



Migrating for Work Research Consortium



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Dear Stakeholders,

The Migrating for Work Research Consortium (MiWORC) Newsletter will now be released on a quarterly basis.

There has been significant progress to date. Four reports, three on labour migration data and one on regional policy have been reviewed internally and shared with partners and associates. These will be launched publicly in June. An overall conceptual note and sector-specific background studies have been completed in public health, mining and agriculture; 10 hours of qualitative research training has been conducted with five researchers from the Department of Labour; and fieldwork research has started in two sectors: public health and agriculture.

Several events will showcase MiWORC research in the remainder of 2013. A stakeholders' workshop on regional policy will be held on 7 June at the University of Pretoria; key preliminary findings will be presented to the Steering Committee of the European Union-South African Trade, Development and Cooperation Agreement (TDCA) in mid-June, and sector-specific stakeholders meetings will take place in August for public health and commercial agriculture.

We are looking forward to your participation in all of these.

The MiWORC Editorial Team.





Research Updates



WP1 : Policy Review

WP1 coordinator Prof. Lorenzo Fioramonti, and Dr. Chris Nshimbi have completed their first report *'A region without borders? Policy frameworks for regional labour migration towards South Africa'*. The report focuses on the management of labour migration from countries in the Southern African region and directed to South Africa.

MiWORC partners, associates and boundary partners will be discussing the findings of the report in a closed meeting prior to dissemination on 7 June 2013. The comparative approach adopted for the WP1 has provided a wealth of information on best practices for Southern Africa by drawing on the governance of labour migration in other regions in Africa and Europe. Initial discussions on the report's findings have drawn out positive feedback.

Some of the key observations drawn from the report include:

- **International norms and policies embodied in global ILO conventions** and in human rights instruments abound, and yet they are largely absent or under-utilized in the South African Development Cooperation (SADC) frameworks, and South African policies.
- There is an African Union Migration Policy framework; however it is not implemented in SADC. The **Migration Policy Framework for Africa (MPFA)** acknowledges that the African Union recognises the critical role migration plays in development.

- Both **regional policies and intergovernmental agreements** are important in the regulation of labour migration within the region.
- There is a **great challenge in SADC of non-ratification and non-implementation of UN conventions on migrant workers**.
- Emerging discussion on the transformation of **Southern African Customs Union (SACU) into a free movement zone**: A case has been made by the International Labour Organisation (ILO) to establish a two-tier system where members of SACU work towards a free movement while maintaining a managed migration policy outside SACU.
- There are **significant developments on the draft Labour Migration Action Plan**; the action plan recommended by the recent proposal on the SADC Joint Technical Tripartite Subcommittees of the Labour and Unemployment Sectors (December 2012) calls for improved regulation.



WP2: Improving the quality of statistical data on foreign labour in South Africa

WP2 Advisory Committee (which includes DoL, ILO, Stats SA, SALGA and ACMS) approved three research reports commissioned to Deborah Budlender, an independent consultant with extensive experience in South African statistical systems. In addition to these reports, a fact sheet and a policy brief are under review and will be available from the end of June 2013. These publications target a diverse audience of policy-makers, researchers, activists, and students, and provide an overview on the



current state of statistical data on foreign labour in South Africa.

The main report (MiWORC Report N°2) covers the following **sections**:

- 1 Statistical options and data collection methodologies;
- 2 Historical statistics for South Africa;
- 3 Current government statistics;
- 4 Recent non-government sources;
- 5 Analysis of foreign labour in South Africa.

Some of the report's **key findings** include:

- Foreigners (regardless of work status) account for less than 10 per cent of the total population and are concentrated in the working age group (15-64);
- There has been a noticeable increase over the years in migrants from the region coming to South Africa for work purposes as well as a marked increase in entries from elsewhere in Africa;
- Several stock sources confirm that unemployment rates tend to be lower for migrants than for local people. This is a finding that is relatively unusual internationally;
- The NIDS data suggest similar distributions for foreign and South African workers at broad industry level, except for community, social and personal services (more common for South Africans) and mining (more common for foreign workers).

On the basis of these three reports, ACMS recommends the following:

1. By implementing a modified version of Stats SA's **Quarterly Labour Force Survey's (QLFS) current migration module** on a biennial basis, greater disaggregation and analysis of foreign labour data across a variety of variables could be achieved. More generally, the QLFS is likely to be our best tool for long-term, national statistics relating to foreign labour.
2. **Interest-driven municipal surveys** conducted by government and other partners have the potential to address some of the sub-provincial gaps in data and subsequent gaps in reliable analysis.
3. Flow measures can be improved through greater attention being paid to the reliability and up-dateness of **administrative statistics** captured about various categories of foreign migrants.
4. Data analysis would benefit from **collating and combining data from the general skills-based permit system** in which the Departments of Home Affairs and Labour play a role and sector-specific foreign skills systems in education and health.
5. Finally, a **permanent forum** coordinated by the Department of Labour could provide the opportunity for relevant actors to meet regularly and discuss achievements and challenges of common goals, and explore future collaboration



WP3: Qualitative studies of regional low and high-skilled migration to South Africa

There has been very productive consultation with partners on the concept note and research design for

this WP3. Qualitative research has started in the Public Health and agricultural sectors. Two fieldwork researchers, Nompumelelo Cebekhulu and Aline Mugisho, were recruited to conduct interviews with both South African and foreign health personnel. Researchers from the Department of Labour (DoL), Thami Bikitsha, Xolani Simelane, and Lethabo Thaba, will assist with interviews in Pretoria.

Background research, interview guides and key informants interviews have been completed. About 60 interviews with doctors and nurses across large metro hospitals and rural clinics will be completed by mid-July.

A vertical approach has been adopted in investigating the policy and administrative spheres as well as health personnel's subjective experience with recruitment and employment.

A background report on the role of organised labour with regard to low skilled- low waged foreign labour has been produced. This reveals a lack of policy or position on foreign workers amongst trade unions



WP4: Migrants' social rights portability

A meeting held in March amongst partners proposed the tabling of questions surrounding the portability of migrants' benefits and rights at the SADC Tri-partite Employment and Labour Meeting. The Tripartite Labour and Employment meeting of SADC at Maputo in May approved the Draft Plan of Action on Labour Migration in SADC and directed the Secretariat supported by the ILO and the IOM to facilitate its implementation and report annually. This will offer an important opportunity to present WP4 work in future meetings.



The team is currently working on a concept note reviewing the global literature on social security and migrants and relating it to the South African case study.

Work in WP4 will focus on:

- 1 Progress in SADC activity, particularly on the Tripartite Labour and Employment meetings;
- 2 Emerging South African legislation on the social protection of foreigners;
- 3 The emergence of a social floor based on residence;
- 4 The possibility for a multi-tiered regional cooperation framework on persons' movement.

Partnership

The International Organisation for Migration (IOM) – Country office has joined the Consortium as an associate partner, more specifically associated with activities in Work Package 2 (Data), and Work Package 3 (Sectors). We welcome IOM's interest in the Consortium and are looking forward to their contributions.

Research Uptake

Dissemination

This newsletter presents the new MiWORC graphic line which will be used across all documentation, electronic mailers and on our website: www.miworc.org.za. The MiWORC branding, through its logo (the shovel, a symbol of physical labour, and a book, the symbol of shared knowledge) and its use of pictures of workers in real life situations, intends to convey one of MiWORC's driving ideas: the building of publicly available knowledge on work and labour.

The new website www.miworc.org.za will make all of MiWORC's outputs (reports, briefs, fact sheets, publications, data sets) directly available to the public.

Upcoming Reports

- Fioramonti, L. & C. Nshimbi. 2013. A region without borders? Policy frameworks for regional labour migration towards South Africa. MiWORC Report N°1. Johannesburg. June. 111 p.
- Budlender, D. 2013a. Improving the quality of available statistics on foreign labour in South Africa: Existing data sets. MiWORC Report N°2. Johannesburg. June. 100 p.
- Budlender, D. 2013b. Improving the quality of available statistics on foreign labour in South Africa: Recommendations for an improvement strategy. MiWORC Report N°3. Johannesburg. June. 23 p.
- Budlender, D. 2013c. Improving the quality of available statistics on foreign labour in South Africa: Suggestions for a Quarterly Labour Force Survey

migration module and municipal-level surveys. MiWORC Report N°4. Johannesburg. June. 22 p.

- African Centre for Migration & Society. 2013. Fact sheet: Foreign labour & migration in South Africa. The 2013 Overview. MiWORC Fact Sheet N°1. Johannesburg. June. 2 p.
- African Centre for Migration & Society. 2013. Policy Brief: Improving the quality of available statistics on foreign labour in South Africa. MiWORC Policy Brief N°1. Johannesburg. June.

Publications

- *Regions and Cohesion: Special Issue on Regional Integration and Free Movement across borders.* (Forthcoming in December 2013). Edited by Bob Deacon, Lorenzo Fioramonti and Sonja Nita.

Capacity building

ACMS researchers organised and delivered 10 hours of training on the methodology of ethnographic research on public health professionals, to five members of the Department of Labour and the Department's Research Directorate in May.

Those trained included Thami Bikitsha, Xolani Simelane, Lethabo Thaba, Hiskia Luthingi, and Jappi Nkumane, the training was hosted at the Wits University and Pretoria.

Similar training sessions will be held in June and July, bearing on other sectors and aspects of research (interview methodology, policy analysis and development).

Events

Sharon Olago, the MiWORC coordinator of Dissemination and Capacity Building, participated in a 3-day workshop from 14- 16 May, 2013, on monitoring and evaluation. The workshop hosted by the Community Development Resource Association was a great opportunity to engage with NGOs and research sectors in discussing how they incorporate learning and reflection in monitoring and evaluation.

Past Events

Dr. Christopher C. Nshimbi held a focus group discussion with Mr Vama Jele, President, Swaziland Migrant and Mineworkers Association (SWAMMIWA), Mr Rantso Mantsi, President, Ex-Miners Association of the Mountain Kingdom of Lesotho and Mr Moises Uamusse,

President, Association for Mozambican Miners (AMIMO), Protea Hotel Hatfield; **17 January 2013.**

Dr. Christopher C. Nshimbi presented some preliminary findings in WP1 at a Seminar held in the Department of Political Sciences, University of Pretoria, **5 March 2013.**

Professor B. Deacon, Professor L. Fioramonti and Dr. C. Nshimbi met with Mr. Vic Van Vuuren, Director ILO Pretoria Office, and Mr. Joni Musabayana, Deputy Director ILO, to discuss the progress of WP1 and 4, and how the research fitted within ILO advances of migrant labour within SADC and development. Pretoria, **7 March 2013.**

Dr. Aurelia Segatti and Dr. Miriam Di Paola of WP 3 hosted a qualitative training workshop on researching





the employment of foreign workforce in the SA public health sector. Johannesburg, **24 April 2013**.

Professor Fioramonti and Dr. Nshimbi attended the Planning meeting for the Seminar on Refugee and Migrant Workers in South Africa. Pretoria, **6 May 2013**.

Professor Fioramonti presented a paper on "Regions without Borders" at the UN Protection Working Group (PWG) meeting, UNHCR, Pretoria, **8 May 2013**.

Sharon Olago attended a workshop on monitoring & evaluation, hosted at the Community Development Resource Association (CDRA), Cape Town, **14-16 May 2013**.

Zaheera Jinnah participated in a consultation meeting with Civil Society Organizations that was organised by the European Union (EU) external action Special Representative on Human Rights. Pretoria, **24 May 2013**.

Upcoming Events

MiWORC will be hosting a presentation by the Statistician General on Labour Dynamics, Mr. Pali Lehohla, from the Census and quarterly labour force surveys at the African Centre for Migration & Society, Wits University, **12 June 2013**.

Dr. Christopher Nshimbi will present a paper on "The institutional governance of migration in Southern Africa: policy frameworks for regional labour migration towards South Africa" at the 2013 International Geographical Union Kyoto Regional Conference (KRC), in Kyoto, Japan, **4-9 August 2013**.

Dr. Christopher Nshimbi will attend and present a paper on "International Labour Migration in the Southern African Development Community: Policy Frameworks for Regional Labour Migration Towards South Africa" at the 56th Annual Meeting of the African Studies Association, Baltimore, Maryland, USA, **21-24 November 2013**.

Faces of MiWorc



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