



International
Labour
Organization



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A repeating geometric pattern in various shades of blue, featuring diamonds, circles, and triangles.

 THE **SOUTHERN**
AFRICAN 

MIGRATION MANAGEMENT
PROJECT

**Labour Migration Statistics
in the SADC region**



The improvement of labour migration statistics significantly contribute to the formulation of lists of critical skills/catalogues of occupations difficult to cover, to define fair labour market/vacancy tests, and quotas through such tools as: labour market needs assessments identifying sectoral, occupational and regional labour shortages; list of labour migration statistics indicators; labour migration statistics module included in labour market surveys or household surveys; labour market information systems, etc.

The Southern African region has had a long history of intra-regional migration. All Member States of the Southern Africa Development Community (SADC) are involved in labour migration flows as countries of origin, transit, or destination and often they play the three roles at the same time. In the past ten years, a significant spike has been recorded with 3 million more migrants in the region. Data from UNDESA shows that Angola, the Democratic Republic of Congo (DRC), South Africa, and Tanzania have accounted for 96% of this increase and count with 81% of the total migrant stock in the region. Other countries remain quite stable except for Comoros, which saw a marginal decline.

South Africa is the most important SADC country of destination in terms of numbers counting with 4,224,256 international migrants in 2019, followed by Eswatini, DRC, Angola and Tanzania. However, It is also interesting to note that Seychelles is the most important SADC country of destination of migrants as a percentage of its total population. South Africa (7.1%), Botswana (4.7%), Namibia (4.2%), Eswatini (3%), Zimbabwe (2.8%), Mauritius (2.3%), and Angola (2.0%) follow with a migrant population representing more than 2% of their total population. Migrants originating from the SADC region are also significantly present in South Africa (3.6%), Botswana (3.5%), Namibia (2.9%) and Eswatini (2.0%). Seychelles and Mauritius count with a substantial number of migrants originating from Madagascar and other SADC neighboring countries, but also others from outside the SADC region, notably South Asia.

Table 1: Migrants by Country of Origin and Destination in SADC (in decreasing order of importance of % of migrants as percentage of total population), 2019

	Total No. of International migrants	Within SADC Migration by Country of Origin	Within SADC Migration by Country of Destination	Within SADC Net Migration	Total Population of Destination Countries	Total Migrants as % of Total Population	SADC Migrants as % of Total Population
Seychelles	12,926	18,686	1,625	-17,061	98,460	12.7	1.7
South Africa	4,224,256	89,226	2,137,519	+2,048,293	59,308,690	7.1	3.6
Botswana	110,596	79,136	82,169	+3,033	2,351,630	4.7	3.5
Namibia	107,561	187,691	72,978	-114,713	2,540,920	4.2	2.9
Eswatini	32,310	93,536	23,394	-70,142	1,160,160	3.0	2.0
Zimbabwe	411,257	607,420	283,387	-324,033	14,862,930	2.8	1.9
Mauritius	28,849	15,956	3,050	-12,906	1,265,740	2.3	0.2
Angola	669,479	358,473	100,140	-258,333	32,886,270	2.0	0.3
Comoros	12,504	12,806	9,755	-3051	869,600	1.4	1.1
Malawi	247,652	298,831	165,951	-132,880	19,129,960	1.3	0.9
DRC	963,833	295,509	179,065	-116,444	89,561,400	1.1	0.2
Mozambique	334,665	921,513	269,161	-652,352	31,255,440	1.1	0.9
Tanzania	509,166	42,139	110,956	+68,817	59,734,210	0.9	0.2
Zambia	170,249	192,970	113,621	-79,349	18,383,960	0.9	0.6
Lesotho	6,928	339,943	3,199	-336,744	2,142,250	0.3	0.2
Madagascar	34,934	14,027	11,932	-2,095	27,691,020	0.1	0.0
Total	7,877,165	3,567,902	3,567,902		363,242,640	2.1 (ave)	1.0 (ave)

Source: UNDESA, UN Migrant Stock by Origin and Destination 2019 Update, Table 1

Note: Population data from <https://data.worldbank.org/indicator/SP.POP.TOTL>

THE SOUTHERN AFRICA MIGRATION MANAGEMENT (SAMM) PROJECT

SAMM’s work on the strengthening of labour migration data in SADC Member States comprises the implementation of the 20th International Conference of Labour Statisticians (ICLS) “**Guidelines concerning Statistics of International Labour Migration**” adopted in October 2018. Most SADC countries were part of their adoption. It contributes to the implementation of SHaSA 2 (i.e. Strategy for the Harmonization of Statistics in Africa: 2017-2026), adopted by most African States.

Work towards improving labour migration statistics also contributes to the measurement of **SDG Indicator 10.7.1 “Recommendations to Measure International Migrant Workers’ Recruitment Costs”**. Alongside introducing a migration module for household surveys, such as the labour force survey, the work on improving labour migration statistics also supports the roll-out of the Social Security Inquiry (SSI) Migrant Module to collect information and statistics on social protection schemes available for migrant workers, to more countries in Africa.

At the country-level, SAMM provides technical support to countries to harmonize labour migration statistics between countries in the region, and to strengthen labour migration data collection, storage, and analysis. Important categories for analysis include sex, age, most important labour migration corridors, and main countries of origin and destination, and encourages analysis on the following:

- distribution of migrant workers per economic sector;
- distributions of occupations and skills;
- status in employment;
- working conditions (working hours, wages, rest periods and other contractual conditions, occupational safety and health);
- social security coverage of migrant workers per country and per RECs; and
- identification of labour market needs through labour market information systems (LMIS), as well as the contribution of migrant workers to development (share of GDP, labour market effects, impacts on entrepreneurship and job creation, fiscal impacts of labour migration, etc.)

SAMM's work on labour migration statistics also includes improving administrative records on labour migration in terms of coverage representing the information on migrant workers (i.e. ensuring better and more frequent reporting on issues of migrant workers) and ensuring quality of the information (i.e. consistency and alignment to international concepts and definitions). Furthermore, the project is supporting the establishment of a SADC Labour Market Observatory (LMO), facilitating the harmonization of concepts and statistics and serving as a repository for labour migration data in line with ILO's Decent Work Indicators. The LMO will allow different national statistics system to access and report data at each country's level of capacity, working progressively towards stronger statistics. Through the LMO, the project will also support coordinating a regular reporting mechanism (at least every two years) on key labour migration statistics indicators. Work could also include strengthening labour market needs assessments, particularly linked to the identification of labour market supply and demand for migrant workers as well as skills mismatches. SAMM's work will also contribute to the production of the AU-ILO-IOM 3rd Labour Migration Statistics Report for Africa.

The SAMM project has identified a set of labour migration statistics indicators from the ILO's International Labour Migration Statistics Database, to recommend as a minimum set of indicators. The LMO will aim to collect these indicators from all SADC countries. The minimum indicators are based on an assessment of the current availability of data in the region as well as the potential value those indicators have for immediate and responsive evidence-based policymaking.

In order to further support harmonization of labour migration data collection and statistics production at both regional and national levels, the project is supporting the dissemination of a labour migration statistics module, designed specifically for labour force surveys, to identify foreign born and foreign nationals in labour market data. Where possible, the ILO-recommended module questions will be integrated with the existing labour migration survey module used by SADC, ensuring its alignment with the most recent international statistical standards. A similar module is used to collect data on recruitment costs, in order to support reporting on SDG Indicator 10.7.1: *recruitment costs as a share of monthly earnings abroad*.

MAIN SAMM ACTIVITIES:

- COMESA Labour Migration Trends Report;
- Production of Labour Migration Statistics Indicators, including indicators on refugees' access to the labour market;
- Policy Brief- "Methods for Estimating Migrant Domestic Worker Numbers in the SADC Region";
- Support to RECs in the production of thematic sub-regional reports (e.g. Women migrant workers and women migrant domestic workers, etc);
- Pilot countries provided with technical and financial support to produce labour migration statistics and include a Labour Migration Module in Labour Force Surveys as well as to establish Labour Market Information Systems including labour migration statistics.

THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

In implementing the 2030 Agenda for Sustainable Development goals and targets, Governments have the primary responsibility for follow up and review progress made at the national, regional and global levels. SDG indicators were developed to assist this work. Quality, accessible, timely and reliable disaggregated data was identified as needed to help with the measurement of progress and to ensure that no one is left behind. Such data is key to decision making. Data and information from existing reporting mechanisms is to be used where possible. Stakeholders were asked to intensify efforts to strengthen statistical capacities in developing countries, particularly African countries, least developed countries, landlocked developing countries, small island developing States and middle-income countries.

A specific international migration SDG Target 17.18 on this issue is the following:

“By 2020, enhance capacity building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.”

The follow-up and review processes and mechanism of the 2030 Agenda for sustainable development should be guided by the following principles:

They should be rigorous and based on evidence, informed by country evaluations and data which is high quality, accessible, timely, reliable and disaggregated by income, sex, age, race, ethnicity, **migration status**, disability and **geographic location** another characteristics relevant in national contexts.

Stakeholders recognized that baseline data for several of the targets remains unavailable, and called for increased support for strengthening data collection and capacity building in Member States, to develop national and global baselines where they do not yet exist. They committed to addressing this gap in data collection so as to better inform the measurement of progress, in particular for those targets below which do not have clear numerical targets.

THE UN GLOBAL COMPACT FOR SAFE, ORDERLY AND REGULAR MIGRATION

In December 2018, one hundred and sixty-four Nations adopted the UN Global Compact for **Safe, Orderly and Regular Migration (GCM)** which encompasses 23 objectives. Objective no. 1 is highly relevant to this thematic area. The list of GCM objectives is available below:

1. Collect and utilize **accurate and disaggregated data** as a basis for evidence -based policies
2. Minimize the **adverse drivers and structural factors** that compel people to leave their country of origin
3. Provide **accurate and timely information** at all stages of migration
4. Ensure that all migrants have **proof of legal identity and adequate documentation**
5. Enhance availability and flexibility of **pathways for regular migration**
6. Facilitate **fair and ethical recruitment** and safeguard conditions that **ensure decent work**
7. Address and **reduce vulnerabilities** in migration
8. **Save lives** and **establish coordinated international efforts on missing migrants**
9. Strengthen the **transnational response to smuggling of migrants**
10. **Prevent, combat and eradicate trafficking** in persons in the context of international migration
11. **Manage borders** in an integrated, secure and coordinated manner

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12. Strengthen certainty and predictability in **migration procedures** for appropriate screening, assessment and referral
 13. Use **migration detention only as a measure of last resort** and work towards alternatives
 14. Enhance **consular protection, assistance and cooperation** throughout the migration cycle
 15. Provide access to **basic services for migrants**
 16. Empower migrants and societies to realize **full inclusion and social cohesion**
 17. **Eliminate all forms of discrimination and promote evidence-based public discourse** to shape perceptions of migration
 18. **Invest in skills development and facilitate mutual recognition of skills, qualifications and competences**
 19. Create conditions for **migrants and diasporas** to fully contribute to **sustainable development** in all countries
 20. Promote **faster, safer and cheaper transfer of remittances** and foster **financial inclusion of migrants**
 21. Cooperate in facilitating **safe and dignified return and readmission**, as well as **sustainable reintegration**
 22. Establish mechanisms for the **portability of social security entitlements and earned benefits**
 23. Strengthen **international cooperation and global partnerships** for safe, orderly and regular migration

GCM RELATED PARAGRAPHS

The Global Compact on Safe, Orderly and Regular Migration (GCM) **Objective 1** “Collect and utilize accurate and disaggregated data as a basis for evidence-based policies” asserts that Member States commit to strengthen the global evidence base on international migration by improving and investing in the collection, analysis and dissemination of accurate, reliable and comparable data, disaggregated by sex, age, migration status and other characteristics relevant in national contexts, while upholding the right to privacy under international human rights law and protecting personal data. Member States further commit to ensure that this data fosters research, guides coherent and evidence-based policymaking and well-informed public discourse, and allows for effective monitoring and evaluation of the implementation of commitments over time.

To realize this commitment, Member States draw from the following actions:

- (a) Elaborate and implement a comprehensive strategy for improving migration data at the local, national, regional and global levels, with the participation of all relevant stakeholders, under the guidance of the Statistical Commission of the United Nations, by harmonizing methodologies for data collection, and strengthening analysis and dissemination of migration-related data and indicators;
- (b) Improve international comparability and compatibility of migration statistics and national data systems, including by further developing and applying the statistical definition of an international migrant, elaborating a set of standards to measure migrant stocks and flows, and documenting migration patterns and trends, characteristics of migrants, as well as drivers and impacts of migration;
- (c) Develop a global programme to build and enhance national capacities in data collection, analysis and dissemination to share data, address data gaps and assess key migration trends, that encourages collaboration between relevant stakeholders at all levels, provides dedicated training, financial support and technical assistance, leverages new data sources, including big data, and is reviewed by the Statistical Commission on a regular basis;

- (d) Collect, analyse and use data on the effects and benefits of migration, as well as the contributions of migrants and diasporas to sustainable development, with a view to informing the implementation of the 2030 Agenda for Sustainable Development and related strategies and programmes at the local, national, regional and global levels;
- (e) Support further development of and collaboration between existing global and regional databases and depositories, including the International Organization for Migration (IOM) Global Migration Data Portal and the World Bank Global Knowledge Partnership on Migration and Development, with a view to systematically consolidating relevant data in a transparent and user-friendly manner, while encouraging inter-agency collaboration to avoid duplication;
- (f) Establish and strengthen regional centres for research and training on migration or migration observatories, such as the African Observatory for Migration and Development, to collect and analyse data in line with United Nations standards, including on best practices, the contributions of migrants, the overall economic, social and political benefits and challenges of migration in countries of origin, transit and destination, as well as drivers of migration, with a view to establishing shared strategies and maximizing the value of disaggregated migration data, in coordination with existing regional and subregional mechanisms;
- (g) Improve national data collection by integrating migration-related topics into national censuses, as early as practicable, such as on country of birth, country of birth of parents, country of citizenship, country of residence five years prior to the census, most recent arrival date and reason for migrating, to ensure timely analysis and dissemination of results, disaggregated and tabulated in accordance with international standards, for statistical purposes;
- (h) Conduct household, labour force and other surveys to collect information on the social and economic integration of migrants or add standard migration modules to existing household surveys to improve national, regional and international comparability, and make collected data available through public use of statistical microdata files;
- (i) Enhance collaboration between State units responsible for migration data and national statistical offices to produce migration-related statistics, including by using administrative records for statistical purposes, such as border records, visas, resident permits, population registers and other relevant sources, while upholding the right to privacy and protecting personal data;
- (j) Develop and use country-specific migration profiles, which include disaggregated data on all migration-relevant aspects in a national context, including those on labour market needs, demand for and availability of skills, the economic, environmental and social impacts of migration, remittance transfer costs, health, education, occupation, living and working conditions, wages, and the needs of migrants and receiving communities, in order to develop evidence-based migration policies;
- (k) Cooperate with relevant stakeholders in countries of origin, transit and destination to develop research, studies and surveys on the interrelationship between migration and the three dimensions of sustainable development, the contributions and skills of migrants and diasporas, as well as their ties to the countries of origin and destination.

TOOLS PRODUCED BY THE ILO:

1. ILO Global Estimates on Migrant Workers ;
2. Regional Labour Migration Statistics Report in Africa;
3. Guidelines concerning statistics on international labour migration;
4. ILO-OECD-World Bank «The Contribution of Labor Mobility to Economic Growth»;
5. ILO-OECD « How immigrants contribute to developing countries' economies»;
6. Statistics on International labour migration.



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