

1.0 Introduction

- 1.1 International Organisations for Migration (IOM) and Southern African Migration Project (SAMP) organized a workshop which was held in Victoria Falls, Zimbabwe, from 26-28 March 2007.
- 1.2 Participants were drawn from the Governments of the following Southern Africa Development Community (SADC) Member States: Angola, Botswana, Comoros, Democratic Republic of Congo, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Seychelles, Swaziland, Tanzania, Zambia and Zimbabwe. Other participants included representatives of inter-governmental organizations and Ambassadors accredited to Zimbabwe, UNHCR, (Zimbabwe); World Health Organisation, (Zimbabwe); Programme Co-ordinator, UNIFEM (Zimbabwe); Country Co-ordinator, UNAIDS (Zimbabwe); European Commission; Institute of Development Studies; Department of International Relations and Social Development and Member of Parliament, Republic of Mozambique; African Union and H.E. Mr. Benson Tembo, Ambassador of Malawi to Zimbabwe.

Statements were made by IOM Programme Manager, Senior Economic Advisor, Ministry of Finance, Mauritius; a staff from Department of Geography and Environmental Science, University of Swaziland; Permanent Secretary, Ministry of Higher and Tertiary Education; Assistant Resident Representative for poverty and Economic Management, UNDP, Zimbabwe; Finance and Administration Officer, AU Southern Africa Regional Office; and Senior Programme Manager, Employment and Labour, SADC Secretariat.

2.0 Objectives of the Workshop

- 2.1 The purpose of the workshop was to discuss issues related to human capital mobility, labour and the millennium development goals in Southern Africa with the aim to find solutions to regional issues relating to migration being considered as a cross-cutting phenomenon that is bound to occur in its different forms with complex consequences.
- 2.2 The workshop provided the forum to share experiences on human capital mobility and labour by member states and to explore and discuss how these can address the unique migration challenges in the Southern Africa region. It also provides governments of Southern Africa and other stakeholders with policy relevant information regarding free mobility of both labour and capital within and to SADC.

3.0 Official Opening

- 3.1 The workshop was officially declared opened by Dr. Agostinho Zacarius, UNDP Resident Representative/Resident Co-ordinator, Zimbabwe. In his keynote address, he welcome all the delegates to the workshop and expressed UNDP's appreciation for being a stakeholder in the Migration Dialogue for Southern Africa under the auspices of International Organisation for Migration (IOM). Dr. Augustinho further said this workshop has come at an opportune time when the

region is currently experiencing high levels of intra-regional and international labour and economic migration. It has now become clear that in the Southern Africa region, migration is a key factor for poverty reduction, hence the achievement of the Millennium Development Goals. As the region moves towards greater integration and free mobility of both labour and capital, it becomes important for the workshop to deliberate on the need for a strategic framework to address the development challenges of both intra-region and international migration in terms of human capital, labour and resource flows.

- 3.2 He however, stressed that poverty reduction impacts on migration cannot be over-emphasized as evidenced through the role of remittances in elevating household incomes, increase capital stocks particularly in the residential construction sub-sector and absorption of the unemployed labour, we are still faced with the challenge of transforming these benefits from individual to national benefits whose impacts can also be enjoyed by the marginalized groups of our societies.
- 3.3 In conclusion, Dr. Agostinho called on participants not to ignore humanitarian aspects of migration as they are linked to the subject of discussion. Therefore, it is his sincere hope that the workshop will deliberate on the impacts of internal and cross-border migration associated with conflict and natural disasters like floods and diseases. Lastly, he hopes that the workshop will come up with viable policy recommendations and options for mainstreaming migration into the Region's development agenda and the attainment of the MDGs.

4.0 Keynote Address

- 4.1 H.E. Nicholas Goche, Minister, Public Service Labour and Social Welfare, Zimbabwe gave a keynote address. In his remarks, he welcomed all participants to Zimbabwe and commended the IOM and SAMP officials for the good work they have been doing in the region. Mr. Goche then requested all participants to introduce themselves and expressed hope that it will be an interesting session which will be beneficial to all the countries and the region in general.

5.0 Global Trends in Human Mobility and Labour Migration

- 5.1 Professor Daniel S. Tevera of Department of Geography, Environmental Science and Planning, University of Swaziland gave an overview on characteristics of international human mobility with some hints on global trends, reasons for increased migration and the way forward. Professor Tevera highlighted on some contemporary issues such as migration and poverty, migration and health in relation to international human mobility. He however, emphasized the need for policy makers and employers to consider the phenomenon as an important issue because of the challenges it presents to both the country of origin and destination.

- 5.2 Participants were informed by Professor Tevera on the diversity and complexity that have been in the past in relation to number of asylum seekers and refugees since World War 2. Documents show that there was an increase, mostly labour migrants for decades. The volume of human mobility has doubled since mid-1960s, according to the population division of the UN. There were 175 million international migrants in the year 2000. This means that about 2.9% of the global population or 1 person out of every 35 was an international migrant. These figures will increase to about 5% by 2015 due to replacement migration.
- 5.3 Some of the reasons for increased migration given by Professor Tevera were: the development of information and communication technology; increasing differential between countries and regions in terms of salaries, employment opportunities and living conditions.
- 5.4 The regional trend reveal that Europe remains a major in-migration from Africa, Asia and Caribbean, while in the Middle east Intra-regional migration has been driven by conflict and economic disparities.
- 5.5 In conclusion, Professor Tevera mentioned that employers in the receiving countries are getting qualified workers at zero cost in terms of training (shouldn't they pay?).
- Poor countries are using their meager resources to train future emigrants (is this sustainable in the long run?)
 - For many individuals from the South, migration has become the economic safety valve (how can the push factor be weakened?)
 - Migrant families/households are benefiting from remittance flows (how can we harness remittance flows for national development?)

International human mobility has huge potential benefits to both countries of origin and destination, as well as for migrants and their families.

The potential benefits to African countries remain largely unexploited.

6.0 Managing Human Mobility and Labour Migration in the Evolving Global Economy

- 6.1 Presentation was made by Ryszard Cholewinski of Migration Policy, Research and Communications Department, International Organisation for Migration, Geneva. An overview was given on Migration Management, Globalization and Mobility, Labour Migrations as a key aspect of human mobility, major policy issue and challenges, IOM's World Migration Report 2007 and Managing Labour Mobility in the Evolving Global Economy.

7.0 The UN High Level Dialogue on Migration and Development (New York, September 2006)

7.1 Dr. Meera Sethi informed delegates that it was the first ever-high level General Assembly debate on Migration, and the purpose was to discuss the multi-dimensional aspects of international migration and development in order to identify appropriate ways and means to maximize its development benefits and minimize its negative impacts. Dr. Sethi said 47 ministers and 40 vice ministers participated and that four plenary meetings were held and four thematic round tables were formed.

7.2 Participants recognized strongly that there is a link between migration and development, a call was made for participants to have a strong commitment to further examine this link.

7.3 Dr. Sethi outline the key conclusions from the High Level Dialogue to the participants as follows:

- Migration is a growing global phenomenon affecting all states whether as countries of origin, destination or transit or all three.
- There is a link between migration and development.
- Migrants have human rights.
- Migration is not only an economic process.
- Irregular migration threatens migrants and states.
- International community needs to co-operate at all levels.
- Diaspora are vital stakeholders.
- Remittances can foster development.
- Labour supply and demand have to be matched globally.

7.4 Global Forum

7.4.1 Participants were informed on the Global Forum on International Migration and Development coming up from 9-11 July 2007, Brussels. Dr. Sethi further told participants that the Themes for the Global Forum selected by the government of Belgium were based on survey of UN member states i.e. over 90 countries responded.

- Two themes selected for plenary discussions:
 - Migration and socio-economic development
 - Best ways to strengthen the links between migration policies and development policies
- Three round tables on:
 - human capital development and labour mobility
 - remittances and other diaspora resources
 - enhancing institutional and policy coherence and promoting partnerships.

- Cross cutting issues:
 - migrants' human rights; gender; capacity building; High Level Delegation, Global Forum on Migration and Development and the African Union.

7.4.2 The resolution during the Joint Africa-EU Declaration on Migration and Development and other declaration were made known to participants.

7.4.3 In conclusion, Dr. Sethi told participants that global forum aims at deliverable i.e. proposals for concrete action, workable models, pilot programmes, multi-stakeholder partnerships and coalitions. The forum will bring together civil society and diaspora representatives to discuss Global Forum issues.

8.0 The Colombo Process: The Ministerial Consultations on Overseas Employment and Contractual Labour

8.1 The presentation was made by Ms. Mariam Khukhar, Programme Manager, IOM, Pretoria. The process was established in 2003 and the focus was on labour migration and related programmes (protection of vulnerable migrants and provision of support services to them, capacity building, data collection and inter-state co-operation).

8.2 Members in the process were Pakistan, Afghanistan, Bangladesh, China, India, Indonesia, Nepal, Philippines, Sri Lanka, Thailand and Vietnam. In Europe: Italy, Germany, United Kingdom, Ireland and Spain.

8.3 Objective of the Process

8.3.1 Regional Countries of Origin: Experience-sharing, lessons learned and best practices on overseas employment, policies and practices.

8.3.2 Countries of Origin and Destinations: Discuss and seek solutions for the problem faced by overseas workers. Crucial need for dialogue.

8.3.3 Development Benefits for all: Focus on mutual benefits and how to take full advantage of this process.

9.0 AU Common Position on Migration and Development/AU Strategic Framework

9.1 The workshop acknowledged African Union's effort and commitment especially in the area of harmonization of policies and actions on the continent particularly on migration related issues. I informed the delegates that African Union Commission developed the Migration Policy Framework for Africa and the African Common Position on Migration and Development purposely to serve as a basic guideline and reference document to assist member states and RECs to develop national and regional migration policies. African Union believes that the policy framework serves to provide necessary guidelines and principles to assist governments and their RECs in the formulation of their own national and regional migration policies as well as their implementation in accordance with their own priorities and resources. The

workshop was further informed that the policy framework is therefore, a comprehensive and integrated reference document and hence non-binding in nature, scope and content. The document only provides a broad range of recommendations on various migration issues. Since migration flows, patterns, volumes and dynamics vary amongst states and regions, the policy framework does not provide priorities or resource mobilization mechanism for implementation, monitoring and evaluation of the recommended actions as these would be determined by states or regions according to their specific migration challenges, resources and competencies.

- 9.2 However, relevant UN agencies and International Organisations, NGOs and institutions with migration expertise and competencies could provide the necessary technical assistance and support to governments and RECs in resource mobilization for the implementation of the national or regional migration policies.

10.0 Overview of Human Mobility and Labour Migration in SADC: The SADC Protocol on the Facilitation of Movement of Persons

- 10.1 Presentation was made by Mr. Chitambo who informed the workshop that the statements he will share with the participants were extracted from the SADC Protocol on the Facilitation of Movement of Persons. Mr. Chitambo gave a preamble of the protocol as follows:

- **To promote the interdependence and integration of national economies for the harmonious, balanced and equitable development of the region.** Full participation of the process of building the community is only possible were citizens of the community enjoy the freedom of movement of persons.
- **To fulfill the objectives articulated in Article 5 of the SADC Treaty.** The need to adopt a flexible approach in order to accommodate disparities in the level of economic development among member states and the need to redress imbalances in large-scale population movements within the community.
- **To assist, support and promote the efforts of the African Union which is encouraging free movement of persons in the African Regional Economic Communities.** He, however, reminded participants on the Article 5(2) (d) of the treaty which requires SADC to develop policies aimed at progressive elimination of obstacles to the free movement of capital and labour, goods and services and of the people of the region, generally among member states.

- 10.2 Mr. Chitambo informed the workshop that the overall objective is to develop policies aimed at the progressive elimination of obstacles to the movement of persons of the region generally into and within the territories of member states. The specific objective in relation to every citizen of the member state is to allow entry for a lawful purpose and without a visa, into the territory of another member state for a maximum period of ninety (90) days per year for bonafide visit and in accordance with the law of the member state concerned.

- 10.3 Harmonization of national laws is required by all member states to enable state promote legislative, judicial, administrative and other measures necessary for co-operation in the implementation and effective achievement of the objectives of the protocol. The protocol also contained the harmonization of the current immigration practices by way of bilateral agreements between the member states concerned. These agreements could increase co-operation and mutual assistance amongst member states.
- 10.4 In conclusion, Mr. Chitambo informed the workshop that the protocol was adopted on 18th August 2005 by SADC Heads of States or Governments. Nine member states have signed the protocol and only one has ratified. For the protocol to enter into force, two-thirds of member states are required to deposit instruments of their ratification with the SADC Executive Secretary. Arrangements are underway through a task force (Angola, Lesotho, South Africa and Zambia) under the public security sub-committee to develop guidelines that will be used in the implementation of the protocol.

11.0 Country Updates

- 11.1 Participants from all countries were given the opportunity to briefly summarise and to provide an update in 5-10 minutes on trends in labour migration and human capital mobility in their various countries. More specifically, the presentation should include, but not limited to:
- Brief overview of mobility and labour migration (both incoming and outgoing) in each country;
 - (potential) macro-economic impact on national development (plans), particularly in relation to the MDGs;
 - Steps being taken to address the issue – nationally, bilaterally and multilaterally.
- 11.2 Basically, most SADC member states have already taken significant steps towards the achievement of the MDGs and some mentioned that plans are underway. Of particular significance was the recommendation by participants for a greater collaboration between countries at bilateral level, regional and SADC level.

12.0 Break-away Group: Strategies to Manage Labour Migration and the Socio-Economic Impact of Labour Mobility

- 12.1 During the break-away session, participants were asked to discuss a number of questions on the profile of the migrants, i.e. to what extent does migration feature as part of labour market in various countries, and what socio-economic impact does it have? Does it have positive and negative impacts on in and out migration? And what are the possible ways of engaging diaspora communities abroad for the development of the country? Any measures currently in place or planned?
- 12.2 Across the four break-away groups, participants reported that there is need for a strong institutional framework and effective legislation to manage labour migration in individual countries. Many countries in the region are unsure of the reliable data on

human capital mobility and development. This absence of measurements is really of great concern. Also, the exact size or location of national diasporas is unknown, but nonetheless have a positive outlook towards diaspora population.

- 12.3 Participants suggested that it was not possible for governments to prohibit the emigration of skilled professionals, but that retention strategies should address push factors such as low salaries and poor working conditions. Additional strategies may include signing of an agreement between the country of origin and destination that will serve as a measure to compensate the country of origin.
- 12.4 Finally, participants acknowledged that migration can have both positive and negative impacts on development and that human and labour rights of migrant workers, their conditions of employment and their access to social security benefits are of concern. Maximizing the development benefits of remittances may require harmonization of laws.
- 12.5 There were diverse responses to the question of whether developing countries should seek compensation for skills emigration. A number of participants felt that this would have its negative effects on the continent. Views differed on whether compensation for skilled emigrants should be linked to Overseas Development Assistance.

13.0 Conclusion and Recommendations

1. Participants in the MIDSA Process recognize the strong linkages between migration, labour and development within the SADC region, and the need to manage labour migration to negate the negative consequences and bring about positive benefits for development and support the achievement of the Millennium Development Goals (MDGs).
2. Participants agree that there is need for a strong institutional framework and effective legislation to manage labour migration in individual countries. They recommend that there should also be greater collaboration between countries at a bilateral level, and regionally at the SADC level.
3. Harmonization of laws and policies related to migration and labour would assist in regional collaboration on migration management. Some progress has already been made through harmonization initiatives, but greater collaboration and co-operation is required between countries, at the regional level, and with the international community.
4. Migration is a cross-cutting issue that is not reflected in the MDG's, or in the Poverty reduction Strategy Papers (PRSPs) of many countries. Migration should be included in all planning and programming for development and poverty reduction.
5. Many countries within SADC require technical support and capacity-building in order to develop and implement policy and programming related to effective management of migration, labour and development. Technical support for states in

the region from IOM and other organizations and partners should be strengthened and broadened.

6. Understanding of issues related to migration, human capital mobility and development is limited by an absence of measurements caused by lack of reliable, comprehensive data and information. There is need for improved migration data collection within SADC, inclusion of migration in national census and surveys, increased research, and importantly, sharing and exchange of data between countries in the region and elsewhere. Increased data sharing with destination countries will also assist countries in the region to better understand the location and activities of the diaspora. The SADC Secretariat should take the lead in mobilizing capacity to address this need.
7. The migration of skilled workers, particularly in the health and education sectors, remains a major challenge for most SADC countries. There is need to explore strategies for skills retention and recruitment, but also to better assess socio-economic impacts in migrant-sending countries. International organizations and financial institutions could be requested to assist with such research.
8. Participants noted the creative initiatives taken to attract, develop and retain critical human resources and promote circular migration in Zimbabwe and Mauritius, and looked forward to review at a future MDSA workshop.
9. The diaspora of SADC nationals outside the region and abroad is a significant resource that can contribute to development through skills and investment. There is need for countries to locate and identify diaspora populations, to engage with them more effectively, and to create incentives for investment and return to countries of origin. Governments could seek assistance from IOM and SAMP to “map” and “profile” diasporas.
10. While the value of remittances in poverty alleviation was recognized, these are generally channeled to private households and have not contributed significantly to development. There is need for improved data collection and information on remittance flows, and for strategies to reduce transfer costs and channel remittances into development. This issue is already engaging the World Bank, UN, IOM and the AU, which could be asked to accelerate their research.
11. Participants took note of the information provided on the Colombo Process, a sister Regional Consultative Process (RCP) on labour migration, and suggested a deepened interchange between MDSA and other RCPs. This might be achieved if, for example, a MDSA delegation were invited as observers to the next Colombo Process meeting, and a report be shared with all participants at a future MDSA workshop.
12. The human and labour rights of migrant workers, their conditions of employment, and their access to social security benefits are of concern. MDSA participants recommended that regional and international instruments related to migration and labour should be ratified, including UN Convention on the Rights of all Migrant

Workers and Members of their Families, the SADC Protocol on the Facilitation of Movement of Persons, and all other core ILO conventions.

13. Greater co-operation between countries is required to stem irregular labour migration in the region, and in particular, the trafficking and smuggling of persons. Several participants called for a regional SADC instrument to curb human trafficking, and welcomed additional support from IOM.
14. Noting that the AU had called for active participation by member states at the Global Forum on Migration and Development, participants requested that the MDSA report and recommendations emerging from this workshop should be forwarded to the Forum in advance of the meeting scheduled in Brussels in July, 2007, as well as to the relevant AU Commissions and the SADC Secretariat, for information and consideration in relevant bodies or conferences.

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