



## GOVERNMENT OF SIERRA LEONE



# SIERRA LEONE LABOUR MIGRATION POLICY

MINISTRY OF LABOUR & SOCIAL SECURITY  
&  
STRATEGY & POLICY UNIT  
Private Sector Advisory

**FMM West Africa**  
Support to Free Movement of Persons & Migration in West Africa



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## **PREFACE**

Sierra Leone, as a country of origin, transit and destination for migrant workers, faces various challenges in labour migration and its processes. Over the years, migration of Sierra Leonean youths for employment opportunities overseas has generated problems and huge challenges.

Recalling its mandate of employment creation and regulation; and determined to fulfil obligations stated in the Agenda for Prosperity - Pillars 5 and 6; Labour and Employment and Social Protection respectively; the Ministry of Labour and Social Security places premium on and emphasizes the need to address these problems. The MLSS collaborated with the Strategy and Policy Unit and other stakeholders to identify the root causes of these problems and took the lead to formulate and implement policies and strategies that will ensure cooperation of stakeholders, regulate the Labour Migration process, empower migrants and protect their rights and those of their families in Sierra Leone in the interest of reciprocity.

The formulation of the National Labour Migration Policy is topical and timely. There has been an increase in the desire of Sierra Leoneans to migrate overseas with its associated negative effects like brain drain, smuggling and trafficking of persons, unregulated Recruitment Agencies, uncoordinated management of Labour migration, etc. These relate to the impact of globalization trends on the economy, vulnerability, protection and welfare issues, increase in women's participation, social implications and Sierra Leone's commitment to fulfilling provisions of relevant international instruments, agreements pertaining to migrant workers.

Fortunately, Sierra Leone has signed the International Convention on the Protection of the Rights of all Migrant Workers and their Families. It has ratified all eight core conventions of the ILO's Fundamental Principles and Rights at Work and also endorsed the ILO Multilateral Framework on Labour Migration as a solid foundation for elaboration of the National Labour Migration Policy.

The National Labour Migration Policy document was produced through extensive consultations among all concerned stakeholders - relevant government Ministries, Departments and Agencies, Employers' and Workers' Organizations, Migrant Associations, Civil Society and concerned International Agencies. The Policy sets forth Government's policy commitments and elaborates on challenges and policy responses identified by all stakeholders in the consultative processes. The Policy further contains a detailed work plan to address important policy challenges and issues that have emerged.

A Technical Working Committee (TWC) under the leadership of my Ministry contributed to the formulation of the National Labour Migration Policy. The TWC identified three key focus areas and one crosscutting issue for elaboration of the policy; Namely Governance of the Migration Process, Protection and Empowerment of Migrant Workers and their Families and Migration and Development; Labour Market and Migration Information System (LMMIS).

The Ministry of Labour and Social Security is delighted to implement the National Labour Migration Policy. My Ministry recognizes the crucial roles and responsibilities of all key stakeholders in the process, and counts on their full cooperation for ensuring migration is managed in conditions of dignity, security and equity for all Sierra Leonean women and men seeking employment opportunities overseas. The Ministry also commits itself to establishing a multi-stakeholder structure to monitor and evaluate the implementation of the Policy.

Hon. Matthew M. Teambo (Dr.)  
Honourable Minister of Labour and Social Security

## **ACKNOWLEDGEMENT**

The Ministry of Labour and Social Security (MLSS) acknowledges and extend appreciation and thanks to the Strategy and Policy Unit for their collaboration and support in the formulation of the National Labour Migration Policy. Special recognition to Mr. Barbah Fortune, the previous Permanent Secretary, MLSS and Mr. Dylan Sogie Thomas, Strategy and Policy Unit (SPU) State House, Policy Adviser to MLSS for their immense contribution in producing the first draft of the policy document.

We also appreciate the roles of all stakeholders especially members of the Technical Working Committee (TWC) for their support, time and technical expertise; members of staff of the Labour Migration Unit, Ministry of Labour and Social Security for their dedication to ensure successful formulation of the Policy.

The Ministry of Labour and Social Security expresses appreciation and warm regards to the European Union (EU) and the Economic Community of West African States (ECOWAS) for: funds provided to the Demand Driven Facility (DDF) of the (FMM) (West Africa) Project, their timely intervention and continued support to the development of the Policy; assessing the Ministry's capacity to manage migration; training staff of the MLSS and relevant stakeholders; providing equipment to the Labour Migration Unit and reviewing, finalizing and validating the Draft Labour Migration Policy

We acknowledge the professionalism and patience exhibited by the DDF's Consultant, Dr. Joseph Teye and all the other experts from the Consortium (ILO, IOM and ICMPD) whose technical inputs proved invaluable during the processes of review, validation and finalization of the Policy.

Moreover, we recognize the immeasurable contribution of Mr. Samuel Jamiru Briama, Lecturer, Fourah Bay College, University of Sierra Leone and the National Consultant to MLSS for formulation of the Policy.

Finally, we appreciate the efforts of the current Permanent Secretary of the MLSS, Mr. Charles T. Kamanda, for ensuring continuity of the formulation processes up to validation, approval and, implementation of the Policy.

Thanks to all those who in diverse ways contributed to realization of this policy. We appreciate the various roles you played in making this work a success.

## **EXECUTIVE SUMMARY**

Despite its importance for economic development, labour migration has not been adequately mainstreamed into development policy in Sierra Leone. There is limited coherence in existing migration-related laws, mainly due to the absence of coordination among the various departments and agencies dealing with migration-related issues in Sierra Leone. In recognition of the significant contributions of labour migration and the challenges associated with its governance, the Sierra Leonean Ministry of Labour and Social Security, in collaboration with other state agencies and social partners, formulated the National Labour Migration Policy to articulate and guide the management of labour migration into and out of Sierra Leone.

The overriding objective of the policy is to mainstream labour migration in the development agenda by creating an enabling environment into which labour immigrants and emigrants can make significant contribution to the development of the country. Specifically, the policy aims to strengthen good governance of labour migration, promote the protection of migrants' rights and harness the contribution of Sierra Leone's emigrants and immigrants for national development.

The intervention areas of the Labour Migration Policy are presented under three main domains, namely good governance of labour migration; the protection of the rights of migrant workers, and harnessing labour migration for development. In addition to these three domains, labour migration data is discussed as a cross-cutting issue. Institutional arrangements and an Action Plan for the implementation of the policy are also presented.

In terms of *governance of labour migration process*, the policy proposes strategies for enhancing the legislative, institutional; regulatory; and international frameworks. With reference to legislative framework, the policy proposes the development and implementation of up-to-date and comprehensive legislative instruments that cover the mandate of state institutions and societal actors responsible for the managing labour migration. Sierra Leone should also take steps to ratify the international instruments on labour migration, especially ILO Convention No. 97 on the Migration for Employment Convention (revised 1949) and Convention No.143 on the Migrations in Abusive Conditions. The institutional framework for labour migration governance can be strengthened through effective coordination and enhancing the capacity of the various agencies responsible for labour migration management. Sierra Leone will also need to adopt effective strategies for regulating the market for private recruitment agencies, and protecting actual and potential migrant workers from abuses by recruitment agencies and employers. The policy also proposes enhancement of international cooperation through signing of bilateral agreements on labour migration and resolving contradictions between domestic labour laws and international and regional protocols.

The labour migration policy also presents policy options for the *protection and empowerment of migrant workers and their families in Sierra Leone and host countries*. There is enough evidence to suggest that some potential and actual migrant workers from Sierra Leone are exploited and abused by recruitment agencies and employers in destination countries. In the same way, some immigrant workers in Sierra Leone are also vulnerable to exploitation and discrimination. A number of strategies were, therefore, suggested for protecting Sierra Leonean emigrant and immigrant workers against abuses, malpractice and exploitation. Strategies have also been proposed for combating trafficking in persons, child labour and smuggling of migrants. In line with the rights-based approach to migration management, the policy document also provides strategies for social security transferability for migrant workers.

Additionally, the National Labour Migration Policy proposes strategies for leveraging labour migration for development in Sierra. The state will design a framework and guidelines for mainstreaming labour migration issues into the national policies and development plans. As a way of mobilizing remittances for development, strategies have been proposed to reduce the barriers to the transfer of remittances and promote remittances-led investments. Adopting effective strategies for skills transfer from emigrants and immigrants will also go a long way to enhance the developmental impacts of migration in Sierra Leone.

Given that lack of accurate and reliable data on migrants is a challenge to effective migration management, the policy proposes strategies for setting up a comprehensive and functional Labour Market and Migration Information System that will provide information on labour migration trends. The information system will facilitate planning, support decision-making, enable the monitoring and evaluation of national development planning and inform the formulation of national policies and strategies in education, employment and migration.

## ACRONYMS

ACP	- Africa Caribbean Pacific
ADB	- Africa Development Bank
AGMJ	- Attorney General and Ministry of Justice
BDC	- Bo District Council
BSL	- Bank of Sierra Leone
CABSEC	- Cabinet Secretariat
CBOs	- Community Based Organisations
CSO	- Civil Society Organisations
ECOWAS	- Economic Community of West African States
EU	- European Union
FCC	- Freetown City Council
GIZ	- German International Cooperation
HRDNTK	- Human Rights Defenders Network
ICMPD	- International Center for Migration Policy Development
ID	- Immigration Department
ILO	- International Labour Organization
IOM	- International organization for Migration
KDC	- Kenema District Council
MDC	- Makeni District Council
MEST	- Ministry of Education Science and Technology
MFAIC	- Ministry of Foreign Affairs and International Cooperation
MIA	- Ministry of Internal Affairs
MIC	- Ministry of Information and Communication
MLGRD	- Ministry of Local Government and Rural Development
MLSS	- Ministry of Labour and Social Security
MoFED	- Ministry of Finance and Economic Development
MOYA	- Ministry of Youth Affairs
MPPA	- Ministry of Political and Public Affairs

MSWGCA	- Ministry of Social Welfare Gender and Children Affairs
MTI	- Ministry of Trade and Industry
NAYCOM	- National Youth Commissions
NaCSA	- National Commission for Social Action
NSSN	- National Social Safety Net
NASSIT	- National Social Security Insurance Trust
NGOs	- Non Governmental Organisations
ODA	- Office of Diaspora Affairs
ONS	- Office of National Security
PAD/US/E	- Political Affairs Division US Embassy
PSC	- Public Service Commission
PSRU	- Public Sector Reform Unit
SLAA	- Sierra Leone Airport Authority
SLCCA	- Sierra Leone Chamber of Commerce and Agriculture
SLEF	- Sierra Leone Employers' Federation
SLLC	- Sierra Leone Labour Congress
SLMA	- Sierra Leone Maritime Association
SLORA	- Sierra Leone Overseas Recruitment Association
SLP	- Sierra Leone Police
SLPPB	- Sierra Leone Police Partnership Board
SLPS	- Sierra Leone Postal Services
SPU	- Strategy and Policy Unit
SSL	- Statistics Sierra Leone
TOCU	- Transnational Organised Crime Unit
TWC	- Technical Working Committee
UNDP	- United Nations Development Programme
UNODC	- United Nation Office for Drugs and Crime
USL	- University of Sierra Leone
WHI	- World Hope International



# 1. INTRODUCTION

## 1.1. THE GLOBAL CONTEXT

In recent years, international migration flows have increased tremendously, as a result of globalization, urbanization and geopolitical tensions. The global stock of international migrants increased from 173 million in 2000 to 222 million in 2010 and then reached 244 million in 2015, representing 3.3 per cent of the world's population.<sup>1</sup> A significant proportion of international migrants are working in their host countries. According to the ILO, there were 150.3 million migrant workers worldwide in 2013 out of 232 million migrants, with 55.7 per cent of them being males and 44.3 per cent being females. Thus, migrant workers constitute about 1.5% of the world population. Globally, migrants have higher labour force participation rate than non-migrants (72.7 per cent versus 63.9 per cent).<sup>2</sup> The major migrants' destination countries are the United States of America, Saudi Arabia, Germany, the Russian Federation, the United Arab Emirates, United Kingdom, France, Canada, Spain, and Australia. Although about 50 million Africans are living outside their home countries, intra-Africa migration is far higher than migration between Africa and the rest of the world.

The developmental impact of international migration has been a source of debate in academic and policy circles. While the negative impacts of migration, such as brain drain in migrant-sending areas and pressure on social amenities in migrant-receiving areas, have historically dominated the literature, recent scholarship has shown that labour migration can contribute to socio-economic development in both migrant source regions and destinations. One positive effect of migration is migrants' remittances which have promoted socio-economic development and poverty reduction in developing countries. In 2015, global remittance flows totaled about \$601 billion, of which \$441 billion went to developing countries. This amount is about three times the amount of official development assistance.<sup>3</sup> International migration also benefits receiving countries through skills transfer, access to cheap labour, and exposure to cultural diversity.

The large number of international migrants and their contribution to socio-economic development demonstrate how crucial the management of international migration is, especially in view of globalization, demographic shifts, income inequalities and climate change that encourage movement of people across borders for employment and security. In view of the potential for migration to promote socio-economic development, migration management has now moved to the top of the global development agenda and this is evidenced by its inclusion in the 2030 Development Agenda and the Sustainable Development Goals (SDGs). Indeed, labour migration is one of the elements of international migration governance, and the SDGs and the 2030 Development Agenda offer the first international commitment with common monitoring tools and indicators on the different migration-related dimensions. Migration governance is recognized as a key strategy to achieve SDG goal 10 which is: "reduce inequality within and among countries". Migration governance has also been emphasised in the following targets of the SDG

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<sup>1</sup> United Nations, Department of Economic and Social Affairs, Population Division (2016). International Migration Report 2015: Highlights (ST/ESA/SER.A/375).

<sup>2</sup> ILO (2015). Global Estimates xv. Geneva: ILO

<sup>3</sup> World Bank (2016). Migration and Remittances Factbook 2016, 3rd edition. Washington, DC: World Bank

goal 10: (a) Target 10.7/SDG 10: “facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies”; (b) Target 10.7.1/SDG 10: “recruitment cost borne by employee as a proportion of yearly income earned in country of destination” and (c) target 10.7.2/SDG 10: “number of countries that have implemented well-managed migration policies”

Governments at both ends of the migration spectrum are increasing their regulatory capacities to manage labour migration for the mutual benefit of society, migrants and the state by addressing the challenges that include governance, migrant workers’ protection, migration and development linkages and international cooperation. The development of labour migration policy in Sierra Leone is therefore consistent with the global trend whereby many governments are developing such policies to enhance the developmental outcomes of labour migration.

## 1.2. REGIONAL PERSPECTIVE

Migration has, historically, been an integral part of life in many African countries, but the volume of migrants has increased recently as a result of globalization, improved transportation and urbanization. There are an estimated 31 million international migrants originating from Africa, with 77 per cent of them moving intra-regionally. Migration in West Africa follows this general pattern and is predominately intra-regional, with an estimated 90% of the region’s 8.4 million migrants originating from within the Economic Community of West African States (ECOWAS).<sup>4</sup> While media discussions tend to create the impression that there is a mass exodus from West Africa to the Global North, available data suggests that 84 per cent of migration movements in West Africa are directed towards another country in the region, and this is about seven times greater than migration flows from West African countries to other parts of the world.<sup>5</sup> With the exception of Cape Verde, which mostly hosts migrants from São Tomé and Príncipe, the migrants in many West African countries are largely from other West African countries.<sup>6</sup>

A majority of these migrants are working in the informal sector of their host countries. In view of the realization that intra-regional mobility of labour can go a long way to promote development, the African Union (AU) and the Economic Community of West African States (ECOWAS) have designed a number of policies and programmes to govern migration. At the

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<sup>4</sup> Abebe Shimeles (2010). Migration Patterns, Trends and Policy Issues in Africa. Working Paper No. 119. African Development Bank Group.  
<https://www.afdb.org/fileadmin/uploads/afdb/Documents/Procurement/Project-related-Procurement/WORKING%20119%20word%20document%20AA.PDF>

<sup>5</sup> Sahel and West African Club (SWAC) (2006), Organisation for *Economic Co-operation and Development (OECD)*, *The Economic and Regional Context of West African Migrations*, <http://www.oecd.org/migration/38481393.pdf>, .

<sup>6</sup> ICMPD/IOM (2014). *A Survey on Migration Policies in West Africa*, [https://www.icmpd.org/fileadmin/ICMPD-Website/ICMPD\\_General/Publications/2015/A\\_Survey\\_on\\_Migration\\_Policies\\_in\\_West\\_Africa\\_EN\\_SOFT.pdf](https://www.icmpd.org/fileadmin/ICMPD-Website/ICMPD_General/Publications/2015/A_Survey_on_Migration_Policies_in_West_Africa_EN_SOFT.pdf)

continental level, for instance, the AU Migration Policy Framework, designed in 2006, provides guidelines to help governments in the formulation and implementation of national policies on migration. The AU Declaration on Migration, made on 25<sup>th</sup> June 2015, also reaffirmed previous commitments aimed at accelerating mobility and integration on the continent. The AU Declaration proposed a number of actions to facilitate mobility and integration and this includes speeding up the implementation of continent-wide visa free regimes; expediting the operationalization of the African Passport; establishing a harmonized mechanism to facilitate the recognition of qualifications; and adopting strategies to combat human trafficking and smuggling of migrants. Another initiative that sought to enhance the developmental impacts of migration on the continent was the Joint Labour Migration Programme (JLMP) which focused on supporting effective implementation of intra-regional migration policies in order to promote development. Led by the African Union Commission (AUC) and supported by the ILO, IOM and the UNECA, the programme developed strategies to facilitate the accelerated implementation of the AU Migration Policy Framework.

At the sub-regional level, the Economic Community of West African States (ECOWAS) in 1979, adopted the Protocol on Free Movement of Persons, which entails ‘Free Entry, Right of Residence and Establishment’. The Free movement Protocol grants migrant workers the right of residence in Member States “for the purpose of seeking and carrying out income earning employment”, including the right to apply for jobs, to travel and reside in Member States to take up employment, and to live in Member States after having been employed there. ECOWAS migrant workers are also granted the right to equal treatment with nationals in regard to employment security, re-employment in case of job loss, training and professional education. Since the implementation of the ECOWAS protocol, a number of programmes and policies have been adopted with the aim of facilitating intra-regional. For instance, the 2008 ECOWAS Common Approach on migration aims at facilitating intra-regional migration, harmonizing migration-related policies, and protecting the most vulnerable migrants. Other ECOWAS policies and programmes aimed at facilitating migration for work include the ECOWAS General Convention on Social Security; ECOWAS Employment Policy; and ECOWAS Convention on the Recognition and Equivalence of Degrees, Diplomas, Certificates in Member States. The Sierra Leone Labour Migration policy is therefore partly in response to the calls on ECOWAS countries to develop national level labour migration policies that can facilitate intra-regional mobility of labour.

### **1.3. SIERRA LEONE CONTEXT**

As in other West African countries, labour migration is an important livelihood strategy in Sierra Leone. The migration of Sierra Leoneans abroad can be seen in three distinct waves. The first wave, which occurred in the period preceding Sierra Leone’s Independence in 1961, entailed the international migration of a small number of Sierra Leoneans in search of better education and training opportunities. The early emigrants ended up forming part of the Diaspora constituents that struggled for independence. The Second wave occurred after independence where young Sierra Leoneans migrated to Russia, United Kingdom, China, and Libya, among others to acquire education in order to come back and fill up positions in the government created by the new independent Nation. The Third wave, that constitutes approximately 30% of the educated nationals, migrated for security and economic opportunities as a result of falling living standards and the civil war (1991-2002).

To date, the number of Sierra Leoneans living abroad is estimated to be one (1) million and is continuously on the rise. Although Sierra Leone is largely a migrant source country, it also hosts many foreigners, who constitute about 1.81 percent of the population of the country, 97 percent of whom are of West African origin. The Sierra Leonean emigrants possess immense human and capital resources that contribute to National Development. On the other hand, immigrants in Sierra Leone also contribute to the socio-economic development of the country. Despite the contributions of both Sierra Leonean emigrants and labour immigrants, there are still many constraints which have inhibited the effective utilization of migrants' financial and human resource for the socio-economic development of Sierra Leone. These constraints include lack of statutory provision for the establishment of institutional frameworks for addressing labour migration and weak legislative and regulatory frameworks for governing labour migration. Given the significant contributions of labour migration and the challenges associated with its governance, the Sierra Leonean Ministry of Labour and Social Security recognized the need to formulate a national labour migration policy to articulate and guide the management of labour emigrants in other countries as well as labour immigrants in Sierra Leone. The Ministry of Labour and Social Security is spearheading the Sierra Leonean Labour Migration Policy to ensure that Migrant Workers play a key role in the development of the country. While labour migration policies of some countries tend to focus on emigrants, the Sierra Leonean policy focuses on both labour emigrants (i.e. Sierra Leoneans living in other countries) and labour immigrants (other nationals living and working in Sierra Leone).

## **2. STRATEGIC POLICY OBJECTIVES AND GUIDING PRINCIPLES**

### **2.1 POLICY GOALS**

1. To mainstream labour migration issues in National Development Policy.
2. To minimize the negative impacts and maximize the benefits of labour migration for migrant workers and Sierra Leone as a whole.
3. To develop mechanisms for enhancing the protection of the human and labour rights of migrant workers and their families.

### **2.2 STRATEGIC POLICY OBJECTIVES**

The overriding objective of this Policy is to mainstream Labour Migration in the development agenda by creating an enabling environment into which labour migrants can make significant contribution to the development of the country. The policy therefore aims to strengthen good governance of labour migration, promote the protection of migrants rights and harness the contribution of Sierra Leone's emigrants and immigrants for national development. Thus, this policy focuses on both emigration and immigration.

The strategic policy objectives are:

- To strengthen good governance and management of labour migration by reviewing existing legislation and establishing the necessary institutional framework for the effective coordination and administration of labour migration issues.
- To develop mechanisms for enhancing the protection and empowerment of migrant workers and their families.
- To enhance mechanisms for harnessing and maximizing the developmental impacts of labour migration.

## 2.3 GUIDING PRINCIPLES

The Labour Migration Policy of Sierra Leone is guided by many principles, which include but are not limited to the following:

- I. Accessing to, or, signing and ratifying international conventions and protocols for the protection of migrant rights against abuse and exploitation that include: discrimination, unfair treatment, mass expulsion and persecution. These rights are enshrined in various conventions and protocols, which include: International conventions and protocols for the protection of migrant rights, and on forced labour, social security. These include: ILO Conventions that ensure protection of all workers and also promote their contribution to development (Fundamental Principles and Rights at Work). Sierra Leone must ratify ILO Conventions 97 (Migration for Employment Convention) and 143 (Migrant Workers (Supplementary Provisions)). Other international conventions and protocols that guided the development of this policy include: the International Convention on the Protection of the Rights of All Migrant Workers and members of their families; The 1951 Geneva Convention and its additional protocol of 1967 on the status of refugees; International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; the Convention on the Rights of the Child; the Convention on the Elimination of All Forms of Discrimination Against Women; the Convention Against Torture; and Convention against Transnational Organized Crime; United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, and the Protocol Against the Smuggling of Migrants by Land, Sea and Air.
- II. The United Nations General Assembly Resolution A/RES/70/1 of 25 September 2015 on the adoption of the 2030 Agenda for Sustainable Development. This resolution provides a mainstreamed link between migration and sustainable development;
- III. Regional and sub-regional protocols and conventions on migration and development which include: the principles of the 2006 African Union Migration Policy Framework for Africa; The political dialogue between EU and ACP countries as set out in Articles 8 and 13 of the Cotonou Agreement of June 2000; The Rabat Action Plan and Declaration of July 2006; AU 2015 Declaration on Migration; The ECOWAS general Convention on Social Security; The ECOWAS Free Movement Protocol; the 2008 Common Approach on Migration of the Economic Community of West African States (ECOWAS), the 2015 Valletta Plan of Action.

## **2.4. THE POLICY PROCESS**

In order to achieve policy coherence and ownership, the development of the National Labour Migration Policy involved a systematic collaborative and consultative process beginning with a comprehensive situational analysis of labour migration management in Sierra Leone in 2012.

Based on the report of the validated report of the situational analysis, the Ministry of Labour and Social Security in collaboration with other stakeholders (ministries, departments, agencies, social partners and civil society) produced a first draft of the National Labour Migration Policy for Sierra Leone. In 2016, the first draft of the policy was reviewed by a labour migration expert who suggested further revisions in certain areas of the draft policy.

Based on the assessment report which was validated by stakeholders at a workshop, the Ministry of Labour and Social Security worked with other stakeholders (i.e. ministries, departments, agencies, social partners and civil society) to produce subsequent drafts of the Labour Migration Policy. The final draft benefited from discussions during national level consultative meetings and comments given by migration experts of the ILO, IOM, ECOWAS, ICMPD and CMS. A technical validation workshop was organized to validate the final draft policy after which it was submitted to the cabinet for consideration for approval.

## **3 INTERVENTION AREAS IN THE FIELD OF LABOUR MIGRATION**

This section presents the policy objectives and strategies for handling specific labour migration concerns in Sierra Leone. Largely based on the ILO Multilateral Framework, the policy objectives and strategies of the Labour Migration Policy of Sierra Leone are presented under three main domains, namely governance of labour migration; the protection of the rights of migrant workers, and migration and development. In addition to these three domains, labour migration data is discussed as a cross-cutting labour migration issue. The strategies proposed here cover labour migration in the context of both inward and outward mobility. Each intervention area has specific policy goals and implementation strategies (which represent the policy proposals).

### **3.1 GOVERNANCE OF THE LABOUR MIGRATION PROCESS**

Good governance is very important in process of regulating the labour migration. Governance entails effective institutions, transparent regulations, protection of human rights, and promoting wider participation in the formulation and implementation of policies. Good Governance of labour migration encompasses transparent regulations, consultative and participatory policy processes, effective institutions, and rules that serve the aspirations of potential and actual migrant workers in line with international standards. An effective labour migration governance system is expected to promote safe and orderly migration by ensuring efficient, transparent, cheap, and timely emigration and immigration procedures. A good labour migration governance system is also expected to promote effective institutional frameworks, policy coherence, availability of migration data and the protection of migrants' rights. Effective labour migration governance involves interaction among state institutions, the social partners (i.e. workers' organizations, employers' organizations), non-governmental organizations and international actors. Good governance of labour migration also involves ratification of international instruments, inter-state collaboration or agreements and involvement in multi-lateral processes. Collaboration between both destination and origin countries is an integral part of labour migration governance. Destination and origin countries can opt to establish bilateral agreements on labour migration setting forth, *inter alia*,

conditions for mobility and labour circulation for migrants and their families, recruitment, vocational and professional training, protection of migrant workers and transfer of benefits and capital. Destination countries should be expected to develop policies and mechanisms to attract relevant migrant workforce. Conversely, origin countries are expected to put in place mechanisms to minimize negative effects of emigration while maximizing the developmental impacts of the process. In policy circles, the labour migration governance system is often divided into four broad areas namely legislative, institutional, regulatory and international frameworks.

An assessment of the existing labour migration governance system of Sierra Leone shows that there are challenges in all these areas or domains of labour migration governance. In the sections that follow, therefore, the challenges associated with the governance of labour migration and the proposed strategies for dealing with such challenges are discussed under these four broad themes, namely; legislative framework; institutional framework and operational capacity; regulatory framework; and regional and international framework.

### **3.1.1. Legislative Framework**

It is generally acknowledged that an effective legislative framework is needed for effective labour migration governance. The Country has ratified thirty-five ILO Conventions, including those that make up the ILO's Fundamental Principles and Rights at Work. Sierra Leone has not ratified other human rights instruments of relevance to the protection of migrant workers, such as the Migration for Employment Convention, 1949 (Revised) (No. 97), the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) and Private Employment Agencies Convention, 1997 (No. 181) as well as their accompanying Recommendations. Ratification and implementation of these conventions will be very important in the governance of labour migration.

Apart from ratification of international conventions, the formulation and implementation of national level migration policy is key to migration governance. However, Sierra Leone has never had any comprehensive national labour migration policy to govern labour migration from and into the country. As a result, a few legislative instruments are relied upon to regulate immigration and other related issues.

Entry, stay and residence of migrant workers in Sierra are regulated by the Non-Citizens (Registration, Immigration and Expulsion) Act of 1965 and the General Law (Business Start-up) Amendment Act of 2007. The Sierra Leonean Citizenship Act of 1973 as amended in 2006 is also relied upon to regulate citizenship and nationality issues. While the Refugees Protection Act (2007) provides a framework for the protection of refugees, the Anti-Human Trafficking Act (2005) facilitates the prosecution of traffickers, protection of victims and prevention of trafficking.

A major challenge in the application of these laws to regulate labour migration is the fact that these legislative instruments do not cover some labour migration issues. Recent assessments' carried out by IOM and ICMPD/IOM showed that there are several gaps in the current legislation instruments for regulating labour migration in Sierra Leone. For instance, the Non-Citizens Act of 1965, which is the main legislative instrument on labour migration, only regulates entry, stay and residence of foreign nationals in Sierra Leone. This legislative instrument merely makes provisions related to border control, public order and security. It does not make any provision to govern the processing of residence permit and family

reunification. The General Law (Business Start-up) Amendment Act of 2007 contains most regulations that are applied to regulate labour migration. This is relied upon to grant residence and work permits. However, the 2007 Act does not provide detailed information on the conditions for granting residence permit. It also does not provide clear regulations for exemptions, annulment and revocation of work permit. Additionally, the current procedures for the acquisition of residential permits and work permits are quite complex as the applicants need to provide several documents including hospital record and police report which some immigrants find difficult to provide. There are also no clear guidelines to ensure that applications for work permits are processed on time. Such delays and complex work permit application procedures affect the inflow of highly skilled labour. There is therefore the need to make residential and work permit acquisitions much easier. Operating standards governing consular services provided to Sierra Leonean emigrants in destination countries are also not well streamlined. There is also no comprehensive legislation to regulate the activities of private labour recruitment agencies. Additionally, there are lacunae of legal and regulatory frameworks, in terms of articulating the state's actual policy on labour migration. This makes it difficult to effectively protect the rights of migrant workers and their families. Against this background, the government of Sierra Leone recognizes the need for an efficient legal framework for regulating both labour emigration and immigration.

### **3.1.1.1 Policy Objectives**

The specific objectives are:

- To enhance the legislative framework for governing inward and outward labour migration.
- To facilitate the inflow of skilled migrants by making visa, residential permit and work permit application processes easier.
- To ensure that legislative instruments on labour migration are comprehensive and cover the mandates of various state institutions and societal actors responsible for the managing labour migration.
- To ensure that legislative instruments for governing labour migration are updated regularly.

### **3.1.1.2 Implementation Strategies**

- Ratify the international instruments on labour migration, especially ILO Convention No. 97 on the Migration for Employment Convention (revised 1949) and Convention No.143 on the Migrations in Abusive Conditions and the promotion of Equality of Opportunity and Treatment of Migrant Workers Convention 1975.
- Amend existing national legislative instruments on inward and outward labour migration in line with international Standards.
- Establish and streamline operating standards to govern consular services provided to Sierra Leonean emigrants in destination countries and immigrants in Sierra Leone.



- Simplify the requirements for the acquisition of entry visa, residence permit and work permit by foreigners in Sierra Leone.
- Regularly review and update legislative instruments and policies on labour migration in Sierra Leone.
- Develop legal instruments to regulate the functioning of private recruitment agencies.
- Involve all stakeholders (i.e both state and societal actors) in the formulation of legislative instruments and policies on labour migration governance.

### **3.1.2. Institutional Framework and Operational Capacity**

The outcomes of Labour Migration Policy depend on the institutional framework and capacity of the organisations in charge of policy implementation. On the other hand, the institutional framework is subject to changes in the legislation. In Sierra Leone, various aspects of labour migration management (i.e governance, protection of migrants' rights and enhancing the development outcomes of migration) are jointly performed by different departments within the Ministry of Labour and Social Security (MLSS) and other state departments/agencies as well as social partners. For instance, the Ministry of Foreign Affairs, the Immigration Department, the Ministry of the Interior, Ministry of Labour and Social Security, and recruitment agencies are required to work together in managing labour migration flows from and into the country. Similarly, the management of migration and development is a joint responsibility of the Office of the Diaspora, Foreign Affairs, Ministry of Finance and Economic Development and the Sierra Leonean diplomatic missions. While the principles of good governance prescribe effective collaboration among all these stakeholders, there is a lack of policy and institutional coherence between, among and within the various state and non-state agencies dealing with labour migration management.

A recent assessment commissioned by ICMPD shows that the processes for coordination and information sharing between and among departments and units of MLSS are not adequately formalized. The assessment also shows that collaborative networks between the MLSS and other key state agencies are still evolving and not consolidated. The weak collaboration is attributed to resource constraints. Another challenge to effective collaboration is the fact that there is some level of mistrust between officials of different ministries. Given the high level of resource scarcity in the Sierra Leonean public sector, each ministry/agency wants to be in charge of policy issues in its domain. Experience from other countries shows that labour migration programmes are more effective where inter-ministerial working groups meet regularly to share ideas and work together. However, until recently when representatives of different ministries have been brought together to work on the labour migration and national migration policies, various ministries perform their functions without comprehensive collaboration.

Some key migration-related functions are fragmented across several ministries. For instance, the immigration department of MLSS and Ministry of Interior perform related functions as far as registration of immigrants is concerned (e.g. issuance of travel documents and permits). This situation causes delays in the acquisition of work permits by immigrants. The sharing of

responsibilities across various departments/units has also partly contributed to overlapping roles. In addition to the weak collaboration, there is a general lack of resources to enforce the existing institutional, legislative, and regulatory frameworks. Financial resource scarcity is a major challenge to effective labour migration governance by the MLSS. The central government's budgetary support to the MLSS is always woefully inadequate. Many of the programmes in the area of migration governance are quite poorly implemented because of lack of funds. Inadequate resources particularly affect border management and causes delays in the processing of migrants across its key borders. A recent ICMPD commissioned assessment shows that a majority of the staff of the MLSS lacks appropriate skills to perform the tasks assigned to them because the organisation does not have a functional staff development and training programme. Similarly, Sierra Leonean missions abroad also lack resources to effectively provide services to Sierra Leonean emigrants.

### **3.1.2. 1. Policy Objectives**

The specific objectives are:

- To enhance the institutional framework for regulating labour migration and ensure that roles performed by different agencies and organizations are clear and not overlapping.
- To enhance the financial and technical capacity of state departments, agencies and institutions regulating labour migration in order to ensure that labour migration takes place in conditions of dignity and security.
- To promote policy and institutional coherence in the field of labour migration management in Sierra Leone.
- To ensure effective collaboration among state and societal actors involved in labour migration governance and the protection of migrants' rights.

### **3.1.2.2. Implementation Strategies**

- Prioritize labour migration issues in national development policy-making and budgetary allocations.
- Clearly define the roles of all the state departments and agencies responsible for labour migration management in Sierra Leone.
- Provide regular training in Labour Migration governance to staff of state agencies/institutions and social partners involved in labour migration management.
- Provide more equipment and other logistical support to state organizations responsible for labour migration management

- Formalize the processes for coordination and information sharing between and among departments and units of MLSS and organize consultative discussions on labour migration management more regularly.
- Ensure that existing labour migration management platforms for inter-ministerial dialogue are working efficiently by allocating funds for organizing consultative meetings.
- Establish a one-stop-office that deals with key migration-related functions that are fragmented across several ministries and to provide streamlined services to migrant workers in Sierra Leone (e.g. registration and work permit issues).
- Enhance institutional and operational capacity of Sierra Leonean missions to support and protect the rights of emigrants by clearly defining the mandates of these missions, assigning them labour attaches, training staff, and providing sufficient budget for such functions.

### **3.1.3. Regulatory Framework**

While it is generally acknowledged that comprehensive regulations are necessary for the governance of the labour migration processes as well as the protection and reintegration of migrant workers, the current regulatory framework for governing both inward and outward labour migration in Sierra Leone is quite weak. Frameworks for regulating the immigration of skilled labour into specific sectors of the economy are not effective. There are no comprehensive labour market surveys and market analysis to ascertain the demand for skilled workers as a basis for a framework to change the profile of immigrant workers. On the other hand, there is no effective framework for enhancing the skills of potential migrants and facilitating their migration to countries that require their services. Most of the potential and actual migrant workers lack information about job opportunities in other countries, particularly when they leave Sierra Leone for the first time in search for employment abroad.

A number of registered private recruitment agencies have emerged quite recently and they are recruiting young people for work abroad. Apart from these legally operating businesses, there is a parallel world of semi-legal or outright criminal recruiters, often linked to smuggling or trafficking networks. Indeed, there are several unregulated agencies involved in the recruitment of Sierra Leoneans for work in Asia, in particular. As a result of the existence of unlicensed and or unregulated recruitment agencies, there have been reports of Sierra Leoneans stranded in some areas in the Middle East and Libya. The risks and dangers associated with the recruitment through private agencies and informal networks include paying of exorbitant fees, debt bondage, producing of fake visas, seizing of travel documents, dishonesty with regard to the nature and conditions of employment, unsecure contracts and trafficking in person. These forms of exploitation are a result of the inability of the state to regulate private recruitment agencies and place Sierra Leonean migrants, particularly the low-skilled, in a considerably vulnerable situation

Research has shown that where channels for legal migration are limited, migrant workers tend to depend on illegitimate recruiters or their own social networks. The Sierra Leonean government is therefore committed to promoting legal migration, regulating the market for private recruitment agencies, and protecting actual and potential migrant workers from abuses by recruitment agencies. The Sierra Leonean government shall work with other stakeholders to develop comprehensive regulations to govern the labour migration process. The State shall also strengthen tripartism and involve social partners in preparing the regulatory framework relating to labour migration.

### **3.1.3.1. Policy Objectives**

The specific objectives are:

- To enhance the regulatory framework for governing labour migration from and into Sierra Leone in line with international standards.
- To promote overseas employment opportunities for Sierra Leoneans while safeguarding the rights of migrant workers.
- To promote regular migration and minimize migrants smuggling and trafficking in persons from Sierra Leone.
- To regulate the recruitment industry, promote transparent recruitment and ensure that private employment agencies do not exploit and abuse potential and actual migrant workers.
- To standardize procedures and documents required from potential migrants who want to use the services of private employment agencies.

### **3.1.3.2 Implementation Strategies**

- Ratify Private Employment Agencies Convention, 1997 (No. 181)
- Collaborate with tripartite constituencies, CSOs and private recruitment agencies to draft comprehensive regulations covering the mandates of organizations responsible for the administration of labour migration, recruitment placement, protection and reintegration of migrant workers.
- Set up of Migrant Resource Centres (MRCs) in Sierra Leone to provide tailored information and orientation to potential emigrants, returned migrants and immigrants on migration channels, safe migration, recruitment processes, pre-departure issues ( e.g the rights of migrants, terms of employment contract, and general living conditions in the destination country), alternatives to unfeasible migratory projects, filling of job vacancies abroad or for job vacancies in Sierra Leone (for immigrants), consequences of migration, requirements for re-engagement (for return migrants), responsibilities of recruitment agencies and penalties, human trafficking and xenophobia, among others.
- Regulate the Sierra Leonean recruitment industry through administrative procedures, licensing schemes, codes of conduct, monitoring and penal provisions to address offences by recruitment agencies, including withdrawal of recruitment and placement licenses in cases of violations, and requirements for insurance bonds to be used to offer monetary compensation to migrant workers when a private recruitment agency fails to meet its obligations.

- Develop detailed guidelines for recruitment agencies on their responsibilities, penalties for violation of the rights of migrants, recruitment procedures, documentation and fees to be requested from potential migrant workers.
- Ensure that diplomatic/consular missions have standards that allow for the critical review and assessment of partnering recruitment agents and commercial employers hiring Sierra Leonean nationals.
- Issue regulation prohibiting retention of documents belonging to migrant workers.

### **3.1.4. International and Regional Collaboration**

Given that no single country has all the resources needed to govern migration flows, a key component of labour migration governance is international cooperation through the ratification of international and regional instruments, treaties and laws, and signing of bilateral agreements on labour migration (IOM/The Economist Intelligent Unit, 2016). Sierra Leone has ratified a number of human rights treaties including: The International Covenant on Civil and Political Rights (ICCPR); the International Covenant on Economic, Social and Cultural Rights (ICESCR); the Convention on the Elimination of All Forms of Discrimination Against Women; the Convention on the Rights of the Child; the United Nations Convention Against Transnational Organized Crime (2000) and two of its Protocols on Trafficking in Persons and Smuggling of Migrants. Apart from these global conventions, Sierra Leone is bound by the ECOWAS Treaty (1975) and subsequent protocols regarding free movement of persons, residence and establishment. In many cases, however, the country has not been able to effectively implement all these conventions. In a few cases, there are contradictions between international protocols and national laws. For instance, while the ECOWAS free movement protocol prescribes equal treatment for all ECOWAS citizens, Sierra Leone's work permit regulations suggest that work permits should only be given to foreigner in situations where no national possesses the skills required to fill that position.

Sierra Leone has also signed but not ratified the Convention on the Protection of the Rights of all Migrant Workers and Members of Their Families (1990). Bilateral agreements on labour migration are important for protecting migrants, it is only recently that Sierra Leone has initiated the development of bilateral agreements with very few destination countries in Asia.

#### **3.1.4.1 Policy Objectives**

The specific objectives are:

- To enhance regional and international cooperation on labour migration management.
- To promote effective implementation and compliance with international and regional conventions ratified by Sierra Leone especially conventions on the which are relevant to the protection of the rights of migrant workers and their families.
- To improve bilateral relations on specific labour migration issues, such as the protection of migrants rights and social security.

### **3.1.4.2 Implementation Strategies**

- Strengthen state agencies responsible for implementing ratified international conventions on labour migration and set measureable achievement targets for them.
- Ensure that contradictions between domestic labour laws and ratified international and regional protocols are resolved.
- Continue to participate in regional and international fora on labour migration.
- Relying on regional and international instruments on labour migration , enter into bi-lateral labour agreements with the major labour sending and receiving countries within West Africa, Africa and other countries.

## **3.2. PROTECTION AND EMPOWERMENT OF MIGRANT WORKERS AND THEIR FAMILIES**

The protection of the human rights of migrant workers is a key aspect of labour migration management. Consequently, a number of international instruments have been formulated to protect these rights. Indeed, the protection of the human rights of migrant workers is stipulated in the Preamble to the Constitution of the International Labour Organization (ILO) of 1919, and in the Declaration of Philadelphia of 1944. Special attention is also devoted to migrant workers' rights in the ILO Declaration on Fundamental Principles. The UN system also has a large number of international instruments which provide guidelines for the regulation of international migration and standards for human and labour rights. If effectively implemented, these instruments can protect all human beings regardless of their nationality and migration status. Therefore, migrant workers are generally entitled to the same human rights as citizens. The protection of migrant workers' rights is not only a matter of fundamental principles. All international labour standards in areas of social security, maternity protection, employment policy, private and public employment agencies, occupational safety and health, conditions of work, protection of wages and labour inspection, as well as those covering sectors employing a large number of migrant workers are equally important to the promotion of decent work for all migrant workers.

Despite the existence of these international conventions, there is enough evidence to suggest that some potential and actual migrant workers from Sierra Leone are exploited and abused by recruitment agencies and employers. Similarly, some immigrant workers in Sierra Leone are also vulnerable to exploitation and discrimination. Migrants also need protection against trafficking in person and smuggling. This policy document therefore prescribes strategies for protecting both potential and actual migrant workers in destination countries and Sierra Leone. In line with the rights-based approach to migration management, the policy document also provides strategies for social security transferability for migrant workers.

### **3.2.1 Protection of Immigrant Workers and their Families in Sierra Leone**

While Sierra Leone is largely a migrant source country, it also hosts several migrant workers, of which 97 percent are from the West African sub-region. Most of these migrants are low-skilled and work in the informal sector, while a few work for multinational companies and the government. The government of Sierra Leone recognizes the vulnerability of the low-skilled immigrant workers and their families to exploitation, abuse and discrimination. Such exploitation and abuse of immigrants is particularly pervasive among migrants working in the informal sector, which is poorly regulated. West African immigrants working in the mining sector in rural areas of Sierra Leone are also vulnerable to exploitation and abuse as some of them do not have the required permit. The labour admission policy of the country may also not be favourable to certain categories of migrants. Additionally, access to basic services such as healthcare may not be available to low-skilled immigrants who live in the slums. Low-skilled migrant workers are also more likely to be harassed by security agencies when crossing the country's borders. Highly skilled migrants can also be attacked by local people due to xenophobia. Based on the provisions of the ratified International Convention on the Protection of the Rights of All Migrant Workers and their Families, the state is committed to adopting mechanisms to prevent abusive practices against migrant workers and to ensure that they work in conditions of freedom, security and human dignity.

The state will also ensure that migrant workers and their families receive effective protection against human and labour rights violations, violence, threats, intimidation, xenophobia and discrimination. The state will also enhance migrants' access to the courts (including labour courts or tribunals) so that they can seek redress for abuses in the country of employment. The Government of Sierra Leone will also extend its social protection benefits to cover vulnerable migrants in the country. Such measures will include cash and in-kind transfers, social insurance schemes and public work programmes.

#### **3.2.1.1 Policy objectives**

The specific objectives are:

- To offer protection to migrant workers and their families in Sierra Leone against exploitation, discrimination, xenophobia and abuse by employers and citizens.
- To ensure peaceful coexistence of host communities and migrant workers.
- To promote socio-economic, cultural and political integration of migrants in Sierra Leone
- To promote the well-being of migrant workers in Sierra Leone and encourage the payment of decent wages.
- To develop an enhanced and credible labour admissions policy that will contribute to skills transfer to Sierra Leone.
- To provide social support and care services to vulnerable migrant workers and their families.

### 3.2.1.2 Implementation Strategies

- Review and revise national legislation regarding the rights of migrant workers in order to ensure its conformity with international standards and implement policies that will ensure equity and non-discrimination of migrants.
- Establish working relationships with the business and industry sector to promote greater understanding of their human rights obligations, including their responsibility to respect the rights of migrant workers and the need to consider issues of gender, vulnerability and the specific challenges that may be faced by migrant workers and their families.
- Strengthen the role and the number of labour inspectors and conduct regular labour inspections in sectors and workplaces where migrants are employed and ensure that they are being treated in line with international standards.
- Establish mechanisms to prevent exploitation of migrant workers in the workplace and reduce racial discrimination and xenophobia by educating the public about the negative effects of Xenophobic violence and using the legal system to deal with citizens that engage in Xenophobic violence.
- Ensure affordable access to health care and other basic services by vulnerable migrants.
- Organize training programmes for state officials (i.e. border management officials; police etc) on rights of migrants and how to protect these rights.
- Organize programmes that will help educate newly arrived immigrants on the cultures of Sierra Leone and public behaviour that are considered alien to the society and create specific migrant integration services within the public administration.
- Enforce policy on minimum wages for all categories of migrant workers.
- Establish and implement a Complaints Mechanism to address the shortcomings, abuses and rights violations within the labour migration process, and empower relevant institutions to resolve complaints by issuing legally enforceable orders to the parties involved, through mediation or by seeking redress on behalf of complaints through courts.
- Offer adequate protection to migrants in detention centers by undertaking visits to places of detention and investigating complaints of torture, ill-treatment or human rights violations in prisons.



- Foster cordial relationship between migrant workers and local people by organizing campaigns to highlight the positive contribution of migrant workers and to change the unfavorable image of migrant workers.

### **3.2.2. Protection of Sierra Leonean Migrant Workers and their Families in Countries of Employment**

There is enough evidence to suggest that the rights of some Sierra Leonean emigrants and potential emigrants are increasingly abused by their recruiters and employers. Migrant workers from Sierra Leone face different challenges at different stages of migration, namely pre-departure (from decision-making to preparation for migration); in-service (workers in employment at the destination) and return and reintegration. As a result of the lack of reliable information about migrating for employment, some low-skilled migrants tend to take the decision to migrate without considering its adverse implications for personal and family interests. Migrants and potential migrants are also exploited and abused during the recruitment process which usually takes place through private recruitment agencies and informal networks.

In the countries of Employment in Europe, North America and Asia, Sierra Leonean emigrants who lack appropriate travel documents and work permits take up menial jobs that are associated with absence of written contracts, low wages, long working hours, and lack social protection. In the event of deportation, these irregular migrants generally do not have access to accrued savings and their personal belongings...

Recognizing the various challenges faced by potential and actual migrants, the Sierra Leonean government is committed to protecting and empowering migrant workers and their families in all three stages of the migration process namely *pre-departure*, *in-service* and *return and reintegration*. The government shall work with the governments of host countries to prevent exploitation and promote decent and productive work for migrants in conditions of freedom, security and human dignity. The government also recognizes the need to empower Sierra Leonean missions to offer effective protection to emigrants. Until recently, the role of consular authorities regarding services to emigrants and protection of Sierra Leonean citizens used to be mostly limited to ensuring the availability of travel and identification documents – and to providing assistance in the event of their detention or deportation. The state will enhance the capacity of the missions abroad to offer effective protection to Sierra Leonean emigrants against abuse and exploitation.

#### **3.2.2.1. Policy Objectives**

The specific objectives are:

- To promote decent and productive work for Sierra Leonean emigrants in conditions of freedom, security and human dignity.
- To equip departing migrants with reliable and accurate information regarding their employment and life abroad, return and reintegration.
- To offer protection to Sierra Leonean potential and actual migrant workers and their families abroad against exploitation and abuse by employers and recruitment agencies.

- To provide social support and care services to vulnerable Sierra Leonean emigrant workers and their families.
- To provide counseling and support services to migrants who return to prepare them for adjustment and reintegration.

### **3.2.2.2. Implementation Strategies**

- Use effective mass communication channels and strategies (e.g. radio programmes, TV documentaries, printed materials, posters, billboards) to educate potential migrants on the rights of migrants in host countries, consequences of irregular migration, activities of illegal recruitment agencies, employment and life abroad, return and reintegration.
- Work with Sierra Leonean missions to design social protection programmes for vulnerable Sierra Leonean emigrants and their families.
- Empower migrant workers through the formation of migrants associations and diaspora groups to enable their voices to be clearly heard and taken account of in policy development.
- Ensure that bilateral labour migration agreements between Sierra Leone and labour receiving countries focus on decent working conditions, social security, mechanisms for lodging complaints about violation of migrants' rights
- Establish returnee counselling services to address the peculiar needs of return migrants to facilitate their smooth readmission and reintegration back home;
- Enhance the resource and technical capacity of Sierra Leonean embassies and their personnel to play a key role in the protection of migrant workers, as well as in the promotion of their welfare.
- Establish mechanisms for the safe repatriation for all workers in need, especially under emergency situations due to serious health issues and grave safety and security issues.
- Put measures in place to ensure that the return and reintegration of migrants' workers and their family take place with full protection of rights and freedoms, upholding of human dignity with access to resource and opportunities.
- Increase visibility and awareness of services provided by missions and consulates for migrant workers.
- Consider offering dispute resolution services, either through the Embassies or trusted organizations in the host countries.

- Ensure that missions conduct regular visits to the detention centres to monitor the status of nationals who have been detained.
- Provide adequate accommodation for migrant workers who leave their worksites due to abuse and assist them to seek redress.
- Assign labour attaches to selected Sierra Leonean missions and establish operating standards to govern consular services and protection provided to Sierra Leonean emigrants in destination countries

### **3.2.3 Combating Trafficking in Persons, Child Labour and Smuggling of Migrants**

As in many other African countries, trafficking in persons (TIP) and migrant smuggling (SOM) are prevalent in Sierra Leone. Indeed, Sierra Leone has been recognized as country of origin, transit, and destination of human trafficking for the purposes of sexual exploitation, and forced labour. There is also growing concern over child trafficking and child labour in the country. Child labour is work performed by a person below the age of 18 years, which deprives him/her of basic rights, interferes in the education of the child, is abusive, hazardous, exploitative and is harmful to the health, safety, morals and total development of the child. Children are usually trafficked from the rural areas of Sierra Leone to urban areas and from both rural and urban to mining sites in provincial areas. Trafficked children are also more likely to engage in child labour in fishing and mining communities as well as urban informal sectors. In order to deal with trafficking in persons and child labour, Sierra Leone has ratified in 2014 a number of international protocols, including the United Nations Convention against Transnational Organized Crime and its supplementing Protocols; namely the Protocol to Prevent, Suppress and Punish Trafficking in Persons; and Protocol against the Smuggling of Migrants by Land, Sea and Air. The Sierra Leonean Labour law also made provisions against child labour/trafficking. Sierra Leone also enacted the Anti- Human Trafficking Act, 2005 while other useful provisions on trafficking are founded in the Childs Right Act, 2007 and Sexual Offences Act of 2012. The Ministry of Labour and Social Security is a member of the inter-ministerial committee responsible for coordinating and implementing relevant legislations on combating trafficking. There is a National Task Force on Human Trafficking operating as one of the structures coordinating anti-trafficking efforts based on the 2005 Anti-Human Trafficking Act. The task force encompasses relevant ministerial department and social partners. The secretariat of the Taskforce is ensured by Ministry of Social Welfare Gender and Children's Affairs Despite the adoption of these legislative instruments, trafficking in persons is still pervasive in Sierra Leone.

Migrant smuggling is also another form of irregular migration that is pervasive in Sierra Leone. In contrast with trafficking in persons, smuggled persons usually voluntarily request assistance from smugglers to enter illegally into another country where they have no right of residence. In reality, there is a very thin line between trafficking in persons and smuggling of migrants as smugglers sometimes present opportunities to individuals willing to be smuggled and end up exploiting them. This means that some trafficking cases often start as just Smuggling contract but the reverse is often the case at both transit and destination countries. A number of young persons from Sierra Leone have been smuggled through the Sahara desert to Europe. Most of these smuggled migrants often find themselves in situations of extreme vulnerability. This National Labour Migration Policy seeks to support the elimination of trafficking in persons and smuggling of migrants through public awareness creation and enhancing the capacity of law enforcement agencies.

### **3.2.3.1. Policy Objectives**

The specific objectives are:

- To eliminate human trafficking in persons, child labour, and smuggling of migrants through public education and enhancing the capacity of relevant state institutions and social partners responsible for combating trafficking in persons and smuggling of migrants.
- To protect vulnerable groups, especially children and women against trafficking and smuggling.
- To rescue, rehabilitate and reintegrate victims of trafficking in persons.
- To prosecute perpetrators of trafficking in persons and smuggling of migrants.

### **3.2.3.2. Implementation Strategies**

- Enhance the technical and financial capacity of relevant law-enforcement agencies, Ministries and Departments to prevent, curtail and prosecute migrant smugglers and traffickers.
- Establish and enhance systems for data collection regarding trafficking in persons, child labour and smuggling of migrants.
- Develop legislation on migrant smuggling to complement the 2005 Anti-Human Trafficking Act through joint Action of the National Task Force on Human Trafficking.
- Collaborate with countries of origin, transit and destination to combat migrant smuggling and trafficking in persons.
- Prosecute perpetrators of human trafficking and dismantle trafficking syndicates.
- Review legislation to ensure sanctions against TIP and SOM, such as confiscation of profits and assets.
- Establish scheme to ensure victims' access to existing compensation and demand for compensation and damages from perpetrators, including unpaid wages.
- Conduct more researches and collect more data on human trafficking to establish a national human trafficking database.

- Increase knowledge and information sharing on TIP and SOM to reduce the vulnerability of citizens to TIP and SOM
- Enhance the technical capacity of institutions and actors responsible for the enforcement of national legislation and implementation of National Action Plan.

### **3.2.4. Portability of Social Security Rights**

Social security contributions are very important for the survival of all workers and their families upon retirement. Migrant workers tend to contribute to the various social security schemes in their employment countries, but some of them who return to their countries of origin before their retirement face particular challenges in accessing their social security benefits. This is particularly so in countries which do not export benefits to other countries unless there are bilateral agreements.

At the moment, many Sierra Leoneans who return home before retirement face challenges in receiving social security benefits because of lack of bilateral agreements between Sierra Leone and the host countries that would facilitate the transfer of their social security savings to Sierra Leone. In most cases, low skilled return migrants are not able to go back to their former host countries to request for their social security benefits because of strict visa regimes. Portability of Social security rights refers to the migrant worker's ability to "preserve, maintain and transfer acquired social security rights independent of nationality and country of residence. The administrative procedures associated with portability mainly refer to the *totalization* of periods of insurance in the host and the home country to determine the migrant worker's pension benefits in both countries, the export of benefits, and in some cases the transfers between public health care authorities in both countries to guarantee continued health coverage for migrants.

Some countries have bilateral arrangement for social security portability, thus, it is a good practice for the Government of Sierra Leone to negotiate social security portability agreements with major destination countries so that Sierra Leoneans working in those countries would be able to access their social security benefits even if they return to Sierra Leone before attaining their retirement age. The programme will also encourage Sierra Leonean professionals living abroad to return home willingly to contribute their quota to socio-economic development, as potential loss of social security benefits is one reason why some highly-skilled migrants are reluctant to return home. There is also the need for the development of social security programmes that will allow Sierra Leoneans living in other countries to be able to register for social security schemes in Sierra Leone. This will particularly be useful for Sierra Leoneans working in the informal sector of African countries, as most of these people are not covered by any social security scheme in those countries.

#### **3.2.4.1 Policy Objectives**

The specific objectives are:

- To develop mechanisms to achieve portability of social security rights of Sierra Leoneans in the diaspora;
- To provide opportunities for Sierra Leonean emigrants to voluntarily join social security schemes in Sierra Leone;

- To provide opportunity for the Sierra Leonean emigrants who contributed to the social security scheme in Sierra Leone before leaving to continue to be with the scheme while away and be able to access their benefits when due irrespective of their residential status or spatial location.

#### **3.2.4.2 Implementation Strategies**

- Enact new laws to facilitate the implementation of ILO standards provided in its Conventions and Recommendations relevant to migrant workers and their social protection.
- Sign bilateral and multilateral social security agreements and establish mechanisms through which the social security systems of the local and host countries can work together to ensure that migrant workers have protection that is as complete as continuous as possible.
- Develop a framework for engaging major host countries of Sierra Leonean emigrants on social security portability.
- Develop voluntary insurance schemes for Sierra Leonean living abroad.
- Promote the inclusion of social security provisions in temporary labour migration programmes or bilateral labour agreements using the Annex of the ILO Migration for Employment Recommendation, 1949, (No. 86) as a model agreement.
- Implement ECOWAS general convention on social security.

### **3.3 LABOUR MIGRATION AND DEVELOPMENT**

While migration from African countries has, historically, been portrayed as a developmental challenge, recent scholarship has shown that labour migration can positively contribute to socio-economic development and poverty reduction in countries of origin through remittances and investments in the local market by migrant workers. The government of Sierra Leone recognizes the fact that emigrants and return migrants contribute to investments, skills transfer and promotion of tourism and business links. While acknowledging this significant contribution of Sierra Leonean emigrants and working towards enhancing such benefits, the government of Sierra Leone also recognizes the fact that promoting emigration and employment in other countries is not a major strategy for achieving long-term national development, since emigration can cause brain drain. In an attempt to maximize the developmental impacts of migration, the following policy challenges have been identified. First, Sierra Leone has not been able to mainstream labour migration issues into national development policies and plans. Second, the country has not developed mechanisms to fully deal with brain drain and turn it into brain gain. Other policy challenges include how to effectively promote remittances-led investment and enhance skills transfer from emigrants and immigrants. This section of the policy document therefore prescribes strategies for

dealing with these challenges and maximizing the developmental impacts of labour migration.

### **3.3.1. Mainstreaming Labour Migration into the National Development Planning Agenda**

Although it is widely acknowledged that there is a relationship between labour migration and development, there have been little efforts to incorporate migration into development planning and poverty reduction strategies of developing countries. According to the Global Migration Group<sup>7</sup>, mainstreaming migration into development planning is the process of assessing the wider implications of migration on any development strategy. The process entails an integration of migration and development issues at all stages of development planning, including design, implementation, and monitoring and evaluation. Given that the interaction between migration and development can produce both positive and negative results, it is important for policymakers to design programmes to shape the context and ensure that labour migration contributes to development. Mainstreaming migration and development concerns into country level planning frameworks is seen as the most systematic approach to reducing the negative effects and maximizing the benefits of labour migration. Mainstreaming ensures that migration is adequately embedded in the broader development strategy, fostering a coherent approach rather than piecemeal, uncoordinated actions.

While the potential of labour migration to contribute to economic transformation of Sierra Leone has been recognized, labour migration issues have still not been adequately incorporated into national development planning. As in many other developing countries, policy measures linking migration with development tend to focus on law enforcement activities (e.g. border control and combating trafficking in persons) rather than harnessing the wider socio-economic benefits of migration. In a few cases where benefits of migration are recognized, the focus tends to be on remittances and skills flow into Sierra Leone. There is little focus on the relationship between migration and the social and cultural dimensions of development. The challenges of mainstreaming migration into development planning in Sierra Leone include lack of expertise and financial resources to understand and address the complex linkages between migration and development. There is also lack of comprehensive mechanisms for integrating migration and development issues. The government of Sierra Leone is committed to developing mechanisms that will lead to an incorporation of labour migration issues into development planning by including migration-related issues and priorities highlighted in the 2030 Development Agenda into national development plans and poverty-reduction strategy programmes.

#### **3.3.1.1 Policy Objectives**

The specific objectives are:

- To mainstream labour migration into national development agenda and planning.

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<sup>7</sup> Global Migration Group (2010). Mainstreaming Migration into Development Planning: A handbook for Policy-Makers and Practitioners. United Nations: Denmark.

- To maximize the positive effects and minimize the negative effects of labour migration on socio-economic development.
- To develop mechanisms for incorporating migration into the development planning .

### **3.3.1.2 Implementation Strategies**

- Design a framework and guidelines for mainstreaming labour migration issues into the national policies and development plans.
- Set out the country's roadmap for mainstreaming migration into development planning, and ensure that the roadmap adequately describes issues to be addressed, strategic goals and priorities, responsibilities of stakeholders, and intervention areas.
- Train public officials of relevant state agencies and social partners on how to incorporate labour migration issues into the national development plans.
- Organise public awareness campaigns on the relationship between migration and development and solicit assistance of different stakeholders, including migrants.
- Promote broad-based participation in the develop planning process based on clearly defined roles and responsibilities of the different actors, and ensure that civil society and the private sector groups are actively involved in the formulation of the Plan of Action on migration and development.
- Create an inter-ministerial coordination agency in charge of promoting the link between labour migration and development through regular consultation between the relevant branches of government, civil society, social partners and, international organizations.
- Design and implement plans to disseminate information on migration and development to the general public in a user friendly format ( e.g. in local languages and through radio and television)
- Develop monitoring and evaluation plans and frameworks to assess mainstreaming processes are in line with goals.

### **3.3.2. Mobilizing Remittances for Sustainable Development**

Sierra Leonean Migrant Workers continue to play an important role in the development of the country through remittances. A recent UNDP report estimated that about 86% of Sierra Leoneans working in other countries have been sending money home regularly. The total annual remittance transferred to Sierra Leone is around \$ 168 million which represents about 12% of GDP. The true size of remittances, including unrecorded flows through formal and informal channels to Sierra Leone, is therefore considerable. There are, however, a number of challenges associated with mobilizing remittances for development in Sierra Leone. For



instance, a large proportion of migrants' remittances are transferred through less reliable informal channels, such as friends and self-carry when visiting home and hiding money in letters being posted. Anecdotal evidence suggest that high cost of transferring money through financial institutions, lack of bank accounts by many people, and strict adherence to personal identification procedures render the banking system a less desirable remittance-receiving channel for many families. Additionally, a significant proportion of remittances sent to families are consumed rather than being invested. Another challenge associated with mobilizing remittances for development is the fact that there is lack of administrative strategies and mechanisms for Government to fairly tap (leverage) directly into these foreign inflows from the Diaspora as an asset for investment and national development. Recognizing these challenges, the State shall provide a sound macro-economic environment to facilitate the efficient flow of remittances. In line with SDG goal 10c which proposes that by 2030, the cost of sending remittances should be reduced to less than 3 per cent of the amount remitted, the State shall work with financial institutions to reduce the cost of sending remittances to Sierra Leone. The State shall also adopt programmes to enhance the knowledge of migrant workers and their families regarding the management of remittances.

### **3.3.2.1 Policy Objectives**

The specific objectives are:

- To increase the flow of international migrants' remittances to Sierra Leone
- To reduce the barriers to the transfer of remittances and develop mechanisms to reduce the transaction cost associated with remitting
- To enhance the developmental impacts of remittances.
- Provide reliable data on remittances flow for the purpose of planning

### **3.3.2.2 Implementation Strategies**

- Engage the diaspora through diplomatic missions abroad to help increase remittances flow and promote investment.
- Work with Ministry of Foreign Affairs, Bank of Sierra Leone and other financial Institutions to facilitate remittances transfer and reduce the cost of transferring money to Sierra Leone.
- Adopt policies and institutional structures to formalize the operations of informal agencies transferring remittances and linked them to the Central Bank of Sierra Leone for effective monitoring.
- Encourage Sierra Leonean migrant workers to direct remittances towards investment in productive ventures.
- Enhance awareness raising campaigns for migrants who send remittances and recipients of remittance on investment opportunities.

- Strengthen the capacity of the Sierra Leone Statistical Department and banks to collect and produce reliable data on remittances

### **3.3.3. Migrants -Led Investments**

Diaspora members and immigrants can contribute to national development through mobilization of capital for investments which are required to generate jobs. Globally, most governments make conscious efforts to incorporate diaspora groups as development agents and to mobilize cash and in-kind resources towards their national development agenda. Diaspora investment is not just through individual migrants' remittances to families/communities for investment into businesses but it can also take the form of diaspora investors or groups sending or mobilizing money for investments in the country. People in the diaspora can also be relied upon to lobby international investors into Sierra Leone. While the government has been encouraging Sierra Leonean successful emigrants to come back to invest in the country, these appeals have not achieved desirable results because the investment environment is not conducive as a result of lack of basic infrastructure and appropriate mechanisms. Additionally, many Sierra Leonean emigrants are not aware of the investment opportunities in the country. Also there are limited investment products available for emigrants. The State is therefore committed to creating the necessary environment to promote diaspora-led investments. The State will also rely on prominent Sierra Leoneans in the diaspora to lobby entrepreneurs of other countries to come and invest in Sierra Leone. Apart from investments by Sierra Leoneans in the diaspora, the promotion of investments by immigrants can also go a long way to create jobs in Sierra Leone. Yet effort to promote migrants led investments is hampered by lack of basic services and bureaucratic procedures. The State will therefore create the necessary environment and adopt mechanisms to promote investments by immigrants from other countries. This will go a long way to create more job opportunities for Sierra Leoneans.

#### **3.3.3.1 Policy Objectives**

The specific policy objectives are:

- To promote foreign direct investment options in Sierra Leone among the Sierra Leonean Diaspora and migrant entrepreneurs from other countries;
- Promote diaspora and immigrant-led investment for development;
- Maximize investments from diaspora transnational business networks and immigrants;

#### **3.3.3.2 Implementation Strategies**

- Promote diaspora-led human and social development projects with business and investment components (namely in origin regions or communities) – socially

responsible investment that can represent an added-value to diaspora investors and members of origin communities;

- Organise diaspora business fora to encourage Sierra Leoneans abroad to invest their resources in relevant sectors in the country.
- Provide information to Diaspora and immigrants on local investment opportunities, made available through mapping of sectors that can benefit from migrant/diaspora-led interventions;
- Simplify the requirements and procedures for registering in Sierra Leone.
- Develop business partnerships using Sierra Leonean diaspora members as an interface between the destination state, the market and investors.
- Design attractive financial packages to enhance diaspora and immigrant investment for development.
- Reduce administrative cost of doing business in Sierra Leone and ensure that investment environment encourages investment in Sierra Leone.
- Organize regular investment promotion campaigns in other countries.
- Create investment opportunities ( e.g shares, bonds ) and market them to the diaspora.

### **3.3.4 Enhancing Skills Transfer into Sierra Leone**

Like many other countries in the developing world, Sierra Leone faces the challenge of skills gaps. Some employers face difficulties in filling vacant positions owing to the unavailability of adequately trained staff. There is a serious mismatch between demand and supply of labour . This is because youth unemployment is very high but yet there are job vacancies that job seekers cannot fill. Thus many job seekers do not have the skills employers are looking for. These skills gaps represent a major constraint on development. The public education system is often unable to provide a sufficient number of qualified people and to equip graduates with the skills required by employers. The main challenge is effective investment in skills development and putting these skills into productive use.

To attract skilled labour, the country will rely on Talent Mobility programme of West Africa to encourage highly skilled labour to enter and work in Sierra Leone. The State will also design policies to enhance skills transfers from Sierra Leoneans living in other countries.

### **3.3.4.1. Talent Mobility Programmes and Skills Transfer from Immigrants into Sierra Leone**

Human capital is an indispensable driver of economies and a foundation of innovations critical for post-crisis recovery and sustainable growth. One of the effective mechanisms for addressing skills gaps is reliance on highly skilled immigrants. Sierra Leone has already benefited from talent mobility from some West African countries, especially Ghana and Nigeria, in its reconstruction and development efforts. Recognizing the benefits of talent mobility programmes, Sierra Leone is part of the Intra-African Talent Mobility Partnership (TMP) which seeks to establish “Schengen” and or related type mechanisms on talent mobility and skills development to accelerate economic integration, open borders, and common policies in Africa. The West African initiative is spearheaded by Côte d’Ivoire and the participating countries in West Africa include Benin, Côte d’Ivoire, Ghana and Sierra Leone (these four countries are referred to as TMP countries). A recent Memorandum of Understanding aims at addressing regulatory barriers associated with the granting of work and residence permits; the development of a robust Labour Market Information System (LMIS); and the establishment of Mutual Recognition Agreement framework to provide a common standard for the evaluation of credentials for entry into a particular practice or profession. The government of Sierra Leone is committed to relying on the Intra-African Talent Mobility Partnership (TMP) to deal with skill gaps in the country. In line with the strategies proposed by Talent Mobility Partnership, the government of Sierra Leone will identify skills gaps and develop mechanisms to attract highly skilled migrants from other ECOWAS countries into Sierra Leone. Given that there are no structured programmes for skills transfer from immigrants, in general, the State will also design frameworks for facilitating and promoting skills transfer from highly skilled immigrants from non-African countries outside to Sierra Leone.

#### **3.3.4.1.1 Policy Objectives**

The specific objectives are:

- To improve quality and quantity of employable skills in Sierra Leone.
- To facilitate the immigration of highly skilled labour from the West African sub-region into economic sectors where there is a shortage of highly skilled labour in Sierra Leone.
- To ease migration, facilitate mobility within organizations and move jobs to people to reduce constraints on mobility.
- To promote the transfer of skills from highly skilled immigrants to Sierra Leoneans.

#### **3.3.4.1.2 Implementation Strategies**

- Conduct research to identify sectors where there are skills gaps in Sierra Leone and also countries where identified skilled labour can be found.
- Collaborate with the private sector to ensure that real employment demands are fully identified and sufficiently addressed by emphasizing vocational training.

- Work closely with the private sector to design frameworks for promoting skills transfer from highly skilled immigrants to Sierra Leoneans.
- Develop a talent mobility blueprint that identifies the skills needed for comparative economic advantage, assess the availability of those skills and determine the level needed to meet future labour market needs.
- Develop mechanisms to encourage highly skilled migrants from other West African countries to migrate to Sierra Leone.
- Simplify work permit application processes for highly skilled migrants from the ECOWAS region.
- Collaborate with popular migrants source regions outside West Africa to establish Mutual Recognition Agreement framework to provide a common standard for the evaluation of credentials for entry into a particular practice or profession.
- Use fact-based arguments and examples to counteract public and political hostility to perceived employment threats from immigration.

#### **3.3.4.2. Skills Transfer from Sierra Leonean Diaspora**

Brain drain is an acute problem in Sierra Leone. The civil war led to massive departures of educated nationals. In the post conflict era, the poor state of the country's infrastructure, the lack of economic development opportunities, low wages and working environment further served as a push factor for highly-skilled individuals to migrate. According to the IOM Labour Migration Assessment report for Sierra Leone, 52.5% of tertiary educated nationals were residing abroad<sup>8</sup>. The high level of emigration of skilled labour has posed major challenges for national development of the country, particularly in the health sector. Empirical evidence suggests that the massive emigration of health professionals from the country has had a negative impact on the health system in Sierra Leone and on the wellbeing of Sierra Leoneans. OECD data shows that an estimated 58.4 per cent of doctors and 56.3 per cent of nurses trained in Sierra Leone are now working abroad, illustrating the high rate of skill flight from this sector. However, this trend has slowed during the last decade, with the introduction of restrictive immigration policies in countries of destination. Similarly, the education sector reports high rates of emigration among its highly trained teachers and professors. Evidence from other countries shows that brain drain can gradually be transformed into brain gain, if the state adopts appropriate mechanisms that encourage some highly skilled migrants to return temporary or permanently. Although Diaspora members possess the necessary skills, experience and networks to contribute to the development and establishment of basic public services, a majority of them are not willing to permanently return to Sierra Leone for a number of reasons. The local environment as well as weak administrative agencies and infrastructure hamper migrants' attempts to transfer to the country the skills, expertise and resources they have acquired abroad. Indeed, attracting members of the Diaspora is proving particularly difficult because of unfavourable working conditions, especially inadequate technologies and low salary levels, in addition to potentially tense relations with domestic workers. While the state will adopt strategies to entice highly skilled migrants to return home and contribute to development, it will also establish transparent and fair recruitment procedures as well as employment practices that apply to

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<sup>8</sup> Laursen, S (2012): Labour Migration Assessment: Sierra Leone. IOM

Diaspora members and local workers alike, in order to strengthen the capacities while curbing resentment among domestic workers.

While there is a need for Diaspora members to return on a permanent and long-term basis to take up key jobs in certain sectors, consideration will also be giving to appointing them to short-term or temporary positions to accomplish specific missions within tight deadlines. Short-term missions may appeal to people who wish to support the country but are unwilling to return home permanently. Furthermore, integration, which is often complicated for returning migrants, and even more so in fragile and post-conflict countries like Sierra Leone, is often much easier in cases of temporary return. In addition, when return migration is not an option, other solutions such as contributing to knowledge networks will be explored.

#### **3.3.4.2.1 Policy Objectives**

The specific objectives are:

- To create a skills bank of all Sierra Leoneans abroad.
- To facilitate the circulation of competencies and expertise from the Sierra Leonean Diaspora.
- To tap the professional skills of expatriate Sierra Leoneans through short-term consultancies in Sierra Leone.
- To design pathways for return of Sierra Leoneans abroad who wish to do so.

#### **3.3.4.2.2 Implementation Strategies**

- Promote mapping and matching of existing needs in development-relevant sectors (according to national development planning) in Sierra Leone and existing skills in the Sierra Leonean diaspora;
- Conduct skills gap test for Sierra Leone to identify appropriate responses for retaining talents.
- Create specific programs and opportunities for engagement with highly skilled emigrants, such as online platforms and diplomatic missions.
- Facilitate exchanges of information between institutions in Sierra Leone and destination countries regarding labour needs and the recognition of qualifications and skills..
- Collaborate with inter-governmental and international and inter-governmental organizations to fund short-term knowledge exchanges and consultancies.
- Provide return and reintegration packages for highly skilled workers in Sierra Leone to reduce the incidence of permanent emigration and ensure skills circulation and brain gain.

- Give preferential consideration to competent diaspora experts in cases of recruitment of international consultants for work in Sierra Leone.
- Work with Sierra Leonean missions to provide information on employment opportunities home to highly skilled migrants in destination countries.
- Encourage the exchange of information between highly skilled professionals in Sierra Leone and their counterparts in destination countries.
- Identify and eliminate obstacles for return migration, and promote return and re-integration programmes at different spatial (national, regional and community) levels in Sierra Leone.
- Bolster support for development-oriented initiatives of migrants' associations, especially at the local level, and encourage the vitality of migrants' social networks, especially professional ones

### **3.4 LABOUR MARKET INFORMATION SYSTEM AND DATA COLLECTION**

There is lack of accurate and reliable data on demographic profiles (population, location, income levels, education, training and work experience) of Sierra Leoneans intending to migrate and on those that have migrated. Without access to timely, simplified, reliable and relevant data, both the Government and migrant workers will lose the mutual benefit of the same. In addition, the lack of a database or proper documentation of Sierra Leonean migrants makes it difficult to attract qualified and skilled human resource from the Diaspora community.

#### **3.4.1 Data Collection and Analysis**

Reliable and regular information on labor markets and migration in a sustainable data generation system which is integrated and functional are essential. Data will also facilitate planning, support decision-making, enable the monitoring and evaluation of national development planning and inform the formulation of national policies and strategies in education, employment and migration adapted to national needs and realities. However, the policy challenge is how to set up a comprehensive and functional Labour Market and Migration information system that will provide information on labour migration trends for policy-making.

##### **3.4.1.1 Policy Objectives**

The specific objectives are:

- To build a database for good policy and effective administration of labour migration
- To link employment and labour migration issues in policy and practice
- To enhance the Labour Market and migration information system.

### **3.4.1.2 Implementation Strategies**

- Develop a comprehensive Labour Market and Migration Information System (LMMIS) that provides clear categorization of migrants and describes their profiles by gender, age, wages and salaries, working conditions, experiences and competencies as well as residency status, share of labour migrants in total work force, causes of labour migration to/from Sierra Leone and/or other relevant migration-related indicators.
- Enhance the human resource and infrastructure capacity of the Statistical department so that it can collect high quality data for policy planning.
- Develop a database of Sierra Leoneans available for deployment at home and abroad.
- Assess existing Sierra Leone training institutions and curriculum vis-à-vis current and emerging labour market needs at home and abroad.

## **4. INSTITUTIONAL ARRANGEMENT AND IMPLEMENTATION FRAMEWORK**

The Government of Sierra Leone is committed to the implementation of strategies outlined in this Policy, which will mainstream labour migration issues in the development agenda. To achieve these outcomes, it is important to develop inter-institutional coherence between existing and future activities and to have an effective implementation, monitoring and evaluation framework.

The Government further recognizes that successful implementation will require involvement and active participation of Workers' organizations, Employers' Associations, Private Sector, Non-Governmental Organizations (NGOs), Community Based Organizations (CBOs), and various Civil Society Organizations (CSOs). This framework therefore provides the roles and responsibilities of institutions and agencies entrusted with the implementation of the Policy and programmes. It also enables reporting and regular feedback.

### **4.1 COORDINATION MECHANISM**

Effective co-ordination is critical in the formulation and implementation of this Policy, and currently, migration functions are scattered in various Government Ministries and Departments with no clear co-ordination and linkage mechanism among the implementing agencies to enhance policy harmonization and streamlining. This has resulted in disjointed policy actions, duplication of efforts and wastage of scarce resources. Consequently, a coordination mechanism will be put in place to ensure effective collaboration among the various agencies.



## **4.2 WORKING COMMITTEE**

In terms of the Labour Migration Policy, the competence and comparative advantage of every relevant organization is to be recognized in formulation, implementation and monitoring. Contributions by all stakeholders will be validated in order to achieve coherent labour migration governance in the country. A Technical Working Committee (TWC) will be constituted to provide a forum for consultation and coordination on labour migration matters across government departments. It is proposed that the TWC shall be comprised of representatives of Ministries, Departments and Agencies of Government that have primary responsibility for management of any aspect of a comprehensive approach to Migration and other non-state actors and social partners.

The Committee shall hold regular meetings to deliberate on labour migration issues, with a view to arriving at a common approach within the framework of the policy and extant national laws.

Some functions of the Committee are:

- a) Assessing and recommending programmes and projects for implementation;
- b) Advising government on Labour Migration Policy measures appropriate to adopt;
- c) Harmonising labour migration programmes and projects nationwide;
- d) Coordinating labour migration activities of all member agencies;
- e) Developing and reviewing coherent strategies for achieving the national goals and objectives of labour migration governance.

## **4.3 GOVERNMENT AGENCIES**

The following Government institutions will play significant roles in the implementation of this Policy and its programmes:

### **I. Ministry of Labour and Social Security;**

The Ministry will chair the TWC and will include issues of labour migration in developing policies and programmes on human resource planning and utilization.

The Ministry will establish and continue to update the Integrated Human Resource Database, including an inventory of the available skills, locally and abroad. Further, the Ministry will put in place measures to ensure that migrant workers are accorded favorable terms and conditions of employment and that they are not exploited.

In collaboration with the Office of Diaspora Affairs, the Ministry will also reach out to Diaspora and create awareness on employment opportunities within the country. It will also put in place structures and programmes to ensure effective utilization of the Diaspora skills for the socio-economic development of the country. The Ministry will also be responsible for collating the reports on the implementation of the Labour Migration policy.

### **II. Ministry of Foreign Affairs and International Cooperation;**

The Ministry will enhance and provide consular services to all Sierra Leoneans living abroad. It will also provide policy framework for Missions/Consulates to address

labour migration related issues. It will work closely with the Sierra Leonean Communities Abroad to provide the necessary advice on issuance of travel documents, visa and work permit requirements.

It will also initiate dialogue with destination countries to enter into bilateral agreements to ensure protection of Sierra Leoneans. The Ministry will also establish and continuously update the database on Sierra Leone Migrant Workers as and when they register at the Embassies.

**III. Ministry of Finance and Economic Development;**

The MoFED will ensure that issues to do with labour migration are mainstreamed into the national development agenda.

**IV. Ministry of Internal Affairs;**

The Ministry will provide policy framework on labour migration and emigration. It will also facilitate processing of travel documents for Sierra Leoneans seeking to travel abroad. The Ministry will closely work with the Ministry of Foreign Affairs and International Cooperation to assist Sierra Leonean migrant workers to regularize their migration status.

**V. Ministry of Youth Affairs;**

MOYA will ensure that Youth labour migration issues are integrated as part of their programme and assist them to process their documents, acquire the necessary training for the jobs.

**VI Ministry of Public and Political Affairs**

The MPPA will oversee the activities of the Office of the Diaspora and will meet migrant workers to deliberate and receive feedback from them on labour issues. It will also be charged with the responsibility of organizing Annual Diaspora Home-Coming events and any other Diaspora activities, within and outside the country.

**VII. Strategy and Policy Unit**

SPU should help to develop a coordination and implementation plan that will ensure that every stakeholder fulfills their mandate in the implementation, monitoring and evaluation of this Policy.

**4.4 EMPLOYERS, WORKERS AND RECRUITMENT AGENCIES**

**I. Sierra Leone Employers Federation (SLEF)**

SLEF will provide leadership for all employment/recruiting agencies to comply with the policy and ensure their collaboration with other stakeholders including providing feedback to Government through the MLSS.

**II. Sierra Leone Labour Congress (SLLC)**

SLLC will provide a platform to ensure that the rights and interests of all migrant workers are protected within the frame work of this Policy.

#### **4.5 DEVELOPMENT PARTNERS**

The Government recognizes the significance of a collaborative and partnership approach in mobilizing, allocating and utilizing resources for mainstreaming Labour Migration issues in national development goals. In this respect, development partners, UN Agencies, Donors, Embassies, International organizations, International Employers and Workers organizations will support and supplement the Government, the private sector, social partners and the civil society, in their respective roles in terms of financial and technical support within the framework of this Policy.

#### **4.6 MONITORING AND EVALUATION**

Lack of a clear and comprehensive Monitoring and Evaluation system has been one of the factors which have led to poor implementation of previous Government policies and programmes and evaluation of their impacts. To achieve the targets and objectives set out in this Policy, it will be necessary to have an effective coordination, implementation, monitoring and evaluation framework to facilitate identification of deviation from set targets and take corrective measures. The framework will provide for regular consultation and feedback between agencies entrusted with the implementation of this Policy. To promote effective monitoring and evaluation, the MLSS will establish a monitoring and evaluation unit to take the leading role in monitoring and evaluating the implementation of the policy. The monitoring and evaluating unit of MLSS will work with other key stakeholders, especially the Ministry of Finance and Economic Development.

## NATIONAL LABOUR MIGRATION POLICY IMPLEMENTATION ACTION PLAN

### ACTION AREA 1: GOVERNANCE OF THE LABOUR MIGRATION PROCESS

*Strategic Objective: To strengthen good governance and management of labour migration by reviewing existing legislation and establishing the necessary institutional framework for the effective coordination and administration of labour migration issues*

Strategic/Policy Area	Activities	Expected Outcome	Implementing Partners
<b>Legislative Framework</b>	<ul style="list-style-type: none"> <li>• Take steps to ratify all relevant international instruments on labour migration, especially ILO Convention No. 97 on the Migration for Employment Convention (revised 1949) and Convention No. 143 on the Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers Convention (1975).</li> <li>• Amend existing national legislative instruments and draft new legislation to regulate both inward and outward labour migration and address the gaps identified in the 2012 IOM assessment report on Labour Migration management in Sierra Leone and 2014 <i>ICMPD/IOM Survey on Migration Policies in West Africa</i>.</li> <li>• Establish and streamline operating standards to govern consular services provided to Sierra Leonean emigrants in destination countries and immigrants in Sierra Leone.</li> <li>• Simplify the requirements for the acquisition of entry visa, residence permit and work permit by foreigners in Sierra Leone.</li> <li>• Regularly review and update legislative instruments and policies on labour migration in Sierra Leone.</li> <li>• Develop legal instruments to regulate</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced up-to-date legislative framework for regulating inward and outward labour migration in line with international standards</li> <li>• Roles of various state institutions and societal actors managing labour migration become clear</li> </ul>	<p><b><u>MLSS, ID</u></b></p> <p>MFAIC, MoFED, MSWGCA, MIA, MYA, MPPA, ODA, MTI, MHS, AGMJ, MIC, MLGRD, MEST, PCLSS, , SSL, SPU, ONS, SLEF, SLLC</p>

	<p>the functioning of private recruitment agencies.</p> <ul style="list-style-type: none"> <li>Involve all stakeholders (i.e both state and societal actors) in the formulation of legislative instruments and policies on labour migration governance.</li> </ul>		
<p><b>Institutional Framework and Operation Capacity</b></p>	<ul style="list-style-type: none"> <li>Prioritize labour migration issues in national development policy-making and budgetary allocations.</li> <li>Clearly define the roles of all the state departments and agencies responsible for labour migration management in Sierra Leone.</li> <li>Continue providing regular training in Labour Migration Governance to staff of state agencies/institutions and social partners involved in labour migration management.</li> <li>Provide more equipment and other logistical support to state organizations responsible for labour migration management</li> <li>Formalize the processes for coordination and information sharing between and among departments and units of MLSS and organize consultative discussions on labour migration management more regularly.</li> <li>Ensure that existing labour migration management platforms for inter-ministerial dialogue are working efficiently by allocating funds for organising consultative meetings.</li> <li>Establish a one-stop-office that deals with key migration-related functions that are fragmented across several ministries and to provide streamlined services to migrant workers in Sierra Leone (e.g. registration and work</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced Institutional framework for regulating labour migration.</li> <li>Roles of all stakeholders responsible for labour migration management clearly defined</li> <li>Enhanced policy and institutional coherence in the field of labour migration management</li> <li>Effective collaboration among state and societal actors involved in labour migration governance.</li> </ul>	<p><b>SPU</b> <b>MoFED</b></p> <p>MLSS, MFAIC, MSWGCA, MIA, MYA, MPPA, ODA, MTI, MHS, AGMJ, MIC, MLGRD, MEST, PCLSS, ID, SSL, SPU, ONS, SLEF, SLLC, , UNODC, WHI, TOCU, CSM, US Embassy (SL)- PAD, Development partners</p>

	<p>permit issues).</p> <ul style="list-style-type: none"> <li>• Enhance institutional and operational capacity of Sierra Leonean missions to support and protect the rights of emigrants by clearly defining the mandates of these missions, assigning them labour attaches, training staff, and providing sufficient budget for such functions.</li> </ul>		
<p><b>Regulatory Framework</b></p>	<ul style="list-style-type: none"> <li>• Ratify Private Employment Agencies Convention, 1997 (No. 181)</li> <li>• Collaborate with tripartite constituencies, CSOs and private recruitment agencies to draft comprehensive regulations covering the mandates of organizations responsible for the administration of labour migration, recruitment placement, protection and reintegration of migrant workers.</li> <li>• Set up of Migrant Resource Centres (MRCs) in Sierra Leone to provide tailored information and orientation to potential emigrants, returned migrants and immigrants on migration channels, safe migration, recruitment processes, pre-departure issues, alternatives to unfeasible migratory projects, filling of job vacancies abroad or for job vacancies in Sierra</li> </ul>	<ul style="list-style-type: none"> <li>• Improved regulatory framework for governing labour migration standards.</li> <li>• Enhanced regulation of the migration industry and private recruitment agencies</li> <li>• Procedures required for recruitment of sierra Leoneans for job placement abroad standardized.</li> </ul>	<p><b>MLSS, MFAIC,</b> MSWGCA, MIA, MYA, MPPA, ODA, MTI, MHS, AGMJ, MIC, MLGRD, MEST, PCLSS, ID, SSL, SPU, ONS, SLEF, SLLC, WHI, TOCU, CSM, EMBASSIES <b>Development Partners (e.g. IOM, UNDP, ILO, GIZ, World Bank (WB), ,</b></p>

	<p>Leone (for immigrants), consequences of migration, requirements for re-engagement (for return migrants), responsibilities of recruitment agencies and penalties, human trafficking and xenophobia, among others.</p> <ul style="list-style-type: none"> <li>• Regulate the Sierra Leonean recruitment industry through administrative procedures, licensing schemes, codes of conduct, monitoring and penal provisions to address offences by recruitment agencies, including withdrawal of recruitment and placement licenses in cases of violations, and requirements for insurance bonds to be used to offer monetary compensation to migrant workers when a private recruitment agency fails to meet its obligations.</li> <li>• Develop detailed guidelines for recruitment agencies on their responsibilities, penalties for violation of the rights of migrants, recruitment procedures, documentation and fees to be requested from potential migrant workers.</li> <li>• Ensure that diplomatic/consular missions have standards that allow for the critical review and assessment of partnering recruitment agents and commercial employers hiring Sierra Leonean nationals.</li> <li>• Issue regulation prohibiting retention of documents belonging to migrant workers.</li> </ul>		
<p><b>International and Regional Collaboration</b></p>	<ul style="list-style-type: none"> <li>• Strengthen state agencies responsible for implementing ratified international conventions on labour migration and set measureable achievement targets for them.</li> <li>• Ensure that contradictions between domestic labour laws and ratified international and regional protocols are resolved.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced regional and international cooperation on labour migration management.</li> <li>• Improved implementation and compliance with international and regional</li> </ul>	<p><b>MLSS</b> <b>MFAIC</b>, MoFED, SPU, SLMA, <b>Development Partners</b> (e.g. IOM, ILO, ICMPD),</p>

	<ul style="list-style-type: none"> <li>• Continue to participate in regional and international fora on labour migration.</li> <li>• Relying on regional and international instruments on labour migration, enter into bi-lateral labour agreements with the major labour sending countries</li> </ul>	<ul style="list-style-type: none"> <li>conventions ratified by Sierra Leone.</li> <li>• Bilateral relations on specific labour migration issues improved.</li> </ul>	
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## **ACTION AREA 2: PROTECTION OF RIGHTS AND EMPOWERMENT OF MIGRANT WORKERS**

*Strategic Objective: To develop mechanisms for enhancing the protection and empowerment of migrant workers and their families.*

<b>Strategic/Policy Area</b>	<b>Activities</b>	<b>Expected Outcome</b>	<b>Implementing Partners</b>
<b>Protection of Immigrant Workers and their Families in Sierra Leone</b>	<ul style="list-style-type: none"> <li>• Review and revise national legislation regarding the rights of migrant workers in order to ensure its conformity with international standards and implement policies that will ensure equity and non-discrimination of migrants.</li> <li>• Establish working relationships with the business and industry sector to promote greater understanding of their human rights obligations</li> <li>• Strengthen the role and the number of labour inspectors and conduct regular labour inspections in sectors and workplaces where migrants are employed and ensure that they are being treated in line with international standards.</li> <li>• Establish mechanisms to prevent exploitation and discrimination of migrant workers in the workplace by educating the public about the negative effects of Xenophobic violence.</li> <li>• Ensure affordable access to health care</li> </ul>	<ul style="list-style-type: none"> <li>• Improved protection of migrant workers and their families in Sierra Leone against exploitation, discrimination, xenophobia and abuse by employers and citizens.</li> <li>• Improved provision of social support and care services to vulnerable migrant workers and their families.</li> <li>• Reduction in the number of cases of migrants rights abuse in Sierra Leone</li> </ul>	<p><b><u>MLSS,</u></b> <b>MSWGCA, TIP Task Force,</b> <b>TOCU, MIA, ID</b></p> <p>MFAIC, ONS, SLP, WHI, SLEF, SLLC</p>



	<p>and other basic services by vulnerable migrants.</p> <ul style="list-style-type: none"> <li>• Organize training programmes for state officials on rights of migrants and how to protect these rights.</li> <li>• Organize programmes that will help educate newly arrived immigrants on the cultures of Sierra Leone and public behaviour that are considered alien to the society and create specific migrant integration services within the public administration.</li> <li>• Enforce policy on minimum wages for all categories of migrant workers.</li> <li>• Establish and implement a Complaints Mechanism to address the short comings, abuses and rights violations within the labour migration process and empower relevant institutions to resolve complaints by issuing legally enforceable orders to the parties involved, through mediation or by seeking redress on behalf of complaints through courts.</li> <li>• Offer adequate protection to migrants in detention centers by undertaking visits to places of detention and investigating complaints of torture, ill-treatment or human rights violations in prisons.</li> <li>• Foster cordial relationship between migrant workers and local people by organizing campaigns to highlight the positive contribution of migrant workers and to change the unfavorable image of migrant workers.</li> </ul>	<ul style="list-style-type: none"> <li>• Peaceful coexistence of host communities and migrant workers and their families in Sierra Leone</li> </ul>	
<p><b>Protection of Sierra Leonean Migrant Workers and their Families in Countries of Employment</b></p>	<ul style="list-style-type: none"> <li>• Use effective mass communication channels and strategies to educate potential migrants on the rights of migrants in host countries, consequences of irregular migration, activities of illegal recruitment agencies, employment and life abroad, return and reintegration.</li> </ul>	<ul style="list-style-type: none"> <li>• Promotion of decent and productive work for Sierra Leonean emigrants in conditions of freedom, security and human dignity.</li> </ul>	<p><b><u>MFAIC</u></b> AGMJ, MLSS, MFAIC, MSWGCA, MIA, ID, ODA, MoFED, SLLC, NASSIT</p>

	<ul style="list-style-type: none"> <li>• Work with Sierra Leonean missions to design social protection programmes for vulnerable Sierra Leonean emigrants and their families.</li> <li>• Empower migrant workers through the formation of migrants associations and diaspora groups to enable their voices to be clearly heard and taken account of in policy development.</li> <li>• Ensure that bilateral labour migration agreements between Sierra Leone and labour receiving countries focus on decent working conditions, social security, mechanisms for lodging complaints about violation of migrants' rights</li> <li>• Establish returnee counseling services to address the peculiar needs of return migrants to facilitate their smooth readmission and reintegration back home.</li> <li>• Enhance the resource and technical capacity of Sierra Leonean embassies and their personnel to play a key role in the protection of migrant workers, as well as in the promotion of their welfare.</li> <li>• Establish mechanisms for the safe repatriation for all workers in need, especially under emergency situations due to serious health issues and grave safety and security issues.</li> <li>• Put measures in place to ensure that the return and reintegration of migrants' workers and their family take place with full protection of rights and freedoms, upholding of human dignity with access to resource and opportunities.</li> <li>• Increase visibility and awareness of services provided by missions and consulates for migrant workers.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential and departing migrants are equipped with reliable and accurate information regarding their employment and life abroad.</li> <li>• Enhanced protection of Sierra Leonean potential and actual migrant workers and their families abroad against exploitation and abuse by employers and recruitment agencies.</li> <li>• Enhanced social protection to vulnerable Sierra Leonean emigrant workers and their families.</li> <li>• Improved support services and counseling to migrants who return</li> </ul>	
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	<ul style="list-style-type: none"> <li>• Consider offering dispute resolution services, either through the Embassies or trusted organizations in the host countries.</li> <li>• Ensure that missions conduct regular visits to the detention centres to monitor the status of nationals who have been detained.</li> <li>• Provide adequate accommodation for migrant workers who leave their worksites due to abuse and assist them to seek redress.</li> <li>• Assign labour attaches to selected Sierra Leonean missions and establish operating standards to govern consular services and protection provided to Sierra Leonean emigrants in destination countries</li> </ul>		
<p><b>Combating Trafficking in Persons, Child Labour and Smuggling of Migrants</b></p>	<ul style="list-style-type: none"> <li>• Enhance the technical and financial capacity of relevant law-enforcement agencies, Ministries and Departments to prevent, curtail and prosecute migrant smugglers and traffickers.</li> <li>• Establish and enhance systems for data collection regarding trafficking in persons, child labour and smuggling of migrants.</li> <li>• Develop legislation on migrant smuggling to complement the 2005 Anti-Human Trafficking Act through joint Action of the National Task Force on Human Trafficking.</li> <li>• Collaborate with countries of origin, transit and destination to combat migrant smuggling and trafficking in persons.</li> <li>• Prosecute perpetrators of human trafficking and dismantle trafficking syndicates.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduction or elimination of human trafficking, child labour and smuggling of migrants</li> <li>• Better protection of vulnerable groups, especially children and women against trafficking and smuggling.</li> <li>• Effective rescuing and rehabilitation and reintegration of victims of human trafficking.</li> <li>• Swift prosecution of perpetrators of human trafficking and smuggling.</li> <li>• Improved data on trafficking in persons, child labour and</li> </ul>	<p><b><u>MSWGCA, TIP, MIA, TOCU</u></b></p> <p>AGMJ, ID, MLSS, MFAIC, ODA, SLLC, NASSIT, AGMJ, SLEF, SLP, ONS, CSO, WHI, MLGRD, MIC</p>

	<ul style="list-style-type: none"> <li>• Review legislation to ensure sanctions against TIP and SOM, such as confiscation of profits and assets.</li> <li>• Establish scheme to ensure victims' access to existing compensation and demand for compensation and damages from perpetrators, including unpaid wages.</li> <li>• Conduct more researches and collect more data on human trafficking to establish a national human trafficking database.</li> <li>• Increase knowledge and information sharing on TIP and SOM to reduce the vulnerability of citizens to TIP and SOM</li> <li>• Enhance the technical capacity of institutions and actors responsible for the enforcement of national legislation and implementation of National Action Plan.</li> </ul>	<p>smuggling of migrants</p>	
<p><b>Social Security Portability</b></p>	<ul style="list-style-type: none"> <li>• Enact new laws to facilitate the implementation of ILO standards provided in its Conventions and Recommendations relevant to migrant workers and their social protection.</li> <li>• Sign bilateral and multilateral social security agreements and establish mechanisms through which the social security systems of the local and host countries can work together to ensure that migrant workers have protection that is as complete as continuous as possible.</li> <li>• Develop a framework for engaging</li> </ul>	<ul style="list-style-type: none"> <li>• Mechanisms for achieving portability of social security of Sierra Leoneans in the diaspora developed.</li> <li>• Sierra Leonean emigrants voluntarily joined social security schemes in Sierra Leone</li> <li>• Sierra Leonean emigrants who contributed to the social security scheme in Sierra Leone before</li> </ul>	<p><b><u>NASSIT, MLSS,</u></b> MFAIC, ID, ODA, MoFED, Banking institutions</p>

	<p>major host countries of Sierra Leonean emigrants on social security portability.</p> <ul style="list-style-type: none"> <li>• Develop voluntary insurance schemes for Sierra Leonean living abroad;</li> <li>• Promote the inclusion of social security provisions in temporary labour migration programmes or bilateral labour agreements using the Annex of the ILO Migration for Employment Recommendation, 1949, (No. 86) as a model agreement.</li> </ul>	<p>leaving continued to be with the scheme while away and or have access their benefits when due irrespective of their residential status</p>	
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### **ACTION AREA 3: LABOUR MIGRATION AND DEVELOPMENT**

*Strategic Objective: To enhance mechanisms for harnessing and maximizing the developmental impacts of labour migration*

<b>Strategic/Policy Area</b>	<b>Activities</b>	<b>Expected Outcome</b>	<b>Implementing Partners</b>
<b>Mainstreaming Migration in the National Development Agenda</b>	<ul style="list-style-type: none"> <li>• Design a framework and guidelines for mainstreaming labour migration issues into the national policies and development plans.</li> <li>• Set out the country's roadmap for mainstreaming migration into development planning, and ensure that the roadmap adequately describes issues to be addressed, strategic goals and priorities, responsibilities of stakeholders, and intervention areas.</li> <li>• Train public officials of relevant state agencies and social partners on how to incorporate labour migration issues into the national</li> </ul>	<ul style="list-style-type: none"> <li>• Labour migration issues are effectively incorporated into national development planning.</li> <li>• Promotion of broad-based participation in the develop planning process</li> <li>• Improved information dissemination on the connection between migration and development</li> <li>• Developmental impacts of labour migration</li> </ul>	<p><b><u>MoFED,</u> MLSS MEST, SPU</b></p> <p>MFAIC, BSL, GTB, FIB, Banks</p>

	<p>development plans.</p> <ul style="list-style-type: none"> <li>• Organise public awareness campaigns on the relationship between migration and development and solicit assistance of different stakeholders, including migrants.</li> <li>• Promote broad-based participation in the develop planning process based on clearly defined roles and responsibilities of the different actors, and ensure that civil society and the private sector groups are actively involved in the formulation of the Plan of Action on migration and development.</li> <li>• Create an inter-ministerial coordination agency in charge of promoting the link between labour migration and development through regular consultation between the relevant branches of government, civil society, social partners and, international organizations.</li> <li>• Design and implement plans to disseminate information on migration and development to the general public in a user friendly format ( e.g. in local languages and through radio and television)</li> <li>• Develop monitoring and evaluation plans and frameworks to assess mainstreaming processes are in line with goals.</li> </ul>	<p>enhanced</p> <ul style="list-style-type: none"> <li>• Robust frameworks for evaluating the relationship between migration and development developed</li> </ul>	
<p><b>Mobilizing Remittances for Sustainable</b></p>	<ul style="list-style-type: none"> <li>• Engage the diaspora through diplomatic missions abroad to help increase remittances flow and promote investment.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased flow of international remittances to Sierra Leone</li> </ul>	<p><b><u>MoFED,</u> MLSS SLCCA, MTL, SLIEPA, FIU,</b></p>

<p><b>Development</b></p>	<ul style="list-style-type: none"> <li>• Work with Ministry of Foreign Affairs, Bank of Sierra Leone and other financial Institutions to facilitate remittances transfer and reduce the cost of transferring money to Sierra Leone.</li> <li>• Adopt policies and institutional structures to formalize the operations of informal agencies transferring remittances and linked them to the Central Bank of Sierra Leone for effective monitoring.</li> <li>• Encourage Sierra Leonean migrant workers to direct remittances towards investment in productive ventures.</li> <li>• Enhance awareness raising campaigns for migrants who send remittances and recipients of remittance on investment opportunities.</li> <li>• Strengthen the capacity of the Sierra Leone Statistical Department and banks to collect and produce reliable data on remittances</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced cost of transferring money to Sierra Leone.</li> <li>• Enhanced developmental impacts of remittances.</li> <li>• More reliable data on remittances</li> </ul>	<p>MFAIC, BSL, GTB, FIB, Banks, ODA, , SLORA,</p>
<p><b>Migrants -Led Investments</b></p>	<ul style="list-style-type: none"> <li>• Promote diaspora-led human and social development projects with business and investment components (namely in origin regions or communities) – socially responsible investment that can represent an added-value to diaspora investors and members of origin communities;</li> <li>• Organise diaspora business fora to encourage Sierra Leoneans abroad to invest their resources in relevant sectors in the</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced level of knowledge about investment opportunities among immigrants and diasporas</li> <li>• Investment procedures and requirements simplified</li> <li>• Reduced administrative cost of doing business in Sierra Leone</li> </ul>	<p><b>MoFED</b> <b>SLCCA, MTI, SLIEPA, FIU,</b>  MFAIC, BSL, GTB, FIB, Another FI, MTI</p>

	<p>country.</p> <ul style="list-style-type: none"> <li>• Provide information to Diaspora and immigrants on local investment opportunities, made available through mapping of sectors that can benefit from migrant/diaspora-led interventions;</li> <li>• Simplify the requirements and procedures for registering in Sierra Leone.</li> <li>• Develop business partnerships using Sierra Leonean diaspora members as an interface between the destination state, the market and investors.</li> <li>• Design attractive financial packages to enhance diaspora and immigrant investment for development.</li> <li>• Reduce administrative cost of doing business in Sierra Leone and ensure that investment environment encourages investment in Sierra Leone.</li> <li>• Organize regular investment promotion campaigns in other countries.</li> <li>• Create investment opportunities ( e.g shares, bonds ) and market them to the diaspora.</li> </ul>	<ul style="list-style-type: none"> <li>• More investment opportunities created in Sierra Leone</li> <li>• Increased investments in Sierra Leone by immigrants and diaspora</li> </ul>	
<p><b>Talent Mobility Programmes and Skills Transfer from Immigrants into Sierra Leone</b></p>	<ul style="list-style-type: none"> <li>• Conduct research to identify sectors where there are skills gaps in Sierra Leone and also countries where identified skilled labour can be found.</li> <li>• Collaborate with the private sector to ensure that real</li> </ul>	<ul style="list-style-type: none"> <li>• Improved quality and quantity of employable skills in Sierra Leone</li> <li>• More highly skilled professionals migrated from the West African sub-region into Sierra</li> </ul>	<p><b><u>MFAIC,</u></b> <b><u>MEST,</u></b>  BSL, GTB, FIB,</p>



	<p>employment demands are fully identified and sufficiently addressed by emphasizing vocational training.</p> <ul style="list-style-type: none"> <li>• Work closely with the private sector to design frameworks for promoting skills transfer from highly skilled immigrants to Sierra Leoneans.</li> <li>• Develop a talent mobility blueprint that identifies the skills needed for comparative economic advantage, assess the availability of those skills and determine the level needed to meet future labour market needs.</li> <li>• Develop mechanisms to encourage highly skilled migrants from other West African countries to migrate to Sierra Leone.</li> <li>• Simplify work permit application processes for highly skilled migrants from the ECOWAS region.</li> <li>• Collaborate with popular migrants source regions outside West Africa to establish Mutual Recognition Agreement framework to provide a common standard for the evaluation of credentials for entry into a particular practice or profession.</li> <li>• Use fact-based arguments and examples to counteract public and political hostility to perceived employment threats from immigration.</li> </ul>	<p>Leone to work in sectors that requires more skilled labour</p> <ul style="list-style-type: none"> <li>• Increased skills transfers by immigrants in Sierra Leone</li> </ul>	
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<p><b>Skills Transfer from Sierra Leonean Diaspora</b></p>	<ul style="list-style-type: none"> <li>• Promote mapping and matching of existing needs in development-relevant sectors (according to national development planning) in Sierra Leone and existing skills in the Sierra Leonean diaspora;</li> <li>• Conduct skills gap test for Sierra Leone to identify appropriate responses for retaining talents.</li> <li>• Create specific programs and opportunities for engagement with highly skilled emigrants, such as online platforms and diplomatic missions.</li> <li>• Facilitate exchanges of information between institutions in Sierra Leone and destination countries regarding labour needs and the recognition of qualifications and skills..</li> <li>• Collaborate with inter-governmental and international and inter-governmental organizations such as IOM, ICMPD,GIZ and UNDP to fund short-term knowledge exchanges and consultancies.</li> <li>• Provide return and reintegration packages for highly skilled workers in Sierra Leone to reduce the incidence of permanent emigration and ensure skills circulation and brain gain.</li> <li>• Give preferential consideration to competent diaspora experts in cases of recruitment of international consultants for work in Sierra Leone.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills bank of all Sierra Leoneans abroad created.</li> <li>• Increased skills and technology transfers by Sierra Leonean Diaspora.</li> <li>• Enhanced exchange of information between highly skilled professionals in Sierra Leone and their counterparts in destination countries.</li> <li>• Brain drain reduced and brain gain enhanced.</li> </ul>	<p><b><u>MFAIC,</u></b> <b><u>MEST,</u></b></p> <p>BSL, GTB, FIB, And other FI, MTI</p>

	<ul style="list-style-type: none"> <li>• Work with Sierra Leonean missions to provide information on employment opportunities home to highly skilled migrants in destination countries.</li> <li>• Encourage the exchange of information between highly skilled professionals in Sierra Leone and their counterparts in destination countries.</li> <li>• Identify and eliminate obstacles for return migration, and promote return and re-integration programmes at different spatial (national, regional and community) levels in Sierra Leone.</li> <li>• Bolster support for development-oriented initiatives of migrants' associations, especially at the local level, and encourage the vitality of migrants' social networks, especially professional ones</li> </ul>		
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#### **ACTION AREA 4: LABOUR MARKET INFORMATION SYSTEM AND DATA COLLECTION**

*Strategic Objective: To enhance labour market and migration information systems and data collection for better migration management*

<b>Strategic/Policy Area</b>	<b>Activities</b>	<b>Expected Outcome</b>	<b>Implementing Partners</b>
<b>Labour Market Information System and Data Collection</b>	<ul style="list-style-type: none"> <li>• Develop a comprehensive Labour Market and Migration Information System (LMMIS) that provides</li> </ul>	<ul style="list-style-type: none"> <li>• Improved and reliable migration database for good policy and effective administration of labour migration</li> </ul>	<p><b><u>MLSS, SSL</u></b></p> <p>MTI, MFAIC, USL, TVET, MEST, SPU, BSL, ECOWAS,</p>

	<p>clear categorization of migrants and describes their profiles by gender, age, wages and salaries, working conditions, experiences and competencies as well as residency status, share of labour migrants in total work force, causes of labour migration to/from Sierra Leone and/or other relevant migration-related indicators.</p> <ul style="list-style-type: none"> <li>• Enhance the human resource and infrastructure capacity of the Statistical department so that it can collect high quality data for policy planning.</li> <li>• Develop a database of Sierra Leoneans available for deployment at home and abroad.</li> <li>• Assess existing Sierra Leone training institutions and curriculum vis-à-vis current and emerging labour market needs at home and abroad.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced and effective Labour Market and Migration information system.</li> <li>• Capacity of Statistical Department improved</li> </ul>	<p>SLEF, SLLC, Development partners (e.g. ILO, , GIZ</p>
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*Note: Lead organizations are underlined*