



# INTEGRATING MIGRATION INTO DEVELOPMENT INTERVENTIONS



A TOOLKIT FOR INTERNATIONAL  
COOPERATION AND DEVELOPMENT  
ACTORS

Funded by



European Union

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This publication was issued without formal editing by IOM.

Cover photo: Referral nurses supported by IOM administer primary health care to locals within their villages.  
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Required citation: International Organization for Migration (IOM), 2022. *Integrating Migration into Development Interventions: A Toolkit for International Cooperation and Development Actors*, IOM, Brussels.

## ACKNOWLEDGEMENTS

This publication was drafted by Katy Barwise, Alison Talkers, and Elizabeth Linklater (IOM).

The drafting team would like to thank the following people for their inputs: Christina Dimakoulea (IOM), Tomas Ernst (IOM), Muriel Gschwend Caron (SDC) Joanne Irvine (IOM), Geertrui Lanneau (IOM), Sok Leang Kim (IOM), Erwan Marteil (DG INTPA), Mihaela Onofras (IOM), Cécile Riallant (IOM), Iacopo Viciani (DG INTPA), and Anne Savary (SDC).

ISBN 978-92-9268-235-4 (PDF)

ISBN 978-92-9268-236-1 (print)

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# TOOLKIT FOR INTEGRATING MIGRATION INTO DEVELOPMENT INTERVENTIONS

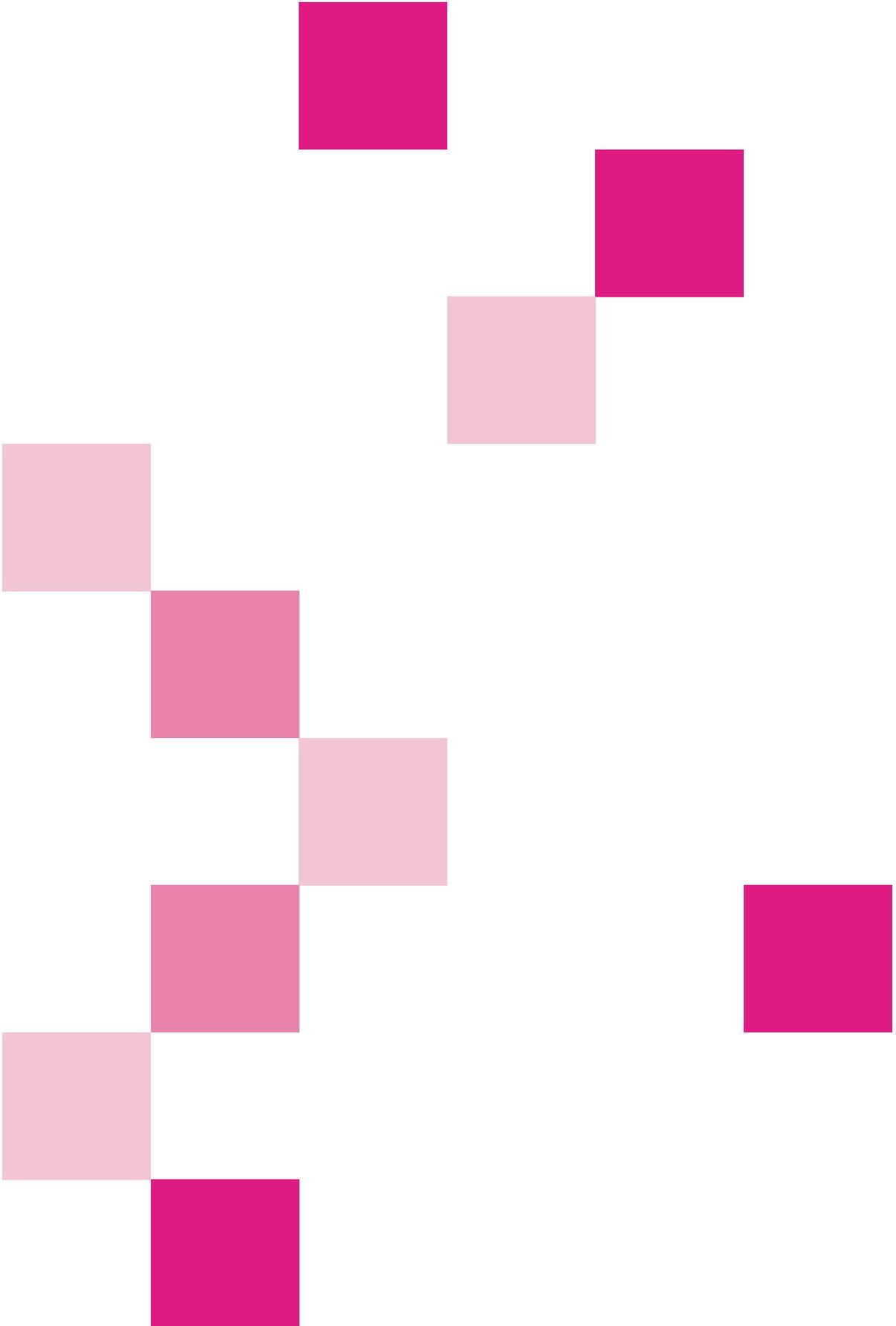
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# ACRONYMS

DAC	Development Assistance Committee
DG INTPA	Directorate-General for International Partnerships
DRR	Disaster Risk Reduction
DTM	Displacement Tracking Matrix
EU	European Union
IOM	International Organization for Migration
OECD	Organisation for Economic Co-operation and Development
SDG	Sustainable Development Goals

# GLOSSARY OF TERMS<sup>1</sup>

**A note on terminology:** In this Toolkit, the term *migration* refers to any movement of persons away from their place of usual residence. Migration can take many forms and includes immigration, emigration, displacement, etc. The term *migrants* is inclusive of regular and irregular migrants, international and internal migrants, and displaced persons, among others.

This is the common terminology used throughout the Toolkit. However, given the specificities of different types of migration (e.g. displacement) and categories of migrants (e.g. displaced persons), distinct references are made to these terms in certain sections of the Toolkit, where relevant. See the Glossary of Terms below for more information on specific migration-related terminology used.

**Border management:** The administration of measures related to authorized movement of persons (regular migration) and goods, whilst preventing unauthorized movement of persons (irregular migration) and goods, detecting those responsible for smuggling, trafficking and related crimes and identifying the victims of such crimes or any other person in need of immediate or longer-term assistance and/or (international) protection.

**Country of transit:** In the migration context, the country through which a person or a group of persons pass on any journey to the country of destination or from the country of destination to the country of origin or the country of habitual residence.

**Cross border displacement:** The movements of persons who have been forced or obliged to leave their homes or places of habitual residence and move across international borders.

**Diaspora:** Migrants or descendants of migrants whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background. They maintain links with their homelands, and to each other, based on a shared sense of history, identity, or mutual experiences in the destination country.

**Displacement:** The movement of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-induced disasters.

**Emigration:** From the perspective of the country of departure, the act of moving from one's country of nationality or usual residence to another country, so that the country of destination effectively becomes his or her new country of usual residence.

**Environmental migration:** The movement of persons or groups of persons who, predominantly for reasons of sudden or progressive changes in the environment that adversely affect their lives or living conditions, are forced to leave their places of habitual residence, or choose to do so, either temporarily or permanently, and who move within or outside their country of origin or habitual residence.

**Immigration:** From the perspective of the country of arrival, the act of moving into a country other than one's country of nationality or usual residence, so that the country of destination effectively becomes his or her new country of usual residence.

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1. Unless otherwise stated, the terms in this glossary are drawn from the IOM Glossary on Migration (2019).

**Internal migration:** The movement of people within a State involving the establishment of a new temporary or permanent residence.

**Internally displaced persons:** Persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalized violence, violations of human rights or natural or human-induced disasters, and who have not crossed an internationally recognized State border.

**Irregular migration:** Movement of persons that takes place outside the laws, regulations, or international agreements governing the entry into or exit from the State of origin, transit or destination.

**Migrant:** An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students.

**Migrants in vulnerable situations:** Migrants who are unable to effectively enjoy their human rights, are at increased risk of violations and abuse and who, accordingly, are entitled to call on a duty bearer's heightened duty of care.

**Migration:** The movement of persons away from their place of usual residence, either across an international border or within a State.

**Reintegration:** A process which enables individuals to re-establish the economic, social and psychosocial relationships needed to maintain life, livelihood and dignity and inclusion in civic life.

**Remittances:** Personal monetary transfers, cross border or within the same country, made by migrants to individuals or communities with whom the migrant has links.

**Return migration:** In the context of international migration, the movement of persons returning to their country of origin after having moved away from their place of habitual residence and crossed an international border. In the context of internal migration, the movement of persons returning to their place of habitual residence after having moved away from it.

**Smuggling of migrants:** The procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the irregular entry of a person into a State Party of which the person is not a national or a permanent resident.

**Trafficking in persons:** The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

**Vulnerable group:** Depending on the context, any group or sector of society (such as children, the elderly, persons with disabilities, ethnic or religious minorities, migrants, particularly those who are in an irregular situation, or persons of diverse sex, sexual orientation and gender identity (SSOGI)) that is at higher risk of being subjected to discriminatory practices, violence, social disadvantage, or economic hardship than other groups within the State. These groups are also at higher risk in periods of conflict, crisis or disasters.

To learn more, see [IOM's Glossary on Migration](#).

# INTRODUCTION

The *Toolkit on Integrating Migration into Development Interventions* is part of a series of tools developed under the Mainstreaming Migration into International Cooperation and Development (MMICD) project, funded by the European Union (EU) and implemented by the International Organization for Migration (IOM). It complements the MMICD's core *Guidelines for Integrating Migration into International Cooperation and Development* and is one of its practical Toolkits<sup>2</sup> for putting migration mainstreaming into practice.

**Purpose:** The Toolkit is intended to provide concise, operational, and user-friendly information and tools to support partners to understand how migration can be reflected in the design, implementation, monitoring and evaluation of development cooperation interventions (i.e. projects or programmes). Although there is not a one size fits all approach for integrating migration into development interventions, the tools can be adapted to various contexts to make development cooperation more coherent and effective by harnessing the development potential of migration and ensuring that any related challenges and/or opportunities are fully assessed.

**Audience:** The Toolkit has been designed to be used by international cooperation and development actors<sup>3</sup> working in, or with, the international cooperation and development sector. While the specific target audience is international cooperation and development actors, it can also be useful for other partners who are engaged in designing, implementing, and/or evaluating interventions.

**Structure:** The Toolkit is composed of a set of user-friendly tools to support international cooperation and development actors with the integration of migration into development interventions, focusing on different stages of the intervention cycle.<sup>4</sup> For a brief overview of the linkages between migration and development to provide a general understanding of the ways in which both interact, see the *Guidelines for Integrating Migration into International Cooperation and Development*. There is also a series of Annexes including reference to guiding principles, data sources, and an indicator bank for expected results.

- 
2. This Toolkit is one of the eleven other Toolkits that complement the Guidelines for Mainstreaming Migration into International Cooperation and Development. Other Toolkits include: Toolkit for Integrating Migration into Development Interventions; Toolkit for Integrating Migration into the COVID-19 Socioeconomic Response; and Toolkits for Integrating Migration into Sector-specific Interventions on (i) health, (ii) environment and climate change, (iii) employment, (iv) governance, (v) private sector development and trade, (vi) rural development, (vii) security, (viii) urban development, (ix) education).
  3. Specifically, EU institutions and EU delegations, EU member states, development partners, government authorities in partner countries and other donors (incl. traditional (bilateral and multilateral) and non-traditional (private sector, foundations, etc.).
  4. The project cycle in this Toolkit is informed by the stages used by the European Commission in its Development Cooperation programming.



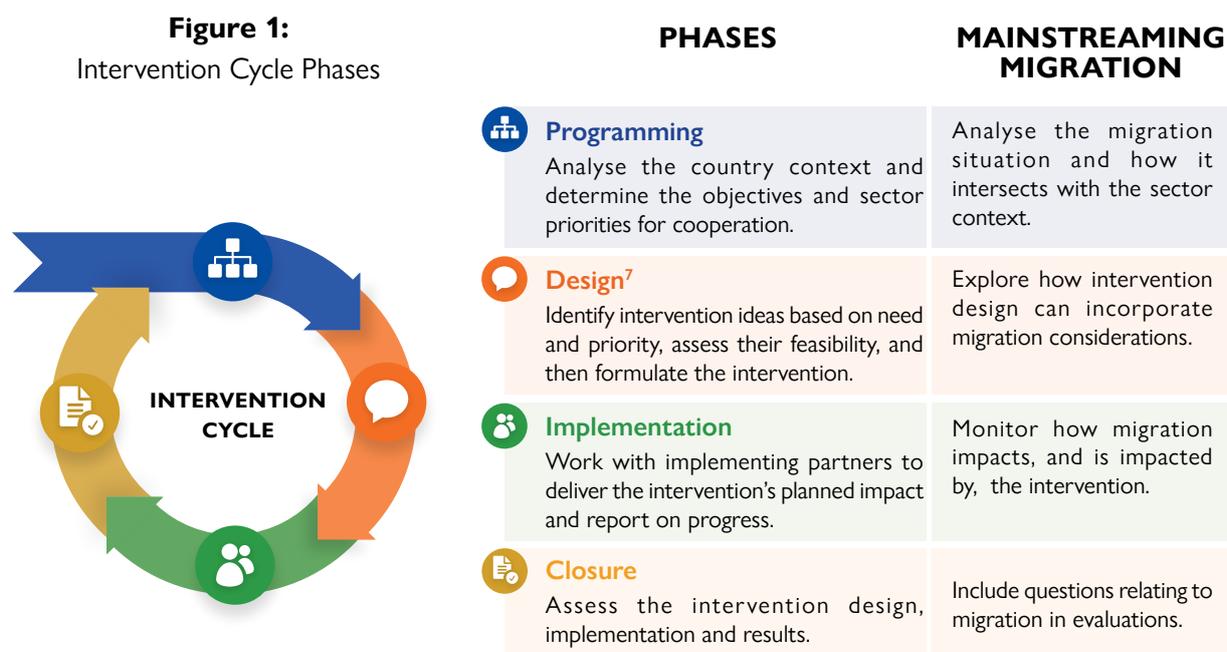
# TOOLS

## WHY USE THESE TOOLS?

With the support of the tools in this Toolkit, international cooperation and development actors can operationalize a mainstreaming migration approach. This means understanding how migration – in all its forms<sup>5</sup> – can be integrated into the design, implementation, and/or evaluation of a development intervention, while exploring the specific barriers or situations that certain categories of migrants may face (such as displaced persons, irregular migrants, international migrants, etc.). Integrating migration into development interventions not only supports the inclusion of migrants, but also enhances development cooperation interventions by making them more coherent and effective.

## WHEN AND HOW TO USE THE TOOLS?

The tools are intended to be used at the various phases of the intervention cycle.<sup>6</sup> They include guiding questions, checklists, and examples of project interventions to help users explore the concepts and connections with migration. The tools are designed to be adapted and used, regardless of region, country, and/or other contextual factors. They are not intended to be prescriptive, but rather guide or inform the mainstreaming of migration throughout the intervention cycle:



5. See the [Glossary of Terms](#) for more information.

6. The above intervention cycle phases are those used by the European Commission in its international cooperation and development work. However, different organizations use different language to describe the phases of the project or programme cycle. Despite the differences in language, in general most organizations and agencies follow a similar approach to planning, management, monitoring and evaluation of their development cooperation interventions, and therefore the approach used in this Toolkit should still be applicable.

7. According to DG INTPA guidance, identification (early design) and formulation (final design) phases could be merged into a single design phase, considering pragmatically that an intervention might not be fully identified until it is formulated.

**Figure 2:**  
Breakdown of the Tools

**Tool 1: Quick Diagnostic**

Provides an entry point for mainstreaming migration.



**Tool 7: Theory of Change**

Helps with the formulation of the results logic of an intervention, including ensuring that it incorporates and responds to migration-related factors identified.



**Tool 2: Situation Analysis**

Gathers information and evidence to inform a more nuanced understanding of the connection between migration and development in a given context.



**Tool 8: Indicator Bank**

Provides a comprehensive set of indicators (aligned with the Sustainable Development Goals (SDGs)) that can be integrated, or adapted for, an intervention.



**Tool 3: Policy Checklist**

Explores the policy environment in relation to migration and development in a given context.



**Tool 9: Project Design Checklist**

Offers a quick reference tool to ensure that migration has broadly been mainstreamed into project design.



**Tool 4: Stakeholder Analysis**

Identifies which stakeholders should be consulted during programming and, as well as those who may be suitable partners and/or beneficiaries (direct and indirect) for an intervention.



**Tool 10: Project Monitoring Checklist**

Provides a quick reference tool to identify the extent to which migration has been integrated into project activities.



**Tool 5: Problem Analysis**

Unpacks barriers or bottlenecks, from a migration perspective, and arrives at potential interventions to address them.



**Tool 11: Project Evaluation Checklist**

Offers a quick reference tool to evaluate how well migration was mainstreamed in an intervention.



**Tool 6: Risk Analysis**

Highlights potential migration-related risks to interventions, as well as measures to mitigate these.



# TOOL 1: QUICK DIAGNOSTIC

## Why use this tool?

The Quick Diagnostic is intended to be a 'starting point' to mainstream migration within a development intervention. It can help to identify areas where migration could be integrated within the Programming Document or Action Document<sup>8</sup> and provides a foundation to further explore the subsequent tools.

## When to use this tool?

This tool should be the first point of reference for mainstreaming migration into an intervention. However, it can be used at any, or all, phases of the cycle.



## How to use this tool?

The user can reflect on the questions to explore the different areas (e.g. justification, stakeholders, results) within a Programming Document or Action Document where migration could be (or was) mainstreamed. The guiding principles set out in Annex I should also be kept in mind when using this tool. Depending on the need, other tools can be consulted to better understand and address the areas requiring further attention.

Areas	Questions
<b>Analysis and Justification</b>	Has an analysis been conducted on the migration-related situation and the linkages between migration and development (e.g. labour migration, diaspora engagement, displacement)? <i>For support, go to the Situation Analysis Tool</i>
<b>Stakeholders and Participation</b>	Are migration-related groups, associations, or the relevant migration unit involved in the design, implementation, and evaluation of the action? <i>For support, go to the Stakeholder Analysis Tool</i>
<b>Policy Dialogue</b>	Has the specific situation of migrants and communities affected by migration been raised in discussion with public authorities? Is there political will to address this? <i>For support, go to the Policy Checklist Tool</i>
<b>Results Framework</b>	Are the outcomes, outputs, and activities designed to meet the different needs and priorities of migrants and communities? Do these promote social cohesion? Is there a migration-related specific objective or result which is backed by at least one indicator, and for which evidence is (or will be) available? <i>For support, go to the Theory of Change Tool</i>

8. These documents are those used by the European Commission in its international cooperation and development indicative programming and formulation of interventions. However, different organizations use different language to describe project documents. Despite the differences in language, in general most organizations and agencies follow a similar approach.

<b>Data and Statistics</b>	Has data and indicators for the intervention been disaggregated by migration status where appropriate and applicable? <i>For support, go to the <a href="#">Indicator Bank Tool</a></i>
<b>Budget</b>	Have adequate financial resources been allocated for effective mainstreaming actions (vis-à-vis per cent of total budget)?
<b>Guiding Principles</b>	Have the guiding principles been considered and adequately reflected in the intervention (e.g. rights-based approach, gender-sensitive, whole-of-society approach, do no harm)? <i>For support, go to <a href="#">Annex I: Guiding Principles</a></i>



**Based on your context, take note of the areas where migration could be mainstreamed.**

# TOOL 2: SITUATION ANALYSIS

## Why use this tool?

The Situation Analysis can be used to help gather information and evidence to inform a more nuanced understanding of the connection between migration and development in the country or region in focus.

## When to use this tool?

The tool can be used at the start of the programming phase or as part of the context analysis in the design phase.<sup>9</sup>



## How to use this tool?

The user can use this as a stand-alone situation analysis or as a complement to one traditionally conducted for development interventions, to ensure that they are sensitive to migration dimensions. The questions are organized by different types of migration (see the [Glossary of Terms](#) for related definitions). The data sources provided below in [Annex II](#) can be referenced when responding to the questions.

Type of migration <sup>10</sup>	Questions
Immigration	<ol style="list-style-type: none"> <li>1. Are there high levels of people migrating into the country? Where to?</li> <li>2. How proportional is the size of the migrant population compared to that of the overall population?</li> <li>3. What is the impact of immigration on migrants and on countries of destination?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div style="border: 1px solid #ccc; height: 30px; width: 100%;"></div>

9. During the design phase, context analysis, policy analysis and stakeholder analysis are not performed in a sequential manner: they are iterative processes and feed into one other.  
 10. Refer to the [Glossary of Terms](#) for definitions of the migration types.

Type of migration <sup>10</sup>	Questions
<b>Emigration, diaspora, remittances</b>	<ol style="list-style-type: none"> <li>1. Do people emigrate? Why do they leave and where do they go?</li> <li>2. Are some sectors (e.g. health) especially affected by out migration?</li> <li>3. What is the state of play of the diaspora? Are they engaged in development?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div data-bbox="435 528 1329 618" style="border: 1px solid #ccc; height: 40px; width: 100%;"></div>
<b>Rural–rural/ Rural–urban migration</b>	<ol style="list-style-type: none"> <li>1. Are there significant movements of people between or away from rural areas? Why?</li> <li>2. What is being done in both rural and urban areas to address, mitigate, or adapt to these changes as needed? Is enough being done?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div data-bbox="435 909 1329 999" style="border: 1px solid #ccc; height: 40px; width: 100%;"></div>
<b>Labour migration</b>	<ol style="list-style-type: none"> <li>1. Are there prominent labour migration pathways in place? Are they safe and regular?</li> <li>2. Do significant numbers of workers move for employment opportunities? Are their families and communities affected and if so, how?</li> <li>3. To what extent does the country or region rely on migrant workers?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div data-bbox="435 1301 1329 1391" style="border: 1px solid #ccc; height: 40px; width: 100%;"></div>
<b>Return migration</b>	<ol style="list-style-type: none"> <li>1. Are there people returning to the country? Where do they go?</li> <li>2. What skills are return migrants bringing back? Are these being utilized?</li> <li>3. Are there barriers to their reintegration? If so, what are they?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div data-bbox="435 1682 1329 1771" style="border: 1px solid #ccc; height: 40px; width: 100%;"></div>

Type of migration <sup>10</sup>	Questions
<b>Environmental migration</b>	<ol style="list-style-type: none"> <li>1. Is climate change impacting migration (including displacement) in the country or region?</li> <li>2. What is being done to support those moving due to environmental and/or climatic changes (e.g. drought)? In what ways are these movements being managed to support adaptation and resilience-building?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div data-bbox="434 546 1327 636" style="border: 1px solid #ccc; height: 40px;"></div>
<b>Displacement</b>	<ol style="list-style-type: none"> <li>1. Are there significant displacement situations in the country or in neighbouring countries? Are people displaced internally or across borders?</li> <li>2. Are there displaced persons who are leaving or entering the country? Why?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div data-bbox="434 882 1327 972" style="border: 1px solid #ccc; height: 40px;"></div>
<b>Migrants in vulnerable situations</b>	<ol style="list-style-type: none"> <li>1. Are migrants, particularly women, children, and irregular migrants, vulnerable to different forms of exploitation?</li> <li>2. What is the country's status on the global trafficking in persons report? How is the country described? Are there links with key sectors (e.g. agriculture)?</li> <li>3. Do migrants have access to legal counsel and remedy if their rights are violated?</li> </ol> <p> Note whether any of these migration situations are relevant to your context.</p> <div data-bbox="434 1321 1327 1411" style="border: 1px solid #ccc; height: 40px;"></div>

# TOOL 3: POLICY CHECKLIST

## Why use this tool?

The Policy Checklist can help to explore the governance environment in relation to migration and development in a given country or region. It can help understand the policy landscape which could be reflected in Programming Document or Action Document<sup>11</sup> and/or may influence the implementation and impact of an intervention.

## When to use this tool?

This tool can be used in the programming or design phase. It complements the analysis done in the [Situation Analysis](#) (Tool 2) and [Stakeholder Analysis](#) (Tool 4).



## How to use this tool?

The user can go through the checklist to identify relevant laws and policies, reflect on whether they address the needs of migrants and communities, and understand where there are gaps which may require further attention in the design phase. Key policy frameworks to keep in mind are referenced in the *Guidelines for Integrating Migration into International Cooperation and Development*.

Questions	Yes	No
1. Is there a comprehensive national migration policy in place? If yes, does it incorporate gender and age considerations?		
2. Do authorities cooperate on migration-related matters with other States and non-governmental actors?		
3. Does regional cooperation related to migration exist?		
4. Is migration integrated into regional, national, and subnational development and poverty reduction strategies?		
5. Is national legislation consistent with international norms (e.g. non-refoulement)?		
6. Have policies been developed to promote the rights and empowerment of migrants of all genders, ages, nationalities, and migration status?		
7. Are migrants entitled to family reunification, to work, or access to residency and citizenship?		

11. These documents are those used by the European Commission in its international cooperation and development indicative programming and formulation of interventions. However, different organizations use different language to describe project documents. Despite the differences in language, in general most organizations and agencies follow a similar approach.

Questions	Yes	No
8. Are there policies in place to facilitate diaspora engagement and optimize use of migrant remittances and other contributions?		
9. Do regional, national, and subnational crisis preparedness and response plans integrate the migration dimensions of crises?		
10. Does the national budget allocate funds to integrate migration into development cooperation?		
 Note what policy considerations or gaps should be taken into account. <div data-bbox="213 495 1107 577" style="border: 1px solid #ccc; height: 37px; width: 560px;"></div>		

# TOOL 4: STAKEHOLDER ANALYSIS

## Why use this tool?

The Stakeholder Analysis can be used to identify which stakeholders should be consulted during programming, as well as those who may be suitable partners and/or beneficiaries (direct and indirect) for an intervention. This tool helps establish the potential experiences, role, and needs of the various stakeholders in a given country or region.

## When to use this tool?

This tool is for use during the programming or design phase. It complements the analysis done in the [Situation Analysis \(Tool 2\)](#) and [Policy Checklist \(Tool 3\)](#).



## How to use this tool?

The user can review the questions in this tool to explore the different stakeholder groups that could be engaged and how. The questions are organized by stakeholder group and provide a starting point to gather information on whether the stakeholders could:

- Provide contextual information to inform programming based on their **experience** (i.e. stakeholders to consult during programming or design);
- Be potential partners and/or implementors who can support the achievement of the intervention results based on their **roles** (i.e. stakeholders that could be an implementing partner), and/or;
- Be beneficiaries (direct or indirect) of the intervention based on their **needs**.

Users are encouraged to review the questions in each column of the Stakeholder Analysis to identify areas of relevance and then click on the boxes to indicate the most relevant stakeholders in each category. Prior to using the tool, it is recommended to broadly identify the stakeholders that are present in your country or region. Potential key stakeholders are referenced in table below the tool.

Stakeholders	Questions		
	Experience	Roles	Needs
<b>Migrants (of all genders and ages, including diaspora, displaced persons, migrants in vulnerable situations, or return migrants)</b>	<ol style="list-style-type: none"> <li>How are migrants of different genders and ages affected by migration?</li> <li>How are displaced persons of different genders and ages affected by displacement?</li> <li>Do the needs and experiences of different categories of migrants, particularly migrants in vulnerable situations, women and children, differ?</li> </ol>	<ol style="list-style-type: none"> <li>Have migrant groups or diaspora associations been engaged?</li> <li>Is there scope to engage migrants of different genders and ages as development actors?</li> </ol>	<ol style="list-style-type: none"> <li>Are migrants' access to services restricted? Do different gender and age groups encounter different restrictions?</li> <li>Are migrant's needs and experiences accounted for to improve access to development opportunities?</li> </ol>
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:
<b>Communities affected by migration</b>	<ol style="list-style-type: none"> <li>To what extent does migration impact livelihoods or the economy?</li> <li>What are community perceptions of migrants?</li> </ol>	<ol style="list-style-type: none"> <li>What role do communities play in integrating migrants?</li> <li>Do communities support the inclusion of migrants in development initiatives?</li> </ol>	<ol style="list-style-type: none"> <li>What are the barriers to development that need to be overcome in the community?</li> <li>Should potential interventions take a community-based approach?</li> </ol>
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:
<b>National governments (including institutions in charge of migration governance, development planning, sector policies, and national–local dialogue)</b>	<ol style="list-style-type: none"> <li>What is national government stakeholders' understanding of, and policies towards, migration?</li> </ol>	<ol style="list-style-type: none"> <li>How are different ministries working together to mainstream migration into their work? Which ones are they?</li> <li>Are public authorities channelling the resources needed to improve coherence?</li> </ol>	<ol style="list-style-type: none"> <li>Do national-level development plans, policies, and programming consider migration or migrants?</li> </ol>
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:

Stakeholders	Questions		
	Experience	Roles	Needs
<b>Subnational governments (including states, regional authorities, municipalities, city authorities, regional councils)</b>	1. What is local government stakeholders' understanding of, and policies towards, migration?	1. What is the role of local government entities in decision-making related to migration and development?  2. Which local leaders (informal or formal) play a particularly important role in the integration of migrants and in the hosting of displaced persons?	1. Do local-level development plans, policies, and programming consider migration or migrants?  2. Do local leaders (informal or formal) need support to improve social cohesion and address discrimination?
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:
<b>Civil society (including academic institutions, training institutions, NGOs, faith-based organizations, religious and traditional leaders, and media)</b>	1. Do media stakeholders influence public perceptions of migration?	1. Is there strong civil society representation of migrants, including displaced persons?	1. Do stakeholders have sufficient capacities and human and financial resources to support the inclusion of migrants?
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:
<b>Private sector (including industry and employer associations)</b>	1. Do many migrants work in, and contribute to, the private sector?	1. Is the private sector interested in supporting or implementing migration and development programmes?	1. Do employers have approaches or strategies to provide opportunities to migrant workers in the workplace (including up-skilling)?
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:

Stakeholders	Questions		
	Experience	Roles	Needs
International organizations	1. How are international organizations sharing migration-related data, experiences, and other resources for migration and development programming?	1. Do international organizations, particularly IOM and other organizations active on migration, have country offices in partner countries and are they engaged as technical partners or implementing agencies?	1. Are mechanisms supported by international organizations drawn on to exchange information and build partnerships on migration and development?
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:
Other development cooperation agencies	1. Do development cooperation agencies have past, ongoing, or upcoming interventions of relevance to migration and development?	1. Is there an active coordination mechanism on the migration and development in place?	1. Do development cooperation agencies need support or capacity development on the linkages between migration and development, and how to reflect this in development interventions?
	Click if should be consulted:	Click if should be a partner:	Click if should be a beneficiary:

Quick reference to potential stakeholders		Click if relevant
Key UN partner(s)	FAO, ILO, IOM, UN-Women, UNAIDS, UNCTAD, UNDP, UNEP, UNESCO, UNFPA, UNHCR, UNICEF, UNODC, WHO	
Key government partners	Regional Economic Community Labour Unit	
	Entity responsible for Interior/Home Affairs	
	Entity responsible for Labour/Employment and Social Services	
	Entity responsible for Education	
	Entity responsible for Health	
Other potential partners	Entity responsible for Gender and Youth	
	Academia	
	Social Protection Service Providers	
	Migrant Associations	
	Migrant Worker Associations	
	Diaspora Associations	
Trades Unions		
Employers		

# TOOL 5: PROBLEM ANALYSIS

## Why use this tool?

The Problem Analysis is useful to unpack barriers or bottlenecks, from a migration perspective, that may have been identified during the programming phase and to arrive at potential development interventions to address them.

## When to use this tool?

This tool can be used during the design stage of the cycle.



## How to use this tool?

The user can review the examples provided of potential problems linked to migration and development. Based on which problems are most relevant to the given context, the user can then consult the list of possible interventions (i.e. priority areas for support) to respond to the problem(s) that were identified. When conducting a problem analysis, it is important to consider challenges facing different socioeconomic groups, including gender and age differences, as well as the needs of persons with disabilities and migrants in vulnerable situations.

Examples of problems identified	Potential interventions
<b>Lack of data collection and use of migration data to support evidence-based policies and programmes.</b>	<ol style="list-style-type: none"> <li>1. Collect and analyse migration-related data to support capacity development of partner country institutions. This includes data on displacement, such as the Displacement Tracking Matrix (DTM).</li> <li>2. Include questions related to migration status in the census and other relevant demographic surveys.</li> <li>3. Collaborate and work with research institutions, universities, and other stakeholders to support data collection and to identify the most effective methods for collecting data.</li> <li>4. Disseminate accurate migration data and improve communications in order to counter popular misconceptions and misinformation regarding migration.</li> <li>5. Work with all authorities to ensure that migrants are included in national systems for civil registration and vital statistics.</li> </ol>
<b>Limited legislative effectiveness, coherence, and implementation which can undermine the rights and protection of migrants.</b>	<ol style="list-style-type: none"> <li>1. Assess the strengths and weaknesses of the legal framework to understand the extent of rights and legal protections afforded to migrants at all levels of governance. Identify areas for legislative reform and durable solutions.</li> <li>2. Promote compatibility of domestic legal frameworks with international human rights, refugee, and humanitarian law and related standards.</li> <li>3. Support processes to enable and empower migrants of all gender groups, particularly women, to participate in policy and legislative processes.</li> <li>4. Promote the inclusion of migrants' and refugees' rights in the operations of National Human Rights Commissions and in Universal Periodic Reviews.</li> </ol>

Examples of problems identified	Potential interventions
<p><b>Limited coordination between policy areas which impact or are impacted by migration.</b></p>	<ol style="list-style-type: none"> <li>1. Support the establishment of multisectoral coordination structures at national and local level.</li> <li>2. Create or implement mechanisms and/or platforms for dialogue on migration and sustainable development.</li> <li>3. Promote coherence and cooperation across relevant ministries or administrations that have responsibilities that impact or are related to migrants.</li> </ol>
<p><b>Overly centralized migration management systems.</b></p>	<ol style="list-style-type: none"> <li>1. Work with city, provincial, and local authorities to build their capacities to implement migration policies.</li> <li>2. Facilitate coherence of migration management approaches between different levels of government.</li> </ol>
<p><b>Migrants, including displaced persons, face barriers to inclusion and difficulties in claiming their rights.</b></p>	<ol style="list-style-type: none"> <li>1. Work closely with civil society to promote the social, economic, and political inclusion of migrants, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.</li> <li>2. Promote inclusive, sustainable, and evidence-based development planning to facilitate social cohesion.</li> <li>3. Tackle xenophobia through evidence-based communication (based on communications for change methodologies) and projects that foster social cohesion.</li> <li>4. Promote the ratification or accession to all key human rights conventions and other international agreements related to migration and displacement.</li> </ol>
<p><b>Difficulties in accessing basic services, such as health, education, and social protection for migrants.</b></p>	<ol style="list-style-type: none"> <li>1. Promote equitable access to quality health care services and non-discriminatory access to safe, effective, quality, and affordable essential medicines and vaccines for migrants of all gender and age groups.</li> <li>2. Train health, education, and other service providers to provide culturally sensitive and language appropriate services as relevant.</li> <li>3. Build the capacities of relevant officials to effectively integrate migrants, including displaced persons, into national education systems.</li> <li>4. Bolster decentralized development planning by improving coordination between and within service providers.</li> <li>5. Provide migrants with resources and know-how so that they can more easily access services.</li> <li>6. Implement nationally appropriate and portable social protection systems and measures for all, including migrants.</li> <li>7. Support programmes to establish “sanctuary” or “safe zones” as places where undocumented migrants of all gender groups can seek health care, education for children, legal support, and other types of assistance.</li> </ol>
<p><b>Increased competition for resources or services may lead to tensions between migrants and other community members.</b></p>	<ol style="list-style-type: none"> <li>1. Support community development programmes implemented through whole-of-society engagement methodologies with the aim of enhancing social cohesion.</li> <li>2. Work with local stakeholders to facilitate the integration of migrants of all gender and age groups in countries of destination.</li> <li>3. Promote opportunities and spaces for intercultural exchange.</li> </ol>

Examples of problems identified	Potential interventions
<p><b>Migrants are not included in national and local disaster risk reduction plans, simulations, and exercises.</b></p>	<ol style="list-style-type: none"> <li>1. Provide migrants with the information, skills and resources to participate in relevant processes.</li> <li>2. Provide governments and other relevant actors with the data and tools to include migrants, diaspora, and communities in disaster risk reduction plans, simulations, and exercises.</li> </ol>
<p><b>Unethical recruitment or labour exploitation of migrant workers.</b></p>	<ol style="list-style-type: none"> <li>1. Enforce legislation and policy frameworks that ensure decent working conditions for migrant workers and promote equality of treatment.</li> <li>2. Promote the ratification and implementation of the ILO (C181) <a href="#">Private Employment Agencies' Convention</a>.</li> <li>3. Support programmes which regulate and monitor Private Employment Agencies to ensure that they adhere to ethical recruitment practices.</li> <li>4. Build the capacities of labour inspection agents to monitor how migrant workers are treated in the workplace and ensure compliance with related legislation.</li> <li>5. Empower migrants with information about labour standards and their rights and how to exercise them.</li> <li>6. Assist with the creation of complaint mechanisms, with the assistance of labour inspection authorities and civil society, to provide migrant workers of all gender and age groups with safe and effective channels to report labour rights violations.</li> </ol>
<p><b>Loss of skilled and qualified nationals negatively affects the labour market.</b></p>	<ol style="list-style-type: none"> <li>1. Conduct labour market analyses to identify the impact of emigration on the country of origin and identify skills that are needed.</li> <li>2. Implement bilateral frameworks for labour migration pathways, including skills mobility partnerships.</li> <li>3. Support initiatives which facilitate the skills transfer of migrants and diaspora to contribute to the country of origin – either temporarily or permanently.</li> <li>4. In the case of the health sector, promote the <a href="#">WHO Global Code of Practice on the International Recruitment of Health Personnel</a>.<sup>12</sup></li> </ol>
<p><b>Spouses and children of migrants may be negatively affected by the absence of family members who migrated.</b></p>	<ol style="list-style-type: none"> <li>1. Work with partner governments and the private sector to channel remittances from urban to rural areas more effectively and efficiently.</li> <li>2. Improve social assistance programmes for families staying behind.</li> <li>3. Implement community development initiatives to enhance resilience in countries of origin.</li> </ol>

12. For further and more in-depth information about this, please refer to the Health Toolkit.

Examples of problems identified	Potential interventions
<p><b>Migrants may face unemployment or underemployment.</b></p>	<ol style="list-style-type: none"> <li>1. Support policy change to facilitate the recognition of qualifications of migrant workers, especially in sectors with skills gaps (e.g. health and care work, engineering, teaching).</li> <li>2. Collect information on the occupational profiles and the unemployment or underemployment of migrants to help identify and then address barriers to their participation in the labour market.</li> <li>3. Coordinate with work permit-issuing authorities to streamline rules and processes for issuing work permits and support measures to regularize the situations of workers who are working irregularly.</li> <li>4. Offer advisory services, training and enterprise programmes, and/or access to productive resources as well as credit and finance for migrants to start-up businesses.</li> </ol>
<p><b>Environment and climate change-related impacts combined with other factors may influence migration, including displacement.</b></p>	<ol style="list-style-type: none"> <li>1. Support partner countries to develop and implement national adaptation plans that include provisions to support migrants, prevent and respond to displacement, and ensure that relocation occurs in a participatory, protection-focused and well-planned manner, in line with the Paris Agreement.</li> <li>2. Identify communities vulnerable to disaster displacement and implement resilience-building measures.</li> <li>3. Cooperate with communities which are in similar situations of risk due to climate change to share expertise and resources to improve adaptation strategies.</li> <li>4. Provide assistance and protection for those displaced by disasters stemming from natural hazards or other climate change impacts to seek durable solutions.</li> <li>5. Help to facilitate regular or circular migration schemes from countries or communities experiencing climate change impacts.</li> </ol>
<p><b>There is a disconnect between border management approaches and development-related commitments.</b></p>	<ol style="list-style-type: none"> <li>1. Build capacity of immigration and border management to prevent and respond to trafficking and smuggling, in a protection-sensitive manner.</li> <li>2. Support governments to operationalize the <a href="#">Health, Border and Mobility Management (HBMM) Framework</a>.</li> <li>3. Facilitate customs unions and other agreements that promote intraregional trade in including provisions that facilitate the protection of cross-border traders.</li> </ol>

Examples of problems identified	Potential interventions
<p><b>Remittances are not leveraged to support improved development outcomes.</b></p>	<ol style="list-style-type: none"> <li>1. Support national and local government to build ties with the diaspora including through diaspora mapping, and the development or strengthening of diaspora engagement policies and strategies.</li> <li>2. Support partner countries to: <ul style="list-style-type: none"> <li>• Perform enhanced monitoring of remittance flows;</li> <li>• Promote maintenance of, and access to, remittances, including through digital solutions;</li> <li>• Lower remittance transfer costs;</li> <li>• Facilitate access to remittances; and,</li> <li>• Channel remittances to contribute to community resilience.</li> </ul> </li> <li>3. Support in-person and virtual skills transfer pathways to enable diaspora to contribute to development outcomes.</li> <li>4. Provide financial literacy support to family members of diaspora to assist them to manage productive investments from financial remittances.</li> </ol>
<p> Note any potential interventions that should be considered.</p> <div style="border: 1px solid #ccc; height: 40px; width: 100%;"></div>	

# TOOL 6: RISK ANALYSIS

## Why use this tool?

The Risk Analysis is useful for identifying potential risks<sup>13</sup> to development interventions with a migration-dimension (i.e. risks to achieving of the objectives of the intervention), as well as measures to mitigate these risks. Identifying potential risks during the design phase helps ensure that measures are in place during implementation to address them.

## When to use this tool?

This tool can be used during the design phase.



## How to use this tool?

The user can review the examples of possible migration-related risks to an intervention and the possible consequences of these. The potential risks should be contextualized based on the country or region in focus and the dynamics at play. Based on the context, users can identify whether it is a high, medium, or low risk. Once potential risks are identified, this tool provides sample measures that can be built into programming to address the risk factors.

Examples of risks	Indicate risk level (Low (L), Medium (M), High (H))			Potential mitigation measures
	L	M	H	
Migrants are unable to benefit from the intervention.				<p>Encourage the partner to review the legal, economic, or social obstacles that contribute to the exclusion of migrants of all gender groups in development interventions.</p> <p>Take measures to ensure that migrants are included in project activities. This can be more specific to the migrant categories that will be targeted, such as displaced persons.</p> <p>Promote the inclusion of migration stakeholders in project related activities. This can include civil society organizations, migrant associations, or communities affected by migration for example.</p>

13. The risks may relate to economic, political, social, environmental, climate-related, security-related factors.

Examples of risks	Indicate risk level (Low (L), Medium (M), High (H))			Potential mitigation measures
	L	M	H	
	<b>Opposition to migrants' inclusion as beneficiaries.</b>			
<b>Needs of different migrants not considered in the design of the intervention.</b>				<p>Adapt monitoring system to account for the needs of different categories of migrants, such as displaced persons, return migrants, etc., by disaggregating data for example.</p> <p>Promote the inclusion of migrants and migration stakeholders in project/programme steering to make sure their experiences and needs are considered.</p>
<b>Intervention activities negatively affect migrants, increasing their vulnerabilities.</b>				<p>Assess the ways that the intervention could potentially impact migrants in adverse ways and consider separate, targeted support that benefits migrants.</p>
<b>Migration patterns change as a result of policy, conflict, or disasters stemming from natural hazards.</b>				<p>Discuss adapting the intervention to address vulnerabilities and challenges arising from new migration patterns.</p> <p>Work with colleagues to support service delivery in key sectors along new routes and within affected communities.</p>

# TOOL 7: THEORY OF CHANGE

## Why use this tool?

The Theory of Change provides support in formulating the logic of a development intervention. It provides standard results that can help to ensure that the intervention incorporates and responds to migration-related factors identified. The results in the tool are all in line with, and contribute to, the achievement of the SDGs.

## When to use this tool?

This tool should primarily be used in the design phase, when the overall logic of an intervention is elaborated. The logic of the intervention will be informed by the analysis conducted in the programming phase as well as the [Problem Analysis \(Tool 5\)](#).



## How to use this tool?

The user can draw on the generic set of results (at various levels) in the tool based on the area in focus in order to formulate the logic of an intervention. Many of the results reference migrants, displaced persons, and/or communities<sup>14</sup> in order to keep it open for the user to choose which term or stakeholder they want to target. The formulation of the results can be adapted and/or extracted from the tool to align with the specific needs in the country or region. The boxes below each result can be used to note which results are relevant and how they could be tailored to fit the logic of the intervention. To see where the results align with SDG targets, see the relevant footnotes in the [Indicator Bank \(Tool 8\)](#).

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14. When mentioning communities within this tool, it could be the community of origin, destination, transit, or return depending on the country or region in focus.



**CHANGE IN QUALITY OF LIFE**

- By 2030, migrants, displaced persons, and/or communities are resilient in the context of shocks, disaster, and crisis.
- By 2030, migrants, displaced persons, and/or communities enjoy improved well-being and quality of life.
- By 2030, migrants, displaced persons, and/or communities enjoy safe, sustainable and resilient livelihoods.
- By 2030, migrants, displaced persons, and/or communities benefit from effective, accountable, and inclusive institutions.

Add inputs based on your context

**INSTITUTIONAL AND BEHAVIOURAL CHANGE**

- 1.1:** Migrants, displaced persons, and/or community members, including those in vulnerable situations, participate in and benefit from resilience-building and risk reduction, response, and recovery activities.
- 1.2:** National and local governments include migration and/or displacement in disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015-2030.
- 1.3:** Development cooperation partners integrate safe, orderly, and regular migration as a means of adaptation in the context of shocks, disaster, and crisis.
- 2.1:** Migrants, displaced persons, and/or community members access services (health, education, WASH, housing, energy and legal) in line with universal human rights standards.
- 2.2:** Governments and other relevant actors provide equitable and quality services to migrants, displaced persons, and/or communities.
- 3.1:** Migrants, displaced persons, and/or communities enjoy equitable access to full and productive employment and decent work for all.
- 3.2:** Employers and recruitment agencies protect labour rights and promote safe and secure working environments for migrants, displaced persons, and/or communities.
- 4.1:** Migrants, displaced persons, and/or community members participate in responsive, inclusive, participatory, and representative legislative and policy processes.
- 4.2:** Human rights institutions and organizations are inclusive of migrants and/or displaced persons.



**Assumption**  
There is a political commitment for change and migrants do not face any barriers to engage

Add inputs based on your context

**EXPECTED RESULTS**

**INSTITUTIONAL AND BEHAVIOURAL CHANGE**

- 1.1.1:** Migrants, displaced persons, and/or community members have the know-how, tools and accurate, timely, accessible, and transparent information to contribute to risk reduction, response, and recovery.
- 1.2.1:** Governments and other relevant actors understand the importance of including migrants, displaced persons, and/or communities in conflict prevention and disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015 - 2030.
- 1.2.2:** Governments and other relevant actors collect and utilize accurate and disaggregated data and tools to include migrants, displaced persons, and/or communities in disaster risk reduction plans, simulations, and exercises.
- 1.3.1:** Development cooperation partners have the tools and accurate, timely, accessible, and transparent information to facilitate migration as an adaption strategy.
- 2.1.1:** Migrants, displaced persons, and/or community members have the know-how and means to access services.
- 2.1.2:** Service providers have tools and accurate and disaggregated data to develop and provide inclusive services.
- 2.2.1:** Governments have functioning and inclusive vertical and horizontal coordination mechanisms to facilitate equitable service delivery.
- 2.2.2:** Service providers have the capacity to introduce equitable services for migrants, displaced persons, and/or communities.
- 3.1.1:** Migrants, displaced persons, and/or communities have relevant skills and capacities that meet labour market demands.
- 3.1.2:** Private and public employment opportunities are available to migrants, displaced persons, and/or communities.
- 3.1.3:** Governments have the know-how and tools to include migration and/or displacement into employment policies.
- 3.2.1:** Employers and recruitment agencies have the accurate data and know-how to provide safe and ethical working conditions in line with relevant international frameworks.
- 3.2.2:** Government agencies responsible for labour standards have effective compliance mechanisms in place that are inclusive of migrants and/or displaced persons.
- 4.1.1:** Migrants, displaced persons, and/or community members know their rights and have the know-how to take part in decision-making processes.
- 4.1.2:** Community-based associations have the capacity to represent migrants, displaced persons, and/or communities.
- 4.2.1:** Governments have the skills and tools to include migrants, displaced persons, and/or communities in legislation and policy processes.
- 4.2.2:** Media, civil society organizations (including women's rights organizations), and national human rights institutions have the know-how to represent migrants, displaced persons, and/or communities.



**Assumption**  
Changes in capacity lead to changes in behaviour

Add inputs based on your context

**Activities**

Training, development of tools, partnerships, direct assistance, coordination mechanisms, policy dialogue, community development, etc.

# TOOL 8: INDICATOR BANK

## Why use this tool?

The Indicator Bank provides a comprehensive set of indicators (aligned with the Sustainable Development Goals (SDGs), as far as possible) that can be integrated, or adapted for, a development intervention.<sup>15</sup>

## When to use this tool?

This tool complements the *Theory of Change* (Tool 7) and can be used during the design stage.



## How to use this tool?

The user can draw on the generic set of indicators in the tool based on the area in focus in order to formulate the logic of an intervention that responds to the relevant needs in the country or region. This tool should be used in conjunction with the *Theory of Change*. The indicators related to the specific objectives can be found below. For indicators related to the expected results, see *Annex III: Indicator Bank (Expected Results)*. The indicators can be selected or adapted based on formulated results of the intervention. Where appropriate, relevant indicators should be disaggregated by sex, gender, age, and migration status, and other vulnerabilities.<sup>16</sup>

Sub-sector	Specific objectives	Indicators
<b>Disaster risk management</b>  <b>SDGs:</b> 1, 10, 11, 13 <b>Global Compact for Migration objectives:</b> 1, 2, 3, 8, 15, 16, 17, 19	<b>1.1:</b> Migrants, displaced persons, and/or community members, including those in vulnerable situations, participate in and benefit from resilience-building and risk reduction, response, and recovery activities. <sup>17</sup>	<b>1.1.a:</b> Number of deaths, missing persons, and persons affected by disaster including migrants per 100,000 people (disaggregated by sex, age and migration status). <sup>18</sup> <b>1.1.b:</b> Percentage of migrants, displaced persons, and community members <sup>19</sup> participating in risk reduction, response and recovery activities (disaggregated by sex, age and migration status). <b>1.1.c:</b> Percentage of migrants, displaced persons, and/or community members who feel satisfied with their level of participation in risk reduction, response, and recovery activities (disaggregated by sex, age and migration status). <b>1.1.d:</b> Percentage of migrants, displaced persons, and/or community members who feel that they have benefited from their participation in risk reduction, response, and recovery activities (disaggregated by sex, age and migration status).

15. These indicators have been contextualized within the *Sustainable Development Goals* and the *Global Compact for Migration*. Where there is a direct alignment with SDG indicator or target (i.e. the indicator provided is language verbatim as the SDG indicator or target), it has been referenced "Directly contributing to existing SDG Target/Indicator XXX".
16. This is in reference to SDG target 17.18 which calls for "availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts".
17. In line with and contributing to *SDG Target 1.5, Target 11.b and Target 13.1*.
18. **Directly contributing to existing SDG indicator 13.1.1. and SDG Indicator 1.5.1.**
19. Depending on context, could be changed to 'Total Number of...'

Sub-sector	Specific objectives	Indicators
...	<p><b>1.2:</b> National and local governments include migration and/or displacement in disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015-2030.<sup>20</sup></p>	<p><b>1.2.a:</b> Number of disaster risk reduction strategies which include migration and/or displacement.<sup>21</sup></p> <p><b>1.2.b:</b> Number of curricula that have integrated mitigation, adaptation, impact reduction and early warning into primary, secondary, and tertiary curricula.</p> <p><b>1.2.c:</b> Percentage of local and national governments that adopt and implement national and local disaster risk reduction strategies which include migration and/or displacement in line with Sendai Framework for Disaster Risk Reduction 2015-2030.<sup>22</sup></p>
	<p><b>1.3:</b> Development cooperation partners integrate safe, orderly, and regular migration as a means of adaptation in the context of shocks, disaster, and crisis.<sup>23</sup></p>	<p><b>1.3.a:</b> Number of policies, plans, and programmes which reflect migration as a means to build resilience to shocks, disaster, and crisis.<sup>24</sup></p>
<p><b>Quality and inclusive services</b></p>  <p><b>SDGs:</b> 1, 3, 4, 6, 10, 16</p> <p><b>Global Compact for Migration objectives:</b> 1, 3, 15, 16</p>	<p><b>2.1:</b> Migrants, displaced persons, and/or community members access services (health, education, WASH, housing, energy and legal) in line with universal human rights standards.<sup>25</sup></p>	<p><b>2.1.a:</b> Percentage of migrants, displaced persons, and/or community members accessing services in line with universal human rights standards (disaggregated by sex, age, migration status, and by services).<sup>26</sup></p> <p><b>2.1.b:</b> Percentage of migrants, displaced persons, and/or communities feel satisfied with their access to services (disaggregated by sex, age, migration status, and by services).<sup>27</sup></p>

20. In line with and contributing towards SDG Target 11.5 and SDG Target 11.b.

21. **Directly contributing to existing SDG Indicator 1.5.3, Indicator 11.b.2 and Indicator 13.1.2.**

22. **Directly contributing to existing SDG indicator 13.1.3.**

23. In line with and contributing to SDG Target 10.7.

24. In line with and contributing to SDG Indicator 1.5.3, Indicator 11.b.2 and Indicator 13.1.2.

25. In line with, and contributing towards, SDG target 1.4, Target 3.8, Targets 4.1, 4.2, 4.3, 4.4, 4.5, Targets 6.1 and 6.2, Targets 10.2 and 10.3, and Targets 16.3 and 16.9.

26. In line with SDG Indicator 3.8.1, Indicators 4.1.1, 4.2.1, 4.2.2, 4.3.1, 4.4.1, 4.5.1, Indicators 6.1.1 and 6.2.1, Indicators 10.2.1 and 10.3.1, Indicators 16.9.1.

27. In line with SDG indicator 16.6.2.

Sub-sector	Specific objectives	Indicators
...	<b>2.2:</b> Governments and other relevant actors provide equitable and quality services to migrants, displaced persons, and/or communities. <sup>28</sup>	<p><b>2.2.a:</b> Number of services targeting migrants, displaced persons, and/or community members (disaggregated by service).</p> <p><b>2.2.b:</b> Percentage of total government spending on essential services (education, health, and social protection).<sup>29</sup></p> <p><b>2.2.c:</b> Percentage of service providers who are satisfied with the service provision coordination (disaggregated by service provider and service).<sup>30</sup></p> <p><b>2.2.d:</b> Percentage of migrant, displaced persons, and/or community members living in households with access to basic services.<sup>31</sup></p>
 <p><b>Economic participation</b></p> <p>SDGs: 8</p> <p><b>Global Compact for Migration objectives: 1, 3, 5, 6, 10, 16, 17, 18, 22</b></p>	<b>3.1:</b> Migrants, displaced persons, and/or communities enjoy equitable access to full and productive employment and decent work for all. <sup>32</sup>	<p><b>3.1.a:</b> Labour force participation rate of targeted migrants, displaced persons, and/or community members (disaggregated by sex, age and migration status).</p> <p><b>3.1.b:</b> Average hourly earnings of female and male migrant employees (disaggregated by occupation, age, and migration status).<sup>33</sup></p> <p><b>3.1.c:</b> Unemployment rate of targeted migrants, displaced persons, and/or community members (disaggregated by sex, age and migration status).<sup>34</sup></p>
	<b>3.2:</b> Employers and recruitment agencies facilitate fair and ethical recruitment by protecting labour rights and promoting safe and secure working environments for migrants, displaced persons, and/or communities. <sup>35</sup>	<p><b>3.2.a:</b> Frequency rates of fatal and non-fatal occupational injuries, by age, sex, and migrant status.<sup>36</sup></p> <p><b>3.2.b:</b> Number of employers and recruitment agencies putting in place protection mechanisms for migrants' and/or displaced persons' labour rights.</p> <p><b>3.2.c:</b> Percentage of employed migrants, displaced persons, and/or community members feel satisfied with their labour rights protection put in place by their employer.</p> <p><b>3.2.d:</b> Number of employers and recruitment agencies putting in place mechanisms to promote safe and secure working environments for migrants and/or displaced persons.</p> <p><b>3.2.e:</b> Percentage of employed migrants, displaced persons, and community members feel satisfied with the safe and secure working environment put in place by their employer.</p>

28. In line with, and contributing towards, SDG target 1.4, Target 3.8, Targets 4.1, 4.2, 4.3, 4.4, 4.5, Targets 6.1 and 6.2, Targets 10.2 and 10.3, and Targets 16.3 and 16.9.

29. Directly contributing to existing SDG indicator 1.a.2.

30. In line with SDG indicator 16.6.2.

31. Directly contributing to existing SDG indicator 1.4.1.

32. Directly contributing to SDG target 8.5.

33. Directly contributing to existing SDG indicator 8.5.1.

34. Directly contributing to existing SDG indicator 8.5.2.

35. Directly contributing to SDG target 8.8.

36. Directly contributing to existing SDG indicator 8.8.1.

Sub-sector	Specific objectives	Indicators
<p data-bbox="209 226 352 253"><b>Governance</b></p>  <p data-bbox="220 421 331 448">SDGs: 16</p> <p data-bbox="220 465 416 521"><b>Global Compact for Migration objectives: 1, 3, 4, 16</b></p>	<p data-bbox="539 226 858 461"><b>4.1:</b> Migrants, displaced persons, and/or community members participate in responsive, inclusive, participatory and representative legislative and policy processes.<sup>37</sup></p>	<p data-bbox="882 226 1385 360"><b>4.1.a:</b> Number of migrants, displaced persons, and/or community members participating in legislative and policy processes (disaggregated by sex, age and migration status).<sup>38</sup></p> <p data-bbox="882 371 1385 539"><b>4.1.b:</b> Percentage of targeted migrants, displaced persons, and/or community members feel satisfied with the level of participation in legislative and policy processes (disaggregated by sex, age and migration status).<sup>39</sup></p> <p data-bbox="882 551 1385 685"><b>4.1.c:</b> Percentage of migrants, displaced persons, and/or community members who believe decision-making is inclusive and responsive, by sex, age, disability and population group.<sup>40</sup></p> <p data-bbox="882 696 1385 898"><b>4.1.d:</b> Percentage of local and national administrative units with established and operational policies and procedures for participation of migrants, displaced persons, and/or communities in legislative and policy processes.<sup>41</sup></p>
	<p data-bbox="539 943 858 1211"><b>4.2:</b> Education and training providers enable migrants, displaced persons and/or community members to participate in technical and vocational education and skills development both onsite and remotely.<sup>42</sup></p>	<p data-bbox="882 943 1385 1111"><b>4.2.a:</b> Number of targeted institutions and organisations which include migration and/or displacement within their promotion and protection of human rights and good governance.</p> <p data-bbox="882 1122 1385 1290"><b>4.2.b:</b> Percentage of targeted institutions and organizations feel empowered to include migration and/or displacement within their promotion of protection of human rights and good governance.</p>

37. In line with, and contributing to SDG target 16.7.

38. In line with SDG Indicator 16.7.1.

39. In line with SDG Indicator 16.6.2.

40. **Directly contributing to existing SDG indicator 16.7.2.**

41. **Directly contributing to existing SDG indicator 16.b.1.**

42. In line with SDG Target 16.6.

# TOOL 9: PROJECT DESIGN CHECKLIST

## Why use this tool?

The Project Design Checklist is a quick reference tool to review the various components of a development intervention to ensure that migration has broadly been mainstreamed into project design, as well as to identify any gaps prior to the finalization of its design.

## When to use this tool?

This tool should ideally be used towards the end of the design phase. It can be used once the design of the main components of an intervention is complete but prior to its formal sign off and closure.



## How to use this tool?

The user can refer to the questions in this tool to reflect on whether migration has been mainstreamed in the project design phase. The questions are ordered based on considerations that could be made along the programming and design phases. If the answer to any of the questions is no, then explore whether it would be possible to still factor it in if feasible. There is also an option to mark not applicable (N/A) if the question is not relevant in the given context or type of intervention.

Questions	Yes	No	N/A
1. Are beneficiaries referred to as “residents” or “citizens”? Will this be a barrier for any groups of migrants?			
2. Does migration status (regular or irregular, IDP, refugee) affect the extent to which migrants can benefit or contribute to the intervention?			
3. Are migrants of any gender or age likely to face legal or other (e.g. practical) barriers to benefiting from the intervention?			
4. Will data be disaggregated by migration status, gender, and age? Have authorities carried out an initial assessment already?			
5. Have migrants been included as beneficiaries or implementing partners (including diaspora, return migrants, migrant workers, displaced persons, etc.)?			
6. Have migrants, their families, or communities affected by migration, been consulted and contributed to the design of the intervention?			
7. Have the needs of different categories of migrants (migrants in vulnerable situations, displaced persons, return migrants) been considered and have activities been adapted accordingly?			
8. Does the intervention respond to diverse local priorities and take account of the particular migration and/or displacement context?			

Questions	Yes	No	N/A
9. Have the effects of the intervention on durable solutions for displaced populations been considered?			
10. Has the impact of the intervention on community dynamics and wider social cohesion been considered?			
11. Have opportunities for the intervention to benefit communities that host returning migrants been considered?			
12. Is there a possibility that partner country stakeholders to the intervention might oppose the inclusion of migrants? How can this risk be mitigated?			

 Note what needs to be addressed before finalizing the project design to make sure that migration is effectively mainstreamed.

# TOOL 10: PROJECT MONITORING CHECKLIST

## Why use this tool?

The Project Monitoring Checklist is a quick reference tool to review the extent to which migration has been integrated into project activities and identify the extent to which it can be improved. Using this tool can help to identify any implementation gaps and trigger thinking of potential adjustments to the activities in the workplan, in consultation with the relevant partners.

## When to use this tool?

This tool should be used during the implementation phase. It could feature as part of a monitoring and evaluation plan and can either be used as part of on-going or periodic monitoring.



## How to use this tool?

The user can refer to the questions in this tool to reflect on whether areas of migration mainstreaming are being effectively applied during implementation. If the answer to any of the questions is no, then explore whether it is possible to modify project activities. There is also an option to mark not applicable (N/A) if the question is not relevant in the given context or type of intervention.

Questions	Yes	No	N/A
1. Is migration being considered in the implementation of this intervention (either directly or indirectly)?			
2. Are migrants being reached and engaged through the intervention (especially migrants in vulnerable situations, women, children, irregular migrants, displaced persons)?			
3. Are migrants benefiting from this intervention (including vulnerable groups of migrants mentioned above)?			
4. Are communities affected by migration – for example families back home, or host communities – benefiting from this intervention?			
5. Do migrants and communities affected by migration have a channel to provide feedback and/or raise grievances about the intervention?			
6. Do the project indicators disaggregate information based on migration status to ensure that the migrants are being reached (as appropriate)?			
7. Have changing mobility dynamics impacted the implementation of project activities?			
8. Are there any emerging challenges and opportunities due to changes in the migration and/or displacement situation?			

Questions	Yes	No	N/A
9. Do any activities need to be adapted due to unforeseen challenges or recent developments related to migration?			
10. Are good practices and lessons learned from similar interventions that have integrated migration that can inform the implementation of the intervention?			
11. Are there emerging opportunities for the intervention to contribute, directly or indirectly, to durable solutions for displaced persons?			

 Note the extent to which migration is integrated within the implementation of the intervention and potential areas for improvement.

# TOOL 11: PROJECT EVALUATION<sup>43</sup> CHECKLIST

## Why use this tool?

The Project Evaluation Checklist is a quick reference tool to review the extent to which migration was integrated into a project’s design and implementation. Using the tool helps to evaluate how well migration was mainstreamed in a development intervention and whether doing so has contributed to the achievement of the project’s results.

## When to use this tool?

This tool should be used, towards the end of an intervention, or following its completion (as part of an ex-ante evaluation), during the closure stage of the intervention cycle. As with the [Project Monitoring Checklist](#) (Tool 10), this tool could feature as part of an intervention’s monitoring and evaluation plan.



## How to use this tool?

The user can refer to the questions in this tool to see to what extent migration was mainstreamed during the implementation of an intervention. The questions are structured around [OECD Development Assistance Committee \(DAC\)](#) criteria for evaluating development assistance. The answers generated from this tool can help to inform the project evaluation and/or future interventions.

Questions		Yes	No	N/A
Relevance	1. Were migrants of different categories, gender, and age groups sufficiently considered when assessing the intervention? Did this occur throughout the intervention?			
	2. Were the project results aligned with migration-related aspects of development policies and goals (bilateral or multilateral)? For example, SDG Targets and the objectives of the Global Compact for Migration.			
Coherence	1. Was the intervention consistent with relevant international norms and standards as well as national development plans and other relevant policies and frameworks?			
	2. Does the intervention contribute to the achievement of global climate action targets?			

43. Evaluation is defined in the [DAC Criteria for Evaluating Development Assistance](#) of the Organisation for Economic Co-operation and Development’s (OECD) Development Assistance Committee (DAC): relevance, coherence, effectiveness, efficiency, impact, sustainability.

Questions		Yes	No	N/A
...	3. Is the intervention aligned with relevant sector policies – for example urban development or employment?			
	4. Was this intervention coordinated with relevant coordination groups, including development sector groups?			
	5. Were efforts taken to ensure that the intervention did not duplicate similar efforts?			
Effectiveness	1. Were the needs, problems, and challenges of migrants effectively addressed?			
	2. Did the intervention contribute to a comprehensive and protection-sensitive migration management approach?			
	3. How did migration – including displacement – influence the achievement of the results?			
Efficiency	1. How did the inclusion of migrants in the project design impact the cost effectiveness of the intervention?			
	2. Were the results equitably allocated and received for migrants as well as communities?			
Impact	1. Did the intervention contribute to the enjoyment of fundamental rights for migrants of different gender and age groups?			
	2. Did the intervention contribute to more equitable inclusion of migrants of different gender and age groups in development?			
	3. Did the intervention contribute to enhanced societal acceptance of migrants of different gender and age groups?			
Sustainability	1. Were migrant and non-migrant beneficiaries of different gender and age groups able to exercise ownership of the project results?			
	2. Was the sustainability of the intervention enhanced by integrating migration during the project design?			
	3. Has the intervention contributed to building capacity for integrating migration into development cooperation?			
	4. Will the intervention continue to be implemented in some form beyond the project end date?			

 Note the extent to which migration was integrated within the intervention and lessons learned to be applied to future interventions.



# ANNEXES

# ANNEX I: GUIDING PRINCIPLES

*This Annex outlines guiding principles that should be considered when using the Toolkit. Adhering to these interdependent principles can help to ensure that the intervention leaves no one behind and contributes to wider sustainable development outcomes.<sup>44</sup> These should also help to ensure that interventions are mindful of indigenous communities, and persons of all genders, ages, and abilities.*

## RIGHTS-BASED APPROACH

Adopting a rights-based approach when using this Toolkit entails considering rights principles at all phases of the intervention cycle and across the tools. This includes ensuring that interventions are in conformity with international human rights frameworks and standards, and with particular consideration for migrants' rights.

## DO-NO-HARM

The “do-no-harm” principle emphasizes the importance of ensuring that the protection needs of migrants (particularly those in vulnerable situations) are considered. This also requires recognizing the potential for harm at any stage of an intervention and ensuring that this is addressed from the outset.

## NON-DISCRIMINATION

The principle of non-discrimination is fundamental to basic human rights and has relevance across all migration-related interventions. Migrants are particularly vulnerable to discrimination and therefore, particular care should be taken to ensure that interventions are inclusive and non-discriminatory, regardless of migration status, sex, age, gender, sexuality, religion, race or any other factor.

## GENDER-SENSITIVE AND CHILD-CENTRED APPROACHES

Gender is a central component of an individual's migration experience. The roles, expectations, and power dynamics associated with being a man, woman, boy or girl, exposes individuals to different types of vulnerabilities and risks. Therefore, gender should be taken into consideration at all phases of an intervention. Additionally, any interventions involving children should follow a child rights approach, with the best interest of the child at the centre.

## PEOPLE CENTERED

Interventions that integrate migration have a human dimension that includes migrants and/or displaced persons, communities or origin, transit, destination and/or return. Social cohesion is strengthened and/or reinforced by targeting community members equally, while considering their respective needs. Therefore, the needs and experiences of “people” should be at the centre of any intervention.

## WHOLE-OF-GOVERNMENT, WHOLE-OF-SOCIETY

The role and responsibility of governments is critical in responding to the multi-dimensional realities of migration. This typically requires horizontal and vertical engagement, across all sectors and levels of government. Similarly, governments cannot respond to migration realities alone. Engaging with a range of actors, across society, including (but not limited to) migrants, diaspora, civil society organizations, academia, the private sector, among others, contributes to ensuring a holistic response.

44. These guiding principles are broadly guided by the universal values of the 2030 Agenda and the guiding principles in the Global Compact for Migration.

# ANNEX II: DATA SOURCES

This Annex complements the *Situation Analysis (Tool 2)* and includes sector-specific data sources. These can be referenced when responding to the questions in that tool.

Key Data Sources <sup>45</sup>	
<b>Country-Specific Sources of Data and information</b> (this data can be often found online, otherwise it should be sought from relevant stakeholders)	Migration Profile
	National Development Strategies
	Census or other form of population survey
	Demographic and Health Survey
	UN Common Country Analysis
	UN Sustainable Development Cooperation Framework
<p>National and Regional Migration Profile Repository features migration profiles (both a report and a capacity-building tool, which is country-owned and prepared in consultation with a broad range of stakeholders) from around the world.</p>	
<p>Migration Data Portal provides timely, comprehensive migration statistics and reliable information about migration data globally, regionally and per country. Migration Profiles or Migration Governance Snapshots are also accessible.</p>	
<p>Displacement Tracking Matrix (DTM) tracks and monitors population mobility, particularly forced displacement. This tool can be extremely useful for education planning based on near real-time population data.</p>	
<p>UN Statistics Division and DESA collects, compiles and disseminates official demographic and social statistics on a number of topics, including migration. These include International Migration Stocks and the United Nations Global Migration Database.</p>	
<p>Annual reports like IOM's World Migration Report, UNHCR's Global Trends in Forced Displacement Report, IDMC's Global Report on Internal Displacement and UNDP's Human Development Report are also reliable data sources as well as analysis.</p>	
<p>The World Bank's Migration and Remittances Data and KNOMAD's Issue Briefs on Migration and Development provides updates on global trends in migration and remittances.</p>	
<p>Database on Immigrants in OECD and non-OECD Countries (DIOC) compiles data based on population censuses of OECD countries, and, in collaboration with the World Bank, has extended coverage to non-OECD countries.</p>	

45. These are non-exhaustive data and should be reflective of the specific context in focus. There are benefits and limitations of the various sources. Given the dynamic nature of migration, it is helpful to use recent resources, as far as possible. If no data is available, this could be an area for follow-up during discussions with stakeholders as part of the stakeholder analysis or ongoing policy dialogue processes with the partner government(s).

## Key Data Sources<sup>45</sup>

Data and figures on human trafficking can be found on the [Global Data Hub on Human Trafficking](#) and UNODC's [Global Report on Trafficking in Persons](#).

UNHCR's [Population Statistics Database](#) and [Operational portal](#) provide information on displaced persons worldwide.

[Migration Governance Indicators](#) are a tool based on policy inputs, which offers insights on policy levers that countries can use to develop their migration governance.

# ANNEX III: INDICATOR BANK (EXPECTED RESULTS)

This Annex is a continuation of the *Theory of Change* (Tool 7) and *Indicator Bank* (Tool 8). It can be used to identify where the specific objectives and expected results (derived through the Theory of Change) align with the relevant SDG targets.

Sub-sector	Expected results	Indicators
<p><b>Disaster risk management</b></p>  <p><b>SDGs:</b> 11, 13</p> <p><b>Global Compact for Migration objectives:</b> 1, 2, 3, 8, 15, 16, 17, 19</p>	<p><b>1.1.1:</b> Migrants, displaced persons, and/or community members have the know-how, tools and accurate, timely, accessible, and transparent information to contribute to risk reduction, response, and recovery.</p>	<p><b>1.1.1.a:</b> Number of migrants, displaced persons, and/or community members who have participated in DRR simulation exercises and aware raising activities and have increased knowledge and accurate, timely, accessible, and transparent information on risk reduction, response and recovery.</p> <p><b>1.1.1.c:</b> Number of migrants, displaced persons, and/or community members who have access to tools (e.g. DRR plans/strategies, equipment, infrastructure, agriculture inputs, etc.) to contribute to risk reduction, response, and recovery.</p>
	<p><b>1.2.1:</b> Governments and other relevant actors understand the importance of including migrants, displaced persons, and/or communities in conflict prevention and disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015-2030.</p>	<p><b>1.2.1.a:</b> Number of government officials and other relevant actors trained on including migrants, displaced persons, and/or communities in conflict prevention and disaster risk reduction plans, simulations, and exercises.</p> <p><b>1.2.1.b:</b> Percentage of government officials and other relevant actors have increased knowledge on including migrants, displaced persons, and/or communities in conflict prevention and disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015-2030.</p> <p><b>1.2.1.c:</b> Number of governments that are strengthening institutional, systemic and individual capacity-building to include migration in the implementation of adaptation, mitigation and technology transfer, and development actions.<sup>46</sup></p>
	<p><b>1.2.2:</b> Governments and other relevant actors have accurate and disaggregated data and tools to include migrants, displaced persons, and/or communities in disaster risk reduction plans, simulations, and exercises.<sup>47</sup></p>	<p><b>1.2.2.a:</b> Number of accurate and disaggregated data and tools (e.g. plans/strategies, equipment), available to governments and other relevant actors on including migrants, displaced persons, communities in DRR plans, simulations, and exercises.</p>

46. Directly contributing to existing SDG indicator 13.2.1.

47. In line with, and contributing to SDG Target 11.5 and Target 11.b.

Sub-sector	Expected results	Indicators
...	<p><b>1.3.1:</b> Development cooperation partners have the tools and accurate, timely, accessible, and transparent information to facilitate migration as an adaptation strategy.</p>	<p><b>1.3.1.a:</b> Number of development cooperation partners who have tools (e.g. plans/strategies, equipment) to facilitate migration as an adaptation strategy.</p> <p><b>1.3.2.a:</b> Number of development cooperation partners trained on how to facilitate migration to build resilience.</p> <p><b>1.3.2.b:</b> Percentage of trained development cooperation partners have increased knowledge of the links between migration as adaptation to shocks, disaster, and crisis.</p>
<p><b>Quality and inclusive services</b></p>  <p>SDGs: 3, 4, 5, 6, 10</p> <p>Global Compact for Migration objectives: 1, 3, 15, 16</p>	<p><b>2.1.1:</b> Migrants, displaced persons, and/or community members have the know-how and means to access services.</p>	<p><b>2.1.1.a:</b> Number of migrants, displaced persons, and/or community members who are aware of available services.</p> <p><b>2.1.1.b:</b> Availability of accurate, timely, accessible, and transparent information to migrants, displaced persons, and/or community members to access services.</p>
	<p><b>2.1.2:</b> Service providers have tools and accurate and disaggregated data to develop and provide inclusive services.</p>	<p><b>2.1.2.a:</b> Number of available studies, assessments and reports and accurate, timely, accessible, and transparent information on inclusive service provision.</p> <p><b>2.1.2.b:</b> Number of accurate and disaggregated data available to service providers to provide inclusive services.</p> <p><b>2.1.2.c:</b> Number of service providers who have tools (e.g. plans/strategies, equipment) to develop and provide inclusive services.</p> <p><b>2.1.2.d:</b> Percentage of service providers have increased understanding on inclusive service provision (i.e. coordination and referral systems).</p>
	<p><b>2.2.1:</b> Governments have functioning and inclusive vertical and horizontal coordination mechanisms to facilitate equitable service delivery.</p>	<p><b>2.2.1.a:</b> Number of vertical and horizontal coordination mechanisms and standard operating procedures (e.g. referral systems) developed on facilitating equitable service delivery which includes migrants and/or displaced persons.</p> <p><b>2.2.1.b:</b> Number of targeted members of vertical and horizontal coordination mechanisms on facilitating equitable service delivery which includes migrants and/or displaced persons.</p>

Sub-sector	Expected results	Indicators
...	<p><b>2.2.2:</b> Service providers have the capacity to introduce equitable services for migrants, displaced persons, and/or communities.</p>	<p><b>2.2.2.a:</b> Service providers report having accurate data disaggregated by migration status, sex, and age to implement equitable services.</p> <p><b>2.2.2.b:</b> Service providers report having accurate, timely, accessible, and transparent information to implement equitable services.</p> <p><b>2.2.2.c:</b> Number of service providers who have tools (e.g. plans/strategies, equipment) and resources (e.g. funding) to introduce equitable services for migrants, displaced persons, and/or communities.</p>
<p><b>Economic participation</b></p>  <p><b>SDGs:</b> 1, 8, 10</p> <p><b>Global Compact for Migration objectives:</b> 1, 3, 5, 6, 10, 16, 17, 18, 22</p>	<p><b>3.1.1:</b> Migrants, displaced persons, and/or communities have relevant skills and capacities that meet labour market demands.</p>	<p><b>3.1.1.a:</b> Number of migrants, displaced persons, and/or community members trained in skills and capacities that meet labour market demands.</p> <p><b>3.1.1.b:</b> Percentage of targeted migrants, displaced persons, and/or community members have increased skills and capacities that meet labour market demands.</p>
<p><b>3.1.2:</b> Private and public employment opportunities are available to migrants, displaced persons, and/or communities.</p>	<p><b>3.1.2.a:</b> Number of private and public employment opportunities are available.</p> <p><b>3.1.2.b:</b> Number of campaigns to raise awareness among migrants, displaced persons, and communities about the availability of private and public employment opportunities.</p> <p><b>3.1.2.c:</b> Percentage of migrants, displaced persons, and/or community members who are aware of the availability of private and public employment opportunities.</p> <p><b>3.1.2.d:</b> Number of online employment databases available.</p>	
<p><b>3.1.3:</b> Governments have the know-how and tools to include migration and/or displacement into employment policies.<sup>48</sup></p>	<p><b>3.1.3.a:</b> Number of government officials trained on including migrants in employment policies.</p> <p><b>3.1.3.b:</b> Percentage of trained governments officials who have increased knowledge on including migrants and/or displaced persons in employment policies.</p> <p><b>3.1.3.c:</b> Number of government officials who have tools (e.g. plans/strategies, equipment) to include migration and/or displacement into employment policies.</p>	

48. In line with and contributing towards SDG Target 8.3.

Sub-sector	Expected results	Indicators
...	<p><b>3.2.1:</b> Employers and recruitment agencies collect and utilize accurate and disaggregated data and have the know-how to provide safe and ethical working conditions in line with relevant international frameworks.</p>	<p><b>3.2.1.a:</b> Number of available studies, assessments, and reports on safe and ethical working conditions.</p> <p><b>3.2.1.b:</b> Number of accurate, timely, accessible, and transparent information on providing safe and ethical working conditions.</p> <p><b>3.2.1.c:</b> Number of employers and recruitment agencies trained on safe and ethical working conditions.</p> <p><b>3.2.1.d:</b> Employers and recruitment agencies have increased knowledge on safe and ethical working conditions.</p> <p><b>3.2.1.d:</b> Increase in compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status.<sup>49</sup></p>
	<p><b>3.2.2:</b> Government agencies responsible for labour standards have effective compliance mechanisms in place that are inclusive of migrants and/or displaced persons.</p>	<p><b>3.2.2.a:</b> Government agencies responsible for labour standards have labour compliance check tools in place.</p> <p><b>3.2.2.b:</b> Number of government officials trained on labour standard compliance mechanisms and tools.</p> <p><b>3.2.2.c:</b> Percentage of government officials responsible for labour standards have increased knowledge of how to utilize labour standard compliance mechanisms and tools.</p>
<p><b>Governance</b></p>  <p><b>SDGs:</b> 16, 17</p> <p><b>Global Compact for Migration objectives:</b> 1, 3, 4, 16</p>	<p><b>4.1.1:</b> Migrants, displaced persons, and/or community members know their rights and have the know-how to take part in decision-making processes.<sup>50</sup></p>	<p><b>4.1.1.a:</b> Number of migrants, displaced persons, and/or community members trained on their rights.</p> <p><b>4.1.1.b:</b> Percentage of migrants, displaced persons, and/or community members have increased knowledge on claiming their rights.</p> <p><b>4.1.1.c:</b> Number of migrants, displaced persons, and/or community members trained on participating in decision-making processes.</p> <p><b>4.1.1.d:</b> Percentage of migrants, displaced persons, and/or community members have increased knowledge on decision-making processes.</p>

49. Directly contributing to existing **SDG indicator 8.8.2**.

50. In line with **SDG target 16.7**.

Sub-sector	Expected results	Indicators
...	<p><b>4.1.2:</b> Community-based associations have the capacity to represent migrants, displaced persons, and/or communities.</p>	<p><b>4.1.2.a:</b> Number of community-based associations that report having sufficient know-how, resources and accurate and disaggregated data to represent migrants, displaced persons, and/or communities.</p> <p><b>4.1.2.b:</b> Number of community-based associations representing migrants', displaced persons', and community members' needs.</p>
	<p><b>4.2.1:</b> Government officials have the skills and tools to include migrants, displaced persons, and/or community members in legislation and policy processes.</p>	<p><b>4.2.1.a:</b> Number of policymakers trained on including migrants, displaced persons, and/or community members in legislation and policy processes.</p> <p><b>4.2.1.b:</b> Percentage of policymakers have increased knowledge on including migrants, displaced persons, and/or community members in legislation and policy processes.</p> <p><b>4.2.1.c:</b> Number of targeted government officials who have tools (e.g. plans/strategies, equipment) to include migrants, displaced persons, and/or community members in legislation and policy processes.</p>
	<p><b>4.2.2:</b> Media, civil society organizations (including women's rights organizations), and national human rights institutions have the know-how to represent migrants, displaced persons, and communities.</p>	<p><b>4.2.2.a:</b> Number of members of varying institutions trained on migrants, displaced persons, and/or community members' representation.</p> <p><b>4.2.2.b:</b> Percentage of members of varying institution are confident to represent the interests of migrants, displaced persons, and/or community members.</p>

