

RETURN AND REINTEGRATION TO SOUTH AFRICA AN INFORMATION KIT FOR MIGRANT WORKERS



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Public Services International
Internationale des Services Publics
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Internationell Facklig Organisation för Offentliga Tjänster
国际公共服务

About Public Services International (PSI)

Public Services International (PSI) is a global trade union federation representing 20 million workers in the public services organized by national affiliates in more than 150 countries. The majority of the PSI members are women and work in social services, health care, municipal and community services, central government and public utilities. PSI advocates social justice and human rights and promotes universal access to quality public services. PSI works in partnership with the United Nations and other civil society organizations.

PSI has undertaken a campaign worldwide to address migrant labour issues. The initiative aims at responding to the needs of migrant workers from the time before departure, in connecting them with trade unions in receiving countries to represent them throughout their experience abroad and to work to improve public service delivery when they return home.

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1. Abbreviations

COSATU - Congress of South African Trade Unions

DENOSA - Democratic Nursing Organization of South Africa

FEDUSA - Federation of Unions of South Africa

HOSPERSA - Health and Other Service Personnel Trade Union of South Africa

ILO - International Labour Organization

NEHAWU - National Education Health and Allied Workers Union

NPSWU - National Public Service Workers Union

NUPSAW - National Union of Public Service and Allied Workers

PSI - Public Services International

SAMWU - South African Municipal Workers' Union

SANC - South African Nursing Council



2. How to use this Kit

This return and reintegration kit offers basic information about relevant topics to help South African migrant workers who are planning to return home after taking up employment overseas. This kit aims at empowering workers to make informed decisions and raise awareness of the issues related to their return home. This guide offers an outline of information and advice, as well as recommendations for the workers to get more information. The kit locates the challenges experienced by migrating workers in the context of global inequality and migration flows.

It points to the opportunity of joining a union both in the receiving country and when back to South Africa.

Finally, it provides some practical information on how to plan the return home to make the reintegration into the family, the community and the labour market an easier journey. To help in the preparation of the kit, interviews and discussions were conducted with migrant workers, representatives of government agencies, trade unions and civil society partners. PSI is thankful for all their contributions.

In instances where the information is complex or likely to change, links to useful websites have been included. Individuals should use this material as a guide only and ensure the veracity and relevance of any information as much as possible.

As circumstances change, information will also change. It is therefore expected that this kit will be regularly updated and revised to reflect current changes.

Together with this Return and Reintegration Kit, PSI has also produced a South Africa Pre-Decision and Information Kit and a Passport to Worker and Union Rights in South Africa. These materials can be accessed on the PSI website:

www.world-psi.org



3. Your Rights as a Migrant Worker in South Africa

South Africa has ratified a number of international conventions relating to migration. As a migrant worker, you are protected by the following statutory instruments and have the same rights as those of South Africans as follows:

International Instruments	Regional Instruments	National Legislation	Rights Enshrined
Universal Declaration of Human Rights (UDHR), ILO Convention 111	African Union Migration Policy Framework for Africa (2006) / Art 3.5 (p.26)	Constitution of South Africa	Universal rights to all who live and work in South Africa irrespective of nationality, gender, colour, equality; Principle of non-discrimination applies.
International Instruments (ILO Conventions 87, 98, No. 29, 105) ILO Multi-Lateral Framework on Labour Migration (2006);	SADC Protocol on the Facilitation of Movement of People (2005); 2014 SADC Labour Migration Policy framework (Art. 5.1.5)	<ul style="list-style-type: none"> • Basic Conditions of Employment Act (BCEA); • Labour relations Act (LRA) • Employment Equity Act (EEA) 	Join a union; freedom of expression; collective bargaining rights; abolition of forced labour
ILO Convention 100 of 1951		<ul style="list-style-type: none"> • BCEA • LRA 	Fair Labour practices; Equal Remuneration for men and women workers for work of equal value
ILO Convention 105 of 1957			Abolition of Forced Labour
ILO Convention 143 of 1975			Migrant Workers' right to re-unification with family
ILO convention 155		Compensation for Occupational Injuries and Diseases (COIDA)	Right to compensation for injuries sustained at work

4. Introduction and Context

Migration of health and social care workers is a global phenomenon; the main causes are economic inequalities between the rich and poor countries, insufficient investment in public services in the countries of origin and, related to the latter, hard working conditions and inadequate pay. Developed economies have increased their need for social and health workers due to an aging population and higher demand for health services.

South Africa is not an exception, on the contrary it is characterized by important flows of inward and outward migration. There are, both globally and at the national level, push and pull factors that determine migration flows, amongst the push factors, hardship, crime, low salaries and poor working conditions; in terms of pull factors: better salaries (especially due to exchange rates) greater safety and more sustainable workloads (Breier et al 2009). In particular, the South African health system is highly unequal and major differences between public and private health services persist. Twenty-two years after the fall of apartheid South Africa is still battling with health outcomes that are worse than those found in lower-income countries. The public health sector is severely impaired by, health workforce shortage particularly nurses.

The main features of the South African health care system are:

- Gross inequality between private and public health
- The power of financialised private health institutions;
- Increased demand for public services due to the spread of HIV-AIDS, and related illness pandemic;
- Dramatic shortages and casualization of the workforce.



Health and social care workers, particularly but not only nurses, represent the bulk of the workforce in public health and are the backbone of the system. Outward migration of health workers, particularly nurses can be explained as a result of the challenges facing the South African health system; at the same time losing nurses to migration contributes to the 'brain drain' the country experiences. PSI research shows that the majority of South African health workers would prefer to remain in their country and contribute to development of its health system but that at times they have little choice but to emigrate (PSI 2011).

Health workers who decide to migrate also face major challenges due to leaving their families behind, exploitation and at times discrimination in receiving countries. The process of recruitment of health and social care workers, including migrant workers, might prove unethical and unfair due to the fact that some recruitment agencies charges workers highly costly recruitment fees (between 550\$ and 14 000\$, depending on the salary and country of destination) pushing the workers on a spiral of debt and vulnerability. The ILO 181 Convention and the ILO Principles and Guidelines on Recruitment (2016) state that recruitment agencies shall not charge any recruitment cost to workers. Recruitment fees ultimately oppress migrant workers. In November 2016 the PSI has launched an international campaign to put an end to the oppression of recruitment fees to migrant workers. PSI unions in South Africa also stand firm in opposing the operations of labour brokers.



It is important that enhancing working conditions for nurses and other health workers in the country of origin comes hand in hand with protecting their right to emigrate. Migrating health workers need to have access to information and support, decent working conditions and the opportunity of reintegration into the labour market, and more importantly, into the public health services, when they return to South Africa.

This kit focuses on information needed by migrant health workers in order to reflect on and better prepare for their journey. Family plays an important role in supporting the worker in the process of reintegration to South Africa, some of the information



5. What is reintegration?

5.1. What is reintegration?

The Universal Declaration of Human Rights guarantees the right of every individual to leave his or her own and to return to that country.

Return and reintegration in this kit refers to the process of going back to one's country of origin (in this case South Africa),. Return may be voluntary or enforced.

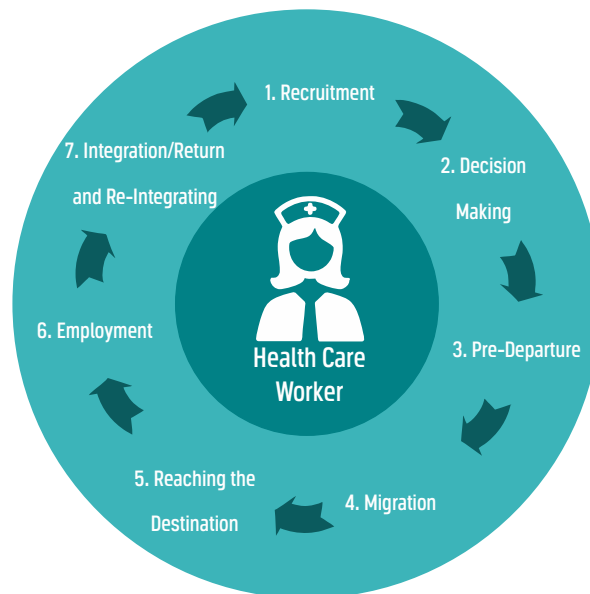
The United Nations (UN) defines returning migrants as

“Persons returning to their country of citizenship after having been international migrants (whether short-term or long-term) in another country and who are intending to stay in their own country for at least a year.”

Reintegration needs to be considered within the whole migration cycle.

Understanding that labour migration follows a cycle of phases helps in effective decision-making (see migration cycle diagram).

Migration Cycle



The migrant worker's willingness and readiness to return are central considerations in the process of return and reintegration. To smoothen the migration cycle, planning should be started even before one leaves the country of origin. The migrant worker, in consultation with the family and with the support of the union should collect information about migrating and returning in order to have clear goals. Families may play an important role in cushioning the impact of separation, especially when minors are involved; each member of the family should reflect on how they should support each other during the separation and how they could optimize the migrant's earnings.

While abroad, migrant workers should be able to join organizations that could help them cope with the separation and prepare for their eventual return. As a worker, joining a trade union in the country of destination, while maintaining ties with your union in your home country, can help a lot in protecting your rights, providing an informed experience and allowing for an easier reintegration if and when you choose to return to your home country. It is also important to keep ties with professional organizations, such as the South African nursing council (SANC) in order to maintain your professional credentials and assist you in job placement.

According to PSI research (2011) and as supported by interviews conducted to produce this kit, migrant workers abroad are often employed in the lower end of the labour market and at times in positions below their qualifications. In the case of health workers for instance, it is common to find nurses working in the recipient country as care-givers in elderly care homes. Staying overseas is often more difficult than migrant workers and their families expect. Being well informed may help in having more realistic expectations. Amongst other factors, costs of living, housing and transport in the recipient country should be considered when planning a migration journey. In terms of work, working conditions may be less stressful but most of the migrant workers remain in casualised positions, often employed by agencies rather than hospitals. As a result, they may be moved from one hospital to the next, making it difficult to establish professional and social relationships with peers. In terms of living conditions, experiences may change based different provisions in receiving countries. For instance, in the United Arab Emirates, they are provided with accommodation and most of their costs are paid for by employers while in the UK nurses are left to bear transport, food and accommodation costs; those expenses may be quite high and can cause major burden in their salaries and impact on saving plans, especially if they are still sending money home.

These factors have to be taken into great consideration in planning savings and remittances. Reintegration programs must take into account the skills acquired by migrant workers while working abroad. These programs should be able to identify what training or retooling is needed for the migrant worker upon return.

For a migrant health worker, reintegration means being able to use your accumulated skills and experience abroad to help your country develop. Health workers possess critical skills necessary for the development and well-being of society, particularly for a country like South Africa which suffers a shortage of health professionals. Migrant health workers who return to South Africa are the country's valuable human resources for health. Therefore, valuing health workers' skills and bringing them back to strengthen public health services should be a priority in the design of reintegration programs and policies for returning health professionals.

5.2. A comprehensive reintegration program must:

- Make sure that migrant workers who seek to go back are safely returned
- Address return migrants' aspirations and concerns
- Protect and promote the rights of return migrants
- Inform migrants about their conditions back home
- Provide continuous assistance and counseling prior to and after return
- Ensure same opportunities and access to services (employment, housing, health and education) that are available to workers who have remained in South Africa
- For health workers, ensure that their skills and qualifications are valued and utilized to strengthen public health services

5.3. Issues and Challenges

Reintegration is often charged with various issues and challenges. It can also be a time of considerable stress for both the returning migrant worker and his/her family. In order to get through reintegration as smoothly as possible, you need to know what kind of issues you might face and make sure you have realistic expectations.

Lack of preparedness

Most migrant health workers migrate with the intention of eventually returning to their origin countries; it is important to keep the family at home informed on your experience abroad and on your plan to return. Preparing your return may help you find in advance an accommodation, schools for your children and access to basic services. Difficulties in searching for employment may be eased by keeping ties with trade unions and professional organizations at home, particularly with SANC in the case of nurses.

Feminization of migration and care deficit

Migration flows, especially of health workers, are characterized by specific gender patterns, meaning that a higher percentage of the workers who emigrate are women. When women leave, families left behind have to adjust to new living arrangements and try to fill the caregiving functions traditionally performed by mothers. Due to the pervasiveness of patriarchy these tasks are frequently performed by other female members of the families including grandmothers, aunts and daughters. While health workers from developing countries fill the increasing need for health care in the developed economies, their outmigration contributes to a care deficit in the countries of origin.



Social costs to families

Migrant workers may suffer due to separation and resulting estrangement from their families or due to what is described as 'strong homesickness'. Families at home may also suffer the emotional costs of the separation. Children are the most vulnerable to the physical separation and the family adjustments made in the absence of their parents. In many destination countries, labor migration regimes are restrictive and do not allow spouses or children of migrant workers to move with them, as in the case of temporary migration programs. In other cases, the wages in destination countries do not allow for the parent to bring their children. This further contributes to separation of families and emotional stress of migrant workers and the family members who are left behind. When planning a labour migration journey, is important to shield other family members, particularly children and to keep regular contact with them. Trying to follow your children development albeit from afar may play an important role in their wellbeing.

Societal pressure

Based on interviews, some workers may feel a social pressure to 'keep providing'. In particular, some members of the family may feel that the support they are used to receiving every month by their relative working abroad has to be guaranteed. Therefore, if the worker has not managed to save and has not found employment in the home country upon return, she/he might find herself in a difficult situation in relation to the family. In some extreme circumstances the worker who cannot provide once back at home feels unwelcome by her/his own family.

The question of dependents

To a large extent, many family members may be dependent on the remittances of the migrant worker. It has to be said that dependency is a spread phenomenon in the South African economy and it is historically linked to the migrant-labour system and to staggering rates of unemployment. Whether employed abroad or in the country, most South African workers, including health and social care workers, have a large number of dependents; the fact that wage-earners have to financially support several dependents may impair their ability to save.

Economic reintegration

Economic reintegration may prove difficult for many returning migrant workers mostly due to structural unemployment and to the inadequacy of the economy in absorbing its active population in the labour market. While they may have gained experience and skills while working abroad, migrant workers find it hard to gain or maintain employment when they return. Some are forced to accept wages not commensurate to their abilities and experience. Reintegration must take into account the sustainable integration of workers, particularly into public health services, properly recognising their skills, knowledge and experience. The unions point to a staffing problem in healthcare facilities: on one hand there are health and social care workers shortages while on the other hand there are qualified workers struggling to find employment due to the significant number of vacant funded posts (DENOSA 2017). Reintegration must take into account the sustainable integration of workers, particularly into public health services, properly recognising their skills, knowledge and experience.

Limited social protection

Access to social protection is a universal right guaranteed by international human rights instruments. However, many workers and particularly migrant workers do not have adequate protection against economic and social distress in times of illness, maternity, occupational injury, unemployment, invalidity and old age. Although the South African social security system may not be well developed as compared to other middle-income countries, there are social benefits available for workers and for the poor, referred to as social grants. These social grants are social assistance in the form of cash transfers. These include the Old Age Grant, the Disability Grant, War Veterans Grant, Care dependency Grant, Foster Child Grant, Child Support Grant, Grant in Aid and Social Relief of distress. Social grants are administered by the South African Social Security Agency (SASSA), and are targeted at categories of people who live in poverty and need State support. The Social Assistance Act of 2004 provides the legal framework for the provision of the grants. Applicants must be South African or permanent residents and must be living in the country. South African social grants are based on means. Upon application income and assets, applicants are evaluated to ensure that grants are received only by people who cannot support themselves. Application for grants must be submitted to the nearest SASSA office, see contacts in section 11 of this Kit.

The number of social grants beneficiaries has increased from about 4 million in 1994 to about 17 million in 2017. Extensive research shows that social grants have a significant impact in poverty alleviation, women empowerment and school attendance.

Whereas South African employers have a legal obligation to register for the unemployment insurance fund (UIF) and pay every month a percentage of the wage to the fund, the same does not apply for foreign employers. Migrant workers may also try to save privately in order to contribute to their unemployment fund upon their return. In terms of social grants, if eligible, workers may apply for family and children grants before departure and the grants will be received by the family at home.

Portability of Social Protection

One of the challenges the migrant workers may encounter relates to the lack of portability of social benefits. This means that many migrant workers lose the benefits they acquired in the country of destination once they return to their home country. A lot still needs to be done to ensure the adequate transfer and payment of acquired entitlements for migrant workers.

Lack of data

Data on South Africans travelling abroad are fragmented and overall insufficient. Reliable and consistent data which would be crucial to identify areas of concerns, e.g. in terms of brain-drain, are overall insufficient. Crush (2004), argues that migration impacts are likely to be sector-specific therefore it would be useful to obtain specific data organised per sector and category. Data will be useful to implement evidence-based policies.



6. Reintegrating into the family and community: Questions to ask

In order to ease the reintegration process, it is critical to reflect on your expectations and goals. Speaking with people who have been through similar experiences and being open about your questions and doubts might be of help. Below is a list of useful questions to prepare for your return. Use them for self-reflection.

Discuss them with your partner and family members. Acknowledging your thoughts and sentiments can represent a first step to understanding the challenges and working on them.



6.1. For the migrant health worker:

- How did your employment overseas go?
- Were you looking forward to coming home? Why? What were your expectations?
- Did your return / reintegration happen as you anticipated? If not, what would you have changed?
- Are you feeling resentment, hurt or anger because of your work overseas / return / reintegration didn't happen as you imagined? To whom are these feelings directed? Have you shared this with that person/s?
- How do you feel your reintegration is going? What are your areas of concern?
- Have you shared these concerns with your family? Are you being open and honest with them?
- How have they received your perception of the problems?
- Do you think your spouse and family members have changed in your absence? How do you feel about that and why?
- How is your spouse responding to your presence at home? What about the children? How are they dealing with you being a part of their everyday lives again?
- Has the family reunification impacted on you as a couple? Have you and your partner discussed this in a loving manner? Do you feel you might benefit from some counselling?
- What can you do to help make this transition go smoothly?
- What are your expectations from your local community? What are your responsibilities? Have you exerted efforts in reconnecting with the members of your local community?
- How do you make use of the skills and knowledge you gained from your work overseas? Are there ways you can contribute to improving the health system of the country?
- Are there migrant networks/trade unions/professional associations existing in your local community that provide support for returning migrant health workers?



6.2. For the migrant's partner:

- How did things go in his/her absence? Were you able to communicate regularly?
- Were you looking forward to his/her return? Why? How about the children?
- Did the reunion occur as you expected? If not, what would you have liked to have happened differently? Why?
- Are you harbouring any feelings of resentment or anger because your partner was away and a lot of responsibility fell on you? Have you discussed this with your partner?
- What do you find most difficult about his/her return? Are you being open, honest and transparent with her/him? How does your partner react to your perception of how the reintegration is going?
- What are you doing to make your partner feel welcome and at home again? Is there anything you could do better or perhaps stop doing that would help during this period of transition?
- How are the children responding to your partner being back home?
- Did you discuss the reintegration phase with your children, helping them to understand the stress and changes that were bound to take place?
- Have you discussed the shifting of responsibilities/division of work now that your partner has returned?
- Has the family reunification negatively impacted you as a couple? Do you feel you might benefit from counseling?
- What can you do to improve the situation?

6.3. For other family members:

- How did things go in his/her absence? Were you able to communicate regularly?
- Were you looking forward to his/her return? Why?
- What do you find most difficult about his/her reintegration? Are you being open, honest and transparent with him/her?
- Did you assume roles or responsibilities while he/she worked overseas? Have you discussed the changes to your roles/responsibilities now that he/she has returned?
- What can you do to improve the situation?



7. What to expect upon return

7.1 Family & Relationships

- People may change over time. We notice these changes more after a long absence.
- You may feel pressured by requests for time and attention from family, friends and other people.
- Be expected to perform home, work, and school responsibilities, or care for children before you are ready
- Face different relationships with children who now have new needs and behaviours
- Be confronted by the needs of partners who have had their own problems
- People close to you may have experienced loneliness, concern, and worry while you were away.
- Family members may have taken on new responsibilities and established new support systems and friendships.
- Expect love and happiness along with some anger and insecurity. These feelings need to be expressed.
- Expect your partner to need reassurance that you still need him or her.
- Expect that it will take some time to adjust at home and your local community. If you feel that the adjustment process is taking too long a time, counselling might help.
- Children react differently to return of their parents after a long absence depending on their age. They may cry, act out, be clingy, withdraw or rebel.



7.2 Financial concerns

- Your savings may not be as high as you had expected it to be.
- Cost of goods and services in the country may have increased.

7.3 Work Challenges

- You may have trouble finding a job that matches your qualifications and expectations.
- Your skills acquired abroad and years of experience may not be recognized by employers.
- Existing job opportunities are precarious, low-paid and unprotected.
- Social protection may be limited.



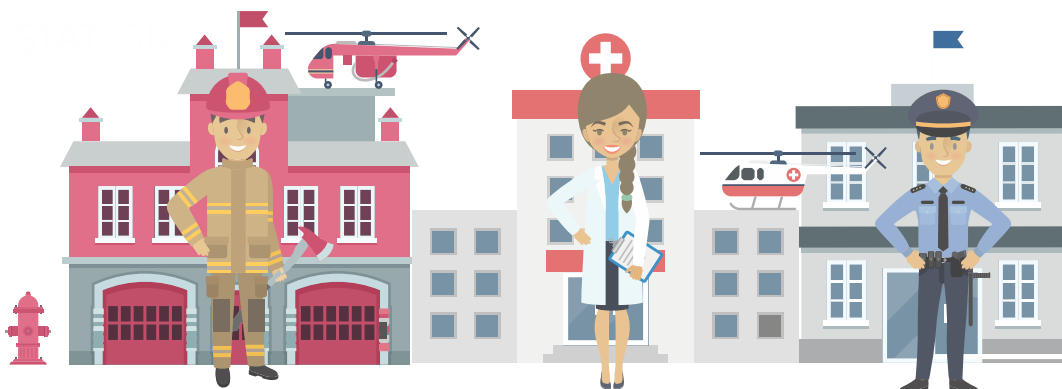
8. Trade unions in the South African public services

South Africa has a strong labour legislation supported by a vibrant labour movement. Every worker has the right to join a trade union. To have your rights as a worker protected at every stage of the migration cycle you are encouraged to join a trade union in the destination country as well as at home upon return.

South African trade unions have a long history of struggle for workers' rights, democracy in society and in the workplace, decent work, equal opportunities and non-racialism. They have been at the forefront of struggles in communities and society at large and today, as political institutions, they represent workers even beyond their membership.

8.2 What do trade unions do?

- Trade unions represent their members in wage and working conditions negotiations with the employers.
- Trade unions educate their members about their rights and provide them with information and advice about work-related issues. South African trade unions may offer political education.
- Trade unions conduct research, offer training, professional development
- Some trade unions in South Africa offer insurance and funeral plans
- Some trade unions in South Africa offer access to bursaries for the members' and their children' education.
- Trade unions campaign on important issues that matter for workers such as low pay, discrimination at the workplace, and precarious work.
- Trade unions in South Africa campaign for issues of interest to all workers, e.g. access to basic social services, promotion of a national minimum wage or against labour brokers.



8.3 Why join a trade union?

- You're better off in a union. Studies show that union members generally receive higher pay, better benefits, and more paid holidays and flexible working hours than non-members.
- You will be supported (including legally where needed) should a grievance or a problem at work arises.
- You may be entitled to additional membership services of the union such as insurance and funeral plans.
- You will be offered training opportunities to improve your vocational and professional qualifications.
- You may be offered political education opportunities to better exercise your citizenship rights.
- You are safer and more secure in a union. Unionized workplaces have better health and safety practices.
- You will have better chances to be treated fairly at work. Unions protect members from unfair and discriminatory practices in workplaces, including unfair dismissal.
- You will belong to a large organization of people who share your interests and values. People who have a sense of belonging have better physical and mental health, have a greater capacity to manage stress, and tend to live happier lives.
- You will have the opportunity to support campaigns that promote a more just and equitable society.



8.4 Can migrant health workers join trade unions?

All workers including migrant health workers have the basic human right to join and participate in trade union activities.

8.5 How do you join a trade union?

- You can get in touch with the PSI (www.world-psi.org) or any of its affiliates in South Africa to find out which union is relevant to you and how you can join one. See the profiles of the PSI trade unions in South Africa in section 9 and find their contacts in section 11 of this Kit.

9. Public Services Unions in South Africa. Profiles

South African public sector workers may join any of the unions which represent members in their respective sectors of public services. Below the profiles of public services unions affiliated to the PSI and registered with the South African Department of Labour. See the contact information of the PSI affiliates in South Africa in section 12 of this Kit.



- Democratic Nursing Organization of South Africa (DENOSA)**
 DENOSA was established in 1996 as a nursing only union; with its 84000 members, it is today the largest exclusive nursing union of South Africa. DENOSA has its roots in trade unionism and it represents nurses in the workplace and at the bargaining council; the union is also involved in professional development programmes for nurses. DENOSA is affiliated with the trade union federation COSATU.



- Health and Other Services Personnel Trade Union of South Africa (HOSPERSA)**
 After decades of representing public sector workers as an association, HOSPERSA registered as a trade union with the Department of Labour in 1994. It represents workers employed in public health, education and general public services as well as workers employed in private health, welfare and general. DENOSA is a democratic, worker-driven trade union affiliated to the trade union federation FEDUSA.



- National Education, Health and Allied Workers Union (NEHAWU)**
 Founded in 1987 to represent workers in health, education, government and social welfare, NEHAWU struggled against the apartheid regime for union recognition and a free and democratic South Africa. The core principles of the union are: worker control, non-racialism, worker leadership, democratic decision making, worker solidarity and international solidarity. NEHAWU is an active affiliate of the trade union federation COSATU.



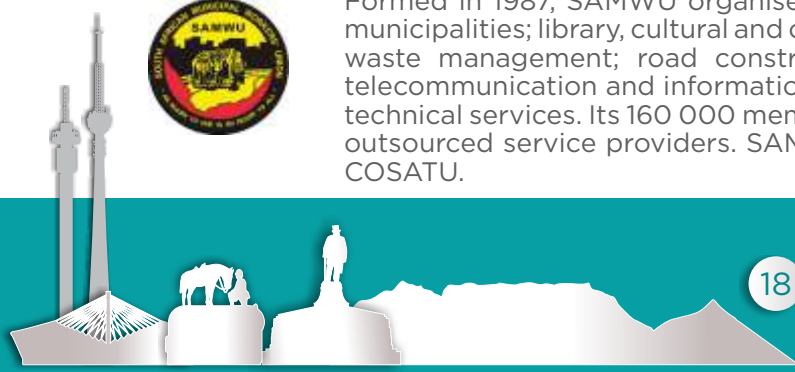
- National Public Service Workers Union (NPSWU)**
 NPSWU was started by a group of health workers employed in public health in the 1960s as an Association then. It also became one of the first non-racial trade union in the KwaZulu-Natal Province in early days of 1990's. After registration with the Department of Labour in 1995, NPSWU became one of those trade unions which were founding members of the Public Service Coordinating Bargaining Council, commonly known as PSCBC, in terms of the Labour Relations Act 99 of 1995. Today, it organises workers provincially and nationally in health and other public sector departments as well as in the private sector but more focused in the Private Health institutions. NPSWU is an independent trade union affiliated to NACTU as the Federation.



- National Union of Public Service and Allied Workers (NUPSAW)**
 Formed in 1998 from the amalgamation of militant and moderate trade unions operating in the public service, NUPSAW remains today a non-partisan and independent trade union. Its mission is to service its members and protect them from exploitative and oppressive practices.



- South African Municipal Workers Union (SAMWU)**
 Formed in 1987, SAMWU organises workers in public administration services in municipalities; library, cultural and other community services; water and sanitation; waste management; road construction; public transport and traffic control; telecommunication and information services; parks and recreation; scientific and technical services. Its 160 000 members are mostly employed by municipalities or outsourced service providers. SAMWU is affiliated to the trade union federation COSATU.



10. Practical steps to return: community, family, labour market

In planning your return home, there are a number of practical things you may consider doing to smoothen the process. Several initiatives exist in South Africa to make coming back easier. Amongst these are the Home Coming Revolution (homecomingrevolution.co.za) and the Come Home Campaign (comehome.co.za). Access their websites to find more information about their services.

Below is a list with a few suggestions of practical aspects for your journey back home that you may want to consider. The list is not exhaustive and should only serve as an indication of some of the most important steps to undertake.

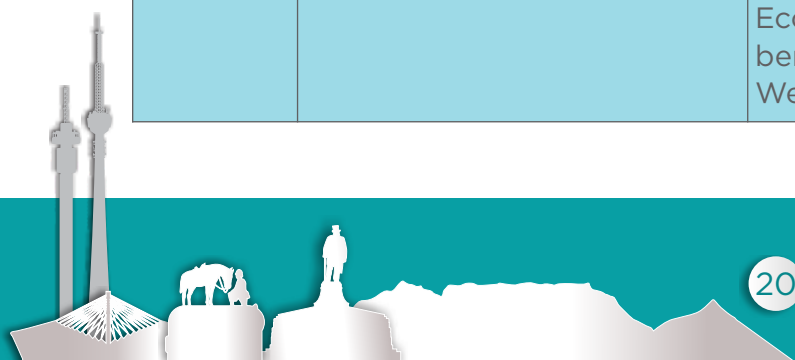
- It is critical that you build your savings to ensure that you're able to sustain yourself and your immediate relatives when you return.
- Medical: You will need to take a chest X-ray and a medical report.
- Consider saving for a supplementary private medical aid plan.
- Consider setting up a bank account once you get back (your passport, proof of residence and letter from your foreign bank will be required).
- Look in advance for schools for your child (child's birth certificate, immunisation card, last school report card may be required).
- Get your CV in order and start looking for employment before entering the country.
- Contact your friends and family in advance to inform them you will get back home. You will need your support network to reintegrate and to find work.
- Discuss with your partner the reasons and the goals of your return - some of the questions in section 6 may guide your discussions.
- Contact professional bodies, e.g. SANC, that may help in entering the labour market.
- Look for a trade union that can best represent your interest. See the list of PSI unions in South Africa in section 9.



11. Useful Contacts

South African Embassies and High Commissions

Country	Physical Address	Telephone Number, E-mail & Website
Australia	South African High Commission Corner State Circle and Rhodes Place Yarralumla 2600 ACT Australia	Tel: +61 2 6272 7300 E-mail: Political Matters: info.canberra@dirco.gov.za Consular Services: immigration.canberra@foreign.gov.za Trade Aspects: satrade@optusnet.com.au Website: http://www.sahc.org.au/index.htm
United Kingdom	South African High Commission South Africa House Trafalgar Square London WC2N 5DP	Tel: +44 20 7451 7299 E-mail: london.civic@dirco.gov.za london.visa@dirco.gov.za Website: http://southafricahouseuk.com/
United States	3051 Massachusetts Avenue NW Washington, DC 20008	Tel: (202) 232-4400 E-mail: consular.wa@dirco.gov.za Website: http://www.saembassy.org/
New Zealand	Level 7, State Insurance Tower, 1 Willis Street Wellington, 6011 New Zealand	Tel: +64 (4) 815 8484 E-mail: pillais@dirco.gov.za Website: http://www.dirco.gov.za/Wellington/
United Arab Emirates	South African Embassy Corner Airport Road 25th Street, Mushref	Tel: + 971 02 4473 446 Email: molaiwap@dirco.gov.za Website: http://www.dirco.gov.za/abudhabi/
Germany	Tiergartenstr. 18, 10785 Berlin	Tel: +49-30-22073-0 Email: Consular Section: berlin.consular@dirco.gov.za Political Section: berlin.political(at)dirco.gov.za Defence: berlin.defence(at)dirco.gov.za Communication and Marketing: berlin.info@dirco.gov.za Economy: berlin.economic(at)dirco.gov.za Website: www.suedafrika-wirtschaft.org



South African Institutions

Institution	Sub-	Physical Address	Telephone Number,
Department of Home Affairs	National	Hallmark Building, 230 Johannes Ramokhoase Pretoria, Gauteng, 0001 South Africa	Tel: +27 12 406 2500 E-mail: hacc@dha.gov.za Website: http://www.dha.gov.za/
	Gauteng	Mineralia Building 3rd floor, 70 De Korte Street, Braamfontein, Gauteng, 2017South	Tel: +27 11 242 9003 E-mail: albert.matsaung@dha.gov.za
	Eastern Cape	11 Hargreaves Avenue King William's Town Eastern Cape, 5600 South Africa	Tel: +27 43 642 2178 E-mail: gcinile.mabulu@dha.gov.za
	Free State	40 Victoria Road Willows, Bloemfontein Free State, South Africa	Tel: +27 51 430 1130 E-mail: bonakele.mayekiso@dha.gov.za
	Kwa-Zulu-Natal	181 Church Street Pietermaritzburg Kwazulu-Natal, 3200	Tel: +27 33 845 5038/42 E-mail: cyril.mncwabe@dha.gov.za
	Limpopo	61 Hans Van Rensburg Street, Library Gardens Complex, Polokwane Limpopo, 0699 South Africa	Tel: +27 15 287 2830 E-mail: Nthoriseng.Motsitsi@dha.gov.za
	Mpumalanga	cnr Henshall & Brander Street, Nelspruit Mpumalanga South Africa	Tel: +27 76 481 4525 E-mail: mashudu.makatu@dha.gov.za
	Northern Cape	2nd Floor, ABSA CBD Building, 69 Du Toitspan Road, Kimberley Northern Cape, 8300 South Africa	Tel: +27 53 807 6700/6701 E-mail: abednego.mvula@dha.gov.za
	North West		Tel: +27 18 397 9919 E-mail: irene.mantlhasi@dha.gov.za
Western Cape	56 Barrack Street, Faircape Building, 4TH floor Cape Town Western Cape 8001	Tel: +27 21 488 1400 1403 1404 1408 1413 E-mail: yusuf.simons@dha.gov.za	

Institution	Sub-	Physical Address	Telephone Number,
Department of Labour	National	Laboria House 215 Francis Baard Street Pretoria	Tel: +27 12 309 4000 Website: http://www.labour.gov.za/DOL
	Gauteng	77 de Korte Street Braamfontein Johannesburg	Tel: +27 11 853 0300 E-mail: Gauteng_PO@labour.gov.za
	Eastern Cape	3 Hill Street East London 5201	Tel: +27 43 701 3000
	Free State	Laboria House 43 Maitland Street Bloemfontein	Tel: +27 51 505 6200
	Kwa-Zulu-Natal	267 Anton Lembede (Smith Street) Royal Building 11th Floor	Tel: +27 31 366 2000
	Limpopo	42A Schoeman Street Polokwane	Tel: +27 15 290 1744
	Mpumalanga	Labour Building Cnr Hofmeyer Street and Beatty Avenue Witbank	Tel: +27 13 655 8700
	Northern Cape	Cnr Compound and Pniel Road Kimberley	Tel:+27 53 838 1500
	North West	2nd Floor Provident House University Drive	Tel: +27 18 387 8100
	Western Cape	4th – 6th Floors West Bank Building Cnr Riebeeck and Long Streets Cape Town South Africa	Tel: +27 21 441 8000

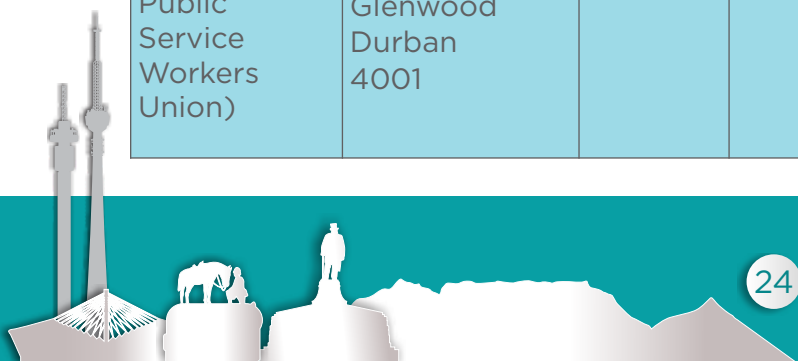


Institution	Sub-	Physical Address	Telephone Number,
South African Nursing Council (SANC)	National	Cecilia Makiwane Building, 602 Pretorius Street, Arcadia, Pretoria, 0083	Tel: +27 12 420 1000 E-mail: registrar@sanc.co.za Website: http://www.sanc.co.za/
South African communities abroad			Website: http://www.southafrica.info/abroad/clubs.htm#.WDVBSfI97IV
Homecoming Revolution		First Floor, Waverley Office Park, 125 Corlett Drive Entrance at, 16 Forest Rd, Johannesburg, 2018	Website: http://homecomingrevolution.com/
	Free State	Laboria House	Tel: +27 51 505 6200
	Kwa-Zulu-Natal	267 Anton Lembede (Smith Street) Royal Building 11th Floor	Tel:+27 31 366 2000
	Limpopo	42A Schoeman Street Polokwane	Tel: +27 15 290 1744
	Mpumalanga	Labour Building Cnr Hofmeyer Street and Beatty Avenue Witbank	Tel: +27 13 655 8700
	Northern Cape	Cnr Compound and Pniel Road Kimberley	Tel: +27 53 838 1500
	North West	2nd Floor Provident House University Drive	Tel: +27 18 387 8100
	Western Cape	4th - 6th Floors West Bank Building Cnr Riebeeck and Long Streets Cape Town South Africa	Tel: +27 21 441 8000



Trade Unions

Trade Union	Physical Address	Phone Number	E-mail	Website
NEHAWU (National Education Health and Allied Workers' Union)	56 Marshall Street Marshalltown Johannesburg	+27 11 833 2902	info@nehawu.org.za	http://www.nehawu.org.za/home.html
DENOSA (Democratic Nursing Organisation of South)	605 Stanza Bopape Street, Pretoria, 0001	+27 12 343 2315/6/7	info@denosa.org.za	http://www.denosa.org.za/
SAMWU (South African Municipal Workers' Union)	84 Fredericks Street, Johannesburg 2001	+27 11 100 2621	moshidi.motlhamme@samwu.org.za	http://www.samwu.org.za/
HOSPERSA	Building C 242 Jean Avenue Die Hoewes Centurion 0157	+27 12 664 6353	agsadmin@hospersa.co.za membership@hospersa.co.za finance@hospersa.co.za legalservices@hospersa.co.za	http://www.hospersa.co.za/
NUPSWA (National Union of Public Service and Allied Workers)	Success Mataitsane House 814 Stanza Bopape Street, Eastwood Pretoria 0083	+27 12 342 1674	generalsecretary@nupsaw.co.za	http://nupsaw.co.za/index.php?lang=en
NPSWU (National Public Service Workers Union)	22 Davenport Avenue Glenwood Durban 4001	031 304 7563	info@npswu.org	http://npswu.org/pages/home-page.html



Non-Governmental Organisations

NGO	Physical Address	Phone Number	E-mail	Website
Treatment Action Campaign	85 Main Street Johannesburg 2001 South Africa	+27 21 422 1700	lotti.rutter@tac.org.za	http://www.tac.org.za/
ASAP (African Solutions to African Problems)	Western Cape HQ Unit 4, First Floor 317 Main Road Kenilworth Cape Town 7708	+27 021 761 2402	info@africansolutions.org	https://www.africansolutions.org/
Mothers2Mothers	33 Martin Hammerslag Way 5th Floor, Foreshore Cape Town, South Africa 8001	+27 21 466 9160	info@m2m.org	https://www.m2m.org/
Equal Education	Royal Place, Office 706 85 Eloff Street (corner Kerk Str) Johannesburg 2000	081 510 2384	info.gauteng@equaleducation.org.za	https://equaleducation.org.za/

