



Republic of Zambia

NATIONAL MIGRATION POLICY IMPLEMENTATION PLAN



July, 2022

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FOREWORD



In an era of unprecedented human mobility, migration has become a critical policy area at global, regional and national levels. It is imperative to leverage the socio-economic opportunities whilst minimizing the adverse impact associated with migration. There is increasing recognition that migration, if well managed, brings profound benefits to the migrants, countries of origin, transit and destination.

In view of the foregoing, the Government realizes that in order to achieve the Agenda 2030 for Sustainable Development and National Vision 2030 which is aimed at attaining a prosperous middle-income status, the country needs to comprehensively include migrants in the development agenda. The development of the National Migration Policy demonstrates Government's commitment to well-managed migration which contributes to improved national security and socio-economic development.

The challenges related to migration in Zambia include mixed migration flows, human trafficking, smuggling of persons, long porous borders, irregular migration, forced displacement, inadequate disaggregated migration data, strain on urban and social amenities, smuggling of goods, untapped development potential of labor migration and remittances. The situation has been compounded by the absence of a coherent and comprehensive migration policy framework. In view of the challenges, the Government has developed this Policy in order to deliver a well-coordinated framework that enhances the positive contributions of the migrants to national development. The National Migration Policy provides the basis for mainstreaming migration in national development plans, improved comprehensive and coherent migration management, harnessing the migration – development relationship, enhancing national security and strengthening the protection of migrants. The National Migration Policy will also contribute towards poverty alleviation, improved remittance flows, data collection, analysis, utilization and dissemination.

I am therefore, confident that this National Migration Policy will be used to inform national strategies, laws and programmes that are responsive to the contributions and needs of migrants. In the same vein, I call upon all stakeholders to take keen interest in the implementation of this National Migration Policy through a multi-sectoral approach.

Hon. Jack J. Mwiimbu, MP.

A handwritten signature in black ink, appearing to read 'J. Mwiimbu', written in a cursive style.

MINISTER OF HOME AFFAIRS AND INTERNAL SECURITY

ACKNOWLEDGEMENT



This Policy is a product of contributions and consultations with various stakeholders engaged by the Ministry of Home Affairs. Therefore, commendations go to all stakeholders who effectively participated in the formulation of the Policy.

Special gratitude goes to the International Organization for Migration (IOM) for the technical and financial support. Further appreciation goes to the National Technical Committee for their commitment and tireless effort exemplified in the consultations, drafting, refinement and finalization of this Policy.

Dickson Matembo

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Permanent Secretary - CRIAR

MINISTRY OF HOME AFFAIRS AND INTERNAL SECURITY

INTRODUCTION

Migration has become topical at the global, continental and regional levels due to its scope, scale and complexity. Migration yields significant benefits for both origin and destination countries. In countries of destination, the benefits of migration include filling critical skills gaps, improved productivity, increased output, and cultural diversity. In countries of origin, on the other hand, migration is beneficial in terms of remittances by migrants, diaspora investment, knowledge, technology and skills transfer from return migrants. Migration contributes to economic growth and improves food security and rural livelihoods. Orderly, safe and regular migration underpins the 2030 Agenda of sustainable development including poverty alleviation, hunger and decent work among others. Migration has both positive and negative impacts on culture, identity, societal norms and values. If not well managed, migration presents security and socio-economic challenges for origin, transit and destination countries.

The challenges related to migration in Zambia include mixed migration flows, human trafficking, smuggling of persons, long porous borders, irregular migration, forced displacement, inadequate disaggregated migration data, strain on urban and social amenities, smuggling of goods, untapped development potential of labour migration and remittances. The situation has been compounded by the absence of a coherent and comprehensive migration policy framework. The Government has prioritized the development of a national migration policy in line with the 7th National Development Plan (7NDP). Following the development and launch of the National Migration profile and the Migration Governance Indicators (MGI) assessment report, a decision was taken to develop a national migration policy underpinned by the Sustainable Development Goals (SDGs), Global Compact for Safe, Orderly and Regular Migration (GCM), the African Union Migration Policy Framework (AUMPF), and Southern African Development Community (SADC) migration framework.

The framework for the implementation plan includes policy measures, activities to implement the measures, output indicators to measure performance, annual targets, responsible institutions and cost estimates. The successful implementation of this Policy will require commitment from sector players and will also depend on robust resource mobilisation.

This Implementation Plan covers a five (5) year period from 2022-2026. Successful implementation of the Plan will mitigate migration related threats and risks while leveraging opportunities for socio-economic and cultural development.

RATIONALE

When migration is well-managed, benefits to the country include: productive labour migrants filling the skills gap in the labour market, alleviation of poverty,

migrant remittances, diaspora investments, wealth and skills transfer, and cultural diversity. If not well managed, migration can create insecurity, migrant smuggling, human trafficking, social unrest or tension and discrimination.

The Government, therefore, has prioritized the development of the Migration Policy to create a conducive governance environment for a diversified economy as outlined in the 7NDP. The Policy seeks to domesticate the African Union Migration Policy Framework (AUMPF) which guides the African Union Member States and Regional Economic Communities (RECs) in the management of migration. Further, the development of the Policy seeks to address migration related challenges through a multi-sectoral and coordinated approach. The Policy, therefore, provides a broader perspective to migration and its overall contribution to national development while minimizing the risks and threats.

VISION

“A well-managed migration for sustainable national development”

OBJECTIVES

- 1) To strengthen coordination, regulation and management of migration in the country;
- 2) To strengthen mechanisms and governance frameworks to maximize the development potential of labour migration;
- 3) To promote access to basic education, skills retention, transfer and mutual recognition of qualifications of migrants in order to enhance participation and inclusion in the labour markets;
- 4) To enhance cross border trade and tourism in order to fully contribute to national socio-economic development;
- 5) To enhance border governance for national security, safe human mobility, and movement of goods and services across borders;
- 6) To promote safe, orderly and regular migration for socio-economic development;
- 7) To strengthen national mechanisms for preparedness, resilience and response to forced migration;
- 8) To effectively manage internal migration for socio-economic development;
- 9) To facilitate migrants' access to equitable health care services and;
- 10) To enhance migration data management

IMPLEMENTATION PLAN FOR THE NATIONAL MIGRATION POLICY 2021 – 2025

OBJECTIVE 1	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				Y1	Y2	Y3	Y4	Y5		
To strengthen coordination, regulation and management of migration in the country	Strengthen and harmonize national migration laws and policies in compliance with international standards and laws	Harmonize migration laws and policies to ensure policy coherence and consistency and effective migration governance	Percentage of migration laws harmonized	25%	25%	25%	25%		1,000,000	MOH
		Ratify and domesticate international and regional instruments relevant to migration	Proportion of international and regional standards ratified Proportion of international and regional standards domesticated	25%	25%	25%	25%		1,000,000	MOHAIS, MLSS, MFAIC, MCDSS
	Strengthen coordination mechanisms for effective migration management	Establish an overarching migration inter-ministerial committee	Inter-ministerial committee established	1					100,000	MOHAIS
		Conduct Biannual meetings for the inter-ministerial committee	Biannual Inter-ministerial committee meetings conducted	2	2	2	2	2		
OBJECTIVE 1 TOTAL									2,100,000	
OBJECTIVE 2	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				Y1	Y2	Y3	Y4	Y5		

To strengthen mechanisms and governance frameworks to maximize the development potential of labour migration.	Operationalise and enhance Labour Market Information System (LMIS).	Develop a Resource Mobilization strategy for LMIS operationalization	Resource mobilization strategy developed	1					550,000	MLSS
		ii. Conduct Training in LMIS	Number of Officers trained	50	100	50	50	2	5,000,000	
		Plotting the LMIS system	Number of trainings conducted						1,500,000	
		iii Hold LMIS Quarterly Review Meeting	LMIS piloted	1					500,000	
		iv integrate LMIS with relevant existing systems	Number of Review meetings held	4	4	4	4	4	15,000,000	
		iv Roll out LMIS system	LMIS integrated with relevant existing systems	1					500,000	
		produce annual reports	LMIS rolled out	1					50,000	
		Produce labour migration statistics report	Annual Report produced	1	1	1	1	1	400,000	
	Develop guidelines to safeguard Zambian nationals from unfair competition	i Hold stakeholder meetings	Labour Migration Statistics Report produced annually	1	1	1	1	1	250,000	MLSS
		ii Develop guidelines on unfair competition for Zambians	Number of meetings conducted	3					500,000	
		iii Disseminate guidelines on unfair competition for Zambians	Guidelines developed	1					2,000,000	
		iv amend relevant labour laws to include Zambianization policy	Number of meetings conducted		5				2,000,000	
	Promote export of labour to harness development potential.	i Develop labour export policy/ Guidelines	Proportion of relevant labour laws reviewed	100%					2,000,000	
		ii Develop and sign Bilateral Labour Agreements	Labour Export Policy developed	1					800,000	
		iii sensitisation programmes on safe recruitment	Labour Export Guidelines developed	1					600,000	
		Amend relevant pieces of legislation on social security benefits to include portability for labour migrants	Proportion of Bilateral Labour Agreements signed and Implemented	25%	25%	25%	25%	25%	8,500,000	
OBJECTIVE 2 TOTAL			Number of sensitisation meetings conducted	4	4	4	4	4	2,000,000	MLSS, MHAIS, MOI, MOFAIC
			Proportion of legislation amended	20%	20%	20%	20%	20%	2,000,000	
									42,150,000	

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OBJECTIVE 4	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				Y1	Y2	Y3	Y4	Y5		
To enhance cross border trade and tourism in order to fully contribute to national socio-economic development.	Enhance coordination among all relevant departments and agencies to streamline administrative procedures and documentation required for cross border trade and tourism	1. Operationalise the National Committee on trade facilitation to fully implement the Border Management and Trade Facilitation Act 2018	1. Committee Operationalized	1					100, 000	MCTI, MOHAIS, MOFNP (ZRA), MOT, MSMED
		2. Regional and National Quarterly joint meetings among all relevant departments and agencies.	2. Number of meetings held	4	4	4	4	4	600, 000	
	Enhance awareness on legal requirements related to, trade facilitation mechanisms and tourism	1. Publication of brochures on Simplified Trade Regimes and legal requirements on trade facilitation in local languages	1. Number of brochures published	5,000	5,000	5,000	5,000	5,000	100, 000	MCTI
		2. Radio programs on Simplified Trade Regimes and legal requirements on trade facilitation	2. Recorded programs	13 series	26 series	26 series	26 series	13 series	175,000	MOF
		3. Incorporate publicity campaigns on Ministerial and Agency websites	3. Posted campaign materials	20%	40%	60%	80%	100%	50,000	MOHA
OBJECTIVE 4 TOTAL	4. Billboards		4. Billboards erected	5	5	5	5	25	200,000	
	5. Create an online campaign presence		5. Posted online sensitization programs	4	4	4	4	4	40, 000	
									1,265,000	

OBJECTIVE 5	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				Y1	Y2	Y3	Y4	Y5		
To enhance border governance for national security, safe human mobility, and movement of goods and services across borders	(1) Promote Integrated Border Management (IBM).	1.Link border management systems	1.Border management systems linked	20%	40%	60%	80%	100%	1,000,000	MOHAIS
		2. Formulate guidelines for the utilization of the single window system.	Regulations in force	1					50,000	MOFNP
		3.Implement the use of a single window system	Single window system operational	20%	40%	60%	80%	100%	5,000,000	MCTI
		4.Promote and initiate Simplified Trading Arrangements and border Agreements	Simplified Trading Arrangement/ Agreements signed	20%	40%	60%	80%	100%	800,000	MOFNP, MOTS(Smart Zambia), MSMED
		5.Roll out computerisation of border agencies	Border Agencies digitised	20%	40%	60%	80%	100%	10,000,000	ZRA, MIHUD, MOHAIS
		6.Improve border infrastructure	Border infrastructure improved	20%	40%	60%	80%	100%	20,000,000	
	(2) Promote alternatives to detention for irregular migrants.	1.Undertake comparative study of irregular migrant holding facilities in the region	Comparative studies conducted	1					500,000	MOHAIS, MIHUD, MCSS,
		2.Assess and amend legislation	Assessment conducted and amendment done		2	3			150,000	MCSS
		3.Establish Holding facilities	Holding facilities established				4	5		MCSS, MOFNP, MIHUD,
	(3) Promote trade, tourism and human mobility across borders	1. Streamline issuance of travel documents and visa regime	Issuance of travel documents decentralised at District level	20%	20%	20%	20%	20%	20,000,000	MOHAIS, MIHUD, MOFNP
		(i) Create new border posts as appropriate.	Turn around time for visa processing	2 days	2 days	2 days	2 days	1 day	5,000,000	MOHAIS, MOFALC, MOFNP,
	(4) Strengthen security in border areas.	(i) Conduct daily joint border patrols.	Number of border posts created	0	2				20,200,000	MOHAIS, MIHUD, MOFNP
		(ii) Conduct daily joint border patrols.	Number of joint border patrols conducted per station	300	300	300	300	300	2,000,000	MOHAIS, MOFNP, MOT
		(iii) Conduct daily joint high way patrols.	Number of daily joint highway patrols conducted	300	300	300	300	300	1,500,000	
		(iv) Intensify capacity building for frontline personnel.	Capacity of frontline personnel strengthened	320	320	320	320	320	2,500,000	MOHAIS, MOFNP, MOD, MOT

OBJECTIVE 5 TOTAL		88,700,000							RESPONSIBLE INSTITUTION	
OBJECTIVE 6	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				Y1	Y2	Y3	Y4	Y5		
To promote safe, orderly and regular migration for socio-economic development.	Strengthen Assisted Voluntary Return and, Reintegration for vulnerable returnees.	To amend relevant legislation to include procedures and guidelines on reintegration of vulnerable migrants	Legislation amended	25%	25%	25%	25%		300,000	MOHA
		Training and roll out of the National Referral Mechanism Framework to all law enforcement officers	Proportion of Law enforcement officers trained on the NRM and rolled out		20%	50%	30%		7,000,000	
		Enter into bilateral agreements with transit and destination countries on the re-admission of vulnerable migrants	Number of bilateral agreements entered into	4	4	4	4	4	1,000,000	
	Strengthen re-admission mechanisms for irregular migrants.	Conduct research on stranded Zambian migrants with an aim to facilitate their return frequently	Frequency of research on stranded Zambian migrants conducted	1	1	1	1	1	500,000	MFA
		Review victim protection programs	Victim protection programs reviewed		1				5,000,000	
	Strengthen coordination structures and mechanisms for the protection of vulnerable migrants.	Sensitization on re-admission mechanisms for irregular migrants	Number of sensitization programs conducted	4	4	4	4	4	5,000,000	MCDSS
		Raise awareness on victim support programs and structures	Number of awareness programs conducted	4	4	4	4	4	5,000,000	
		1. Training of MCDSS staff in Human Trafficking /Smuggled Persons issues. 2. Awareness raising through TV and radio, print media 3. Renovation of safe Shelters for Victims of Human Trafficking /Smuggled Persons	Number of staff trained	4	4	4	4	4	7,000,000	
	Forming coalitions with NGOs for purposes of advocacy service provision, information sharing and networks of survivors.	2. Awareness raising through TV and radio, print media	Number of awareness programs undertaken	1	1	1	1	1	500,000	MOHA, MCDSS
		4 Disbursement of Reintegration packages to survivors of HT/S		1	1	1			420,000	

	Develop legal framework to address statelessness	Legal framework developed	1						1,000,000	MOHA
	Provide durable solutions to stateless persons	Ratification of the Conventions Relating to Statelessness		40%					2,500,000	MOHA
		Sensitization on the importance of obtaining national identification documents	20%	20%	20%	20%	20%	20%	10,000,000	MOHA
	Enhance access to justice for migrants	Provide pro bono services for migrants	10%	20%	30%	40%	50%		1,000,000	MOJ, MOHAIS, HRC, NPA
		Percentage of migrants reporting satisfaction with pro bono services			50%	60%	75%			MOHAIS, NPA, HRC
OBJECTIVE 6 TOTAL									55,920,000	
OBJECTIVE 7	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				Y1	Y2	Y3	Y4	Y5		
To strengthen national mechanisms for preparedness, resilience and response to forced migration.	(1) Strengthen coordination and capacity of institutions to better address forced migration	(1) Establish an integrated Information Management System (IMS) for forced migrants	Number of institutions linked to the information management system	1					200,000	OVP (DMMU, DOR) MOHAIS
		(2) Standardise procedure for undertaking resettlement action plans	Standardised guidelines on carrying out resettlement action plan		1				150,000	MOGEE, ZEMA
		(3) Standardise grievance redress mechanism for compensating IDPs	Standardised redress mechanism developed		1				150,000	OVP (DMMU, DOR)
		(4) Harmonize various pieces of legislations on compensation pertaining to land	Proportion of legislation on compensation harmonised		25%	25%	25%	25%	10,000,000	OVP (DMMU, DOR)
OBJECTIVE 7 TOTAL	Promote socio-economic rights of forced migrants	Carry out sensitisation for host community and forced migrants	Number of sensitisation held	4	4	4	4	4	1,000,000	OVP/ MOHAIS
									11,500,000	

OBJECTIVE 8	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				Y1	Y2	Y3	Y4	Y5		
To effectively manage internal migration for socio-economic development	Promote institutional coordination on internal migration	Establish an Inter- Ministerial Committee on Internal Migration	Inter- Ministerial Committee on Internal Migration established	1					50,000	
		Hold Quarterly meetings	Meetings held quarterly	4	4	4	4	4	100,000	MOHAIS
		Conduct orientation meetings for stakeholders	Orientation meetings for stakeholders conducted	2	2	2	2	2	50,000	
		Establish a National Data Base of available economic opportunities in rural areas.	National Data base established		1				2,000,000	
		Mainstream internal migration governance into national and sub-national development plans.	Proportion of Internal migration issues integrated into National and Sub-national Development Plans	20%	20%	20%	20%	20%	500,000	MLGRD, MOFNP, MOHAIS
	Strengthen the capacity of local authorities to respond to internal migration	Introduce a law that mandates people to register with local Authorities whenever they change residence across an administrative boundary	Law to mandate people to register with local Authorities whenever they change residence across an administrative boundary introduced.			1			350,000	MLGRD
		Increase funding to local authorities to deliver services to the people at the local level	Percentage increase in the funding allocated to the local authorities	10%	15%	20%	25%	30%		MLGRD, MOFNP
									3,050,000	
OBJECTIVE 8 TOTAL										
OBJECTIVE 9	MEASURES	ACTIVITIES	INDICATORS	ANNUAL TARGETS					ESTIMATED COSTS (K)	RESPONSIBLE INSTITUTION
				YR1	YR2	YR3	YR4	YR5		

To facilitate migrants' access to equitable health care services	Conduct a needs assessment in the health sector to strengthen migration and health interventions	Needs assessment conducted and report submitted	1					500,000	MOH, MOHAIS,
	Conduct specialized training for health workers to better address health and migration issues in all the provinces	Number of specialized trainings conducted	2					1,000,000	
	Engage stakeholders for the refurbishment of more health care facilities near the Ports of Entry	Number of health care facilities refurbished	1	1	1	1	1	500,000	MOH, MOHAIS, MOFNP, MOHUD
	Engage stakeholders for the construction of more health care facilities near the Ports of Entry	Number of health care facilities constructed.	1	1	1	1	1	4,800,000 (1,600,000 (per health post-equipments and with a house)	
	Strengthen the capacity of the health sector in responding to migration and health challenges and the provision of health care services.	Establish port health services at ports of entry without port health services (2 in a year -10 for five years)	2	2	2	2	2	2,000,000	MOH
	Conduct sensitization on migration and health issues at 5 border markets/ communities and all PoEs	Number of border markets/ communities sensitized	8	8	8	8	8	2,500,000	MOIM, MOH, MOHAIS, ZRA
		Number of PoEs sensitized	14	14	14	14	14	2,500,000	MOH
		The SADC Wellness clinics linked and functioning in a collaborative manner.	1	1	2	2	2	3,000,000	MOH
	Promote linkage of the services and demand creation /activities of the SADC wellness Clinics to Port Health	Proportion of PPEs procured	20%	20%	20%	20%	20%	2,500,000	MOH, MOHAIS, ZRA
	Procure and stockpile PPEs and other logistics to support to migration and health response interventions	Number of Health Sub-Committee established							

Strengthen the coordination among stakeholders to ensure health care services are provided to vulnerable migrants.	Establish port health sub committees that will feed in main border coordination mechanism	Number of meetings held	4	4	4	4	4	4	2,000,000	MOH, MOHAIS, ZRA
	Hold quarterly border coordination meetings	Number of trainings conducted	1	1	1	1	1	1	1,000,000	
	Establish and enhance the provision of integrated port health services	Provision of port health infrastructure and equipment at all PoE	2	2	2	2	2	2	2,000,000	
	Conducting integrated port health services at PoEs	Number of PoEs providing integrated port health services	14	14	14	14	14	14	300,000	
OBJECTIVE 9 TOTAL									24,600,000	
GRAND TOTAL									297,135,000	

MONITORING AND EVALUATION

The Ministry of Home Affairs and Internal Security in collaboration with key stakeholders shall be responsible for the implementation, monitoring and evaluation of this Policy. Performance reviews will be undertaken on an annual basis to measure progress on implementation of the policy using established monitoring mechanisms. The key performance indicators defined in the Implementation Plan of this policy will be reviewed through Mid-term and End-term evaluations.

