

**Southern African Migration Management Project (SAMM) Country Level Dialogue for the Government of Zimbabwe 2022-2023 Roadmap**

Key Priority Area	Area of Support	Agencies providing support	Government Focal points	Progress made (May 2023)	2023 Activities
1. Gender-sensitive policies and/or strategies regulating labour migration	<ul style="list-style-type: none"> <li>• Development of a media campaign “Promotion of the Portability of Social Security Benefits for Migrant Workers”</li> <li>• Media campaign “Awareness-raising on labour migration policy”</li> <li>• Development of M&amp;E framework to monitor compliance of gender mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>• ILO</li> <li>• IOM and ILO</li> <li>• IOM and ILO</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<p>1st media campaign groundwork done (70%) including consultations with employers and workers’ organisations. Draft Social media cards were produced.</p> <p>Organisation of Country-level Dialogue on Labour and Mixed Migration Governance in Harare (30<sup>th</sup> August to 1<sup>st</sup> September, 2022) and Organisation of High-level Tripartite+ Dialogue on Labour Migration Governance in the SADC region (29-30 November).</p>	<p>Need to finalize media campaign’s content and do roll-out. 2<sup>nd</sup> campaign to be organised between ILO-IOM. Discussions still need to take place. Need to have a meeting with MoL and social partners to finalise. The production of IEC materials and translation into local languages could be considered to ensure the effective implementation of the LMP.</p> <p>SAMM finalised a gender mainstreaming strategy and would like to propose to support Zimbabwe’s</p>

					development of an M&E framework.
2. International labour standards on labour migration and fundamental principles and rights at work	<ul style="list-style-type: none"> <li>Capacity building and strengthening of roles for all institutions involved in labour migration governance</li> <li>Gap Analysis on C. 97 and C. 143), Awareness raising and stakeholder engagements on the domestication and ratification of ILS (Convention, 102, 97 and 143)</li> </ul>	<ul style="list-style-type: none"> <li>ILO</li> </ul> <p>ILO</p>	<ul style="list-style-type: none"> <li></li> </ul>	<p>ILO- Capacity-building provided. ILO to prepare a list and share it. ILO started the work on the Gap Analysis and draft to be finalised by end June 2023.</p> <p>C. 102 has not been ratified either.</p>	<p>Online meeting with national legal ILS experts should be organised in July 2023 comprising discussions on the Gap Analysis of C. 97 and C. 143.</p>
3. Bilateral Labour Migration Agreements	<ul style="list-style-type: none"> <li>Technical assistance on negotiations with countries of destination</li> <li>Capacity building in the development of BLMAs and MOUs</li> </ul>	<ul style="list-style-type: none"> <li>IOM</li> <li>ILO and IOM</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<p>IOM- technical assistance can be provided. MoL to reach out. Zimbabwe has participated in capacity-building exercises (e.g. Victoria Falls training in September 2022)</p> <p>ILO- has provided capacity-building in this area in 2022 organised by ITC-ILO.</p>	<p>IOM- regional training to be provided in July 2023 taking place in Zambia.</p> <p>Social partners request to be included in the training and in the negotiations, adoption and implementation, please.</p>
4. Social protection of migrant workers and	<ul style="list-style-type: none"> <li>Capacity building in piloting the SADC guidelines on portability of social security benefits</li> </ul>	<ul style="list-style-type: none"> <li>ILO</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<p>ILO has provided capacity-building on social security's portability of benefits.</p>	<p>Activities from Social Security Action Plan will be supported by the ILO.</p>

<p>the SADC guidelines on portability of social security benefits</p>	<ul style="list-style-type: none"> <li>• Support engagements with regional social security institutions to promote portability of social security benefits</li> <li>•</li> </ul>			<p>ILO- sent a social security expert in 2022 (Mr. Stephan Urban) to identify areas to follow). An Action Plan was produced.</p>	<p>Need to involve Pension Houses in the training. Workers' org- informed about the</p> <p>Government's decision to make Pension Houses conform with portability of pension benefits.</p> <p>Govt- Need to have a strong institutional framework. Need to concretize bilateral engagements (e.g. How compatible systems are to ensure portability of benefits possible).</p> <p>ILO to consider to provide technical support to review national social security legislation.</p>
<p>5. Migration statistics and Labour migration statistics</p>	<ul style="list-style-type: none"> <li>• Supporting of conducting migration survey</li> <li>• Technical support contributing to integrating skills anticipation and skills</li> </ul>	<ul style="list-style-type: none"> <li>• IOM</li> <li>• ILO</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<p>ILO- working with ZimStat and MoL to develop a LMIS.</p> <p>Training was also provided in 2021 to ZimStat on labour migration statistics.</p>	<p>ILO- data production (harmonization) Workshop for the LMIS (May 2023)</p> <p>ILO-UNECA Skills and Labour Migration Statistics Technical</p>

	<p>mismatch modules in the labour force survey</p> <ul style="list-style-type: none"> <li>• Capacity development on strengthening of institutions that produce migration data (administrative data)</li> <li>• and supporting the national process at the SADC level</li> </ul> <p>Capacity development on Harmonisation/standardisation of data collection of migration data and supporting the SADC process of developing a Migration Administration Roadmap</p>	<ul style="list-style-type: none"> <li>• IOM</li> </ul>		<p>IOM- Workshop Inclusion of Migration Module in Household and Labour Force Surveys (March 2022).</p>	<p>Workshop (beginning June 2023).</p> <p>MoL- strong interest in producing labour migration data as a component of LMIS.</p> <p>IOM – Workshop on Migration Data (October 2023).</p>
6. Fair and ethical recruitment of migrant workers	<ul style="list-style-type: none"> <li>• Capacity development (e.g. Foreign Recruitment Committee) in order to monitor recruitment and transfer of skills.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• ILO and IOM</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<p>IOM- has conducted a SADC MS study on fair and ethical recruitment. A PEAs Workshop took place in 2021 in Victoria Falls and one Workshop for PEAs in May 2022. IOM supported the development of SOPs (Standards Operating Procedures) for ethical recruitment and the formation of a PEAs Association (including</p>	<p>IOM- currently developing a ToT Manual on Ethical Recruitment.</p> <p>MoL- SOP should be submitted to Cabinet for adoption in 2023.</p> <p>Understanding and awareness has increased.</p> <p>The work of unethical recruiters has been made more difficult.</p>

				work on self-regulation) and developed a Gender-sensitive Action plan for ethical recruitment. IOM supported research on ethical recruitment practices in 2022. ILO- SADC-level Research including Zimbabwe and provided capacity-building to tripartite constituents in 2022.	Need the coordination within Government Agencies to make work more effective.  Employers- an area that needs continues monitoring and more work to be done.
7. Repatriation and re-integration of migrants	<ul style="list-style-type: none"> <li>• Support for repatriation and re-integration of irregular migrants</li> </ul>	<ul style="list-style-type: none"> <li>• IOM- UNHCR- UNODC</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	IOM- supported an assistance voluntary return and reintegration program during COVID-19 period. UNHCR- supported the Government in the repatriation of 575 nationals living in Botswana in (Jan-April 2022).	MoL- receiving support from IOM on undertaking a mapping exercise (profiling of migrants) concerning the return and reintegration (e.g. into labour market) of nationals from SA.
8. Trafficking in persons and smuggling of migrants	<ul style="list-style-type: none"> <li>• Case consultation and provision of technical guidance</li> <li>• Capacity-development</li> </ul>	<ul style="list-style-type: none"> <li>• UNODC</li> <li>• UNODC</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	IOM- supported a capacity-development Workshop on Anti-trafficking (date? Place?.	IOM- consultations with MoHA will take place on Smuggling Act and Protocols in 2023.

					Need to increase awareness in trafficking in persons, also considered within work on BLMAs.
9. Migration Resource Centers	<ul style="list-style-type: none"> <li>Establish and capacitate MRCs</li> <li>Development of a communication strategy to publicise the services of the MRCs and to demystify the negative narratives on migration.</li> </ul>	<ul style="list-style-type: none"> <li>IOM (not within the scope of the SAMM project)</li> <li>IOM</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<p>IOM- supported a Study Tour for Govt officials to capacitate on MRCs (August 2022). IOM- supported the construction of two MRCs (one in Harare and one in Bulawayo). IOM- developed SOPs for the establishment and operationalisation of MRCs.</p> <p>Workers' rep- Under ATUMNET managed to visit Nigeria's MRCs. Organised labour is also part of MRCs' operation.</p>	<p>IOM- Bulawayo's MRC still requires financial support for equipment and furniture. IOM- SOPs currently under review in Regional Office. Once approved, work will go ahead.</p> <p>Workers' and Employers' orgs- asks if they can also be informed and involved in the work of MRCs.</p> <p>MoL- noted the concern from social partners and will make sure social partners come on board. (e.g. Seek their views in the validation of SOPs).</p>
10. Persons of concern	<ul style="list-style-type: none"> <li>Refugees and asylum-seekers</li> </ul>	<ul style="list-style-type: none"> <li>UNHCR</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<p>UNHCR- supported a study on refugees' access to labour markets in 2022. The Government exceptionally provides work permits to</p>	<p>Discussions need to be finalised in this area and continuation of the work.</p>

				refugees with specialised skills	
11. Addressing Mixed flows Challenges	<ul style="list-style-type: none"> <li>Multilateral Cooperation Dialogue on addressing challenges of mixed flows</li> </ul>	<ul style="list-style-type: none"> <li>IOM-UNHCR-UNODC</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<p>UNHCR-IOM-UNODC has continued to provide training to border officials on the protection of migrants.</p>	<p>IOM-UNODC-UNHCR- Study on identification of Protection Issues and Needs of migrants from the Southern Route.</p> <p>IOM - ongoing flow monitoring surveys in ports of entry. Challenge is the treatment of migrants in detention centres. It needs to be addressed. UNHCR works on alternatives to detention for asylum seekers.</p>