



OBJECTIVE 1

Advancing the socioeconomic well-being of migrants and society

Safe and regular labour mobility

Bilateral labour migration agreements: Fine-tuning the corridor assessment methodology

Bilateral labour migration agreements (BLMAs) are means for governments to enhance safe and regular labour migration pathways. When well-negotiated, developed and implemented, such agreements make a significant contribution, as labour mobility starts bringing triple wins to origin and destination communities, as well as migrant workers and members of their families. Different types of BLMAs have different formats, focus and levels of flexibility. Depending on the context and characteristics of labour migration and labour market situation, governments are increasingly seeking support from the international community to help analyse different types of BLMAs, extract lessons learned and identify scalable and effective solutions. In 2018, the International Organization for Migration (IOM) and International Labour Organization (ILO) conducted a stocktaking study, carried out two corridor assessments and developed a tool for BLMAs elaboration, implementation, monitoring and evaluation for these specific corridors.

In 2020, IOM – in cooperation with ILO and other partners – will continue working with BLMAs in different labour migration corridors, fine-tuning the tool through its application and testing, further developing the corridor assessment methodology and supporting governments in developing a holistic approach towards international cooperation and the BLMAs, specifically to protect migrant workers and foster growth and development in countries of origin and destination.

Addressing informality aspects of labour markets with high presence of migrant workers

Labour mobility has a strong development potential when it is well managed and happens through safe and regular pathways. However, very often, migrants end up working in the informal economy with no protection and in high risk of forced labour, particularly among women migrant workers.

Some sectors of the economy are particularly prone to informality or poorly regulated work. In particular, this concerns jobs in family enterprises, casual wage labour, agricultural work, construction work, street vending or domestic work. When employed in the informal sectors of the economy, migrant workers remain outside protection mechanisms, finding themselves, particularly migrant women, in a heightened position of vulnerability and dependency.

IOM, in partnership with other agencies, plans to support governments in raising further global awareness to the intersection between labour migration and informality, specifically by conducting research into the subject, carrying capacity-building on ways to develop regular labour migration pathways, as well as identifying concrete measures that could be implemented to help transition from informal relationship between employers and migrant workers towards more formal arrangements. This will help ensure the protection of migrant workers and secure the positive impact of migration on labour markets in countries of destination, as well as the development in the countries of origin.



Vendor at an informal market in the Central African Republic. © IOM 2017/Amanda MARTINEZ NERO

Promoting socioeconomic and cultural inclusion of migrants

Joint Global Initiative on Diversity, Integration and Social Cohesion

The Joint Global Initiative on Diversity, Integration and Social Cohesion (DISC) is a flexible, demand-led policy and capacity-building programme that supports IOM Member States, civil society and other relevant partners with the development, implementation and evaluation of strategies and programmes aimed at promoting migrants' full inclusion and social cohesion. The initiative aims to foster a comprehensive and whole-of-society approach to inclusion and social cohesion, strengthen capacities of key actors at the national and local levels and promote an evidence-based narrative on diversity, migrant inclusion and social cohesion.

As part of the initial phase of operationalizing the DISC initiative, IOM has developed an operational framework and a set of tools to foster a coherent and whole-of-society approach to inclusion and social cohesion, anchored not only to the priorities of migrants but also to those of receiving communities.

IOM is counting on the support of its Member States and other development cooperation partners to kick-start the next phase of the DISC Initiative in 2020. This includes translating the framework into concrete programmatic interventions and guidance materials to enhance the technical capacity of IOM Member States and other relevant actors in developing their own activities, evaluating their impact and forging strategic partnerships on migrant inclusion and social cohesion.

Migrants can contribute positively to the development of communities back at home or in countries of residence, provided their skills, capabilities and entrepreneurial spirit are given sufficient support and recognition. The Global Compact for Safe, Orderly and Regular Migration, New York Declaration for Refugees and Migrants and the United Nations Sustainable Development Goals support the socioeconomic integration of vulnerable groups including migrants, through self-employment and entrepreneurship. Responding to this need, IOM, the United Nations Conference on Trade and Development (UNCTAD) and United Nations High Commissioner for Refugees (UNHCR) launched the *Policy Guide on Entrepreneurship for Migrants and Refugees* in November 2018, which draws on their respective technical expertise and practical experience. This guide argues that entrepreneurship can be an effective way to include migrants and refugees in local economies and enhance their contributions to countries of origin by sharing their knowledge and entrepreneurial spirit, creating new market opportunities, leveraging cross-border networks and generating employment. Policies and programmes play an important role in supporting entrepreneurial activity by (and for) refugees and migrants and in addressing the barriers they face to engaging in economic activity.

The guide is a first step in this broad UN partnership. In 2019 and 2020, IOM (Headquarters and country offices), UNHCR and UNCTAD will work collaboratively to roll out the *Policy Guide on Entrepreneurship for Migrants and Refugees* in individual countries and regions. Specific activities will include the following: (a) raising awareness of the policy guide findings among stakeholders, as well as Member States consisting of both sending and receiving countries through a series of country workshops (a list of 14 countries have already been drawn up, and the first national roll-out happened in Brazil in August 2019); (b) developing and pilot testing of a joint assessment methodology that governments and IOM offices can use to identify the national-level policy environment, specific beneficiaries, actions and potential linkages between sending and receiving countries; and (c) launching a joint UN global initiative; the first step to this will be the development of a cross-agency concept note on the basis of which funds can be raised.

Within IOM, the entrepreneurship activities in 2020 will be monitored and implemented through IOM Headquarters (Department of Migration Management and Department of Operations and Emergencies) and the Entrepreneurship Community of Practice, which is based in the Regional Office in Vienna. The initiative will strengthen IOM's work across UN agencies, as well as across and within IOM.



Access to school aids social inclusion of migrants and refugees. © IOM 2017/Reuben LIM

Improving financial and economic well-being of migrants and members of their families

Further advancement of the International Recruitment Integrity System

The international mobility of workers often involves labour recruiters who play an important role in matching skills and competencies of jobseekers with employment opportunities abroad. When labour recruiters operate transparently and ethically, they minimize skills mismatches and facilitate safe labour mobility. However, unethical recruitment practices expose migrant workers to poor working conditions, abuse and exploitation and, in the extreme, to forced labour and human trafficking.

In 2020, IOM will continue to advance work on the International Recruitment Integrity System (IRIS), a global programme designed to promote ethical recruitment as a core reference and business model of labour recruiters, employers and policymakers alike. IRIS creates an enabling environment for ethical recruitment by establishing a multi-stakeholder standard that defines good practice, raising awareness and developing capacity across key stakeholders, monitoring international recruitment practices and establishing a voluntary certification scheme for international recruiters, supported by effective due diligence, grievance and redress mechanisms. In full synergy with existing norms and standards developed by ILO and other international partners, IRIS brings together governments, civil society, the labour movement, employers, global brands and recruiters to establish ethical recruitment as the norm across the industry. This includes shifting the cost of recruitment from the worker to the employer, promoting greater transparency within the recruitment process and ensuring the rights of migrant workers are protected. In implementing IRIS, IOM promotes the following: (a) advocacy and awareness-raising with all stakeholders involved in the labour migration process; (b) training and individual mentoring for labour recruiters interested in pursuing IRIS certification; (c) targeted training for employers and companies in identifying ethical labour recruiters and aligning their business practices to the IRIS standard; (d) training for policymakers and regulators on ethical recruitment; and (e) development of global tools and resources to assist stakeholders in their own areas of engagement.

FIRST GLOBAL CONFERENCE ON THE REGULATION OF INTERNATIONAL RECRUITMENT AND PROTECTION OF MIGRANT WORKERS

In June 2019, IOM co-hosted the first-ever global conference on the regulation of international recruitment and protection of migrant workers, in partnership with the Government of Canada, the Swiss Agency for Development and Cooperation, the United States' Department of State and the Province of Quebec.

The conference brought together 100 participants from more than 30 countries around the world for two days to examine challenges, opportunities and good practices in improving regulation and enforcement related to cross-border labour recruitment. Senior policymakers, leading experts and practitioners representing the ministries of labour, foreign affairs and immigration led a global dialogue to co-create clear, practical guidance to better monitor the private recruitment industry and protect migrant workers throughout recruitment, deployment and employment.

Tackling human trafficking, migrant exploitation and abuse

IOM will continue to support governments and other stakeholders to address human trafficking. This includes the following: (a) providing support to strengthen policies and procedures in facilitating the identification, referral, protection and assistance of trafficked persons; (b) improvements to anti-trafficking legislation and their implementation; and (c) advisory services for businesses to eliminate exploitation from their operations and supply chains. Through information campaigns and outreach, IOM will also continue to equip vulnerable populations with the information they need to migrate safely and access assistance when necessary, while addressing vulnerability factors through programming at the individual, household, community and structural levels. Finally, IOM will continue to provide protection and assistance to victims of trafficking including safe accommodation, medical and psychosocial support, and assisted voluntary return and reintegration.

Protection and assistance to migrants vulnerable to violence, exploitation and abuse

IOM has developed a determinants of migrant vulnerability model, an innovative tool to holistically assess migrants' vulnerabilities and capabilities. This approach looks beyond the individual migrant, analysing factors at the household/family, community and structural levels that contribute to vulnerability or to resilience, mitigate

vulnerability, reduce harm and inform comprehensive and sustainable solutions. It offers a standard methodology for identifying migrants vulnerable to (or who have experienced) violence, exploitation or abuse and provides guidelines, standards and tools for providing them with appropriate case management, protection and assistance services. In 2020, IOM aims to expand and roll out the new *IOM Handbook on Protection and Assistance for Migrants Vulnerable to Violence, Exploitation and Abuse* by providing capacity development and technical assistance to governments and civil society partners with the aim of reducing unsafe migration, mitigating migrant vulnerability and improving their protection and assistance responses to vulnerable migrants.

Vulnerability profiling methodology

IOM has developed a Determinants of Migrant Vulnerability model, an innovative tool to holistically assess migrants' vulnerabilities and capabilities. This approach looks beyond the individual migrant and analyses factors at the household/family, community and structural levels that contribute to vulnerability or to resilience, mitigate vulnerability, reduce harm and inform comprehensive and sustainable solutions. It offers a standard methodology for identifying migrants vulnerable to (or who have experienced) violence, exploitation or abuse and provides guidelines, standards, and tools for providing them with appropriate case management, protection, and assistance services. In 2020, IOM will focus on lessons learned from the IOM publication, *Migration Profiles: Making the Most of the Process*, which offers practical guidance on how to initiate, implement and follow-up on the migration profiling processes. Using lessons learned, a follow-up publication will be released for conducting national vulnerability profiling exercises.

Strengthening government capacity for mobilizing the private sector to protect and assist migrants vulnerable to exploitation and abuse

Migrant workers in the private economy continue to be abused, exploited and even trafficked. The vital role played by the private sector in protecting and assisting victims of abuse and exploitation is unexplored and poorly misunderstood among government and private companies. In order to address this challenge, IOM proposes to build upon the *Remediation Guidelines for Victims of Exploitation in Extended Mineral Supply Chains* (launched in 2018) and encourage uptake and application of the guidelines, and further develop models of cooperation between governments, companies and service providers to ensure that victims are protected and assisted. The forthcoming accompanying *Handbook on Protection and Assistance to Migrants Vulnerable to Violence, Exploitation and Abuse*, and the guidelines and standards set forth within, will be key tools for governments as they work towards the implementation of the Global Compact for Migration. IOM will provide governments with a full suite of tools to operationalize the determinants of vulnerability frameworks and implement appropriate and sustainable solutions for vulnerable migrants.



As victims of exploitation and abuse, Sundari and nine other women received direct assistance from IOM.
© IOM 2017/Muse MOHAMMED

Migration and health

Health promotion and assistance for migrants ensures the provision of and access to equitable health services for migrants and mobile populations. In 2020, IOM will continue to support governments in managing migration health through research and data management to develop and implement evidence-based advocacy and safe migration-related health policies and programmes, advancing the socioeconomic well-being of migrants and society.

IOM will expand its programme through a comprehensive approach, integrating capacity-building activities with migration-related data managing, community-based surveillance and health system strengthening towards migrant-friendly and mobility competent health systems.

IOM will continue to provide support by developing the capacity of partners from the health and non-health, public and private sectors, as well as migrants and host communities themselves, which ensures sustained delivery of comprehensive, quality health and social services throughout the migration cycle.

Strengthening migration health governance is aligned with governments' commitments under the following: (a) newly adopted Global Action Plan for Promoting the Health of Migrants and Refugees by the World Health Organization (WHO); (b) health-related objectives of the Global Compact for Migration; (c) Sustainable Development Goals, including Target 3.8 on achieving universal health coverage; and (d) existing regional policy frameworks addressing health and population mobility. IOM is committed to providing technical support for Member States and partners to develop capacities and improve migration health governance.

IOM will continue to support States in fulfilment of health-related commitments in the Global Compact for Migration and the WHO Global Action Plan for Promoting the Health of Migrants and Refugees and expand its programming for promoting inclusion of migrants in health financing to alleviate financial barriers that contribute to inequitable access to health care. Governments and health actors are increasingly recognizing the need for concerted, comprehensive and multisector approaches to migration and health. IOM will continue to support States in strengthening national health financing policies for including migrants in financial protection schemes to move further towards their inclusion in universal health coverage policies.



IOM conducting malaria testing in Myanmar. © IOM 2018/Muse MOHAMMED

Migration, environment and climate change

Environmental and climate change factors play a significant role in shaping human mobility, with sudden-onset disasters and slow-onset processes leading to different migratory outcomes. IOM's vision is to support Member States and migrants with practical solutions in addressing the complex challenges posed by environmental degradation and climate change in terms of human mobility and delivering enhanced benefits to migrants and vulnerable communities. Since the establishment of the Migration, Environment and Climate Change Division in 2015, IOM continues to develop activities with a focus on the following: (a) strengthening the evidence base; (b) building governmental capacities; (c) promoting policy dialogue; and (d) exchanging good practices to address human mobility challenges associated with climate and environmental change.

IOM will continue to engage and contribute to key global policy process and promote the link between human mobility and environmental change, including climate change. In particular, IOM will support States in implementing the recommendations of the Task Force on Displacement under the United Nations Framework Convention on Climate Change, which was adopted at the Twenty-fourth Conference of the Parties in 2018. This includes enhancing research and data collection to better understand human mobility-related adverse impacts of climate change policymaking, considering formulation of related laws, policies and strategies, and to facilitate orderly, safe, regular and responsible migration as appropriate in accordance with national laws and policies in the context of climate change, among others. Such endeavours will be implemented through partnerships, and IOM will continue to support State-led efforts to address human mobility challenges associated with climate change and disasters, such as the work of the Platform on Disaster Displacement (PDD).



To contribute in strengthening knowledge and evidence on this topic, IOM will work on consolidating its methodologies, capacities and expertise across its different departments and offices involved in data collection and research on mobility in the context of climate change and disasters. As co-chair of the Data and Knowledge Working Group of the PDD, IOM will also support efforts at the global level to strengthen data collection, information systems and scientific dialogue, in particular in relation to slow-onset events and processes. In terms of pragmatic solutions, positive opportunities to support and protect migrants and communities will be sought, such as investing in environmentally sustainable activities or harnessing the contributions of migrants and diasporas to climate change adaptation.

As a result of the Global Compact for Migration, which clearly identifies slow-onset environmental degradation and climate change as one of the drivers of migration, IOM will strengthen and expand on its capacity-building programme, based on the *Migration, Environment and Climate Change: Training Manual (Facilitator's Guide)* (2016), the *Atlas of Environmental Migration* and new evidence gathered through IOM projects around the globe. IOM has implemented capacity development workshops for policymakers at regional and national levels that benefited 58 countries and

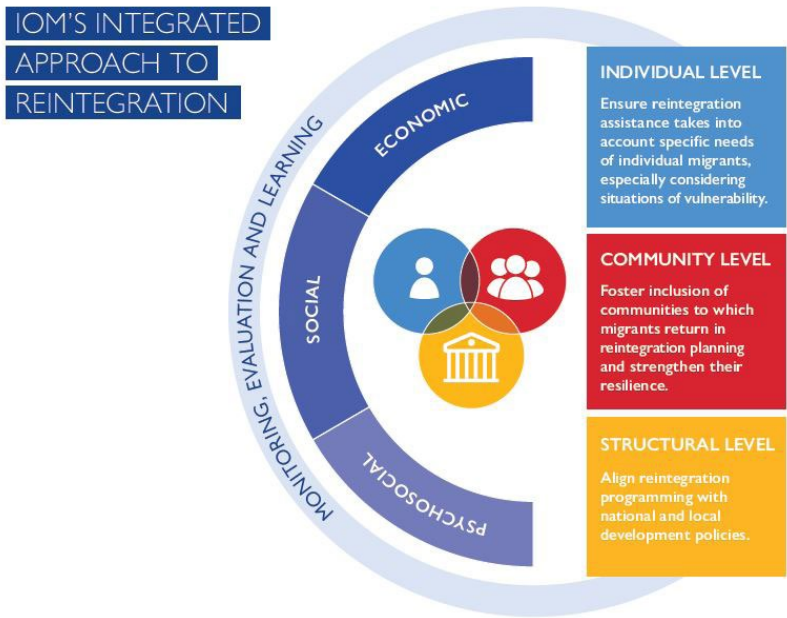
about 500 policymakers since 2013 to support States to identify, develop and strengthen solutions for people migrating in the context of environmental change, as well as promote policy coherence at national and regional levels. Furthermore, IOM will continue to implement regional and national training workshops at the request of Member States, as well as develop internal capacities to strengthen such efforts globally.

Return and reintegration

The number of migrants assisted by IOM to return voluntarily and reintegrate in their countries of origin has grown, not only in volumes but also in terms of vulnerabilities requiring specific and tailored responses. In 2020, IOM will continue its work in providing assistance to migrants who wish to return voluntarily, as well as to States through capacity-building.

Strengthening capacity and evidence base to promote an integrated approach to reintegration in the context of return

Based on IOM’s “integrated approach to reintegration”, a reintegration handbook is being developed, including a related training curriculum aimed at providing practical guidance on the design, implementation and monitoring of reintegration assistance for IOM staff, policymakers and other reintegration practitioners globally. In 2020,



IOM will roll out the reintegration handbook curriculum through trainings in selected countries, targeting key governmental and civil society organization stakeholders involved in the reintegration of returnees. IOM advocates for the adoption of holistic reintegration policies that respond to the economic, social and psychosocial needs of returning migrants, while also benefiting communities of origin and addressing structural challenges to reintegration.

Protection of migrant children

IOM responds to the needs of child migrants as a mainstreamed issue, within other overall approaches, including through its assisted voluntary return and reintegration programmes. However, the scale of the issue now demands specialized and devoted attention. In 2020, IOM will focus on collecting best practices and developing guidance in the field of sustainable solutions for children, with focus on reintegration and application of the best interest principle in all decisions regarding migrant children.

Knowledge management

IOM will contribute to the strengthening of evidence-based policies and programmes in the field of return and reintegration, through the roll-out of standardized tools and indicators developed by the Knowledge Management Hub (KMH) under the European Union-funded Pilot Action on Voluntary Return and Sustainable Community-Based Reintegration in Southern Africa. The knowledge gained will be further disseminated through the KMH online platform and workshops, fostering thus a community of practice on reintegration. The KMH plays a crucial role in the implementation of European Union–IOM actions addressing migrant protection and sustainable reintegration in Africa, Asia and the Middle East, funded by the European Union Emergency Trust Fund for Africa and the Development Cooperation Instrument by providing thematic expertise, development and cross-regional harmonization of procedures and monitoring and evaluation frameworks, and contributing to the improvement of existing data collection and management tools. Given this role, it is of utmost importance that the KMH can continue to provide this support and ensure its sustainability in 2020.

Monitoring and evaluation

In order to monitor and evaluate returnees' progress in and across these economic, social and psychosocial dimensions, new tools have been developed, encompassing a set of indicators and a scoring system to measure sustainability.⁷ In parallel, IOM will continue to roll out its institutional tools to monitor and evaluate sustainable reintegration, as well as analyse the collected data and information to contribute to evidence-based programming and policies. There is a need to continue and expand beyond the European Union–IOM Joint Initiative to countries not covered by the projects to ensure that IOM can continue providing reliable data for evidence-based programming across all countries where reintegration projects are being implemented.

⁷ These tools can also be applied when reintegration takes place in the context of non-voluntary returns, for instance under IOM's Post-Arrival and Reintegration Assistance (PARA) programmes.