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# **Diploma for Labour Migration Experts and Practitioners"**

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## **Report (2021-2024)**

1 April 2025

**Southern Africa Migration Management (SAMM) Project**  
**Scholarships offered to obtain the**  
**"Diploma for Labour Migration Experts and Practitioners"**  
**2021 - 2024**

The Southern Africa Migration Management Project (SAMM) offered scholarships to Southern African tripartite stakeholders with the objective of achieving the International Training Center of the International Labour Organisation's (ITC ILO) **Diploma for Labour Migration Experts and Practitioners**. The Diploma offered an opportunity to participants to master the qualitative understanding of labour migration governance and protection of migrant workers' rights through a package of intensive and challenging training courses - distance learning and residential phases to be furthered complemented by a capstone project in one of the fields of expertise covered in the programme.

The scholarships were offered to 3 representatives of the Ministry of Labour + 3 representatives of workers' organisations + 3 representatives of employers' organisations of each of the 16 SADC countries. In addition, the SAMM project offered 9 scholarships per Regional Economic Community (SADC, COMESA, IOC): 3 to Ministries of Labour represented at the RECs level, and 3 to Workers' representation and Employers' representation each. In total, SAMM was able to offer 9 scholarships to each SADC country + 9 to each Regional Economic Community (RECs).

On achieving the Diploma for Labour Migration Experts and Practitioners, successful candidates gained advanced knowledge in core areas of Labour Migration governance and cutting-edge skills to demonstrate the achievement through a recognised certification from the ITC ILO; and be part of a growing network of Labour Migration Experts and Practitioners to serve as an ongoing platform for exchange.

The training activities developed under the Diploma emphasized experiential, results-based, learner centred methodologies such as lectures, discussions, case studies, open discussion, role-play exercises and extensive group work in which learning needs were assessed and matched and aligned with principles and guidance intended to turn learning outcomes into practice under seven main thematic areas:

- 1. Gender-sensitive labour migration policies and/or strategies regulating labour migration at national and/or regional level;**
- 2. International labour standards, national legislation on the protection of migrant workers and promoting the recognition of the positive contribution of migrant workers to sustainable development;**

3. **Bilateral labour migration agreements (BLMAs) across the region and with third countries;**
4. **Fair recruitment and decent employment for migrant workers including the monitoring of Private Employment Agencies (PEAs), strengthening of Public Employment Services (PES) as well as labour inspection capacity to improve working conditions;**
5. **Access to and Portability of Social Security Benefits for migrant workers;**
6. **Recognition of qualifications of migrant workers at national and bilateral level, as well as support to Regional Qualifications Frameworks at REC's level;**
7. **Labour migration statistics (indicators, module, inclusion in labour market information systems and labour force surveys, etc) guiding an evidence-based public discourse.**

Other thematic areas covered are the following:

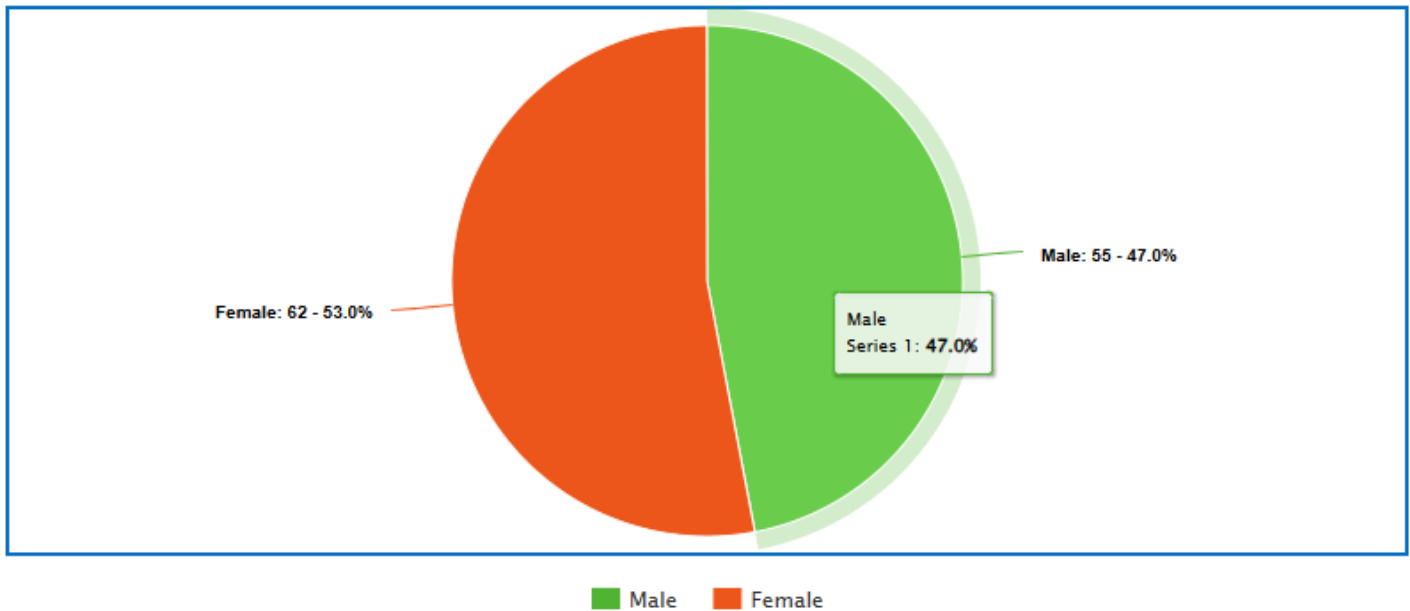
8. **Labour Migration Administration;**
9. **Refugees and IDPs' access to the labour market;**
10. **Impact of immigration on developing countries' economies;**
11. **Reducing Remittances' transfer cost;**
12. **The role of migrant workers and the Diaspora in attaining the SDGs.**

### **Breakdown of SAMM Project scholarships to obtain the "Diploma for Labour Migration Experts and Practitioners" 2021 – 2024**

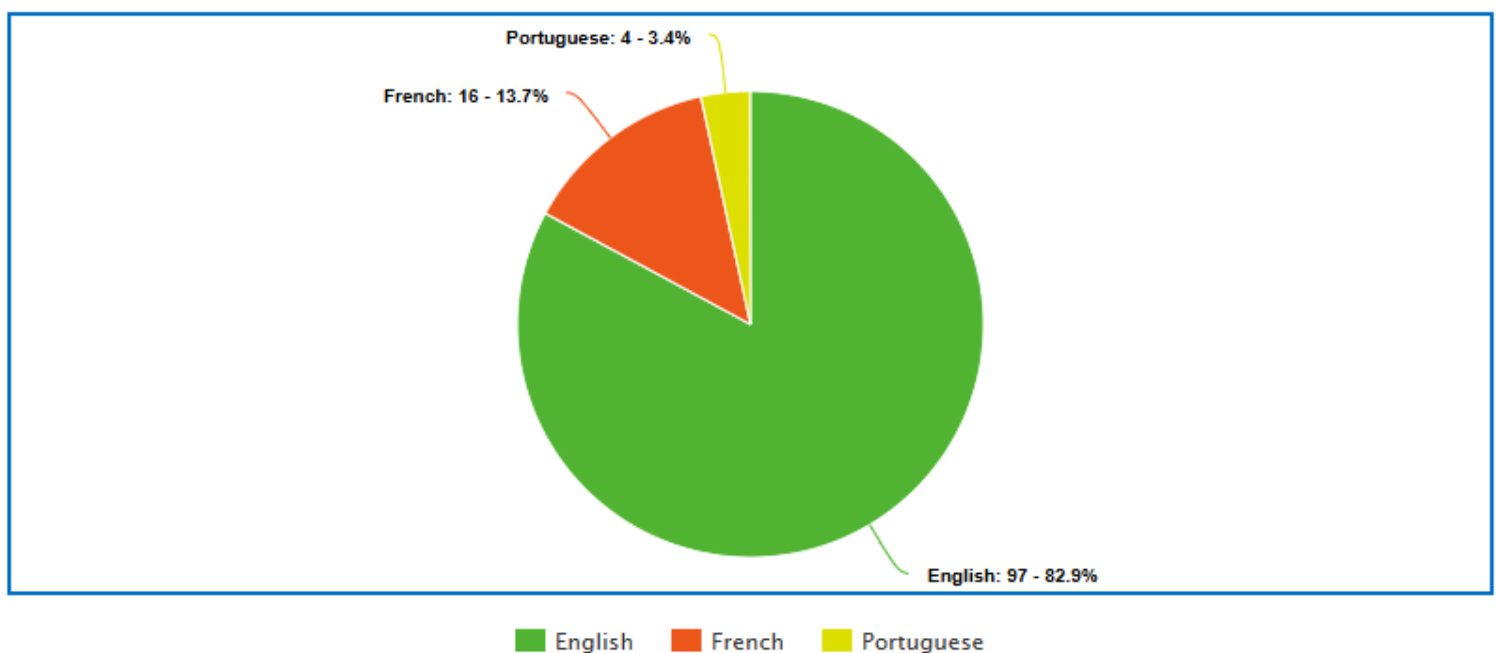
**178** participants were selected as recipients of the SAMM Project scholarships to obtain the "Diploma for Labour Migration Experts and Practitioners". The list of scholarship recipients was based on nominations from SADC tripartite constituents and RECs. Of the 178 who were invited to take part in the process, **117** participants were considered as active participants (Completing 1 or more courses). Of the 117 actively participating, 55 were male and 62 female. The majority 97 (83%) were English speakers followed by 16 (13.6%) French speakers and only 4 (3.4%) Portuguese speakers. The majority (37.3%) of scholarship beneficiaries belonged to representatives from Ministries of Labour followed by 26.9% from Workers organizations, 18.2% representatives from Government Agencies other than the Ministry of Labour and 10.4% from Employers Organizations. The remaining 7.2% is composed of representatives from Enterprise, Academia, NGOs, Training institutions, Public institutions and Intergovernmental organizations.

From the beginning of the SAMM project scholarships programme to obtain the "Diploma for Labour Migration Experts and Practitioners", the participants were enrolled 401 times into the "Diploma **eligible**" **courses of the ITCILO Labour Migration Cluster**. **Of the 401 enrolments, 251** culminated in Certificates of Achievement and **69** in certificates of participation. **83% of the participants enrolled succeeded in obtaining a certificate**. As expected, the majority (**63%**) of participants obtained certificates of achievement.

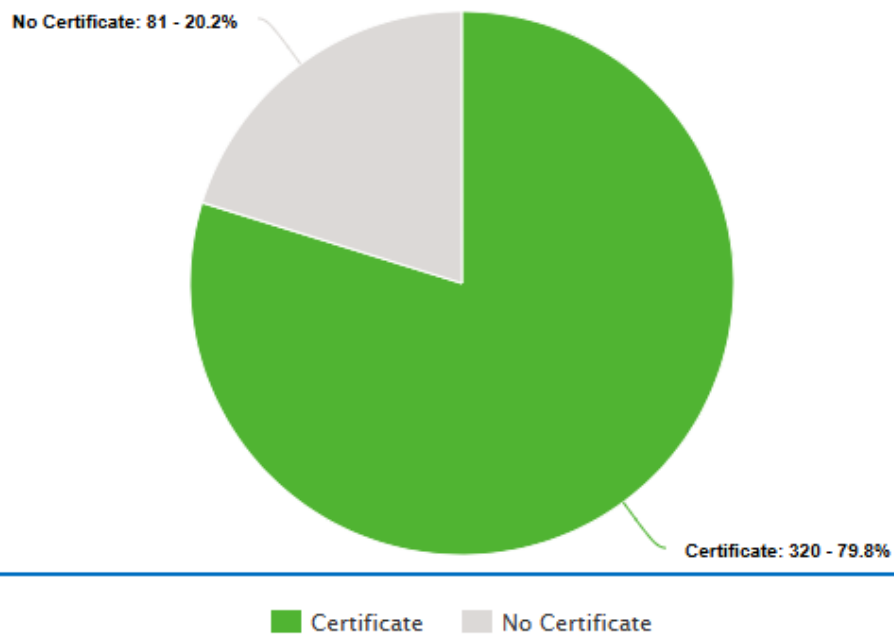
SAMM Scholarship Distribution by Gender - Total Pax 117



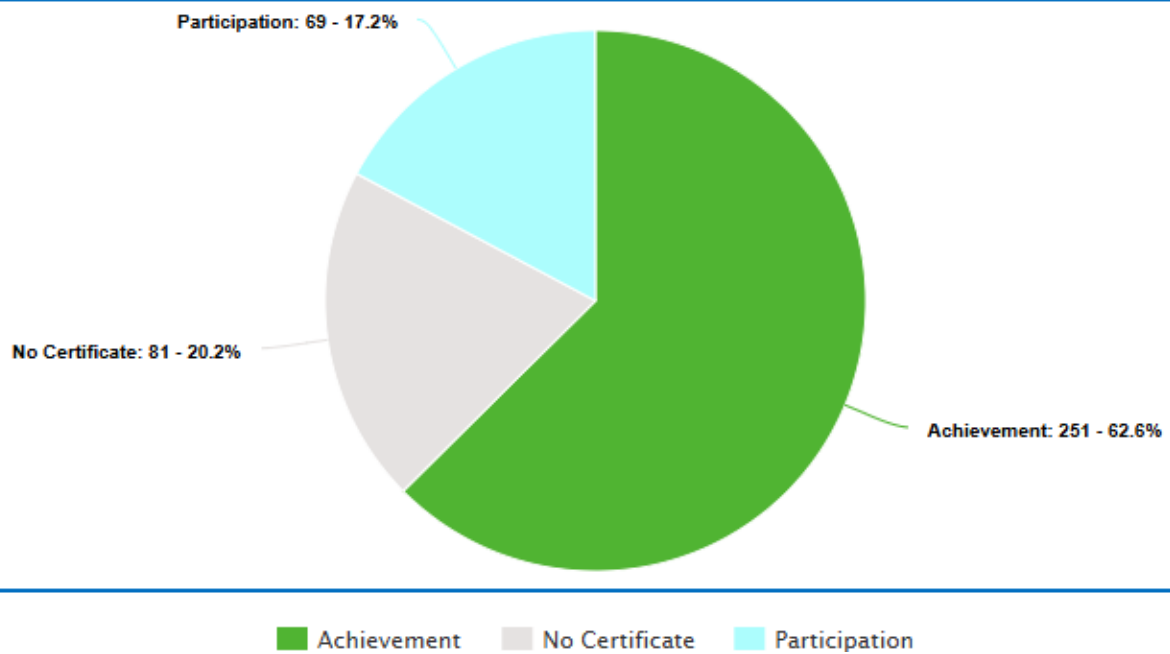
SAMM Scholarship Pax language distribution - Total Pax 117



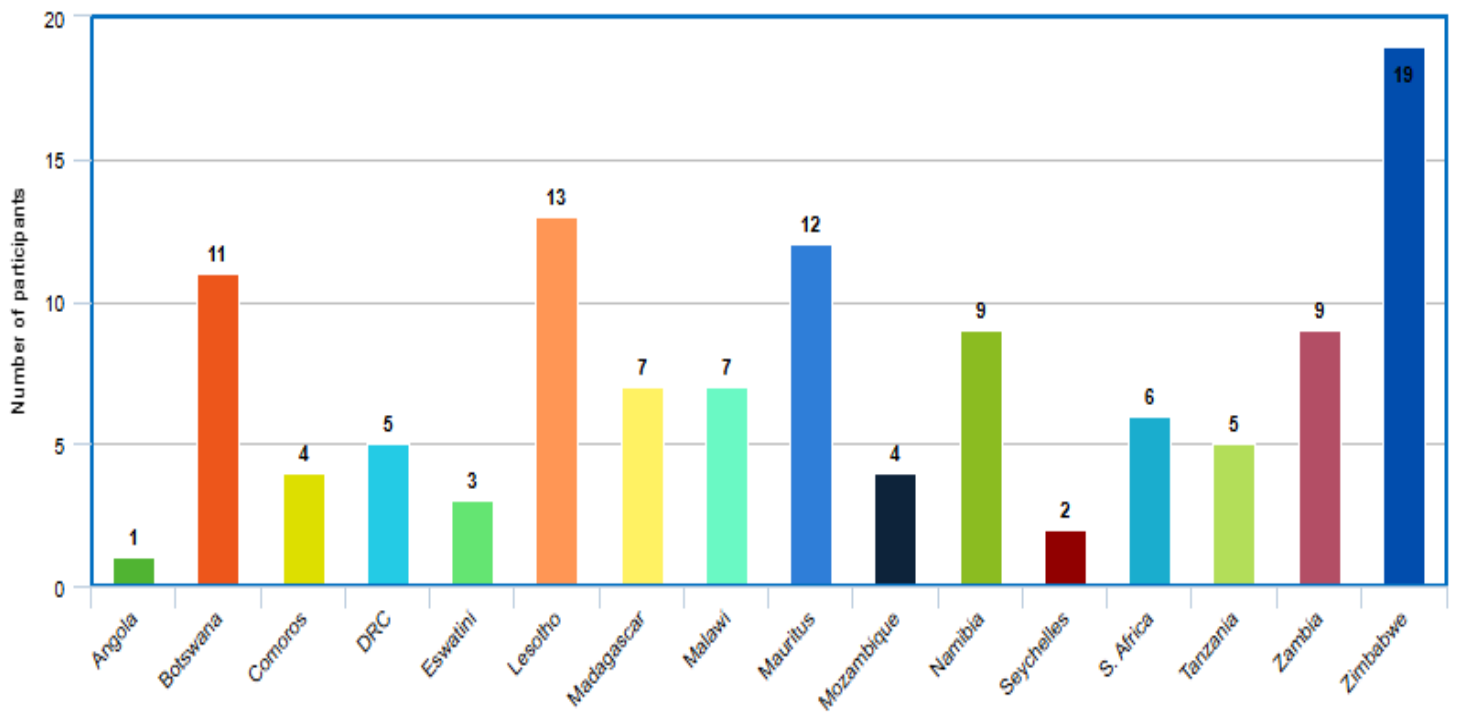
Breakdown of SAMM participants success rate - Total 401 enrolled



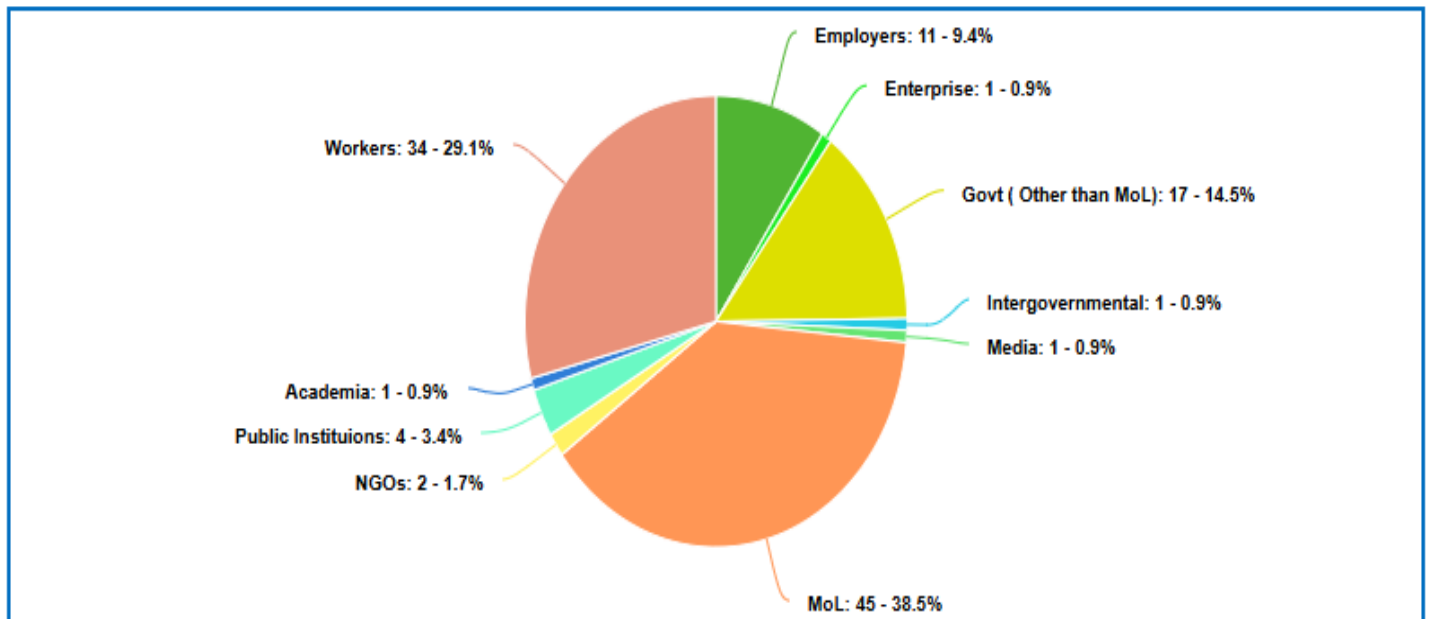
Breakdown of SAMM participants success rate by certificate type - Total 401 enrolled



SAMM PAX Distribution by Country



Distribution of SAMM participants by organization type

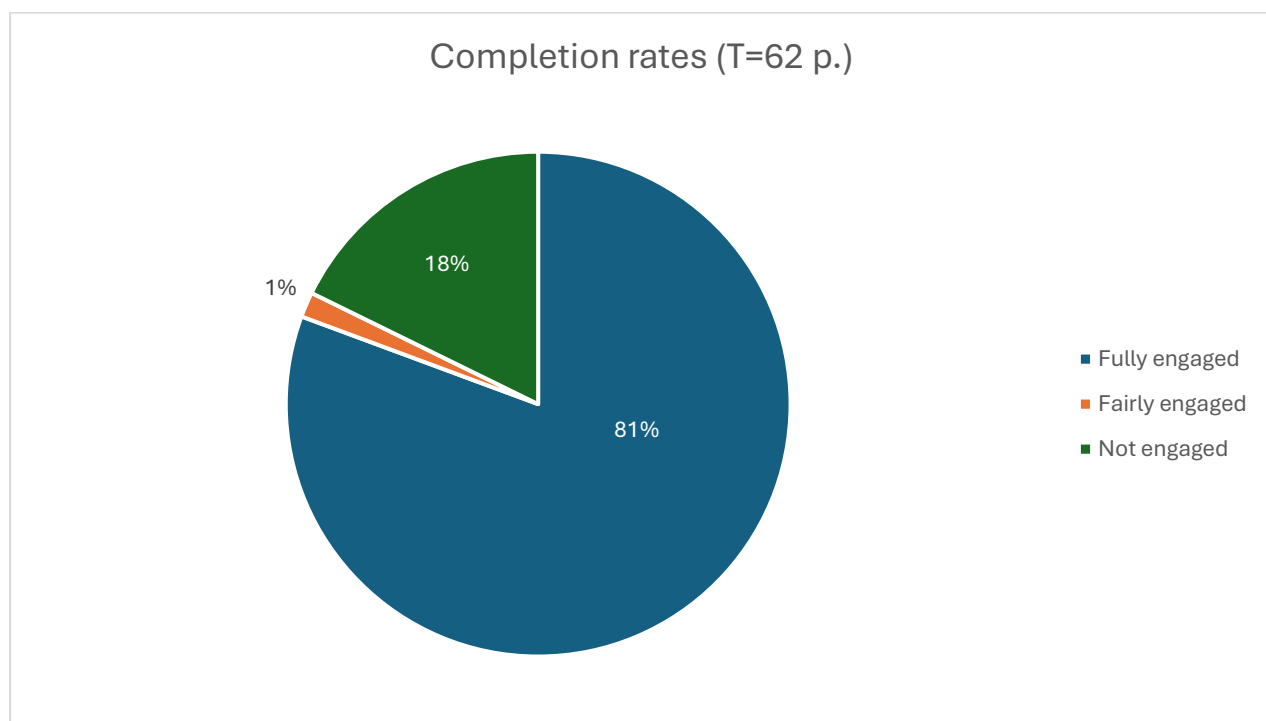


■ Employers 
 ■ Enterprise 
 ■ Govt ( Other than MoL) 
 ■ Intergovernmental 
 ■ Media 
 ■ MoL 
 ■ NGOs 
 ■ Public Institutions 
 ■ Academia 
 ■ Workers

## Diploma for Labour Migration Experts and Practitioners

While many scholarship recipients successfully completed one or two courses, **62 of them** obtained certificates of achievements for four or more courses (including the ITCILO Academy on Labour Migration). As a result, **62** participants were eligible to receive the ITCILO Diploma on Labour Migration for Experts and Practitioners and were enrolled in the Capstone phase as the final stage to obtain the Diploma.

- **50** out of the 62 participants (81%) completed all the tasks and reached the final step of the Diploma by submitting their Capstone Projects (fully engaged).
- **1** out of the 62 participants (2%) completed some of the Capstone Project tasks (fairly engaged)
- **11** out the 62 participants (18%) did not complete any of the Capstone Project activities (not engaged)



The 50 successful candidates were rewarded with the **Diploma for Labour Migration Experts and Practitioners** during two graduation ceremonies. The first ITC-ILO Graduation Ceremony was held in South-Africa in June 2024. In December of the same year, the second ITC-ILO Graduation Ceremony took place.

It is worth highlighting that outstanding capstone projects were presented by selected candidates during the graduation ceremonies.

## **Annex 1. List of ITCILO diploma eligible on-line 6-weeks courses<sup>1</sup> + the Labour Migration Academy 2021**

**GOVERNING LABOUR MIGRATION AND COHERENCE WITH EMPLOYMENT POLICIES - 22 FEBRUARY–9 APRIL 2021- English – 950 euros**

[Governing Labour Migration and Coherence with Employment Policies | ITCILO](#)

**E-LEARNING ON EXTENDING SOCIAL PROTECTION TO MIGRANT WORKERS, REFUGEES AND THEIR FAMILIES - 8 NOVEMBER–17 DEC 2021 - English- 950 euros**

[E-Learning on Extending Social Protection to Migrant Workers, Refugees and their Families | ITCILO](#)

**ACCESS TO DECENT WORK FOR REFUGEES AND OTHER FORCIBLY DISPLACED PERSONS- 15 MARCH–23 APRIL 2021- English, Español- 950 euros**

[Access to Decent Work for Refugees and Other Forcibly Displaced Persons | ITCILO](#)

**E-LEARNING COURSE ON THE SKILLS DIMENSIONS OF LABOUR MIGRATION- 3 MAY–25 JUNE 2021- English, Français - 950 euros**

[E-learning Course on the Skills Dimensions of Labour Migration | ITCILO](#)

**FOSTERING THE SOCIAL AND PROFESSIONAL REINTEGRATION OF RETURN MIGRANTS- 14 JUNE–23 JULY 2021- English – 950 euros**

[Fostering the Social and Professional Reintegration of Return Migrants | ITCILO](#)

**DEVELOPING AND IMPLEMENTING BILATERAL LABOUR AGREEMENTS- 14 JUNE–23 JULY 2021- English- 950 euros**

[Developing and Implementing Bilateral Labour Agreements | ITCILO](#)

**E-LEARNING COURSE ON MEASURING AND ANALYSING LABOUR MIGRATION- 5 JULY–13 AUGUST 2021- English- 975 euros**

[E-Learning Course on Measuring and Analysing Labour Migration | ITCILO](#)

**E-LEARNING ON FAIR RECRUITMENT PROCESSES FOR PRACTITIONERS 12 SEPTEMBER–21 OCTOBER 2022 English, Français – 965 Euros**

[E-LEARNING ON FAIR RECRUITMENT PROCESSES FOR PRACTITIONERS](#)

**E-ACADEMY ON LABOUR MIGRATION<sup>2</sup>- 18 OCTOBER–3 DECEMBER 2021- English-Arabic- 1,485 euros**

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<sup>1</sup> Six weeks, 60 learning hours. Successful candidates will obtain an **ITC/ILO Certificate of Achievement** for each completed course. Learning begins at own pace, continues through high-quality, engaging sessions and ends with an individual assignment.

<sup>2</sup> Six weeks, 60 learning hours. Participants can select their own learning path leading to a different type of certificate. Participants can receive either an **ITC/ILO Certificate of Participation** or an **ITC/ILO Certificate of Achievement**. In order to obtain the Certificate of Achievement, the candidate needs to complete all the plenary forums, complete at least 5 elective courses or 3 elective courses (if one of them is the elective course on “skills” or “statistics”) and complete an individual essay. To obtain the Certificate



## **Annex 2. List of ITCILO diploma eligible on-line 6-weeks courses<sup>3</sup> + the Labour Migration Academy 2022**

**GOVERNING LABOUR MIGRATION AND COHERENCE WITH EMPLOYMENT POLICIES - 14 FEBRUARY–25 MARCH 2022 - English, Français – 965 euros**

[Governing Labour Migration and Coherence with Employment Policies | ITCILO](#)

**E-LEARNING ON EXTENDING SOCIAL PROTECTION TO MIGRANT WORKERS, REFUGEES AND THEIR FAMILIES - 24 OCTOBER–2 DECEMBER 2022 - English, Français- 965 euros**

[E-Learning on Extending Social Protection to Migrant Workers, Refugees and their Families | ITCILO](#)

**ACCESS TO DECENT WORK FOR REFUGEES AND OTHER FORCIBLY DISPLACED PERSONS- 28 MARCH–6 MAY 2022 - English - 965 euros**

[Access to Decent Work for Refugees and Other Forcibly Displaced Persons | ITCILO](#)

**E-LEARNING COURSE ON THE SKILLS DIMENSIONS OF LABOUR MIGRATION- 28 MARCH–6 MAY 2022 - English, Français - 965 euros**

[E-learning Course on the Skills Dimensions of Labour Migration | ITCILO](#)

**FOSTERING THE SOCIAL AND PROFESSIONAL REINTEGRATION OF RETURN MIGRANTS- 24 OCTOBER–2 DECEMBER 2022 - English – 965 euros**

[Fostering the Social and Professional Reintegration of Return Migrants | ITCILO](#)

**DEVELOPING AND IMPLEMENTING BILATERAL LABOUR AGREEMENTS- 13 JUNE–22 JULY 2022 - English, Français - 965 euros**

[Developing and Implementing Bilateral Labour Agreements | ITCILO](#)

**E-LEARNING COURSE ON MEASURING AND ANALYSING LABOUR MIGRATION- 13 JUNE–22 JULY 2022 - English- 990 euros**

[E-Learning Course on Measuring and Analysing Labour Migration | ITCILO](#)

**E-LEARNING ON FAIR RECRUITMENT PROCESSES FOR PRACTITIONERS 12 SEPTEMBER–21 OCTOBER 2022 English, Français – 965 Euros**

[E-LEARNING ON FAIR RECRUITMENT PROCESSES FOR PRACTITIONERS](#)

**E-ACADEMY ON LABOUR MIGRATION<sup>4</sup>- 17 OCTOBER–2 DECEMBER 2022 - English, Español - 1,510 euros**

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of Participation, candidates are required to complete all the plenary forums, complete at least 3 elective courses or 2 elective courses (if one of them is the elective course on “skills” or “statistics”).

<sup>3</sup> Six weeks, 60 learning hours. Successful candidates will obtain an **ITC/ILO Certificate of Achievement** for each completed course. Learning begins at own pace, continues through high-quality, engaging sessions and ends with an individual assignment.

### **Annex 3. List of ITCILO diploma eligible on-line 6-weeks courses<sup>5</sup> + the SAMM Labour Migration Academy 2023**

**E-LEARNING ON GOVERNING LABOUR MIGRATION AND COHERENCE WITH EMPLOYMENT POLICIES - 20/02/2023 - 31/03/2023 - English– 990 euros**

[E-Learning on Governing Labour Migration and Coherence with Employment Policies | ITCILO](#)

**E-LEARNING ON THE LABOUR DIMENSIONS OF CLIMATE CHANGE AND HUMAN MOBILITY (NEW) 30/10/2023 - 08/12/2023 – English– 990 euros**

[E-learning on labour dimensions of climate change and human mobility| ITCILO](#)

**E-LEARNING ON ADOPTING A RIGHTS-BASED APPROACH TO LABOUR MIGRATION AND PROMOTING THE PROTECTION OF MIGRANT WORKERS' RIGHTS 27/03/2023 - 05/05/2023- English– 990 euros**

[E-Learning On Adopting A Rights-Based Approach To Labour Migration And Promoting The Protection Of Migrant Workers' Rights| ITCILO](#)

**E-LEARNING ON COMMUNICATING ON LABOUR MIGRATION AND MOBILITY (NEW)**

**25/09/2023 - 03/11/2023 English– 990 euros**

[E-Learning On Communicating On Labour Migration And Mobility \(New\) | ITCILO](#)

**E-LEARNING ON EXTENDING SOCIAL PROTECTION TO MIGRANT WORKERS, REFUGEES AND THEIR FAMILIES - 23/10/2023 - 01/12/2023 - English - 990 euros**

[E-Learning on Extending Social Protection to Migrant Workers, Refugees and their Families | ITCILO](#)

**E- LEARNING ON FOSTERING THE SOCIAL AND PROFESSIONAL REINTEGRATION OF RETURN MIGRANTS- 24 25/09/2023 - 03/11/2023 - English – 990 euros**

[E-Learning on Fostering the Social and Professional Reintegration of Return Migrants | ITCILO](#)

**E-LEARNING COURSE ON MEASURING AND ANALYSING LABOUR MIGRATION- 12/06/2023 - 21/07/2023 - English- 1,005 euros**

[E-Learning Course on Measuring and Analysing Labour Migration | ITCILO](#)

**SAMM -ACADEMY ON LABOUR MIGRATION- 30/10/2023 - 08/12/2023 - English, French - Tailormade**

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<sup>5</sup> Six weeks, 60 learning hours. Successful candidates will obtain an **ITC/ILO Certificate of Achievement** for each completed course. Learning begins at own pace, continues through high-quality, engaging sessions and ends with an individual assignment.

#### **Annex 4. List of ITCILO diploma eligible on-line 6-weeks courses<sup>6</sup> + the SAMM Labour Migration Academy 2024**

**E-LEARNING ON GOVERNING LABOUR MIGRATION AND COHERENCE WITH EMPLOYMENT POLICIES - 19/02/2024 29/03/2024 Online English– 1025 euros**

[E-Learning on Governing Labour Migration and Coherence with Employment Policies | ITCILO](#)

**E-LEARNING ON ADOPTING A RIGHTS-BASED APPROACH TO LABOUR MIGRATION AND PROMOTING THE PROTECTION OF MIGRANT WORKERS' RIGHTS 11/03/2024 19/04/2024 Online - English– 1025 euros**

[E-Learning On Adopting A Rights-Based Approach To Labour Migration And Promoting The Protection Of Migrant Workers' Rights| ITCILO](#)

**E-LEARNING COURSE ON THE SKILLS DIMENSIONS OF LABOUR MIGRATION- 29/04/202407/06/2024 Online – English – 1025 euros**

[E-learning Course on the Skills Dimensions of Labour Migration | ITCILO](#)

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<sup>6</sup> Six weeks, 60 learning hours. Successful candidates will obtain an **ITC/ILO Certificate of Achievement** for each completed course. Learning begins at own pace, continues through high-quality, engaging sessions and ends with an individual assignment.



