

**2013 – 2015 SADC LABOUR MIGRATION ACTION PLAN**

<b>Goal : Harmonized Regional Labour Migration Policy that protect and guarantees equal rights and access to decent and productive work for Migrant Workers</b>			
<b>Outcome 1. Availability of Data and Statistics on Migration among Member States</b>			
<b>Outputs</b>	<b>Activities</b>	<b>Time frame</b>	<b>Actors /responsible</b>
1. LMIS inclusive of Migration Indicators established.	1. Identify Labour Migration Indicators to be included in the LMIS.	2013	Technical Working Group
	2. Develop a standardised template for data collection pertaining to labour migration	2013	Member States/ILO/IOM and SADC Secretariat
	Biennial reports to be submitted to SADC secretariat	2014	Member States
<b>Outcome 2. Migrant Workers to have access to Social Benefits and Health Services and continuum of care across borders.</b>			
<b>Outputs</b>	<b>Activities</b>	<b>Time frame</b>	<b>Actors /responsible</b>
1. Inter-Regional Referral system established and harmonized  2.National OSH policies in line with the relevant ILO Convention developed  SADC declaration and code on TB in the Mining Sector implemented	1. Develop a database pertaining to primary health / HIV status /TB and occupational exposures.	2015	Member States / ILO/ IOM/ SADC Secretariat;
	2.Ratify relevant ILO convention pertaining to OSH	2014	Member Sates
	3.Tri-partite task team to be formed at National Level	2013	Member State / ILO
	4. Analyse/Review existing laws, best practices and develop a set of minimum standards.	2013	Member States /ILO
	5.National OSH Profile assessment to be done. Tri-Partite Task Team to be set up and ensure implementation	2013	Member States
<b>Outcome 3. Improve mechanism for remittance transfers across SADC Region</b>			
<b>Outputs</b>	<b>Activities</b>	<b>Time frame</b>	<b>Actors /responsible</b>
1. Effective financial and regulatory framework to facilitate remittance transfers, including standardised policies in member states are developed  2. Obstacles that impede the efficient transfer of remittances e.g. transfer mechanisms and cost removed.	1. Research and document current state of remittance transfers	2014	Mauritius/SADC Secretariat / SADC Chair / IOM/ ILO/AUC; Member States
	2. Develop a model for remittance transfers that can be used by member states	2013	Mauritius/SADC Secretariat / SADC Chair / IOM/ ILO/AUC; Member States

3. Remittances to maximize development gains promoted.	3. Develop an inventory of 'best practices' across the continent	2013	Mauritius/SADC Secretariat / SADC Chair / IOM/ ILO/AUC; Member States
<b>Outcome 4: Harmonised labour migration policy and legal framework in SADC</b>			
Output	Activities	Time frame	Actors/responsible
1. SADC labour migration policy developed	1.1 Hold regional stakeholder consultation meetings	December 2013	IOM; ILO; SADC Secretariat, and Member States
	1.2 Establish a task team to draft a regional migration policy (use existing technical working group)	December 2013	Member States and their social partners
2 Policies and legislations in Member States reviewed and formulated in conformity with SADC migration policy	.2.1 Hold National stakeholder consultative meetings to review policies and legislation	December 2014	IOM; ILO; SADC Secretariat and Member States and their social partners; pension managers
<b>Outcome 5: Fundamental rights of migrant workers harmonised in SADC Member States</b>			
Output	Activities	Time frame	Actors/Responsible
2.1. Labour migration management system developed to monitor and enforce implementation of policies and legislation (benefits, recruitments, etc.)	2.1.1 Design labour migration management system to operationalize SADC Migration Policy	August 2015	IOM; ILO; SADC Secretariat
	2.1.2 Develop and review bilateral agreements in conformity with SADC Labour Migration Policy	August 2015	Member States
<b>Outcome 6: Pension and social security in both private and public social security schemes harmonised in the SADC region</b>			
Output	Activities	Time frame	Actors/Responsible
3.1 SADC policy and legislation to provide for portability and pension contribution developed	3.1.1 Develop a set of guidelines to assist states in drafting of policies and legislation	December 2014	IOM; ILO; SADC Secretariat and Member States and their social partners; pension managers
3.2 Pension and social security management system developed to monitor and enforce implementation of SADC policy and legislation to provide for portability and pension contribution	3.2.1 Design pension and social security management system to operationalize SADC policy and legislation to provide for portability and pension contribution	December 2014	IOM; ILO; SADC Secretariat and Member States and their social partners; pension managers
	3.2.2 Develop and review bilateral agreements in conformity with SADC policy and legislation to provide for portability and pension contribution	December 2015	Member States, SADC Secretariat, OM, ILO
<b>Outcome 7: Institutional mechanisms for management and coordination and Partnerships on labour migration established</b>			
Output	Activities	Time frame	Actors/Responsible
Revised SADC/IOM, MoU produced	Review SADC/IOM MoU to cater for labour migration	December 2013	SADC Secretariat/IOM