



SOUTHERN AFRICA

REGIONAL STRATEGY
2020–2024

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

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Cover photo: Mr Stello Juliette, a Mauritian returnee, has been running a fishing business since 2019, supported by an IOM reintegration programme. © IOM 2019 Abibo NGANDU

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FOREWORD

In November 2019, the IOM Strategic Vision was presented to Member States. It reflects the Organization's view of how it will need to develop over a five-year period, in order to effectively address complex challenges and seize the many opportunities migration offers to both migrants and society. It responds to new and emerging responsibilities – including membership in the United Nations and coordination of the United Nations Network on Migration – as we enter the Decade of Action to achieve the Sustainable Development Goals. As part of the implementation of the Strategic Vision, I asked each of the Regional Offices to develop its own strategic priorities for the 2020–2024 period, integrating key elements of the Vision to respond to emerging needs within the region.

This regional strategy reflects the essential role that IOM plays in the field of human mobility: protecting, assisting and supporting migrants across the world, developing effective responses to the shifting dynamics of migration, and serving as a key source of advice on migration policy, research, data and practice. It also highlights the critical work that IOM undertakes in emergency situations, developing the resilience of communities and mobile populations, and particularly those in vulnerable situations, while building capacity within governments to manage all forms and impacts of mobility.

Most importantly, this strategy highlights the current and future regional and cross-regional trends and challenges with respect to migration and situations of displacement, and outlines how IOM will seek to address them, including through collaboration with United Nations agencies and other partners.

I would like to thank colleagues at all levels of the Organization – and particularly at the regional and country levels – for their diligent and insightful work in developing this strategy, which places IOM's global strategic objectives in context and sets out a course of action to achieve them. It is particularly timely, given the high salience of human mobility in public discourse, and as operational needs on the ground, particularly in the humanitarian sphere, are becoming more complex in the context of the COVID-19 pandemic.

Under this strategy, IOM colleagues will engage with a wide range of stakeholders in all countries in the region, along with key regional bodies, including economic communities, consultative processes and multilateral forums, on the priorities it sets out. I and all my colleagues look forward to working with you over the next years to ensure that migration is safe, orderly and regular for the benefit of all. Together, we can respond to the needs and aspirations of migrants and displaced populations around the world, building societies fit for a modern, mobile and interconnected world.



António Vitorino
Director General
International Organization for Migration

“

Southern Africa is a region historically characterized by dynamic human mobility, underpinned by intraregional labour migration that has largely contributed to the socioeconomic development of several countries in the region that host huge numbers of migrant workers.

”

Charles Kwenin
Regional Director
Southern Africa
International Organization for Migration

CONTENTS

Foreword	iii
Acronyms	vi
<hr/>	
1. Introduction	1
<hr/>	
2. Political and institutional outlook for the region	3
<hr/>	
3. Migration outlook for the region	7
<hr/>	
4. Regional objectives and strategic priorities	11
4.1. Focus areas and objectives	12
4.2. Strategic priorities	14
<hr/>	
5. Institutional development	21
5.1. Policy capacity	22
5.2. Knowledge management, including research and data collection	22
5.3. Monitoring, evaluation and data	23
5.4. Communications and visibility	24
5.5. Staff development	24
<hr/>	
6. Concluding statement: IOM in the region in 2024	25
<hr/>	
Annex: IOM in Southern Africa	27

ACRONYMS

COMESA	Common Market for Eastern and Southern Africa
COVID-19	coronavirus disease 2019
DTM	Displacement Tracking Matrix
HIV	human immunodeficiency virus
IOC	Indian Ocean Commission
IOM	International Organization for Migration
MIC	middle-income country
MIDCOM	Migration Dialogue for the COMESA Region
MiDIOCC	Migration Dialogue for Indian Ocean Commission Countries
MIDSA	Migration Dialogue for Southern Africa
(R-)UNSDG	(Regional) United Nations Sustainable Development Group
RCP	regional consultative process
REC	Regional Economic Community
RMDHub	Regional Migration Data Hub for Southern Africa
SADC	Southern Africa Development Community
SDG(s)	Sustainable Development Goal(s)
SRH	sexual and reproductive health
UNCT	United Nations country team
UNECA	United Nations Economic Commission for Africa
WHO	World Health Organization



The core values and principles of IOM are at the heart of its work. The Organization holds itself to high standards, guided by the principles enshrined in the Charter of the United Nations, including upholding human rights for all. Respect for the rights, dignity, empowerment and well-being of all migrants and (associated) communities remains paramount. IOM has always assisted governments in their effective implementation of international standards in its programming and will continue to do so. In addition to the values enshrined in the IOM Constitution, the Organization continues to adhere to the core United Nations values of integrity, professionalism, equality and respect for diversity, ensures that it is accountable to its beneficiaries, and plays an active role in preventing sexual exploitation and abuse.

Since early 2020, the Southern African region has been impacted by the COVID-19 pandemic. While short-term impacts are already being felt most acutely by vulnerable groups, the longer-term and socioeconomic, development-related and humanitarian consequences are yet to be fully determined. These outcomes will continue to impact the needs of migrants and other populations on the move, as well as host communities and governments, and must therefore be fully reflected in the programming of IOM, which has already shifted in response. This regional strategy should therefore be read in light of these developments and will be reviewed periodically to ensure the necessary response to address ongoing and emerging impacts of the pandemic and other significant regional and global developments.





United Nations officials and ambassadors of Southern African Development Community (SADC) member States at the 2019 Migration Dialogue for Southern Africa (MDSA) in Windhoek, Namibia. © IOM 2019



1.

INTRODUCTION



1. INTRODUCTION

Southern Africa is a region historically characterized by dynamic human mobility that contributes to the economies of countries and the livelihoods of communities. Even today, the interwoven solidarity and common vision among Southern African States continue to be the driving force towards regional integration and overall socioeconomic development. In the coming four years, IOM will invest more strategically in the design and implementation of new, innovative and responsive policies and programmes to support Southern African governments in building capacities for effective and rights-based management of migration that contributes to sustainable development outcomes and protects the fundamental rights of migrants.

In addition to the well-established labour migration patterns within the region, major migration routes come into Southern Africa, predominantly constituted by mixed migration flows originating from the Horn of Africa and the Great Lakes region. Addressing these complex movements, which cut across several countries and multiple subregions, requires strong cross-regional partnerships, which IOM will strive to support through existing frameworks for cooperation, including the various State-led regional consultative processes¹ convened within and in neighbouring regions.

Some of the world's most hazard-prone countries are situated in the region, with vulnerabilities to a range of hazards, such as droughts, floods, storms, epidemics, landslides, volcanic activity and wildfires, as well as conflict. Forced displacement due to man-made and natural causes, including the effects of climate change, remains a significant concern across the region, as it has a disruptive impact on societies, lives and livelihoods, and raises a range of protection and assistance needs.

IOM is one of the development partners that have been operating in Southern Africa since the early 1990s. Today, the Organization has a solid regional footprint, with a presence in all 16 member States of the Southern Africa Development Community (SADC)² and continues to work closely with governments, United Nations country teams (UNCTs) and various stakeholders at the national and regional levels to respond to the multifaceted migration issues affecting the region.

The Organization's coverage in Southern Africa also includes four island States in the Western Indian Ocean, namely the Comoros, Madagascar, Mauritius and Seychelles. The specific challenges faced by this group of States, including the nexus between migration and transnational crimes, will be addressed in line with the Global Compact for Migration and, in particular, its Objective 23 (international cooperation).³ In this specific context and more broadly throughout the region, IOM will invest more deeply in understanding and responding to emerging drivers of human mobility, notably environmental degradation and climate change.

¹ Namely, the Migration Dialogue for Southern Africa (MIDSA), the Migration Dialogue for the COMESA Region (MIDCOM) and the Migration Dialogue for Indian Ocean Commission Countries (MiDIOCC).

² IOM coverage in Southern Africa also includes four island States in the Western Indian Ocean, namely the Comoros, Madagascar, Mauritius and Seychelles. (Coverage for Seychelles is through the IOM mission in Mauritius.)

³ Objective 23 of the Global Compact for Migration (para. 39) states: "[...] We further commit to take joint action in addressing the challenges faced by each country to implement this Global Compact, underscoring the specific challenges faced in particular by African countries, least developed countries, landlocked developing countries, small island developing States, and middle-income countries [...]."

2.

POLITICAL AND INSTITUTIONAL OUTLOOK FOR THE REGION



2. POLITICAL AND INSTITUTIONAL OUTLOOK FOR THE REGION

The IOM Regional Office for Southern Africa, based in Pretoria, covers 15 countries in the Southern African region.⁴ IOM operates through 586⁵ staff members located in 24 offices across the region. The Regional Office provides technical backstopping and programme support to IOM country offices in the Southern African region. The strategic location of the Regional Office in one of the largest diplomatic capitals in the world gives it access to a wide number of partners. All countries in the Southern African region are also IOM Member States. This provides a unique opportunity in terms of applying a comprehensive and systematic approach based on a holistic and timely engagement with national governments that feeds into a solid regional partnership on migration.

As the preferred partner of States on migration-related issues, IOM has played an important role over the years by contributing to migration governance and management efforts in the region. Key areas of focus include: (a) advancing migrants' rights; (b) establishment of a regional policy dialogue on migration; (c) development of migrant-friendly policies; (d) facilitation of South–South labour mobility; (e) trade facilitation, human mobility and border management, (f) capacity-building of government and non-governmental actors on migration management; (g) prevention, preparedness response and recovery in migration crises, as well as cross-border and internal humanitarian emergencies; and (h) reduction of HIV, tuberculosis and other communicable diseases in migration-affected communities. IOM has provided leadership on migration issues by coordinating efforts of various partners at the national and regional levels.

As recognized in the 2030 Agenda for Sustainable Development and promoted in the IOM Institutional Strategy on Migration and Sustainable Development,⁶ human mobility is inextricably linked with sustainable development. The Sustainable Development Goals (SDGs) – and the commitment to “leave no one behind” and to “reach the furthest behind” – will not be achieved without due consideration of migration. This includes considering the impacts of income inequalities on human mobility dynamics and the way in which migration and migrants themselves can contribute to reducing inequalities. The evidence from the Southern African region shows that migration can be a powerful driver of sustainable development for migrants and their communities in countries of origin, transit and destination. However, when migration policies or other relevant policies do not consider the needs of migrants or the effects of migration, migrants can be put at risk, communities can come under strain and development gains can be jeopardized. To mitigate this and essentially maximize the development potential of migration, both development-focused and migration-specific interventions should be coordinated and evaluated to maximize the benefits of the nexus.

⁴ Namely, Angola, Botswana, the Comoros, the Democratic Republic of the Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Zambia and Zimbabwe.

⁵ As of January 2020.

⁶ IOM, *IOM Strategy on Migration and Sustainable Development* (Geneva, 2020). Available at <https://publications.iom.int/books/iom-institutional-strategy-migration-and-sustainable-development>.

Countries in Southern Africa have different levels of development, with a few of them now categorized by the World Bank as middle-income countries (MICs), including Botswana, Namibia and South Africa. While MIC status reflects the robust economic growth registered in these countries, this does not always translate into job creation and social development in an inclusive and equitable manner. This context, where development aid becomes scarce, requires all United Nations organizations in the country to explore innovative means to continue to effectively engage MICs.

The IOM Continental Strategy for Africa⁷ underlines expected shifts in the African migration landscape with the signing of the Free Movement of Persons (FMP) protocols and the African Continental Free Trade Agreement. In line with the African Union aspirations of the integrative agenda laid out in the Abuja Treaty of 1991 and re-emphasized under the framework of Agenda 2063: “The Africa We Want”, IOM will have an important role in promoting joint efforts on strengthening the capacities of African countries to better adjust to future migration trends and open up opportunities for safe, orderly and regular mobility schemes within the continent.

Studies indicate that Southern Africa is one of the most unequal regions of the continent;⁸ in South Africa, for example, the top 10 per cent of the population received 65 per cent of the national income in 2014, while the bottom 40 per cent received only 4 per cent; Namibia recorded similar figures in 2015. The (draft) United Nations Common Country Analysis conducted in South Africa recognizes that while the country is defined as an upper middle-income country, it encounters some of the same challenges faced by many low-income economies. It also states that:

... the country will have to overcome high levels of gender-based violence, subdued economic growth and high levels of poverty and inequality if it is to achieve the objectives set out in the National Development Plan 2030, and the 2014–2019 Medium-term Strategic Framework. It will, however, be in a better position than most African countries to recover lost ground if it is able to harness and make better use of the resources at its disposal.

On the other hand, there are countries in the region that rank very low in the Human Development Index (with the Comoros at 156th, Malawi at 172nd, Madagascar at 162nd, Zimbabwe at 150th and Mozambique at 180th). Instability in the Democratic Republic of the Congo and the dire economic situation in Zimbabwe also add to the development challenges faced by these countries. Gaps in the levels of development among SADC member States is a major factor that explains intraregional migration patterns. Addressing the challenges of inequalities and promoting human development in countries in Southern Africa would also have an impact on ensuring safe and orderly migration and contribute to broader sustainable development outcomes. The combination of countries at various stages of development limits, to some extent, the possibility of adopting a standardized regional approach to address developmental challenges. However, country-specific strategies are applied through the Organization’s representation in the UNCTs. IOM is engaged in the development of the United Nations Sustainable Development Cooperation Framework and related processes, such as the country assessments for the implementation of the United Nations framework for the socioeconomic response to COVID-19.

⁷ IOM, *IOM Continental Strategy for Africa 2020–2024* (Geneva, 2020). Available at <https://publications.iom.int/books/iom-continental-strategy-africa-2020-2024>.

⁸ “Measuring inequality in income and wealth”, in: *Human Development Report* (New York, United Nations Development Programme, 2019), p.116.

Since the establishment of the United Nations Network on Migration, regional and national structures have been rolled out under the leadership of IOM. As a member of the United Nations Sustainable Development Group (UNSDG), IOM has a clear responsibility to articulate its activities and mandate in relation to the 2030 Agenda, to report on its activities to support Member States in achieving the commitments therein and to contribute to regional discussions on migration and sustainable development. The Regional Office in Pretoria therefore recognizes the need to leverage existing structures of the Regional United Nations Sustainable Development Group (R-UNSDG) to strengthen inter-agency cooperation on migration for more consolidated support to Member States in the subregion to ensure implementation of the Global Compact for Migration. The cross-regional dimension of migration trends and patterns in Eastern and Southern Africa requires a holistic approach that looks at the most adequate support that the United Nations could provide to countries of origin, transit and destination in the subregion within the framework of the 2030 Agenda and the Global Compact. It is with this understanding that the Regional Network for Eastern and Southern Africa has been established as a common platform, bringing together the IOM Regional Office for Southern Africa (Pretoria), the IOM Regional Office for Eastern and Horn of Africa (Nairobi) and other United Nations agencies to support the implementation, follow-up and review of the Global Compact in a holistic manner. As part of the United Nations system-wide re-profiling exercise towards enhanced inter-agency collaboration, the Regional Network would serve as a forum to champion migration as a key transboundary issue under the framework of the Regional Collaborative Platform led by the United Nations Economic Commission for Africa (UNECA).

IOM will support the Member States in the region in line with national and regional priorities, leveraging the potential of migration through a whole-of-government approach to achieve sustainable development outcomes for all. It is a direct contribution to the Decade of Action to fast-track progress towards the SDGs, bringing greater coherence and development impact to the Organization's activities and allows for a joined-up approach to the way it designs and delivers its operations.

3.

MIGRATION OUTLOOK FOR THE REGION



3. MIGRATION OUTLOOK FOR THE REGION

The Southern African region experiences all types of movements, including mixed and irregular migration, labour mobility and displacement due to conflicts and natural disasters. By virtue of the strong economic position of some of the States, Southern Africa also receives a high volume of migrants due to work opportunities in the mining, manufacturing and agricultural industries. Industrial development in some countries in the region, especially South Africa, Botswana and Zambia, and the oil wealth of Angola have been a magnet for both highly skilled and low-skilled labour migrants from the region and elsewhere, notably from the Horn of Africa and West Africa. Southern Africa is often also a springboard for regular and irregular migration to Europe and the Americas.

In 2019, the Southern African region⁹ recorded over 7.87 million regular migrants and by far the largest number of migrants is found in South Africa (4.2 million).¹⁰ The Southern African region continues to experience a significant rise in mixed and irregular migration flows. These flows mostly originate from the Horn of Africa, particularly Ethiopia and Somalia, and consist of refugees, asylum seekers, migrant workers and victims of trafficking, including women and children. Most of these migrants attempt to reach their destinations through established smuggling and trafficking networks. At least an estimated 20,000 migrants travel through the Great Lakes and SADC regions to try to reach South Africa each year. Human rights violations and lack of protection, extortion, abandonment, physical and sexual violence continue to be a harsh reality for these migrants.

Intraregional mobility is a predominant feature of migration in Southern Africa, a region that has some of the largest bilateral migration corridors in Africa, namely the Zimbabwe–South Africa corridor (1.3 million) and the Mozambique–South Africa corridor (1.2 million).¹¹ Southern Africa is also home to some of the most important trade and transport corridors in the continent that facilitate cross-border mobility, including for small-scale traders. Today, cross-border trade is a major feature of African economic and social landscapes, and according to the African Development Bank (AfDB), it contributes to the income of about 43 per cent of Africa’s entire population.¹²

Considering that 32 per cent of international migrants are under the age of 30, with 60 per cent of these young migrants also living in developing countries, this regional strategy recognizes the importance of capturing the specific realities of this important group to inform future programmatic interventions. In this regard, the United Nations Youth Strategy, adopted in 2018, aims “to facilitate increased impact and expanded global, regional and country-level action to address the needs, build the agency and advance the rights of young people in all their diversity around the world [...] and ensure their engagement and participation in the implementation, review and follow-up to the 2030 Agenda for Sustainable Development, as well as other relevant global agendas and frameworks”.¹³ As a member of the United

⁹ For the purpose of this strategy, Southern Africa covers the 16 SADC member States.

¹⁰ See: United Nations Department of Economic and Social Affairs, “International migration stock 2019”, data set. Available at www.un.org/en/development/desa/population/migration/publications/wallchart/docs/MigrationStock2019_Wallchart.pdf.

¹¹ Charlotte Karagueuzian and Audrey Verdier-Chouchane, “Taking Africa’s irregular migrants into account: Trends, challenges and policy options”, *Africa Economic Brief*, 5(1). Available at www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/Economic_Brief_-_Vol_5_Issue_1_-_Taking_Africas_Irregular_Migrants_into_Account__Trends_Challenges_and_Policy_Options_-_12_2014.pdf.

¹² Jean-Guy K. Afrika and Gerald Ajumbo, “Informal cross border trade in Africa: implications and policy recommendations”, *Africa Economic Brief*, 3(10). Available at www.sdgfund.org/informal-cross-border-trade-africa-implications-and-policy-recommendations.

¹³ The United Nations Strategy on Youth can be accessed at www.un.org/youthenvoy/youth-un.

Nations Inter-Agency Network on Youth Development, IOM appreciates the importance of the youth in its area of work and will strive to integrate this critical aspect in all relevant initiatives. As a region witnessing high incidences of HIV infection, Southern Africa requires adequate programming for the benefit of children and youth, including in the area of sexual and reproductive health.

Insecurity, lack of economic livelihood, drought and crop failure are some of the push factors that motivate migrants to choose risky migratory routes in search of better opportunities in Southern Africa. Labour mobility remains one of the dominant forms of migration in this region, despite the sporadic incidents of xenophobia, discrimination and violence against migrants. As is the case in other parts of the world, the profound impact of migration on the societies and institutions of receiving countries in Southern Africa cannot be understated. The nexus between population mobility and health remains a challenge for migrants, as well as the communities they live in. The negative narrative about migration and migrants fuels adverse public perceptions of foreigners and, in turn, affects social cohesion. It is therefore important that migration governance policies and programmes consider the sensitivities around the issue to address them effectively.

Additionally, the Southern African and Western Indian Ocean regions are vulnerable to a range of hazards, as they are increasingly affected by climate change that causes more extreme weather events and increased frequency and intensity of disasters, leading to chronic and sudden displacement of populations (including floods, disease outbreaks, storms and droughts, as well as earthquakes, wildfires, landslides, extreme weather, volcanic activity and insect infestations), making the region a host to over 6 million internally displaced persons.¹⁴

¹⁴ Internal Displacement Monitoring Centre (IDMC), IDMC Global Report on International Displacement 2020 (Geneva, 2020). Available at www.internal-displacement.org/global-report/grid2020.

4.

REGIONAL OBJECTIVES AND STRATEGIC PRIORITIES



4. REGIONAL OBJECTIVES AND STRATEGIC PRIORITIES¹⁵

4.1. FOCUS AREAS AND OBJECTIVES

The following ten focus areas have been identified for the work of IOM in Southern Africa. Each one of them contributes directly to specific SDGs and related targets.

Focus area 1: Promote tapping into the mutually reinforcing links between migration and development for the benefit of countries of origin and destination, as well as migrants themselves (in line with SDGs 1, 10, 11 and 16).

IOM will partner with governments, local authorities and civil society, including migrant associations, to harness the developmental potential of migration and mobility and look for innovative ways to utilize the resources of transnational communities, diaspora associations and diaspora members more effectively, for the socioeconomic development of their countries of origin and residence. The contribution(s) of these actors will be critical in addressing the socioeconomic impact that communities are facing as a result of the COVID-19 pandemic.

Focus area 2: Ensure that vulnerable migrants benefit from increased protection by State and non-State actors while supporting governments in addressing irregular migration (in line with SDGs 5, 8, 16 and 17).

IOM will contribute to the protection of and assistance to vulnerable migrants who have been stranded, trafficked, exploited and exposed to other types of risk; this will be achieved by working with national governments and regional institutions to develop evidence-based policies and regulations to protect the rights of migrants based on international best practices.

Focus area 3: Provide assisted voluntary return and reintegration services to migrants returning from various countries of destination, including those in Southern Africa (in line with SDGs 10 and 17).

IOM will continue to work with migrants, governments and other actors to ensure safe and dignified return and reintegration. Beneficiaries of this assistance include individuals whose applications for asylum were rejected or withdrawn, stranded migrants, victims of trafficking and other vulnerable groups, including unaccompanied and separated migrant children, and those with health-related needs.

¹⁵ Consideration should also be given to protection – as well as cross-cutting issues, such as gender and climate change – as being key to the work of IOM.

Focus area 4: Work towards well-managed labour migration that benefits migrant workers and employers, as well as the sustainable development of countries of origin and destination (in line with SDGs 1, 4, 5, 8 and 10).

IOM will support the development and implementation of labour migration policies and/or strategies at the subnational, national and regional levels in Southern Africa to ensure that migrant workers are better protected and movements are better managed. This will be done in collaboration with the SADC, Common Market for Eastern and Southern Africa (COMESA) and Indian Ocean Commission (IOC) member States, the private sector, trade unions and other related stakeholders through inter-State and interregional frameworks governing South–South labour mobility.

Focus area 5: Protect vulnerable migrants and communities at risk and ensure they are more resilient throughout all phases of man-made and natural crises (in line with SDGs 1, 2, 6, 9, 11, 13, 15, 16 and 17).

IOM will assist forced migrants and communities at risk by mainstreaming disaster risk management and climate change adaptation into regional and national development policies and plans, and work with governments, local communities and other stakeholders to build the resilience of communities to natural and man-made crises. IOM will strive to increase the capacity of national authorities to respond to various types of disasters, with the goal of strengthening the protection and assistance of migrants, including displaced persons.

Focus area 6: Build the capacity of vulnerable communities to demonstrate enhanced coping mechanisms and resilience to environment-related and climate-induced change (in line with SDGs 10, 11, 13 and 17).

IOM will work with governments, affected communities and relevant stakeholders to tackle the complex nexus between migration and climate change to address related challenges in a holistic manner. The Organization's approach will consider the fact that environmental degradation and disasters can cause migration and that movement of people also entails significant effects on migration itself.

Focus area 7: Improve standards of physical, mental and social health and well-being of migrants and migration-affected populations (in line with SDGs 1, 3, 5, 8, 10, 11, 16 and 17).

IOM will conduct its migration and health interventions by working with regional, national and local partners and service providers to increase availability and accessibility of services that improve the health of migrants, mobile populations and communities they interact with in identified spaces of vulnerability. Working with governments, development partners (including United Nations agencies) and other stakeholders to develop, amend and/or implement evidence-based policies and legislations that promote migrants' right to health and improving the sustainability of migration and health responses in the region will be key areas of focus.

Focus area 8: Strengthen migration management at borders across the region to facilitate safe, orderly and regular cross-border mobility (in line with SDGs 8, 9, 10 and 16).

IOM will work with national governments and the Regional Economic Communities (RECs) of the African Union to strengthen border and migration management structures and increase cooperation in the region on immigration and border management. This work includes promoting and advocating for an integrated/coordinated border management approach and measures that support counter-smuggling and capacity-building in humanitarian border management, as well as upgrades to border infrastructure and equipment, including through support for one-stop border posts. In addition, the COVID-19 pandemic has highlighted to what extent managing public health risks constitute an integral component of effective migration management. Hence, IOM will support the development of an integrated/coordinated border management approach that integrates health and aligns with continental and regional frameworks.

Focus area 9: Facilitate intraregional and interregional cooperation and coordination in migration governance among Member States and RECs (in line with SDGs 10, 16 and 17).

IOM will increase its collaboration with relevant organs of the African Union and other related entities – including the Pan-African Parliament (PAP), New Partnership for Africa's Development (NEPAD), African Peer Review Mechanism African Union (APRM), SADC, COMESA, IOC and other partners – to strengthen the regional-level governance of migration within and into the region and its dynamics. Furthermore, IOM will continue to work closely with the Migration Dialogue for Southern Africa (MIDSA), MIDCOM, Migration Dialogue for the IOC Region (MiDIOCC), individual Member States, as well as other regional platforms to promote inter-State and intraregional dialogue on migration in Southern Africa.

Focus area 10: Continue working on resettlement assistance to refugees as a positive element of the migration continuum made possible through international solidarity and burden-sharing (in line with SDGs 1, 2, 3, 4 and 8).

IOM will build on its solid experience in the area of refugee resettlement operations, to provide case-processing services to refugee applicants, as well as receiving governments.

4.2. STRATEGIC PRIORITIES

Within the framework of the ten objectives, IOM Southern Africa has defined its strategic priorities under the three pillars of the IOM Strategic Vision,¹⁶ namely **resilience**, **mobility** and **governance**. These strategic priorities will be tackled through coordinated cross-thematic approaches that contribute to the broader regional goals.¹⁷

¹⁶ IOM, Strategic Vision 2019–2023: Setting a Course for IOM (C/110/INF/1) (Geneva, 2019). Available at <https://governingbodies.iom.int/system/files/en/council/110/C-110-INF-1%20-%20IOM%20Strategic%20Vision.pdf>.

¹⁷ These strategic priorities respond to the pillars described in the IOM Strategic Vision. The IOM Strategic Results Framework (SRF) and its four objectives – humanitarian response and resilience (SRF Objectives 1 and 2), mobility (SRF Objective 3) and governance (SRF Objective 4) capture the areas highlighted in the Strategic Vision. The strategic priorities in this regional strategy will be tackled through coordinated cross-thematic approaches to contribute to the broader regional goals.

4.2.1. Resilience

IOM will enhance its technical support at the regional and national levels to effectively build the capacities of governments to better integrate protection of vulnerable migrants within their national legislations, national humanitarian response plans and relevant national resilience-building strategies. IOM will support governments in saving and protecting lives and reducing risks in complex emergencies and disasters, with a view to investing in countries' capacities to prepare for and respond to humanitarian shocks, including disasters (natural or man-made), conflicts and pandemics, and build back better.

Considering the mixed migration dynamics in the Southern African region, and to enable governments to provide protection and assistance to migrant workers and mobile populations in distress, including those in labour disputes and irregular migrants and cross-border traders employed in the informal sector, IOM will roll out the Determinants of Vulnerability Framework and establish a migrants' rights-based approach. IOM, through its programmes, will work with governments to ensure migrants (inclusive of vulnerable migrants) have access to health, and that first responders are well equipped to identify and refer vulnerable migrants (at borders), including victims of trafficking. Reintegration initiatives will target the health and psychosocial well-being of returnees. IOM will address returnees' reintegration through a comprehensive approach and with the implementation of whole-of-community initiatives. In line with the IOM Integrated Approach to Reintegration, these activities will include the integration of the health and psychosocial well-being of migrants, including those intending to emigrate, be resettled or return, through initiatives such as pre-departure migration health assessment services, to ensure a comprehensive and whole-of-community approach to return and reintegration initiatives, including economic, sociocultural and psychosocial support for returnees, and aiming to strengthen the resilience and absorption capacity of host communities to reduce irregular remigration. Furthermore, IOM aims to facilitate the strengthening of health services delivery in areas of high migration (i.e. urban centres, cross-border areas and along migration corridors) to provide comprehensive health-care services (preventive/curative), including mental health and psychosocial support, tuberculosis, and sexual and reproductive health (SRH), including HIV. The complex relationship between migration, population mobility and health in the region continues to create challenges for both health security and realization of optimal health outcomes for migrants and the communities in which they live. In some settings in the region, migration has been identified as an independent risk factor for transmission of HIV and tuberculosis, due to the conditions in which migration is often undertaken. IOM will support approaches that enable individuals to make informed choices about where and how to fulfil their personal aspirations and that these are achieved through safe and orderly means.

Strategic priority 1: Strengthen early-warning systems

IOM will expand the application of the Displacement Tracking Matrix (DTM), including flow monitoring during and outside of times of crises to better identify mobility trends, socioeconomic profiles and relevant indicators across thematic issues, including protection, border management, health, labour and climate change. This tool will be critical in understanding migration and mobility patterns in the context of the COVID-19 pandemic and will be used to inform programmatic responses. Data collection and analysis methodologies will build upon and complement existing data mechanisms at government levels being developed in close collaboration with national statistical systems and shall be inter-operable with other existing United Nations data sources and be developed in respect of human rights (in particular, the right to privacy and data protection of individuals) and in coordination with the Regional Inter-Agency Standing Committee for Southern Africa.

IOM will work with governments in the region to strengthen health systems' resilience to put in place human mobility and migration tracking approaches for early warning, risk reduction and management of regional health risks and responses, including at points of entry and in border communities, especially in the context of recovery efforts in response to COVID-19. It will assist in the production of migrant-sensitive health data and analytics through the promotion of the inclusion of migrant variables in routine data collection, including through administrative data sources, and facilitate cross-border dialogue for data collection systems and portability of migrant health information. Further research on migration health along migration corridors will also be carried out.

Strategic priority 2: Support durable and safe solutions for return and/or resettlement

IOM will continue to promote and support the voluntary return of stranded and vulnerable migrants. Whole-of-community, comprehensive approaches to sustainable reintegration that address the economic, social and psychosocial needs of migrants will be promoted. Initiatives that strengthen the social cohesion, resilience, readiness and absorption capacities of host communities will be supported to address remigration drivers. IOM will assist in designing and providing support for community efforts in transition, recovery and stabilization to address the sociocultural drivers of irregular migration and displacement. IOM will continue to strengthen the delivery of migration management services, including pre-departure migration health assessments, to promote individual and public health.

As part of its contributions to migration management in Southern Africa, IOM fosters refugee integration through comprehensive resettlement services in close coordination with governments, the Office of the United Nations High Commissioner for Refugees (UNHCR) and other stakeholders.

To deliver on expectations from IOM Member States, migrants and fellow United Nations agencies, as well as on the strategic objectives set out for the Southern African region, IOM will strengthen the capacity of governments and communities to prevent, detect and respond to public health threats and crises along the mobility continuum, including by strengthening government core capacities at points of entry under the International Health Regulations (2005). IOM will continue to promote and support the inclusion of migration as an adaptation strategy in national adaptation and risk management plans. In collaboration with the World Health Organization (WHO), IOM will assist countries in Southern Africa to implement the global action plan to promote the health of migrants and refugees in accordance with relevant World Health Assembly resolutions.

In crisis-affected countries, IOM will strengthen its efforts to address the needs of displaced populations through approaches for preventing displacement, responding to immediate and longer-term needs and finding durable solutions, as well as building the resilience and recovery capacities of affected communities.

Strategic priority 3: Understand the drivers of migration

To strengthen and ensure a comprehensive early-warning system at the national level, IOM will ensure that DTM tools tracking movements related to climate crises will include the identification of vulnerable migrants, as well as the specific health vulnerabilities of such migrants and migration-affected communities, through pilot interventions that promote the health of migrants affected by climate change (i.e. SRH and HIV), in order to ensure the provision of protection and assistance. IOM will significantly increase efforts to understand the drivers (e.g. environmental degradation, climate change, conflict and violent extremism) and profiles of migration, and the decision-making process of migrants along the main

migration corridors in the Southern African region. IOM will design and provide support to community efforts in transition, recovery and stabilization, and address adverse the sociocultural drivers of irregular migration. Additionally, efforts towards durable solutions will be strengthened to address the drivers and consequences of emergencies and crises. Further, IOM will implement area-based community development approaches to reintegration and address adverse drivers,¹⁸ as well as durable solutions for return and/or resettlement. Furthermore, building resilience and strengthening preparedness in communities will include enhanced health care, psychosocial support and strengthened health facilities, as well as the establishment of a health cluster within national humanitarian responses.

Addressing resilience in a comprehensive manner means strengthening the capacity of governments, as well as communities, to respond effectively to cross-border displacement and mobility dynamics, including movements resulting from environmental degradation and climate change, by, for example, fostering collaboration between national disaster management agencies and border authorities. The Organization's multi-thematic response aims to build the capacity of vulnerable communities and mobile populations in the region to demonstrate enhanced coping mechanisms and resilience to environmental and climate-induced changes. IOM will advocate for migrants as builders of resilience to minimize displacement through: (a) collection of evidence-based research and data collection; (b) facilitation of diaspora engagement and skills transfer; and (c) use of remittances as investments to strengthen systems to ensure the continued delivery of social services, in particular, health-care services.

4.2.2. Mobility

Human mobility within a country, the region or throughout the African continent is becoming ever more complex as national economies and social structures struggle to cope with the growing effects of inequality in society and the expectations of a growing youth population. This is further exacerbated by the challenges posed by the multidimensional socioeconomic challenges posed by the implications of the COVID-19 dynamics. With such complexities – and as migration dynamics continue to evolve through the region – there is a need to foster greater integration of migration into policies and the use of innovative tools across government platforms, and through innovative public–private partnerships at all levels of society. Governments and RECs will be required to adapt and adjust policies, practices and principles to realize the true development potential of migration throughout the migration continuum and facilitate regular pathways for migration. In response, the African Union Commission (AUC) has formulated significant migration mechanisms under the integrative Agenda 2063 – that is, the AUC Migration Policy Framework for Africa, African Continental Free Trade Agreement and the African Union Free Movement of Persons Protocol. In solidarity, the SADC, with the assistance of IOM, has put forward progressive frameworks to facilitate interregional cooperation – namely, the SADC Employment and Labour Protocol, the SADC Labour Migration Policy Framework and the associated SADC Labour Migration Action Plan (2020–2025), along with the SADC Protocol on the Facilitation of the Movement of Persons. With such significant standards for cooperation, IOM is uniquely positioned to fulfil the role of “honest broker” in these evolving discussions on developing cooperation on sustainable migration management. IOM will support people-centred approaches, placing individuals at the core and promoting the well-being of migrants and members of communities in countries of origin, transit and destination so that they can reach their full development potential.

¹⁸ Including exploring employment-based solutions in areas with a high propensity to migrate irregularly (high outward migration (emigration)).

Strategic priority 4: Enhance regional and multilateral cooperation for the facilitation of mobility, in alignment with the Southern African and continental integrative agenda, the Global Compact for Migration and the United Nations 2030 Agenda for Sustainable Development.

Enshrined in the 2030 Agenda for Sustainable Development and the Global Compact for Migration, migration, with its many facets, if properly managed, coordinated and communicated, can provide numerous development dividends across government and society. Aligning with the continental and regional integrative agenda and in response to the dynamic intraregional mobility flows in Southern Africa, IOM will further its engagement to convene multilateral South–South cooperation across the migration spectrum, ensure the integration of tailored migrant service provision, inclusive of necessary rights and protections within humanitarian and development contexts to demonstrate and expand Member States’ and partners’ understanding of the applicability of migration interventions to national development at all levels of society. In this regard, cities and local authorities are important actors with whom collaboration should be nurtured to ensure the inclusion of migration and migrants’ needs in their development plans.

Strategic priority 5: Serve as the preferred partner for solutions and innovative tools to facilitate and better manage migration both during and outside of times of crisis.

IOM will expand its provision of technical and operational assistance to governments in developing innovative tools to better manage migration, in line with continental and international commitments. This will include capacity-building in the use of digital identification and biometrics for travel and migration purposes, visa services, integration of border management information systems (including the Migration Information and Data Analysis System (MIDAS) of IOM) with other data systems at borders (such as the Automated System for Customs Data (ASYCUDA), and other innovative ways to facilitate migration, improve border management and promote migrants’ access to basic services, including health-care services.

Specifically in the context of disease outbreaks and other public health emergencies afflicting the Southern African region (including measles, plague, Ebola, COVID-19 and yellow fever), IOM will work with border authorities to strengthen health controls, in line with WHO International Health Regulations, and apply DTM tools in novel ways to ensure public health responses to outbreaks and other public health emergencies are underpinned by reliable data on population mobility.

Strategic priority 6: Strengthen efforts to combat trafficking in persons, counter migrant smuggling, address forced labour, and promote fair and ethical recruitment, in line with relevant regional, continental and international frameworks.

IOM efforts to combat trafficking in persons and counter migrant smuggling will be aimed at addressing the adverse effects and root causes of irregular migration, focusing on communicating the dangers of trafficking in persons and smuggling of migrants, and promoting channels and opportunities for regular migration. IOM will further support the protection of vulnerable migrants and people affected by crises, especially children, unaccompanied minors, women and victims of trafficking; prosecution of migrant smugglers and traffickers; and cooperation on border governance. IOM will undertake research into migration trends along the Southern migration route, including in the maritime context,

thereby contributing to evidence-based policymaking to counter human trafficking, migrant smuggling and irregular migration.

To promote fair and ethical recruitment, IOM will further align its efforts to the SADC Labour Migration Policy Framework and its associated Labour Migration Action Plan (2020–2030).¹⁹ IOM will enhance efforts that contribute to ethical labour recruitment practices through initiatives such as the International Recruitment Integrity System (IRIS). IOM will work closely with RECs (namely, SADC, COMESA and IOC) and Member States through relevant regional consultative processes (RCPs) such as MIDSAs, MIDCOM and MiDIOCC, among other forums.

4.2.3. Governance

Migration and human mobility have been part of the social fabric in Southern Africa for several decades and a defining factor in the economic makeup of the region. Considering this historical trend, enhanced migration governance systems informed by empirical data and evidence can further unlock the potential of human mobility to contribute to sustainable development while curbing the negative aspects of this phenomenon. In line with the vision of “an integrated, prosperous and peaceful Africa” projected in the African Union’s Agenda 2063, as well as the various frameworks put in place to achieve this, migration governance at the national and regional levels need to be framed in a way that contributes to the broader regional integration agenda. As the main partner of governments and intergovernmental entities in the region on various migration-related matters, IOM will provide technical support to contribute to sound migration governance systems at different levels, including through stronger intraregional and interregional cooperation and coordination among Member States and RECs. IOM will promote a whole-of-government, whole-of-society approach that brings together different sectors and levels of government, as well as involving non-State actors such as civil society, the private sector, academia and migrant groups.

Strategic priority 7: Support governments in Southern Africa in their endeavor to enhance migration governance, in alignment with sustainable development priorities, as a way of advancing the regional integrative agenda.

IOM will work with Member States and relevant RECs (namely, SADC and COMESA) to advance a collaborative and holistic approach to facilitated-movement-of-persons schemes, in line with regional priorities and continental objectives, including the African Continental Free Trade Area (AfCFTA). The Organization’s support in this regard will be aimed at promoting the ratification of key instruments by Southern African governments, thus contributing to the broader African integrative agenda. IOM will work closely with Member States and RECs, highlighting the development and economic benefits of well-managed migration and making the most of existing RCPs such as MIDSAs, MIDCOM, MiDIOCC and other existing multilateral forums. Its support will be in the form of tailored technical assistance to strengthen migration governance, in line with continental and subregional commitments and international standards, as well as advocacy and capacity-building. Such support will be achieved through close cooperation with other United Nations agencies and will benefit from inputs gathered through engagements with civil society organizations and migrants themselves.

¹⁹ The SADC Labour Migration Policy Framework was adopted by Member States to protect migrant workers’ rights and reduce the risk of people becoming victims of forced labour or modern slavery.

Strategic priority 8: Promote a holistic approach to migration governance at all levels to leverage the implementation of the Global Compact for Safe, Orderly and Regular Migration for the achievement of the 2030 Agenda.

The Global Compact for Migration recognizes that effective migration governance requires a whole-of-government, whole-of-society approach based on respect for human rights to become a driver of sustainable development. The multidimensional nature of migration affects and is impacted by nearly all areas of government and society at the local, subnational, national and regional levels. In a diverse region such as Southern Africa (with major countries of destination, as well as origin and transit), it is imperative that all sectors of government and society at all levels are involved in a sustainable and coordinated manner to inform migration governance systems coherently. This would allow for a collaborative, timely and adequate response to emerging migration governance challenges, including those at the mobility–health nexus (such as the recent outbreaks of the COVID-19 and Ebola diseases), and those at the migration–climate change nexus (which have resulted in unprecedented humanitarian crises in the region), and the increasing politicization of migration by governments and State authorities, which have contributed to the rise of xenophobic incidents and fractured social cohesion in certain instances. In view of this, IOM will continue to work with RECs, individual governments and other relevant and strategic stakeholders to strengthen the institutionalization of a whole-of-government, whole-of-society approach to migration governance and management through the strengthening of coordination mechanisms at all levels. IOM will seek to increase the participation of non-traditional yet relevant stakeholders, such as city mayors, private sector actors, research and data institutions, diaspora, and migrant associations, among others.

Strategic priority 9: Enhance migration data harmonization, coordination and management capacities of national statistical systems in the SADC region, in line with global and regional commitments.

Objective 1 of the Global Compact for Migration highlights the need to “[C]ollect and utilize accurate and disaggregated data as basis for evidence-based policies”, which needs to be done “while upholding the right to privacy under international human rights law and protecting personal data”. A couple of years earlier, similar recommendations also emerged from MIDSA in 2017 that encourage Member States to “build capacities to collect and analyse migration data to strengthen evidence-based policymaking”. In line with these frameworks, and under the overall provision of the IOM Migration Data Strategy, The Regional Office in Pretoria will work through its Regional Migration Data Hub (RMDHub) for Southern Africa and collaborate with national data suppliers, users, and national research and training institutions to support governments in enhancing their capacities to collect, analyse and disseminate migration data on both stocks and flows in a sustainable manner. Collaboration with national statistics offices will be strengthened, and existing migration coordination mechanisms capitalized on to address data and research gaps while ensuring data privacy considerations in the sharing and dissemination process. Specifically, support will consist of the development and sustainment of national and regional migration data working groups whose aim is to ensure coordination, harmonization and dissemination of migration data at both the national and regional levels.

5.

INSTITUTIONAL DEVELOPMENT



5. INSTITUTIONAL DEVELOPMENT

5.1. POLICY CAPACITY

Migration has gained considerable momentum at all levels of governance over the past decade, which culminated in the adoption of the Global Compact for Migration in 2018. Governments in Southern Africa increasingly recognize the need to formulate sound policies to address specific aspects of migration management, and some have embarked on the development of holistic national migration policies intended to guide legislative frameworks and regulations in all related policy domains. In this context, IOM is frequently approached to support such processes and facilitate intergovernmental consultations on migration management. It is therefore critical that IOM strengthens its policy capacity and cross-thematic approaches to be able to effectively guide the migration policy discourse at all levels, taking into account the regional specificities of Southern Africa.

As Coordinator of the United Nations Network on Migration, IOM also has a role to play within the United Nations system in leading the collaborative support to ensure the implementation of the Global Compact for Migration by Member States. The Regional Office in Pretoria is the chair of the United Nations Network on Migration for Eastern and Southern Africa and backstops national migration networks in countries within its purview. Additionally, the Regional Office is fully engaged in all initiatives under R-UNSDG Africa²⁰ and the Regional Collaborative Platform led by UNECA and the Development Cooperation Office. IOM needs to adjust to the working modalities of multilateralism wherever it differs from its traditional business model. This requires re-assessing the significance of this aspect of work and re-visiting resource allocation accordingly.

The Global Compact for Migration recognizes the importance of regional governance systems in the migration management architecture. IOM covers three main regional bodies in Southern Africa – namely, the SADC, COMESA and IOC. IOM will need to strengthen its internal capacity and coordination to optimize its engagement with these key actors of the integrative agenda in Africa.

5.2. KNOWLEDGE MANAGEMENT, INCLUDING RESEARCH AND DATA COLLECTION

Through the systematic storage of relevant internal and external documents, the Regional Office in Pretoria will strive to function as the go-to entity for information on migration in the Southern African region. A knowledge management platform is being set up to render relevant information available, both internally and externally, in a coherent manner.²¹

²⁰ At the time of this writing, the IOM Regional Director for Southern Africa serves as the co-chair of R-UNSDG for Eastern and Southern Africa.

²¹ The internal knowledge management repository will serve as a virtual place where:

- (a) Samples of IOM proposals and concept notes that are strong in content and results, will be stored according to thematic area of focus;
- (b) Final project products, such as policies, publications, and awareness-raising material, will be uploaded;
- (c) Monitoring and evaluation tools and frameworks will be made available;
- (d) Best practices and good replicable results are documented;
- (e) Statistics pulled from project reporting are made available to inform future programming;
- (f) Quarterly and yearly snapshots of project development and resource mobilization are compiled;
- (g) All data collection and analysis are done while respecting privacy and data protection;
- (h) Guiding documents, such as memoranda of understanding, are stored.

This internal knowledge management repository will be made available to all IOM staff in the Southern African region through an online platform.

The publicly available IOM Southern Africa Knowledge Management repository will include:

- (a) IOM knowledge products, including publications such as Migration Profiles, Migration Governance Indicators, and ad hoc research and data;
- (b) Information on regional and country-level programmes and initiatives;
- (c) Relevant documents, such as Member States' and regional policy documents.

The wider public will have access to materials on the external knowledge management repository through a dedicated "Knowledge Management" section of the upcoming RMDHub website.

5.3. MONITORING, EVALUATION AND DATA

5.3.1. Monitoring

The IOM Regional Office for Southern Africa will monitor the implementation and results of this regional strategy on a continuing basis through the following:

- (a) Reviewing new project proposals during the project endorsement process to strengthen their alignment to the strategy;
- (b) Reviewing periodic reports on project implementation to strengthen reporting on results related to the strategy;
- (c) Reviewing the biannual IOM Results-Based Management Institutional Questionnaire to ensure that results related to the strategy are captured;
- (d) Incorporating an indicator of the alignment of projects to the regional strategy in project evaluations and/or reviews.

5.3.2. Evaluation

To judge the value added and measure the level of implementation of this strategy, IOM will:

- (a) Conduct internal evaluations at the approximate midterm (mid-2022) and at the end (2024) of the implementation of the strategy. Key evaluation findings from the midterm evaluation will inform the review of the strategy, while those from the end-of-term (final) evaluation will inform a future strategy.
- (b) Incorporate an agenda item on the regional strategy in one of the four quarterly meetings of the senior management team in the region. The focus will be to track achievements or status on the key performance indicators and on reviewing the relevance of the strategy to the dynamic regional and country contexts.

5.4. COMMUNICATIONS AND VISIBILITY

IOM communications and visibility in the Southern African region exist within a base mechanism that has aimed for a dual-directional relation between country offices and the Regional Office that provides them with the necessary support.

As IOM activities in the region expand and adapt to cater to evolving dynamics of migration, the need for a more robust communication and visibility mechanism becomes paramount. An innovative approach to communication would enable IOM to:

- (a) Further establish itself as the go-to resource hub for migration-related data;
- (b) Ameliorate its access to relevant governmental actors and IOM experts in order to ensure a conducive “public” and “interactive” contribution to the regional discourse on migration;
- (c) Build country offices’ communication capacities through expertise-specific recruitment;
- (d) More dynamically cater to the visibility needs of any given regional and local project;
- (e) Keep up with new technologies to better package information for donor, media and public consumption.

5.5. STAFF DEVELOPMENT

Enhancing existing skills of employees and developing new ones through staff development programmes is a continuous, complex process, and is critical in enabling staff to positively contribute towards organizational success and knowledge management, and in boosting staff motivation, staff members’ sense of ownership and employee retention. It is therefore imperative to have effective performance management systems in place and to use them to enable staff members to perform their functions at the required professional standards.

Limited financial resources allocated for staff development and learning activities necessitate the need to focus more on virtual and online training. Staff members are and will be highly encouraged to use existing online courses on soft skills, as well as technical competencies, available on the new learning management system, i-Learn. In line with the IOM Business Operating Strategy and Delivering as One within the United Nations system, respective missions are working closely with various United Nations agencies to explore common staff training programmes.

The presence of prominent universities in the region is an opportunity to explore. There will be some collaboration with selected institutions as part of initiatives to tap experts and enhance internal capacities. In addition, emphasis will be given to informal learning pathways.²² Mobilizing human resources within the region through staff exchange programmes, temporary deployment (tour of duty) or short-term assignments will also enhance internal capacities and benefit staff members to get better exposure and experience.

It is also critical to evaluate the impact of staff development and learning programmes on a regular basis, in collaboration with regional monitoring and evaluation experts and in line with set objectives and training needs.

²² Including job shadowing, rotational assignments, coaching and mentoring.

6.

CONCLUDING STATEMENT: IOM IN THE REGION IN 2024





6. CONCLUDING STATEMENT: IOM IN THE REGION IN 2024

The COVID-19 pandemic has significantly slowed down economic growth on the African continent. The socioeconomic impact of the pandemic will affect the sustainable development landscape for years to come. According to UNECA,²³ the shock caused by COVID-19 is much more systemic than the 2008 financial crisis and will deepen vulnerabilities at a much larger scale.

The Regional Strategy for Southern Africa will serve as a blueprint for IOM programming in the region until 2024. The intended results captured in this regional strategy under the broad consideration of COVID-19 response and recovery can only be reached through the collective efforts of all concerned stakeholders, which include governments, intergovernmental bodies, United Nations agencies, development partners and civil society.

In the coming years, IOM will strengthen its engagement with bilateral, multilateral and regional partners to respond to the health, socioeconomic and protection needs of migrants and the communities they live in, in both origin and destination countries, through programmatic interventions that are in line with priorities identified in the United Nations Secretary-General's policy brief, "COVID-19 and People on the Move".²⁴

Stronger intraregional collaboration with relevant IOM regional offices in Africa will also be key to optimizing available resources and expertise and ensuring a coherent and coordinated approach to various policy and programmatic matters.

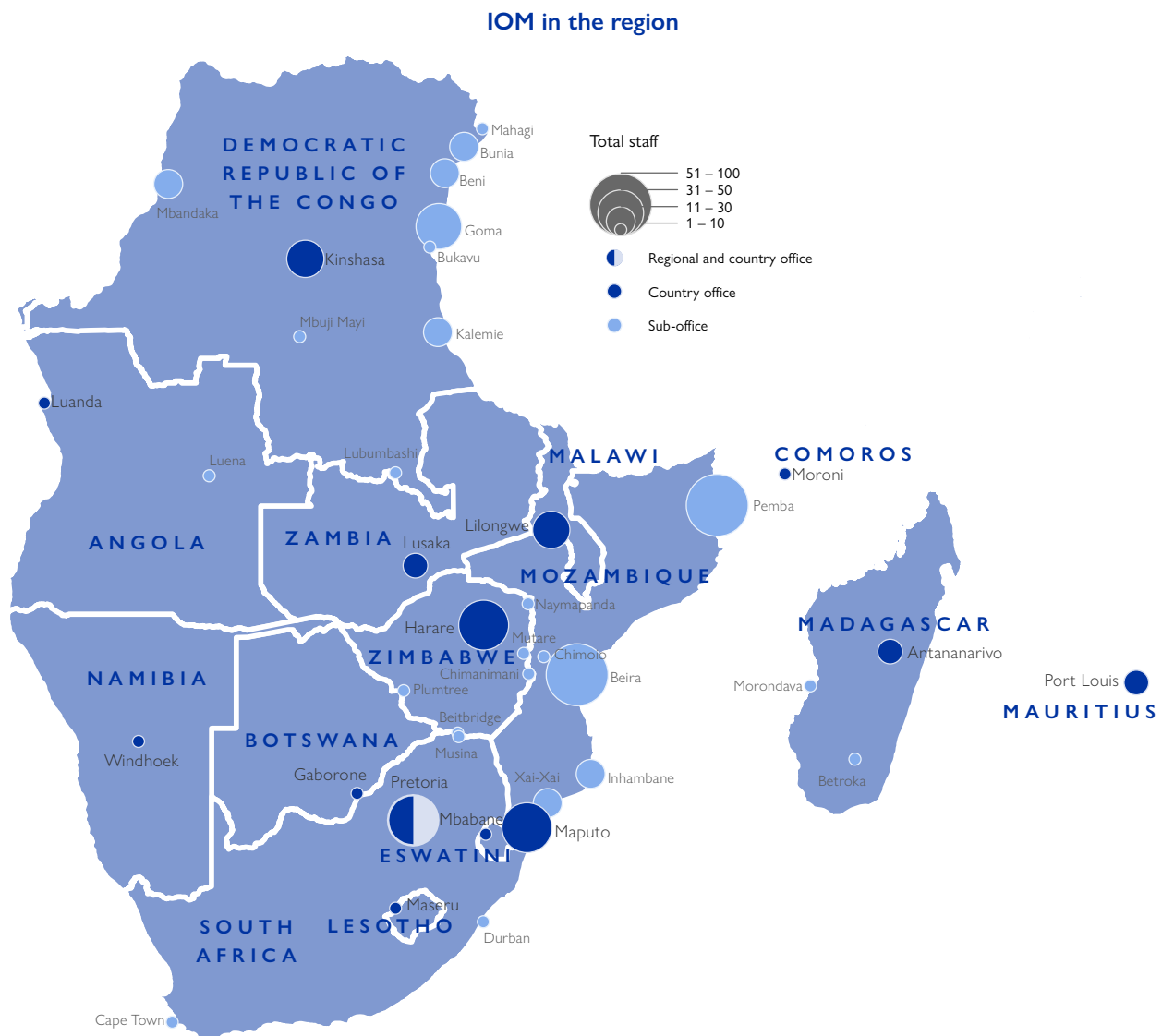
²³ UNECA, "COVID-19 in Africa: Protecting lives and economies", report, March (Addis Ababa, 2020). Available at <https://ebrary.ifpri.org/digital/collection/p15738coll16/id/1385>.

²⁴ See: United Nations, "COVID-19 and people on the move", policy brief. Available at <https://unsdg.un.org/resources/policy-brief-covid-19-and-people-move>.

ANNEX: IOM IN SOUTHERN AFRICA

Number of countries covered/IOM offices and their functions

The IOM Regional Office for Southern Africa, based in Pretoria, covers 15 countries, namely: Angola, Botswana, the Comoros, the Democratic Republic of the Congo, Eswatini, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Zambia and Zimbabwe. IOM has 24 offices across the region.



14 Countries

749 Total staff

94 International staff

40 Offices

576 National staff

79 Non-staff

Source: Prepared by the IOM Regional Office for Southern Africa using ArcGIS Online and official IOM data sources.

Note: This map is for illustration purposes only. The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the International Organization for Migration.

IOM offices and staff counts in the region

Country	Office location (city)	Office type	National staff	International staff	Non-staff	Total staff
Angola	Luanda	Country	4	0	2	6
	Luena	Sub-office	1	0	0	1
Botswana	Gaborone	Country	2	0	1	3
Comoros	Moroni	Country	5	0	0	5
Democratic Republic of the Congo	Kinshasa	Country	39	11	0	50
	Beni	Sub-office	14	0	0	14
	Bukavu	Sub-office	8	2	0	10
	Bunia	Sub-office	19	3	0	22
	Goma	Sub-office	31	6	0	37
	Kalemie	Sub-office	12	1	0	13
	Lubumbashi	Sub-office	5	1	0	6
	Mahagi	Sub-office	4	0	0	4
	Mbandaka	Sub-office	15	0	1	16
	Mbuji Mayi	Sub-office	5	0	0	5
Eswatini	Mbabane	Country	2	1	2	5
Lesotho	Maseru	Country	6	1	1	8
Madagascar	Antananarivo	Country	10	3	2	15
	Morondava	Sub-office	1	0	0	1
	Betroka	Sub-office	1	0	0	1
Malawi	Lilongwe	Country	29	3	18	50
Mozambique	Maputo	Country	38	12	3	53
	Beira	Sub-office	81	5	3	89
	Chimoio	Sub-office	4	0	0	4
	Inhambane	Sub-office	19	0	0	19
	Pemba	Sub-office	53	8	23	84
	Xai-Xai	Sub-office	12	0	0	12
Namibia	Windhoek	Country	2	0	1	3
Mauritius	Port Louis	Country	8	1	2	11
South Africa	Pretoria (Regional Office)	Regional	10	22	6	38
	Pretoria (country office)	Country	36	4	0	40
	Cape Town	Sub-office	1	0	0	1
	Durban	Sub-office	1	0	0	1
	Musina	Sub-office	1	0	0	1
Zambia	Lusaka	Country	24	4	1	29
Zimbabwe	Harare	Country	62	6	12	80
	Beitbridge	Sub-office	4	0	0	4
	Chimanimani	Sub-office	1	0	0	1
	Mutare	Sub-office	3	0	1	4
	Naymapanda	Sub-office	1	0	0	1
	Plumtree	Sub-office	2	0	0	2



The [Regional Office for Southern Africa](#) oversees, plans, coordinates and supports IOM activities within the region. The Regional Office is responsible for project reviews and endorsement, and provides technical support to country offices, particularly in the areas of project development, project implementation, monitoring and evaluation, resource mobilization, resource management, and liaison coordination with intergovernmental entities,²⁵ United Nations agencies and other key partners.

[Country offices](#) and [sub-offices](#) implement a wide range of projects addressing specific migration needs. These offices keep abreast of and analyse migration issues and emerging trends in the country in order to develop appropriate responses and contribute to regional strategies and planning.

Through programming, policy, research and partnerships, IOM covers the following key areas in the region:

- (a) Advancement of migrants' rights;
- (b) Establishment of a regional policy dialogue on migration;
- (c) Development of migrant-friendly policies;
- (d) Facilitation of South–South labour mobility;
- (e) Trade facilitation, human mobility and border management
- (f) Capacity-building of government and non-governmental actors on migration management;
- (g) Preparedness and response in migration crises, as well as cross-border and internal humanitarian emergencies;
- (h) Reduction of HIV/tuberculosis and other communicable diseases in migration-affected communities.

[Regional processes and initiatives](#)

IOM works closely with Member States and Regional bodies through regional consultative processes, such as the Migration Dialogue for Southern Africa (MIDSA), Migration Dialogue for the Indian Ocean Countries (MiDIOCC), Migration Dialogue for the COMESA Region (MiDCOM), and other existing intergovernmental forums, including the Pan-African Forum on Migration (PAFOM).

²⁵ These include the Southern Africa Development Community (SADC), The Common Market for Eastern and Southern Africa (COMESA), the Indian Ocean Commission (IOC), the Pan-African Parliament (PAP), the New Partnership for Africa's Development (AUDA-NEPAD) and the African Peer Review Mechanism (APRM).



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