a website. However, these websites can as easily carry video or audio reports as they can words and pictures. During the process of building a story, consider taking photos, audio or video recordings that can be published in or alongside an article.

A ''long read'' is a new type of web article, which incorporates pictorial elements such as pictures, Infographics, maps and even audio and video clips into a long text article. The combination makes the format very engaging. It is especially suited to features and investigations.

B. SOCIAL MEDIA

Many news organizations make extensive use of social media such as Facebook, Twitter and Instagram. Often, social media are seen as a way of attracting and serving audiences for their mainstream output, but they can equally be used for storytelling in their own right.

Some reporters have become very clever at telling complicated stories on Twitter in a series of tweets – short messages of no more than two or three sentences, often accompanied by a picture or even a short piece of video.

Instagram is especially good for sharing pictures and short videos. It allows for the publication of a series of images of the people who have provided testimonies – with their permission, of course.

The instantaneity of social media is also quite powerful, notably when looking to produce a concrete reaction from a person or an organization involved in your story. Recent examples have shown how the use of Twitter has helped reporting conditions of labour exploitation and human rights infringements, with authorities quickly reacting.

C. RADIO PROGRAMMES

Radio programmes can exist as part of a regular schedule, or exist entirely on their own as a podcast, downloadable and playable at any time. When they are held close to the source of the sound or used with a plug-in microphone, smartphones make good recording devices.

Editing can be performed on a smartphone or a computer.

D. VIDEO

Lightweight video production techniques such as filming and even editing on a smartphone make it possible for those with even modest resources to make their own video films, which can be shared online, broadcast on TV, shown in cinema or played to audiences in cinemas and community halls.

E. ANIMATION

Animation is a great way to tell a story where there is a need to protect the identity of those involved.

F. APPS

Many people will be familiar with apps which offered by news organisations as a way of accessing their content. But there have also been early experiments with using apps to tell stories in new ways. The BBC created an immersive video to simulate the experience of a migrant risking their life to seek work and a future in another country.

G. TELLING THE STORY IN PICTURES

As mentioned in the previous chapter, journalists must consider carefully how they portray their subject when reporting about labour issues. Particular attention needs to be paid when preserving the anonymity of sources and protecting victims of labour abuses is indicated.

UNIT 4.2 - CONSIDER A SERIES

If you've been working hard on a difficult subject relating to labour migration, it is likely that you have more material than you need for a single news report. In this case you could consider a series of reports on the same theme and host it on the web.

You might also consider taking the next step and turning your series into a campaign. This is when a news organization goes beyond its usual role of reporting neutrally on an issue and actually takes sides to support a policy change. News media that aim to be impartial and objective will normally only do this when they are fighting criminal activity and promoting human rights such as liberty, health and free labour.

The stories of the campaign may be focussed on a single individual and unfold over time, or may feature different individuals who face similar problems. Alternatively, a single issue from a number of different angles can be considered: the trafficked or abused worker, the employer, the agent, the law enforcement officer, and so on.

The stories can run over consecutive days, or as an occasional series. Signposting forthcoming stories helps to keep viewers or readers engaged:

- "Tomorrow, in our continuing series, we'll meet the broker who sent Abdul on his perilous journey."
- "We'll hear more from Marie and find out how she's getting on with life as a free woman."

SIX STEPS TO A SUCCESSFUL CAMPAIGN

STEP 1

SET OUT YOUR GOAL
Campaigns can start off big or start small and grow. They will always benefit from good advance planning. However, your objective must be clear from the outset. Are you calling for a change in the law? Or some other action? For example:

- "We will keep campaigning until we see an end to the permit system."
- "All trafficked women must be freed and taken care of by the state."

STEP 2

MANAGE YOUR CAMPAIGN
One person needs to manage the campaign on a daily basis to ensure that it keeps momentum and stays on track. This will usually be the reporter who is writing most of the stories.

The campaign also needs a champion who is senior in the editorial team such as a deputy editor, head of newsgathering, or somebody similar.

The champion will ensure that resources, including time, are allocated. Campaigns needs many resources and junior staff may be reluctant to commit them. The champion will also protect the writing team by dealing with any external pressures from parties related to the inquiry.

STEP 3

SEEK TO MAKE A STRONG INITIAL IMPACT

Try to start the campaign with impact and choose a day when the campaign will not be competing against another planned news event.

Make the first campaign story prominent on the front page of a newspaper, or first in a television or radio news bulletin. Support it with side stories, backgrounders, images, and info graphics.

STEP 4

MAKE IT EASY FOR READERS TO JOIN IN

People are increasingly used to have their say on controversial issues by social media. Make the most of this and get them involved. Open up comments on your website and publish the most interesting and supportive. However, be aware that comments can also be negative, racist, sexist and else. It is important to set clear and firm code of conduct for commenting online.

Set up a dedicated email account for members of the public to send you their comments and even stories or story ideas.

There is a platform for e-petitions where citizens can sign up to support demands for a certain action such as a change in the law. If this is the case, set up a petition or ask a sympathetic politician to do it. Then encourage readers to sign the petition. You can publish the number of signatories as it rises, as an indication that the campaign has growing support.

STEP 5

DO SOMETHING READERS CAN'T DO

Remember the power and the limitations of your news organization. It can amplify the voice of the readers, ask uncomfortable questions and demand answers from those in the highest authority.

Follow up this sort of action with calls to see if the material was received, been read and if there are any comments to be make on your dossier. Keep that pressure up. If they have nothing to say, try a week later and a week after that. Record your efforts to get an answer and publish it in the paper.

STEP 6

KEEP AT IT

There is an old newspaper adage that says that when you are getting tired of a campaign, the readers are only just beginning to notice it. Unless you have opted for a very short, sharp campaign, you are in it for the long run. Keeping campaigns lively, active and interesting is the job of the whole newsroom, not just the handful of people who are directly responsible for it.

UNIT 4.3 - ARE YOU READY?

A. THE EDITING PROCESS

Like any other type of reporting, reporting on labour migration requires the use of good editing guidelines and practices. A wide body of resources on editing is available and largely contextualized, which is why the present toolkit cannot mention them all as good editing practices go far beyond our scope.

B. ARE YOU READY?

Before you publish your story or series of stories, bring everyone involved in the story together to ensure you have all the information at hand. You must have clear answers to the following questions:

- What are you trying to say or allege?
- Do you have enough information and evidence to say it?
- What are the implications of your allegations?
- Do you have full confidence in your sources and in your analysis of documents?
- Have you made an extra effort to verify and check all your information?
- Has everyone under criticism been given the opportunity to respond?
- How is the story structured? Work out the beginning, the middle and the end.
- Can you break the story up into manageable parts?
- How will you illustrate the reports? Can you explain the story with pictures, illustrations, tables, or graphics?
- Has a lawyer or experienced editor checked the entire story (including the headlines)?

If you can't answer all these questions fully, you are not ready to publish.

MODULE 5.

FOLLOWING UP

UNIT 5.1 - IMPACT, AWARDS AND SPECIALIZING

A. IMPACT

Good journalism makes a difference to people's lives.

The practices you report on might not end, but reports you publish might:

- Encourage an employer to modify their practices and/or encourage their business partners to do the same
- Give workers who had their rights infringed the confidence and contacts to set up a support group for others
- Encourage authorities to strengthen the laws and enforce the existing laws
- Encourage policy-makers to address abusive working conditions and unfair recruitment practices and their root causes
- Raise awareness on the situation of specific categories of workers and change possible public misperceptions

It is important to think about the desirable outcomes for the workers. When reporting on a situation of labour migration, the objective should be decent work, documenting benefits for the country of destination as well as the country of origin. When reporting on situations that are not necessarily fair to the workers, such as, for example, deficits in terms of working conditions, the desired outcome may be changes in legislation, policy, or business practices.

B. AWARDS

Awards, prizes and fellowships exist for almost all types of reporting. Labour migration issues regularly feature in generic media awards, especially when they involve intensive investigation. In recent years, some of the most prestigious prizes in different countries have gone to these types of stories.

In 2015, the ILO initiated the Global Media Competition on Labour Migration[47] and one of the first winners of the competition was a freelance journalist from Zimbabwe, Ray Mwareya[48].

These distinctions help increase the initial impact of a story as it brings the attention of other media professionals to the issues and, at times, the attention of the general public as well.

UNIT 5.2 - FINAL TIPS

A. READ UP

You need to know much more than you will ever regurgitate on the page or on air.

Read all you can about the subject. Read the specialist magazines. Follow the relevant blogs. Government bodies and NGOs often publish newsletters about their activities. You will need to understand how migration works, what labour migration is about and how national and international legal instruments come into effect.

When an opportunity such as workshops to learn more formally about your adopted subject area presents itself, take it. Every opportunity helps build up knowledge and develop a network.

B. DON'T GET LOST IN THE SUBJECT

Your job is to explain specialist issues to an audience of ordinary, non-specialist, people. Your job is to explain it clearly. That means:

- Translating jargon into everyday language;
- Cutting out irrelevant detail;
- Explaining things which are not clear;
- Making your stories relevant to readers, listeners or viewers.

C. DON'T BE ALONE

Get in touch with others who are covering the same beat. They can provide assistance with information, contacts, story ideas and advice. Consider joining or forming your own local group, or at least having an occasional informal get-together.

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47 https://www.ilo.org/global/topics/labour-migration/events-training/media-competition/lang--en/index.htm

48 https://www.ilo.org/global/topics/labour-migration/policy-areas/guidance-for-journalists/awarding-excellence/lang--en/index.htm

RESOURCES

Title of the publication	English Link	French Link	Portuguese Link
Gender-sensitive policies and/or strategies regulating labour migration at national and/or regional level.			
LABOUR MIGRATION IN THE SOUTHERN AFRICAN REGION – A Stocktaking Report	https://www.sammproject.org/samm-resources/stocktaking-of-work-on-labour-migration-in-the-southern-african-region-2/		
MIGRANT DOMESTIC WORKERS IN THE SADC REGION REPORT	learning.sammproject.org/wp-content/uploads/download-manager-files/Migrant-Domestic-Workers-Final-Report-1.pdf		
Gender Responsiveness in Adopted Labour Migration Policies in Five SADC Countries Booklet	https://www.sammproject.org/samm-resources/gender-responsiveness-in-adopted-labour-migration-policies-in-five-sadc-countries/		
SATUCC "Information Guide on the Protection of Migrant Workers" for Trade Union Organisations in the SADC Region	https://www.sammproject.org/samm-resources/satucc-labour-migration-guide/		
GUIDANCE NOTES FOR COUNTRIES OF ORIGIN Formulation and Implementation of Labour Migration Policies and a Labour Migration Policy Development Template	https://www.sammproject.org/samm-resources/guidance-notes-for-countries-of-origin-labour-migration-governance-in-the-sadc-region/		
GUIDANCE NOTES FOR COUNTRIES OF DESTINATION Formulation and Implementation of Labour Migration Policies and a Labour Migration Policy Development Template	https://www.sammproject.org/samm-resources/guidance-notes-for-countries-of-destination-labour-migration-governance-in-the-sadc-region-2/		
Gender-responsive and evidence-based labour migration policies (GCM Information sheet)	https://www.sammproject.org/samm-resources/gender-responsive-and-evidence-based-labour-migration-policies-2030-agenda-gcm/		
Policy Brief- Migrant Domestic Workers in The Southern African & Indian Ocean Region	https://www.sammproject.org/samm-resources/migrant-domestic-workers-in-the-southern-african-indian-ocean-region-labour-rights-and-workplace-conditions-policy-brief/	https://www.sammproject.org/samm-resources/migrant-domestic-workers-in-the-southern-african-indian-ocean-region/	https://www.sammproject.org/samm-resources/trabalhadores-domesticos-migrantes-na-africa-austral-e-oceano-indico-direitos-laborais-e-condicoes-de-trabalho-resumo-da-politica/?lang=pt-pt
Labour Migration Governance and the Ministry of Labour and Employment	https://www.sammproject.org/samm-resources/labour-migration-governance-and-the-ministry-of-labour-and-employment/	https://www.sammproject.org/samm-resources/la-gouvernance-de-la-migration-de-main-doeuvre-et-le-ministere-de-main-doeuvre-et-de-lemploi/	https://www.sammproject.org/samm-resources/gestao-da-migracao-laboral-ministerio-do-trabalho-e-emprego/

Title of the publication	English Link	French Link	Portuguese Link
Gender-sensitive policies and/or strategies regulating labour migration at national and/or regional level. (Continued)			
Importance of Labour Migration Governance to Trade Unions or Workers' Organizations	https://www.sammproject.org/samm-resources/importance-of-labour-migration-governance-to-trade-unions-or-workers-organizations-2/	https://www.sammproject.org/samm-resources/limportance-de-la-gouvernance-de-la-migration-de-main-doeuvre-aux-syndicats-ou-aux-organisations-de-travailleurs/	https://www.sammproject.org/samm-resources/importancia-da-gestao-da-migracao-laboral-para-os-sindicatos-ou-organizacoes-de-trabalhadores/
Importance of Labour Migration Governance to Employers' Organizations	https://www.sammproject.org/samm-resources/importance-of-labour-migration-governance-to-employers-organizations-2/	https://www.sammproject.org/samm-resources/importance-de-la-gouvernance-des-migrations-de-main-doeuvre-aux-organisations-patronales/	https://www.sammproject.org/samm-resources/elaboracao-da-politica-da-migracao-laboral-modelo-e-areas-tematica/
Labour Migration Policy Development: Template & Thematic Areas	https://www.sammproject.org/samm-resources/labour-migration-policy-development-template-thematic-areas/	https://www.sammproject.org/samm-resources/elaboration-dune-politique-de-migration-de-main-doeuvre-modeles-et-domaines-thematiques/	https://www.sammproject.org/samm-resources/elaboracao-da-politica-da-migracao-laboral-modelo-e-areas-tematica/
SADC's Labour Migration Action Plan (2020-2025 (Factsheet)	https://www.sammproject.org/samm-resources/sadcs-labour-migration-action-plan-2020-2025-3/	https://www.sammproject.org/samm-resources/plan-daction-de-la-sadc-sur-la-migration-de-main-doeuvre-2020-2025	https://www.sammproject.org/samm-resources/plano-de-acao-sobre-a-migracao-laboral-da-sadc-2020-2025/?lang=pt-pt
The labour migration components of the "SADC Employment and Labour Policy Framework (2020-2030)	https://www.sammproject.org/samm-resources/the-labour-migration-components-of-the-sadc-employment-and-labour-policy-framework-2020-2030-2/	https://www.sammproject.org/samm-resources/les-volets-sur-la-migration-de-main-doeuvre-du-cadre-strategique-de-la-sadc-relatif-a-lemploi-et-au-travail-2020-2030/?lang=fr	https://www.sammproject.org/samm-resources/2-os-componentes-da-migracao-laboral-do-quadro-de-politicas-de-emprego-e-trabalho-da-sadc-2020-2030/?lang=pt-pt
The labour migration components of the "COMESA Protocol on the Free Movement of Persons, Labour, Services, Right of Establishment and Residence"	https://www.sammproject.org/samm-resources/the-labour-migration-components-of-the-comesa-protocol-on-the-free-movement-of-persons-labour-services-right-of-establishment-and-residence-2/	https://www.sammproject.org/samm-resources/les-volets-sur-la-migration-de-main-doeuvre-du-protocole-du-comesa-sur-la-libre-circulation-des-personnes-de-la-main-doeuvre-et-des-services-et-le-droit-detablisseme/?lang=fr	https://www.sammproject.org/samm-resources/5-o-componente-da-migracao-laboral-do-protocolo-comesa-sobre-a-livre-circulacao-de-pessoas-trabalho-servicos-direito-de-instalar-se-e-residencia/?lang=pt-pt
The labour migration components of the "SADC Employment and Labour Policy Framework (2020-2030)	https://www.sammproject.org/samm-resources/the-labour-migration-components-of-the-sadc-employment-and-labour-policy-framework-2020-2030-2/	https://www.sammproject.org/samm-resources/les-volets-sur-la-migration-de-main-doeuvre-du-cadre-strategique-de-la-sadc-relatif-a-lemploi-et-au-travail-2020-2030	https://www.sammproject.org/samm-resources/2-os-componentes-da-migracao-laboral-do-quadro-de-politicas-de-emprego-e-trabalho-da-sadc-2020-2030/?lang=pt-pt
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Title of the publication	English Link	French Link	Portuguese Link
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Labour Migration Agreement (BLMA) Temporary and Permanent Migration for Employment, including Migration of Refugees and Displaced Persons	https://www.sammproject.org/samm-resources/model-bilateral-labour-migration-agreement-blma-temporary-and-permanent-migration-for-employment-including-migration-of-refugees-and-displaced-persons/	https://www.sammproject.org/samm-resources/modele-daccord-bilateral-sur-la-migration-de-main-doeuvre-abmmo-sur-les-migrations-temporaires-et-permanentes-des-travailleurs-y-compris-les-migrations-de-refugies-et-de-personnes/	https://www.sammproject.org/samm-resources/modelo-de-acordo-bilateral-da-migracao-laboral-blma-sobre-migracao-temporaria-e-permanente-para-emprego-incluindo-migracao-de-refugiados-e-deslocados/
Bilateral Labour Migration Agreements (BLMAs) (GCM Information sheet)	https://www.sammproject.org/samm-resources/bilateral-labour-migration-agreements-blmas-2030-agenda-gcm/		
Fair recruitment and decent employment for migrant workers including regulatory legislation on private employment agencies, aligned to international standards.			
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Review of the Public Employment Services and Private Employment Agencies' legal, and policy framework on the fair recruitment of migrant workers in ten SADC countries	https://www.sammproject.org/samm-resources/review-of-the-public-employment-services-and-private-employment-agencies-legal-and-policy-framework-on-the-fair-recruitment-of-migrant-workers-in-ten-sadc-countries/		
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A Guide for Migrant Workers – Social Protection for Migrant Workers and their Families in the Southern African Development Community (Short Version)	https://www.sammproject.org/samm-resources/a-guide-for-migrant-workers-social-protection-for-migrant-workers-and-their-families-in-the-southern-african-development-community/	https://www.sammproject.org/samm-resources/un-guide-pour-les-travailleurs-migrants-protection-sociale-des-travailleurs-migrants-et-de-leur-famille-dans-la-communaute-de-eveloppement-de-lafrique-australe/	https://www.sammproject.org/samm-resources/protecao-social-para-trabalhadores-migrantes-e-suas-familias-na-comunidade-de-desenvolvimento-da-africa-austral-guia-para-os-trabalhadores-migran-tes/?lang=pt-pt
A Guide for Employers – SADC Guidelines on the Portability of Social Security Benefits (Short Version)	https://www.sammproject.org/samm-resources/a-guide-for-employers-social-protection-for-migrant-workers-and-their-families-in-the-southern-african-development-community/	https://www.sammproject.org/samm-resources/lignes-directrices-de-la-sadc-sur-la-portabilite-des-des-prestations-de-securite-sociale-version-abregee/	https://www.sammproject.org/samm-resources/directrizes-da-sadc-sobre-a-portabilidade-de-beneficios-da-seguranca-social-um-guia-para-empregadores/?lang=pt-pt
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Social Security Portability of Benefits for Migrant Workers (GCM Information sheet)	https://www.sammproject.org/samm-resources/social-security-portability-of-benefits-for-migrant-workers-2030-agenda-and-gcm/		
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Mechanisms to Support the Recognition of Migrant Workers' Skills in the SADC Region	https://www.sammproject.org/samm-resources/mechanisms-to-support-the-recognition-of-migrant-workers-skills-in-the-sadc-region/		
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The Recognition of Migrant Workers' Skills and Qualifications (GCM Information sheet	https://www.sammproject.org/samm-resources/the-recognition-of-migrant-workers-skills-and-qualifications-2030-agenda-gcm/		
Comparative Skills Profiling Surveys and Assessment of Skills Recognition Opportunities Facilitating Refugees and Asylum Seekers' Access to the Labour Market in South Africa and Zambia	https://www.sammproject.org/samm-resources/comparative-skills-profiling-surveys-and-assessment-of-skills-recognition-opportunities-facilitating-refugees-and-asylum-seekers-access-to-the-labour-market-in-south-africa-and-zambia-2/		
Labour migration statistics.			
The labour migration statistics component of the SADC Labour Market Observatory (Factsheet)	https://www.sammproject.org/samm-resources/the-labour-migration-statistics-component-of-the-sadc-labour-market-observatory-2/	https://www.sammproject.org/samm-resources/les-volets-sur-la-migration-de-main-doeuvre-du-protocole-du-comesa-sur-la-libre-circulation-des-personnes-de-la-main-doeuvre-et-des-services-et-le-droit-detablisseme/?lang=fr	https://www.sammproject.org/samm-resources/6-o-componente-das-estatisticas-da-migracao-laboral-do-observatorio-do-mercado-de-trabalho-da-sadc/?lang=pt-pt
COMESA report on labour migration statistics In the common market for eastern and southern africa (COMESA)	https://www.sammproject.org/samm-resources/report-on-labour-migration-statistics-in-the-common-market-for-eastern-and-southern-africa-comesa/	https://www.sammproject.org/samm-resources/report-on-labour-migration-statistics-in-the-common-market-for-eastern-and-southern-africa-comesa/	

Title of the publication	English Link	French Link	Portuguese Link
Labour migration statistics. (Continued)			
Policy Brief- Methods for Estimating Migrant Domestic Worker Numbers in the SADC Region	https://www.sammproject.org/samm-resources/methods-for-estimating-migrant-domestic-worker-numbers-in-the-sadc-region/	https://www.sammproject.org/samm-resources/methodes-destimation-du-nombre-de-travailleurs-domestiques-migrants-dans-la-region-de-la-sadc/	https://www.sammproject.org/samm-resources/metodos-da-estimativa-do-numero-de-trabalhadores-domesticos-migrantes-na-regiao-da-sadc/?lang=pt-pt
Labour Migration Statistics in the SADC region (GCM Information sheet)	https://www.sammproject.org/samm-resources/labour-migration-statistics-in-the-sadc-region/		

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