



**MAPPING REPORT OF EXISTING DATA
STRUCTURES OF RETURNING MIGRANT
WORKERS AND MEMBERS OF THEIR FAMILY
FOR BETTER SERVICE PROVISION, RESPONSE
PLANNING AND REINTEGRATION MANAGEMENT
(Kenya, Somalia, Uganda, Burundi & South Sudan)**

May 2022

Regional Office for East and Horn of Africa
Sri Aurobindo Avenue
off Mzima Springs Road
Lavington
P.O. Box 55040 - 00200 Nairobi, Kenya
RONairobi@iom.int
www.ronairobi.iom.int
www.iom.int

Foreign Commonwealth and Development Office of the United Kingdom
King Charles Street, London
SW1A 2AH or
Abercrombie House, Eaglesham Road
East Kilbride, G75 8EA
United Kingdom
fcdo.correspondence@fcdo.gov.uk
<https://www.gov.uk/government/organisations/foreign-commonwealth-development-office>

PACIFIQUE KARINDA

BRIAN KIBERU

IOM CONSULTANTS

Graphic Design/Layout: Angela Njuguna

Media and Communication Unit (RO East and Horn of Africa)

Photo Credits: @IOM SOMALIA

This publication has been produced by the International Organization for Migration (IOM)/UN Migration, within the framework of the “The Better Regional Migration Management Programme (BRMM)” Labour Mobility and Regional Integration for Safe, Orderly and Humane Labour Migration in East and Horn of Africa: East Africa Migration Management”, a regional, multi-partner, pilot project funded by the Foreign Commonwealth and Development Office of the United Kingdom. The BRMM programme aims to enhance labour migration governance and protection of migrant workers and their family members’ human, social and labour rights through intra and inter-regional cooperation on a whole-of-government and whole-of-society approach, to support regional integration and facilitate mobility for transformative inclusive and sustainable economic growth as well as youth and women empowerment.

The opinions expressed in the report are those of the authors and do not necessarily reflect the views of the International Organization for Migration (IOM)/UN Migration. The designations employed and the presentation of material throughout the report do not imply the expression of any opinion whatsoever on the part of IOM concerning the legal status of any country, territory, city or area, or of its authorities, or concerning its frontiers or boundaries.

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

TABLE OF CONTENTS

- ACKNOWLEDGEMENTS.....6
- ACRONYMS.....7
- EXECUTIVE SUMMARY.....9
- SECTION1: INTRODUCTION.....12
 - 1. Introduction.....12
 - 2.Objectives of the Mapping.....13
 - 3.Methodology of Mapping.....13
 - 3.1 Mapping Design.....13
 - 3.2 Working Definitions.....14
 - 3.3 Data Dollection Approaches15
 - 3.3.1 Literature Review.....15
 - 3.3.2 Key Informant Interviews (KIIs).....15
 - 3.3.3 Focus Group Discussions (FGDs).....15
 - 3.4 Data Analysis.....15
- SECTION 2: MAPPING.....16
 - 4. Kenya.....16
 - 4.1 Labour Migration Trends and Context.....16
 - 4.2Labour Migration Legal and Policy Framework.....17
 - 4.3 Labour Migration Major Stakeholders and Coordination Framework.....18
 - 4.4 Nature of Returning Migrant Workers data.....19
 - 4.5 Existing and Potential Labour Migration Data Sources.....19
 - 4.6 Nature and Status of LMIS: Modules and Infrastructure.....20
 - 5. Somalia.....22
 - 5.1 Labour Migration Trends and Context.....22
 - 5.2 Labour Migration Legal and Policy Framework.....23
 - 5.3 Labour Migration Major Stakeholders and Coordination Framework.....23
 - 5.4 Nature of Returning Migrants Data.....24
 - 5.5 Existing and Potential Labour Migration Data Sources.....24
 - 5.6 Nature and Status of LMIS: Modules and Infrastructure.....25
 - 6. Uganda.....25
 - 6.1 Labour Migration Trends and Context.....25
 - 6.2 Labour Migration Legal and Policy Framework.....27
 - 6.3 Labour Migration Major Stakeholders and Coordination Framework.....27

6.4 Existing and Potential Labour Migration Data Sources.....	28
6.5 Nature and status of LMIS: Modules and Infrastructure.....	30
7. Burundi.....	31
7.1 Labour Migration Trends and Context.....	31
7.2 Labour Migration Legal and Policy Framework.....	32
7.3 Labour Migration Major Stakeholders and Coordination Framework.....	33
7.4 Nature of Returning Migrants Workers Data.....	33
7.5 Existing and Potential Labour Migration Data Source.....	33
7.6 Nature and Status of LMIS: Modules and Infrastructure.....	34
8. South Sudan.....	34
8.1 Labour Migration Trends and Context.....	34
8.2 Labour Migration Legal and Policy Framework.....	36
8.3 Labour Migration Major Stakeholders and Coordination Framework.....	36
8.4 Nature of Returning Migrants Workers Data.....	37
8.5 Existing and Potential Labour Migration Data Sources.....	37
8.6 Nature and Status of LMIS: Modules and Infrastructure.....	38
SECTION 3: BLUEPRINTS.....	39
9. LMIS Blueprint	39
10. Blueprint to Operationalize Database of Returning Migrants and Members of Their Family.....	40
11. Operationalization Requirements.....	42
11.1 Requirements to Operationalize the Database.....	42
11.2 List of Equipment and Software.....	42
11.3 Security Requirements.....	43
11.4 Data Protection and Confidentiality.....	43
12.Recommendations.....	44
13. Bibliography.....	46
14. Annexes.....	51
Annexe 1: List of Interviewed Stakeholders.....	51
Annexe 2: Questionnaire for Policymakers.....	53
Annexe 3: Questionnaire for Data Producers Bureau of Statistics, Immigration Offices.....	56
Annexe 4: Questionnaire for Public and Private Employment Services Centre, Immigration Office.....	59
Annexe 5: Questionnaire for LMIS Units.....	61
Annexe 6: Questionnaire for Skills Need Assessment (Individual).....	63
Annexe 7: FGD Guiding Questions.....	64
Annexe 8: FGDs Participants.....	65
Annexe 9: Seventeen Key Indicators of Labour Market.....	66

ACKNOWLEDGEMENTS

The Rapid Assessment to map existing data structures of returning migrant workers and members of their family for better service provision, response planning and reintegration management in Kenya, Somalia, Uganda, Burundi and South Sudan has been developed in close coordination and partnership between the IOM/UN Migration Regional Office for East and Horn of Africa and Southern Africa as well as IOM country offices in the aforementioned countries. We wish to thank the following people for their contributions to the strategy:

CONTRIBUTIONS

Joseph Michael Costanzo, DTM Data Governance Manager, IOM Geneva, IOM Regional Office for the East and Horn of Africa

Tatiana Hadjiemmanuel, Senior Regional Specialist Labour Mobility and Social Inclusion, (LMI)

Addishiwot Gebrewold, Regional Programme and Policy Support Officer, (LMI)

Laura Nistri, Regional Data Hub Coordinator – Tracking & Monitoring, IOM Missions in the East and Horn of Africa

Pravina Gurung (IOM Kenya), **Roy Opon** (IOM Kenya), **Philip Nyange** (IOM Kenya), **Sikhulile Dhlamini** (IOM Federal Republic of Somalia), **Odette Bolly** (IOM Uganda), **Innocent Byaruhanga** (IOM Uganda), **Fitriana Nur** (IOM South Sudan), **Kachuol Makoi Deer** (IOM South Sudan) and **Mireille Mugisha** (IOM Burundi).

ACRONYMS

API:	Advanced Passenger Information
APIs:	Application Programming Interfaces
BLMAs:	Bilateral Labour Migration Agreements
CCTV:	Closed-Circuit Television
COTU-K:	Central Organization of Trade Unions of Kenya
COVID-19:	Corona Virus Disease of 2019
CRM:	Customer Relationship Management
CUE:	Commission for Universities Education
DB:	DataBase
DRC:	Democratic Republic of Congo
E-VISA:	Uganda Electronic Visa/Permit Application System
EAC:	East Africa Community
EEMIS:	External Employment Information System
EHOA:	East and Horn of Africa
EICM:	Enquête Intégrée sur les Conditions de vie des Ménages
ERP:	Enterprise Resource Planning
FCDO:	Foreign, Commonwealth and Development Office
FGDs:	Focus Group Discussions
FKE:	Federation of Kenya Employers
GDP:	Gross Domestic Production
GIZ:	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GoK:	Government of Kenya
HH:	Household
HTTP:	HyperText Transfer Protocol
ICT:	Information Communication Technology
IDF:	IOM Development Fund
IND:	Immigration and Naturalization Directorate
INTERPOL:	International Criminal Police Organization
ILO:	International Labour Organization
ILOSTAT:	International Labour Organization Statistics
IOM:	International Organization for Migration
IP:	Internet Protocol
ISCO:	International Standard Classification of Occupations
ISIC:	International Standard of Industry Classification
ISTEEBU:	Institut de Statistiques et d'Études Économiques du Burundi
IT:	Information Technology
JOA:	Job Opportunity Analysis

KDA:	Kenya National Diaspora Association
KIIs:	Key Informant Interviews
KLMI:	Key Indicator of Labour Market
KLMIS:	Kenya Labour Market Information System
KNBS:	Kenya National Bureau of Statistics
KNQA:	Kenya National Qualification Authority
KNQF:	Kenya National Qualification Framework
KNREV:	Kenya National Recognition Equation and Verification Portal
KVA:	Kilo Volt Ampere
LFS:	Labour Force Survey
LMIS:	Labour Market Information System
LTS:	Long Term Support
NAC:	National Aliens Committee
NCM:	National Coordination Mechanism
NEA:	National Employment Authority
MGLSD:	Ministry of Gender, Labour and Social Development
MIA:	Ministry of Internal Affairs
MIDAS:	Migration Information and Data Analysis System
MOFA:	Ministry of Foreign Affairs and International Cooperation
MOHADH:	Ministry of Humanitarian Affairs and Disaster Management
MOLSA:	Ministry of Labour and Social Affairs
MOPIED:	Federal Ministry of Planning, Investment and Economic Development
NCRI:	National Commission for Refugees and Internally Displaced Persons
OBEM:	Office Burundais de l'Emploi et de la Main d'Œuvre
OLAP:	Online Analytical Processing
OSH:	Occupational Safety and Health
OSHMIS:	Occupational Safety and Health Management Information System
PISCES:	The Personal Identification Secure Comparison and Evaluation System
RSS:	Republic of South Sudan
SOPs:	Standard Operating Procedures
SPSS:	Statistical Package for the Social Sciences
SQL:	Structured Query Language
SSL:	Secure Socket Layer
SSNPS:	South Sudan National Police Service
TVET:	Technical and Vocational Education and Training
UBOS:	Uganda Bureau of Statistics
UK:	United Kingdom
UN:	United Nations
UNDP:	United Nations for Development Programme
UNFPA:	United Nations Fund for Population
UPS:	Uninterrupted Power Supply
VHR:	Voluntary Humanitarian Return

EXECUTIVE SUMMARY

In the 21st century, migration is no longer a linear phenomenon starting with emigration and ending with permanent settlement in a new country. It has increasingly multidirectional, frequently involving a return to countries of origin (CoOs) for short or long periods of stay, often followed by back-and-forth or circular movement between two or more countries or migration onward to new destinations. The return of migrants to their CoOs or third countries and their reintegration into the societies and communities that receive them are inherent features of contemporary international mobility.

For instance, in 2020, IOM assisted 42,181 migrants to return home voluntarily, including those stranded or in vulnerable situations. Nationals from East and Horn of Africa, a block composed of 11 countries: Burundi, Djibouti, Ethiopia, Eritrea, Kenya, Rwanda, Somalia, South Sudan, Sudan, Tanzania and Uganda, were also among the migrants that IOM assisted. There were 10 percent assisted to return under voluntary humanitarian return, 88 percent assisted under Voluntary Return and Reintegration programme, and 2 percent of stranded migrants assisted under the COVID-19 Return Task Force. Among the returning migrants, 24 percent were women, 76 percent male, and 15% were children below 17 years old.

While countries in the East and Horn of Africa (EHOA) register regular outflows of migrant workers, there is little monitoring or maintenance of databases on returning migrant workers and members of their families, hence the objectives of this mapping.

The main objective of the mapping is to enhance understanding of and thereby contribute to the improvement of data collection, analysis and sharing on return and reintegration of returning migrant workers and members of their families in selected EHOA Member States, namely Kenya, Somalia, Uganda, Burundi and South Sudan to inform policy formulation and dialogue around labour migration governance in these countries. A secondary objective is to also provide a foundation for replication of return and reintegration data systems to more countries in the region. The specific objectives include: (i) Mapping of existing data structures and databases of returning migrant workers and members of their families in Kenya, Somalia, Uganda, Burundi and South Sudan, (ii) Development of a blueprint to operationalize a database of returning migrant workers and members of their families, disaggregated by sex, age, skills, education, occupation and employment sector; and (iii) Review existing IOM Development Fund (IDF) supported Labour Market Information Systems in Uganda, Kenya, Somalia, Burundi and South Sudan, and provide recommendations to strengthen and advance the collection of sex, age, skills, education, occupation, and employment sector-disaggregated information on returning migrant workers.

To accomplish the objectives of the mapping, the consultants adopted a comprehensive methodology that included a thorough literature review, in-depth interviews with key informants, and focus group discussions with public, private and civil society organisations in the respective countries.

The mapping's main limitations are limited access to the existing migration data collected by the migration offices in the respective countries due to security concerns, as well as a heavy reliance on the existing literature and interviews conducted.

While Kenya, Somalia, Uganda, Burundi and South Sudan have developed policies and laws, the mapping found out that the current legal and policy framework on migration is blind on issues related to returning migrant workers and members of their families.

Data from household surveys, population censuses, and administrative migration records exist and can help to understand the characteristics of returning migrants workers and members of their families in the selected EHOA countries but there is no systematic approach to collect data on returning migrant workers and members of their families. Management of migration is therefore hampered by manual, ad-hoc data collection and unstandardized data practices. Other data structures and databases exist that can be utilized to extract data on returning migrant workers. For instance, **Kenya** has several databases including the National Employment Agency's Job Seekers and Labour Migrants Database, the Kenya National Recognition Equation and Verification Portal (KNREV) and the National Diaspora Council of Kenya's Diaspora Database. **Somalia** also has the Migration Information and Data Analysis System (MIDAS), used by the Immigration and Naturalization Directorate to manage entry and exit of individuals from its borders. **Uganda** also has a variety of databases such as MIDAS, PISCES, E-VISA, and EEMIS. **Burundi** has a number of data in hard copies or excel which include work permit, entry and stay visa, Enquête Intégrée sur les Conditions de vie de Ménages (EICM), OBEM job seekers, and exit data. **South Sudan** has also a number of data which include work permits, labour market assessment, entry and stay visa, job seekers and exit data. Further, Kenya and Uganda are in the process of developing an LMIS, but the development of such a system has not commenced in Somalia, South Sudan and Burundi yet.

As recommendations applied to all countries, there is critical need for *legal and policy overhaul* to include coverage of issues and data related to returning migrant workers and members of their families including the identification of a lead Ministry since currently there is no legal framework or organization responsible for the managing and governing issues this subject matters them. Need to develop a *data-sharing mechanism, formulate indicators, metadata and common data collection tools* for returning migrant workers and members of their families, and *enact data management guidelines and regulations* to ensure the sustainability of the data collection, analysis and sharing systems on returning migrant workers and members of their families. To respond to the above identified needs, the mapping has *proposed a blueprint for integrating* into one system the data related to entry and exit, diaspora, remittances, bilateral labour migration agreements (BLMAs), national qualifications, return and reintegration, labour force, household surveys, traceability studies and reintegration programs to improve the availability of information on labour migration and returning migrant workers and members of their families for enhanced evidence-based policy-making and programming. *Conduct Capacity Building*: there is need for regular capacity building on concepts for returning migrant workers and members of their families for all staff in the three countries. Additionally, the training should cover data collection and storage practices, sharing and other data management practices. Finally, capacity-building efforts should include a public awareness campaign to educate stakeholders including migrant workers about the value of collecting and managing data about returning migrant workers and members of their families.

Kenya will need to be supported to upgrade LMIS infrastructure as well as upgrading the existing LMIS to the proposed blueprint. While the existing equipment is functional, it is necessary to upgrade it to cater for the comprehensive LMIS. The staff will also be coached to sustainably manage the system.

Somalia will need to be supported to acquire IT infrastructure dedicated to LMIS and migration data collection in general. Somalia needs to be supported to develop a completely new LMIS and build the capacity of the staff to sustainably manage the system.

Uganda will need to be supported to acquire IT infrastructure dedicated to LMIS and migration data collection in general. Uganda needs to be supported to develop a comprehensive LMIS and build the capacity of the staff to sustainably manage the system.

Burundi is a country that has just started to embrace the importance of data in decision making and it will need to be supported to computerize the data collection, analysis and sharing processes for work permits and border management since these processes are still manual. In light of the infrastructure gaps, it is necessary to support the acquisition of infrastructure dedicated to LMIS and migration data collection in general. Burundi needs to be supported to develop a completely new LMIS and build the capacity of the staff to sustainably manage the system.

South Sudan is a country that has just started to embrace the importance of data in policy development and it will need to sensitize labour migration stakeholders on the importance of data sharing to support policy formulation. Develop data sharing mechanism and data protection policy to bridge the gap of trust among stakeholders. In light of the infrastructure gaps, it is necessary to support the acquisition of infrastructure dedicated to LMIS and migration data collection in general. South Sudan needs to be supported to develop a completely new LMIS and build the capacity of the staff to sustainably manage the system.

In conclusion, once data on labour migration and returning migrant workers and members of their families is collected, analysed, and shared in a systematic manner, it will serve as the foundation for improving labour migration governance in EHOA region.