

Annex III.

Examples of Indicators



International Organization for Migration (IOM)

ANNEX III. EXAMPLES OF INDICATORS



OBJECTIVE

This tool has been developed to provide examples of various RBA indicators that can be used for common types of projects such as Counter-Trafficking, Labour Migration, Health, Alternatives to Detention, and projects concerning Children, or Discrimination, etc. These indicators are just intended to give ideas for indicators and they can be used for all levels depending on the Objective, Outcomes, and Outputs. The indicators have been divided into:

Rights in Principle (as they are laid out in national and international legal documents); and

Rights in Practice (as they are enjoyed by individuals and groups in States). For more information see the section on indicators in the Manual.

For most of IOM's projects it is recommended to disaggregate by at least age and sex, but also migration status and nationality and/or other relevant status.¹

1 Whenever possible all indicators should be appropriately disaggregated preferably on the most common grounds of discrimination depending on the context and as recognized in international law e.g. sex, race, colour, language, religion or conviction, political or other opinion, national, ethnic or social origin, nationality, age, economic position, property, marital status, birth or other status. This can reveal which groups are at most risk of having their rights violated and should thus be prioritized.

TRAFFICKING IN PERSONS

Rights in Principle			
Ratification of the Palermo Protocol on Trafficking.	Domestic laws amended to better reflect international standards.	Formal cooperation mechanism established for coordinated efforts to prevent, detect and respond, and sanction trafficking.	Domestic laws including provisions on the protection and assistance to VoTs.
Ratification of other relevant international or regional human rights instruments (e.g. ICCPR, ICESCR, CEDAW, ICRMW, etc.).	Domestic laws in place criminalizing THB and related crimes.	National policies established to provide appropriate direct and comprehensive assistance to VoTs.	Domestic laws providing for compensation of VoTs.
Domestic laws and/or policies in place to address THB.	The punishments of THB are sufficiently severe in proportion to other crimes.	Domestic laws imposing punitive measures on companies that are using trafficked labourers.	Domestic laws include a provision on non-liability of VoTs.
Domestic laws and/or policies in place to address THB which focus on women and/or children.	Domestic laws in place including provisions on prevention of THB.	National Plan of Action enacted that includes prevention, comprehensive assistance, and prosecution of THB.	Domestic law provisions which prohibit criminalization of VoTs.
National definition of Trafficking reflects the definition in the Palermo Protocol.	# of reports submitted by the State to the treaty- bodies (e.g. CCPR, CESC, CMW, CEDAW, etc.) including information on trafficking.	Guidelines established for identification and referral of VoTs.	State has a Programme of Action on implementation of Business and HR Guiding Principles.
# of changes to the domestic laws to bring it in line with international standard in relation to trafficking.	National law provides corporate responsibility for using the work of VoTs.	Private Recruitment Agencies are prohibited by law to charge service fees from migrants.	Business/Civil Law requires business to conduct supply chain check.

Rights in Practice			
Report prepared on the State by the Special Rapporteur on the human rights of migrants, the Special Rapporteur on contemporary forms of slavery, or the Special Rapporteur on trafficking in persons, especially women and children.	Proportion of the general public with basic level of awareness of trafficking.	Proportion of VoTs referred to direct assistance by labour inspectors.	# of VoTs/ beneficiaries provided with assistance (e.g health and psychosocial care, housing, and material assistance).

Concluding observations on the State prepared by the CCPR, CEDAW, or CMW.	% of the target group/beneficiaries who can identify the message behind the campaign.	Proportion of VoTs referred to direct assistance by police officers and % of these who received direct assistance by the project.	# of VoTs/beneficiaries enrolled in formal education/vocational training.
# of complaints on the State brought to e.g. CCPR or CEDAW in relation to trafficking.	State budget allocated to assistance for VoT.	Proportion of trained police officers/prosecutors/judiciaries or other legal personnel/ other beneficiaries who report applying the skills, knowledge, and resources to anti-trafficking efforts in their work.	# of VoTs returned to their country of origin.
% of migrants working .unregulated or exploitative industries.	Availability of victim friendly testimony options (remote, video, conferencing, etc.).	# of police officers/prosecutors/judiciaries or other legal personnel/ other beneficiaries who have been trained on THB.	# of VoTs whose return to their country of origin was voluntary.
# of formal complaints of THB made to the police.	Victims are included into national system of witness protection and not discriminated because of their status as migrants.	# of labour inspectors/beneficiaries trained on THB.	% of VoTs whose return was consistent with international protection standards (security assessment, family tracing completed).
# of complaints of THB tried in court compared to the # of cases of THB resulting in a conviction.	Level of satisfaction of VoTs who have received direct assistance (e.g. medical, psychosocial, employment training, family counselling, etc.).	# of VoTs/beneficiaries using legal service.	% of VoTs who were given temporary residence permit.
# of companies punished for using trafficked. labourers.	# of hospitals with doctors and staff specialized in treating victims of sexual violence, labor exploitation, with knowledge of THB.	# VoTs/beneficiaries who have received compensatory damages for the harm done to them.	# of VoTs assisted in returning back home and provided with reintegration support in the project.
# of appropriate shelters (not detention facilities) for VoTs, national and non-nationals.			

LABOUR

Rights in Principle			
Ratification of relevant human rights instruments (e.g. ICCPR, ICESCR, CEDAW, CMW).	Migrant workers enjoy equality with nationals at work (e.g. remuneration, working hours, conditions, etc.).	Regulations and codes of conduct in place for private/ State recruitment agencies.	Domestic law provides for family reunification for migrant workers and their family members.
Ratification of relevant ILO instruments (e.g. No. 97, No. 143, No. 181 (private agencies), No. 189 (domestic workers)).	Labour regulations in place on the protection of migrant workers.	Mechanisms in place to monitor recruitment agencies.	Procedures established for regularising migrant workers in an irregular situation.
The definition of a "migrant worker" is in line with ICRMW.	Complaint mechanism established from which migrant workers can seek assistance in case of discrimination, exploitation or ill treatment by their employers.	Punitive measures against recruitment agencies for non-compliance.	Cooperation and coordination mechanisms between sending and receiving States.
Domestic laws in accordance with international standards.	Guidelines developed to help consumers distinguish between good/services that have been produced through exploitation vs. fair labour conditions.	Legislation provides punitive measure against those who employ irregular migrants.	Registration mechanisms for established for migrant workers in both sending and receiving State.
Labour law provisions apply equally to non-nationals.	The legislation requires businesses paying all the outstanding fees and allowances to migrant workers employed in irregular situation.		Integration of gender-sensitive approaches into labour migration policy.
Labour law provisions apply equally to domestic workers.	Legislation imposes reporting requirements to the migration authorities on labour inspectors.		
Labour law provisions apply equally to irregular workers.	Legislation prohibits punitive measure against irregular migrants who work without a work permit/visa.		

Rights in Practice			
Report prepared on the State by the Special Rapporteur on the human rights of migrants, the Special Rapporteur on contemporary forms of slavery, including its causes and its consequences.	% of the complaints heard in court/tribunal on the right to work, including just and safe working conditions made by migrant workers which resulted in a conviction or other punitive measure against the employer.	# of complaints of discrimination made to the Ombudsman by migrant workers.	Migrant workers in an irregular situation have access to basic services (e.g. health care, legal services, housing, education, etc.).
Concluding observations on the State prepared by the CESCR, CEDAW, or CMW.	# of exploited beneficiaries provided with direct assistance thanks to the project.	# of trade unions, NGOs and civil society groups involved in the protection of the right to work for migrants.	Migrant service centres established providing assistance and information to migrant who want to emigrate.
# of received complaint on the right to work, including just and safe working conditions made by migrant workers.	# of employers punished for labour law violations with respect to irregular migrants.	Migrant workers are able to join and seek assistance from trade unions.	Migrant service centres established providing assistance and information to migrant workers in the country.
# of complaints investigated on the right to work, including just and safe working conditions made by migrant workers.	# of death and serious injuries of migrant workers caused at work.	# of labour inspectors trained on THB and forced labour.	# of business participating in employment programmes for vulnerable groups.
# of complaints heard in a court/tribunal on the right to work, including just and safe working conditions made by migrant workers.	# of convictions for forced labour.	% of exploited migrant workers who have been referred to direct service by labour inspectors.	% of migrant workers who can send remittances back to their country of origin.
# of migrant workers receiving compensation for outstanding salaries and/or compensation for injury or suffering at work.		Migrant workers in a regular situation have access to basic services (e.g. health care, legal services, housing, education, etc.).	# of irregular migrant workers reported to the migration authorities by labour inspectors.

HEALTH

Rights in Principle			
Ratification of relevant human rights instruments (e.g. ICESCR, ICRMW, CEDAW, CRPD).	National policy or plan of action in place addressing the right to health of migrants.	All migrants, irrespective of status, can qualify for public/private health insurance.	Bilateral agreements with State X include provisions on the health of migrants.
Ratification of relevant ILO instruments in relation to occupational health (e.g. No. 155, No. 161, No. 167, No. 171, No.187, etc.).	National policy on the right to health based on WHA resolution 61.17.	Legislation and regulations provide irregular migrants can access primary health care.	The legislation imposes travel restrictions for people living with HIV.
# of reports submitted by the State to the treaty- bodies (e.g. CESC, CMW, CEDAW, CRPD, etc.) including information on the implementation of the right to health of migrants.	# of official frameworks/policies on migration health in place based on the operational framework of the WHA Resolution 61.17.	Legislation providing protection from expulsion of pregnant women.	Domestic law is in line with international guidelines and does NOT impose compulsory HIV testing for migrant workers or other groups.
Domestic law recognizes the right to preventive, curative and palliative, non-discriminatory and universal access to health services, regardless of migration status.	National health strategy includes indicators on migrant health.	Regulations or codes of conducts for health personnel requires treatment to be culturally and gender sensitive.	Health screening for visa or travel purposes is in line with WHO standards / does not restrict entry for health conditions that are not of public health concern.
# of changes made to the Domestic laws to bring it in line with international standards on health.	# of indicators in the National health strategy on migrant health.	# of health-related policies that specifically address gender-related needs of migrants.	Immigration policies impose health screening of migrants upon entry (testing for HIV, TB, pregnancy, etc.) for the purpose of ensuring access to services, not to limit entry.
Domestic laws and regulation provides for access to health care for all migrants irrespective of their migration status.		# of policies responding to gender-based violence (GBV).	Legislation does not prescribe reporting requirements of medical staff treating irregular migrants.
Domestic laws provide migrants with access to preventative, curative and rehabilitative mental health services.			
Domestic laws and regulations on immunization apply to all migrants in equality with nationals.			

Rights in Practice			
Report prepared on the State by the Special Rapporteur on the human rights of migrants, or Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health.	Ratio of migrants seeking medical assistance to migrants receiving treatment # of complaints made on the right to health of migrants to NHRIs, Ombudsman, or other formal complaint mechanisms.	Budgetary support for linguistically appropriate health services, interpreters and information and education.	Migrant women have access to reproductive health care, including access to pre- and post-natal care.
Concluding observations on the State prepared by the CESCR, CEDAW, CPDR or CMW.	# of migrants compensated for violations of their right to health.	# of local NGOs providing health care to migrants.	Ratio of migrant women satisfied to migrant women unsatisfied with the sexual or reproductive health care.
The State regularly consults with a wide range of representatives of the following groups when formulating, implementing and monitoring health policy: NGOs, community leaders, migrant groups, private sector, health personnel.	# of deaths of migrants/ seriously worsened condition of the health of migrants due to not being able to access health care.	Information on accessing health care distributed in various languages in migrant communities.	# of health providers trained on migration health.
# of State initiatives on providing access to primary health care for all migrants.	# of migrants who are covered by public/private health insurance.	# of migrants who know where to seek medical assistance and what rights they have in relation to their health.	# of health practitioners who have been trained on migration health.
Migrants are required to pay a disproportionately higher cost for health care (services and goods) compared to nationals.		Sending State provide information and pre-departure training of migrants.	% of migrants who have experienced xenophobia or discrimination when seeking medical assistance.
% of migrants having access to potable water/nutritious food/adequate housing and other underlying health determines.		# of migrants receiving mental health counselling in equality with nationals.	# of irregular migrants reported to the migration authorities by health personnel.
Migrants and nationals have equal access to essential drugs.		# of migrant sex workers experiencing stigmatization when seeking health care.	
# of migrants vaccinated against the community's major infectious diseases in equality with nationals.		# of migrants subject to compulsory HIV/AIDS screening.	
# of migrants denied entry based on a condition of health (HIV, disability, pregnancy, etc.).			
# of GBV cases reported in a given time period; % of reported cases that are addressed/resolved; % change in # of GBV cases reported.			
# of health workers who undergo training on responding to GBV incidents.			

CHILDREN

Rights in Principle			
Ratification of CRC, and the two optional protocols to the CRC, on involvement of children in armed conflict and on sale of children, child prostitution and child pornography.	# of reports submitted by the State to the relevant ILO monitoring mechanisms to e.g. Conventions No. 138 and 182.	Migration legislation and policy includes provisions on the protection of migrant children.	Domestic laws prohibit detention of migrant children or families with children.
Ratification of relevant ILO instruments e.g. No. 138, No. 182, etc.	Domestic laws in line with CRC (including the principles of best interests, rights to be heard, etc.).	Domestic laws banning worst forms of child labour.	Domestic laws on children includes migrant children and recognizes migrant children's' rights to education, health, housing, etc. in equality with nationals.
# of reports submitted by the State to the CRC including information on the implementation in relation to migrant children.	# of changes to the Domestic laws to bring it in line with international standards on children.	Domestic law sets minimum age for work not less than 15 and not less than 18 for hazardous work.	

Rights in Practice			
Report on the State prepared by Special Rapporteur on the sale of children, child prostitution and child pornography, Special Rapporteur on trafficking in persons, especially women and children, Special Rapporteur on the right to education, Special Rapporteur on the human rights of migrants, etc.	# of trafficked children who are returned and reintegrated. % of these children who are not re-trafficked after 18 months.	% of children and parents who demonstrate increased knowledge of safe migration and precautionary actions for migration (e.g. investigating legitimacy of job offers).	Separated children who have been reunited with their families.
Concluding observations on the State prepared by CRC.	# of criminal cases brought against employers who are operating against laws on child labour and % of which resulted in convictions.	% of target children who know where and how to formally report a violation of their rights.	# of migrant children who have been separated from their parents by State action and % of these in which the best interests principle has been the primary consideration.
# of registered unaccompanied and separated minors in the State.	# and % of migrant children who experience sexual violence who are referred to support services within an appropriate time frame (e.g. 2 weeks from reporting).	% of children who report that local support services (e.g. immigration authorities, labour inspectors, social workers, care staff, Police, courts, etc.) are child friendly.	% of unaccompanied or separated migrant children who have been placed in a satisfactory alternative care placement.
% of children who are born in the State to migrant parents receive birth certificate.	# of children receiving compensation for violations of their rights.	% of migrant children who are satisfied with the level of their participation in decisions that affect them.	% of unaccompanied or separated children who access support services (counselling, medical, legal, etc.).
# of migrant children enrolled in formal education.	% of children and parents who demonstrate increased knowledge in transit and destination areas of trafficking risks (e.g. main purpose for child trafficking and ways in which children are recruited).	% of migrant children who experience xenophobic or discriminatory attitudes in school.	Reduction of child mortality of migrant children.
# of under-age migrant children removed from child labour and enrolled in education or vocational training.		% employers who demonstrate increased knowledge and changed attitudes towards under-age or hazardous child labour.	Reduction in malnutrition of migrant children.

ALTERNATIVES TO DETENTION

Rights in Principle			
Ratification of relevant instrument (e.g. ICCPR, CMW, CAT, CRC, etc.)	Domestic laws and policy considers immigration detention as an exceptional measure that can only be justified for a legitimate purpose.	Domestic laws and regulations specify that the conditions of detention must be humane and dignified and that all other human rights are respected, protected and fulfilled whilst in detention.	Appropriate screening procedures in place to identify vulnerable groups (children, VoTs, disabled migrants, etc.) and appropriate mechanisms established to respond to their needs (e.g. open accommodation, alternative care, etc.). Regulations provide for adequate conditions of detention facilities in line with international guidelines.*
Ratification of the Optional Protocol of the Convention against Torture ("OPCAT").	Domestic laws recognizes that immigration detention can only be resorted to when it is determined to be necessary, reasonable in all the circumstances and proportionate to a legitimate purpose and the maximum period for detention is clearly set out.	Process established for initial and periodic review of detained cases before a judicial or administrative body independent of the authorities who ordered initial detention.	Men and women are kept separate in the detention facilities.
The constitution recognizes the right to liberty and security of all persons on their territory.	Domestic laws set out procedural guarantees surrounding detention in accordance with international standards, inc. access to judicial review.	Domestic laws and regulation identifies certain groups which should not be detained e.g. refugees and asylum-seekers, children, families with children, elderly, VoTs, disabled persons or persons with health problems, victims of torture.	Families (with children) are kept separate from other adults in detention facilities.
# of changes to the Domestic laws to bring it in line with international standards on restrictions of liberty.		Detention facilities where families are kept are child friendly.	
Domestic laws and policy provides for alternatives to detention for irregular migrants.		# of policies addressing gender-related needs of migrants in detention.	

* Including: Heating during the cold season; Fans and ventilators during the hot season; Sanitary installations; Adequate bathing and shower facilities; Separate beds with clean and appropriate bedding; Separation of men and women; Families kept separate from other detainees; Separation between administrative detainees and persons awaiting trial or persons with criminal convictions; Food of nutritional value taking into consideration religious dietary practices; Appropriate medical treatment, and where needed, psychological counselling; Access to education for children; Recreational activities; Religious services.

Rights in Practice			
Reports on the State prepared by the Subcommittee on Prevention of Torture (SPT), Working Group on Arbitrary Detention (WGAD), the Special Rapporteur of the human rights of migrants, etc.	# and % of migrants registered in immigration detention centres.	# of migrants who have challenged their detention in front of a court.	# of complaint made of violence or ill-treatment by officials during detention and % of the complaints investigated.
# of individual complaints on the State brought to CCPR or CAT, or the Working Group on Arbitrary Detention (WGAD) concerning detention of migrants.	% of detained migrants who have been informed of the reasons of the arrest and detention as well as provided information about his or her rights in a language he or she understands.	# of detained migrants who have access to feel legal representation.	# of complaint made of violence or ill-treatment by other detainees during detention and % of the complaints investigated.
Proportion of communications from WGAD concerning immigration detention responded effectively by the Government.	# of families with children/ unaccompanied minors in immigration detention centres.	% of staff in detention facilities who have received training on the human rights standards applicable to detention.	# of complaints brought in front of courts regarding their detention and the % of these where migrants have received compensation.
# of migrants enrolled in any alternatives to detention.		# of migrants who have experienced violence or any ill-treatment during their time in detention.	
Access to detention centres and detainees by external monitoring and supervision (e.g. by IOM, UNHCR and local NGOs, etc.) is facilitated by the State.		# of detained migrant women and girls, men and boys, who have experienced sexual violence or harassment during detention.	

XENOPHOBIA, DISCRIMINATION, RACISM

Rights in Principle

Ratification of relevant human rights instruments (e.g. CERD and CMW).	Constitution recognizes the principles of non-discrimination and equality.	Domestic laws ensure equal access to justice for everyone, including irregular migrants.	Criminal code providing stricter penalties for crimes with xenophobic or racist elements.
# of reports submitted by the State to the treaty-bodies (e.g. CERD, CPPR, CMW, etc.) including information on xenophobia, discrimination, and or racism.	# of changes to the Domestic laws to bring it in line with international standards on xenophobia, discrimination and racism.	Domestic laws impose adequate penalties for xenophobic and racist attacks, including hate crimes.	National action plan adopted on combatting xenophobia, discrimination, and racism.
Domestic laws prohibit all forms of xenophobia, discrimination, and racism.			

Rights in Practice

Report prepared on the State by the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance, the Independent Expert on minority issues, the Special Rapporteur on the human rights of migrants, the Working Group of Experts on People of African Descent, or Special Rapporteur on the rights of indigenous peoples.	# of individual complaints submitted to CERD involving xenophobia, discrimination, racism against migrants.	# of formal complaints made by migrants concerning xenophobic and racist attacks and % of which were investigated.	% of migrant victims of discrimination, xenophobia, and/or racism provided with legal aid.
	Proportion of received complaints on cases of direct and indirect discrimination against migrants investigated and adjudicated by the NHRI, an Ombudsman or other mechanism.	# of cases concerning xenophobic and racist crimes against migrants tried in court and % of which led to a conviction.	# of target population (e.g. border officials) trained on implementing a code of conduct for the elimination of discrimination against migrants.

ASSISTED VOLUNTARY RETURN AND REINTEGRATION**Rights in Principle**

Domestic law in the State of Origin punishes nationals who have left the country irregularly.

National plan of action in the State of Origin has been adopted to support returnees.

Rights in Practice

# of migrants requesting return have received counselling before.	# of migrants requesting return have been informed about their rights and where to seek assistance upon return.	Proportion of returnees employed within 18 months after the return.	# of migrants who receive pre-departure orientation on gender-related issues.
			# of initiatives on migrant integration that address gender issues.