

1. Legislative and Policy Measures							
	Main activity	Sub Activity	Outputs	Time Frame	Targets	Responsible parties	Indicative Budget (USD)
• International and regional instruments							
<i>Aim: To provide an appropriate legal framework to address the challenges of refugee protection and mixed migration</i>							
1,1	Sign ratify and implement the ICESCR, ^[1] CAT optional protocol, ^[2] UNMWC, ^[3] UN Smuggling of Migrants Protocol, Statelessness Conventions and lift reservations to 1951 Refugee Convention	Establish an action group to advocate for ratification and implementation	Instrument signed and ratified	2015-2018	SADC countries that have not ratified the Protocols, international and regional instruments do so	Member States, SADC, International Organizations	135 000
1,2	Sign, ratify and/or implement the SADC Protocol on the Facilitation of Movement of Persons	Establish an action group to identify gaps in ratification and why. Action Group to lobby with at least 2 Member states for ratification	Protocol is ratified	2015- 2017	1 SADC Protocol on the Facilitation of Movement of Persons comes into effect	Member States, SADC, International Organizations	180 000
		Fulfil the prerequisites of the SADC Protocol on the Facilitation of Movement of Persons e.g. population register and computerization of border management	Prerequisites fulfilled	2015-2017			
		All activities related to ratification should be budgeted for in 2016/2017 in national budgets	SADC countries that have not ratified the Protocol include necessary budget for prerequisites in their national budget	2015- 2016			
Sub Total							315 000
• Bilateral and Regional Frameworks for Migration							
<i>Aim: To increase regular channels for migration and develop a common approach to low skilled workers and domestic workers</i>							
1,3	Conduct research on labour market needs and prevalence of migrant labour in certain sectors, including low-skilled work and domestic work	Establish an action group to advocate for meetings and creation of new opportunities. At national level the group composition to include: Immigration department and Ministry of Labour. At the regional level 4 countries (Zambia, Namibia, DRC and Madagascar)	Data on labour market needs and migrant workers in low-skilled and domestic work available	2015	One regional and at least five national labour market assessments completed	Member States, SADC - ELS, International Organizations	535 000
1,4	Convene meetings between sending and destination countries to elaborate MOUs and bilateral agreements formalizing the exchange of labour		MOUs and bilateral agreement on labour exchange agreed also for low skilled work and domestic work	2015-2018	At least five MOUs signed	Member States, International Organizations	135 000
1,5	Create new opportunities for legal migration by expanding coverage of work permits to low-skilled activities and domestic work		New work permit regime for low-skilled work and domestic work adopted	2015-2018	At least 5 countries adopt new work permit regime	Member States, International Organizations	445 000
Sub Total							1 115 000
Regularization							
<i>Aim: To provide routes out of irregularity and facilitate regularization of status</i>							
1,6	Review possibilities for regularizing irregular migrants.	Conduct a multidisciplinary research and advocate for regularization	Process of review conducted.	2015-2016	National Research undertaken by 2015 in all countries.	Member States,	180 000
1,7	Review possibilities for regularizing former refugees in the country.		Regularization programmes for former refugees and irregular migrants implemented.	2015-2017	At least 4 countries have implemented the regularization programmes.	SADC, IOM, UNHCR, UNODC & other International Organizations	220 000
1,8	Issue identification and enabling documents by countries of origin and destination necessary to facilitate regularization		Issuing of identification and enabling documents to regularized migrants.	2015-2017	At least 4 countries have issued identification and enabling documents.	Member States	360 000
Sub Total							760 000

Integration							
<i>Aim: To provide greater opportunities for integration with a view to relaxing rules on citizenship/residency</i>							
1,9	Review possibilities for integrating irregular migrants.	Conduct a multidisciplinary research and advocate for integration and relaxation of citizenship/residence rights	Process of review conducted.	2015-2016	National Research undertaken by 2015 by all countries.	Member States,	180 000
1,10	Review possibilities for integrating former refugees in the country.		integration programmes for former refugees and irregular migrants implemented.	2015-2018	At least 4 countries have implemented the integration programmes.	SADC, IOM, UNHCR, UNODC & other International Organizations	220 000
1,11	Review law and policy on rights to citizenship or residency with a view to relaxing rules where there is marriage or birth to a citizen.		Law and policy on citizenship or residence rights following marriage and birth amended.	2018	At least 7 countries amended legislation and policy	Member States	155 000
Sub Total							555 000
Refugee Protection							
<i>Aim: To develop a common regional approach to asylum seekers and refugees including greater opportunities for self-reliance of refugees and freedom of movement outside of refugee camps</i>							
1,12	Conduct research and share practices on non-encampment practices of other countries including South Africa and Angola	Member States with non-encampment policies to share experience	Research conducted and practices shared	2015-2017	1 research	Member States with non-encampment policies to share, International Organizations	90 000
1,13	Implement a more liberal and efficient 'gate-pass' regime in those countries with encampment policies for refugees	Initiate National Consultations among the relevant national actors and Draft national gate pass regime	Gate passes issued for a minimum of 30 days on expanded list of grounds.	2015-2016	At least 5 countries to introduce relaxed 'gate pass' regimes	Member States, International Organizations	70 000
1,14	Review restrictions on access to work for refugees with a view to decreasing restrictions and offering work permits to refugees for low-skilled work	Initiate National Consultations among the relevant national actors Propose modifications of the restrictions	Work permits available to refugees for low skilled work	2015-2017	At least 5 countries make work permits available to refugees for low skilled work	Member States, International Organizations	180 000
1,15	Review law and policy providing for the detention of refugees without valid permits or authorizations	Initiate National Consultations among the relevant national actors Ascertain which states Criminalize refugees without valid permits	Law on criminalization of refugees without valid permits or authorizations reviewed and amended	2015-2016	At least 5 countries amend laws to de-criminalize refugees without valid permits :	Member States, International Organizations	70 000
Sub Total							410 000
• Border Security							
<i>Aim: To ensure that humanitarian assistance to migrants is prioritized by border management</i>							
1,16	Conduct research on newly emerging security concerns in the region and their impact on the protection of vulnerable migrants.	Create advocacy groups to raise awareness amongst Member States on the impact of securitization of borders on human rights of migrants, including proliferation of organized crime.	research findings available	2015-2016	1 regional research on border security	SADC, Member States, International Organizations	180 000
1,17	Develop a policy (or SADC declaration) on making humanitarian assistance for migrants a priority over border control during crises	Regional consultations held for the formulation of regional policy statement or declaration	Coherent policy is adopted recognizing the primacy of human rights in border control and destination countries refrain from exerting pressure on transit/origin countries to close their borders or not to readmit third country nationals	2016-2018	1 regional declaration or policy on the primacy of human rights at borders	SADC, Member States, International Organizations	135 000
Sub Total							315 000
• Migrant Protection							
<i>Aim: To ensure effective investigation of complaints by migrants and prosecution of perpetrators</i>							
1,18	Review law and policy to ensure that migrants may report abuse without risking arrest and deportation.		Amended law and policy in relation to reporting of abuse of migrants	2015-2018	At least 8 countries amended legislation and policy	Member States	180 000
1,19	Issue guidance to law enforcement officials to ensure that migrants may report abuse without risking arrest and deportation.		Guidance issued to law enforcement officials with respect to migrants access to complaint mechanisms		At least 8 countries issue guidance for law enforcement officer	Member states	25 000
1,20	Conduct training for law enforcement officials to address intolerance of migrants and reinforce duty to investigate complaints of abuse by migrants with due diligence.		Training conducted and law enforcement officials aware of their duties with respect to migrants' complaints	2015-2017	At least 8 countries have trained law enforcement officials	Member States, SADC, IOM, UNHCR, UNODC & other International Organizations	220 000

1,21	Conduct training for prosecutors to address intolerance of migrants and reinforce duty to prosecute abuse of migrants with due diligence.		Training conducted and prosecutors aware of their duties with respect to migrant abuses	2015-17	At least 8 countries have trained prosecutors	Member States, SADC, IOM, UNHCR, UNODC & other International Organizations	220 000
1,22	Support Civil Society Organizations and national structures with human rights mandates to provide assistance to abused and exploited migrants		Civil society and national structures with human rights mandates are supported to provide assistance to abused and exploited migrants	2015-2018	At least 8 countries provide support to civil society and national structures	Member States, SADC, IOM, UNHCR, UNODC & other International Organizations	715 000
Sub Total							1 360 000
• Counter-trafficking and counter-smuggling <i>Aim: To ensure that perpetrators of human trafficking and smuggling are subject to criminal proceedings</i>							
1,23	Review law and policy which criminalizes smuggled and trafficked people for their illegal entry and stay		Legislation introduced or amended to decriminalize illegal entry and stay by smuggled and trafficked individuals	2018 (for Smuggling)	4 countries decriminalize illegal entry and stay by trafficked and smuggled individuals	Member States	135 000
1,24	Review law and policy that authorizes routine detention of smuggled and trafficked people to ensure that they are not subject to criminalization or routine detention			2016 (For Trafficking)			
1,25	Establish as criminal offences trafficking in persons and smuggling of migrants.		Legislation introduced or amended to criminalize human trafficking and smuggling	2018 (for Smuggling)	At least 8 countries have legislation that criminalizes trafficking and smuggling	Member States	220 000
1,26	Create effective procedures for granting permits to victims of trafficking to allow them to remain in host countries and ensure their access to assistance and protection			2016 (For Trafficking)			
1,27	Conduct training for law enforcement officials to investigate human trafficking and smuggling		Creation of effective procedures for granting permits to victims of trafficking	2016-2017	4 countries have procedures for granting permits to trafficked victims	Member States, SADC, IOM, UNHCR, UNODC & other International Organizations	45 000
1,28	Conduct training for prosecutors to prosecute traffickers and smugglers		Training conducted and law enforcement officials aware of investigation of trafficking and smuggling cases	2015-17	At least 4 countries have trained law enforcement officials on investigation		160 000
		Training conducted for prosecutors on investigating trafficking and smuggling cases	2015-17	8 countries have trained prosecutors on prosecution	160 000		
Sub Total							720 000
• Child Protection <i>Aim: To improve protection of unaccompanied, separated, and other vulnerable migrant children</i>							
1,29	Review and modify national policies to ensure speedy best interest determinations after arrival, including family reunification	Create national-level committees/working groups to carry out review of existing best interest determination processes	Creation of formal best interest determination processes.	2016-17	At least 5 countries have instituted best interest determination processes	Member States, SADC, IOM, UNHCR, UNODC, Save the Children & other International Organizations	90 000
		Member states to define who vulnerable migrant children are and specific provision for migrant children in need of care and protection					
1,30	Review practices on safe return of unaccompanied, separated, and other vulnerable migrant children in the region and develop guidelines to provide for dignified return.	Establish action group to review practices and develop guidelines	Guidelines on safe return adopted	2016-2018	At least 5 countries adopt guidelines on safe return	Member States	25 000
1,31	Conclude agreements with countries of return/origin to provide for dignified return for child migrants		Agreements concluded	2016-17	At least 5 countries have concluded agreements	Member States	45 000
1,32	Facilitate children's access to documentation to make their migration and stay as safe as possible	Carry out studies on migration processes for children	Countries issue documentation to migrant children in need	2015-2018	At least 5 countries issue documentation to migrant children in need	Member States, SADC, IOM, UNHCR, UNODC, Save the Children & other International Organizations	135 000
1,33	Develop regional guidance on how to carry out best interest determinations			2015-2016	1 guideline produced for the region		45 000
Sub Total							340 000

• Detention							
Aim: To reduce the detention of migrants in the SADC region, ensure oversight in detention facilities and explore alternatives to detention							
1,34	Provide guidance to law enforcement to avoid the detention of asylum seekers/victims of trafficking/children and vulnerable migrants	Create a working group to develop the guidance	Guidance on avoiding detention produced and disseminated	2016	At least 8 countries provide guidance to law enforcement officers on avoiding the detention of vulnerable migrants	Member States, International Organizations	140 000
1,35	Provide training to law enforcement officers and detention guards on the need to refrain from the use of force against migrants following their detention.		Law enforcement aware of their duties	2015-2016	8 countries train law enforcement officials on refraining from use of force against detained migrants	Member States	160 000
1,36	Review the law to ensure that the grounds for immigration detention are exhaustively defined and that the law provides for the right of a person to be informed of reasons for detention, the right to challenge detention and the right to legal assistance.	International organization to provide expert assistance on global/regional best practices to inform the law revision process by 2016	Law reviewed to reflect ground for detention and the rights of detained migrants	2015-2018	At least 8 countries revise laws to reflect ground for detention and the rights of detained migrants	Member States	50 000
1,37	Prepare information in migrant languages on rights of persons in detention and right to challenge detention and post this information in places of detention		Migrant aware raising materials on detention prepared and disseminated of their rights	2015- 18	At least 8 countries sensitize migrants on detention and related rights	Member States and international organizations	135 000
1,38	Review policy and practice to ensure that civil society, IO's, lawyers, consular officials and human rights mechanisms have regular access to detainees and are able to screen, educate and negotiate the release of detainees where possible	International organization to provide expert assistance on global/regional best practices to inform the law revision process 2016	Policy and law reviewed to reflect access to detainees and intervention by non-state actors	2015-2018	At least 8 Member states have reviewed law and policy on access and intervention by non-state actors to detainees	Member States	50 000
1,39	Institute mechanisms to ensure that detention is subject to periodic judicial review	Processes for the remission of sentences of migrants detained for immigration offences to be reviewed	Mechanism for periodic review in place	2017-2018	At least 8 Member States Review mechanisms established	Member States	180 000
1,40	Establish/strengthen independent monitoring mechanism with regular access to detention facilities to investigate complaints and hold perpetrators to account.	Conduct research on practices in SADC countries to monitor report on and investigate complaints in detention facilities detaining migrants, refugees and asylum seekers	SADC countries' practices on monitoring detentions and investigating complaints reviewed	2015-2016	1 Research conducted with Recommendations on SADC Practices on monitoring detentions and investigating complaints	Member States, International Organizations	180 000
			Oversight mechanisms established/strengthened to monitor conditions in detention	2015-2017	Oversight mechanisms established/strengthened in at least 8 countries	Member States, International Organizations	220 000
1,41	Ensure that persons detained for immigration-related matters are not detained alongside persons for criminal offences and ensure that conditions of detention comply with international standards		Immigration detention conditions improved	2016-2018	At least 6 countries implement measures to improve immigration detention	Member States	670 000
1,42	Raise awareness on alternatives to detention and exchange practice on usage in other countries	Create action group to advocate for alternatives to detention, invite experts to present etc. Conduct Research on viable alternatives to detention per country	Research completed with recommendations to alternatives to detention	2016	1 regional research on alternatives to detention	SADC, Member States, International Organizations, Non Governmental Organizations	45 000
1,43	establish differentiated processes to enable various alternatives to detention		Awareness raising efforts carried out on alternatives to detention	2016-2017	Advocacy conducted in at least 8 countries on alternatives to detention		110 000
			Alternatives to detention applied in SADC countries	2017-2018	At least 6 Member States Establish mechanisms for alternatives for detention:		135 000
Sub Total							2 075 000
2. Capacity Building							
Aim: To build capacity of frontline officials to identify and protect vulnerable migrants							
2,1	Conduct joint mixed migration training on the basis of the materials developed by IOM and UNHCR to build capacity of frontline officials to identify and protect vulnerable migrants. Training should include implementation of screening tools and referral mechanisms developed under section 3.		Frontline officials capacity to identify and refer to the appropriate procedures enhanced	2015-2016	All SADC countries have trained officials	SADC, Member States, International Organizations	445 000
2,2	Conduct specialized training for social workers on case management of unaccompanied and separated minors, including on safe return		Social workers capacity enhanced	2015-2016	All SADC countries have trained social workers	SADC, Member States, International Organization	310 000
2,3	Share existing regional training material/curriculum with all countries in the SADC region to ensure standardization of capacity building efforts/approach		Capacity building tools in the region standardized	2016-2017	All SADC countries have a standardized curriculum	SADC, Member States, International Organization	40 000
Sub Total							795 000

3. Operations							
• Profiling and Referral							
<i>Aim: To improve identification of migrants with specific needs and ensure referral to appropriate procedures</i>							
3,1	Review and adapt existing profiling, screening tools and referral mechanisms in use in the region to ensure identification of the needs and procedures applicable to new arrivals.	Create a working group at the national level to review and adapt profiling, screening and referral tools	Screening tools and SOPs for referral developed	2015-2016	All SADC Countries have screening tools and SOPs	Member States, International Organizations	135 000
3,2	Develop strategies to reinforce the availability of trained interpreters for frontline officials in contact with migrants	Countries which have developed screening and referral tools as well as SOPs to share with other countries	Interpreter tools available to enhance quality of screening of migrants		All SADC Countries have interpretation tools to assist interpreters	Member States, International Organizations	70 000
Sub Total							205 000
• Reception arrangements and services							
<i>Aim: to ensure proper processing of individual cases on arrival and enable the identification of the immediate needs of migrants</i>							
3,3	Establish reception arrangements		New arrivals have access to direct assistance and information on arrival	2015-2018	All SADC Countries have facilities that can serve as reception areas	Member States, International Organizations, Non Governmental Organizations	670 000
3,4	Provide counselling to new arrivals on legal migration and right to seek asylum and their human rights				All SADC Countries have counseling services and standardized information packages for new arrivals	Member States, International Organizations, Non Governmental Organizations	310 000
3,5	Provide information to new arrivals on access to services including healthcare, shelter, safety and education						
3,6	Review law and policy to ensure that healthcare is accessible to all, including irregular status migrants and amend law and policy to ensure that medical personnel are not discriminating against irregular status migrants in the provision of healthcare		Law and policy provide for access to healthcare	2015-2016	All SADC Countries have laws and policy that guarantee access to healthcare	Member States	270 000
Sub Total							1 250 000
• Return and Reintegration							
<i>Aim: to increase possibilities for voluntary return for all migrants and ensure that return of migrants not in need of international protection is conducted in accordance with international norms.</i>							
3,7	Develop national frameworks to enhance possibilities for voluntary return	Develop SOPs to improve the coordination of voluntary returns Conduct research and gather information on practices incentivizing voluntary return to allow people to depart with personal belongings and securing outstanding wage claims and implement such practices.	Voluntary returns are conducted in accordance with international norms and the respect for the rights of migrants are enhanced		All SADC Countries have national frameworks for voluntary return	Member States, International Organizations	310 000
3,8	Develop guidance and SOPs on procedures to be followed in expelling or deporting migrants	IOM to provide assistance in in developing the guidance, research and SOPs	A Regional SOP on humane removals developed and distributed	2015-2017	One Regional SOP on removal	Member States, International Organizations	18 000
3,9	Conclude bilateral agreements with States on return and readmission of persons not in need of international protection		Persons not in need of international protection have the possibility of return and readmission to countries of origin		All SADC countries conclude at least one bilateral agreement on return and readmission of persons	Member States	160 000
3,10	Train frontline officials to refrain from using excessive force at the border – in line with UN Basic Principles on Use of Force and Firearms –reflected in the SOPs		Border officials in SADC member states trained on non-use of excessive force at the border in line with UN Basic Principles on Use of Force and Firearms –reflected in the SOPs		All SADC countries conduct trainings for frontline officials on the UN basic principles on use of Force and Firearms	Member States, International Organizations	180 000
3,11	Provide reintegration assistance for returnees	Arrange regular meetings between countries to discuss return	Reintegration assistance made available to vulnerable migrants		All SADC Countries provide reintegration assistance to vulnerable migrants	Member States, International Organizations	1 000 000
Sub Total							1 668 000

4. Communication and Outreach							
<i>Aim: To raise awareness of legal channels of migration, address intolerance and xenophobia and promote integration of migrants</i>							
4,1	4.1 Conduct awareness raising campaigns/events to address intolerance of migrants and encourage citizens to report violations of rights of migrants	Set up action group to assess impact and evaluate results of awareness campaigns including possible negative effects Promote the use of social media and outreach to the youth	Campaigns conducted to address intolerance of migrants	2015-2018	At least 8 Member States conduct national campaigns to address intolerance of migrants	Member States, International Organizations	400 000
4,2	Conduct awareness raising on legal channels of migration and dangers of irregular migration		Campaigns conducted on legal channels of migration and dangers of irregular migration		At least 8 Member States conduct national campaigns on legal channels of migration and dangers of irregular migration	Member States, International Organizations	400 000
4,3	Conduct awareness raising activities to ensure that medical personnel do not discriminate against irregular status migrants in the provision of healthcare		Medical personnel provide care to non citizens on an equal basis with nationals		All SADC Countries conduct awareness raising among medical personnel	Member States, International Organizations	135 000
4,4	Conduct awareness raising activities amongst migrants on rights to access healthcare, shelter, safety and education where appropriate		Migrants knowledgeable on how to access services		All SADC Countries have migrant sensitization packages	Member States, International Organizations, Civil Society Organizations	335 000
Sub Total							1 270 000
5. Data Collection							
<i>Aim: To generate accurate and reliable data on which to base policy</i>							
5,1	Develop common standards for data collection in the region.	Develop relationships with universities, research institutes and civil society to support research on migration.	Common standards and protocols for data collection developed	2016-2017	1 regional Common standard for data collection	Member States, International Organizations, Academia	18 000
5,2	Develop data sharing standards within countries /across the SADC region and with third party countries		Common standards and protocols for data sharing developed	2016-2017	1 regional Common standard for data sharing	Member States, International Organizations Academia	18 000
5,3	Produce regular research on emerging trends on irregular and mixed migration in the region		Updated research available regularly	2015-2018	Periodic research report on thematic areas of irregular and mixed migration	Member States, International Organizations Academia	310 000
Sub Total							346 000
6. Cooperation and Coordination							
<i>Aim: To strengthen national and regional cooperation and coordination on addressing irregular and mixed migration</i>							
6,1	Establish institutional mechanisms on irregular and mixed migration	National stakeholders that constitute the mechanism identified and TORs drawn up	Task forces meet regularly and provide guidance to national efforts	2015-2018	At least 8 countries have institutional mechanisms in place	Member States, International Organizations	140 000
6,2	Organize joint cross-border trainings between immigration officials and other relevant stakeholders.	Cross border training curriculum developed and tested	Cross border training conducted on addressing irregular and mixed flows at border points	2015-2017	At least 8 countries take part in cross border trainings	Member States, International Organizations	110 000
6,3	Regional consultation: Consolidate existing consultative processes on irregular and mixed migration working closely with SADC Ministerial Committee of the Organ (MCO)	Assessment of regional consultations on irregular and mixed migration carried out with recommendations on aligning these processes	a single and coherent regional consultative process exists on irregular and mixed migration in SADC	2016-2018	1 consultative and sustainable process with regular meetings	Member States, International Organizations	270 000
6,4	Harmonization: Develop and Harmonize policies and procedures to address irregular and mixed migration	Provide countries with a regional framework to guide members states as they put in place policies and procedures	Policies and procedures across SADC are consistent	2016-2018	Policies and procedures in at least 8 countries are consistent	Member States, International Organizations	180 000
	Establish a dedicated and functional migration desk to coordinate regional responses to migration related challenges under the SADC Secretariat		A migration desk is established under the SADC Secretariat	2015-2016	A full staffed and functional SADC migration desk established	Member States, International Organizations	90 000
6,5	Joint operations: multi country criminal investigations and sting operations conducted against smuggling and trafficking networks involving relevant actors	establish cooperation platforms with INTERPOL and SARPCO	Periodic meetings among law enforcement leading to Joint investigations and sting operations conducted	2015-2018	At least 5 joint operations conducted	Member States, International Organizations	110 000
6,6	Mutual Legal Assistance: create frameworks for mutual legal assistance for the investigation and prosecution of smuggling and trafficking networks.	assessment as to the availability and efficiency of existing mutual legal assistance tools to be conducted	Mutual legal assistance tools put in place for the investigation and prosecution of traffickers and smugglers	2015-2018	At least 8 countries have mutual legal assistance tools	Member States, International Organizations	70 000
Sub Total							970 000
Total							14 469 000